

Edition 15
July & August 2022

The magazine for Gatwick Diamond Business members

ILG: Delivering a More Sustainable Future

Full speed ahead for local
motor vehicle students

Member Spotlight - Reigate &
Banstead Borough Council

Diamond Expert Market Place



Welcome!

Last month saw us bid a fond farewell to Jeff Alexander, after almost four years as our Chief Executive. Since late 2018 Jeff supported and guided gdb through one of, if not the hardest periods in our organisation's history. With his expert leadership, we not only braved the storm but managed to move gdb to another level. His legacy leaves us with a wonderful array of new programmes and Member benefits which will see us well into the future.

Jeff will certainly be missed by us all, and I am sure you will all join me and the gdb Team in thanking him for his dedication and friendship, and in wishing him a wonderful and enjoyable retirement.

Turning to this edition of Diamond Magazine, we'd like to thank ILG for their sponsorship. You can read the inspirational story of how this successful fulfilment & delivery specialist based in East Grinstead, are rising to the challenge of increased consumer demand whilst maintaining and even improving on their sustainability objectives (page 12/13).

Our Member Spotlight this edition focuses on Cllr Eddy Humphries and Simon Bland of Reigate & Banstead Borough Council, long standing and valued supporters of the Gatwick Diamond Business Community.

And the community theme continues with some heart-warming collaboration stories, show casing the amazing

work local businesses and local charities are doing together. Take a look at page 10: RPD/St. Catherine's Hospice, page 15: Sub Cool Fm/Crawley Open House and page 16: PVL/the MET Police Children's Charity.

As we continue to embrace the value of face-to-face networking, we are delighted to welcome Kings Golf Studio and Nutfield Priory Hotel & Spa to gdb membership. Look out for the Networking and Entertainment Experience at Kings Golf On 18th August, and Nutfield Priory Hotel & Spa provides us with a beautiful location for our AGM and September Members Meeting. For full details of all upcoming events, see Page 31 or visit our website:

<https://www.gatwickdiamondbusiness.com/11-events.html>

Our thanks as always to Creative Pod for the design of Diamond, and to all of you who have contributed your news, inspiring stories and advice to this edition.

As we look ahead, the gdb community remains in great hands, with a very capable and experienced Team here at gdb, backed by a rich pool of expertise in the form of the gdb Executive Council. We look forward to working with you all and supporting you in in the coming weeks and months to ensure you get the very best from your gdb membership.

Sally Brown, General Manager of
Gatwick Diamond Business



Follow @gdbmembership for the best networking in the diamond



Opportunities for Lifelong Learning

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DIAMOND EXPERTS MARKET PLACE



On Tuesday 28th June, the first Diamond Experts Market Place event was held in partnership with Storm12 and Roffey Park.

The morning started with the bustle of Experts arriving bright and early to set up their stands in and around the Main Market Place at Roffey Park Institute. Taking the opportunity to network over coffee and pastries, exhibitors and guests were then welcomed to the event by Dr. Robert Coles, CEO of Roffey Park Institute alongside Jeff Alexander, CE of Gatwick Diamond Business and Matthew Saunders Director of Storm12.

Expert Presentation sessions ran throughout the morning, covering a diverse selection of topics from 'Protecting your Business from Cyber Attack' and 'Making Hybrid Working Work' to 'How to do Culture and Transformation' and 'What makes up a Brand?'

Visitors were also provided with an exclusive offer from the University of Brighton through their RISE Project, of a free 60-minute clinic session to explore new ideas, whether a new product, service, process or business model.

The London Mozart Players gave a fas-

cinating presentation, using 5 of their expert musicians to demonstrate 'Building Teams with Trust and Creativity'. Visitors were then treated to a 15 minute musical performance whilst they enjoyed a delicious BBQ lunch, and the opportunity to sample some local beers and wines.

Much more than a typical 'Expo', Diamond Experts Market Place builds on the gdb Diamond Experts concept and the diverse strengths of the Gatwick Diamond business community.

The ambition for Diamond Experts Market Place was certainly achieved; to provide a dynamic and highly interactive setting for businesses to build connections, identify opportunities for partnership and collaborations and learn about latest thinking and innovation. Following the success of this year's event we'd like to thank all those involved for their support, (with special mention to Xpress Group for sponsoring our printed Programme), and we look forward to welcoming you back in 2023!



“An excellent set up for attendees to wander round. Good timings on the talks to keep people at the venue. Lovely lunch! A good footfall. Really excellent.”

- Joe Cheal, Imaginarium

“I really enjoyed it and made useful connections”

- Jane Hames, Glide Training

“The breakout presentations worked well and were a draw for visitors and the experts too. The welcoming atmosphere was great and the BBQ was lovely!”

- Adam Curtis, Assurity Consulting

“The venue, organisation and atmosphere was fantastic. The proper BBQ was a real treat and created a genuinely relaxed ambience for chatting and networking.”

- Edward Chinn, EY Breakthrough Incentives

“The event was great and the flow of the day was perfect.”

- Carly Hunt, The Arora Group



Full list of exhibitors

360 Degree Brewing Company / Highweald Wine Estate
ADAVIRTUAL

Assurity Consulting

Benchmark Reprographics

Bluebell Digital

Business Doctors

Business Hothouse (University of Chichester)

Chapter Three Consulting

Cleankill Pest Control

Creative Process Digital

Data Mail Solutions

Extech Cloud

EY Breakthrough Incentives

Glide Training

Harwoods Group

Hazel Gibson Learning & Development Consultant

Imaginarium Learning & Development

Kreston Reeves

London Mozart Players

Longwood Business Support Services

Love Water

Merceric Ltd

Morr & Co LLP

PRG Marketing Communications

Roffey Park

Scaramanga Agency

SOS Systems

Storm12

Tech Results Ltd

The Arora Group

The Mary How Trust

University of Brighton

Vazon Technologies

We are detail

MEMBER SPOTLIGHT

Name: Cllr Eddy Humphreys and Simon Bland

Business name: Reigate & Banstead Borough Council Economic Prosperity Team

Member since: 2011

Description: The Economic Prosperity Team is committed to maintaining a prosperous local economy by delivering support to local businesses, working with partners, and representing their interests at a strategic level.

"gdb membership enables us to position the economic development work we do at a local level within the context of the wider Gatwick Diamond economy."



Cllr Eddy Humphreys and Simon Bland

1. What appealed to you about joining gdb?

The opportunity to be part of an organisation with such a broad range of members.

2. What was the thing that surprised you about gdb?

The organisation's commitment to and support for its members. Everyone is so willing to help members get the most from their membership.

3. What's the biggest single thing you've got from being a member of gdb?

The opportunity to develop relationships and learn from a wide range of businesspeople.

4. What difference has being a member of gdb made to your business?

As a Council, our membership enables us to be more 'plugged in' to the wider Gatwick Diamond economic area and better able to support the needs of the business community locally.

5. gdb puts on lots of different types of events - what's your favourite?

The monthly Member Meetings without doubt. There is always a real sense of energy and enthusiasm in the room and so many engaging and enlightening conversations to be had.

6. What's different about gdb compared to other networking you do?

Beside the fantastic support, the breadth of events and the real sense of community.

7. What's your top tip for getting the most out of networking?

Always attend with a sense of purpose, be open minded, and listen.

8. Besides the events, what else do you get out of your gdb membership?

The sense of being part of a community and the unfailing support.

First Female Director to be a Finalist at The Dynamic Business Awards 2022

This year, marketing director Sarah Lyons is breaking all kinds of records at Creative Pod, a full-service marketing agency. She is a finalist in the 2022 Dynamic Business Awards, in the category of Creative Industries, which celebrates the remarkable achievements of female business leaders across Sussex.

This is just one of the many achievements that she has excelled in throughout 2022, having recently been promoted to marketing director (making her the first-ever female director in the company). Furthermore, she has steered the team into becoming an award-winning agency and recently helped them win the Creative Design & Marketing award at the Gatwick Diamond Business Awards. Finally, Sarah also guided Creative Pod to become a 'Drum Recommended' member, which is a leading global media platform promoting the top marketing professionals

in the industry.

Sarah Lyons, Marketing Director, said: "I can't tell you how humbled, honoured, and probably most of all, incredibly shocked I am to be named as a finalist in this year's Dynamic Business Awards and to appear alongside the other amazing women in my category. Huge congratulations to all the finalists!"

The Dynamic Business Awards' sensational gala event is at The Grand Brighton on June 29th. Businesswomen, colleagues, friends, and family will join to celebrate the success of these inspirational women.

