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So, that was Financial Year 2017-18 - how was it for you?

Across the last 12 months gdb passed several records in terms of the number of members, the number of events and our overall turnover. But, as a not-for-profit Membership organisation, what counts is what we can do to help you, our members.

We are bringing you more opportunities to grow your network, create new opportunities and give you a voice so that the economy of the Gatwick Diamond grows.

We delivered a range of diverse events from the Charity Challenge to the Gatwick Diamond Business Awards, Gatwick Diamond Meet the Buyers and the gdb Speakers Conference alongside the regular programme of networking meetings, learning seminars and round table discussions.

This latter set of events is growing and we recently launched our Freight & Cargo Trade Group while the Entrepreneurs Group is set to meet shortly. We are looking at ways to address the gap between education and business and then we will turn our attention to retaining

talent in the Gatwick Diamond by addressing the thousands of people who commute out every day.

The Executive Council met recently to discuss a Strategy for the next 5 years as we will be 65 years old in 2018 so the question we ask is "What does gdb look like at 70?" If you have a view on this or any other aspect of your membership please do not hesitate to contact the office and be sure to complete our Member Survey online.

Once again, the team have been outstanding and I am delighted that Bryony will be staying with us after completing her Apprenticeship. We will be recruiting for our next Apprentice to start in July so do let me know if you are aware of anyone looking for such an opportunity.

As always, I look forward to working with you

## Chairman's Column

It was another amazing night at the Gatwick Diamond Business Awards.

I am truly proud of the gdb Team putting this event on. Of course, the awards are more than just the ceremony - it's the preparation beforehand, the whole judging process & the prospects afterwards.

The awards provide benefits & opportunities for all involved.

For **sponsors & judges**, it's to be seen as a leader in the business community.

For **entrants**, it's an excellent learning experience putting the application together - show the best parts of your business & its achievements. At the ceremony, all the **finalists** get their name up on screen in front of 550 potential customers.

For the **winners**, it's the prestige of course, a glittering trophy & you get to say you are an 'award winning' business. Don't forget to share your successes - write up a case study & publicise it widely.

And what about the **rest of us**? The awards raise the profile of the Gatwick Diamond as a whole. It strengthens our business

community, from which we all benefit.

For many years I have judged national awards programmes, focussing on environmental management & leadership. For me, this judging is challenging, interesting & good publicity.

Much as I enjoy the status of the national schemes, I find the gdb Awards to be more personal - meeting the judges, support from the organisers & feedback afterwards. The ceremony itself is engaging; you're likely to see people you know & get introduced to those you don't.

**You are much more part of a community.**

gdb helps you be a strong part this community, to learn, raise your profile, network & get business done. Do make the most of the opportunities we provide.

This was the 10th annual gdb Awards... roll on the next 10 years I say.



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## Shelby's Graduation

We have been employing apprentices for several years now and they have all contributed to the business. Some stay & some move on, but we are always proud of the success they achieve in completing their course.

Shelby finished her Apprenticeship in 2017 and this was recognised at the West Sussex Apprentice Graduation Ceremony held at Chichester Cathedral in February.

Shelby attended with her family and her 'WorkMum' and really enjoyed the full 'gown and hat' experience from the evening.

Bryony completes her Apprenticeship this month and so we look forward to her celebration at the next Graduation event.

The gdb team would like to congratulate Shelby on her achievement, and wish Bryony the very best of luck.



## Egg Media Create Comical Video for Gatwick based Manufacturing Company

Egg Media have just completed a careers video for fellow gdb members. Acro Aircraft Seating. They put their trust in us to produce a video to attract new recruits and demonstrate why it's such a brilliant company to work for. After a couple of meetings, we came up with a unique concept and something which is a little different from the traditional 'dull corporate video'. We injected some subtle humour into a creative brief to help show some of the personality behind their wonderful brand.

The first step was to determine the type of video Acro wanted to produce and what they were looking to achieve. They're a company who clearly value their staff, promote a positive work-life balance and have a strong career development path for employees looking to grow and develop. It was vital to get this across in the video. All whilst not taking themselves too seriously.

Egg Media developed a short and punchy script, and injected some comical references for good measure. This has proven to be a hugely effective way of increasing engagement and share rate as people relate well to humour.

Once we'd nailed the script, we spent two days on location at Acro capturing a variety of scenes, including speaking roles with staff and b-roll throughout the offices and production line. Part of the concept was to show the journey through the different departments so we used a special piece of equipment called a gimbal to keep the camera steady and make the scenes as smooth as possible.

This is where we got creative and put all that lovely footage together. The process involved selecting the best clips, music research and selection, sound design, and colour grading which took a few days of careful consideration to achieve. The finished video is a valuable piece of content which our client are extremely happy with. It's been



very well received so far and we've no doubt it will be a useful tool in helping Acro attract the right people to the business.

View the video here! [www.eggmedia.co.uk/acro](http://www.eggmedia.co.uk/acro)

For a fresh approach to video marketing, contact us: [info@eggmedia.co.uk](mailto:info@eggmedia.co.uk)  
Tel: 01342 779955 / [www.acro.aero](http://www.acro.aero)

## Second Runway at Gatwick

Following the recent gdb Member Survey into the attitudes towards a second runway at Gatwick, we received a 38.5% response rate with 87% in favour of that second Runway.

We did receive several responses from those who are against a Runway (7% of Members) and the following letter came from one of our members, Tony Read, which I promised to print in full. Tony writes as follows:

**GATWICK EXPANSION** – not just a disaster for the environment

According to Arup (an engineering company potentially benefitting from the building of a second runway) "28,000 additional jobs" would be created.

The Gatwick commuting area enjoys minimal unemployment and is a relatively stable, secure and diverse economic region. The inevitable result of a second runway would be massive inflationary pressure on incomes (already the highest incomes outside London) due to wage competition and increased difficulty in finding qualified staff - both would exacerbate our highly competitive business environment.

The density of population in the Gatwick commuting area is amongst the highest in Europe, and, according to the Office for National Statistics, Housing in our Region is already "amongst the least affordable" relative to incomes.

Local Authorities are under increasing pressure

to build houses on our farming land and in 'Areas of Outstanding Natural Beauty' despite the lack of schools and medical facilities.

Anyone who uses the over-crowded local roads and dysfunctional railways will appreciate the dire state of our infrastructure; taxpayer-funded improvements are unlikely to be forthcoming.

There are allegedly massive financial incentives for Gatwick's UK senior management and the overseas owners if a second runway is built – this should not be sufficient reason to embark on this reckless project.

- Tony Read.

## Networking Works

At August – The Awards Consultancy we are very proud of our organic growth which has come through recommendations and referrals from our award-winning clients. However, it has been equally important for us to grow our contacts through networking.

One of the most valuable aspects of networking locally has been the professional partnerships we have formed with fellow members on the circuit.

In 2017, I was delivering a training programme teaching marketing and communications professionals and entrepreneurs our unique award writing and presentation processes to help them win awards. However, there was a clear demand for an online training programme that would allow access to my awards training from every device. I wanted to give users my personal approach, so the only solution was to deliver the training by video.

I was delighted to meet Jonty Eggington, founder of Egg Media at a gdb event. Jonty understood our needs immediately and brought his team to film my 'How to Win Awards Masterclass' at The Shard in London. I was so grateful that Jonty and I had already formed a good relationship through the gdb events as I was confident that he would make my class of trainees feel comfortable in front of the camera, allowing me to stay focused on the training.

Jonty and I then worked together to turn a full day of filming into 14 modules of step-by-step video training, supported by award entry examples, activities, worksheets, and downloadable resources all instantly accessible online at The Awards Expert Academy.

I am delighted with the result and would encourage anyone who is thinking about sharing their expertise online to get out



networking and talk to Jonty about creating their training videos.

The Awards Expert Academy  
[www.awardsexpert.com](http://www.awardsexpert.com)  
[donna@awardsexpert.com](mailto:donna@awardsexpert.com)  
 07990 536240

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## DigitalGrads and Shake It Up Creative collaborate to help train marketing graduates

The initial 30 second introductions for two new Gatwick Diamond members sparked an enthusiastic conversation which has led to an exciting collaboration. Meg Fenn of Shake It Up Creative and Lucy Smith of DigitalGrads sat next to each other chatting over lunch, recognising there were many synergies between their companies. DigitalGrads, provides digital marketing training and offers a risk-free way for companies to try out a graduate with a view to an internship and Shake It Up Creative offers training and workshops in marketing, SEO and website design. One in person meeting and a Skype call later, a new partnership was formed and all thanks to gdb.



Lucy Smith said, "We are immensely grateful to Shake It Up Creative for supporting our mission to provide free marketing training to recent graduates. Our partnership has meant that we are able to offer our graduates website training that is curated by experts, and provides a practical, no-nonsense introduction to how websites are used as part of the marketing mix - something that will ensure the grads are much more useful to a business on day one."

Meg Fenn said, "The opportunity to showcase our expertise and contribute to the development of the digital sector as well as reaching a whole new pool of potential clients was too good to pass up. Working with DigitalGrads is exciting for us, as forming partnerships is an important part of our strategy for growth."

Contact Lucy for more information about DigitalGrads on 07771 966 951 or by emailing [lucy@digitalgrads.com](mailto:lucy@digitalgrads.com). Contact Meg for more information about Shake It Up Creative on 01273 906 128 or by emailing [meg@shakeitupcreative.com](mailto:meg@shakeitupcreative.com).

## Networking Nets Work



New to Gatwick Diamond Business, Mary and Cath from The Detective Project Mid Downs only joined in January 2018 and are already feeling the benefits of membership.

"It was a big step for us" said Mary. "We're a small operation with tight margins, but our investment in gdb has already paid for itself."

Hartsfield Manor provided a fabulous setting for a team of accountants wishing to apply their skills in a challenging new scenario. Katy Livermore at Hartsfield Manor said "we have years of experience of offering a unique and special venue for all occasions. We have great relationships with our suppliers and have especially enjoyed working with Mary and Cath at The Detective Project. They provided a professional, entertaining and educational session for our corporate client and we would not hesitate in working with them again in the future."

Arron Polton from Ardingly College realised that The Detective Project could entertain

and educate pupils during their Easter Club. Mary and Cath devised linked incidents for the students to work on. "The Detective Project was incredible; the children from the Ardingly Holiday Club thoroughly enjoyed the activities, especially getting to grips with their inner detectives. Again my thanks goes out to Mary and Cath, who provided a fun and stimulating workshop".

For a bespoke corporate event, workshop or party contact Mary or Cath on 01403 610016 or email [middowns@thedetectiveproject.co.uk](mailto:middowns@thedetectiveproject.co.uk)

[www.ardingly.com](http://www.ardingly.com) / [www.hartsfieldmanor.co.uk](http://www.hartsfieldmanor.co.uk)

## How To... Transition Your Career Into A New Sector



Building a career is hard work. The qualifications earned, the employees managed, the clients serviced, the knowledge gleaned. All that hard-earned experience makes you ever-more valuable in your sector...

...but what if the sector's no longer for you? What if you love your job, but need a fresh environment to challenge and inspire you? Perhaps you're feeling increasingly becoming pigeonholed in a sector that no longer excites. Or want to apply your well-honed professional skills in a new type of company, to stretch your boundaries.

