



the Source

Mar/Apr 2017 #GettingBusinessDone

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The end of the Financial Year will soon be here and we are looking forward to a fantastic 2017/18.

During the course of March, we will be announcing the Winners of the 2017 Gatwick Diamond Business Awards, recognising the contribution made by so many great businesses across the region.

We will also be launching a new look to the website, again bringing you every opportunity to find out what is going on in the region as well as talk about what you are doing, along with the Events programme – book early as these events do fill up!

The gdb Charity Raffle will be drawn on the 5th May at the gdb Charity Challenge Day where teams of businesses will be competing in a number of events ... and bouncing around on inflatables!

Across Summer and into the Autumn we will be delivering the Gatwick Diamond Meet the Buyers Programme. There will be a series of free learning seminars for you to understand how to improve your processes and then, on the 18th October, we will be organising the Gatwick Diamond Meet the Buyers Event at the Arora in

Crawley. This is a great opportunity to buy time with the buyers of the major businesses that you just don't normally get to meet.

Later in the year we will be organising the second Annual gdb Speakers Conference, bringing you interesting, innovative and inspiring speakers to challenge your thinking.

And then there are the regular events alongside the bi-monthly Magazine.

How can you not benefit?

Please do not hesitate to contact me if you would like to know more on any of these activities.

I look forward to working with you.

Chairman's Column

I'm not sure where the time has gone, but it's already seven months into my tenure as gdb Chairman. I've been busy recently with Jeremy & the Steering Group preparing next year's budget and the business plan gdb 2020.

As a business ourselves we continue to grow. Having set challenging targets for growth, the team have been working hard to achieve them. I'm really pleased to say that we reached & passed our year-end targets two months ahead of schedule.

Great work team and thank you to everyone who has made a referral. You know the saying "Good people know good people" - are there any in your network that gdb membership would suit?

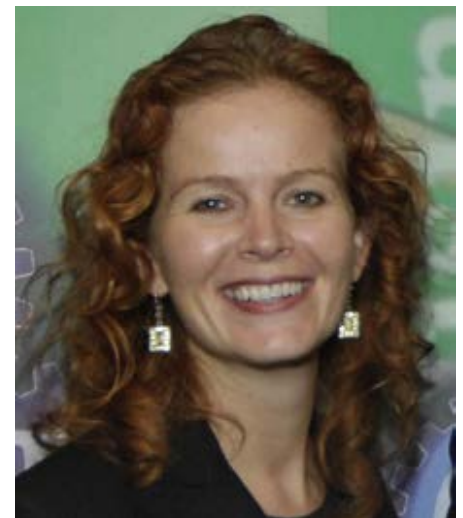
I've also been meeting members to understand more about their business, challenges & successes. We'll use what we've learnt to apply to the gdb 2020 plan, building a strong business community & adding value for all - small, medium & large.

Ask yourself what can I do for my business community? One example is that I've joined the University of Sussex Business School's

mentoring programme. This links students with business people to share experiences & help them develop. It's challenging & rewarding, so we both benefit.

Of course, times are uncertain now, there's lots of disruption in politics & the economy. How we respond shows the value of gdb as a business community. We collaborate, get our voice heard, make connections and get business done.

Anya Ledwith
ESHCon Ltd
anya.ledwith@eshcon.co.uk
www.eshcon.co.uk



Membership Works
Talk to Mandi on
01293 440088

The Finalists of the Gatwick Diamond Business Awards 2017

The Finalists for the 9th Annual Gatwick Diamond Business Awards are:

Green Business of the Year Sponsored by Crawley Borough Council

- 3F EV Limited
- Baystar
- Cleankill Pest Control

Responsible Business of the Year Sponsored by the University of Sussex, School of Business, Management & Economics

- LoveLocalJobs.com
- Mid Sussex Wood Recycling Project
- Shredded Neat Limited

International Business of the Year Sponsored by the Gatwick Diamond Initiative

- Infigo Software Limited
- Lighthouse Systems Ltd
- VEGA Europe

Award for Customer Delight Sponsored by Extech

- De Vere Wotton House
- Driver Hire Gatwick
- The Company Hairdressing

Award for Place to Meet Sponsored by Vines BMW & MINI

- Amex Stadium (Sodexo Prestige)
- East Sussex National Resort
- Hilton London Gatwick Airport

Employer of the Year Sponsored by Search Consultancy

- B&CE The Peoples Pension
- DMH Stallard LLP
- Hilton London Gatwick Airport

The Award for Innovation & Technology Sponsored by Rawlison Butler LLP

- Avtura Limited
- Frontier Pitts Ltd
- MAS Group Ltd

Developing People for Business Success Sponsored by Central Sussex College

- B&CE The Peoples Pension
- RBW Consulting LLP
- Red River Software

Award for Supply Chain Excellence Sponsored by the University of Brighton

- Acro Aircraft Seating
- Energy & Carbon Management
- WS Planning & Architecture

Manufacturing Business of the Year Sponsored by asbLAW Systems Ltd

- Acro Aircraft Seating
- Builders Beams Ltd
- Cova Security Gates Ltd

New Business of the Year Sponsored by the FSB West Sussex

- 3F EV Limited
- Cheeky Boy Sauces
- ViiSana Limited

Business Person of the Year Sponsored by KPMG

- Chris Brady – Acro Aircraft Seating
- Chris Meeking – Avtura Limited
- Gary Worby – E&CM

Business of the Year Sponsored by NatWest

- Basepoint Centres Ltd
- Groundsure Ltd
- MHA Carpenter Box

The Winners will be unveiled at the 9th Annual Gatwick Diamond Business Awards at the Effingham Park Hotel, on 16th March, 2017.

The Headline Sponsors are Gatwick Airport, NatWest, Nestle and Emirates.

The Evening starts with a Pre-Dinner Reception sponsored by Irwin Mitchell and the evening concludes with the now highly anticipated After-Show Party.

Tickets for the Dinner are still available so call us on 01293 813888 to secure your place

www.gatwickdiamondbusinessawards.com



gdb-Challenge

We are really excited to announce the launch of the gdb Charity Challenge 2017!

Join us at this motivating team building 'It's a Knockout' event; a great opportunity to invest in your team, raise money for charity and network with other businesses in the Gatwick Diamond. This event is open to members and non-members of Gatwick Diamond Business.

Meet for pre-event refreshments ready for a fun filled afternoon of fully supervised 'It's a Knockout' events. This will be followed by a delicious 2 course alfresco buffet to include a choice of 3 luxury Paellas, canapé desserts & soft drinks. The event will conclude with a winner's trophy presentation and the gdb Charity Raffle Draw (raffle tickets available at all gdb events for £10 a ticket).

Teams to date include: Kreston Reeves, Porsche Centre Mid Sussex, NatWest, Storm Creative and Chestnut Tree House ... and, of course, the gdb Team!



Date: Friday 5th May 2017
Time: 1pm-6pm
Price: Teams of 8 at £640 + VAT
Venue: South of England Event Centre, Selsfield Road, Ardingly, West Sussex, RH17 6TL
For full details of the event please call the office on 01293 440088

Places are limited so book today to avoid disappointment!

Don't Just Meet the Buyers

18th October will be the date of the Gatwick Diamond Meet the Buyers 2017 event.

Sponsored by Gatwick Airport, the Gatwick Diamond Initiative and Crawley Borough Council, this is a great opportunity for you to meet and engage with the Procurement Departments of some of the most significant and interesting companies in the region, and beyond.

The Meet the Buyers programme will be supported by a series of free workshops to grow business skills and to meet some of the Buyers while the website will provide further information on the Buyers and their needs.

The whole programme will launch at the end of April 2017. If you would like to know more and attend as a Buyer, then please do not hesitate to call us on 01293 440088.

gdb Website – Storm

A new look for the website

Working closely with Storm Creative Partnership, we will shortly be launching a whole new look and feel for the gdb website.

This will be the place for you to go to find out what is happening in the Gatwick Diamond.

Matt Saunders, MD of Storm, said "gdb approached Storm looking to update their website and give it a dynamic new visual identity as well as additional functional elements to enhance the user's experience."

"Having researched the needs of each audience group with gdb at the outset of the project, our approach was to develop a vibrant new design for the site, with visual features to promote the fantastic benefits, events and members of the network, whilst at the same time providing logical and helpful links to different parts of the site."

"The new website is designed to take visitors on a journey of discovery, selling the benefits of membership along the way, with the destination being the membership sign-up form. In this way we hope to see the site deliver a measurable return on investment for gdb. We're really pleased with the site and look forward to it delivering results for Jeremy and the team."

Here's an early preview of the site.

And you can follow us on Twitter to find out all you need to know when you need to know it! @gdbmembership or @gdbevents



Ad In Your Face and Not Just Travel Sheldon - getting business done ...together, Thanks to gdb

Travel anywhere around the Gatwick Diamond area and you're very likely to spot Tom Whiskin driving along, towing a billboard trailer behind his distinctive Land Rover. In fact, you'll probably see him more than once in the course of the day if you're out and about. That's the whole point of his business - he's unmissable. There are good reasons his company is called Ad In Your Face!

Louise, of Not Just Travel - Sheldon, certainly noticed him and thought that to team up with him would be perfect for her own business, in particular to attract the attention of companies in Manor Royal, Crawley.

Louise runs her travel franchise, specialising in corporate travel arrangements. She is part of Hays Travel so you can book with confidence knowing that she is fully ABTA bonded.

We all have a bit of a moan about sorting out holiday plans for a week in Ibiza, but imagine dealing with 100 publishers going to the Frankfurt Book Fair. Louise sourced hotels, arranged flights and transfers, organised meeting rooms and a hotel suite for a private party and even attended over the three days to ensure everything ran smoothly. It did. That's what you can expect if you book with Not Just Travel - Sheldon.

She works from home, so what better way to get her name known quickly than to advertise on one of Tom's mobile billboards? Together, they created a banner, designed to give a lot of information yet be easy to read. Louise chose the area for maximum impact and left the rest to Tom.



The mobile advertising operates from 7.30 to 5.30, across rush hours, targeting high traffic areas such as industrial estates, town and city centres - ten whole hours of visibility every day.

Louise is looking forward to more traffic too, towards her business, and she doesn't even have to help Tom with his travel arrangements!

www.ad-inyourface.co.uk
www.my.notjusttravel.com/sheldon

Meet your gdb Ambassadors



Nicola Blake – Creative Funding
08450 606116



Susan Fleet – Lea Graham Associates
01444 235475



Ben Harvey – Storm
01444 401275



Simon Bland – Reigate & Banstead
Borough Council - 01737 276000

Our Vice-Chair has a new role

Debra Vice-Holt, Vice-Chair of our Executive Committee, has started the New Year with a bang by moving from her role at The University of Brighton to working full-time with Work & Learning Opportunities where she is a Director alongside Chris Baker and Maureen Haywood. Work & Learning Opportunities is a social enterprise focusing on learning and business development working with the public sector, universities, colleges and businesses. They provide services that enable clients to successfully manage change in education and employment. They work across four key areas.

