



the Source

Jan/Feb 2019 #GettingBusinessDone

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A message from your Chief Executive



In the first "the Source" for 2018, we looked forward to a year of change with big decisions on Brexit and key infrastructure investment. The same can be said for 2019!

On Brexit the only certainty remains uncertainty. Businesses must take practical steps, on shifting sand, to plan for change and take advantage of opportunities. Our seminar on 25th January, before our members' meeting, will address these practical issues – no politics! It will be led by experts from KPMG and the Department of

International Trade. Please book your place through our website.

On major infrastructure, we have had the publication of the Draft Gatwick Airport Master Plan 2018. Stewart Wingate, Gatwick's CEO, presented to a strong gathering of members on 30 November at Hartsfield Manor. We have since submitted our response to the consultation emphasising the wider economic importance of the airport and how this would grow under the "emergency runway" scenario - without extending the current airport boundaries or requiring businesses to relocate.

We also acknowledged that the environmental and infrastructure impacts of airport expansion need to be carefully managed. This will be tested through the planning approval process which will no doubt take into account technology improvements with new quieter and more efficient aircraft. And, we have stressed the importance of the airport continuing its positive engagement with transport authorities on essential investment in surface transport connections.

We have picked up on this theme in our response to Network Rail's consultation on the "Croydon bottleneck" which severely

restricts the capacity and reliability of the Brighton Mainline and so impacts on business in the Gatwick Diamond.

On the 17th December, the DfT published the Aviation Strategy Green Paper with consultation closing on 11 April 2019. We are pleased to see that "developing the role of airports as catalysts for economic growth" is one of the policy measures. The consultation document is on <https://aviationstrategy.campaign.gov.uk>. We will be responding.

All this might look like consultation overload, but it is important that the business voice is heard in strategy and investment decisions that impact on the Gatwick Diamond economy. This influencing and lobbying role is perhaps less obvious than the other ways in which we support our members but, in the longer-term, it is equally important.

So, a busy year ahead and on behalf of the gdb team and Executive Council, our best wishes for a successful 2019.

Chairman's Column

At the last Members' Meeting I shared a story about attending the recent Kingston Smith Charity Quiz Night. This is an annual event, now in its 20th year, which has raised an amazing £65,000 for charity.

Most of the quiz teams were from individual companies (many of them our gdb members I'm pleased to say). It was suggested that we put in a gdb team. So an appeal went out to the gdb Executive & we put together an astounding team made up of Simon Pringle (Red River Software), Brett North (Thakeham Homes), Jeff Alexander (gdb), David Montgomery (Kingston Smith), Andrew Hookway (Extech Cloud) & myself.

We duly entered our team Gatwick Diamond Quizness (what a great name!).

We've done team building events together in the past, but maybe we should have considered ahead of the event that there is a very specific strategy (with tactics) to a quiz night ... if you want to win.

It's something I tell my clients when setting up Environmental Management Systems:

- Know your objectives & work towards them
- Have agreed roles & responsibilities, making the best of people's experience & strengths
- Follow a structured approach
- Have good lines of communication
- And above all be creative & have fun.

There were 21 teams of knowledgeable & experienced professionals. I'm proud to say we came 5th - just 5 points behind the victors.

We got a couple wrong & had to challenge the judge on another question. Overall, we had a fun night, raised money & got to know each other better - thus we found another benefit of being a Gatwick Diamond Business member.

You remember our mantra: Good people know good people.

Being part of gdb is not just about giving out your business card or talking at an event.

It's about strengthening our business network - building valued & trusted relationships that bring real commercial benefits.

And hopefully next year we'll win the Quiz Night!



Anya Ledwith
Eshcon Ltd

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www.eshcon.co.uk/gdb



GDBA
2019

Celebrating Business Excellence

The Gatwick Diamond Business Awards - 21st March 2019

Join us in the Millennium Suite of the Copthorne Effingham Park for a pre-dinner reception hosted by BGF, before taking your seat for a sumptuous three course dinner with wine.

Our presenter for the evening will be comedian and actor, Marcus Brigstocke. Marcus has become a regular voice on BBC Radio 4 with an impressive list of TV & film credits including 'Have I got News for You', 'Live at the Apollo', Monty Python's 'Spamalot' and 'Love Actually' among many others.

This Black Tie event will see the very best of the Gatwick Diamond Business community come together to celebrate the achievements of World-Class businesses in this World-Class region.

- 6.30pm Evening starts with Pre-Dinner Reception
Sponsored by BGF
- 7.15pm Take your seats for Dinner
- 9.30pm Marcus Brigstocke
- 10.00pm Presentation of the Gatwick Diamond Business Awards
- 11.00pm After-Show Party
- 01.00am Carriages



For more information and to download the booking form, visit:

WWW.GATWICKDIAMONDBUSINESSAWARDS.COM

 @gdbizawards

The gdb Speakers Conference 2019 - RE-ENERGISE! You – Your Team – Your Business

On 17th January 2019, we will be delivering the 3rd Annual gdb Speakers Conference. Over a buffet lunch network & discuss your business issues with others, then take away the positive & powerful messages from the event, to inspire you, your team and your business.

This Event will provide Business Owners, Directors and Senior Managers with the opportunity to hear from key speakers on a range of topics:

Richard McCann – Author & Inspirational Speaker - "Overcoming Adversity"

John Young - South East TV Newsreader and

Reporter - "Getting It Done by Lunchtime"

Linda Moir - Head of Events Services, London Olympics 2012 - "Delivering Customer Service to your Clients & your Team"

Julie Baker – NatWest Enterprise Board Chair - "Making the Most of Diversity as a Business Asset"

Ticket prices
gdb Member Price - £75 +VAT
Non-Member Price - £95 +VAT

To book, please visit www.Eventbrite.com and search for 'gdb Speakers Conference' or visit www.GatwickDiamondBusiness.com

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Get ready for the Gatwick Diamond Business Awards 2019

The Eleventh Annual Gatwick Diamond Business Awards Ceremony will be held on March 21st 2019 at the Copthorne Effingham Park Hotel.

The Business Awards have become established as the must-attend business networking event in the region, bringing high level of networking alongside the celebration of business excellence and outstanding entertainment.

The evening will be presented by comedian and actor, Marcus Brigstocke. Marcus has become a regular voice on BBC Radio 4 with an impressive list of TV & film credits including 'Have I got News for You', 'Live at the Apollo', Monty Python's 'Spamalot' and 'Love Actually' among many others.

Book your table now at the 2019 Awards (with the pre-dinner reception sponsored by BGF) by calling 01293 813888

The evening attracts the biggest and most influential business people to recognise the winners of the 15 categories.

The Awards Headline Sponsors are Gatwick Airport, NatWest, Extech Cloud & Takeham Group

The categories and sponsors are:

- Business of the Year over £1m turnover – sponsored by NatWest
- Business of the Year up to £1m turnover – sponsored by SHW
- Business Person of the Year – sponsored by KPMG LLP
- New Business of the Year – sponsored by Basepoint Business Centres

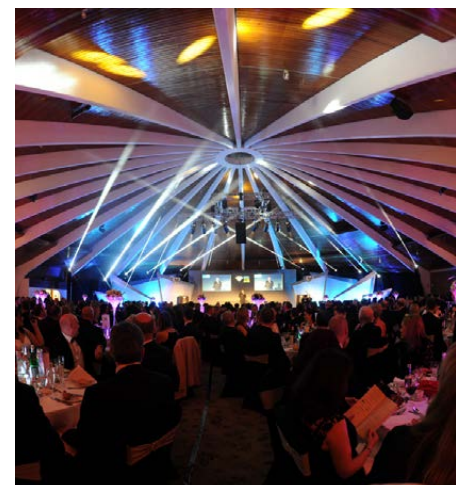
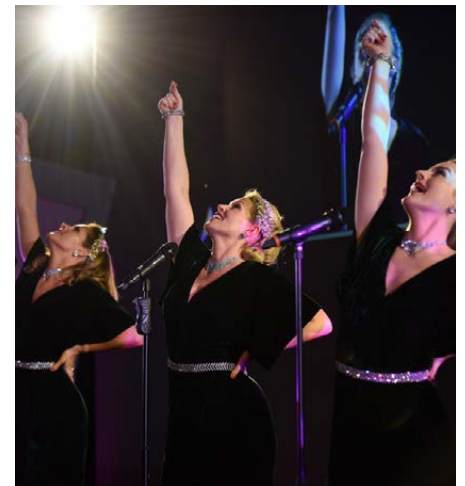
- International Business of the Year – sponsored by the Gatwick Diamond Initiative
- Manufacturing Business of the Year – sponsored by Kreston Reeves
- The Award for Innovation & Technology – sponsored by asb Law LLP
- The Award for Customer Delight – sponsored by DMH Stallard
- The Award for the Place to Meet – sponsored by CEC Direct Ltd
- The Award for Supply Chain Excellence – sponsored by University of Brighton
- The Award for Developing People for Business – sponsored by Crawley College
- Apprentice of the Year – sponsored by Reigate and Banstead Borough Council
- Employer of the Year – sponsored by Search Consultancy
- Responsible Business of the Year – sponsored by University of Sussex Business School
- Professional Services Firm of the Year – sponsored by Crawley Borough Council

The event is supported by Avensys Hire & Events as Staging Design & AV Technology sponsor. Storm12 is the Creative Partner. Media Partner, Platinum Publishing Group. JR Print are the Menu Print Sponsors.

The finalists in each category will be announced on the 14th February so follow @gdbizawards on Twitter for the latest news on the 2019 Gatwick Diamond Business Awards.