Matt Turner, CEO of Creative Pod, said: "I'm unbelievably proud of Sarah and how much she has achieved in her career so far. She is the only other individual at Creative Pod to become a finalist for an award, and I am excited for what her future holds and what she will achieve next."



Sarah Lyons

If you would like to outsource your marketing, design, or website work to an award-winning, local agency, please get in touch: www.creativepod.uk.com

Finding Solutions to Important Issues Creatively

You are your greatest asset. With so much change still happening it is essential to switch off, reflect, and re-charge your batteries, particularly when you find yourself with a pressing issue. Often when confronted with a situation that needs an immediate resolution, we see it as a setback, and it becomes the tipping point into overwhelm. We resist the need to reflect, invite support and enable the solution to surface. We

become slaves to constant action and expect stressed linear thinking to deal with it – now! The result is you end up stuck. Here are some creative solutions for resolving your issue.

Reflection is the act of allowing more of your brain to engage in the process – moving from doing to being still; somewhere quiet, gazing into the middle distance or daydreaming! A simple 'spider' map where you write the issue in the

centre of a piece of paper and come up with 8 ideas intuitively – not overthinking it or engaging judgement. Finally, you could buy the Creative Whack Pack – a deck of cards to engage your creative mind to find your solution.

I've used all the above to great effect for clients and myself. But there are times when the right coaching programme provides the best support.

This is why I recently launched The Leadership Makeover 3-Session Programme because sometimes we need to hear ourselves think by talking an issue through with someone who can act as a sounding board, pose key questions, and listen deeply.

To find out more about the programme – it's on special offer – or if you've questions about these solutions contact me louise@louiseetaylor.com or: www.louiseetaylor.com



Relevant work based training? Start with ABC.

When booking your first aid training do you consider if the course will be properly relevant to your workplace?

Training that looks in depth at what your business does is really important because there may be a wide range of challenges that staff can face when dealing with an emergency.

Why is it so important?

Put simply, with the correct training, the risk to injury is reduced and the focus can be on a successful outcome in any given situation.

Case study: When delivering a first aid course for a restaurant client we looked at what can happen when someone becomes unconscious in the chair at the table.

So, we taught the staff how to assess the casualties breathing and how to safely and quickly move the casualty from the chair to the floor.

Using detailed scenarios that are directly relevant to your business can make the difference between your staff having not just the theory of what to do but the practical skills to carry out the correct treatment.

Carrying out training at your business premises ensures it is relevant to that particular workplace. This can help employees feel better informed and able to be an active part of keeping their workplace safe and more confident to be able to deal with emergencies or any issues that arise.

Check that your first aid courses are fully accredited and meet the national standards required by HSE guidance.

Want to find out more? Visit www.abcworksafe.co.uk or call Paul Lane on 01903 911943 or email paul@abcworksafe.co.uk



Paul Lane



New Entertainment Venue in East Grinstead

The beautiful medieval market town of East Grinstead, West Sussex is thriving with plenty to offer the community from restaurants, bars and cafés to local gyms, a cinema and leisure centre. It is a fantastic place to bring your family and friends for a stroll in the park or catch up over some food and drink.

KINGS identified a gap in the market to introduce a sports and entertainment venue to the town, to engage with families and businesses who want more fun and team building experiences.

Situated in the heart of East Grinstead, KINGS have been opened since May 2021 starting out as a home for indoor golfers. The team quickly saw that there was space to grow and develop the corporate side of the business and soon added more elements to the facility to encourage team building.

KINGS have recently hosted a busi-

ness meeting with a twist, the client wanted something to keep the attendee engaged. So, we offered them our private room which has a projector screen that turns into a golf simulator. All the attendees love this as they could re-energise themselves during the breakout time. Plus, they got to enjoy the famous NACHOS!!!

Gary King, the Founder of KINGS wanted to create a space for the whole family whilst giving back to the community.

"The idea behind KINGS was to create the ultimate entertainment venue that caters to the whole family. It is a place to dine out whilst having the option to play a range of fun indoor activities!" – Gary King, Founder of KINGS

To book an event simply go to their website at kingsperformance.co.uk. For any advice or help on making your booking, you can give their friendly team a call on 01342 77 99 99.

Moving beyond a core values mismatch

It can happen after only a few minutes of conversation with someone. Your stomach clenches, your heart rate might accelerate, and you start to fidget. You feel uncomfortable and want to escape the conversation. So, do you have food poisoning? Nope, worse. You have a core values mismatch.

Successful business owners know few things matter more than surrounding themselves with the “right” people. That can mean employees, clients, vendors, investors, peer groups – anyone with whom they share their time and energy. Being around people who share their values helps them build deeper trust, lead better, and grow faster. Everything around them just works!

Resolving a core values mismatch

Even if you choose your people with care, at some point you’ll find yourself



stuck in a core values mismatch. When it happens, you’ll know it in your gut. Below I suggest three approaches you can take to move forward.

1. Measure Your People

Evaluating people will always feel like a complex and subjective process. The People Analyzer™ tool lets you score each member of your team on how well they fit your core values. It gives you a quantifiable way to articulate what you already know in your bones. The clearer you define the problem, the more

quickly you can decide what to do next.

2. Enter the Danger

When facing a difficult decision, most people tend to freeze. Our primal brain triggers a fight-or-flight response to protect us when we become fearful. But you won’t do that. You’ll shift to your prefrontal brain, where you can be open and honest about the problem.

3. Take Action

I bet you already know what you have to do, and you’re just procrastinating doing it. Many leaders struggle to avoid making bad decisions and taking far too long to make good ones. Decide right now that you won’t let this core values mismatch drain your energy and stall your progress any longer.

www.eosworldwide.com/brandon-harris

Get rid of fatigue!

If you’re suffering with a fatigue condition such as ME/CFS, Fibromyalgia, Post-Viral Fatigue, Long Covid, etc you might be desperate for a solution, as you want your energy, health and life back quickly.

What is the best way to do this? The trick is understanding and resetting your Autonomic Nervous System which produces the Fight or Flight response. This can get stuck in overactive when we are struggling with adverse circumstances for a prolonged period, but normal modern life can cause this too, so we may not always recognise it.

When our brain senses a threat (anything which is a threat to our life, health, comfort, happiness – including difficult relationships, finances, employment problems, overwork, injuries, emotional stress, infections, poor diet, disempowering language, insufficient sleep, bothering thoughts...etc) it produces

hormones to help us fight or run away (evolutionary response). But these hormones build up in our system making us feel sluggish, suppressing our immune system and digestion, and also changing the way our nervous system transmits signals; encouraging fatigue, pain and illness.

If we can spot when this is happening (much of it is subconscious so we don’t realise) and change our behaviour, thoughts, language, emotions etc to ones that activate the OPPOSITE branch of the Autonomic Nervous System, it facilitates good health with calmness, energy and comfort in your body. This can reset your nervous system when done consistently, switching off symptoms including fatigue and pain!

Goodbye fatigue, Hello Energy.

Jo Sawkins is a fatigue specialist and provides Health and Wellbeing solutions to help individuals and staff with



Jo Sawkins

physical and mental wellness. Helping to reduce sickness related absence and retaining staff who would have lost their job through illness.

07961 014129

jo@wingswellbeing.co.uk

www.wingswellbeing.co.uk



Ian Baker, Natalie Baker and Linda Baker

Recognition for Local Vending Company

Hailsham-based Westways Vending recently entered their industry event “The Vendies”, a scheme to recognise excellence in the vending industry.

The award ceremony took place over a prestigious lunch in London, during which Directors Ian and Natalie Baker were delighted to pick up the award trophy for “Best Regional Vending Operator”.

Ian said “We are thrilled to be recognised by our industry for the hard work and dedication of our team, who on a daily basis go the extra mile to provide

great service to our customers.”

Westways supplies hot drinks, snacks and cold drinks vending machines to clients of all sizes throughout the South East. As a family-owned business, they believe in the values of customer care and attention to detail at the forefront of all they do, and this is demonstrated in the loyalty of their customers, many of whom have been with them since the Company was formed in 1999.

www.westwaysvending.co.uk

Richard Place Dobson raise £7,121 for St Catherine’s Hospice

Over the last financial year (2021/22), Richard Place Dobson (RPD), a Crawley Accountancy firm based in West Sussex, has been fundraising for St Catherine’s Hospice and raised an incredible £7,121.04.