We hear you! But transitioning can be tough when it feels like all roads lead to the same dead end. So, if a new sector's on your mind, here are some key tips to ease the transition:

### 01 GAIN (ANY) RELEVANT EXPERIENCE

Feel overqualified, but can't understand why you're not getting an interview? You can increase your chances substantially by proactively securing relevant experience beforehand. There are many ways to achieve this; shadowing others, doing unpaid or voluntary work, taking a course, or putting your name forward for projects outside of your job role.

### 02 TAKE A STEP BACK

Be prepared to take a temporary cut in salary or responsibility in order to gain experience in the sector of your choice. Be open minded when considering new opportunities and recognise that it's OK if you don't fall into your dream role straight away.

### 03 TARGET YOUR CV

A killer CV – tailored to your target sector, is crucial. Draw on your most relevant experience, include a sector-specific 'ambition statement' at the top ('Experienced finance professional seeking role in the travel sector') and tightly prune to exclude information that isn't relevant to the role.

Read more tips full at:  
[ambra-recruitment.co.uk/blog](http://ambra-recruitment.co.uk/blog)

## The strategic opportunity in innovation

How often have you joined fellow business leaders at business events to be bombarded with buzzwords, prompted to jump on board to propagate your ideation on the acceleration super highway... all too often we leave the room wondering what else we could have done with that 20 minutes of our lives.

But some key words don't just buzz. They give us the structure we need in business to grow successfully. Sometimes keywords get overused and lose a bit of meaning and that can lead to opportunities missed.

Innovation is one of those words. It's often perceived as being something mystical with some kind of wizard guarding its secrets but actually, it's really just ideas and how we use them.

It isn't necessarily creating a planet saving widget, or go-faster crank that needs a super secretive patenting process (though if you have such an invention, go for it!). Sometimes it is as simple as dumping old processes for new ones, adopting new technologies in ways that work for you or taking a step back



to assess whether you are even in the right market with the product you have.

This is the power of taking a strategic approach to innovation, taking a moment to jump off that acceleration super highway and decide if you are even going in the right direction to begin with. The trick is to notice when you are flowing nicely and when you have simply fallen into a comfort zone whilst your competition are taking a different route.

Innovation is just one of the themes we identified in the Catalicity white paper, 'Where are the opportunities?' To find out more download your copy at <https://catalicity.wordpress.com> and join the conversation on Twitter using #myopportunityis or call us for a chat on 07985 601626

## Chapter Three Consulting

Chapter Three Consulting are delighted to announce the launch of the GDPR Awareness e-Learning Course on the Eliademy training platform aimed at helping people to understand the EU General Data Protection Regulation (GDPR).

The GDPR aims to give control of personal data back to individuals by addressing modern concerns about data protection in the digital age.

The way we use data has changed significantly over the last 20 years, specifically in relation to how personal data is acquired and dealt with.

Whilst cyber-attacks resulting in data breaches dominate the headlines the truth is that most data breaches occur due to human error:

- A dropped memory stick
- Sending something to the wrong e-mail address
- Adding data to the wrong Dropbox folder
- Not taking care of paper files while out of the office

In the digital age in which we live, the reputational damage arising from a data breach can be fatal to any business.

The course provides a practical application of the GDPR and the best practice processes and procedures to be followed when handling personal data.

The GDPR requires companies to record and monitor employee training and this is a vital aspect of evidencing compliance with the GDPR. The learning platform is ideal for employees and individuals alike.

The course contains 8 Units covering:

- An overview of the GDPR and the rights of the individual
- The do's and don'ts for information and Cyber security
- Best practice procedures for data access, handling and records management
- The risks of mobile working
- Employee responsibilities under the GDPR
- Incident management and disaster recovery

There are 8 Assessments and students are emailed a certificate upon successful completion.

Contact Chapter Three Consulting on 0330 004 0020 or [info@c3c.co.uk](mailto:info@c3c.co.uk) to find out more.

## What is a Shadow Director? They don't have to lurk in the shadows

The term 'shadow director' is often bandied around, but what does it actually mean? Someone who the directors of a company are accustomed to taking instructions from and acting upon, without exercising their own discretion. The consequences of being a shadow director are that they adopt the duties & liabilities of actual directors.

To establish a shadow directorship there must be a pattern where the majority of directors do what they're told without exercising their discretion (it doesn't matter that the whole board doesn't follow those instructions). A misconception is that they must 'lurk in the shadows'; they don't have to. A controlling shareholder may openly give directions to the directors, and if they waive their discretion and 'do as they're told', the shareholder may be considered a shadow. You're not a shadow director just because the

directors follow your advice. You must have real influence over the company.

In my experience the following people should take care not to cross the line into shadow directorship:

- Management consultants / company doctors. Be clear about where your role begins / ends. Remind the directors they must exercise their own judgement.
- Founders selling their company should take care with buyer restrictions / seller consents. They are often aimed at protecting reputation by association, but they can stray into shadow director territory.
- Investors who: appoint nominee directors (they owe the same duties as an ordinary director); and / or (ii) impose overly

restrictive investor controls (beyond those necessary and reasonable).

- Controlling shareholders (incl. holding companies). Controlling shareholders often forget that the company has its own legal identity and responsibilities.
- Directors of a shareholder. To be a shadow director their own actions must separately make them shadow directors.



For the full article, please visit our website at [www.emwllp.com](http://www.emwllp.com)

## 5 free IT processes you can implement now to help become GDPR Compliant

One of the most important aspects to GDPR is the IT element. This involves putting processes and systems in place to protect any data you hold about people, including your clients, staff and prospects.

The consequences from breaching GDPR Laws can be very high so this list of 5 free IT processes you can put in place to help become GDPR compliant.

### 1. Enforce a Strict Password Policy

The password policy must include guidance on how to choose complex passwords. A complex password uses over 8 characters, has numbers and symbols and uses both upper and lower-case letters. What's more is that no one should use the same password for different accounts.

### 2. Put a Payment and Transfer of Funds Procedure in Place.

There are (too) many cases of businesses in the UK losing large amounts of cash to cyber criminals because of a convincing phishing email. You should make your staff aware that changes to bank account details, or requests for payments, should never be done over email.

### 3. Limit Individuals Access to Data.

One concern of GDPR is that not everyone should be given access to data unless they need it. You should set up your systems so that only certain departments have access to the folders that they need.

### 4. Educate your staff on Cyber Security

You don't need to pay for expensive cyber

security training, there are many free resources online. The first thing you should do is to make sure that all employees know how to recognise a phishing email.

### 5. Implement Administrator Accounts

When you implement administrator accounts it means certain features of everyone's PCs will be limited to administrator access. For example, installing new software will need administrator approval. This is a handy way to make sure no fake programs are installed onto your network.

If you would like to find out how to make your business's IT GDPR compliant, please call us on 01273 806211, or email me at [j.batchelor@ingeniotech.co.uk](mailto:j.batchelor@ingeniotech.co.uk)

## Greater options for achieving Registered Design protection in the UK



For some time the UK has been party to various international agreements allowing for streamlined and cost-effective

options for national UK patent and trade mark protection, the field of UK registered designs, allowing for protection directed to the aesthetics/appearance of a product, had been left a bit out in the cold.

That however is now set to change insofar as the UK has recently ratified the Hague

Agreement on the registration of industrial designs and so from 13 June 2018 it will be possible to designate the UK within an international design application. Design protection is already available via the Hague System in 67 other territories including the US, the EU and Japan.

The Hague System allows for protection to be obtained in a variety of territories by way of a single application filed with the World Intellectual Property Organisation (WIPO) in Geneva and which undergoes a single central examination as to formal requirements. However, the local offices of the designated territories can raise objection

on more substantive issues, such as novelty, if consistent with their national procedures.

The system offers design owners a simplified and cost-effective route for obtaining design protection in multiple territories. In addition, maintenance and administration procedures are also simplified since renewals and register updates require only a single application handled centrally at WIPO.

[www.wpt.co.uk/home](http://www.wpt.co.uk/home)

## Don't let poor record keeping open the door for tribunal claims

Since UK employment tribunal fees were abolished in July last year, the number of claims has surged – with volumes almost doubling in the three months to December 2017.

One way that employers can protect themselves against an unfavourable outcome at tribunal is by ensuring they have robust processes and documentation in place.

Claims for unfair dismissal – one of the most common grounds for a tribunal claim – are more likely to succeed if robust records haven't been kept. If any employee is performing poorly, for example, you should be careful to record details of any review or appraisal meetings, objectives and remedial interventions in a central location. Other

situations you may wish to record might include absence, lateness, return-to-work interviews, and disciplinary warnings.

Employers who haven't kept accurate records may find themselves open to discrimination claims if they are found to have taken different disciplinary action with two or more employees who have demonstrated the same behaviour.

Organisations with 100 employees or more may find that paper- or spreadsheet-based records aren't sophisticated enough to keep up with the growing size, complexity and history of their workforces, which is where purpose-built HR software comes into play. Software such as CIPHR's people



management system enables you to keep accurate employment records for every member of staff, including performance, absence, pay, personal details and much more in a single, cloud-based location.

If you'd like to find out how CIPHR's HR software can help you store people data more securely and accurately, contact account development manager Matthew Price on 07881 107058 or [mprice@ciphr.com](mailto:mprice@ciphr.com), or visit [ciphr.com](http://ciphr.com).

## The positive impact of disability awareness

It may shock you to learn, that ignoring the needs of people with disabilities as a potential customer base, costs UK businesses around £1.8 billion per month. This is largely due to a lack of awareness and can be changed by making a few minor adjustments to the way your business operates.

You may also be surprised to learn that a recent Scope survey revealed that 67% of the British public actually 'feel uncomfortable' when talking to disabled people and 'awkward' about being patronising or saying the wrong thing.

At Enable Me, we educate workforces by breaking down these barriers and changing the way people think. Our disability awareness training programmes are user-led (meaning the courses are run by people with

disabilities themselves), and cover etiquette, communication, correct use of language, and inclusive behaviour, as well as legislation and adapting the business environment.

### The benefits of awareness

If your staff are client facing, there is a good chance you are failing to capitalise on a very vast number of potential customers. Households with a disabled person have a combined income of £212 billion after housing costs- so failing to target this market is a huge waste – one which awareness training can help you change.

Enable Me's training will empower your workforce with a greater sense of empathy, and will also encourage them to understand the needs of other people. Your business will

begin to appeal to a wider group of talented employees and, furthermore, you will proudly reap the reward of publicity, when you declare your dedication to becoming a fully inclusive organisation.

So if you want your business to be truly inclusive, your staff to be empathetic and understand the needs of people, whilst you tap into a wider group of customers and talented employees- contact Enable Me -and gain the awareness your business needs.

For further details on how Enable Me can help your workforce gain a positive perception of disability call: 01903 734400 or email [chris@enablemeproject.org.uk](mailto:chris@enablemeproject.org.uk)

[www.enablemeproject.org.uk](http://www.enablemeproject.org.uk)

## Study highlights flexible working barriers in spite of 10 years' progress

A 2017 study into white collar flexible working released by Ten2Two Sussex, the pioneering flexible working recruitment consultancy, shows progress among businesses embracing the movement.