To book your table, visit:

www.gatwickdiamondbusiness.com
or call 01293 813888



A New Year's Resolution for Every Business – Focus on your Most Valuable Resource

Your staff and customers create value for your business, but there is a more valuable resource that is the life-blood of EVERY organisation: INFORMATION.

- An engineering firm won't stay in business long without access to project designs and specifications.
- Insurance companies need rapid access to customer policies to process claims and assess future risks.
- And airlines need fast access to maintenance records to minimise the time that their fleet spends on the ground.

Many successful business managers have learned the benefits of Information Management policies and practices; and it doesn't have to be difficult or complicated

Simply by deciding which records you no longer need at your fingertips, your company can move inactive records to a safe and secure offsite location, freeing-up valuable office space, and avoiding renting additional office space.

Some might argue that paper records are a thing of the past. The "paperless office" has been predicted since the 70's, but today's average office worker still handles 10,000 pages of paper every year. As a logical compromise, many businesses routinely scan paper documents "on demand", while retaining original paper documents offsite as their ultimate backup.

And when records become older than needed for legal, administrative, and operational reasons, they can be securely destroyed in an environmentally-friendly manner. Not only does this reduce the cost of storage, but workers will spend fewer days hunting for "that file" while their focus shifts towards improving the quality of information that is retained.

If you would like to discover the many benefits of Information Management for your business, speak to an organisation that has a long-established local and international track-record of providing such advice and services to a wide variety of industries and sectors.



www.kestrelidm.com

Charity Networking Morning Raises Business Pulse

In his role as Business Ambassador for the Dame Vera Lynn Children's Charity (DVLCC), Business Mentor and Coach, Nasser Elaheebocus, organised a highly successful networking event at the Charity HQ recently. This was his second corporate networking event in his role for the charity. He has also played host to a variety of fun and fruitful race days.

The aim of the networking morning was to engage business with charity in the locality as well as raise awareness of and funds for, the DVLCC. It offered the perfect opportunity for members of the business community to learn more about the charity and to meet some of the staff, and parents of the children benefitting from the charity.

DVLCC supports families with young children under five years of age with cerebral palsy and other motor learning. Its centre in Cuckfield includes a state-of-the-art multi-sensory room.

The networking event featured lots of engagement and delicious refreshments. Coffee was courtesy of Heather Barrie and Harrie's Coffee and the special logo cakes were provided by Faye Miller of Brighton Cakes. As well as participants learning more

about the work and needs of the charity, it gave them the opportunity to network with each other in a very different setting. It included a presentation from Executive Manager, Pilar Cloud, Virginia Lewis-Jones (Dame Vera's daughter and Vice President of the Dame Vera Lynn Children's Charity) and two parents.

A Christmas Raffle and sales of DVLCC Christmas Cards raised £180 on the day. Also the event led to many connections within the business community with the promise of future involvement with the charity.

Pilar Cloud, Executive Manager, DVLCC, said, "We were so pleased with the incredible turnout at the Business Pulse Networking Event that our Business Ambassador and Business Pulse founder, Nasser Elaheebocus, organised. It was a pleasure to welcome so many engaged individuals who came not only to network, but also to find out more about how they might get involved with this Charity. It is thanks to the varied and generous support we receive from local businesses, trusts, individuals and community groups that we are able to provide our vital early intervention service free to families with very young children with Cerebral Palsy and other motor



impairments. I am so grateful to Nasser for all of his support."

Nasser, who won the Business Matter's Business Personality of the year in 2017, is a well-known local businessman, entrepreneur and founder of Business Pulse in Horsham.

Nasser enthused, "What an amazing morning at the Dame Vera Lynn Children's Charity HQ. 36 people gave up their valuable time to visit the centre, and heard from two wonderful parents on how the staff and facilities had fundamentally changed the lives of their children. It was incredibly moving. All I can say is thank you for everyone's support. Some of the feedback was incredible."

www.businesspulse.org.uk

Let's be Absolutely Clear

As a privacy professional, I find it's an occupational hazard that I have to check out 'Privacy Notices' (don't even get me started on 'Cookie Consents') on the web sites of the suppliers I might be considering purchasing goods or services from. I nearly always find myself being pretty dismayed at the overwhelming amount that are so obviously templates downloaded from a web resource and pasted into the website. In fact, I refuse to use the services of organisations that display a half hearted regard to the privacy of my data.

To put this into some context, in the beginning of the General Data Protection Regulations (GDPR), (well Article number 5 but close to the beginning) there is the 1st Principle and it goes like this, "Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject". Note the use of the word 'shall', it means that it isn't an option!

Recital 39 (the accompanying explanation to Article 5) says, amongst other things, the following:

- Natural persons should be made aware of risks, rules, safeguards and rights in relation to the processing of personal data and how to exercise those rights
- In particular, the specific purposes for which personal data are processed should be explicit and legitimate and determined at the time of collection of the personal data.
- In particular, ensuring that the period for which the personal data are stored is limited to a strict minimum.

There's other stuff too, about committing to the data being adequate and relevant to the purpose it's collected, accurate, kept secure and confidential etc.

The point is, that the law requires specificity not generality. A privacy notice that outlines the full range of lawful basis conditions, indeterminate retention periods and is held together with the words 'may' and 'might', is the antithesis of transparency, which is opacity.



The use of pre-populated Privacy Notices might be tempting to use for a number of reasons, maybe cost, advocated by a 'professional membership' association, ignorance of the law or provided as part of a web package. But, they do not reach a sufficiently high enough bar to demonstrate compliance and your accountability.

The Information Commissioners Office (ICO) website provides guidance and a check list as to what specifically is required, alternatively get in touch with us at Compliance and Privacy Solutions Ltd. www.caps-ltd.co.uk/contact-us/ and we can support you develop your compliant privacy notice.

Local Freight Company Soar with New Invoicing System

With Heathrow's plans for a third runway stalled and chatter around an extra runway potentially at Gatwick, it's never been a better time for local infrastructure growth. ITDS share their case study of local business, British freight forwarder Air & Cargo and how they are streamlining their business operations.

The Challenge

Within the freight and logistics industry, paperwork is a crucial element of day to day business. Each and every step of the process is crammed with paperwork that all has to be in perfect order. The Air & Cargo team were manually inputting between 4,000-6,000 invoices a month.

This often led to duplicate invoices being filed on the system and made it difficult to retrieve paperwork. It created a bottleneck within accounts processing, as the team frequently had to request copy invoices at month end.

The Solution

ITDS implemented a new print solution integrated with document management, digital workflow and OCR technology, which completely revamped the accounts process. A significant amount of work from all parties went into ensuring suppliers shifted to digital



transfers of invoices, moving away from posting to emailing invoices to a generic email box at Air & Cargo.

The Benefits

The automation of previously labour-intensive paper-based processes has brought radical benefits. Now 95% of documents coming into the business are no longer touched. The remaining 5% are pushed into an exceptions queue.

The new solution speeds up the invoicing process for the business. It reduces errors and frees up time for the accounts

team, making the department much more productive with time to focus on other key areas and saves important man hours across the business.

ITDS provide solutions that are customised to each client's requirements, ensuring customers receive a solution that provides the best optimisation and efficiency improvement for their business. To see how we could help you, please contact:

IT Document Solutions
0207 101 0096
Contact@itdocumentsolutions.com
www.itdocumentsolutions.com

Five Key Lessons I Learnt Whilst Building my Business



Some people make setting up a business seem easy, but that's never the case. Nixplay Signage CEO Mark Palfreeman, founded Nixplay Signage to provide accessible digital signage solutions for businesses, based on his experiences in developing digital photo frames. We asked Mark on advice he would give his younger self. Here are the key lessons he would give to his younger self and what he thinks entrepreneurs should keep in mind:

1. Do Adequate and Honest Research.

Too often an entrepreneur will try to make the market fit their big idea or do no research at all. You'll have to be intellectually creative if there is no market data supporting your new product or service, but it possibly means you've got a novel idea.

2. An Idea is Neither a Product nor a Business.

An idea is hard to test with friends, family, and potential customers if it's merely in your head. The feedback and constructive criticism from your peers will be much more productive if you specify and condense your business concepts to solicit better feedback.

3. Build a Great Team

Your job as a leader is to help craft a culture where the customer is at the

apex and all the great qualities your team possesses are brought to bear service to the customer. Your customers provide the resources to reward your team and stakeholders, not you.

4. Let Your Instincts Fill in the Blanks

There will be times when you are ill-equipped to make a well-informed decision, but a decision must be made. Learn to trust your mind and your instincts to become a more formidable decision-making machine.

5. Put Your Customers First

Your customers can provide the long-term resources that your business requires. Find them, listen to them, and care for them.

Learn more about Mark Palfreeman and Nixplay Signage by reading CIOReview's Audiovisual special. Nixplay Signage offers a digital signage solution that can be used right out of the box. Get in touch with a member of the dedicated Nixplay team at sales@nixplaysignage.com or 0800 689 1570 to learn more.

How to get a 'Yes' for Bank Funding

Securing bank funding is new for a lot of businesses and often they are not prepared for the process that they will need to go through. Banks will generally require more information than peer-to-peer lenders for example, but the interest rates you pay with a Bank will typically be a lot less so it can be worth spending the time with a Bank. Below are my tips for improving your chances of having Bank funding approved;

- Check your business and personal credit score – If there are any missed payments, CCJs or other issues, then be open and explain the reasons at your initial meeting. Banks will generally complete searches on the business and the main shareholders. Adverse information does not automatically mean 'no' but it will need to be explained.
- Be prepared to provide annual accounts and bank statements as a minimum – If your last annual accounts are over 6 months old you may be asked to provide your latest profit and loss and balance sheet as well. Make sure your Accountant is prepared if necessary.