RPD host many exciting events throughout the year, and one that is a popular choice, is the annual quiz night, which was hosted in May at The Hawth in Crawley. As always, clients, colleagues, family, and friends join RPD to get their quiz hats on, and this year, St Catherine’s Hospice was hosting a 36-hour appeal, whereby local funders doubled any donations received during this time. From this event alone, RPD raised over £3,500.

St Catherine’s Hospice is a local charity providing expert hospice and end-of-life care for people in West Sussex and East Surrey. They help around 2,100 terminally ill people, family members, friends, and carers each year in their homes, at their day Hospice, and on their wards.

Matthew Tyson, Managing Director, said: “We’ve supported St Catherine’s Hospice over the years and seen them grow as a charity. It’s been a pleasure working with them and being a part of their journey. We want to thank everyone who has donated throughout the year, and we are grateful to The Hawth for hosting us again. Thank you!”



Matthew Tyson

RPD also hosted its second annual footgolf competition last July and was overwhelmed with the number of teams that signed up for the event. It was a fantastic turnout, with local businesses coming together to raise money and have some fun! This event alone raised £2,744.

RPD has just introduced its next charity partner for 2022/23, Crawley Food Bank Partnership. If you would like to help fundraise and join in one of these exciting events, get in touch here: www.placedobson.co.uk

Wessex IT joins forces with E-mpower.IT

Managed IT provider Wessex IT welcomes E-mpower.IT onboard, growing the team to 20 staff. The West Sussex-based partnership will trade under the Wessex IT banner.

The combined capabilities and resources of the two businesses will provide their growing client base with access to a wider range of professional technology services, specialist expertise and of course the exceptional customer service which E-mpower.IT is known for.

Directors Richard, Andrew and Jon will continue to lead the combined team and extend a warm welcome to Ian from E-mpower.IT who continues as Team Leader, as well as and Barry and Pete as Service Desk Engineers.

Jaffer Lokhandvala of E-mpower.IT will also support the team and clients for the foreseeable future but in time

his focus will shift to another business interest, and semi-retirement. He had this to say about the merger:

“By joining forces with Wessex IT, our clients will benefit from the additional resource and breadth of expertise of the combined group which will ensure that the high levels of customer service they have come to expect will continue into the future. The culture and the ethos of the two companies is really well matched and together will offer its expanded client base a first-class service focussed technology partner.”

Richard Maynard, Director at Wessex IT said:

“For us, E-mpower.IT are the perfect match in terms of service mix, location, ethics and commitment to customers. The team have brought their passion for customer service with them, and we are



confident that we have the right partner to take Wessex IT to the next level of its growth plans.”

Management would like to thank clients and staff for their loyalty and dedication which has enabled the business to remain the versatile and ever-evolving technology business partner that it is today. As Wessex IT expands it remains committed to the right technology solutions for each client, to deliver best in class service and to create an inclusive, innovative working environment.

www.wessexit.com

Eshcon Celebrates ISO 14001 Success

Anya Ledwith was very happy to have another successful ISO 14001 environmental audit. Rather than for her clients, this was for her own business.

Eshcon is certified to ISO 14001 and has just sailed through the annual audit.

Why should a single person business put in an Environmental Management System, let alone go to the trouble of certifying to ISO 14001?

Anya said “It allows me to properly understand my environmental impacts, risks and importantly the opportunities arising for the business. I’ve put in a framework to do this – it doesn’t have to be overly onerous, given the size and nature of the business.

“Having the goal of the annual audits gives me something to aim for, keeps me on track – yes, even committed environmental consultants sometimes get diverted away from their beloved EMS! All in all, it’s a worthwhile exercise for

the business... plus of course my clients expect it.”

This year’s highlights include:

- With business travel by far the biggest proportion of Eshcon’s carbon emissions, Anya is reducing the need for travel by further developing services and processes that can be delivered remotely.
- As well as setting a Science Based Target, she continues to offset far greater quantities of carbon through the Climate Positive programme with Ecologi.
- Charity donations are both financial (1% of turnover) and time (volunteering for Sussex Community Foundation).
- And of course, getting the message out to her clients, partners and contacts. Net Zero targets for clients this year alone covered emissions of >46,000 tCO2e



Anya Ledwith

Eshcon is a leading environmental & carbon management consultancy.
www.eshcon.co.uk

A Greener Future For Logistics

For East Grinstead-based fulfilment and delivery specialist ILG, the easing of the pandemic means no let-up in demand for its services. Online shopping surged in 2020 when lockdowns kept consumers at home and High Street stores were off-limits. But today, despite shops being fully open once again, over 64%* of shoppers continue to buy online. This sustained growth in e-commerce means that ILG is consuming more resources than ever, and throws a spotlight on the need to operate as sustainably as possible.

*Bazaarvoice 2022

More Growth. More Pressure on Sustainability

Keeping pace with online sales growth requires ILG to process more orders, open new facilities, use more packaging and send out more deliveries. Inevitably, this extra activity boosts energy consumption and creates more waste. Meanwhile, more and more consumers are choosing to buy from brands with sustainable supply chains. ILG is responding by putting sustainability at the forefront of its future growth strategy.

“At ILG we put care for the environment front and centre. Like many of our customers and our customers’ customers, we share a deep concern for our planet’s wellbeing. We’re determined to do our bit to secure a more sustainable future for us all.” Mike Stephenson, ILG Chairman.

In 2020, ILG set itself an ambitious target: to cut its carbon footprint by 35% by 2023. By sourcing sustainable energy and materials, cutting waste, opening energy-efficient facilities, recycling more and driving greener practices, the company is currently on track to hit its objective.

ILGreen: Behaving Sustainably

The ‘ILGreen’ staff programme aims to embed ‘acting green’ across daily work routines and promote planet-friendly behaviours such as battery recycling, minimising print, separating waste and participating in the ‘Cycle to Work’ scheme. All ILG company cars are either all-electric EVs or hybrid vehicles.

ILG is recruiting a team of ‘Green Champions’ to help promote sustainability across its business. Passionate about the environment, these volunteers are responsible for innovating green on-site initiatives, driving awareness of sustainability issues and providing support to colleagues.

Target Setting

ILG works with independent consultants to evaluate its environmental impact, set achievable targets, develop go-green strategies and monitor progress. At the outset, ILG commissioned an independent business-wide, 360-degree audit to measure impacts business-wide. Ongoing audits regularly calculate CO2 footprint and identify new opportunities to



Paperless Invoicing

A project to transfer all ILG clients to paperless invoicing will yield huge savings in paper consumption. For just one client, going paperless would save approximately 1.5 million pieces of paper every year!

cut waste and pollution.

Following its initial target of 35% CO2 reduction by next year, ILG is committed to setting new goals for beyond 2023. All targets include absolute reductions in environmental impact as well as relative enhancements. ILG is currently working towards ISO 14001 accreditation and a framework for achieving its targets through consistent review, evaluation and improved environmental performance.

Eco-Successes

ILG’s success to date has been achieved thanks to progress in four key areas:

- **Zero-landfill waste** - 100% of ILG’s waste is either recycled or used as fuel in the energy-from-waste process. This generates enough electricity to power 60,000 homes and ensures that no waste is sent to landfill.
- **Sustainable facilities** – ILG’s latest warehouse in Salfords, Surrey opened in April 2022 with a wide range of eco-friendly features, including motion-sensitive LED lighting, electric

We share a deep concern for our planet's wellbeing. We're determined to do our bit to secure a more sustainable future for us all.



forklifts and platforms, efficient heating and ventilation, high BREEM rating, EV charging points and extensive skylights.

- **Green energy** – By switching to Green Electricity and Green Gas contracts, ILG is making significant footprint savings across all its warehouses and offices.
- **Eco-friendly packaging** - All of ILG's packaging is made from recycled paper and cardboard. Oil-based void-fill materials are avoided wherever possible and over six tonnes of cardboard are sent to recycling each week.

Delivering a More Sustainable Future

For this trail-blazing fulfilment company, making sustainability a strategic priority ensures it is ingrained as a core business focus, from boardroom to the frontline of its fulfilment and delivery operations. This means that ILG's growth will be tied inextricably to environmental protection, now and in the years to come.

www.ilguk.com

About ILG

Founded in 1990, ILG is a market leader in outsourced order fulfilment and delivery. With the latest technology, state-of-the-art facilities and expert, highly trained staff, ILG specialises in retail and e-commerce fulfilment for fashion, beauty and wellbeing brands. Its clients range from young, challenger e-commerce businesses to high-profile brands such as Charlotte Tilbury, Belstaff, Trinnity London and NEOM. ILG employs over 530 people across 11 warehouses in the UK and EU and serves around 350 clients worldwide. Part of Yusen Logistics, ILG also offers global air, road and sea freight services.