91% of employers feel attitudes among the business community are more positive towards the concept now than they were 10 years ago.

But disappointingly, this is not the whole story. Of the 2,500 comments collated by the survey of over 250 businesses and 1000 employees, nearly 80% were negative about attitudes of employers towards flexible working.

However, 29% of employers felt there had

been significant improvement in attitudes among the business community.

Of the workers surveyed, 71% agree there has been a shift in attitude towards part-time and flexible working, yet only 11% said they felt there had been a clear, positive change.

Emma Cleary, Director of Ten2Two Sussex said: "We see success in smaller, micro-businesses who see the advantage of having a skilled and experienced professional on their team. Bigger companies still need to act positively – but they often can't be as agile in adopting new ways of working.

"Workers are still coming up against age-old restraints of job descriptions and application

forms not offering a flexible option, so there's an enormous amount of work still to be done."

### Are businesses adopting flexible working?

At the recent Skills and Diversity Conference in the Gatwick area, there was a really positive view that flexible working is a key factor in retaining talent that's also local. If people are prepared to look at different working practices, they can attract and retain professionals to successfully build their businesses.

If you'd like to learn more about how flexible recruiter Ten2Two Sussex can help your business, please contact Emma Cleary on 07810 541 599

## Are you ready for the biggest change to data protection since 1998?



We are on the verge of the biggest shake up to data protection and compliancy laws since the Data Protection Regulation two decades ago. During this time, the way businesses work and the technology we use has transformed. Now, with the onset of the General Data Protection Regulation, businesses need to be fully informed and have the appropriate systems and processes

in place to properly manage personal data to ensure they are fully compliant.

Daily, there is news coverage around data breaches of high profile corporate and public-sector organisations, and whilst these businesses may get knocked by the press, the fines are nowhere near the levels that will be seen when the GDPR regulations come into force.

Over the past eighteen months a lot of information has been communicated around the upcoming regulations, but the specifics around data processed through office printing has been neglected and could be a vulnerable point, leaving businesses exposed if they don't address this issue seriously.

It's a fact that many businesses are still reliant on paper as part of their business processes. As part of GDPR, businesses must take into consideration protection of documents, and consequently the MFDs and printers that are used across their organisation.

There has been a lot of hype over GDPR. We have created a whitepaper which provides insight into how you can protect your printed and electronic documents to remain GDPR compliant. To request your free copy, please contact us on: 0207 101 0096 or email [info@itdocumentsolutions.com](mailto:info@itdocumentsolutions.com)

[www.itdocumentsolutions.com](http://www.itdocumentsolutions.com)

## Attracting the Right People

Recruiting staff with in demand skill sets such as digital and customer insight roles is difficult: the best individuals are snapped up quickly and can pick and choose their roles. The process is even more challenging if your business is perceived as less than sexy but there are ways to lure the right talent, no matter what your sector is Nici Jupp, Managing Director at Talent Gateway, highlights.

Polyco Healthline is a leader in its field of safety and healthcare products with a £160m a year turnover and 250 employees. Growing digitisation and the impact of how customers buy prompted a need for four new roles with digital skills including e-commerce and customer experience. Polyco Healthline

director Lesley Lindberg tasked Talent Gateway with filling the posts which led to the successful recruitment of four individuals.

'The secret to finding the right people is to identify what aspirations the role and the business can meet' says Jupp. 'There are going to be skills you can't compromise on, but be open about the kinds of people you're looking for and their career backgrounds. A candidate's potential, what they can achieve, is more important than absolute adherence to a job specification.'

Cultural fit is also important. Lindberg agrees: 'It's easy to find the right skill set but we needed someone who would fit in our specific

context,' she says. 'Talent Gateway believe cultural fit is as important as skills.'

For executive search and recruitment services contact Talent Gateway on 0203 034 0420.

[www.talentgateway.net](http://www.talentgateway.net)



## How to be an Excellent Presenter – Learning from Standup Comedy



Standup comedians are some of the most effective public speakers on the planet – so we can learn from them. Here are three key pointers.

### 1 - Engage with your audience

Dale Carnegie said: "Look your audience straight in the eyes, and begin to talk as if every one of them owed you money"

Also; be genuinely interested in your audience, find commonality with an audience, make eye contact, create an interactive experience for your audience, use the 'conversational' mode of speaking

### 2 - Be funny

Art Buchwald said: I learned at an early age that when I made people laugh, they liked me."

So; use the basic mechanism of comedy: recognition and surprise, bringing unlikely things together. Here's an example from Jerry Seinfeld: "Did you ever notice that when you blow in a dog's face, he doesn't like it. But when you take him for a ride in the car and open the window, he sticks his head out?" Use the set-up and punchline structure to get laughs: "...he sticks his head out" is the punchline. Everything else is the set-up, lists

of things are funnier in threes than twos or fours, harvest humorous content from your life, and develop a repertoire of humorous material, make yourself the butt of humour, rather than someone else

### 3 - Be yourself

Dr Seuss says: "Be who you are and say what you feel, because those who mind don't matter, and those who matter don't mind"

So; be authentic and true to yourself, draw on your own particular attitudes, world-view, idiosyncrasies, peculiarities, or unusual qualities: your USPs

Gerry Thompson runs Positive Comedy Training [www.positivecomedy.com](http://www.positivecomedy.com)





## Easy cost-effective GDPR-compliance for your organisation

The General Data Protection Regulation (GDPR) takes effect on 25 May and affects all businesses and not for profit organisations. This new law aims to prevent the unauthorised processing of people's personal information by focusing on fairness, transparency, accuracy and security.

To help organisations become GDPR-compliant, Kingston Smith (via its group company ClearComm) has launched an online cost-effective self-certification portal. It's the first of its kind on the market and guides organisations through each stage of

the assessment process. The secure portal makes it easy for any organisation to ensure they manage the personal data of clients and supporters in a GDPR-compliant way.

The GDPR portal is a simple task-based application that enables an organisation to manage its compliance journey itself. It uses action plans and date markers to help organisations follow their own self-assessment programme. The dashboard enables an organisation to access instant reporting on its position as well as a library of procedures and policies that can be adapted



easily to the company's needs using an interactive wizard tool.

Visit [www.clearcompliance.org/](http://www.clearcompliance.org/) for further details and prices.

For a free no-obligation chat, contact David Montgomery on [dmontgomery@ks.co.uk](mailto:dmontgomery@ks.co.uk) or Benn Davis on [benn@clearcomm.org](mailto:benn@clearcomm.org)

## How can SMEs prevent sexual harassment? Five critical interventions



It's an upsetting fact that sexual harassment at work is commonplace. The TUC Report, "Still just a bit of banter?" found over half of women experience some form of sexual

harassment. Under the 2010 Equalities Act, any organisation which employs people has a duty of care to keep their employees safe and free from harassment.

Without the benefit of an in-house HR team, what can SMEs do to prevent sexual harassment from taking place? Here are five suggested interventions:

- **Have a well-defined stance on Sexual Harassment.** Your employee handbook should include an Equal Opportunities, and a Bullying and Harassment policy. They should unambiguously outline what is expected and how issues will be handled.
- **Regularly communicate with employees.** All employees need to be aware of and understand their obligations.
- **Take pre-emptive action when risks are higher.** Company social gatherings can be classed as "in the course of employment". It's important to remind colleagues that expectations relating to behaviour still stand when alcohol is involved.
- **Lead by example.** Leaders set the tone, so they should consider the language they use and banter they take part in. Certainly, it's important to call out bad behaviour if it's observed.
- **Call on help to get it right.** Companies

must deal with arising allegations sensitively, in line with procedures, and with commensurate disciplinary action if required. For SMEs this can be difficult to navigate and often the right next step is to seek the support of an HR expert.

With the backdrop of recent scandals, we will likely see a rise in the number of sexual harassment claims and a move towards a zero-tolerance response; But, if employers can create the right climate at work which prioritises respect, has clear boundaries and consequences, then the amount of sexual harassment instances should fall.

If you'd like some help to develop appropriate policies or work place practices, please get in touch with Emma at Perfect Vision HR on 07966 033316 or [emma@perfectvisionhr.com](mailto:emma@perfectvisionhr.com)

## Avoid a fine. Your email must be GDPR-compliant

With the new data protection laws due to come into force on 25th May, not only do you have to ensure all customer data is kept securely but you must also be able to supply the information you hold on an individual. This means that you need the ability to find and then delete that data upon request.

This includes emails that may be stored anywhere on any of your computers. A great deal of personal information is transmitted by email, not only in the body of the message, but also within attachments which may include lists of customers held in a spreadsheet for example.

There is also 'dark data'! This is a term for data that is out there somewhere but cannot easily be found, audited or accounted for – often its contents are even unknown by management. An example of this is where email data is



stored locally on a staff member's desktop PC or laptop, instead of centrally in a proper email system. Microsoft Outlook automatically stores messages, contacts, appointments, tasks and notes in one or more PST (Personal Storage Table) email files. These files get created on the local hard disk by default and messages are automatically moved into them from the central server.

Once inside a PST file, the email content has a major risk of being non-compliant. There are a number of reasons:

- Data held in PST files cannot be searched centrally.

- PST file content is easily readable without Outlook.
- PST files stored locally may not be secure.

Failure to comply with GDPR can result in a fine of €10m or 4% of your turnover in the preceding 12 months, so the risk should not be taken lightly.

We can help you. Our software prevents this risk and countless organisations in both the public and private sector that range from Governments and major corporations to SMEs with a few hundred users.

Take a look at our website [www.ultimatemigrator.com](http://www.ultimatemigrator.com), email [clive.watkins@ultimatetechnologies.com](mailto:clive.watkins@ultimatetechnologies.com) or call 07760 160996 for an initial chat.

## Guidelines on avoiding sexual harassment claims in the workplace

High profile cases of sexual harassment have been in the news throughout 2017 and 2018. #MeToo spread virally as a hashtag to highlight how widespread sexual harassment in the workplace is and encouraged women to speak out.

Consequently, HR and employment lawyers are now dealing with complex claims, often involving the police. In any situation where serious allegations are made against work colleagues, it is vital that business owners ensure a thorough investigation is carried out. Acas have also produced new advice on sexual harassment at work which sets out preventative steps.

### Important tips:

- An understanding of the legal definition of 'sexual harassment' is essential. This is 'unwanted conduct of a sexual nature which has the purpose or effect of violating the dignity of a worker, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.'
- This definition applies to individuals treated less favourably because they either rejected or submitted to unwanted sexual conduct. Claims are usually brought by women against men, but can also cover women complaining about other women and men complaining about women or men sexually harassing them.
- Initiate an immediate investigation. If necessary, suspend the alleged perpetrator on full pay in order to ensure the investigation is thorough.
- Take a full account from the complainant and make sure that all specific details such as dates and the detail of what happened are recorded.
- With the agreement of the complainant, and the police, if relevant, show the alleged perpetrator the allegations. If the police want to interview first, advise the alleged perpetrator that there are allegations of a sexual nature and ask for their version of events.
- A concurrent employment investigation is essential, regardless of whether the police are involved. The Crown Prosecution Service require evidence of the perpetrator's guilt, which is 'beyond reasonable doubt', and cases are often dropped. The civil test is only on the 'balance of probabilities' (51%).
- Where relevant, take witness statements from others to ensure that you have the full picture.
- If the evidence is overwhelming, proceed to a disciplinary hearing, rather than expecting the complainant to go through a grievance first.
- Ensure that only those who need to know are informed to preserve confidentiality.