- Be open – Be prepared to talk about your company history, your market and your strategy. The Bank will use this to build a picture of your business for the underwriters who will make the decision. If you're open in your discussions there is also a chance your relationship manager will spot further opportunities to support you.
- Know your USP – Banks like to understand why you make money now, and why you will continue to make money in the future.
- Plan well in advance – if you're looking to raise money engage your Bank early and don't leave it to the last minute.

If you have any questions about bank funding please contact your local Santander Business contact;

Craig Carter
07703 376186
craig.carter@santander.co.uk

Don't forget
to use your
Guests Passes
at our next
Members
Meeting

Follow @
gdbevents
for the best
networking
in the diamond

Get ready for Streamlined Energy and Carbon Reporting (SECR)

From April 2019, large businesses will have to include carbon & energy information in their Annual Report.

The following information needs to be included:

- Greenhouse gas emissions – Scope 1 & 2 emissions arising from energy use in buildings & transport, including electricity, gas, vehicles & refrigerants.
- Energy consumption data.
- Details of energy efficiency activities undertaken.

To prepare, start putting in place processes for collecting data & making the carbon calculations. Many companies find this a challenge, particularly transport data.

SECR applies to quoted and large unquoted companies registered in the UK (>250 employees or turnover >£36m).

However, there are a lot of changes to energy legislation & costs next year that will affect all businesses, such as a 45% increase in the Levy applied to energy bills.

Make sure you're aware of all of these, to reduce the risk & cost implications to your business or indeed your clients.

Call Anya Ledwith of Eshcon for help to get started.
www.eshcon.co.uk



Bhavna's Buzz: The Latest in Employment & HR

Read on for the latest pay and data privacy developments from Bhavna Patel of PDT Solicitors.

Pay developments

Area	News	Advice
Contractor payments: IR35 tax regime	<p>The Government is extending reforms to the private sector.</p> <p>Taking effect from April 2020, the changes will apply to medium and large organisations.</p> <p>Affected businesses will become responsible for determining whether IR35 applies to the contractors it engages via an intermediary. If IR35 applies, it must pay tax and NICs on sums paid to that intermediary for the contractor's services.</p>	<p>Businesses should review their current position and introduce strategies to manage risk, e.g. by replacing contractors with fixed-term employees or using third party agencies to provide a workforce.</p>
Statutory pay	<p>The Government has published the proposed new benefit and pension rates for 2019 - 2020.</p> <p>The standard rate for Statutory Maternity Pay (SMP), Statutory Paternity Pay (SPP), Statutory Adoption Pay (SAP) and Statutory Shared Parental Pay (SSPP) will increase to the weekly rate of £148.68.</p> <p>The Statutory Sick Pay (SSP) rate will increase to the weekly rate of £94.25.</p> <p>The weekly lower earnings limit threshold which has to be reached for SMP, SPP, SAP, SSPP and SSP to be paid will rise to £118 per week.</p>	<p>From April 2019 the new rates should be applied. It's best to prepare for this in advance.</p>
National Living/ Minimum Wage (NLMW)	<p>The Government has accepted the Low Pay Commission's recommendations for hourly rate increases to NLMW from April 2019.</p> <p>NLMW increases are as follows: £8.21 for 25 and over £7.70 for 21-24 year olds £6.15 for 18-20 year olds £4.35 for 16-17 year olds £3.90 for apprentices aged under 19 or in the first year of their apprenticeship.</p> <p>The accommodation offset rate for making accommodation available to a worker will also increase to £7.55 per day.</p>	<p>Same as above.</p>

Data privacy

500m Marriott International customers' records (including payment card details, passport numbers and emails) have been compromised in a data breach. An unauthorised party copied the encrypted information. The ICO is investigating the reported breach. In the meantime, ICO has fined Heathrow Airport Limited £120k. A

USB stick containing personal data (including names and dates of birth) was lost and subsequently found by a member of the public. The material was neither encrypted nor password protected. Plus, only 2% of staff had data protection training and the company lacked controls regarding staff removing data.

The advice here is that you should ensure you have effective data protection measures

in place including regular cyber security checks and staff training.

Wishing you all a very Happy New Year and looking forward to a great 2019 ahead. To discuss any HR or employment issue please contact Bhavna Patel on 01403 831265 or bpatel@pdt.co.uk.

10 Reasons it Makes Sense to Recruit Flexibly



Flexible and part-time recruitment agency Ten2Two has considered why it makes perfect budget sense for any size business to recruit flexible workers. From reducing salary bills with four-day weeks to improving staff morale and consequently retention.

As a company committed to flexible recruitment you could benefit from:

- 1. Increased productivity:** Empowering staff to work the hours they are most efficient results in better productivity as they are achieving more in less time.
- 2. Staff retention:** A flexible approach creates a working culture of commitment and improved morale, reducing turnover of valued and experienced staff and saving on recruitment costs.
- 3. Reduced absenteeism:** Limiting the stresses of commuting and inflexible office hours affecting employee health can decrease absenteeism.
- 4. Attracting the best:** Offering flexible options appeals to a pool of highly skilled professionals that will only consider businesses who meet their lifestyle needs.
- 5. Injection of expertise:** Hiring on a consultation or training basis provides instant access to a highly skilled pair of hands in peak or strategic periods of business.
- 6. Affordable talent:** Talent that may not be affordable on a full-time basis can be accessed and retained at less cost.
- 7. Reduced risk:** Matching flexible talent with the growth of the business helps to better manage the bottom line.
- 8. Extension of cover:** Greater working hours flexibility creates an ability to extend the working day or week and flex resources in response to busier periods
- 9. Gender parity:** Offering flexible hours widens the pool of potential employees to include those who traditionally struggle with fixed hours such as working mothers.
- 10. Reduced carbon footprint:** Cutting out an employee commute decreases their daily carbon emissions – doing that little bit to help save the planet!

At Ten2Two we specialise in flexible and part-time roles, providing businesses across Sussex and the South of England with specialist individuals. If you're looking for a flexible professional, contact us today on: emma@ten2two.org or call Emma on: 07810541599

Countdown to tax year end – simple tax strategies to action now!

'In this world, nothing is certain except death and taxes' – Benjamin Franklin

Foreword - The tax system and legislation continue to become more complex and fraught with potential tripwires and clients should not be without a good adviser. HMRC have an impressive and growing range of powers to collect tax and levy penalties where there have been errors or delays in taxpayers affairs. In addition, with increasing scrutiny from HMRC into any planning that they see as unethical, more of the old style tax avoidance falls into a grey area that HMRC often view as being too close to evasion and the role of a good adviser is not only to keep clients compliant and tax efficient but also to help them avoid the risks of a challenge from HMRC. David Boyce, Private Client Director, Menzies

There is an increasing awareness of the need to plan around income tax, capital gains tax and more importantly inheritance tax and good advice will involve in-depth conversations with individuals to understand what their aims and plans really are both now and over the next five, ten and twenty years which will allow planning and structuring of affairs to work towards achieving those goals.

Benjamin Franklin's worldly observation remains as true today as it did in the 18th century. While the Chancellor of the Exchequer is looking to reduce the tax gap, there are nonetheless still opportunities to review your financial arrangements for saving tax before the tax year-end on 5th April 2019.

Taking action now may give you the opportunity to take advantage of any remaining reliefs, allowances and exemptions. At the same time, you should be considering whether there are any relevant elections that you need to make before the start of the new tax year, and before the chance to do so is lost.

Visit our website to see how to review our year-end tax planner:

Take a few moments to review our year-end tax planner on our website (www.menzies.co.uk/menzies-year-en-tax-planner/). This planner highlights some simple tax planning strategies which could help you structure your affairs in such a way to help reduce your exposure to tax. The planner covers:

- Income tax
- Capital Gains Tax (CGT)
- Inheritance tax



- Making Tax Digital for Business: VAT
- Pensions
- International & offshore residency rules
- Non-UK domiciliaries

Unless otherwise specified, the tax rates used are for the 2018/19 tax year to 5 April 2019. It should also be noted that from 6 April 2018 different rates of income tax have applied in Scotland. These are not taken into account.

If you want help with your year-end planning, please get in touch with your usual Menzies contact or contact me on 01372 366180 or dboyce@menzies.co.uk.

Cleankill Expands with Acquisition of Good Riddance

Award-winning pest control company Cleankill has expanded its reach along the M4 corridor with the acquisition of Bristol-based Good Riddance Pest Control.

Croydon-based Cleankill completed the purchase of Good Riddance Pest Control on 30th November 2018.

Founded in 2002 by Howard Taffs, Good Riddance Pest Control provides commercial and domestic pest control services in and around Bristol, Bath and Weston-Super-Mare.

Cleankill was founded in 1995 and provides professional pest control services to customers in London and the South-east. Operating from headquarters in Croydon, Greater London, with a second office in Seaford, East Sussex, Cleankill specialises in effective, efficient pest control for private clients and commercial businesses of all sizes.

Staff development is an important aspect of the Cleankill ethos. It employs some of the most highly-trained technicians in the industry and, in addition to traditional pest control methods, Cleankill uses innovative

and environmentally friendly pest control procedures to ensure properties remain pest free. All pest control work is digitally recorded, with clients receiving instant written reports with recommendations, actions taken and advice. In addition, contract customers receive free call-outs when problems occur between regular inspection visits.

Commenting on the acquisition, Cleankill's Managing Director Paul Bates said: "We were delighted when Howard contacted us. The last few years have seen exceptional growth for Cleankill and this has driven our expansion along the M4 corridor. The call from Howard came at just the right time. We were highly impressed by the professionalism of Howard and his team and knew instantly this was a company we could work with.

"It was clear we shared a lot of the same philosophies when it came to customer service and attitudes to staff, the community and the environment. We look forward to continuing to provide our new clients in and around Bristol with the same exceptional service they are used to, only now as part of the Cleankill family."