How unconscious bias can be removed from the recruitment process

Diverse and inclusive hiring practices ensure that the best candidates for the role are always found. There is a huge bank of research that has identified that businesses perform better with greater gender and ethnic diversity. So, removing unconscious bias from the recruitment process could not only improve culture and creativity but performance too.

Removing unconscious bias from recruitment

There are some important steps that any business can take when it comes to ensuring that as little of this as possible is used in the process of making recruitment decisions.

Review your entire recruitment process:

This starts with the job ads and the marketing that you're using to attract candidates - is the language used designed to attract a specific gender or exclude a certain race? One of the clearest indi-

cations of this is if you are only getting applications from one type of candidate. Follow the recruitment process through to the end point - are your eventual hires all much too similar?

Use technology:

It's worth bearing in mind that the biases of those who create software programmes and algorithms can end up embedded in them. However, technology still has a useful role to play in helping to eliminate unconscious bias in recruitment. For example, you can use it to block names and photos during initial stages, to automatically post ads in different locations so you have a broader reach than usual and even to remove all personal information from recruitment and focus on aptitude tests instead.

Look inward:

If your organisation is lacking in diversity, looking at training, business



objectives, pay and benefits structures could all provide a clue as to how unconscious bias has shaped your existing workforce.

Removing unconscious bias isn't about being politically correct but ensuring that you're not holding your business back by crippling it through a lack of diversity and inclusion, and therefore reaping the rewards the varied ideas, contributions and experiences will deliver.

www.volt.com

Our new website sounds amazing

We have launched a new website that looks great, sounds amazing for visitors using screen readers and is a breeze for keyboard-only users to navigate. So that we can practise what we preach, we've redesigned our brand and website to be fully accessible.



Fittingly, we chose to shout about our journey to accessibility and inclusivity on Global Accessibility Day (19th May).

How we made our brand accessible

It was important for our brand to be simple by design, with a focus on legibility. We carefully chose:

- New typefaces for improved readability, important for the dyslexic and visually impaired
- New colours because of their improved contrast, catering to those suffering from some forms of coupled colour blindness
- A design device based on braille interwoven into our imagery to show that we consider everyone
- A suite of icons that encapsulate our focus: Auditory impairment, Visual impairment, Universal access and Sus-

tainability - a visual reminder of our commitment to those with impairments

Why inclusive marketing and accessibility?

More and more customers are actively choosing to buy from and work for brands that are ethical, sustainable, inclusive and give something back.

Part of inclusivity is enabling universal access to services and information - that includes the 11.6 million people in this country who have a disability, 80% of which are invisible.

It is important for everyone to embrace this ethos - benefitting your business, your customers, society and the planet.

To find out more about accessibility, give us a call on 020 3371 3295

<https://scaramanga.agency/>

Sub Cool Fm token of gratitude to Crawley Open House

A token of gratitude from Sub Cool Fm Ltd to Crawley Open House of 6 internal air conditioning units and 3 outdoor condensers is well underway. This donation will give The Crawley Open House brand-new resource centre a climate-controlled environment for staff and clients alike.

Crawley Open House has strived to support those experiencing the effects of homelessness, unemployment, loneliness, discrimination, or other forms of social exclusions. Providing short-term accommodation within their hostel, outreach services to those in the local community. The new beating heart for the charity is nearing completion however a little something special was missing until Sub Cool Fm Ltd came along.

Sub Cool Fm Ltd are industry leading experts, providing best in class products and installations for commercial and residential clients. Sub Cool Fm Ltd Founder,



Jacob Swei, visited the charity to view the resource centre and to meet the exceptional team working incredibly hard and learned their new centre didn't have any means of cooling. This led to Jacob donating over £15,000 supplying and in-

stalling new air conditioning throughout.

Jacob Swei, Founder said: "Crawley Open house have the Challenging task of reducing homelessness, Rehabilitating those who need it, give free advice, offer security & love to those who may not have as much as most.

Our comprehensive installation of free air conditioning for their brand-new facility, is not a donation, it is a token of gratitude.

It's a thank you from us as a business for getting up and doing what you do, it's a thank you on behalf of the hundreds of businesses in west Sussex which support us, to allow us to do this for you.

We all need help sometimes....

Stay Cool and keep Crushing it for West Sussex"

www.sub-cool-fm.co.uk

www.crawleyopenhouse.co.uk

What's impacting manufacturing?

The future of manufacturing industries globally is bright. According to IIoT World, 27% of worldwide manufacturers estimate at least a 10% YOY increase in revenues until 2024.

While food and drink manufacturers across the UK are being challenged to reduce their carbon footprint, it's important to note that investing in sustainability doesn't have to impact profitability. We identify ways to unlock value through investing in sustainability.

The UK itself is currently the 9th industrial nation in the world, accounting for 45% of the country's exports and 69% of its R&D activity. Despite global economic uncertainty, UK manufacturers remain resilient and resourceful. The Government's Industrial Strategy has identified some key areas of opportunity for innovative manufacturers which promotes significant growth po-

tential. As the need to be sustainable is becoming essential, more manufacturers are stepping up to meet the environmental concerns – and making cost savings in the process.

Introducing the Menzies Manufacturing Magazine, this can be downloaded on our website. We wanted to create a magazine which summarises the topical challenges and opportunities we see impacting the manufacturing sector. These come not only from our own insight as manufacturing specialists but also from discussions with our clients and across our network.

In this first edition we take a look at some of those opportunities, including how to benefit from the need to be a sustainable business and how advantageous freeports may be, amongst other current issues of the moment.

We advise a diverse range of manufacturers, as well as a number of sec-

tor-dependent clients. We work closely to find solutions to industry issues, utilising our expertise in everything from business strategy and corporate finance, to audit and tax advice.

www.menzies.co.uk/sector/manufacturing
cmilton@menzies.co.uk



Caroline Milton

PVL Support MET Police Children's Cancer Charity

PVL are proud to have supplied the livery for a unique British Police car, in America, for a charity event. A BMW 3 Series made its appearance at the New York Half Marathon in Central Park in aid of a London based charity called JACK.

JACK (Joining Against Cancer in Kids) is a charity that supports research into treatments for Neuroblastoma, a type of cancer that is most common in children. Every year, PVL design and fit unique livery to a Metropolitan Police car to support the cause.

Tom Stevenson, who assists with the fundraising for JACK said "Once again thank you PVL for your generosity supporting the Join Against Cancer in Kids charity. When the car arrives outside



the hotel on the morning of the Central Park run even the Met police officers are astonished by the site of it on Manhattan streets. The whole street comes to a standstill as the car pulls into its reserved space outside the hotel. It's such an iconic piece of Britishness".

To find out more about the JACK charity please visit: www.j-a-c-k.org

For further information on our specialist design, signage and wrapping services, please contact our Sales Team on 01444 258980 / sales@pvluk.com / www.pvluk.com

LED Lighting. Why make the switch?

The introduction of the Minimum Energy Efficiency Standards (MEES) for Landlords from the 1st April 2018, all private rented properties must achieve an energy efficiency rating of at least E on their EPC, to meet the minimum standards. This will initially only apply upon the granting of a new tenancy to a new or existing tenant.

Under the MEES Regulations, as from 1st April 2023, if your property has an Energy Performance Certificate (EPC) rating of F or G it will be unlawful to continue to let it and unless you "take action" now, you will face the risk of enforcement action and fines of up to £150,000.

Other changes that are being introduced include:

New building regulations from the 15th June 2022, to Part L for commercial businesses. As all lighting installed will need to list the Lumen per watt, as part of the building EPC rating.

There is also the introduction of the new lighting energy rating. Previously, the label had a rainbow colour scale going from Green to Red and lettering scale from A++ to E.