- Providing bespoke peer-to-peer learning programmes focusing on business development. For example, they have recently been commissioned to run an Entrepreneurial Leaders Programme for senior staff.
- Developing new retirement planning programmes to support businesses and individuals.

- Providing research and evaluation services and working with businesses to develop their business objectives.
- Preparing and supporting people into work, with clients ranging from universities to Job Centre Plus customers. Support includes running mock assessment centres and interviews, CV preparation and individual coaching.

As a social enterprise Work & Learning Opportunities support their local community and Debra is a member of the Coast to Capital Steering Group for Entrepreneurial Advisors Network. If you would like to speak to Debra or her colleagues about your work or learning issues, contact them directly.

debraviceholt@workandlearning.co.uk -
www.workandlearning.co.uk

Buy, Lease...or Share?

You need an additional company car or a small fleet of pool cars for your staff. Should you buy or lease?

That is the question of the day for most business owners or fleet managers. Over the past few years leasing has become the preferable option if you only expect to use the vehicle for three years or less and won't put excessive mileage on it, and don't want to make a large financial commitment up front.

With Electric vehicles it has been difficult for companies who want to grow an EV fleet to fit into this mold using the metric above because many companies do not want to commit to a three year lease when the technology is changing so rapidly and shorter leases on EVs are so expensive that it does not make the option viable.

There is also the issue around the range on electric cars and the significant uplift for cars like Teslas who have a more comfortable range.

This is where Car sharing as a model can become a very useful consideration for companies who are not quite ready to make the leap yet but still want to experience EV's on their fleet to reduce carbon emission before committing to them for a longer term. Car sharing is a form of car rental that is common in various forms for individuals but its use commercially is not a concept that is practiced at all.

3F EV believes that getting companies to incorporate corporate car sharing for EV's will go a long way to massively increase the utilization of electric vehicles which will be a big step towards improving their CSR around sustainable transportation.

Funmi Onamusi – MD, 3F EV Limited

3F EV is an award winning company that provides a premium all-electric, zero emissions car rental & sharing service.

www.3fev.com



Sign Company scores a bullseye on television

Art D'Signs, the sign writing division of PVL UK Ltd, were delighted to assist with the logo printing and application for the stage backdrop at the British Darts Organisation's World Dart Championships at Lakeside on Channel 4 in January.

Steve Wick, Sign and Display Specialist at Art D'Signs, who are based in Burgess Hill said, "We really enjoy our work and it's even more satisfying to see it on such a public platform."

Art D'Signs, who became part of PVL UK in 2013 to bring their local focus and specialist skills to the group, created the featured logos from a mixture of printed

and coloured vinyl to create the eye-catching feature display surrounding the dart boards for the popular televised sport.

Having served businesses in the South East since 1975, Art D'Signs, with PVL UK, have produced professional signs and graphics for clients using a variety of techniques and modern cutting edge technologies. From digital printing to vehicle wrapping they are also the team responsible for the British Sign and Graphics' award-winning Gatwick Diamond Business car wrap that you may have seen on the roads of Sussex.

For more information please go to www.artdsigns.co.uk or www.pvluuk.com



Soap That Changes Lives

It's true, soap can change lives. Greenstar Cleaners Limited are delighted to be supporting Clarity, the UK's oldest social enterprise, which creates jobs for blind, disabled or otherwise disadvantaged people through the manufacture of soap and cleaning products.

Using their products creates opportunities for people with disabilities who create, pack, sell and distributed their products with care.

Their mission is to provide a stepping stone into other employment for those who can achieve it, whilst providing a real, long-term job for those whom this goal is less likely. They currently employ more than 100 people across the country and aim to generate 60 new job opportunities for disabled or disadvantaged people every year.

Dean Clark, Managing Director at Greenstar Cleaners said, "We came across Clarity and

thought it was a fantastic social enterprise with relevance to our business. We have rolled their soap out to all of our customers and it has been really well received. It is great that an everyday product can make a difference."

For more information www.greenstarcleaners.co.uk

Lea Graham crosses a new PR frontier... with a little help from its feline friend

Sussex-based agency Lea Graham Associates has marked 30 years in business by significantly expanding its range of services to 'boldly go beyond PR'.

The new-look agency, which has been trailing the announcement with a series of social media posts featuring kooky cats by cartoonist James Mellor, launched the services on Valentine's Day with a rebranded website, leagraham.com.

"The scope and mechanics of PR have changed significantly over the 30 years that I have been running Lea Graham and our new business model reflects that," said founder and MD Susan Fleet.

"We're boldly going beyond PR to include a much deeper and diverse range of professional services for clients, but the golden thread that runs through them all is that you need good communication if you're to succeed in your objectives."

The agency, which was established in Burgess Hill in 1987 by Susan and



her husband Graham Fleet, will add market sector research, bid and tender management, event management, media training, team building and corporate away days to its core print and digital media work.

The multi-sector agency, which has a sister entertainments service, Lea Graham Entertainments, has also developed a bank of downloadable resources for SMEs. While it has retained its original branding, the

agency's new motif is based on Chloe the office cat, who now features on all its digital channels.

"Chloe keeps us sane," says Susan. "And more than anything else, she illustrates that we're 'people people'. Clients love seeing her in the office and often ask after her. She thinks the new website is the cat's whiskers."

Events at Lingfield Park; what makes your event great?

Any event, like this stunning Narnia themed evening at Lingfield Park, you'd be tempted to think you've got it all covered. After all, great venue, great theme... great wow factor!

But if you want to make sure you capture the essence of your event, so that you can maximise the press and the potential of it for years to come, then your next step is choosing the right photographer.

1. Event photography takes a specialised skillset. Don't take short cuts here. You want to make sure your photos capture the atmosphere of your event, the personalities of those who attended as well as portraying the right image for your brand. Your photographer needs to be able to bring out the best in even the worst conditions and that takes experience.
2. A good brief is key. Spend time thinking about your venue and what you need from your photos, then discuss it with your photographer. With a venue like Lingfield Park, you've got so many different options for lighting and styling. Will you need action or speaker shots as well as close ups of food and casual friendly faces?
3. Ask for some pre-event photos. There is no moment quite like just before an event to capture some of the magic. What makes the Lingfield Park shots so amazing, is clearly the styling. But if the light doesn't show up on cue, then an experienced photographer can still



take what there is and create the right impression you're after. Remember, those photos will be showcasing your event and your business long after the party is over, so a professional photographer is paramount.

Barney Warner is a professional commercial photographer with decades of high profile

experience to his name. He's photographed everything and everyone from members of the Royal Family to Aslan.

Find him at;
www.barneywarnerphotography.co.uk

Lingfield Park can be found here;
www.lingfieldpark.co.uk

SHW Managing Partner Martin Clark looks back on a fascinating twelve months for the firm and the wider world...



2016 was a memorable year – although one some will want to forget – but as we look back we're fortunately still in a state of favourable market activity despite some unexpected political outcomes on both sides of the Atlantic.

Amidst these factors, the UK commercial property market is buoyant. How do we know

this? Because of our continuous umbilical connection to the market for space – for example via the £16bn of property we manage. Just about any assessment of demand across our sector shows things are far rosier today than many expected when they woke up on the morning of June 24th.

We continue to lease high-profile developments, such as Abstract's speculative 110,000 sq ft Leonardo building in the Crawley / Gatwick office market – now occupied in its entirety by Virgin Atlantic.

Stiles Harold Williams sell land for a range of vendor types for development – our Development Consultancy team have kept orders for crane suppliers swinging along in 2016 by selling approximately 40 sites across the South East of England. In doing

so we significantly contribute to satisfying Local Authority new home targets across our region and beyond.

2016 also saw the release of the new Rateable Value List – which means occupiers are looking again with renewed vigour at methods of correcting wrongly assessed rateable values, something our rating specialists are experts at solving. We are also rolling out our Leasehold Enfranchisement service from London to the Sussex coast, extending leases and collectively acquiring freeholds.

Overall, it looks like there are many reasons to be cautiously optimistic about the opportunities ahead in 2017 for our clients and SHW.

www.shw.co.uk

Hon. Henry Smith MP Opens New Offices for Local Finance Broker

Locally owned Creative Funding Solutions have relocated to new offices in Manor Royal Business District. Hon. Henry Smith MP officially opened the new offices just before Christmas, giving a short speech to 97 invited guests as well as the assembled workforce who were there to celebrate the move into larger premises with complimentary drinks and snacks.

Creative™ Director Mike Lowe expects this relocation to match growing business confidence in the District and to further widen the company's customer base. In addition to the current salesforce, Creative™ are already

adding new account managers, appointment setters and administrative posts.

The move will permit the broker to expand and offer new employment in a number of regions, including locally. Remote hubs in the midlands and elsewhere are all managed from the new offices and the board expects a step change in the growth of the business in the next few years.

Creative™ opened its doors in May of 2009 and is owned by sole proprietor Mike Lowe. It has enjoyed 7 years as a finance broker and works closely with over 40 different funders, as well as lending from its own book.



The broker will uphold its promise to stimulate the local economy. Known for its traditional values and personal service, the company also intends to maintain its commitment to environmentally friendly business practices. For more information, please visit: www.businessfundingsolutions.co.uk.

Making Tax Digital: Time to Grin and Bear it!

In November HMRC issued six consultations on Making Tax Digital, and have just published their follow-up.

So what is Making Tax Digital? Put simply, rather than doing the good old fashioned tax return, you will instead go online and update your account at HMRC. For businesses and landlords this is likely to mean updating 'your digital account' quarterly - the current process of doing something once a year therefore will change for many people.

Despite pleas from professional bodies, taxpayers and MPs alike, 'MTD' is still set to start in April 2018 for individuals, the self-employed (i.e. not limited companies) and landlords. From April 2019 VAT will be brought into MTD (VAT returns are done

quarterly online already). From April 2020 limited companies will join the system.

Despite the push to start this in April 2018, HMRC's announcement on 31 January makes several references to 'final decisions to be made', 'legislation to be laid', 'piloting to begin' - you have to consider April 2018 a courageous target therefore!!

What else did we learn from the HMRC publication on 31 January:

- spreadsheets can continue (although they may have to be linked to a bit of software);
- small businesses that simply report three lines (income, expenses, profit) can continue to do that, albeit quarterly;
- whilst information must be filed with HMRC



digitally, it does not mean that you have to store invoices and receipts electronically;

- businesses and landlords with annual turnover of less than £10,000 will be exempt from digital record-keeping and quarterly updates.

April 2018 is not far away, but still enough time 'not to panic'. Software providers are busy 'doing their thing' and once HMRC have finalised exactly how the new system will work accountants will be busy helping their clients adjust. Just don't expect to have a lengthy lead-in time!!

Matthew Tyson, Director, Richard Place Dobson
01293 521191
www.placedobson.co.uk

Yew Lodge Country House opens a new activity field for team building



Yew Lodge Country House has opened a new activity field dedicated to corporate team building activities, in partnership with Chillisauc Corporate Events- one of the UK's top team building companies.