Good Riddance Pest Control will operate as a subsidiary of Cleankill (Environmental Services) Ltd.

Cleankill is a member of the British Pest Control Association and has a wide range of accreditations, including SafeContractor, CHAS Premium Plus, PICS, CEPA, ISO 9001 and ISO 14001. In 2018 they were accredited to the gold standard by Investors in People, the only English pest control company to achieve this accolade. Good Riddance Pest Control will now be incorporated under the same accreditation.

www.cleankill.co.uk

ALMA
ASSET & LIABILITY MANAGEMENT ASSOCIATION

ALMA's mission is to:

- Provide and promote the highest standard of education and professional excellence
- Be a leading advocate within asset and liability management
- Share best practice

www.ukalma.org.uk

Self-sufficient branded marketing

Scaramanga Marketing has been working with ALMA (Asset & Liability Management Association) a professional membership association for a specific area of banking since 2016 and has worked with them on several specific projects.

Most recently this has included the project management and copywriting for their new website. We worked with the developer they selected and ensured that the look and feel was consistent with the branding and materials we had developed. These materials have included certificates and course guides for their Level 6 qualifications, newsletter templates and other collateral for the website such as videos.

We have taken a pragmatic approach, this has included taking into consideration their budgets and the timescales involved. The work we have undertaken for ALMA means that they have the assets and marketing collateral they need to be able to be self-sufficient with their marketing going forward.

Scaramanga has become a valued partner and that we are on hand and able to help when they need us and offer our expertise and guidance to them to help give their members a better branded experience.

"ALMA has been working with Scaramanga Marketing for two years. They have produced all our marketing materials and are currently helping to re-design the ALMA website. Every brief has been met on time, on budget and with brilliant design. Scaramanga are extremely efficient, friendly and accommodating and ALMA's marketing materials would not be where they are today without them."

Ann Blake, ALMA

We have experience in working on projects both big and small so why not get in touch if you think you could do with a helping hand or a creative idea to start the new year!

www.scaramanga.marketing

Membership Works
Talk to us on
01293 440088

Extech Cloud Launch New IT Service to Modernise Legal SMEs

Alongside its core operations Extech Cloud (formerly Extech) is launching a new dedicated IT service specifically designed to modernise law firm's technology. After extensive research and by working with Legal 500 firms, Extech Cloud is applying their specialist knowledge to tailor IT services to meet the needs of SME law firms. Extech Cloud's mission is to modernise and improve the use of technology that the legal sector is using today.

The Large traditional law firms possess resources which legal SMEs do not have, such as brand advantages and innovation budgets to explore new technologies, including artificial intelligence. For legal SMEs to keep up, it's paramount that they adapt and maximise the value from the current and future technology available for legal SMEs.



extech cloud
LEGAL IT SERVICES

Extech Cloud's research indicates that many regional and local law firms are struggling to utilise technologies that have been readily available for years.

Extech Cloud, as a partner to the legal sector, are leaders in digital transformation projects, are a Gold Microsoft partner and ISO27001, ISO9001 and Cyber Essentials Plus certified business. The overriding objective is to help law firms achieve their goals, through long-term partnerships and continuous innovation.

The new service by Extech Cloud will address these points and empower law firms to deliver their growth strategies. The next step to developing a solid foundation for your firm's growth is to start the conversation with Extech Cloud to see how technology can aid in delivering your firm's business objectives. Speak with Andrew Hookway today: 01444 443200 or ahookway@extech.co.uk.

Storage, Distribution & Logistics provider DNA

Storage, Distribution & Logistics provider DNA has now fully opened its new Industrial & Driver Training Centre for business. The site conveniently located in City Place in the heart of Crawley and Gatwick Airport has been RTITB and Highfield approved to deliver all manner of courses such as Fork Lift, First Aid, Driver CPC and Instructor Training.

Group Managing Director Tony Bunn decided to collaborate with his existing training partner ProCom Training to ensure that not only his own staff benefit from first class training, but they can now offer the full complement of training courses to market which is a unique feature in our local area. So far, the uptake has been fantastic, and

we anticipate a brisk start to 2019 with Driver CPC (Certificate of Professional Competence) being in heavy demand due to the renewal of drivers CPC's needing to be completed by 1st September 2019.

We found that many organisations and drivers chose not to retrain on an annual basis instead leaving it to the last few months to try and squeeze 35 hours of training per driver into an already crowded market. Many naively felt that with Brexit around the corner, the driver CPC would simply disappear which of course it will not and as such there is a limited time to requalify staff groups to the required standard. The training centre is the latest piece of DNA's success

story and something that Tony is incredibly passionate about.

Since 2006 Tony and his wife Danielle have steadily navigated their way through the logistics sector, complementing their Sameday Express business with entry into the Pallet sector in February 2016 becoming a member of Palletforce one of the UK's leading pallet carriers into the UK & Europe. Moving into their facility in City Place in August 2017 has enabled DNA to further diversify into pallet & bulk storage and fulfilment. Any training enquiries can be made through

training@dna2b.com or info@dna2b.com

Alliance chews over two very different construction projects

Property and real estate professionals have been sizing up two contrasting developments at the latest meeting of the Sussex Property Alliance, held at the Fontwell Park complex.

On the agenda was the Harwoods Group's Land Rover and Bentley motor dealerships and head office relocation from Pulborough town centre to a greenfield area adjacent to the Brinsbury Campus of Chichester College, and a rather different project based on the proposed new Gatwick Airport's Master Plan.

The process involved significant liaison with Ward Councillors, presentations to Parish Councils, public consultation and detailed planning negotiations and applications before the project plans were eventually approved.

During the Q&A there was a general discussion framed around the difficulty in progressing planning applications in a timely fashion across the south in general. The discussion highlighted the fact that although those in working in the sector, whether they are developers, architects or allied professionals, have some sympathy with the resource constraints suffered by many planning departments, they are frustrated by a lack of a consistency of approach between planners. This problem wasn't just between planning departments in different districts; it could manifest itself within the same planning department when a job was passed from one planner to another. Delays caused by such inconsistencies sometimes add tens of thousands of pounds to a project's costs.

Event moderator Chris Coopey, from MHA Carpenter Box, commented: "Although of contrasting scale, these two schemes illustrate the pivotal role that open dialogue with stakeholders plays in the planning process. We look forward to following the progress of both projects and will also be looking to invite Planners to a 2019 meeting to try to build bridges."

The Sussex Property Alliance provides a forum where property professionals get together, exchange ideas, and build relationships. It is supported by Sussex-based MHA Carpenter Box chartered accountants, Bennett Griffin solicitors and Michael Jones commercial real estate agents.

www.sussexpropertyalliance.co.uk

Entrepreneurs Academy Winner Announced



Reigate and Banstead Borough Council are keen to help businesses start, develop and grow. To support and develop entrepreneurs we run the Entrepreneurs Academy with East Surrey College. Now in it's 6th year the Academy runs for two hours a month over a period of 6 months and allows Entrepreneurs to access a number of masterclasses to help their business.

On 22 November members of the 6th Entrepreneurs' Academy presented their

business plans to a panel of 'Dragons' at East Surrey College. The pitches were all of a high standard. The winner Ruth Winchester, who set up Doodle Pippin, particularly impressed the judges with her pitch which showcased her homemade polymer crafts. She won the £5,000 investment grant, which she plans to put towards increasing the production of her tiles and creating new designs.

Huge thanks go to the 'Dragons' Rosemary French OBE (Executive Director, Gatwick

Diamond Initiative), Matt Turner (Managing Director, Creative Pod Limited/Director Young Start up Talent) and Brian Woods (Chairman, Federation of Small Businesses).

For more information see www.reigate-banstead.gov.uk/business
Reigate and Banstead Economic Prosperity Manager; Simon Bland 01737 276303 simon.bland@reigate-banstead.gov.uk

Yusen Logistics UK expand e-commerce operations with dedicated e-fulfilment centres

Dedicated e-fulfilment centres have further expanded Yusen Logistics' service offering for the e-commerce sector.

The sites are strategically located close to all major parcel delivery hubs to provide nationwide next day service with late cut-off times. Revolutionary technology has optimised the pick route and process based on basket size, product dimension and product weight. This has led to significant reductions in picking time and parcel packaging. The in-house software, which is unique to Yusen Logistics, is part of a comprehensive and system driven solution for omni-channel operations.

"Customers are driving the need for retailers to adapt their current supply chain operations to provide a more streamlined approach that delivers the same high level of service, quality and reliability across all channels. We've applied our expertise in this area to re-engineer a customer's e-commerce solution and, within 6 months, we've already seen volumes increase by over 80%", commented Benjamin Bird, General Manager of Solution Design for Yusen Logistics. He further added: "For this

operation, the volume growth was achieved by improving the current service levels. This resulted in increased repeat custom and higher end customer conversion rates. Through Yusen Logistics' solution, orders online are now available for next day delivery to home addresses or to department stores for end-user collection. Whilst KPIs ensure a high level of service is consistently achieved across all channels."

Understanding e-commerce buying patterns has further improved end customer conversion rates by more effectively managing peaks. This is demonstrated by Yusen Logistics' industry leading 100% OTIF (on-time-in-full) for e-commerce operations during Black Friday, Christmas and product launches. This is together with a complete reverse logistics service that includes quick and easy pre-paid returns, alongside an in-house technical team for the checking, testing and regrading of goods.

Commenting on the next steps for the operation, Benjamin added: "We've developed a comprehensive logistics service tailored for e-commerce including kitting, returns, testing and packaging. We're now



looking at further improving our e-fulfilment operations by completely minimising carrier loss – which is currently one of the best in the industry at just 0.4%." www.ilguk.com

Welcome to The Children's Trust

We are delighted to welcome back The Children's Trust as members of Gatwick Diamond Business.