- The decision maker at the grievance or disciplinary meeting will need to consider all the evidence and should follow the Acas Code of Practice on Disciplinary and Grievances.

Martin Searle's campaign to stamp out sexual harassment in the workplace commences in June. Their helpline will be offering half an hour's free advice to employees, employers and business owners from 4pm-6pm every Tuesday and Thursday, in June. Please call their specialist employment law team on 01273 609911 or email [info@ms-solicitors.co.uk](mailto:info@ms-solicitors.co.uk).

They are also running two free training sessions for employers and HR on How to Deal with and Manage Sexual Harassment Claims in the Workplace on 17 and 24 May. Please visit their website [www.ms-solicitors.co.uk](http://www.ms-solicitors.co.uk) if you would like to book a place.

## What does human wellbeing depend upon?

Firstly, our wellbeing depends on being able to meet our basic needs. It depends upon these things: food, water, housing, health, education, shelter, security. What we might call the 20th century human rights project. Basic needs that all the countries in the world agree everyone has a right to.

The other half of our wellbeing depends on the health of the little blue dot in the Universe. Stable climate, fertile soil, thriving biodiversity, ample fresh water, healthy oceans.

We are only just beginning to realise the state of the inter-dependence of these two things. No stable climate; no security. No fertile soil; no food. No healthy oceans, no fish.

Today we are still in undershoot on the first in many corners of the world and we are in overshoot on several important planetary boundaries, as outlined by The Stockholm Resilience Centre.

Our generational challenge as business leaders is to somehow find a way to

participate in the challenges of getting everyone on the planet to a place where we all have those basic things we agree we need without going over any more boundaries and by reining in the ones we've already overshot.

We often use the lens of the UN Sustainable Development Goals (SDGs) to imagine the opportunities available to businesses to upgrade their strategic emphasis, their brand status, and integrate their CSR programmes with sustainability strategies. If we are to meet the challenges of a disruptive, chaotic and volatile environment, business leaders with vision and courage can play one of the most influential roles.

Whether you are Unilever or a local company manufacturing for them, your business will inevitably touch on one or more of the challenges in the SDGs. Carrying out a performance analysis of where you are in alignment with the SDGs today can give huge insight into where your opportunities for action lie. Doing it together with all your stakeholders can

galvanise the collaborative intelligence that is so essential to creating sustainable disruptive change in any industry.

If you would like to explore the potential to play your part in the wellbeing of future generations through your business, we have currently four guides on industries we know well which are free to download. These are Food & Agriculture, Sustainable Fashion & Consumer Goods, Manufacturing and Cities & The Built Environment.

To download our Guides to The SDGs please go here:

<https://mailchi.mp/weactivatethefuture.com/weactivatethefutureguidestobusinessopportunities>

To contact We Activate The Future for an exploratory discussion please email [jenny@weactivatethefuture.com](mailto:jenny@weactivatethefuture.com) or call +44 (0) 7702285207

## A New Sister Firm!

With Spring in the air these are very exciting times for Acumen as March saw the launch of ACUMEN PEOPLE, the brand new sister firm of the award-winning business specialist law firm, ACUMEN BUSINESS LAW with offices in Hove and Gatwick.

ACUMEN PEOPLE specialises in legal matters for private individuals and the first area of expertise in action is Residential Conveyancing. To mark this special occasion the firm threw a party in true Acumen style, celebrating with new and old friends of the Acumen family at Ten Green Bottles in Jubilee Street, Brighton.

Spearheading the conveyancing offering of the firm is our expert Harriet Hamilton-Orr. Harriet is passionate about helping people get their dream home and is very excited about building the conveyancing offering of ACUMEN PEOPLE to its full potential. Harriet said, "I'm so proud to be officially launching the conveyancing department of the firm and am very excited for the future. We have



a passion for people and making their "moving home" experience seamless and successful in every case. It's a very exciting prospect and I can't wait to see the firm grow and develop its tribe."

On this momentous occasion it was great to see so many join in the celebrations, the drinks and conversations were flowing, a good time had by all.

Acumen Law Founder, Penina Shepherd, said on the night "This is a very special occasion and I'm so happy to see the launch of our brand new sister firm for the private client in the tenth year of ACUMEN BUSINESS LAW. I feel proud and privileged to see the Acumen group expand and prosper."



ACUMEN PEOPLE is a different kind of Law Firm for the private client, following the Acumen ethos of being unique and innovative. Having broken away from the aloof culture that is associated with the legal profession, ACUMEN PEOPLE, like its sister firm ACUMEN BUSINESS LAW is democratically run creating an extraordinary passionate bunch of people keen to make a difference. Approachable, accessible and unpretentious, the firm prides itself on the personal touch it offers and, of course, a dazzle of zebras for all to enjoy!

If it is your time to make that very important move to your new home, contact Harriet on 01273 526507 or email on hello@acumenpeople.co.uk

## Fizz, fillies and flutters can only mean one thing – Racing is back at Brighton!



Brighton's racecourse is a local icon that must be experienced. Established in 1783, it has been standing on Whitehawk Hill overlooking Brighton for 235 years.

On a bright blue day, the views over the racecourse and out to sea are breath-taking and the excitement of the thunder of hooves creates such a high. With 21 fixtures taking place from now until the October you will surely find a date that would suit you.

There are many ways to experience the races in Brighton- from General Admissions in the stands, to the lounge of the Premier Enclosure or dining in Silks restaurant – the options for you to choose are varied.

One such incredible experience not to be missed is the Behind the Scenes Tour. If you are a newcomer to racing, or just a keen racing fan, who would like to see what goes on behind the scenes of the sport of kings, then this is a great way to experience a day at the races.

Your day commences with a glass of champagne on arrival served in the 'Winners Suite'. This is private area where owners and trainers of each winning horse are invited to celebrate after their race. Your tour then goes on to take in the stable area, weighing room, parade ring and track! Of course, you will be guided and escorted throughout by our very informative and friendly tour guide

Barbara. On your return to the Winners Suite our tipster will briefly run through the day's runners & riders and try to give you some pointers on how to pick a winner. This is where your complimentary raceday programme will come in handy! We guarantee you will go away with a few racing facts to impress your friends but also make your day at the races even more special.

A day at the races makes for unbeatable fun and a great excuse to get your friends together or treat your staff to a day out.

Visit our NEW website [www.brighton-racecourse.co.uk](http://www.brighton-racecourse.co.uk) for full details of all 2018 fixtures, events and ticket prices.

## Myth Busting Apprenticeships – making the Levy work for you

The Apprenticeship Levy came into effect in April 2017 and the results so far have been pretty disastrous with confusion from Levy and non-Levy payers alike. The next meeting of METALL – the Manufacturing Engineering Technology Alliance (METALL #7) – will focus on busting the myths around the scheme.

Analysing the effects of the Levy after the first full year indicate that the system is simply not working. Total apprenticeship starts for May, June and July 2017 fell a staggering 61% compared to the same period in 2016 and the second half of 2017 saw little improvement.

Aimed at engineering, manufacturing and technology businesses of all sizes, METALL #7 aims to signpost how any sized business can make the most of the system to find (and fund) the next generation of talent for manufacturing, engineering and tech businesses in the area.

Chris Coopey, Partner and Practice Director at MHA Carpenter Box commented: "This

was be the first time that we have held a METALL event at the wonderful Ricardo Centenary Innovation Centre which is adjacent to the famous Ricardo plant in Shoreham, so it should prove to be very interesting for all attendees to see how like-minded businesses operate."

The METALL #7 event was held on Thursday 19 April at the Ricardo state-of-the-art plant in Shoreham, followed by a site tour.

METALL is supported by MHA Carpenter Box chartered accountants, solicitors asb law and sector recruitment professionals, CBSbutler. It was launched back in July 2016 with the primary aim to inform, educate and facilitate discussion and progress in the Manufacturing, Engineering and Technology sectors.

[www.carpenterbox.com](http://www.carpenterbox.com)



## Partnership the key for Red River

For Red River, a significant player in business and software systems based in Horsham, partnership is key to its relationships with its clients.

It delivers complex software projects in a wide range of sectors, from aviation to veterinary, by building long-term strategic technical partnerships with clients such as Airbus, Nuffield Health and EasyJet.

Partnership is also central to its relationships with other organisations, not least the University of Chichester and its Engineering and Digital Technology Park.

"We have been watching the development of the Engineering and Digital Technology Park with great interest, and we are in dialogue with the University about how our business can work with it via mutual support," said Red River CEO Simon Pringle.

Through the new development, Red River and the University of Chichester will be able to build on an already successful partnership, where Red River has taken on a number of degree apprenticeships as a way to build a talent pipeline, shape employees to the needs of the business and to make sure that their skills are current and relevant.

Said Simon: "We were suffering from the usual skills shortage and wanted to be able to train people our own way. Via this route we get to do that and the apprentices quickly become very talented. For us there hasn't been a time when they haven't been working on a commercial project, which is very beneficial to the company. In the digital sector this is the most positive step towards addressing the skills shortage that I can recall."

He added: "Without a doubt we can see the advantages of working with the University as it develops its new Engineering and Digital Technology Park. The benefits for the regional economy are there to see."

<https://river.red>

## US food giant completes acquisition of Kent Frozen Foods

RSM's M&A team has advised on the successful acquisition of Kent Frozen Foods Ltd (kff) by US food giant Sysco Corporation.

The deal completion follows regulatory approval from the Competition and Markets Authority (CMA) granted on 16 March 2018.

Food wholesale distributor kff is headquartered in Kent with distribution facilities in Aylesford (Kent) and Witney (Oxfordshire).

Kent Frozen Foods will continue to operate as an independent entity, with the opportunity to capitalise on close working relationships with Sysco's other UK and European businesses which include Brakes, Fresh Direct and M&J Seafood.

Kirsty Sandwell and Sarah Nichols from RSM's South East M&A team – named by Experian as the most active M&A adviser in the region in 2017 - advised the shareholders of kff on the deal.

In a statement to investors, Sysco senior vice president, International Foodservice Operations - Europe, Ajoy Karna said 'This acquisition is a perfect addition to our portfolio of businesses in the U.K. We are delighted to welcome kff associates into the Sysco family of companies.'



Kirsty Sandwell, corporate finance partner who led the team from RSM said: 'This is a fantastic deal for Kent Frozen Foods' shareholders and provides new opportunities for growth with the support of one of the world's leading industry players. It was great to work with the kff management team and shareholders and I'm delighted that together we were able to get this deal over the line.'

[www.rsmuk.com](http://www.rsmuk.com)

## GDBA Winners

The Gatwick Diamond is home to a vast range of businesses, which span all sectors of the economy, from household names to niche companies, and from multinationals to sole traders.

The Business Award Winners are those businesses or people who have shown innovation and inspiration in their work, and have demonstrated a real commitment to this world-class region.

The Winners were unveiled at the 10th Anniversary of the Gatwick Diamond Business Awards at the Effingham Park Hotel, on 15th March 2018.