Pauline Wells, the companies partnering director, says 'it's great to now be able to offer our clients so much more diversity. With the new field being less 'manicured' than the rest we can be much more flexible on the styles of team building activities offered'

The new activity field is now available in addition to the landscaped gardens already used for team building. The move to add the field was made in response to clients increasingly wanting to build employee loyalty by involving them in wackier and more energizing company away days.

Sarah Bartholomew, Senior Account Manager at Chillisauc Events, says 'We are really excited about the new field opening at Yew Lodge, it's a fantastic space for

outdoor activities! The venue lends itself to teambuilding and will help us deliver some of our most popular, as well as more unusual team building activities there - which is what we love to do!"

Yew Lodge Country House is a family run business that was established in 2006. Peter, Pauline and Nick have built the business from the ground up and celebrated the businesses 10th year anniversary in August last year. The country house now offers a completely exclusive corporate event venue, with 10 acres of grounds and 12 bedrooms.

www.yewlodge.co.uk

Singing IFA hits all the right notes

A party to celebrate 15 years of Mid-Sussex based independent financial advisers Mike Oliver Associates hit all the right notes.

More than eighty guests, including Garry Wall, the Leader of Mid-Sussex District Council, joined founder Mike Oliver and team from the Haywards Heath office to toast the IFA, who delighted the audience by taking to the stage with his band OneTwoXL. A professional singer before he gave up the music industry to enter finance, Mike's set appropriately included Money – That's What I Want, Gold, and Money's Too Tight To Mention.

Earlier, the Mayor of Haywards Heath Cllr Sujan Wickremaratchi, praised the firm's commitment to the local community.

"Mike's contribution to this town is invaluable," he told the party at Côte Brasserie. "Be it the Haywards Heath Bike Ride, the three towns marathon, Haywards Heath Business Association or the Haywards Heath Dementia Alliance, Mike Oliver is there to help and support. I wish Mike a happy 15th Anniversary and wish him and his team the very best for the future."

The party followed the first in a series of expert daytime seminars to be staged by Mike Oliver Associates and MOA Estate Planning Ltd. Entitled 'Live Long and Prosper', it explored key areas of financial planning throughout life such as mortgages, protection, pensions, savings, retirement options, estate planning, and the sensitive issues around care and how to pay for it. There was also a special insight



into cyber security and keeping safe online.

"Judging by the brilliant response to our first financial health seminar there is clearly a real appetite for more forums like this where people can receive impartial information on key areas of financial concern and ask questions of expert advisers. So we have decided to roll out further sessions later this year," said Mike.

www.moaifa.co.uk

What's going on? How could Brexit and Trump affect the currency markets?



Last year's referendum result came as a shock to the markets. This caused a sterling crash against a vast raft of currencies of some 20% over the next 6 months as the market expressed its concerns over the UK leaving the

EU. The pounds weakness was exacerbated by Donald Trump winning the US election, the market realised that the new incoming President had plans to cut taxes and implement huge infrastructure spending. The combined affect of these moves would supposedly be good for the US economy and therefore the US Dollar.

At time of writing in early February the market is now waiting for Article 50 to be

triggered (the FT calculates March 9th will be the date), and trying to get accustomed to a totally new style of Presidency. A President that has been broadly setting out to do what he said he would do in his election campaign, (a rarity in politics these days) and one that is not afraid to "tweet" his mind.

When Article 50 is triggered this will not be seen as a positive move for sterling. Bank of England Governor Carney said that the "biggest determinant of UK prosperity will be future relations with the EU", the market knows that this relationship is being sorely tested. We consider there to be an 80% probability of another sterling fall after Article 50 is triggered. Possibly not as large as the move seen last year, but probably seeing at least a retest of last year's lows.

Donald Trump has also been saying that the US Dollar is too strong, this negative sentiment towards his own currency will be met by resistance from the US central bank. The bank has stated they intend to raise interest rates three times this year, which will push the US Dollar higher.

As for Europe, it has three and possibly four elections this year with the possibility of anti-EU and anti-Euro Governments in power, there is potential for extreme volatility in the Euro. If you wish to know more about GBPEUR or EURUSD please feel free to contact AFEX directly.

If you would like to talk more about how Brexit and Trump could affect currency markets, please contact us today by calling 020 7004 3939 or visit afex.com.

Polesden Lacey goes green with new biomass boiler

Work has started on the installation of a new, eco-friendly biomass boiler at Polesden Lacey in Surrey. The boiler will burn wood chips instead of oil, producing only one tenth of the CO₂ emissions that are produced by the current oil-fired system.

The National Trust has employed sustainable energy experts Baystar to deliver the energy solutions for the estate with completion of the project due in Q1 2017. It's the second of several installations planned for London and the South East as part of the National Trust's national "Renewable Energy Investment Programme".

In 2009, the National Trust set itself a target to reduce the use of fossil fuels for heat and

electricity by 50% by 2020. Polesden Lacey is one of the largest users of oil in the charity's London and South East region.

The Trust is investing £500,000 to install the new boiler and remove the old oil tank. It's expected that the income generated from the Renewable Energy Incentive Scheme will pay back this investment within 12 years.

Polesden Lacey has been reliant on up to 60,000 litres of oil per year to heat the historic house. Climate control is vitally important within the house for the conservation of the museum-quality items in the collection, which can be adversely affected by humidity levels.

The biomass system will remove the property's dependence on oil and generate 897,000kWh of energy, which will heat not only the house, but also the café, gardener's office and four cottages.

The project aspires to source woodchip from the Polesden Lacey estate and surrounding properties in the future. The aim is to become self-sufficient in terms of our fuel supply by creating a sustainable heating source.

Work to install Polesden's biomass boiler will begin in December and continue until the end of March. The house and grounds will remain open to visitors throughout this time.

www.baystar.co.uk

Technology and Print Management Solutions to help you take control... it's easier than you think!

Since 1993, ICA Digital, locally based in Smallfield are Premier Partners to the UK's leading IT & Print manufacturers Toshiba, Ricoh and Kyocera.

ICA take the needed time to get to know their clients' businesses – reviewing practices, priorities and challenges to then create tailor-made solutions to ensure that office resources achieve significant cost-savings, increase efficiencies, flexibility and productivity, both on a day-to-day basis and into the future.

With ICA being independent, this offers many benefits to their clients with many different solutions from their partners to help structure customers' needed requirements.

One popular and cost effective software solution has proven to reduce customers paper wastage by up to 45% and it is as simple as monitoring and controlling companies printing habits.

As a Premier partner, part of their ethical Service Level Agreement is to ensure genuine parts, genuine toner and fully comprehensive maintenance by their own fully trained (manufacturer accredited) engineers.



So, if you're business is looking to reduce costs and improve efficiencies, then let ICA take control of your printing set up and show you it is easier than you think....

Contact: Trevor Slingo
Email: Trevors@icadigital.co.uk
Telephone: 01342 842842 / 07794 930353

Brexit – What Employers Need to Know

Impact on uk businesses so far...

Huntress is aware that there is a fair amount of uncertainty for employers surrounding the recent result of the Referendum, and we want to keep you up to date of any changes affecting the recruitment industry as well as providing our own insight as we progress through this transitional period for the UK.

What should you be advising your staff?

Our CEO, Chris Leeson, has reassured and informed Huntress employees of what Brexit will mean for us, as the generalised negativity in the media can cause unnecessary concern to staff. We would advise any of our clients to keep their employees up to date of any new Government negotiations or changes that may affect them, as they happen. For the time being:

- We recommend that employees who have been in the UK for over 5 years apply for a permanent residence (this can take up to 6 months) – this is a prerequisite for British citizenship. People who have been living in the UK for less than 5 years can apply for a registration card.

- As for employment law, again there will be no short-term impact. We should note that EU law has been adopted into UK law and it's hard to imagine that future governments would distance themselves from existing policies that previous governments have promoted.
- European Court of Justice decisions would not be binding for UK courts although it is likely that they would still take account of future ECJ judgments – depending on future negotiations with the EU.
- Businesses should also be mindful of philosophical belief discrimination. Brexit has caused a lot of controversy and in many ways has divided the country through different political views.

It's worth noting that the Agency Worker Regulations (AWR) and Working Time Directive (WTD) are policies which originated from the EU and not the UK. Therefore such related legislation in the future might well get reviewed and be more relevant for the UK jobs market.

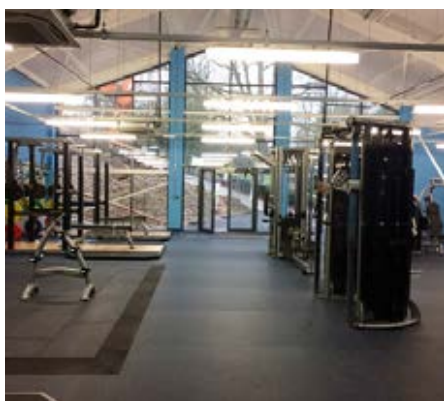
Finally, as with any major political or economic change that can affect the



labour market, we urge employers not to react impulsively but to stay informed and to work with experts who can offer you a balanced view of the situation. If you have any concerns about future changes to employment law, please contact your local Huntress office as we will be partnering with established law firms to deliver informative seminars around Brexit topics over the coming months.

www.huntress.co.uk/news/brexit--what-employers-need-to-know-67340/

Ardingly new gym



Ardingly Projects Ltd are delighted to announce the opening of the new Ardingly College Sports Hall and superbly equipped Fitness centre. Ardingly Projects Ltd now has a facility that can be leased during school holidays that will rival any similar facilities in the local area and will greatly assist all users with their development and maintenance of fitness levels.

If you are considering running a fitness course/camp or would like a campus tour of the College grounds and facilities, please don't hesitate to contact us on 01444 893030 or venuehire@ardingly.com.



South of England event centre

The South of England Event Centre at Ardingly has an exciting year ahead. The Showground team are looking forward to welcoming some big brand event names including: 'Modelworld' which launches as 'Modelworld at Ardingly' in May 2017 after 38 years based in Brighton; 'International Paintball'; and the 'Bumps, Dots & Tots Baby Show'. They also have a healthy pipeline of live event prospects scheduled for 2017 including a mixture of corporate client days and exciting new shows.

One event that stood out last year was 'Bark in the Park', hosted by More Than Pet Insurance. Dan Morgan, Event Manager, said "I would recommend the South of England Showground as a fantastic location for an event following

the hugely successful Bark in the Park in October 2016 - a live event for More Than insurance, billed as an 'alternative dogs and cats show' and attended by 1,200 people."

"The event was unique because it was a live event for the public, but also an exercise to capture film to create social media content. Though this posed some challenges for us, we were fantastically supported by the Event Centre team and the day wouldn't have been as successful without their help."

"The showground itself is in a beautiful setting, easily accessible from London and Gatwick, and we were even lucky with great weather (in October)."



www.southofenglandeventcentre.co.uk

A new plane lands at Central Sussex College



Staff and students at Central Sussex College gathered to watch the arrival of a two-seater aircraft to the college from Redhill Aerodrome.

On Friday 27th January, four Aeronautical Engineering students travelled to Redhill Aerodrome with lecturer Zahid Khan to prepare the plane to move to its new home. The students worked together to remove

the wings, empty the petrol tank and ensure it was safe for transportation.