Many of our members probably know of the Tadworth based charity who do such incredible work caring for children with brain injury.

The Children's Trust is the UK's leading charity for children with brain injury. Every year they help thousands of children and families across the UK.

They provide expert rehabilitation, education, therapy and care at their national specialist centre.

They also offer services in communities around the country and online support for parents.

They rely heavily on the support of donors and businesses in order to fund some of their most essential services, in particular their Play and Music Therapy teams, Family Support, Research and Transport.

Dan Baker and Jane Shufflebotham who work in the Corporate Partnerships team said "We are so excited to join in with such a thriving business community and are really looking forward to meeting other members and exploring ways we can work together"

For more information about how you can support The Children's Trust please email Corporate@thechildrenstrust.org.uk or you can email Dan Dbaker@thechildrenstrust.org.uk or Jane jshufflebotham@thechildrenstrust.org.uk or visit www.thechildrenstrust.org.uk



Kreston Reeves clocks up over 75 million steps and 32,000 miles promoting healthy lifestyles

Staff at accountants, business and financial advisers Kreston Reeves have clocked up a phenomenal 75,735,753 steps – the equivalent of walking 1.3 times around the world – in just four weeks promoting healthy lifestyles and raising money for local charities in Kent and Sussex.

Throughout October, 285 members of staff working together in 73 teams were challenged to a virtual walk starting from the firm's office in Chatham taking in its offices in Sandwich, Canterbury, Brighton, Gatwick, Horsham, Worthing and Chichester, finishing in its central London office in the heart of the City, wearing a pedometer to track progress.

The teams took on the challenge and then some, clocking up an astonishing 32,712 miles – the equivalent of walking around the world 1.3 times.

One team - Sarah Spence, Timothy Hughes, Emma Chesson and Emily Baldwin – smashed the 222 miles target distance walking 1,039 miles, the equivalent of walking to the most northerly point of the UK, Out Stack in the Shetland Islands.

Sarah Ediss, a partner at Kreston Reeves and a member of the firm's Corporate Social Responsibility committee, said: "The

aim of the challenge was to help keep staff healthy, promote healthy lifestyles and to reduce our carbon footprint whilst raising money for charity. Scores were captured and shared via a dedicated app.

"The challenge really caught the imaginations of staff who literally went that extra mile – 32,712 miles to be precise. The money raised will be distributed to local charities in Kent, London and Sussex."

www.krestonreeves.com

St Catherine's Hospice Tree of Light brings comfort to local community

Around 900 people came together to remember someone they love at St Catherine's Hospice Tree of Light in December 2018.

The service, which gave local people a chance to hang personalised dedication stars on Christmas trees and listen to reflective readings, took place at the K2 Leisure Centre in Crawley.

Alongside the readings, people listened to Wendy Buckingham speak about the care her husband Ken received from St Catherine's in 2016. They also enjoyed music from the OneVoice Community Choir and a solo performance of Ed Sheeran's song, Photograph, by Rasela Sosoli.

During the service Tina Meadows, a Nursing Assistant on St Catherine's Inpatient Unit and Matt Buckland, Senior Physiotherapist,

carried the Book of Remembrance forward. People were also able to view the book as they enjoyed mince pies and hot drinks after the service.

Traditionally, Christmas is a time when people come together with family and friends. But for many people who are bereaved it can also be a time of sadness. St Catherine's recognises this and is here to help. In addition to supporting patients and their families, the hospice also helps people in the wider community through bereavement groups in Crawley and Oxted. These groups are open to everyone, regardless of whether they have a connection to St Catherine's.

Reverend Lisa Rainier, Spiritual Care and Chaplaincy Lead at St Catherine's, said "It was a privilege to lead our Tree of Light service and have so many people join us to remember someone special to them.



We hope it provided comfort to those who attended. We'd also like to thank everyone who made a donation to our hospice. Your generosity and kindness will help us provide care for even more people in the future."

For more information about St Catherine's, or to make a donation to support local people this Christmas please visit: www.stch.org.uk

A Spectacular Night of Fundraising for Sussex Children's Hospice



The Snowman Spectacular Ball took place in December 2018 at the Hilton Brighton Metropole. And what a night it was, with a moving speech from the parent of a child cared for by Chestnut Tree House and amazing entertainment from none other than Peter Andre.

Inspired by The Snowman™, the picture book created and illustrated 40 years ago by Chestnut Tree House Patron, Raymond Briggs CBE, the Ball is the biggest event on Chestnut Tree House's fundraising calendar.

This year the charity welcomed 523 guests to the spectacular winter wonderland setting, and raised an amazing £516,230 on the night.

The highlight of the evening was undoubtedly the heartfelt speech by Lorna Cobbett, who spoke about what Chestnut Tree House means to her and her family. Lorna's triplet daughter, Essie, went to Chestnut Tree House from 13 weeks old, before sadly passing away in August 2017, aged 18 months. Lorna talked about the ways the Chestnut Tree House care team were

there through the worst days and helped the family make memories – little moments to treasure forever.

Chestnut Tree House would like to say a heartfelt thanks to everyone who attended, as well as all the individuals and organisations who donated their time, services and prizes for the event.

Find out more about Chestnut Tree House children's hospice and the ways you can get involved at www.chestnut-tree-house.org.uk

Kingston Smith strengthens charity credentials

Kingston Smith in Redhill is delighted to strengthen its charity credentials with the announcement of the firm's first place ranking in Charity Finance's 2018/2019 Audit Survey alongside appointing a new partner to its not for profit team.

Being ranked number one for charity expertise in Charity Finance's 2018/19 Audit Survey means Kingston Smith proudly maintains its leading position for overall service amongst the top 20 charity specialist firms.

The Charity Finance Audit Survey, now in its 26th year, helps charities assess and benchmark the audit services they receive.

Giving a further boost to its not for profit team, Kingston Smith has also appointed

James Saunders as partner in its not for profit team. James joins from RSM, bringing nearly 20 years' experience in the not for profit and charity sector.

David Montgomery, partner at Kingston Smith's Redhill office, says: "We are delighted to have James on board and warmly welcome him to our team of experts. As our reputation grows in this sector, James brings invaluable experience and sector-specific knowledge, which will boost our team's capabilities and expertise."

James comments: "I'm delighted to be joining Kingston Smith, particularly because the charities team is so highly respected within the sector. I'm looking forward to working closely with a new set



of clients, especially in these unsettled times when good reliable financial advice can add such value to an organization."

E: Redhill@ks.co.uk

T: 01737 779000

Bon Appetit Appoint New National Sales and Marketing Director

To support the next stage of growth and timed with the launch of their new 'Alpine' machine, Bon Appetit has appointed Chad Heinemann as the new national sales and marketing Director.

Having begun in September of 2018, Chad has joined at an exciting time. Building from their success as a leading NHS supplier, Bon Appetit, UK's leading provider of 24/7 hot food vending are looking to grow their business in non-NHS sectors including universities, logistics & distribution as well as the traditional office workplace.

Having started his own business, CircumTec in 2010, a provider of cashless payment technology to the UK vending industry, Chad also brings a vast amount of knowledge to help with Bon Appetit's cashless and telemetry offering as well as marketing and

growing the business in key areas, which has got off to a strong start with Eddie Stobart taking on Bon Appetit's automated catering service for their drivers.

Chad commented "I have really enjoyed my time so far at Bon Appetit, it has a unique product and I am enjoying the challenge of growing on Keith's success with the NHS and getting the message out there that we can save costs and offer hot & tasty food 24/7 to the UK's work force."

Clients include Digital Realty, Amazon, Eddie Stobart, the BBC and 50+ NHS Hospitals. So why do clients use our hot food vending service?

Benefits for Client

- A low cost hot food service, especially for out of hours & weekends

- Hot food service available 24/7
- Improve staff morale & productivity as they do not need to leave premises

Benefits for Staff

- Hot food available 24/7
- Ready to eat in as little as 1 minute
- Extensive menu offers quality, taste & variety
- 85% of the menu food choices are healthier options

To mark his appointment Chad would like to offer all gdb businesses a 20% discount on our normal terms for the Bon Appetit fully managed service.

Simply contact Chad on 01293 426686 or 07786 555959 if this offer is of interest, or email sales@hotfoodvending.com with your name and contact details.

There's a new chef in town at Crowne Plaza Felbridge – Gatwick!

Crowne Plaza Felbridge – Gatwick welcome's Executive Head Chef Paul Watts to their newly-refurbished restaurant, The Bay Tree.

With over 20 years of culinary experience, Paul brings with him a wealth of knowledge gained from working in many highly rated hotels and award-winning restaurants.

His accolades include being a former member of the European Culinary Advisory Board for Marriott and he has served the finest cuisine for the likes of Twentieth Century Fox, Warner Bros, United Intl Pictures, Sony Pictures for screenings, film premieres and after show parties. His individual flair for creative food design combined with fresh, locally sourced ingredients ensures that his food is a feast for the senses.

Since commencing his new role at The Bay Tree, he has crafted a delicious Autumn/Winter menu. Packed with unique, flavourful dishes from classic prime cut steaks and succulent seafood to vegan-friendly pan-roasted cauliflower. There's also an array of tempting treats for dessert!

Paul says, 'Using the best seasonal produce and bringing bold flavours to each dish, I've created a brand-new menu that I hope you'll love.'

The Bay Tree Restaurant offers casual dining at its finest. Effortlessly combining a laidback atmosphere and modern surroundings, with a sophisticated contemporary European menu. It's a great spot to enjoyed relaxed food with friends and family or equally suited to a business lunch.