The Headline Sponsors are B&CE, the Peoples Pension; Extech.co.uk; Gatwick Airport Ltd and NatWest. The Evening started with a Pre-Dinner Reception, and

the evening rounded off with the now highly anticipated After-Show Party.

The winners in each category are below:



### Green Business of the Year

Sponsored by Crawley Borough Council  
 • Hilton Hotel London Gatwick



### Business Person of the Year

Sponsored by KPMG  
 • Rob Pierre, Jellyfish Group Ltd



### The Award for Supply Chain Excellence

Sponsored by University of Brighton  
 • PVL UK Ltd



### International Business of the Year

Sponsored by the Gatwick Diamond Initiative  
 • Acro Aircraft Seating



### Employer of the Year

Sponsored by Search Consultancy  
 • Assurity Consulting



### Manufacturing Business of the Year

Sponsored by asb Law LLP  
 • PVL UK Ltd



### Responsible Business of the Year

Sponsored by University of Sussex, School of Business, Management & Economics  
 • Cleankill Pest Control



### The Award for Developing People for Business Success

Sponsored by Crawley College  
 • Ashdown Park Hotel & Country Club



### Apprentice of the Year

Sponsored by Reigate & Banstead Borough Council  
 • Robert Wiles, Cloud9 Insight



**Business of the Year (Up to £1m)**  
Sponsored by Platinum Publishing Group  
• Juno Wealth Management Ltd



**Business of the Year (Over £1m)**  
Sponsored by NatWest  
• MHA Carpenter Box



**New Business of the Year**  
Sponsored by Basepoint Business Centres  
• Growth by Design Ltd



**The Award for Customer Delight**  
Sponsored by Thakeham Group  
• Gatwick Recruitment and Training Ltd T/A Driver Hire Gatwick



**Business of the Decade**  
Sponsored by NatWest  
• ILG

The Awards were presented by the award-winning comedy legend, star of stage and screen and more recently, a popular contestant on Strictly Come Dancing, Brian Conley at the Gatwick Diamond Business Awards Dinner, on the 15th March, 2018.

For more, visit:  
[www.gatwickdiamondbusinessawards.com](http://www.gatwickdiamondbusinessawards.com)  
or follow @gdbizawards on Twitter

Headline Sponsors:



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## Productivity boost of £10 billion waiting to be unlocked by South East businesses

Businesses in the South East have the potential to tap into an extra £10 billion GVA (gross value added) in 2018 if they can overcome key barriers and exploit opportunities, according to a new report from Grant Thornton UK LLP, Planning for Growth. With the UK economy expected to grow just 1.5% in 2018, missed growth could prove game-changing in making the South East a more vibrant economy.

For businesses to succeed, they need to emulate the attributes of 'Growth Generators': a group of sustainable, high growth companies identified by Grant Thornton, who have recorded growth of 20% or more in the last year and sustainable growth for the last three. These Growth

Generators – 13% of whom are based in the South East – have four key characteristics that other businesses need to try to emulate. They are purpose-driven, invested in growth, tech confident and networked.

The importance of the economy in the South East to the UK's overall fortunes is clear – the region represented 15% of the nation's total GVA in 2016, second only to London. However, the rate of GVA growth (2.5%) was in fact the second lowest in the country and at its lowest level since 2011.

Grant Thornton's research found a clear sense that a climate of uncertainty with regards to the future is holding back growth. Only 53% of South East business leaders are

confident that they will achieve their growth plans for the next 3-5 years, with over a third (35%) agreeing that political uncertainty has made them more risk averse. This has had a significant impact on levels of investment.

Ellen Walsh concluded: "We believe that if more businesses adopt a Growth Generator mindset, they can unlock the region's full growth potential and lead the way in shaping a vibrant economy. There is no doubt that businesses in the South East have the capabilities to drive up their growth performance and move nearer to claiming that £10 billion productivity prize. It is a question of having the confidence when the right opportunities arise and being clear about the strategy for the future." [www.grantthornton.co.uk](http://www.grantthornton.co.uk)

## Hot property

Just over six months ago, SHW's new brand and website launched - an updated and fresh version of a long-standing visual identity and the culmination of a few months of hard work for Storm12.

SHW is one of the south east's largest commercial property specialists. Their brand needed modernising to project the personality of the firm, but still retain elements of the equity it had built for Stiles Harold Williams over the years. Simpler was better and so we created a new, distilled version of the logo and brand to match it to the fact that SHW is proactive, vibrant, current and forward thinking.

Turning our attention-grabbing strategy to the website, we created a simpler



navigation structure in order to help users easily access content. Adding a new set of images to highlight key business areas and encourage calls to action have also helped to modernise the site. We had great feedback from Tim Hardwicke, Partner and Head of Agency, who told us, "the new website turned out even better than we had imagined - we've seen an increase in organic search traffic of 95% and a 300% increase in page views across the site. The



easy integration of our third-party portals and platforms has given us a site which is more user-friendly and helps meet our online aspirations."

Look out for the new SHW brand across the region, and please get in touch with Storm12 if your brand needs a refresh too! You can find the new SHW website at [www.shw.co.uk](http://www.shw.co.uk) [www.storm12.co.uk](http://www.storm12.co.uk)

## Vega Europe are pleased to announce it has recently acquired an Acoustics Treatment and Furnishings division

This self-contained established division, adds immediate resource and expertise within this specialist area, perfectly complementing Vega's Audio-visual, Video Conferencing and Collaboration services and solutions portfolio.

In the past, acoustic treatment of rooms has only really been used for immersive video conferencing suites, where the room readiness is considered vital. However, clients and architects have started to pay more attention to acoustic treatments of rooms, with evidence showing a majority of new builds & refurbishments having an acoustics package included.

Tim Dobson, Sales & Commercial Director at Vega, stated "Video conferencing technology is now of a very high standard, which in turn has increased the user's expectations, especially when it comes to the sound quality." He continued, "Codec's or external sound processors have various built-in features to improve sound quality in a room or space, however modern buildings and interior design often require further acoustic improvements."

Jamie Hennelly, Acoustic Manager added "With many offices now introducing Apple-esq shiny surfaces, glazed partitions and industrial style open ceilings, acoustic

treatment and soft furnishings play an important part in the design of a space." He added "At Vega we offer 'designing with your ears as well as your eyes', from pin-boards, artistic 3D tiles or suspended baffles as an example. Acoustic treatments and furnishings add practicality as well as aesthetically pleasing work surroundings."

Vega's clients can now expect an end to end turn-key solution for their workspace conferencing requirements.

Visit <https://vega-global.eu/eu/acoustics> for more information.



## Eshcon is FSB Green Business of the Year

Environmental consultancy Eshcon has been crowned Green Business of the Year at the FSB Awards.

Eshcon joined hundreds of business people from across the South East at the ceremony overlooking Sandown Racecourse to celebrate the 12 awards categories.

Anya Ledwith, Eshcon's director, said "I am thrilled to be Green Business of the Year, demonstrating how good environmental management brings commercial benefit. Thank you for the recognition."

Anya explained how she manages the company's own impacts & costs, reducing

carbon emissions by 40%, & how she supports other organisations, such as Gatwick Diamond Business, the Sussex Community Foundation & the University of Sussex.

Plus the work Eshcon does with its clients - their reductions & successes. Anya has helped businesses large & small reduce their energy & carbon emissions, water & waste; she has put in Environmental Management Systems & helped them successfully certify to ISO 14001; Anya supports her clients throughout the project, so they get the best results they want & the best out of it - learning, doing, achieving.

Anya said "This is how I deliver my mission to

make environmental management the business norm. And I love what I do!"

The FSB runs a national awards scheme, with regional events for the 12 awards categories. Winning the SE Awards means Eshcon goes forward to the national final in May.

[www.eshcon.co.uk/fsb-awards-winner](http://www.eshcon.co.uk/fsb-awards-winner)



## Water Cooler set debut in 2018 World Cup "Hydrate. Celebrate!"



Love the World Cup? Then you'll love this: the World Cup Water Cooler could just change your drinking habits during this year's tournament. Love Water, a Surrey-based water cooler firm, has produced a water cooler for supporters of all the teams in this summer's World Cup. It's available in each country's colours, and for those who love all things footie, one that displays all 32 flags.

Asked why he'd launched these new products, Love Water boss, Nick Swan, said: "Carlsberg Group once quoted that "beer and football go together".

"Well, with our slogan "Hydrate. Celebrate!" Love Water hopes that homes, bars, clubs, companies and any World Cup event, will offer the healthy, clear nectar as an alternative to the amber nectar.

"We are not expecting fans to totally ditch their beer glass for a water glass while watching the game, but we recommend drinking a glass of water between pints of beer. It slows the alcohol effect, helps retain good hydration and with calorie-free water, you could come out of the games looking as trim as the players. And for those with

children, it's a great alternative to sugar-laden soft drinks".

Plan now as orders are being taken up to 31st May 2018, with deliveries between 1st to 13th June 2018, the day before kick-off.

Go to [www.lovewater.com/worldcup](http://www.lovewater.com/worldcup), or call 0345 5200 820. Mention "WATER GOAL!!!" to get an extra 11 litres free.

## Four-year milestone for Spire Gatwick Park's weight loss clinic



These patients at Spire Gatwick Park Hospital in Horley have a big reason to smile - they are just some of the 265 people in the last four years who have lost a total of 2020 stone in weight (12,827kgs).

To mark its fourth birthday recently, the hospital's Weight Loss Surgery Clinic asked its patients to share their successes. As well as losing weight following gastric surgery, many have reversed their diabetes,

no longer suffer with painful joints, heart problems or depression.

"The effect of losing weight can be life-saving as it can significantly reduce or reverse certain medical conditions such as diabetes," said lead consultant bariatric surgeon, Simon Monkhouse. "It also improves people's quality of life and their mental health. And many have achieved personal victories that were not possible before surgery, such as renewing their interest in hobbies or simply being able to play with their children again."

Mr Monkhouse says Spire Gatwick Park's work is not going to eat into the obesity levels of the nation "but we will make a massive difference to the health and wellbeing of individuals".

All prospective patients are assessed by Spire Gatwick Park's multi-disciplinary

team of surgeon, bariatric nurse, dietician and psychotherapist. Together they decide if the patient can proceed with surgery and advise on the most suitable type of treatment. After surgery, patients are supported for two years by the weight loss team, and automatically become lifelong members of the weight loss support group which meets regularly.

Weight loss surgery is not to be confused with cosmetic surgery. Instead, it is metabolic surgery with tangible health improvements in addition to the significant weight loss. For some patients, it can put diabetes into remission for good.

For more information visit: [www.spiregatwick.com/weightloss](http://www.spiregatwick.com/weightloss)

## Kate Chapman of Harwoods Jaguar Land Rover

The Jaguar Land Rover Business Development Manager award ran throughout 2017 from 1st January to 31st December to recognise the top performer of 2017 in the UK.

Kate Chapman of Harwoods Jaguar Land Rover was measured on customer contact, potential customer contact and appointments along with overall Jaguar Land Rover sales. Kate became the overall winner within the UK.