Students Lukasz Tomaszewski (20) from Horsham and Canaan Weller (22) from East Grinstead described the overall experience as 'fantastic'. Lukasz commented, "We knew the plane was coming this week but we had no idea it was today! It was a great opportunity to be able to prepare the plane for its transportation here and it feels so good to have it at the college".

Programme area manager Zahid Khan talked about the benefits the plane would have on the Aeronautical Engineering course, "Aeronautical is one of the most diverse industries to work in and provides many different routes towards career progression. With the UK's Aeronautical industry set to expand significantly in the next decade, I am very excited about having this plane for students to work on. It will be incorporated into their current modules

and I am so pleased that we are improving the learner experience at the college as well as delivering courses relevant to current industry practices".

Talking about the advantages the plane would have for future students, Canaan said "This plane is not just for us, future engineers at the college will be able to use it and gain loads of amazing practical experience".

Now housed in the college's engineering department, the small plane will immediately become part of the students' practical element of their course. Additionally it will be used alongside their theory studies to develop their aeronautical skills including Aircraft Maintenance, Aircraft Instrument and Indicating Systems and Aerodynamics.

Visit www.centalsussex.ac.uk where you can find out more about their Aeronautical Engineering course and others.

Love Water

gdb Member Love Water, have started to offer "colour coordinated" watercoolers.

One recent new customer is the London based cosmetic surgery of 2013 Apprentice winner, Dr Leah Cotton. She wanted a water dispenser with beige side panels to blend in with the reception surroundings.

For more information on our range of Bottled and Mains Fed watercoolers, and special discounts for gdb members, call Nick on 0345 5200 820. www.lovetewater.com



M&A activity – what can we learn from 2016?



Despite the uncertainties in the political environment, which subsequently created a volatile landscape in the financial markets, this did not slow down M&A activity in the region or subdue the appetite to participate in transactions.

Particularly over the last 12 months, the number of overseas acquirers for our sale mandates has increased. As a consequence, we are regularly in contact with our international corporate finance teams through our cross-border network, proving a fruitful source of potential buyers. Last year, these buyers were from Japan, India and Germany showing demand for UK-based businesses not only from mainland Europe but also further afield.

Trade buyers are not the only active buyers. Private equity houses are keen to seek out those companies with growth potential. However, they have competition from established debt-providers who have available funding which they are willing to provide as a flexible and creative arrangement, for those who do not wish to give away equity.

Throughout 2016, Mazars' Corporate Finance team remained very active and completed transactions in an array of sectors showing that M&A continues to be part of companies' corporate growth strategy and there are opportunities to grow and consolidate in a number of industries.

However, trade sale may not be the only suitable option for an exit. A "two step" exit allows the current shareholders to take some cash off the table now whilst still retain a shareholding. An advantage of such transaction is it gives options to the current shareholders who are not ready to commit to a trade sale now – with debt, equity or a mixture of both, the current shareholders can realise some of the value now, use remaining funds to grow the business and potentially sell it to either the management team, trade buyer or PE house in two to three years' time. www.mazars.co.uk

Convention is Coming!

Where can you hear insightful speakers, invaluable workshops, make contacts that really matter with 300 decision makers and be delightfully entertained throughout? Don't worry! The ACUMEN BUSINESS CONVENTION 2017 is coming!

This year it is held on the 16th May at The Grand Hotel, Brighton from 12pm starting off with a sumptuous sit down lunch with wine. There is a spectacular Speaker line up, choice of workshops and superabundant networking opportunities throughout the day. Speakers this year feature Jonas Kjellberg Founding Partner of Skype who will be flown in from Sweden especially. Rob Forkan Co-founder of Gandys will share his remarkable business story of how he and his brother set up their business after both their parents died in the Tsunami and their fantastic cause, Sanderson Jones Co-founder of the unique business



Sunday Assembly and the best selling author and founder of ACUMEN BUSINESS LAW Penina Shepherd.

All of this is then sprinkled with Acumen magic to make a truly inspirational innovative Convention to remember! You can be a part of all of this, just visit www.acumenbusinesslaw.co.uk/conventions/2017-acumen-convention for the full days listing and information.

The ACUMEN BUSINESS CONVENTION

has become a must attend event for the movers and shakers of the business world of the South. It is now recognised as the most prestigious and professional business conference south of London. Besides knowledge, inspiration and the latest business trends it provides you with the perfect platform to endorse your business in front of leaders and decision makers of established businesses.

This is always an annual sell-out event, so make sure you secure your ticket today!

BM Advisory saves 11 sites and 29 jobs at motor maintenance business

Richard Keley and Andrew Pear of BM Advisory LLP have overseen a distressed sale of South East car and van maintenance company Just Motor Care Ltd preserving 11 of the 13 sites and saving 29 of the 42 jobs.

Founded in 1995, Just Motor Care provides MOT, repair, maintenance and inspection services and operates across the South East of England, including Brighton, Burgess Hill, Crawley, Hove, Lewes, Tonbridge, Tunbridge Wells and Worthing.

Business insolvency, recovery and advisory specialists in Gatwick, BM Advisory, were appointed Administrators on 16 January 2017 after the business was hit by cashflow difficulties due to larger competition and seasonality.

On the same day the Administrators completed an ongoing distressed sale process by selling the business as a going concern to an unconnected established operator in the same industry, Motest Southern Limited.

In the period leading up to the sale the administrators worked closely alongside the company, introducing appropriate legal and valuation experts to support the directors. The administrators engaged the secured creditor which consequently remained supportive throughout and approved the eventual sale. The landlords across the 11 leasehold sites are also supportive of the new business.

The sale of the business to Motest not only protects most of the workforce, but has also enabled the business to provide continuity to its customers.

Franchise sites in Hastings and Eastbourne were unaffected by the administration and sale.

www.bm-advisory.com

New water market will bring bucket load of benefits

England's non-domestic water market is changing. From the 1st April 2017, businesses will have the power to choose their water supplier for the first time, unlocking savings and better service, regardless of size or consumption levels. For the first time ever, businesses will be able to shop around for their water and wastewater supply and find a supplier that meets their unique needs.

Many businesses in the Gatwick area may suddenly find themselves with two separate suppliers for water and wastewater from January because of how the region has historically been divided up between water wholesalers. Bringing these back under one supplier will mean one invoice for both services, keeping things simple, and those with business sites in different regions who currently deal with multiple water suppliers can also consolidate their supply to make life a lot easier.

Increased competition and the chance to switch suppliers will also mean added value beyond cost savings, from online account management to help with water efficiency and smart meters. At SES Business Water,



we're gearing up for April with a simple switching process for hassle-free direct and indirect cost savings. We're here to help you navigate the changes, from finding out how much your business could save to carrying out a water audit and working out what you really need from your water supply.

If you'd like to talk to us about what we can offer your business – whether you're looking for a centralised bill, online payments or smart meters – get in touch with SES Business Water's expert team today at <http://www.sesbusinesswater.co.uk/onebill> or call 0203 750 9300.

Altus Group relocates its office in Reigate



National chartered surveying firm Altus Group have relocated their M25 South office to Omnibus in Lesbourne Road Reigate, the culmination of a successful integration of the Maxwell Brown business acquired in 2015. The new office will now be trading as Altus Group rather than Altus Maxwell Brown.

Omnibus, a redevelopment of the former Reigate Bus Garage, is a landmark 60,000 sq ft high quality office building with striking curtain wall glazing, central atrium and full grade A specification. It has been a long term project for former Maxwell Brown Director, Nick

Woodman who says, "Having sold Reigate Bus Garage to the original developers Pace Investments in 1998, we have been involved with every letting in the building over the last 15 years. Following the letting of the first floor last year to Deutsche Leasing, our clients Redfine wanted to promote more flexible floor area combinations for the ground floor and I am delighted that we were able to agree terms for a suite of 1800 sq ft to relocate the Altus regional office."

Robert Bradley-Smith, who joined Altus in October 2015, has been appointed head of the Reigate office and says, "We have an exciting new office that will be a showcase for the quality of buildings and clients for whom we act. The open plan layout provides a more collaborative environment with our commercial agency working alongside the lease consultancy and business rates teams, headed by Jon Broome and Dominic Snell respectively. This is a very positive step forward for the Altus business here in Reigate."

For all enquiries, please call 01737 243 328 or visit uk.altusgroup.com

New Year, Enhanced Brand for Carpenter Box



Sussex-based chartered accountants, tax and business advisers, Carpenter Box has started 2017 with a subtle tweak to its identity – incorporating its membership of the MHA Association into its trading name.

The firm, now known as MHA Carpenter Box, was a founding member of the Association In 2010, when it was established by the best independent regional UK accountancy firms to share knowledge and resources.

Practice Director Chris Coopey commented: "Although it's a small change, introducing MHA into our name demonstrates that whilst we remain a sizeable independent firm, we also have a considerable national resource at our finger tips to help clients get the best from their businesses, whatever opportunity or challenge comes their way."

The new brand also reflects the firm's expertise as tax and business advisers rather than just a traditional accountancy practice.

The firm's full-service offering together with its focus on sector specialisms helps to explain why MHA Carpenter Box has grown to a headcount of over 140, as does the outstanding success of its Gatwick office, which has tripled in size since first opening in June 2015.

MHA's eight member firms have offices in 50 locations across England, Scotland and Wales. Its combined turnover puts the Association in the country's top 15 UK accountancy groupings enabling MHA Carpenter Box to provide support to clients of every size and in every sector.

www.carpenterbox.com

Looking Fine

Fine Marketing, new members of Gatwick Diamond, are a digital agency showing growth across the county and supporting national initiatives such encouraging dementia friendly communities.

The company is based in East Sussex but both partners, Julia Johnson and Oliver Sutton, are very active in West Sussex and have been working on a varied range of digital projects.

One of the company's most recent web projects was to design and build a site for Worthing Dementia Action Alliance whose objective is not only to provide a central source of information but to work towards a dementia friendly community. www.dementiafriendlyworthing.org was launched in December 2016 and has received overwhelming praise for its UX, clear design and comprehensive content. Julia said 'It was important to understand from the outset what was needed by carers, people living with dementia, health professionals and also care providers. Stalwarts in the community such as County Councillor, Bob Smytherman was very enthusiastic and remarked 'This is brilliant. I am sure it will be a very useful resource that will continue to grow and help residents and carers find the information they need' and author Peter James described it as 'a great initiative'.

Dawn Fairbrother, Alzheimers Society, said 'I think it's a smashing looking website and very easy to use; the links work extremely well. I wish all websites were this easy to navigate and looked so fresh!'

Fine Marketing offers a full range of digital services including e-commerce, SEO,



social marketing and analysis plus a full design service for print and promotional materials. With a great understanding of how difficult it has become for companies and busy entrepreneurs to succeed in the ever-changing world of digital marketing, the agency work closely with their clients to

ensure their skills and experience are focused directly on business needs, goals and budgets.

Visit www.finemarketing.co.uk or contact them on 01403 292 120.

DMH Stallard Planning Team Shortlisted for UK Award

The planning team led by DMH Stallard has reached the final of the UK's most prestigious planning awards for their work on Brighton and Hove Albion Football Club's (BHAFC) new training complex (pictured).