To find out more about The Bay Tree and view the new menu please visit www.cpfelbridgegatwick.co.uk/restaurant or call 01342 337700 to book a table.

Simon Woodcock promoted to Partner at Grant Thornton's Gatwick Office

Simon Woodcock, Grant Thornton's Corporate Finance lead at Gatwick, has had a transformational year. Not only has he completed four solid mid-market deals but secured his appointment as a partner of the firm.

He has stepped up as a leading dealmaker over the past few years, spearheading Grant Thornton's local advisory offering in the mid-market and helping to grow the region's collective reputation as a hub for M&A. He has collaborated with many of the region's best dealmakers, lawyers and financiers to build trust and

confidence in the region's corporate finance market.

Last year's success for Simon was the result of momentum built over several years of bringing high quality, mid-market deals together, leveraging expertise from across his firm whilst keeping the leadership and execution of those transactions within this local deal community.

Simon's dogged determination has set him apart from other's in his industry by coordinating diverse teams of specialist advisers, both from within Grant Thornton and across the regions deal community, in

order to both add real value and augment the results for our clients.

"Simon's promotion to partner at Grant Thornton demonstrates our commitment to investing in high quality individuals who are making a demonstrable difference to our clients, local advisors and the deal space more generally in the South East. I'm delighted to welcome him to the partnership which is a reflection on his great successes in the last few years," commented Jon Maile, Practice Leader, Grant Thornton Gatwick.

www.grant-thornton.co.uk

Calverton Finance Announces Expansion to its Southern Office Management Team

Calverton Finance is delighted to announce it has strengthened its Gatwick Office management team with the appointment of Brett Kemp, as Head of Sales (South).

Brett brings to the new role a wealth of experience; a trusted and highly regarded figure in the industry, having worked within the invoice finance arena at RBS for 13 years. Previously, he held positions at trade credit insurer Euler Hermes PLC for more than 10 years and has developed a detailed knowledge of Bad Debt Protection.

With his wealth of experience he really understands the challenges faced by SME businesses in today's market place with managing cashflow, and how invoice

finance is a flexible and cost effective solution. His aim is to understand each client's individual business plans and their funding requirements, and to construct a bespoke facility that suits them.

His motivating force will be invaluable as the Gatwick Office continues to grow and develop. As well as adding to the London and South East client base for the Gatwick Office, and to provide even greater expertise and support to existing clients, Brett will also be charged with developing the vital portfolio of introducers. Certainly his hands on manner and likeable personality will engage both Introducers and clients alike.

Speaking about his new role, Brett said, "I'm very excited to join the Calverton



team and feel the Calverton culture is the perfect match for my own work ethic. To me, invoice finance enables businesses to achieve their goals of growth and expansion. Calverton's facilities are tailored and bespoke, not rigid like many traditional finance offerings, and for me, it's about helping a business realise their growth ambitions".

Based in The Beehive, Gatwick, Brett is contactable on 07880 380936 or email him at brettkemp@calvertonfinance.co.uk.

Martin Searle Solicitors Expand Their Teams & Offer New Education Law Services

Martin Searle Solicitors are delighted to welcome three new solicitors to their Employment and Community Care and Education Law Teams.

Sara Clarke joins their Community Care Law department as Education Law solicitor.

Sara trained and worked at Leigh Day Solicitors London and recently worked as a Special Educational Needs and Disability (SEND) Caseworker and Tribunals Officer for a Local Authority. She is experienced in Special Educational Needs law and advocacy in the SEND Tribunal.

Her expertise means Martin Searle Solicitors can now offer specialist integrated education and community care legal services for clients aged 0-25 who have education, health and care needs as a result of injury or disability.

Paula Jones also joins their Community Care Law team having previously worked as a Community Care Law solicitor for a Local Authority. Paula specialises in Mental Capacity cases and Mental Health law and was the Local Authority's lead for the implementation of the Care Act 2014.

Cate Searle, head of Community Care Law, says: "There is a huge national demand for specialist education law advice for both Professional Deputies and for vulnerable clients and their families.



As one of few specialist firms that provide Education and Community Care Law services to Professional Deputies and Attorneys, we can now provide a holistic service to disabled children and to young people transitioning to adult social care. Having two new colleagues who have worked for local authorities widens our overall experience as a team and enhances our services to our clients."

Sarah Henderson joins their Employment Law department to meet the ever-increasing demand for complex Employment Tribunal representation following the scrapping of Employment Tribunal fees.

Sarah's experience is wide ranging having worked at national trade union firm,

Thomsons, as well as acting for employers at the Government Legal Department.

Fiona Martin, head of Employment Law, says: "I'm delighted to welcome such an experienced Employment Tribunal litigator. Not only does she have invaluable experience having carried out a high volume of litigation for both employers and employees, she cares about her clients and works hard to obtain the best outcome on all her cases.

Our firm's success relies on the quality and expertise of our lawyers so we can offer a full range of niche services to our clients."

For more news please visit: <http://www.ms-solicitors.co.uk/news/>

New Appointments Strengthen Leadership Team at MHA Carpenter Box



Rapidly growing Worthing and Gatwick-based chartered accountants, tax and business advisers, MHA Carpenter Box, has strengthened its leadership team with the appointment of two new Partners.

Peter Reading, who joined the firm in 2001 as a 21-year-old trainee, is now Partner in the firm's Assurance and Advisory Group. His particular focus is on regulated audit work and compliance advice in the construction and real estate sector.

Peter commented: "I am delighted to have been made a Partner at the firm I first joined as a trainee. I have been supported every step of the way during my career, and in my new role I look forward to providing further

opportunities around helping clients succeed in their business aims."

Sarah Fitzgerald has also joined MHA Carpenter Box at Partner level with the Business Services Group. Sarah previously ran her own accountancy practice in West Sussex. She brings over 25 years' experience to the firm and will be providing owner-managed businesses with expert advice covering strategic planning and business development, as well as providing expert tax and accounting support.

Sarah said: "I am thrilled to be joining the leadership team of such a forward-thinking firm of accountants. MHA Carpenter Box enjoys a great reputation across the region reflecting its progressive values and the importance it places on client relationships."

In addition to the new Partners, MHA Carpenter Box has also appointed two new directors to its leadership team. James Gawman has been promoted from Associate within the Assurance and Advisory Group to Compliance Director, while Rachel Pearce has been promoted from Associate to Client Service Director in the Tax Services Group.

www.carpenterbox.com

The Value in Protecting your Intellectual Property

Intellectual property (IP) rights come in many forms, with the most recognisable to the untrained eye being patents, trade marks, designs and copyright.

Many businesses have unrealised IP in the form of innovative ideas, distinctive branding and much more. One of the major issues with unrealised IP is that the prospect of obtaining registered rights to that IP is often lost before it is even considered.

It is therefore worthwhile considering the commercial value you attach to the IP in your business, before asking the question: is it worthwhile protecting my products, designs and branding?

In a hypothetical scenario, imagine Company A has spent a decade building its brand and benefiting from the perception of the public that the brand is one of quality and reliability. This is the reason the public are willing to pay slightly more for Company A's products. Without trade mark protection for Company A's branding, there exists a risk that a competitor will set up a similar or identical brand without the associated quality and



then sell products at half the price. This competitor activity is damaging to both Company A's reputation and sales. In this scenario, trade mark protection for Company A's branding would have provided an easy way to stop the competitor in its tracks and limit the damage caused.

If you have any IP-related matters you would like to discuss, don't hesitate to contact me on 01903 717 001 or at sean.hughes@schlich.co.uk

Grant Thornton's Gatwick Office Continues to Grow



Grant Thornton's local Tax team has been further strengthened with Martin Verrall's promotion to Director.

With over 11 years' experience in providing tax advice, Martin specialises in advising dynamic, growing businesses and their shareholders' in the South East on maximising and protecting 'after tax' value, in particular those on a 'buy and build' strategy and on their own journey to a value event for shareholders.

His experience spans the full range of transactions from both buy and sell side, ensuring that clients receive proactive tax advice in the run up to, during and after a deal process to maximise tax efficiency and manage tax risk. This includes tax efficient financing structures and also our Employee Buy Out (EBO) proposition for mid-sized businesses, allowing businesses to restructure into employee ownership and allowing their owners to achieve a CGT free disposal where requirements are met.

As part of the Innovations Tax team, Martin also supports businesses to claim innovation tax relief for research and development activities and patented technology.

A keen cyclist, Martin co-founded and helps run the Crawley Business Bike Club and would welcome interest from local businesses.

"I am delighted to welcome Martin to our Leadership Team. His fresh thinking and energy will be of great value both to our clients and the whole team at Gatwick and will support our ambitious plans for our next phase of growth and development," explained Jon Maile, Practice Leader, Grant Thornton Gatwick.

www.grant-thornton.co.uk

The Marketing Centre Expands in the South East

Tim Parrack and team appointed to support regional business growth.

The Marketing Centre, the UK's number one provider of proven part-time marketing directors to ambitious businesses, continues its expansion across the South East.

Under the control of Tim Parrack, regional director for The Marketing Centre, the company supports a number of small and mid-size organisations - helping regional and national business development and growth.

The Marketing Centre's part-time concept is driven by the frustration felt by business owners at the lack of appropriate options for accessing marketing skills. It provides SMEs and other ambitious organisations with a whole new means of acquiring marketing expertise, through an experienced professional plugged-into a company on a

long-term, part-time basis from a team of proven marketing directors.

Tim's experience over more than 30 years running London-based marketing agencies is already proving valuable in ensuring that the skills of the marketing directors are being well matched with the businesses in which they're working. The Marketing Centre is already working with several local businesses looking for a cost-effective experienced senior level resource to supplement the existing initiatives and drive further growth.