The revised scale is still green to red in colour but has a lettering scale from A to

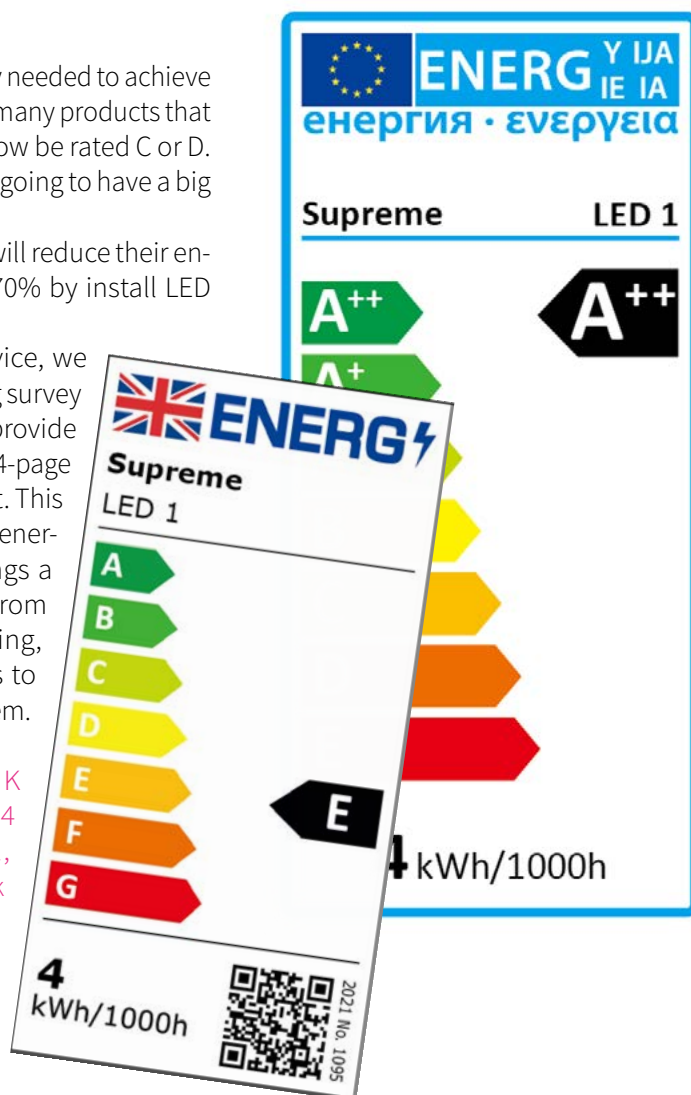
G with more efficiency needed to achieve these levels. As such, many products that were rated A++ will now be rated C or D.

These changes are going to have a big impact a business.

A typical business will reduce their energy usage by over 70% by install LED lighting.

As part of our service, we offer a "FREE" lighting survey of the premises and provide the company with a 14-page energy savings report. This will demonstrate the energy and carbon savings a business will make from installing LED lighting, along with the costs to supply and install them.

Contact LED-UK Lighting on, 01424 222200 or email, enquires@led-uk.co.uk for more information.



Leigh from Freedom Works Visits Crawley Open House

When my son was 8, we were walking through our town, and he commented on the number of homeless people. He asked me whose responsibility it was to care for them, and I told him that it was ours. Explaining that we all live together, and at times some are unable to help themselves; then the community need to help until that person feels strong enough.

Recently I had the privilege of being invited to Crawley Open House to meet with Ian Wilkins and learn about their fantastic facility. Ian generously shared the scope of the work they are doing within (and for) the homeless community in and around Crawley. It was wonderful to see the impact a team of just 26 make in a town of over 100k people.

Each day, Ian and the team look after the physical and emotional needs of 57 adults (and up to 3 dogs!). Their



Leigh Otterson & Ian Wilkins

clients have a wide range of reasons for becoming homeless, and the solutions needed cannot be addressed by a 'one size fits all' approach.

Crawley Open House offers a safe space where their clients are listened to and treated with kindness, respect and dignity. They can access food, a warm and inviting home, privacy, social inter-

action, healthcare, mental health services and onward housing programmes. Allowing them to find their voices and their confidence. Also, with the generosity of local partners, COH offer holistic support which enables their clients to access new opportunities.

Ian and the team have such a vital role in our community, one that perhaps isn't hugely publicised or considered.

In early July COH will be unveiling their brand-new Resource Centre which will further enable them to change lives in our community with the help of key local partners. This small but mighty building will really be a catalyst for change, and I can't wait to see the many ways in which this will happen.

www.freedomworks.space
www.crawleyopenhouse.co.uk

How to diversify and streamline your delivery network (and save money!)

With rising inflation, Brexit, and the effects of the pandemic, UK businesses are feeling the pressure. Whether you run a brick-and-mortar store or an eCommerce company, you want to ensure your delivery network is strong enough to mitigate potential issues, right?

Below are some tips on how to streamline your shipping, save money, and reduce the risk of delays.

Diversify

Booking your parcel deliveries through multiple carriers opens up various services that a single courier may not offer, along with prices to compare against. Businesses that rely on one courier to transport their goods could face delays or cancellations if that company experiences issues relating to their depots, routes or staff. Diversifying your shipping solutions ensures a smooth operation in the supply chain and gives you the flexibility to choose the best service for each buyer at the time of booking.



Reduce costs

With door-to-door courier services, you can book multiple orders in one go and have them collected from your address, reducing the need for staff input. Collection services also save you money on fuel as you do not have to travel to a drop-off location or even deliver parcels yourself.

Use courier experts

If you want access to a range of low-cost and reliable UK and international courier services, Interparcel can help. We've teamed up with multiple parcel delivery firms to offer discounted Economy,

Express, Next Day and Timed Collection and Drop Off services, all bookable online in seconds!

As part of our commitment to providing convenient shipping solutions, we have launched DHL UK door-to-door and drop-off services and expanded our APC Streetwise and Tuffnells offering, securing excellent discounted rates for Interparcel customers.

Visit <https://uk.interparcel.com/quote/parcel> to generate a free parcel delivery quote and streamline your delivery network.

The UK's first interdisciplinary research centre in international trade launches in Sussex

International trade is of huge importance in the British economy, and now for the first time in fifty years the UK has to design its own trade policies.

At the same time, international trade is changing rapidly and becoming more complex with the world trading system facing major challenges such as COVID-19, trade wars, disruptive digital technology and climate change. Formulating an effective trade policy that delivers something for all parts of society in such circumstances requires an evidence-based interdisciplinary approach.

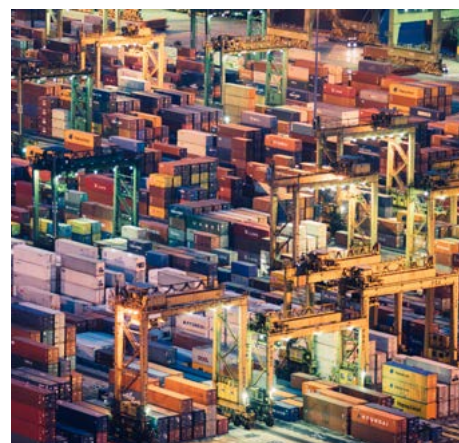
The Centre for Inclusive Trade Policy launched in May and is based in the University of Sussex Business School. It builds upon the University's long-held reputation in international trade.

Professor L. Alan Winters, Centre Co-director and Professor of Econom-

ics at the University of Sussex Business School, said: "International trade accounts for nearly a third of UK output and a third of what it consumes. Our research suggests that perhaps 6.5 million jobs are linked directly or indirectly to exporting. The country needs a 'go-to' location, both intellectually and for policy formulation."

In addition to the University of Sussex, the Centre brings together researchers from all four UK nations and will work with nine partners including Ernst & Young LLP (EY), Fieldfisher LLP, the International Trade Group of the Professional and Business Services Council, the British Chambers of Commerce, the Trade Justice Movement and trade officials in all four UK administrations.

To mark its launch, the Centre has published three new blogs exploring



what inclusive trade policy means, by: Prof Michael Gasiorek on the 57 varieties of inclusive trade policy; Prof L. Alan Winters on the etiquette of good governance; and Dr Viviane Gray and Dr Billy Melo Araujo on inclusive trade policy process.

Find out more about University of Sussex Business School research here: www.sussex.ac.uk/business-school/research/news

Do you Think in Keywords?

It might seem reductive to frame your business in a series of words and phrases, but with time spent online growing and more businesses transacting via websites and apps, it is vital to pin down your most important keywords.

For your website, think about the words that you want to appear prominently against, when someone searches for the services or products you offer, on Google. Consider how the average person might phrase their search — it might be quite different to how you, an industry insider, searches.

Build these words and phrases into the

heart of your web pages or write about them in a blog to make your website fresh, current and discoverable.

Take these words and use them as the basis of an ad campaign — it could be on Google Ads, Pinterest or Twitter, wherever you think your audience might spend their time. Search on these platforms to discover if other similar companies are already advertising.

Keyword your LinkedIn profile and your company page. If you want to be found for what you do, make sure it is written in your profile, especially if you are looking for a new role.

Connect your social posts to the wider conversation about a topic by including that topic in your text, plus adding some synonyms or relevant keywords as hashtags.