The £32million American Express Elite Football Performance Centre is a finalist in the Royal Town Planning Institute's (RTPI) Awards for Planning Excellence 2017.

The RTPI Awards are the most established and respected awards in the UK planning industry. Running for 40 years, they celebrate exceptional examples of planning and the contribution planners make to society.

In addition to the outstanding facilities the development is making a major contribution in the community by giving local people, young and old, access to the internationally recognised venue. Disability sports clubs and groups use the community pitch on a weekly basis, with other bespoke activities regularly scheduled to support people with specific disabilities.

It is contributing £2million per annum to the economy in Worthing and Adur through the use of local shops, services and contractors. Most significantly, 274 people are employed as a direct result of the new training complex.



DMH Stallard has worked with BHAFC ever since the windswept days of the Withdean Stadium, submitting over 50 planning applications during the journey to the 30,000 seater AMEX and the new training headquarters.

DMH Stallard's planning consultancy is one of the largest teams of chartered planners within a Top 100 law firm anywhere in England. DMH Stallard has offices in Gatwick, Brighton, London and Guildford. www.dmhstallard.com

Juno Wealth Management achieves CISI Accredited Financial Planning Firm™ status



Juno Wealth Management is delighted to announce that we have become an Accredited Financial Planning Firm™. This accreditation has been awarded by The Chartered Institute for Securities & Investment (CISI).

This means that Juno Wealth Management has joined an elite list of 74 Accredited Firms which have demonstrated their professionalism by meeting the highest standards of excellence in Financial Planning.

For a firm to become an Accredited Financial Planning Firm™ it must:

- evidence that it meets strict criteria in relation to the delivery of financial planning

- place clients at the heart of its business proposition and ensure they receive consistently excellent service

- re-confirm it meets the standards on an annual basis to retain its Accredited Financial Planning Firm™ status.

In addition, at least 50% of the firm's FCA registered advisers must be qualified as a CERTIFIED FINANCIAL PLANNERTM (CFPTM) professional or Chartered Financial Planner. At least one director/partner of the firm must be a current CFPTM professional.

Juno Wealth Management also holds Corporate Chartered Status, which is awarded



by the Chartered Insurance Institute (CII) and reassessed annually. There are less than 30 firms in the UK that hold both accreditations.

Tracey Evans of Juno Wealth Management Ltd said: "Our vision for Juno Wealth Management is to earn lifetime loyalty from our clients by delivering an outstanding financial planning service. We always seek to deliver financial planning outcomes that will significantly enrich their life and the lives of their families. We are delighted to have received this recognition from the CISI. Accredited Financial Planning Firm™ status underpins our efforts and determination as we continue to pursue our vision."

www.junowealth.co.uk

RSM employee crowned Young Dealmaker of the Year



Gemma Legg, a merger and acquisitions manager from RSM in Gatwick, has been crowned 'Young Dealmaker of the Year' at the Insider South East Dealmakers Awards.

The awards ceremony, which took place at the Copthorne Hotel in Crawley, was organised to celebrate the region's brightest and best dealmaking talent.

Gemma, who is from Horsham in West Sussex, was praised by the judges for the strong reputation that she had built in the market as a committed, trusted and skillful dealmaker.

Over the last year, Gemma has been actively involved in a number of significant M&A deals including the sale of Brightwave Group to Capita.

Kirsty Sandwell, office managing partner at RSM in Gatwick said: 'This award is very well deserved. Gemma has done a fantastic job in establishing herself within the market and has shown great dedication to dealmaking at RSM whilst at the same time helping to grow the firm's presence across the region.' Gemma joined RSM as a graduate trainee in 2011 and has since become a fully qualified corporate finance practitioner.
www.rsmuk.com

Advanced Antivirus that wins Awards

Cyber-crime is on the rise, the number of businesses attacked each year by computer viruses is increasing at an alarming rate. According to the Federation of Small Businesses, over two thirds of small firms who thought they had suitable security in place, have been victims of cyber-crime in the last two years, with many being attacked up to four times!

However, there's good news - Adaptive Defense is an advanced antivirus solution that has just won Best Solution against Advanced Persistent Threats at the Computing Security Excellence Awards in London, it differs from many antivirus products in that it classifies every

application running and only allows the legitimate ones to run.

If a threat is detected it will be blocked and any malware activity is stopped in its tracks. This antivirus is different from many others in that any applications running are continuously monitored and protected from both known and unknown threats, with quarantine, suspicious files and disinfection all looked after by Panda technicians.

Jaffer Lokhandvala, Director of e-mpower. IT commented, "Businesses don't always realise the importance of having an advanced antivirus solution, until it's too late. Add to that the increase in attacks by viruses

like Ransomware and Cryptolocker (where businesses are held to ransom to gain access to their own data) and you'll see there is a genuine need for a robust, advanced antivirus solution." Jaffer went on to say "Adaptive Defense; is one step ahead of the game. Winning the award confirms this and, gives further recognition that the IT products we offer are reliable, fit for purpose and the best on the market."

E-mpower.IT are also pleased to offer an exclusive discount on the Adaptive Defense antivirus for Gatwick Business Diamond Members, simply visit e-mpower.it/gbd and save over 40%, for a limited time only.

Double Winners

Neva Consultants have enjoyed some fantastic successes over recent months at two Industry Awards.

Neva were double Award winners picking up the "Best Leasing Broker 1000-4000 Annual Vehicle Sales" (sponsored by BMW/Mini) and also the "Best Leasing Broker Customer Service Award up to 4000 Vehicle Sales" (sponsored by Hyundai) at the Small Fleet Leasing Federation Awards Dinner.

These Awards are judged by Industry peers including Leasing Companies as well as other Industry Leading Figures from Grant Thornton, BCA and The Miles Consultancy and Neva were up against all Leasing Brokers throughout the UK.

At the LeasePlan Ltd t/a Network Annual Conference, Neva were shortlisted for the 'Broker of the Year for deliveries of 250 to 1,000' with Network alone, in 2016 and won.

This award was judged not only on sales growth year on year, but on factors including quality of documentation, breadth of products supplied and overall standards adhered to as well as the politeness and efficiency demonstrated by our staff in dealing with LeasePlan on a day to day basis.

Neva then went forward against the other two winners of their categories ('25 to 250 deliveries' and '1000 units and over') and again won the "LeasePlan t/a Network Franchisee of the Year 2016".

Nick Prince, Director of Neva said "These double successes at these events are a great honour and achievement for Neva Consultants and are a testament of our focus on good quality customer service, understanding our customer's needs, and how we ensure customers are aware of all the benefits of Leasing, which enables them



to make informed decisions around their individual Business circumstances."

Contact Neva at www.neva-consultants.com

Kingston Smith Tax team members achieve outstanding CTA exam results



Redhill accountancy firm, Kingston Smith, is delighted to announce that two members of its Tax team, Tom Acland and Michelle Denny, have achieved outstanding results in the Chartered Tax Adviser (CTA) examination, following the announcement of the November 2016 exam results. The CTA is recognised and respected internationally as the gold standard qualification for UK tax advisers.

Assistant Manager, Tom Acland, was awarded the top prize in the form of The Institute Medal for the candidate with the best overall performance attempting the Awareness Paper and two Advisory Papers (all at the same sitting). He was also awarded a distinction in the 'Advisory Paper: Advanced Corporation Tax'.



Tax Manager, Michelle Denny, achieved a distinction in the 'Advisory Paper: Taxation of Individuals', and also passed the 'Awareness Paper'. Her achievement is all the more remarkable as Michelle fitted her studies around being a mother to her young daughter.

Both are now fully qualified Chartered Tax Advisers.

David Montgomery, partner at Kingston Smith's Redhill office, comments: "As a firm, we're thrilled with Tom and Michelle's fantastic achievements. Their superb efforts, along with the excellent results from other members of the team who are also now CTA qualified, marks our best ever year in terms of CTA results." www.kingstonsmith.co.uk

South East-based Mazars partner joins the firm's UK Executive Team



Mazars, the international accountancy firm, has announced the appointment Elisabeth Maxwell to its new Executive team in the UK. The announcement follows the recent re-election of Phil Verity as the

firm's Senior Partner in the UK. Phil will be supported by the new Executive team which comprises Sutton-based Elisabeth, along with Tim Davies, Alistair Fraser, Nigel Grummitt, Jac Berry and Ian Wrightson. Collectively, the team will be responsible for the further development and implementation of the firm's UK strategy, ensuring the ongoing excellence and quality for Mazars' clients and teams.

Phil Verity, UK Senior Partner, Mazars commented: "I am excited to work with the

new team to continue to drive our business forward, with a relentless focus on our clients and our people."

Elisabeth Maxwell is currently Managing Partner for the firm's Southern Region and her new executive role will be to further drive innovation throughout the business.

Elisabeth commented: "I am extremely passionate about the Mazars brand and am delighted to be welcomed as a member of the new Executive Board. I am keen to bring dynamism to the team and make a real difference to the ongoing development of the firm. The key areas I am looking to focus on in my role include helping to transform Mazars through innovation, encouraging gender diversity and making sure all teams feel involved and part of the firm's success. We live in a world that is moving fast and it is vital we lead the way with regards to innovation and finding new solutions for our clients."

RB's Private Client Team grows with Partner hire Robert Knight

Rawlison Butler is delighted to announce that Robert Knight has joined the Wills, Trusts and Probate Team as a Partner. Robert is a highly experienced private client practitioner, having worked in London and the South East for over 9 years. He specialises in succession and tax planning for individuals and business owners, estate administration and advice to trustees and beneficiaries, as well as wills and lasting powers of attorney.

Robert was ranked as a "Top 35 under 35" private client practitioner in the publication Private Client Practitioner in 2009 and is a member of STEP (the Society of Trust and Estate Practitioners). Robert joins RB from Anderson Rowntree, where he was a Partner and Head of the Private Client Team, having previously worked at Stephenson Harwood and Thomas Eggar.

Digby Armstrong, Senior Partner and Head of RB's Private Client Team commented "We are delighted that Robert has joined our busy team. RB has been established in this area for many years and prides itself on offering a first class, personal service to our clients and wealthy local families. Robert's approach and experience will further strengthen our Trusts and Probate Team and be a great fit for our clients."

Robert Knight commented "Joining RB is an exciting opportunity for me. The firm and its private client team has a very strong reputation. I look forward to contributing to the future success of the team and the firm."

www.rawlisonbutler.com

Follow
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for the best
networking
in the diamond

New Financial Director Appointed at MHA Carpenter Box

Ivan Fowlie has swapped a high-profile finance role in Germany to take up a senior appointment at MHA Carpenter Box, the Sussex-based chartered accountants, tax and business advisers.

Ivan is joining MHA Carpenter Box as Financial Director, moving from information and communications company Ericsson in Germany where, as Head of Business Finance for Western & Central Europe, he was responsible for 17 countries. Ivan had been with the Swedish communications giant for 20 years, initially in Guildford, before moving to Dusseldorf.