Tim Parrack comments: "The Marketing Centre is a well-established and proven model, already supporting a large number of ambitious businesses across the UK. We are excited to be expanding the concept in this region and have already made good traction.



"The appetite for our business model appears to be significant with a number of organisations already expressing an interest in the opportunity to get a Board-level marketing resource in. As we know if you get great talent into your business then, more often than not, great things tend to happen."

Contact: Tim Parrack - tim.parrack@themarketingcentre.com
<https://www.themarketingcentre.com/>

Property Consultancy Continues Growth Trail with Second Deal of 2018



Award-winning property specialist, Vail Williams, has confirmed it has acquired Chertsey-based New Ballerino as it continues ambitious growth plans in Surrey.

Vail Williams, which recently moved into bigger offices in Woking, Surrey, announced the acquisition as part of continued plans to expand its business operations across the South of England.

Specialists in property acquisitions and disposals and with a well-respected reputation in the property market, New Ballerino brings with it a niche client base focused around Surrey and the Home Counties.

The addition of the team will strengthen Vail Williams' existing business space offering in this area, whilst complementing the firm's full-service property advice which includes property valuation, planning and lease advice, investment and development expertise, as well as property asset management and occupier consultancy.

The news comes at a busy time for Vail Williams which earlier this year merged with Solent-based property consultancy, Hughes Ellard, having already acquired the general rating division of Ruddle Merz in 2017, and business rate specialists, Bisset Moffatt Hill, in 2016.

Speaking of this latest strategic business move, Geoff Fallon, Vail Williams' Regional Managing Partner for the Surrey region, said: "We're delighted to bring news of our acquisition of New Ballerino, in what is the next stage of our ambitious growth plan.

"Our joint expertise will benefit clients across the region and beyond, whilst allowing us to bring on board a team which fits both our high client service standards and our core values – something which is incredibly important for us to retain, as we grow."

Having previously worked for Vail Williams, New Ballerino owner, Steve New, returns to the firm as Partner bringing with him over 30 years' experience, alongside New Ballerino

surveyor, Elliot McNish and project co-ordinator Natalie Cummins.

Geoff concluded: "The addition of New Ballerino completes an extremely busy and successful year for our Surrey team, which has seen us win awards and grow into new premises. We look forward to working with the team as we look ahead to what promises to be an exciting year."

Vail Williams was awarded Best Commercial Agent/Chartered Surveyor at the Surrey Property Awards in November.

The acquisition completed on 30th November and brings total staff at Vail Williams to over 160 based across its eight offices in Birmingham, Crawley, Woking, Heathrow, London, Portsmouth, Reading and Southampton.

For more information about Vail Williams LLP, please visit www.vailwilliams.com or follow us on Twitter at @vailwilliams.

asb law wins Deal of the Year at the Kent Corporate Finance Alliance Awards 2018

asb law is pleased to announce it has won Deal of the Year at the Kent Corporate Finance Alliance (KCFA) Awards 2018. These awards recognise the best deals completed by KCFA members during the 18 months ending 30 September 2018.

The firm, which also recently won an award at the FT Innovative Lawyers Awards Europe 2018, was recognised for its role in acting for the Shareholders in the sale of Jollyes Retail Group Ltd, which completed in May 2018. Jollyes is the UK's second largest pet retailer with a portfolio of over 75 superstores and concessions across the UK. The deal was independently judged by Chris Price, Partner, at Mobeus Equity and Alex

Hay, Partner, at Sovereign Capital Partners, who presented the Award at a special ceremony last night.

A multi-disciplined legal team from asb law worked on the deal led by Corporate Finance Partners, Claire Williams and Helen Mead. They were supported by Associate Daniel Tozer and Solicitor Chloe Gill, working alongside Property Services Partner Chris Worthington and Associate Angela Ruminski.

Claire Williams, Corporate Finance Partner at asb law, commented: "We are delighted to have won this award, which recognises our role in completing this deal. We've



been working with Jollyes for many years, supporting continued revenue growth and expansion across the UK, and continue to support the new owners. Kent remains a great place for businesses to prosper with strong M&A activity, which continues at pace."

This deal was also announced as the May 2018 Deal of the Month by Insider Media.

Further information about this year's KCFA Awards is available from: <https://www.kcfa.co.uk/awards/>

Hello from Ethos Farm!



We're delighted to have become members of the gdb in the November of 2018, in what has also been a very special first year of trading here at Ethos Farm.

We've had an amazing year that's far exceeded our expectations in terms of award and new business wins.

Many people ask us about why we're called Ethos Farm, and we often refer to this visual

which perfectly articulates our aspirations.

We've been delighted to share our success stories with gdb members, and here are some of our highlights from the last 12 months:

- GARA awards Winner 2017 and Highly Commended 2018 for Technology Innovation of the Year
- Winner of the Frontier award for technology innovation in Cannes
- Silver award for innovation at the DXA18 awards in 2018
- Finalist & Top 10 Lloyds Bank National Business Awards for New Business of the Year

We work with organisations with front-line staffing, with a specific focus on airports, airlines, retailers, travel-retailers, the luxury brands of the world and their respective customer experiences.

We believe that every organisation has the capacity to inspire the highest levels of performance from its people. Sometimes all that is needed is a little help to unlock the specific formula that will work for their organisation and at Ethos Farm we recognise that each organisation's formula is unique, that is why we believe your learning experience should be unique too

We offer consultancy, learning and development solutions and technology innovations. If you want to find out me you can reach out to me here, I would love to hear from you!

Sally Alington, Founder and CEO
sally@ethosfarm.com
 07810637415
www.ethosfarm.com

Juno Wealth Management

Juno Wealth Management are delighted to announce for the fourth year in a row that we have been named in the New Model Adviser Top 100 list of UK Financial Planning firms.

In creating the Top 100 list, NMA analysed business data such as assets under advice, turnover and adviser numbers. However, their selection criteria is really powered by many other factors, such as how clients are treated, staff development and how forward-thinking our business is.

This year NMA applied specific focus on: a clear strategy for growing our

business; demonstrable succession planning; evidence of conversations about our clients' investment preferences; a contribution to our profession through sharing best practice; a commitment to client education; and a high level of qualifications among staff.

Despite differences in size, style and proposition, all the firms featured in the Top 100 are at the top of their game. Juno Wealth Management has worked hard to be in a position to claim this accolade 4 years in a row and to sit alongside the best of the best in our industry.



The clear ambition for our business is to understand the hearts and minds of our clients and provide them with holistic financial planning that makes a difference.

Contact Tracey Evans at tracey.evans@junowealth.co.uk on 01444 237822 – www.junowealth.co.uk

Local Organisations in Crawley Help Boost Young People's Confidence and Career Prospects

An inspirational programme to help local young people fulfil their potential was launched for a third year running with 100 school students from six Crawley schools on Friday, November 9 2018 at the Charis Centre, Crawley.

Be the Change has been developed by LoveLocalJobs.com and Be the Change co-founder Graham Moore of metamorphosis to help 13 and 14 year-olds negotiate the gap between education and employment. Business volunteers from the local business community play a pivotal role throughout the programme, providing support and guidance for the young people. The impressive list of businesses supporting include First Central, B&CE, Crawley Borough Council, L3 Commercial Aviation, NatWest, Search Consultancy, SHW and Sussex Community NHS Foundation Trust.

At the ground breaking launch, the students and business volunteers took part in activities that focus on happiness, confidence, hope, relationships and employability.

Andy James, Chief Commercial Officer from Headline sponsor, First Central, said: "We discovered this programme through the valuable work that Hastings Direct were doing and thought it was a really inspirational initiative to support. It's incredibly important to us that we give back to the communities that we serve and it completely resonates with our brand promise, empowering people to get on with what matters."

The schools involved in the programme are: Ifield Community College, Hazelwick School, Holy Trinity Church of England Secondary School, St Wilfrid's Catholic School,



Oriel High School and Thomas Bennett Community College.

Steph Hancock, Year 9 Leader at St Wilfrid's Catholic School said: "Wow! What an incredible day the students have had, from the word 'go' they've been encouraged to put their trust in others and take a leap of faith. All have done something today which they never would have done without the ideas and motivation received at Be the Change. I can't wait to see them blossom through the next five sessions." www.lovelocaljobs.com

STEM at Reigate & Banstead Careers Fair



To ensure that school children are aware of the great local employment opportunities available, on Wednesday 10 November, the 3rd Big Bang at Reigate & Banstead was held

at the Harlequin Theatre in Redhill. Over 550 students from local schools came along to see a film featuring local employers, including many apprentices as well as other STEM careers. The stars of the film as well as senior managers were then available to answer students questions.

Students then took part in an interactive exhibition where over 20 employers could positively engage highlighting great local jobs that they may not have been previously aware of. Students were encouraged to engage with the employers by asking questions for which they received wrist bands. These wrist bands qualified them to receive a goody bag on the way out.

Huge thanks go to local STEM employers for their interactive and engaging stands Pfizer, Osborne, Fidelity, Willis Towers Watson, esure, Canon, Gatwick Airport Ltd, Sutton & East Surrey Water, Kier, Surrey & Sussex NHS trust, CQK Hotels and Weald Technology.

We received positive feedback from schools after the event:

I wanted to say thank you so very much for a wonderful event! I cannot tell you how much my students loved the whole process! On a personal note, I thought the message, the process and the expected outcomes were exceeded at all levels! Head of Year 10 Royal Alexandra and Albert School

For more information see www.reigate-banstead.gov.uk/business

Reigate and Banstead Economic Prosperity Manager; Simon Bland 01737 276303 simon.bland@reigate-banstead.gov.uk

Thakeham recognised by the 'The Sunday Times Virgin Atlantic Fast Track 100'

Thakeham has been awarded a place in the 'The Sunday Times Virgin Atlantic Fast Track 100' list. This prestigious league table ranks Britain's 100 fastest-growing companies over the last three years and is published in the Sunday Times each December.