Describe your videos with relevant keywords in the title and description fields and take advantage of searches on YouTube or across video on social media.

Always tag your visual content too, so get alt tags on your photos and help search engines understand what the photo is and perhaps what you are associating it with in your usage.

Say who you are and what you do with keywords and help the world find you more quickly.



Get in touch with www.bluebelldigital.co.uk for help driving the right customers to your website.

We often hear about LNG in the news, but what is it?

Liquefied natural gas (LNG), is natural gas that has been cooled down to liquid form. This is achieved by cooling it to -260°F (-162°C), becoming 1/600th of its original volume.

It is cooled for the benefit of safety, ease of transportation and non-pressurized storage. This significant reduction

allows it to be shipped safely and efficiently around the world aboard specially designed LNG vessels.

Once a ship arrives at its destination, LNG is transferred to a re-gasification plant where it is heated and returned it to a gaseous state. From then, it is distributed through pipelines in the same

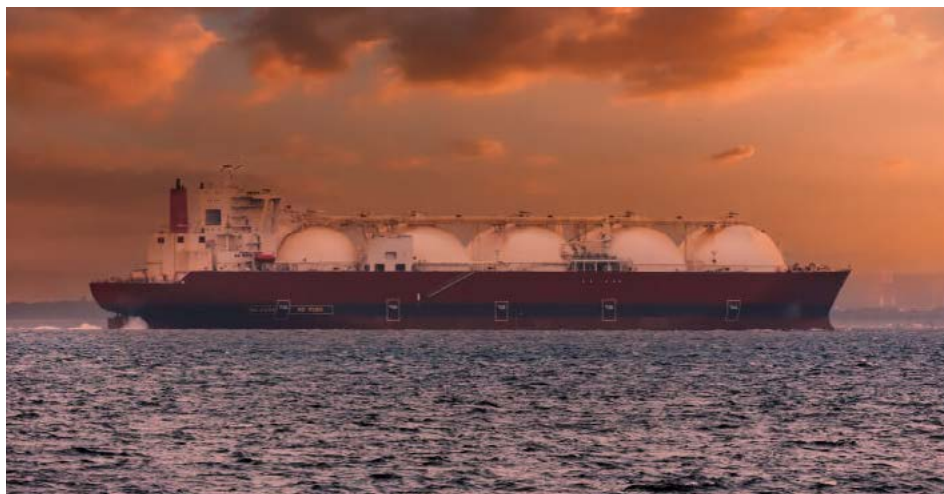
way as any other form of natural gas.

LNG imports to the UK

LNG vessels must be docked at an LNG terminal in order to be received by a country. Unfortunately, very few of these terminals are in Northern Europe - where they are most needed. One solution is for LNG to be imported to the UK and distributed throughout northern Europe through existing pipelines.

In the UK we have three LNG terminals. However, there are only two main pipelines used to pump gas back into Europe. Both have both been operating at maximum levels, pumping gas as fast as they can, but not fast enough to keep up with demand. The result being that the UK has lots of gas coming in, but not enough of it can get out through to Europe.

<https://cec.uk.com/>



Eezehaul safely deliver solar tubes to the British Library

Eezehaul Logistics have been praised for their part in delivering palletised solar tubes to the British Library in London St.Pancras. The library has a collection of over 170 million items including artefacts from every age of written civilisation.

Eezehaul transported the tubes to the library in St.Pancras. On arrival, the palletised tubes had to be manoeuvred from the Eezehaul truck by crane to roof level. Ruairi Lynch (Installation Manager – Naked Energy) who supplied the solar tubes commented "I want to say thank you to Eezehaul for managing and running the logistics for the first day of the British Library deliveries today – it couldn't have gone any better! The library is a national asset and we had to lift pallets within metres of the main entrance which had to remain open to members of the public. There was a lot to manage from a Health and Safety point of view and

Eezehaul's professionalism and great service enabled our team to focus on the lifting itself. Thanks again and this is just the first of many large orders we have coming."

When looking for a full regional and national road distribution service of palletised freight, it is always worth checking to see whether they are a member of TPN - THE Pallet Network. This way your consignments will always be met with high standards and accreditations.

Additionally, always check that your provider is FORS Silver accredited to ensure you receive a safer, smarter and greener service.

Eezehaul Logistics have been transporting full loads, groupage and consolidated loads since 1998 whilst Storage, Container Decanting & Fulfilment can be provided in our 80,000 square foot warehouse in the Manor Royal Business District, Crawley.



If you have any palletised distribution requirements, email sales@eezehaul.co.uk or phone Paul Krisman on 01293 643643.

Help Your Team Manage Stress!

Following on from the fantastic Know Your Neighbour at the Hawth, Claire was thrilled to visit Clearwater PS Ltd in Crawley to help their Team learn a unique technique that reduces stress fast.

“Just wanted to say thanks so much for this morning. It was so interesting & the techniques are so helpful, its definitely something I’m going to use going forward. Just in that first try of EFT the tapping brought my stress levels down.” – Becki

Over the course of 90 minutes, they delved into what stress is, what causes it and how to lower the intensity of the emotions around it. Enabling the Team to take control of how they respond to events. Why is that important? Your response to an event equals your OUTCOME. Hijacked by stress and overwhelm leads to a different outcome than being able to handle a situation calmly and rationally.

“Claire came to join us at Clearwater today to have a session learning about managing stress and learning about EFT. Claire is a natural trainer, she was very

engaging, very informative and made the session enjoyable. We all have stress in our lives and learning how best to cope with these is hard, I will be making this be part of my everyday life.

I do feel this course would be fantastic for everyone to learn, would highly recommend Claire, whether it be for a corporate team event or individual. I

can’t wait until the next session.” – Suzi

A MASSIVE THANKS to Becki at Clearwater PS Ltd for helping to organise the workshop!

Want to find out how to book YOUR FREE Workshop?

Contact Claire at:
claireturnerft@outlook.com



How to raise £500K with NO bank charges, collateral or interest payments

This was the average amount last year that hundreds of new businesses under two years old raised from private equity investors. They were given the money within 60 days of going online with angel investors and venture capitalists in exchange for shareholdings between 10% and 20%. It’s called “alternative finance” because it is outside the traditional banking loan system and it is now the mainstream source of fast low-cost growth capital. Last year over £20 billion was given to UK SME’s.

What type of start-ups and SME’s have successfully raised such funds? They are across all sectors. B2B such as manufacturers, engineers and professional service providers including technology designers, healthcare, training and consultancy. B2C companies included food and drink, online games, apps and retailers. They all

have in common a desire to accelerate growth in high potential markets.

Fundraisers spend this windfall on recruiting top people, premises, equipment, marketing and IP protection. Investors often join the Board for value added advice, risk management, and introductions to major players in the supply chain. To win investor trust fundraisers undertake due diligence in advance to show investors they are responsible and sustainable businesses. This evidence includes proof of customer demand, intellectual property protections, environment and social impact and a strong management team.

Many start-ups combine angel money with online crowdfunding, grants and loans. Online webinars are available at no cost to better understand how this works. The University of Brighton Green Growth Platform and Clean Growth UK have been



Clive Bonny

delivering these for several years fully funded at no cost to start-ups and SME’s.

For more information contact their strategic innovation advisor Clive@consult-smp.com at Strategic Management Partners www.consult-smp.com. Clive is also a member of UK Business Angels Association, a qualified IP advisor and ESG assessor for Responsible Business Standards.

Help Sussex Wildlife Trust document the changing landscape and reap the benefits for your business

Ever wanted to be a Citizen Scientist? Now's your chance... Sussex Wildlife Trust have installed photoposts with a specially made cradle for smartphones to act as fixed point photography locations across a number of our reserves. You may have spotted these on some of our reserves within Gatwick Diamond area including Woods Mill, Iping Common, and Waltham Brooks?

Photos taken from these locations will help us track the changes in the landscape over time, allowing us to get a better understanding of how vegetation grows and help keep a record of any changes to the landscape due to climate change. In turn this will help inform land management decisions to help protect these habitats, so people and wildlife can thrive together.

It's a simple and easy citizen science

project that you and your colleagues can get involved in. When you are next walking on one of our reserves keep a look out for the photoposts, take a quick photo on your smartphone, and share it on your public social media account using #SWTphotoposts.

Taking part in citizen science projects such as this can engage your colleagues in nature, encouraging them to get outside and benefiting their wellbeing. It is also great way to bring your staff together to make an impact within their local community linking to your CSR and ESG strategy.