In his new role, Ivan will oversee financial performance and statutory reporting, utilising his considerable experience to help the firm to continue on its impressive growth curve. Part of Ivan's role will be to develop business process improvements to streamline reporting and look at ways to further enhance the client experience.

As he explains: "After 20 years with one company, I wanted a complete change – and from the moment I met with the partners at MHA Carpenter Box I was excited by their straightforward approach to business and their focus on client service in a world where so much is changing. I am now very much looking forward to playing my part in the firm's future development."

Alan Edwards, Managing Partner at MHA Carpenter Box commented: "We are delighted to welcome Ivan to the partnership team at MHA Carpenter Box. He brings significant financial and corporate expertise with him and will undoubtedly be a real asset to the firm."

Ivan is married with three grown-up children. Outside of work he enjoys mountain-biking and walking, and is looking forward to exploring the South Downs. www.carpenterbox.com



RSM appoints new managing partner for Gatwick

Audit, tax and consulting firm RSM has appointed Rowan Williams as the new managing partner in its Gatwick office.

Rowan will take over the reins from Kirsty Sandwell who steps down as office managing partner in April but will continue as head of corporate finance for the south.

In her new role, Rowan will be in charge of growing the firm's presence in the Gatwick Diamond as well as across the wider south east region.

Rowan is national head of RSM's professional services group, leading a multi-disciplinary team advising legal businesses, consultants, surveyors and architects on growing their businesses. Rowan is currently chair of the UK Legal Finance Forum and a member of the Association of Partnership Practitioners.

In her career to date, Rowan has advised a diverse range of clients including AIM-listed groups, large private companies, LLPs and



owner-managed businesses, both in the UK and overseas. She is also extensively involved in the firm's international network, and has built up a particular expertise in the cultural and regulatory challenges of operating internationally.

Elfed Jarvis, RSM's regional managing partner for the south said: 'Despite being a long established firm, the RSM brand name is relatively new in the local market. Rowan is the perfect choice to help us grow our brand presence locally and her broad experience will be invaluable to RSM's clients in the Gatwick Diamond and beyond.' www.rsmuk.com

Consultant Demonstrates Quality

All customers need to know that their suppliers will provide them with quality. Ensuring that a company's management system complies with the international quality standard ISO9001:2015 goes a long way to providing customers with the necessary confidence to buy.

Management consultant TimelessTime has recently transitioned from ISO9001:2008 to the aspirational upgrade ISO9001:2015. SGS, the world's leading certification company, confirmed TimelessTime's re-certification after two days of audit.

ISO9001:2015 seeks seven management principles that secure quality.

- The first is that a company's management must demonstrate its customer focus. Auditors expect to see how customer needs are met and exceeded.
- Good quality also comes from having a unified direction and mission, and this comes from strong leadership.
- Quality companies must also create value for their customers. They do this by employing competent, empowered and engaged people at all levels.
- And quality comes from embedding processes. Effective processes help

achieve consistent and predictable results.

- At a time when conditions evolve quickly, the fifth principle identifies that no company can stand still. The ISO standard seeks to ensure that the company has a focus on improvement.
- Making decisions is never easy for managers. Ensuring that decisions are based on the analysis and evaluation of data helps improve decision quality.
- The final principle demands that the company identifies and manages the relationships that it has with its stakeholders. This drives sustained business success.

Those seven management principles make good sense in securing efficiency and minimising costs. But implementing those standards through ISO9001:2015 helps assure customers that a supplier embraces quality in everything it does.

TimelessTime doesn't provide direct assistance in ISO9001:2015, but John Berry is very happy to give any managers the benefit of his experience in securing re-certification. Just call on 01444 810454 or email John at john.berry@timelesstime.co.uk. See timelesstime.co.uk for more.

Shared Parental Leave – is it worth it?

Shhhh! When you start a family, you can't tell many people at first for various reasons. In fact, working out when and how to announce your pregnancy at work can be tricky. The government introduced Shared Parental Leave in April 2016 to combat this 'female' problem, but so far the UK has been slow to adopt it.

What is Shared Parental Leave?

New mothers must take at least two weeks' compulsory maternity leave immediately after a birth. Plus, you can have up to 52 weeks off as maternity leave.

The 'new' rules mean you can choose to opt for Shared Parental Leave. This involves sharing your baby's first year with

your partner as up to 50 weeks' Shared Parental Leave (SPL) – with up to 37 weeks' Statutory Shared Parental Pay (ShPP) for you and/or your partner to take.

The UK is slow to adopt...

Many Nordic countries have generous parental leave and companies there have come to expect employees to take leave irrespective of gender, and not to penalise workers at promotion time – not always the case in the UK.

So what is the UK doing well?

A third of the UK's main breadwinners are women. This is helped by better childcare

options so workers can take on more hours as their children grow. Flexible working rights have also been introduced.

Until childcare becomes a parental issue, rather than a 'female' issue, it's thought the UK's gender pay gap will remain in place. And sadly, some businesses still base hiring decisions on gender rather than ability. So it's crucial that Shared Parental Leave becomes the 'norm' rather than the exception soon.

Here at Ten2Two, we find jobs for dads and mums, so if you'd greater flexibility, contact us at www.ten2two.org or email emma@ten2two.org

Notable Employment & HR Developments

Bhavna Patel of pdtsolicitors provides a snapshot of some interesting areas of development.

Useful Reminder Employment Implications

Some of you will no doubt recall that the Chancellor's Autumn Statement in the House of Commons contained some other key employment implications for this year. These are as follows:

- From April 2018 termination payments over £30,000, which are subject to income tax, will also be subject to employer NICs. The first £30,000 of a termination payment will remain exempt from income tax and NICs.
- Following consultation, the tax and employer National Insurance advantages of salary sacrifice schemes will be removed from April 2017, except for arrangements relating to pensions including advice, childcare, Cycle to Work and ultra-low emission cars. (Arrangements in place before April 2017 will be protected until April 2018, and arrangements for cars, accommodation and school fees will be protected until April 2021.)
- The tax advantages linked to shares awarded under Employer Shareholder Status schemes will be abolished for arrangements entered into on, or after, 1 December 2016. The status itself will be closed to new arrangements at the next legislative opportunity. (This is in response to evidence suggesting that the status is primarily being used for tax planning instead of supporting a more flexible workforce).

Annual National Minimum Wage Increase

It has just been announced that the new national minimum wage rates have been increased pursuant to the draft National Minimum Wage (Amendment) Regulations 2017 ("Regulations"). The new rates are intended to come into force on 1 April 2017.

The Regulations raise the national living wage (for those aged over 25) from £7.20ph to £7.50ph, with associated increases for the other age bands.

DWP confirms statutory payments for 2017 - 2018

The Department of Work and Pensions has published a report, which sets out the increases to statutory pay. They are as follows:

- Statutory adoption pay, statutory maternity pay, statutory paternity pay and statutory shared parental pay weekly earnings threshold will increase from £112 to £113 and the standard rate will rise from £139.58 to £140.98.

- Statutory sick pay weekly earnings threshold will increase from £112 to £113 and the standard rate will rise from £88.45 to £89.35.

To discuss any HR or employment issue please feel free to contact Bhavna Patel on 01403 831265 or bpatel@pdt.co.uk.

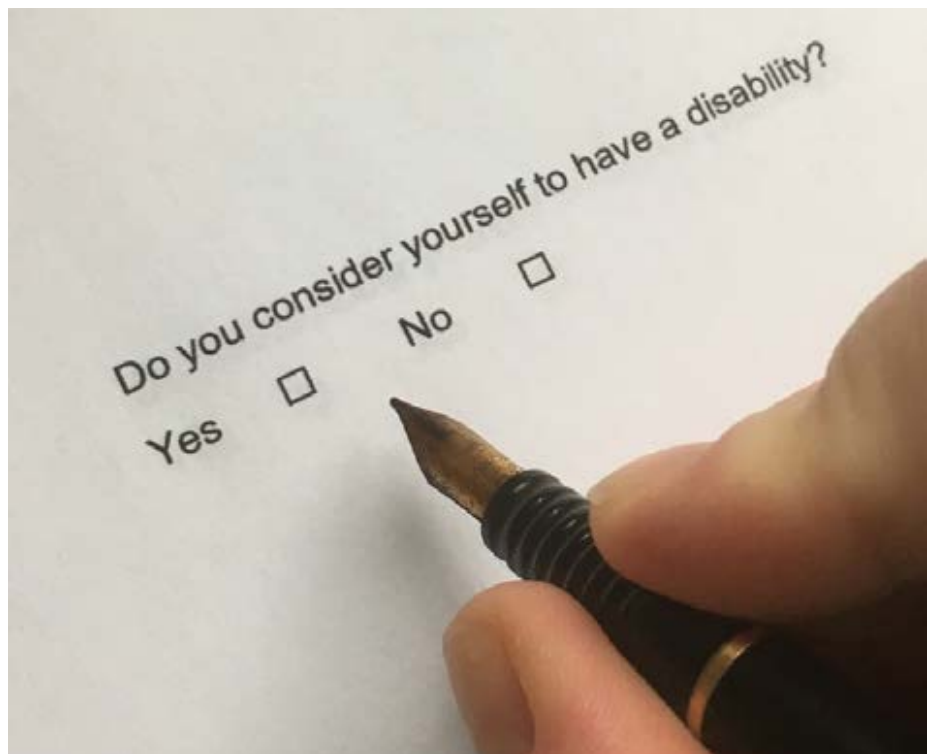


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Disability: tips on managing it in the workplace

Do you have employees who have a physical or mental impairment that has a substantial (more than minor or trivial) and long-term (twelve months or more) adverse effect on their ability to do normal daily activities? If so, they may have a disability under the Equality Act 2010, and have additional protections in the workplace. What can you, as their employer, do to assist them and ensure you do not discriminate against them?

- Ensure you have a firm understanding of their medical condition(s) and impact on their work. If in doubt, seek specialist advice in agreement with the employee concerned.
- Ensure that reasonable adjustments are made to their role, such as adjusted hours, duties or workplace, where such adjustments will assist in any detriment experienced as a result of their condition(s). When deciding what is 'reasonable' cost alone should not be a determining factor – ensure external assistance (such as Access to Work) is fully considered as part of any decision.
- Communicate effectively with these staff. Ensure your managers are trained in understanding discrimination and know how to deal sensitively with the issues involved. If reasonable adjustments are made, review regularly with the employee to ensure they remain sufficient and effective.



- Where company policies, such as sickness absence policies, may indirectly discriminate against those who have more time off, consider making adjustments to them in order to not unduly accelerate such processes.
- Be alert to anything 'arising from' an employee's disability, such as a drop in performance or attendance, and ensure this is fully and fairly investigated before taking action which could be discriminatory.
- Make sure recruitment procedures do not discriminate against those with disabilities, and change them if they do. www.munrolegaluk.com

Barclays helps businesses to stay vigilant against email impersonation fraud with new video to raise awareness

Barclays has launched a new video to help its business customers stay protected from an increasing type of fraud impacting SMEs – email impersonation.