The Fleet & Business Programme is all about building a stronger relationship with local businesses with the support of Jaguar Land Rover. We have very relevant products to the Fleet & Business sector, but that alone isn't enough. Kate is the dedicated contact for customers to actively sell to small businesses, we cannot wait for the market to come to us!

We are ready to seize the opportunity as our products become more competitive within the market place.

The Jaguar Land Rover Fleet & Business Programme is a true partnership: together we will deliver outstanding customer service and take our businesses from strength to strength.

[www.harwoods.crawley.jaguar.co.uk](http://www.harwoods.crawley.jaguar.co.uk)



## AVIXA continues to recognize Vega Global as Provider of Excellence for the Fourth Consecutive Year

Vega Global, the leading solution provider of superior AV technologies to many multinational companies, has once again been recognized by AVIXA (Formerly known as InfoComm) as AV Provider of Excellence Company for four consecutive years.

This designation is a prestigious credential earned by integration companies and AV design consulting firms that set high standards for employee training and certification to meet their clients' needs by delivering exceptional solutions. APEX companies must demonstrate a high level of service quality and technical capability by building a team of Certified Technology Specialists™ (CTS), adhering to AVIXA standards, and proving ongoing customer satisfaction.

Mr. Laurie Chow, Managing Director of Vega Global commented, "It is our solid foundation in providing AV technology solutions that allowed Vega to be recognized as an

AVIXA APEX company. This recertification is a testament to the talent, dedication, and team work of Vega staff around the world. It also reflects our commitment to continuously build our capabilities to delivering innovative and globally-focused services to our diverse clientele."

Vega Global's client-centric approach with a local focus and multi-cultural understanding is a guiding principle across their global operation. Vega sets itself apart in today's highly competitive market by providing a positive client experience from planning through delivery via a consistent and coherent client engagement process. For over 30 years, the company proactively introduces the latest technologies to the market strengthening communication, shortening the geographic distance, and eliminating communication barriers to increase their clients' competitive edge and achieve their business goals, these capabilities are further validated with AVIXA's recognitions.



Matthew Deayton, Global Business Development Director of Vega Global commented, "AVIXA training and certifications are the standards for excellence in this industry. The APEX seal speaks to the quality and precision of our entire operation and shows the dedication of our people in maintaining and exceeding the standards for which Vega stands." Deayton continues, "As a company, we strive every day to achieve excellence across our business with the ultimate goal to deliver robust services that fully adapt our approach for each client's business objectives and organizational footprint

Visit <https://vega-global.eu/eu/acoustics> for more information.

## The Old Ship Hotel sets sail with The Wardroom

Occupying its stunning seafront location in the vibrant city of Brighton, The Wardroom is a relevant name for the new restaurant at Brighton's oldest hotel as it means "Commissioned Officers Mess on board a war ship".

The re-launch is the brainchild of General Manager, Paul Wright, with support from the Cairn Hotel Group who bought the hotel 18 months ago. Paul tells the Source; "Having been the "captain" of the Old Ship for the past 5 years, I couldn't be happier with the changes to The Wardroom. We have so much history here and this will be the start of a great new experience for diners whilst overlooking the famous



Brighton seafront. The hotel has gone from strength to strength over the past few years and it remains important to keep things moving forward. As with any organisation, team work plays a vital part in that success and is what really makes it happen."

A key member of that team has been Head Chef, Phil Mesquitta, who has designed the new menu. Phil explains "The menu is all about international flavours with influences from India, Jamaica, France and Korea, to name a few. I am lucky not to have to conform to any set cuisine demands and this will allow the menu to indulge the creativity of our chefs; in turn enabling them to evolve as Chef's. It's an exciting time for The Wardroom and the team."

The Wardroom officially opens its doors on 16th April. To book online visit [www.thewardroombrighton.co.uk](http://www.thewardroombrighton.co.uk) or call 01273 329001 to make a reservation.

## Pumps Division Rising up at CountyClean Group

Following on from CountyClean Group's recent announcements of growth, the companies are continuing with strong expansion also in the fully operational pumps division. This team which deals with pump stations for foul water, storm water, surface water and sewage, is benefiting from two internal promotions and is currently recruiting a new addition to the team to kick start the new financial year.

Long serving pumps and sales team member, Ben Knights, has been appointed as lead person for sales and planning whilst collaborating with pumps veteran Dawid Dobrowolski to successfully complete all projects on time and within budget.

Commenting on the growth spurt, Debbie Walker, Director of the companies said: "We are lucky to have such loyal and talented team members on board and are especially invested in enabling all our staff to achieve their best which is why we provide exceptional training opportunities. With our pumps division now being headed up by



Ben and Dawid, I'm certain that as a whole we'll grow from strength to strength and we very much look forward to welcoming a new Pump Engineer to progress their professional capabilities with us in the near future."

The newest experienced recruit would join the well respected and highly effective environmental support services company's pumps division as Pump Engineer to complete the inhouse training that the 22 point inspection and certification standards

requires for servicing of treatment plants. Furthermore, CountyClean would provide inhouse training for high pressure water jetting and confined space works as part of the New Roads and Streets Works Act 1991 and NAPIT certification.

For more information about CountyClean Group's commercial and homeowner services, please call 0800 171 2204 or visit [www.countycleangroup.co.uk](http://www.countycleangroup.co.uk).

## Neva Group



Neva Group, vehicle leasing company, based in East Sussex are pleased to announce that their latest apprentice, Joseph McKay has successfully completed his Intermediate Apprenticeship in Sales and Telesales. In doing so he has now been offered and accepted a full time position. Joseph is the 4th person to have completed an apprenticeship at Neva and then secured a full-time role. Our new apprentice is 6 months into their course and we believe we will have another successful story to tell in 12 months' time.

Neva Group's Senior Partner, Graham Prince says "I am delighted that after 18 months of hard work Joseph McKay has completed his apprenticeship course at Neva. The apprenticeship program offered at Neva has helped him grow in confidence and develop as an individual and he has become an integral member of the Neva.Direct sales team.

This is a shining example of an eager young individual, that could have been overlooked for a more senior role, grasping the opportunity that was available, working hard

and securing a full-time position as well as gaining valuable qualifications which will aid him building his career in the vehicle leasing industry. We therefore had no hesitation in offering Joseph a full-time position and we are delighted that he accepted."

For further information on the services Neva can offer you, please contact us on 01825 720900 or visit our website [www.neva-consultants.com](http://www.neva-consultants.com)

## RPD raises over £3,500 in aid of The Springboard Project



Richard Place Dobson, Crawley based Chartered Accountants and Business Advisors, are delighted to have raised just over £3,500 in aid of The Springboard Project.

The Springboard Project supports more than 500 young people a year, with each centre costing £167 a day to run. The charity were originally chosen in April 2017 as Richard Place Dobson's Charity of the Year. Throughout the year, the whole Firm has come out in force to help fundraise for this much-needed charity, with a range of fundraising events including; a charity walk, a quiz night, dress down days, a bake sale and a car wash.

The Springboard Project provides inclusive leisure and play opportunities for families with young children, including those with disabilities, with centres based in both Horsham and Crawley. Currently the charity supports more than 450 families a year plus a further 262 more disabled

children and teenagers with their short breaks groups.

The firm has baked, scrubbed, walked and quizzed their way to the end and they are thrilled to have exceeded their original £3,000 fundraising target set for the year, with the total amount coming to £3,572. The funds raised will provide valuable support for the ongoing running costs of the charity, which celebrated its 25th anniversary last year.

Matthew Tyson, Director at Richard Place Dobson said, "A brilliant effort from the team who really enjoyed supporting such a worthwhile cause"  
[www.placedobson.co.uk](http://www.placedobson.co.uk)  
[www.springboardproject.com](http://www.springboardproject.com)

## An Egg-Celent March at K2 Crawley!

Local leisure centre K2 Crawley, operated by Freedom Leisure on behalf of Crawley Borough Council, recently ran an Egg-citing Eggs-change this Easter in aid of local charities.

Starting on Saturday 24 March and running until 31 March, K2 Crawley invited local residents to bring in Easter Eggs for local charities in exchange for no joining fee on any membership, and also welcomed any donations from current members and casual users of the facility. All eggs collected at the

centre were distributed on Easter Sunday to St Catherine's Hospice, paediatric units at East Surrey hospital and Crawley Open House.

Jonathan Hodgson, general manager, says "It is most certainly our favourite campaign of the year, and such a rewarding experience. We are delighted to have collected a total of 77 eggs, and were pleased to see lots of smiles in return!"

[www.freedom-leisure.co.uk](http://www.freedom-leisure.co.uk)



## Charity kitchen takeover at the Arora

Well-known chef Frank Coughlan took over the kitchens at the Arora Hotel in Crawley to prepare a four-course banquet in aid of Springboard, the hospitality sector's charity which helps to nurture young unemployed into work.

Crawley Town Mayor Cllr Brian Quinn and his wife Sue were among the guests at Friday night's charity dinner at the hotel to help Frank, from Horley, raise money and to wish him 'bon voyage' as he sets off this week to join the Springboard annual trek to Vietnam. The chef has already raised around £21,000 for the charity. When he is out in Vietnam, Frank will be helping to rebuild a school in the poor province of Ham Yen.

Back in the UK, the Springboard charity will use this money to support 70 people who face hardship and difficulties, giving them a chance to join one of its life-changing programmes. "My target was £3,500, but I managed to



smash that with thanks to all my friends and supporters within the hospitality sector," said Frank. "Friday's dinner at the Arora Hotel was an amazing finale to what has been quite a journey already. A huge thank you to the Arora and its executive head chef Tony Staples and his team for letting me take over their kitchens and helping to make the night such a success."

Frank is currently the executive head chef of BaxterStorey, overseeing the BA Lounge contract throughout the UK, but has been head chef at an impressive list of high profile

venues in his 30-plus year career, including Wembley Stadium, Arsenal and Chelsea Football clubs and the All England Lawn Tennis Club, and has more than 40 catering awards to his name.

He set himself the Springboard challenge after losing 10 stone in weight, which he said "made me feel 10 years younger".

Crawley Town Mayor Cllr Quinn told guests at the dinner: "It is a pleasure to return to the Arora and experience its excellent hospitality once again, and to be here to support Frank – it is so great to see a former pupil of St Wilfrid's (Crawley secondary school) doing so well."

[www.gatwick.arorahotels.com](http://www.gatwick.arorahotels.com)  
[www.springboardproject.com](http://www.springboardproject.com)

## Crawley Open House to Receive £4,500 Donation From Irwin Mitchell

Crawley Open House is set to benefit from a £4,500 donation from Irwin Mitchell's Gatwick office, after staff at the firm spent a year raising funds for the good cause.

Crawley Open House was voted for by staff at the office to be their Charity of the Year for 2017 as part of a nationwide initiative established by the Irwin Mitchell Charities Foundation (IMCF).

Established in 1997, IMCF is an independent registered charity set up by the firm which has donated more than £1.6 million to third sector organisations.

Following 12 months of fundraising activities, including a campaign to raise £20,000 in a month to celebrate IMCF's 20th anniversary, nationally, Irwin Mitchell raised a record £180,000 during 2017. In doing so, the majority of the firm's regional offices, including Gatwick, smashed their own fundraising records in the process.