Small actions can make a real difference in protecting the wildlife and natural places in Sussex

Find out more at:

www.sussexwildlifetrust.org.uk/discover/photo-posts



Or contact Louise Collins to discuss how working with Sussex Wildlife Trust can impact your CSR and ESG strategy.
louise.collins@sussexwt.org.uk
www.linkedin.com/in/louisejcollins

Pentagon Tooling makes strong investment in to upgraded EDM machinery



The engineering team at Pentagon Tooling have taken delivery of two new EDM Machines, a Wire Eroder that will replace existing aged technology and an EDM Drill which is a new addition to the comprehensive plant list. These two new machines are part funded by the European Regional Development Fund see a combined reinvestment cost of £134,000.00 by the Group and will be a real asset to the highly skilled Engineering team.

The new EDM drill will deliver advanced technology for accuracy and precision within the drilling process and the new Wire Eroder will deliver essential energy efficiency savings and help to reduce manufacturing lead times.

The new equipment will support and enhance Pentagon's full in-house mould tool manufacturing processes and be advantageous to the overall manufacturing efficiency within the division.

Pentagon are one of the few UK based

moulding organisations that also deliver full in-house mould tool manufacture. The time served Toolmakers are experts in their field and produce exceptional and complex mould tooling solutions for a wide range of industry sectors.

Pentagon's extensive tooling services include Development Tooling, Bespoke Mould Tooling Solutions, Multi-Cavity tooling and Suites of Tools, Repair, Maintenance, Modification and Servicing. The facility in Horsham, West Sussex is already home to an impressive plant list of manufacturing equipment, including state of the art CNC Machining centres, Lathes, NC Millis, Surface Grinders, and Laser Welding technology.

If you are looking to source new injection mould tooling or think that your current production tooling would benefit from Pentagon's expert tooling services don't hesitate to get in touch sales@pentagonplastics.co.uk

Full speed ahead for local motor vehicle students

Motor vehicle students and apprentices at colleges in West Sussex are benefitting from thousands of pounds worth of investment in new training technology.

The Chichester College Group has invested over £150,000 on three CarTrain hybrid and electric vehicle trainers and a Block Automotive Hybrid trainer at their colleges – which includes Crawley College. Hybrid and electric cars, specialist tooling and safety equipment has also been purchased alongside these rigs for the two campuses.

The number of electric and hybrid vehicles on the UK's roads has increased significantly in the past two years – almost doubling with an estimated 456,000 zero-emission Battery Electric Vehicles currently registered (according to information published by the RAC).

And with no new petrol or diesel cars and vans to be sold in the UK after 2030, there is an urgent need for mechanics to be specialist trained to ensure they are up-to-speed with the latest electric and hybrid technology and understand the safety implications of working on these vehicles.

The new CarTrain rigs at Crawley College and Chichester College simulate electric and hybrid cars, enabling motor vehicle students to gain much needed skills while training in a safe environment. These skills can then be further developed on the vehicles themselves to give the real-life experience.

All apprentices and Level 3 full-time students on a motor vehicle course at Crawley College will be trained using this new, state-of-the-art technology in a dedicated facility at the campus.

The college will also be offering dedicated electric and hybrid vehicle courses to industry. This will provide an opportunity to train current motor vehicle technicians in the maintenance, service, diagnosis and handling of electric and hybrid vehicles.

Awareness of the dangers involved and the ability to work safely is a key component in being able to maintain this



There is an urgent need for mechanics to be specialist trained to ensure they are up-to-speed with the latest electric and hybrid technology and understand the safety implications of working on these vehicles

style of vehicle while complying with mandatory legislation. Due to the risks involved with the high voltage systems there is a requirement under Electricity at Work Regulations 1989 that only people with the correct qualifications and training should be allowed to work on the electric and hybrid vehicles if there is any need to interrupt or work near the high voltage systems.

Andrew Green, Chief Executive at Chichester College



Group, said: “These rigs form part of a wider Sussex-wide training initiative which will ensure young people are leaving college with the skills that employers need.

“As electric powered vehicles grow in usage, replacing the traditional combustion powered vehicles in the UK, this investment will enable our motor vehicle students to learn the latest skills, using cutting edge equipment and technology.

“It means they will very much be in the driving seat when it comes to achieving their future career goals, equipped with the skills they will need to get ahead.”

The investment is part of the Greener Sussex initiative – a project funded by the Department for Education’s Skills Development Fund and delivered by FE Sussex member colleges across the local region.

The project aims to address the employer training needs of the future, with a focus on sustainable technologies.

www.crawley.ac.uk

www.chichestercollegigroup.ac.uk



This investment will enable our motor vehicle students to learn the latest skills, using cutting edge equipment

This month Creative Process are celebrating the successes and achievements of our newly qualified digital apprentices.

We're delighted to announce our, Digital Marketing cohort have recently completed their End Point Assessments and have all achieved their digital diplomas.

We caught up with some of our apprentices and employers to find out their thoughts about the programme...

"My apprenticeship has allowed me to develop into a sophisticated young lady who is capable of executing digital marketing strategies. I've brought new ideas and a fresh perspective to the table. It's been a great experience and I've been able to develop skills in areas that I'm passionate about. – Georgia, Digital Marketing Apprentice.

"Our philosophy is to hire young so that people are motivated and hungry to succeed. The apprenticeship model worked well for us because we were able to hire people who are highly motivated to learn and develop their careers in digital marketing. Also, be-

cause digital moves so quickly, we find that graduates at University level often haven't kept up to date with industry changes. Therefore, there is no better way to learn than by working within the industry" – Nick Managing Director SEED.

"Hiring apprentices allows us to employ young people with a digital mindset that is closest to our target audience – their training enables innovative approaches to getting the job done and allows us to have a formalised and accredited professional development programme for our staff." – Employer – Steve CEO of Natives

Big congratulations to our newly qualified apprentices and a big thanks to our employers who've provided continued support throughout their digital apprenticeship.

Creative Process Digital can help you find digital talent;



- Proven with a wide range of employers from small to global brands
- The leading digital skills provider for Brighton and Sussex
- 92% of Creative Process apprentices continue with their employer post apprenticeship having become invaluable team members

To find out more
www.creativeprocessdigital.com
01273 232273

James Mallinson from Servo Private Wealth wins Wealth Manager of the Year at the 2022 Retirement Planning Awards

James Mallinson, Director of Servo Private Wealth, based in Brighton and Haywards Heath, has been named the winner of the Wealth Manager of the Year (South East England) award at the 2022 Retirement Planning Awards, hosted by the Wealth and Finance Magazine.

The Retirement Planning Awards aims to celebrate the companies and individuals that have helped those young and old put their future into perspective. The awarding body are fiercely passionate about recognising outstanding achievement, game changing innovation and stellar performance and felt that James and Servo were most deserving of the accolade.

James Mallinson, Director of Servo Private Wealth, said:

"I am delighted to have been recog-



James Mallinson

nised as one of the Top Wealth Managers in the region by the Wealth and Finance Magazine, and it puts into perspective the hard work that the team and I have put in the last 12 months –so, thank you!

Servo Private Wealth is an Independent Chartered Wealth Management

practice which specialises in working with Business Owners & their families. The award showcases the talent and expertise at Servo and the difference it offers its clients and is added to the Most Innovative Wealth Management Practice Award which the firm won in 2021 at the Southern Enterprise Awards.

Speaking on the success of James Mallinson at Servo Private Wealth, Awards Co-ordinator Victoria Cotton said: "When it comes to impeccable business, we are proud to showcase James as he has excelled in the industry. We sincerely hope you enjoy the rest of 2022 ahead."

You can find out more about Servo Private Wealth here:
www.servoprivatewealth.com

Employee Leave – What Do You Need to Know?

Employee leave is one of those topics that sounds easy enough but, for employers, there can be a lot to remember.

So, here's a summary of the types of leave available to employees:

- Sick leave and holiday leave: all employees have a statutory entitlement to both of these. All employees are entitled to paid holiday leave. Eligible employees are entitled to statutory sick pay.
- Family related leave: all employees have a statutory entitlement to maternity, paternity, shared parental and adoption leave (surrogacy leave is covered under these). Eligible employees are entitled to statutory pay for some or all of the leave period.
- Other types of leave: employees have a statutory entitlement to time off for any of antenatal/adoption appointments, parental leave, dependants leave, public duties or study/training.

Eligibility criteria and entitlements vary. Most employers also provide general compassionate leave (though it's not a statutory entitlement).