The video shows how easily the scam can occur, when an imposter poses as an employee's boss and demands an urgent transfer of money is made. The imposter has done their research on the business and, thanks to social media, knows the boss is on holiday making it a key time to strike. The employee, not knowing the importance of always checking email addresses doesn't notice the slight difference in the email address, and is placed under time pressure to meet the payment deadline, not realising that the request isn't genuine.

Top tips for SMEs to keep safe

- Some of the actions that businesses can take to get fraud smart include creating a
- Use strong passwords: passwords should have a mix of letters, numbers and

cyber-security strategy- raise awareness amongst staff of the common cons used to commit cybercrime.

- Keep contact details up to date: ensure your bank has up-to-date mobile/ telephone contact numbers for your business, so they can speak to you if they spot unusual or suspicious activity on your account.
- Get up to date security software: make sure your computer systems and any web-enabled phones are protected with up-to-date internet security software.
- Treat all unsolicited emails with caution: don't click on links or open attachments in emails you weren't expecting or are not sure about.

symbols – avoid obvious things like your name, birthday or phone number that others can guess.

- Protect yourself from Invoice fraud – have at least two people authorised to perform signatories for financial payments, to help verification.
- Verify any new supplier payment details you may be sent, if suspicious speak to the supplier directly to confirm they have changed their details, before making a new payment.

More information:
www.barclays.co.uk/fraudsmart

Where Does Ransomware Come From?

Ransomware is malware that encrypts your files and extorts you to restore them, and because it's so profitable there is a lot of money funding new and more sophisticated attacks. Let's look at the ways ransomware gets onto your system.

Malvertisements

Many websites have adverts, and by exploiting them a cybercriminal can infect you.

Some think that by not clicking on the ad, they're safe. This used to be true, but with the advance of malware new exploit kits are being used, and now by just loading the ad you can get infected.

There have even been stories of reputable websites accidentally allowing a malvertisement to reach its users.

Email

The most common vector of attack is email. Cybercriminals send an email with instructions to open an attachment, like "The invoice is attached, we'll take payment in 3 days." – many people open the attachment to check what invoice the email is talking about. Code in the document then runs and the ransomware is installed. Some just guide the user to click a link that leads to – you guessed it – an infected website!

Cybercriminals can also mimic legitimate email addresses, meaning attacks can look like they're from your contacts.

Malicious USBs

Cybercriminals can attack valuable targets with USBs, using social engineering. They



create an infected USB and leave it near the business. The victim arrives to work, sees the USB and to determine who it belongs to they plug it into their computer, infecting the system.

Network Infection – How it Spreads

It gets worse. Once it infects a single computer on the network, many strains of ransomware will start infecting everything connected on the network. This means one infection can spread to every device in the office.

Read more at kogo.co.uk. Send an email to askmartin@kogo.co.uk Call 01342 333000

A quick guide to persuasion

You find yourself having to write something persuasive at short notice. Perhaps it's a presentation, a blog, an email or a letter. Whilst there's no doubt that persuasion is an art form, if you're short on time, you can do a lot worse than cross checking what you've written against Aristotle's 3 pillars of persuasion; ethos, pathos and logos.

Ethos is all about establishing your credibility, ideally before you start to speak or your reader starts to read. It's about establishing your expertise on the subject matter and your authority in respect of the audience. If your qualifications and experience aren't enough, give yourself a natural boost by citing

authority and / or statistics, or explaining things by way of case studies and examples.

Credibility also involves an element of trust and being likeable. You can improve both, by being honest but also by choosing your words carefully so that they resonate with your audience.

Pathos is perhaps the most often forgotten and yet often makes the most impact and is the most powerful of the pillars. It's all about establishing that emotional connection with your audience. Curiosity, fear, shame, greed are some major players and telling a story can be a nice way to sew emotion into the fabric of your message.

Most of us are reasonably competent at presenting a logical argument: logos. But do think carefully about the sequence of your arguments and remember to acknowledge or deal with a flaw or objection (also good for reaffirming trustworthiness).

However little time you have to prepare, a quick mental check that what you have written contains these 3 pillars will go a long way in helping you to persuade. Aristotle knew his onions.

Lucy Pitts of Strood Copy, copy and content writer, public speaker. www.stroodcopy.co.uk

Take Control Of Your Project Spend

- Do you know how much your company spends on change each year?
- Do you feel in control of your business change spend throughout the year?
- Do you feel you always know what the status of your change projects is?
- Do you think you spend your change budget on projects that give you the most benefit?
- Do you have a way to prioritise your change projects effectively?

If you have answered 'NO' to any of these questions, you are not alone. The Project Management Institute (PMI) estimates that in 2016 12% of project spend was wasted on projects that did not complete, did not deliver the benefits expected, significantly overran initial forecasts or did not support the company's overall strategic direction.

Many large businesses use a PMO (Portfolio Management Office) to provide their leadership teams with the information needed for making decisions about project prioritisation, funding and resourcing. However, this is equally critical to smaller businesses where budgets are limited.

What is a PMO?

A Portfolio Management Office manages the processes necessary to collate the data required to enable a company to register and view information about its current and proposed projects. Using this information enables that company to manage and prioritise projects according to an agreed set of criteria, such as:

- Legislative or regulatory requirements
- Essential upgrades
- Strategic benefit
- Cost
- Short term gain

Large organisations may employ teams of full time resources to manage this information, but for smaller companies this simply isn't cost effective. This is where a 'virtual' PMO provides benefit, by providing specialist skills to run these processes for you on an agreed number of days per month, or just by helping you set up the process for yourself.

For more details please contact Tim Felix on 07740 046181 or Tim@ShovelstrodeConsulting.com

Now you know who your zebras are - what next!



Having sorted your zebras from your warthogs, now you must really get to understand their habits and build an ideal customer profile of your zebras, this might include, but not limited to:

- What size of organisation are they? (Start up, micro, SME)
- How many people will they employ?
- What market sector(s) do these organisations operate within?
- Who specifically will be buying your products/services and what are their job titles?
- Where geographically would you like these organisations to be located?
- What does your organisation offer that is unique?
- What do your best customers possess that you would like to replicate in others?
- Which of your existing customers were the easiest and quickest to convert?
- What similarities do these customers possess?

For my organisation, our zebras, have a turnover between £1-10m, with 10 to 150 employees and have rated their sales performance, profitability or productivity as 7 or below on a scale of 1 to 10.

The more you align potential customers against a set of criteria, the greater your chance of turning your zebra into a customer. And don't be a busy 'fool' filling your pipeline with unprofitable warthogs!

Happy hunting.

Taylor Resolutions builds your team, to grow your business, improve productivity and increase profitability.

Contact Paul Taylor at Taylor Resolutions 01403 713111 or paul@taylorresolutions.com

Why Corporate Social Responsibility should be on your Marketing radar for 2017

Corporate Social Responsibility (CSR) has been growing in recognition and appeal over the last decade, and if you are under the impression that it is just for larger businesses with bigger budgets – we can tell you it's not!

CSR can not only have a positive impact on the wider community, but it can also be beneficial to your employees and the reputation of your company.



So here are 5 ways for SME's to get involved:

- 1 Affiliates your business with a local charity or community project. Start with your local area when it comes to choosing a charity or cause to support.
- 2 Improve your company's environmental impact. Simple things like introducing policies on energy saving, trying to go paperless and encouraging 'cycle to work schemes' can make an impact on the environment around your business.
- 3 Encourage your employees to get involved. Involving your employees with a volunteering scheme or charity event and encouraging workers to suggest ideas on how the company can improve their CSR can improve morale and employee retention rate.

4 Value your employees. Keep existing and attract new talent by regular reviews of industry pay averages, incentives and training. According to recent research 82% of Millennials are likely to seek employment at a company that has been publicly awarded for its ethics.

5 Commit to long-term activity. Promising a long-term engagement with a local cause can build trust between employees and the general public. Awards for CSR from recognised awarding bodies can also demonstrate your commitment to social responsibility.

To find out how Clockwise can help with your marketing strategy and campaign management please call us on 01737 221 221 or visit www.clockwise.co.uk

Counting the Cost of the Unexpected

We are in an uncertain business environment. Unplanned events impacting our ability to trade are inevitable. Have you built them into your business plans? Yes, I did just suggest planning for the unplanned. Whilst the cause of the problem cannot be predicted, the effects can.

Knowing how much an incident could cost you is vitally important. Without the figures, it is impossible to assess the risk or decide whether to invest in prevention, mitigation or insurance.

There are four main ways in which an unplanned event can affect your business:

- People – something that prevents your staff from working efficiently
- Premises – being inaccessible or un-usable
- Systems – both the technology and the business processes
- Suppliers – including utilities, communications and transport

Take, for example, a power cut that lasts for more than 4 hours. Possibly the easiest calculation is how much you have lost in staff productivity. This will be a large proportion of your hourly wage bill. If you manufacture products, you likely also have readily available figures for the average hourly value of production. More difficult to estimate are the losses due to customer-facing systems being down. How many customer contacts have been missed? How does this impact your reputation? And how many orders have been lost?

Other costs to take into account include: the cost of implementing alternative systems (diesel for a generator, for example), the cost of getting everything back to normal (such as overtime to deal with a backlog) and the cost of damage to the company's reputation.

Business Continuity Planning is the formal process of assessing the impact of unplanned events and then putting measures in place to minimise those costs. I call it peace of mind planning. For more information and a free initial consultation, please see www.tomcrellin.co.uk.

That's not my job

You know that look you get or the sigh you hear sometimes that suggests "That's not my job!" or "Can't you tell I'm busy?"

As a customer it's more than frustrating. It sends a signal about the whole business. And it only takes one person to leave that impression.

It's not just direct customer interactions that can impact the customer; everyone in your business contributes in some way to your customers' experience directly or indirectly. How your customer facing teams are supported and treated internally will inevitably have a knock on effect on customers.

So your internal support teams must serve the internal customer the same way you'd expect customer facing teams to serve external customers.

Look out for the signs which suggest someone really thinks "That's not my job!".

Silly little things such as:

- Ignoring things that aren't working properly (because it's not their job to fix it).
- Sitting on another department's request

thus delaying their response to a customer (because they're busy looking after number one).

- Ignoring little details that influence a customer's first impression (e.g. litter in your car park).
- Not welcoming customers (because that's reception's job).
- Ignoring a ringing phone (as it won't be for them anyway).
- Not supporting colleagues over busy periods (because they're not paid to).

Anything that fails to support the team's efforts in giving the customer a good experience.

And this attitude is contagious.

If your customer service ethos is to be demonstrated by everyone it has to be seen as everyone's responsibility.

This means:

- Everyone understanding what good service looks like and their role in achieving this.



- Avoiding endless policies that get in the way of doing what's right for the customer.

- Recruiting people who are aligned with your customer service values.

So who in your business thinks service isn't their job?

Caroline Cooper, Naturally Loyal

For more tips on getting the best from your team and giving your customers a great experience visit www.naturallyloyal.com/ blog reflect the "it's not my job" attitude.

How can document management save your business thousands?



Every day businesses create and store thousands of documents and the volume of information generated can be overwhelming. Managing such an array of documents can drain time, money and other resources across a business. Despite the move to digital, there is still a heavy reliance on paper and labour intensive processes. So it's no surprise that on average employees can spend up to 40% of their time looking for documents.