The donation will help Crawley Open House continue to provide support and services for those suffering the effects of homelessness, unemployment or other forms of social exclusion.

Ian Wilkins, fundraising and relationships manager at Crawley Open House, said: "We are especially grateful for this cheque for £4,500 from Irwin Mitchell, which will pay for



the costs of three rooms in our residential hostel for a year. Whilst residents' housing benefits subsidises the cost of the rooms, we need to find around £1,500 per room every year to keep them clean, comfortable and warm for our guests."

Faye Bargery, regional managing partner at Irwin Mitchell's Gatwick office, said: "It's an honour to be able to provide this record donation to a truly fantastic cause in our local community.

"Last year we celebrated 20 years of the IMCF and I am delighted that thanks to the creativity and generosity of Irwin Mitchell's employees, we made our anniversary year a record breaking one.

"Everyone at Irwin Mitchell is passionate about giving back to the communities we operate in and making a real difference to the lives of those supported by our Charities of the Year.

"We are incredibly proud of what we have achieved last year. Hearing how Crawley Open House is going to use the donation, and the positive impact that will have on people in Sussex, is spurring on our staff to think of bigger and better ways to fundraise for this year's good cause."

[www.crawleyopenhouse.co.uk](http://www.crawleyopenhouse.co.uk)  
[www.irwinmitchell.com](http://www.irwinmitchell.com)

## Brave 'soles' hot-foot it at St Catherine's Hospice Firewalk



Crawley's High Street was sizzling recently when more than 120 people walked across fire to raise money for St Catherine's Hospice.

Brave 'soles' had a briefing from UK Firewalk staff, who shared their top tips for successful firewalking, before facing 15 foot of red hot embers.

Amongst them was Alan Peckham from Crawley, whose sister Janice was looked after by St Catherine's. He said: "The hospice made Janice feel safe and comfortable. They treated her as a person, not a patient, and their care was inspirational. The Firewalk tonight was fantastic! It was really exciting walking across the hot coals and quite out of character for me as I don't tend to take risks too often. It's been great to go out of my comfort zone to raise money for a cause I feel really strongly about."

As well as the main Firewalk, 13 under 18s faced a tough challenge of their own, braving a pit full of Lego bricks barefoot. Eloise Colclough, 6, took part in the brick walk

dressed as a superhero. She said, "I've seen my Daddy step on a piece of Lego so I was really worried, but I just took a deep breath and did it! St Catherine's do amazing things for very poorly people and I really wanted to help. Raising money has been fun, I even got my teachers to sponsor me!"

Michaela Clements, Events Fundraiser at St Catherine's said "We'd like to thank everyone who braved the flames, Lego bricks or came out and supported our Firewalk on Friday evening. It was a brilliant night and humbling to watch people pushing themselves out of their comfort zones to raise money to support local terminally ill people."

The Firewalk is on track to raise an incredible £30,000 but it's not too late to donate. If you would like to support the event you can donate online at: [www.justgiving.com/campaigns/charity/stcatherines/firewalk2018](http://www.justgiving.com/campaigns/charity/stcatherines/firewalk2018) or to find out how you can take on a future challenge for St Catherine's please visit: [www.stch.org.uk](http://www.stch.org.uk)

## Neva Consultants vs Three Peaks Challenge

Seven members of staff from Neva's head office in Piltdown, East Sussex, have formed a team and are taking on the challenge to climb the three highest peaks of England, Wales and Scotland to support their local charity, Children's Respite Trust.

Children's Respite Trust provides support for families throughout the local area to have respite from caring for a child with disabilities 24 hours a day, 365 days a year.

The team consists of Avril Parlour, Ashley Fish, Isabel Barr, Magenta Kemp, Ollie Callaghan, Sophie Haines and Will Dalton.

The challenge begins on the morning of Friday 9th June. The team will start their

ascent to the UK's highest summit, Ben Nevis in Scotland. This will be the biggest climb to a staggering height of 1,345 metres. They will then continue to the Lake District to set off on Saturday morning to climb England's highest summit, Scafell Pike at 978 metres high. Sunday morning will see the team make an early start climbing towards the highest point in Wales, Mount Snowdon, finishing their climb at 1,085 metres.

Neva's team would be grateful for any donations to help them reach their target of £4,000 to enable the charity to carry on with the much-needed service they provide. To donate please visit their fundraising page, <https://uk.virginmoneygiving.com/Team/NevaThreePeaks>



## Dame Vera Lynn Children's Charity Business Ambassador

Nasser is owner of Business Pulse based in Horsham and has been in partnership with Dame Vera Lynn Children's Charity since September 2015. He has been an invaluable advocate for us, providing us with great introductions to other businesses (some of whom are his clients and others whom he thinks we could and should be meeting); Through these contacts, we have gained a number of corporate champions. In addition, Nass has organised annual corporate networking days at the races for our benefit that have raised considerable funds for the Charity and is hosting another Race day at Goodwood for us in May 2018.

Pilar Cloud, Executive Manager at DVLCC, says "Nass' efforts for us behind the scenes have been significant. He is a fantastic champion for this Charity – he understands

the importance of charities and businesses working together (and in a plethora of different ways), and ensuring that we are able to share our story more widely."

Nass said "Dame Vera Lynn Children's Charity is a wonderful charity and I am honoured to be have been asked to become a Business Ambassador. I am delighted to give my corporate support by organising a couple of events each year, including an annual race day to raise funds and networking opportunities for introductions to other businesses who may wish to partner with the Charity."

[www.businesspulse.org.uk](http://www.businesspulse.org.uk)  
[www.dvlcc.org.uk](http://www.dvlcc.org.uk)



## Law firm, DMH Stallard, has handed over a cheque for £10,000 to Brighton-based children's charity, Rockinghorse.



Having expanded their offices last year, DMH Stallard have been actively supporting

Rockinghorse over the past 12 months. The charity's CEO, Ryan Heal, joined the firm's Managing Partner, Richard Pollins, and Partners Tim Ashdown and Robert Ganpatsingh, for an official cheque presentation. Funds have been raised throughout the year by DMH Stallard employees at various fundraising events. Rob Ganpatsingh, said: "We are delighted to support Rockinghorse children's charity. We have witnessed first hand the fantastic facilities, equipment and support that they bring to children's hospitals. We recognise that, at a time when the NHS is under unimaginable financial pressure, support from Rockinghorse means that sick children

receive better care and suffer less than they otherwise would."

Ryan Heal, added: "This donation comes just as it has been confirmed that DMH Stallard will once again be sponsoring the Rockinghorse Ball this year, and for that we are very grateful. The event will be a black tie, gala dinner with a Hollywood theme, and will take place on Saturday 13 October at The Grand Hotel in Brighton."

Those interested in attending the Rockinghorse Ball can book a table of 10 for £800. Call the Rockinghorse office on 01273 330044 or email [hannah.seltzer@rockinghorse.org.uk](mailto:hannah.seltzer@rockinghorse.org.uk)

## Introducing The New Jaguar I-PACE

### The Electric Vehicle Drivers Have Been Waiting For

How about a Jaguar that produces no tailpipe emissions, no CO2 and no particulates? A Jaguar that's clean, smart and safe delivering sustainable sports car performance, next-generation artificial intelligence (AI) technology and five-seat SUV practicality?

The All New Jaguar I-PACE has now arrived, placing the brand right at the forefront of the EV revolution. Priced from £63,495 in the UK [excluding government incentives], it's available to order now from Harwoods Jaguar.

Offering bold aero-efficient design and interior space for five adults and luggage, this latest addition to Jaguar's PACE SUV range has been designed from the outset as an electric vehicle (EV). The I-PACE delivers electrifying all-wheel drive performance, its twin Jaguar-designed motors producing a combined 400PS and 696Nm, delivering 0-100km/h (0-62mph) in just 4.8 seconds.

And being every inch a Jaguar, this instantaneous performance is matched with exceptional ride comfort and engaging driving dynamics. Smart Settings use artificial intelligence algorithms to tailor the car to individual driver preferences. Wireless over-the-air updates to ensure i-PACE drivers always receive the latest software.

The i-PACE's 90kWh Lithium-ion battery delivers a range of 298.258 miles / 480km<sup>1</sup>,



with EV navigation to ensure range-optimised routing. What's more, rapid public charging from 0-80% takes just 40 minutes<sup>2</sup>, using DC rapid charging (100kW), with 15-minutes charge giving 100km range.

Home charging with an AC wall box (7kW) achieves the same state of charge in just over ten hours – ideal for overnight charging. A suite of smart range-optimising technologies includes a battery pre-conditioning system.

Jaguar's engineers have placed the battery centrally between the two axles, as low down in the car as possible. This location enables perfect 50:50 weight distribution and a low centre of gravity. In addition, there's advanced double wishbone front and an Integral Link rear axle with (optional) air suspension and configurable Adaptive Dynamics, producing agile handling and outstanding ride comfort, just as you would expect with a car made by Jaguar.

With zero tailpipe emissions, I-PACE owners may be eligible to benefit from lower road taxes, reduced tolls and even reduced congestion charges. Jaguar can also offer you peace of mind through the provision of an eight-year battery warranty<sup>3</sup> and 21,000-mile / two-year servicing.

For more information on Jaguar's sleek All-New electric model contact your Harwoods Jaguar retailer. The Jaguar I-PACE - The Electric Vehicle Drivers Have Been Waiting For.

Harwoods Jaguar in Basingstoke, Brighton, Chichester, Crawley & Croydon

Harwoods.uk.com

<sup>1</sup> Based on European WLTP cycle

<sup>2</sup> Based on 100kW DC charger

<sup>3</sup> 8-year battery warranty limited to 160,000km and 70% state of health. Whole vehicle warranty three-years / 100,000km

## Jeremy Test Drives the VW T-Roc

Once more I stepped into a variant of the now ubiquitous SUV. This time the latest offer from VW in the form of the stylish T-Roc.

The car is based on the VW Golf platform and, as such, felt very familiar to drive, although it does have that higher driving position to give you a more commanding view of the road. The switchgear, layout and feel of the cabin is typically VW and so it is a good place to be, especially with the panoramic glass roof providing plenty of light and a real feeling of space. But it's more than a feeling of space in the front, although the rear would be a little tight for me on a longer journey.

The car rides well and, as it does have a lower stance than most of the competition in this class, can be an enjoyable as well as a comfortable drive – these days I prefer the latter!

Again, thanks VAG engineering, the gearbox and engine are smooth and there is a feeling of quality to the car.

If I have a criticism it's not so much with VW but with the introduction of touch screens. After just a couple of days I felt that the screen needing cleaning of fingerprints.

If you would like to try the T-Roc or any other VW then contact Mororline VW and ask for Nick Glover on 01293 655556

The car I drove was a T-Roc SEL 1.5 TSI 150PS 6-speed manual £24,520.00. On business leasing deposit = £807.00 (3 rentals) +35 at £269.00 per month (6.0ppm for excess mileage).

By Jeremy Taylor.



## New Business Development Manager for both the Millennium Copthorne London Gatwick and Millennium Copthorne Effingham Park



I would like to introduce myself to you as the new Business Development Manager for both the Millennium Copthorne London Gatwick and Millennium Copthorne Effingham Park. I have recently joined the team here at the beginning on April having

previously worked for Grange Hotels in the City of London. I would like to thank everyone in the local area for their kind words and how welcoming they have been towards me so far. My role will be looking to assist all companies no matter how big or small with any accommodation needs that they may have, whether this is for business travel, group projects or events. If you

would like to have a conversation about how M & C could look to help you with any future enquiries please do see my details.