Thakeham Group is one of the South East's fastest growing developers. With its head office in Billingshurst in West Sussex the Thakeham Group delivers private residential development and quality affordable homes, with infrastructure, road improvements, community facilities and schools.

Actively engaged with local charities and in the promotion of opportunities for former armed forces veterans Thakeham's ethos is focussed on partnership.

Rob Boughton, Group Managing Director at Thakeham Group, said: "We are all really excited. For Thakeham to be recognised in The Sunday Times Virgin Atlantic Fast Track 100' list is a tribute to the efforts of the team at Thakeham and is only possible through our collaborative ethos, putting customers, suppliers and the wider community at the core of all we do"

"Everyone at Thakeham shares the same passion, for making a difference and it's wonderful that this has been so publicly recognised.



The Sunday Times Virgin Atlantic Fast Track 100 sees is based on on rigorous research of each company recognised in the league table published in The Sunday Times. www.thakeham.com

Vail Williams scoops prize at Surrey Property Awards



The property consultancy's Surrey team was recognised for its ability to deliver successful deals as it picked up the award for Best Commercial Agent/Chartered Surveyor.

Vail Williams received the honour in front of hundreds of leading property professionals at last night's (Thursday 22 November) ceremony and gala dinner at G Live in Guildford.

The award for Best Commercial Agent/Chartered Surveyor recognised Vail Williams' good practice and the team's ability to forge good partnerships with other industry professionals, enabling schemes and projects to culminate in successful deals.

Speaking of the achievement, Ashley Bell, Vail Williams Partner and Business

Development Manager for Surrey, said: "This award demonstrates the fantastic work we have done to date in Surrey and the hard work and dedication of our team and it's all the more meaningful to know that the award was voted for by clients and fellow professionals.

"It's also especially pleasing to win an award at a time when we are expanding within the Surrey region, following the recent opening of our new Surrey regional office. As we move forward in line with our ambitious business plan, Surrey is very much a key focus for us and we are committed to further increasing our presence in the region and providing clients with a first-class, multidisciplinary service."

Vail Williams opened its new regional Surrey base at One Crown Square in Woking at the

beginning of November. The Surrey office is the company's sixth specialist region joining the others covering London, Gatwick, Thames Valley, Solent and Birmingham.

Now in its 9th year, the Surrey Property Awards recognise and acknowledge best practice, exceptional service and excellent design across all aspects of the property industry. The awards were presented by former International rugby player, Martin Bayfield.

This latest win is Vail Williams' fourth Surrey Property Awards honour, following awards for Best Surveying and Professional Services (2014), Best Professional Property Services Company (2015), and Best Professional Services Company (2016).

www.vailwilliams.com

Yusen Logistics UK awarded national logistics contract for animal healthcare manufacturer Jurox

Yusen Logistics UK has been awarded national warehousing and final mile distribution for animal healthcare specialist Jurox.

Jurox (www.jurox.com), one of Australia's leading animal pharmaceutical manufacturers, has selected Yusen Logistics (www.yusen-logistics.com) to handle their entire UK portfolio. In a strategic move to appoint one global logistics partner, Yusen Logistics now handle Jurox's international cross border air freight, together with their complete outbound and inbound flows from Australia to worldwide destinations.

With international markets including United Kingdom and Europe, New Zealand and North America, Jurox are a growing player within the animal healthcare industry. Supported by their focus on developing

a culture that values the very essence of the people committed globally to improving animal health. The most recent award to Yusen Logistics UK provides final mile delivery to Jurox's customers across the UK and Ireland. Temperature monitored storage and transportation to over 40 destinations is handled through a dedicated healthcare facility, whilst strict KPIs ensure Jurox's high quality service levels are always maintained.

David Hunter, Global Supply Chain Manager for Jurox, commented: "We're excited to develop our offering within the UK and Ireland, and strongly believe that Yusen Logistics is the right logistics partner to support our ambitious growth plans for these markets. They have implemented a support structure that has vastly improved our global shipping operations with great



effect as we now look to further strengthen our position within the international animal healthcare industry."

Frank Packman, General Manager – Healthcare for Yusen Logistics, further added: "Jurox is an innovative and dynamic company to work with. Their commitment to customers is visible in everything they do, and this is reflected through our own high service levels. We're proud to be serving Jurox clients across the world and look forward to further developing our relationship together." www.ilguk.com



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Referral thanks

- Gerry Thompson from Positive Comedy Training for Improve Your English International LLP

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Booking Information

We now use www.eventbrite.com to manage our bookings and all event payments. This should speed up the booking process for you and allow you to book events online; something requested in our most recent Survey.

We will still be publishing the Events programme online and sending reminders, but Eventbrite is an efficient and effective way to manage event bookings

Bringing Guests

If you know of someone who would like to attend a members meeting, please do check with the office first. Guests are welcome to attend one meeting to see how membership can work for them, but places are limited and we do have to turn some away. The fee for a guest is £25+VAT.

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Seminars

25th January 2019

Brexit – The Practical Issues

Presenters:

David Slater, Director of Trade- KPMG
Robert Lewtas, Strategic Partnerships Manager, Department of International Trade

In mid-January the Prime Minister is to bring her Brexit plan back to the House of Commons for the "meaningful vote". Until then, and probably right up to the 29th of March and beyond, the only certainty for businesses on Brexit will be uncertainty. The Government is urging businesses to plan for all eventualities.

So, this seminar, in the week following the House of Commons vote, could not be timelier. It will focus on the practical steps businesses should be taking to prepare for both the challenges and opportunities that Brexit, in whatever form, will bring – absolutely no politics!

22nd February 2019

Improving productivity through the magic of technology – at Virgin Atlantic

Presenters:

Jack Bedell-Pearce & David Barker

4D Data Centres is a technology infrastructure company, so understands the proverbial magic that is the internet and the cloud. As a fast-growing SMB, 4D has also gone through many of the growing pains companies face in the 21st Century. Managing Director, Jack Bedell-Pearce and Founder & Technical Director, David Barker, will talk about the following areas to help your company improve productivity through technology:

Better business through broadband - What business broadband options are out there and what's the difference between them all?

Should I move into the cloud? - Moving some SMBs IT services into the cloud are easy but others carry risks – we share what's worked best for us and our clients over the past few years.

Protecting your data from hackers (and the wrath of the ICO & GDPR) - Most companies have some kind of GDPR policy in place but are still at risk from data theft / breaches – which now by law have to be reported within 72 hours. We give you some tips on how best to secure that data.

Who can help you within gdb? - 4D is just one of many IT companies within gdb, here's a breakdown of all the other suppliers within our network.

To book on either or both seminars please visit www.gatwickdiamondbusiness.com and visit the Events page.

Forthcoming events

11th January 2019

Pastries & Networking

Virgin Atlantic - The Base
8.30am – 10am
Free for members only

14th January 2019

What's the Point???

Basepoint Business Centre
5.15pm – 6.30pm
Free for Members and Non-Members

17th January 2019

gdb Speakers Conference

South Lodge Hotel
8.30am - 2pm
£75+VAT for gdb members
£95+VAT for non-members

25th January 2019

January Members Meeting

Holiday Inn Gatwick Airport
11am Educational Seminar (Please Book Separately)
12pm Registration & coffee
12.30pm Members Meeting
1pm Lunch and networking
2.30pm Close
Free for members only
£25+VAT Guest Fee

31st January 2019

Networking at Ease

Crowne Plaza Felbridge Hotel
12pm – 2.30pm
£35+VAT for gdb members
£45+VAT for non-members

7th February 2019

Elevenses & Networking

Motorline Toyota Gatwick
10.30am – 12pm
Free for members only

15th February 2019

Networking at Ease

The Arora Hotel Crawley
12pm – 2.30pm
£35+VAT for gdb members
£45+VAT for non-members

22nd February 2019

February Members Meeting

Virgin Atlantic, co-hosted by Kreston Reeves
11am Educational Seminar (Please Book Separately)
12pm Registration & coffee
12.30pm Members Meeting
1pm Lunch and networking
2.30pm Close
Free for members only
£25+VAT Guest Fee

27th February 2019

Afternoon Tea

Ghyll Manor Hotel
2.30pm-4.30pm
£25+VAT for members
£35+VAT for non-members

Previous Meetings & Events:

The past two month's meetings were:

gdb Pastries & Networking Hosted by Nestlé
<https://www.nestle.co.uk/>

gdb Networking at Ease Hosted by Ashdown Park Hotel & Country Club
<https://www.ashdownpark.com/>

The Gatwick Diamond Business Awards: How to Win Awards Seminar Hosted by Reigate and Banstead Borough Council
<http://www.reigate-banstead.gov.uk/>

Stewart Wingate: Gatwick Airport Draft Master Plan Hosted by Hartsfield Manor
<https://www.hartsfieldmanor.co.uk/>

gdb November Members Meeting Hosted by Hartsfield Manor
<https://www.hartsfieldmanor.co.uk/>

gdb Christmas Flight & Networking Lunch Hosted by British Airways i360
<https://britishairwaysi360.com/>

gdb - Entrepreneur Owners Topic Group Hosted by CoTribe
<https://www.cotribe.co.uk/coworking>

Gatwick Diamond Business Awards

Thursday 21st March 2019 at
Effingham Park Hotel

£1150+VAT for a table of 10

£125+VAT each individual ticket

Booking forms available at:
www.gatwickdiamondbusinessawards.com/65-the-ceremony

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