Here are just some of the ways you can benefit from managing documents electronically:

Reduce costly IT infrastructure

As the amount of information stored continues to grow, a cloud based solution offers you a flexible and affordable per seat/

user payment plan, allowing scalability as your business grows without the need for costly IT investment.

Improve business processes

Create document workflows using electronic forms for sales orders and other documentation or capturing paper based data in an intelligent way. Imagine how much time could be saved by automatically capturing documents that can be saved and easily retrieved as and when required.

Access documents anytime, anywhere

Due to documents being stored in a cloud or web based system you can access information securely from any location and from any device. Documents can be accessed using multiple security levels protecting vital Intellectual Property.

Complete Compliance

There is still the perception that businesses must store all paper-based documents to adhere to regulations, this simply isn't true. A document management system facilitates a clear audit trail of all your

documents. Helping your business adhere to the latest data protection legislation and other regulatory, corporate governance and industry specific standards, including HMRC.

There is an easier way to manage all your documents, helping you manage information more effectively and boosting your productivity and staff efficiency. These savings generate a clear return on investment which will help your business save on its bottom line.

News Flash: IT Document Solutions now offer storage and retrieval services for your physical documents and files. This convenient service is charged per box per month freeing up space within your working environment. Contact us now to learn more about our document solutions, call 0207 101 0096 or email: info@itdocumentsolutions.com

Website: www.itdocumentsolutions.com

New Year, New Challenge!

The Kent, Surrey & Sussex Air Ambulance has the perfect opportunity for those looking for a New Year challenge – places in the Brighton 10K on Sunday 9th April 2017! Don't miss out on the opportunity to achieve a personal goal and soak up the fantastic atmosphere in the glorious setting of Brighton, whilst raising funds for a great cause.

Last year, Nicki Mason joined the charity's Brighton 10K team after her 12 year old son was airlifted to a London major trauma centre, having suffered a fractured skull when he fell from cliffs.

Nicki said: "After everything this amazing charity did for Archie, I wanted to give something back to say thank you. Being part of the charity's team and experiencing the atmosphere was amazing. Having Archie there cheering me on with my family and friends is something I'll never forget!"

All team members will be invited to a pre-race meeting where John Feeney from

Pure Sports Performance will be present to answer your questions, along with the opportunity to meet the charity's crew and have a tour of the helicopter (subject to medical emergencies). Runners will also receive support and advice from the charity's fundraising team and a personalised running vest.

Head of Community Engagement, Lauren Elphick, said: "We would be delighted to welcome people to our team! We don't just offer a running place – we offer an experience to remember. Our cheer squads will be there on the day to keep you motivated! We will also be waiting in the finish tent to give you a heroes welcome, with well deserved post-race refreshments and sports massage available."

For more details, call Lauren on 01622 833 833, email laurene@kssairambulance.org.uk or go to www.kssairambulance.org.uk/involved/BrightonMarathon



Crawley and Gatwick School Students Learn to Be Heroes



Students from secondary schools in Crawley and Gatwick learnt how to be role models for younger students as part of an on-going programme to improve their confidence and life chances.

The students who are aged between 13 and 14 are taking part in the inspirational Be the Change programme. Participants were taken by surprise when they were joined by younger children from local primary schools for the Hero Training session which was held at the Arora Hotel on Thursday, January 19.

Be the Change helps young people fulfil their potential and improve their life chances. Over the course of the school year the students work with business volunteers at day long events, one-to-one mentoring sessions and workplace visits.



The secondary schools involved in the programme are: Ifield Community College, Hazelwick School, Holy Trinity Church of England Secondary School, St Wilfrid's Catholic School and Thomas Bennett Community College. The primary schools taking part in the hero training activity are Gossops Green, Southgate and Waterfield.

The idea for Be the Change came from Gary Peters, Founder of LoveLocalJobs.com. He said: "We've seen outstanding results from all the programmes that we've run in other parts of the country and believe that the experience for the students taking part in Crawley and Gatwick will be long-lasting and profound."

Be the Change Crawley and Gatwick is a collaboration between LoveLocalJobs.com



and humanutopia with support from Crawley Borough Council, The Careers & Enterprise Company, West Sussex County Council, Arora Hotel Gatwick/Crawley, NatWest, Southern Water, Gatwick Airport, the Crawley Observer and other local businesses.

Wendy Fitton, from Arora Hotel, said: "Seeing the students work with the younger children this afternoon really was something to behold. So many of them stepped up to the plate and became fantastic role models. We are really proud to be supporting Be the Change, both as venue sponsors and business guides."

www.lovelocaljobs.com

Kingston Smith



Redhill accountancy firm, Kingston Smith, recently presented cheques to two local charities with monies raised by a recent Quiz Night where teams included IT businesses, banks, solicitors and surveyors from Surrey and Sussex. The quiz, now in its 18th year, was a great success, with Artifax Software Limited beating stiff competition to take the crown at the end of a very fun evening.

Kingston Smith partner, David Montgomery, said: "The Charity Quiz Night is a real highlight of our calendar. Once again, so many of our friends and colleagues in the community have been very generous and enthusiastic about being involved. Without them, it wouldn't be possible to host yet another great evening and raise money for two brilliant causes."

"I am thrilled to present The Children's Trust and St Catherine's Hospice with these cheques for £1,500 each. They both do terrific work in our local community, providing essential support that makes a profound difference."

The Children's Trust is the UK's leading charity for children with brain injury, working with young people from across the country at a specialist centre in Tadworth. Its vision is for all children with brain injury to have the opportunity to live the best life possible.

St Catherine's Hospice offers expert hospice care to people in Sussex and East Surrey, helping more than 2,000 terminally ill people, their families, friends and carers each year. www.kingstonsmith.co.uk

Search works with Mind to address mental health in the workplace

According to Mind, the mental health charity, 1 in 4 people in the UK will suffer a mental health problem each year. For this reason, Search will be hosting a complimentary workshop that will educate employers on how to manage mental health in the workplace.

This year's workplace wellness campaign follows Search's series of nationwide, value-added events hosted last year about how to manage cancer in the workplace.

Associate Trainers for Mind will guide line managers and HR professionals through the

essential and practical aspects of managing mental health in a work environment, whilst raising awareness of issues regarding mental health and wellbeing.

Employers will then have the opportunity to ask questions and gain further insight into building and maintaining mentally resilient workplaces.

The seminar takes place on Thursday 6th April at the Crowne Plaza in Crawley. Email events@search.co.uk if you are interested in attending.

The Brighton Medieval Banquet in aid of Rockinghorse on Sat 25th March 2017

This year we are commemorating the Rockinghorse Children's Charity who has been helping sick children across Sussex for 50 years. To mark this golden anniversary we are having a fundraising event like no other - The Brighton Medieval Banquet.

This themed dining experience will be a truly unique event as around 400 guests are expected to be transported back in time. The night will start with a drinks reception, tankards of ale and goblets of wine before you are called to be seated at the long banqueting tables in the 'Kings Hall' at The Grand, Brighton.

Medieval fayre will be served to the tables and guests will help themselves to the feast before them. During the banquet guests will be entertained by minstrels, jesters and possibly the occasional sword fight! The evening will be hosted by our celebrity King and his Queen who will preside over proceedings and there will be live music to dance the night away.

Guests are encouraged to dress in medieval fashion and an amazing prize awaits the best dressed couple on the night.

Your ticket includes:

- Reception drink
- Three course medieval banquet
- Jugs of wine, ale and mead on your table
- Celebrity host
- Entertainment
- Live band
- Prize for 'Best Dressed Couple'

There will also be some fundraising on the night with some amazing raffle prizes and auction items.

If you would like to get involved by taking a table or donating a raffle/auction prize then please contact Jason Edge at Mayo Wynne Baxter

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01273 608444
Architects

Yew Lodge Country House

www.yewlodge.co.uk
01342 870003
Venue

Forthcoming events

Thursday 23rd March 2017

Elevenes & Networking

WDR Ltd, Horsham
10.30am – 12pm
Free for members

Friday 31st March 2017

March Members Meeting

Hosted by Sodexo Prestige at The Amex Stadium
11am – Educational Seminar: Positive Engagement
12pm–2.30pm Members Meeting
Free for Members
£30inc guest fee

Tuesday 4th April 2017

Express Lunch

Millennium Copthorne Hotel
12pm – 2pm
£22+VAT for members
£32+VAT for non-members

Tuesday 11th April 2017

Afternoon Tea & Wine Tasting

Mannings Heath Golf Club & Wine Estate
2.30pm – 4.30pm
£22+VAT for members
£32+VAT for non-members

Friday 21st April 2017

Pastries & Networking

Creative Funding Solutions Ltd
8.30am – 10am
Free for members

Friday 28th April 2017

April Members Meeting

Holiday Inn London Gatwick Airport
11am – Educational Seminar
12pm–2.30pm– Members Meeting
Free for members
£25+ VAT guest fee

Friday 5th May 2017

gdb Charity Challenge

South of England Event Centre
1pm – 6pm
Teams of 8 at £640+VAT
www.gatwickdiamondbusiness.com/event-42-.html

Booking information

Please email or telephone to book. (If you turn up without booking, we cannot guarantee that we will be able to cater for you). Where there is no price stated events are free for members to attend.

Send booking requests to:
events@gatwickdiamondbusiness.com

Bringing Guests

If you know of someone who would like to attend a members meeting, please do check with the office first. Guests are welcome to attend one meeting to see how membership can work for them, but places are limited and we do have to turn some away. The fee for a guest is £30 (which includes VAT).

Remember!

To let us know if your plans change and you cannot attend so that we can offer your place to someone else. Thank you.

Seminars

31st March 2017

Positive Engagement

Presenters:
Rosanna Farrar, Be the Change
Daryl Gayler, natwest RBS

The Changing Face of CSR:

How businesses can 'do good' at the same time as growing, developing AND improving bottom line.

CSR activity offers businesses the opportunity to better engage with and support local communities.

28th April 2017

The Power of a Rebrand

Presenters:
Matt Turner of Creative Pod
Matthew Tyson of Richard Place Dobson

Before (the old brand)

The process (what this achieves and opens your eyes up to)

Impact (how this has affected key stakeholders in the business)

Outcome (measuring the effect)

The Future (Lead into the marketing and digital impact)

Referral thanks

- Chris Sowerby from Business Doctors for Magnify Creative
- Jon Whitehead from Cleankill for Fine Marketing
- Anya Ledwith from ESHcon for Solvency Solutions (South East) LLP T/A Monson Mediation
- David Lace from Bond & Assoc for Pinnacle HR Solutions Ltd
- Michael Cracknell from Mazars for Neva Consultants.com Limited
- Paul Taylor from Taylored Resolutions for Huxley Digital and The Chameleon Guide
- Tamara Oakes from Lingfield Park for Barney Warner Photography
- Paul Bates from Cleankill for Qdos Computer Consultants Limited
- Julian Clay from Sales to Success for Sales Plus Profit
- Tom Crellin from Tom Crellin for Towergate

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The Source is published by Gatwick Diamond Business

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