Craig Johnson – Copthorne London Gatwick and Copthorne Effingham Park  
Business Development Manager,  
craig.johnson@millenniumhotels.co.uk  
01342 348831

## Crowne Plaza Felbridge – Gatwick welcomes a new Director of Sales

George Chivers has recently been appointed as the new Director of Sales at Crowne Plaza Felbridge – Gatwick. The hotel forms part of the growing Interstate hotels portfolio and rebranded as a Crowne Plaza in early 2017.

Bringing with him a wealth of experience from his previous roles as Senior Business Development Manager at Grange Hotels and Cluster Sales Manager at two Holiday Inn in North West Kent, George is looking forward to working closely with the local business community.

George Chivers says 'I'm excited to lead the commercial team towards achieving our ambitious growth targets for 2018. The hotel offers fantastic facilities to those wishing to book a meeting or events and I look forward to showcasing this to our clients.'

Crowne Plaza Felbridge – Gatwick boasts one of the largest ballrooms in the South East, as well as 116 modern bedrooms, Chakra Spa, Bay Tree restaurant, QUBE bar and 8 purpose-built meeting rooms located around a fantastic courtyard setting.

Most recently, the hotel completed the renovation of Chakra Spa. The new luxury



spa facilities include five treatment rooms, a dedicated room for nails with two nail bars and two pedicure thrones. There's also an indoor heated swimming pool, sauna, steam room and jacuzzi and a boutique gym.

To find out more about Crowne Plaza Felbridge – Gatwick or book your next meeting please visit:

[www.cpfelbridgehotel.co.uk](http://www.cpfelbridgehotel.co.uk).

## Kathy Lumsden joins Sweetinburgh & Windsor

We are very pleased to welcome Kathy Lumsden to the firm. Kathy joins us as a partner and brings a wealth of experience.

Kathy is an experienced patent attorney covering a wide range of subject matter in the chemical, pharmaceutical and mechanical fields. These include FMCG, surfactants, insulation materials, growth substrates, polymer chemistry, medical devices, pharmaceuticals, batteries and semi-conductors. Kathy really enjoys developing an in-depth knowledge of her clients' technologies and their commercial aims.

Kathy is an accomplished advocate before the European Patent Office, successfully representing her clients during examination, opposition and appeal proceedings. As an EPO opposition specialist, Kathy acts both to defend her clients' patents, and to attack their competitors' patents.

Kathy has extensive experience prosecuting patent applications before the EPO. The knowledge she gains from her EPO opposition work influences both her drafting and prosecution practice. This helps strengthen her clients' patents

against later oppositions. Kathy manages patent portfolios across multiple jurisdictions and advises on freedom to operate and infringement.

To contact Kathy please send an email to [kathy@sweetwindsor.com](mailto:kathy@sweetwindsor.com) or give us a call on +44 (0)1293 387901.



## Head of Wealth Management Appointed Partner at MHA Carpenter Box



Roy Thompson, Head of MHA Carpenter Box Wealth Management, has been appointed Partner of the Sussex-based chartered accountants, tax and business advisers, MHA Carpenter Box with effect from the beginning of April.

The MHA Carpenter Box Wealth Management team has progressed from strength-to-strength over the last 12 months with the headcount increasing from 8 to 11 and

providing investment solutions for nearly 450 clients. This growth is expected to continue with a plan to recruit two additional members of staff this year.

Roy joined the Wealth Management team back in 2011 as a Financial Adviser and has progressed to Partner having previously been a Departmental Director at the firm. With Clydesdale Bank for 6 years as a Corporate Business Adviser and HSBC Bank, also for 6 years as a Mortgage & Financial Adviser, Roy has amassed an enviable experience around the financial sector.

Besides looking after his own client base, Roy is responsible for overseeing the client experience provided by the Wealth Management team. Roy's particular area of expertise is in providing pensions advice. Together with other specialists within the team, the Wealth Management business also provides advice on many different types of investments, such as retirement planning and later life investments, as well as general investment advice.

A particular strength is working with the Chartered Tax Advisers at MHA Carpenter Box to deliver 360° tax and wealth management solutions to business owners and high earners. This includes Enterprise Investment Scheme (EIS) and Seed EIS (SEIS) advice.

Roy is delighted with his appointment and commented: "I have always enjoyed a challenge and with new products frequently being introduced and new legislation continually impacting on regulated firms, working in the financial sector is certainly that! I continue to enjoy meeting people and analysing what they are looking for in terms of an investment and then finding the right solutions for them.

"I'm looking forward to growing the Wealth Management team and continue to deliver and build on the already high standard of client care and service that we provide."

[www.carpenterbox.com](http://www.carpenterbox.com)

## Susan Fleet announced as Chairman of the BHBPA

Sussex businesswoman Susan Fleet has been announced as the new chairman of the Burgess Hill Business Parks Association (BHBPA).

Susan, who has run her own PR, marketing and entertainment agency Lea Graham Associates for more than thirty years, has been a director of the BHBPA as well as a member of the Steering Group for more than a decade.

She replaces Paul Shearing, who stepped down in January after three years at the helm.

Members of the BHBPA will have the opportunity to meet with Susan at Burgess Hill Means Business, the association's biennial event showcasing products and services from across Mid Sussex.

"I am delighted to take on the role as chairman," said Susan, who has lived in Burgess Hill for much of her life. "Burgess Hill and the surrounding area is full of vibrant, friendly and talented businessmen and women, and I'm excited to continue the work the BHBPA does to bring people together.

"I'm particularly looking forward to Burgess Hill Means Business. We have so much to be proud of in Mid Sussex, and I encourage people to come along to see what makes our local community tick."

Peter Liddell, coordinator of the BHBPA, added: "As Chair, Susan could hardly do more than she already does on a regular basis for the Association. No one has a



greater knowledge and experience of the organisation and I feel sure everyone will wish her the best as she takes on this role."

[www.leagram.com](http://www.leagram.com)  
[www.bhbpa.co.uk](http://www.bhbpa.co.uk)

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Charity

## Seminars

**25th May 2018**

### See you in Court - or Not!

**Presenters:****Alvin Ittoo, Dispute Resolution Solicitor  
- ACUMEN BUSINESS LAW****Tim Rylatt, Commercial Director -  
Growth by Design**

This seminar will focus on five of the most commonly litigated commercial issues. We will look at relevant case law in each of those areas to highlight how such disputes arise and the steps that can be taken to minimise the risk of them occurring.

Sharing real life cases, we will provide you with practical tips to implement early on in your business in order to help tackle any potential disputes from the outset, as such disputes can be time consuming and a drain on resources.

The event is especially useful for business owners and directors to attend.

## Forthcoming events

1st May 2018

### Shark Bites' & Networking

Shark Club Gastro Bar, Sandman Signature Hotel Gatwick, Crawley

12.00pm-2.00pm

Free for gdb, Manor Royal BID, Crawley & Gatwick Chamber of Commerce Members

4th May 2018

### Croquet & Networking Lunch

Ashdown Park Hotel & Country Club

10.30am-1.00pm

£22+VAT for gdb members

£32+ VAT for non-members

10th May 2018

### gdb Charity Challenge 2018

South of England Event Centre

1.00pm-6.00pm

Free to spectate

£7.50 +VAT for a Bowl of Paella

18th May 2018

### Networking at Ease

Hilton Hotel London Gatwick Airport

12.00pm – 2.30pm

£35+VAT for gdb members

£45+VAT for non-members

25th May 2018

### May Members Meeting

Co-hosted by Crawley Town Football Club & Paella Fella

11am – Educational Seminar – See you in Court - or Not!

12pm-2.30pm Members Meeting

Free for gdb members

£25+VAT for non-members

7th June 2018

### Express Lunch Networking

Reigate Manor Hotel

12.00pm-2.00pm

£22 plus VAT for members

£32 plus VAT for non-members

14th June 2018

### Pastries & Networking

Motorline Volkswagen (Gatwick)

8.30am-10.00am

Free for members only

19th June 2018

### Flight & Networking Lunch

British Airways i360

12.00pm-2.30pm

£35+VAT for gdb members

£45+VAT for non-members

29th June 2018

### June Members Meeting

Denbies Wine Estate

11am – AGM 2018

12pm-2.30pm Members Meeting

Free for gdb members

£25+VAT for non-members

## Referral thanks

- Tom Crellin from Tom Crellin, Consultant for Azura Earth
- Stefan Buss from Storm12 for Imaginarium Learning & Development
- Tim Fifield from BritWeb Limited for Pilgrims Group Limited
- Henry Laker from Growth by Design for Power Electric Services Ltd
- Jane Middlemiss from ILG for WorkAid-Aldingbourne Trust

## Get in Touch

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Editor: Jeremy Taylor

Basepoint, Crawley, RH11 7XX

## Previous Meetings & Events:

The past two month's meetings were:

### Express Lunch Networking at Sandman Signature Hotel

[www.sandmansignature.co.uk](http://www.sandmansignature.co.uk)

### Gatwick Diamond Business Awards 2018 at Effingham Park Hotel

[www.millenniumhotels.com/en/gatwick/cophorne-hotel-effingham-gatwick](http://www.millenniumhotels.com/en/gatwick/cophorne-hotel-effingham-gatwick)

### March Members Meeting at Canon UK Ltd

[www.canon.co.uk](http://www.canon.co.uk)

### Elevenes and Networking at South of England Event Centre

[www.southofenglandeventcentre.co.uk](http://www.southofenglandeventcentre.co.uk)

### Stadium Tour & Networking Lunch at Amex Stadium

[www.eventsatbhafc.co.uk](http://www.eventsatbhafc.co.uk)

### Afternoon Tea Break at Porsche Centre Mid-Sussex

[www.porschemidsussex.co.uk](http://www.porschemidsussex.co.uk)

### Networking at Ease at Brighton Harbour Hotel

[www.brighton-harbour-hotel.co.uk](http://www.brighton-harbour-hotel.co.uk)

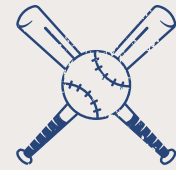
### April Members Meeting at Holiday Inn Gatwick Airport

[www.holidayinn.com](http://www.holidayinn.com)

*Charity*

# ROUNDERS

MATCH



**ROUNDERS - RAFFLE - REFRESHMENTS**

Join us for a charity rounders match on 14<sup>th</sup> June in aid of Chestnut Tree House children's hospice. There will also be a raffle and BBQ. Feel free to bring your own booze!

£10 per person, with all proceeds going to Chestnut Tree House. The event starts at 4.30pm, with the first game beginning at 5pm, situated at Cherry Lane Playing Fields.

RSVP by 7<sup>th</sup> June: [james@creativepod.net](mailto:james@creativepod.net)



**14<sup>TH</sup> JUNE @ 4.30PM**

**AT CHERRY LANE PLAYING FIELDS**

**BE THERE OR BE SQUARE**

For additional information please get in touch: 01293 817 228