- Parental bereavement leave: since 2020, all employees have a statutory entitlement to parental bereavement leave (following the death of a child or stillbirth after 24 weeks of pregnancy). Eligible employees are entitled to statutory pay.
- Discretionary types of leave: employers may also choose to offer additional or enhanced leave/pay. Examples include sabbaticals, volunteering time off, unpaid time off and/or extending the statutory entitlements.

Now for our top tips for employers:

- Understand what types of leave are available to your employees.
- Remember: where an employee is entitled to leave, in order to also receive the equivalent pay, they may



Laura McMaster

need to satisfy further eligibility requirements.

- Make leave related information easily available to your employees.
- An employee may use multiple types of leave (e.g. someone taking parental bereavement leave may also need other forms of time off). Consider everything available.

Finally: there has been talk about introducing carers leave and neonatal leave, but nothing has been confirmed.

www.pdt.co.uk

The price of not embracing diversity

How many times have you recently heard the expression “war on talent”? I can imagine the answer is quite a few. With that in mind, not providing existing employees and potential recruits with an inclusive environment, where values are upheld, differences celebrated and where being your true self is not only invited but valued, is no longer an option.

Do you want your business to be a dinosaur, looking up at the meteor without fear of “extinction”? That might sound dramatic, but not leveraging the potential and power of diverse teams to better serve the diverse customers you have is indeed like looking at the sun – you will get burned. The competition is fierce, where having something nice and shiny on your website without having the truth within your organisation to mirror that, is judged as unauthentic.



It's time to “evolve, step outside of your comfort zone as leaders and become role models in intentionally inclusive and equitable behaviours. Change is good, but it takes time and effort. Sentences like “we’ve always done it this way” sound antiquated and are frowned upon by many, especially the younger generations. We live in a connected world, where communities matter and where people want to have a positive impact on them. Diverse perspectives have been proven to enable creativity and innovation (PwC, McKinsey, Forbes, Boston Consulting Group), making your company perform

better, boost competitive advantage and strengthen the connections and bonds within your workforce and outside of it, driving loyalty from your employees and your customers.

Equality, Diversity & Inclusion benefits individuals, teams, companies and the wider community. So, I encourage you to embed diversity into your business strategy and create truly inclusive workplaces that view the diversity of their people as their greatest asset.

www.culturalnexus.co.uk

Extech Cloud crowned UK EDGE Partner of the Year at Vuzion Cloud Awards 2022

Extech Cloud won the title of UK EDGE Partner of the Year at the UK Vuzion Cloud Awards 2022.

The team at Extech Cloud was proud and delighted to be recognised for their achievements as a cloud-centric company, providing cloud IT services to customers. It demonstrates the company's commitment to training and development through the Vuzion EDGE Training platform.

"We find Vuzion EDGE training useful to learn about new features and apps, and how they can benefit our customers as well as our business" explains Andrew Hookway, Managing Director, Extech Cloud. "Our dedication to learning and development enables us to offer the latest Cloud IT solutions and systems to support our customers, helping to give them a competitive edge."

Ongoing training also enables Extech Cloud to maintain its status as a cloud



solution provider and to keep its gold Microsoft partnership.

The Vuzion Cloud Awards was created to formally recognise the achievements and successes of Vuzion partners. Extech Cloud was also shortlisted this year as a finalist for the AZURE Partner of the Year, and UK Partner of the Year

awards categories.

Having worked with Vuzion for just over five years, as the South's leading digital transformers, Extech Cloud helps organisations transition to the cloud. "We enable remote, flexible, secure and more collaborative working" adds Andrew Hookway. "Put simply, we make hybrid working work!"

Extech Cloud works with small-medium sized businesses and learns as much as possible about how people in the business use and interact with data through its Feasibility Study. "We understand how it will impact them on a daily basis, and then make the transition as pain-free and straightforward as possible for them," Andrew Hookway says.

Learn more about the innovative products and support Extech Cloud provides to businesses across the South.

Visit www.extechcloud.com, email: info@extech.co.uk

The importance of professional property inspections for Landlords in the PRS

There are several reasons why a landlord should commit to regular professional inspections, such as:

Maintaining the property.

Inspections are a great opportunity to identify areas that require attention and undertake preventative maintenance before things escalate and get worse; becoming more expensive, larger issues.

Checking for any breaches of contract.

Looking for any breaches of contract and enforcing the terms of the Tenancy Agreement agreed at the outset. (Things like Smoking, unpermitted pets, number of tenants living in the property, neglect of the property).

Maintaining a positive dialogue and building a good, open relationship with the tenant.

Continuing to professionally inspect sends

a positive message to the tenant that as a landlord, you care about the condition of the property and want it to be maintained well. Regular inspections will also ensure that come the end of the tenancy, there are fewer, if any issues to tackle when it comes to readying the property for the new tenant. This means shorter, less stressful void periods and it can also result in happier, longer-staying tenants which ultimately means more income and less expense.

Fulfilling your duty as a landlord.

Demonstrating you are fulfilling your responsibility to maintain your property in line with The Landlord and Tenant Act 1987 and meeting your duty of care to keep the tenant safe. Simultaneously creating documentation that can be used as evidence in the event of any dispute arising.

At Knights, we professionally inspect all of our Managed properties twice a



Ross Gardner

year with the aforementioned in mind. As part of our professional inspections, we will create an Inspection Report complete with photographs and detailed notes. We will highlight any areas of attention or concern, so these can be promptly tackled.

www.knightsproperty.co.uk

Do you know your obligations as an employer to prevent discrimination in the workplace?

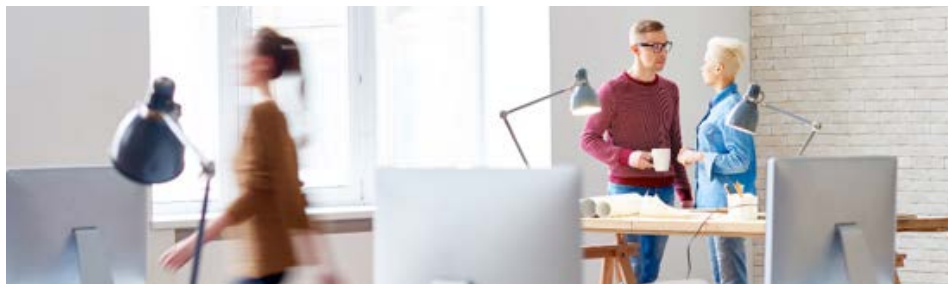
Despite many employers taking steps to support their staff and create internal cultures that promote equality, workplace discrimination is still a problem. From inadequate or misused policies and procedures to personal differences and misunderstandings, the potential causes of discrimination can be avoided.

It is against the law to treat someone less favourably in relation to one or more protected characteristics set out in the 2010 Equality Act being sexual orientation, age, disability, race, religion or belief, pregnancy and maternity, gender reassignment, marriage and civil partnership.

The impact of discrimination claims can be devastating from a financial perspective for an organisation and from a personal perspective it can negatively impact reputations and mental health.

Last year, sexual orientation discrimination claims received the largest average award compared to other discrimination claims. So, how can you prevent LGBTQIA+ discrimination happening in your business?

These are four types of LGBTQIA+ discrimination to be aware of:



1. Direct discrimination

Where an individual is treated less favourably due to their sexual orientation, and it can occur even if the assumption of sexual orientation was an incorrect one.

2. Indirect discrimination

Indirect discrimination takes place when a criteria or practice is put in place, and while it applies to everyone, it will put someone with a protected characteristic at an unfair advantage.

3. Harassment

This involves unwanted behaviour that violates a person's dignity or creates an offensive environment. Even if it was not intentional, it would be unlawful discrimination.

4. Victimisation

Victimisation happens when a person has made a complaint about discrimination and they are treated unfairly as a result of doing that.

Having policies in place and providing equality training for your staff is essential to prevent discrimination and defend your position. Loch Associates' specialist solicitors and HR Consultants can support you with this, as well as assisting you with any investigations, disciplinarys and Tribunal claims.

www.lochassociates.co.uk

Office 365 Licenses Business Comparison

Technology is so important for businesses in this modern age, think about how much your business relies on it to function. A software I'm sure you have already heard of and even may have used is Microsoft 365. Utilising Microsoft 365 within your business will provide you with many benefits including:

- Efficiency
- Productivity
- Increased communication

Overall, Office 365 enables you to have everything you need in one place – communication methods, ways to create documents, easily accessible places to save those documents, files,

data, and much more.

If this is something you are interested in or have been looking into, you may have stumbled across some confusion about which Office 365 Business License you should have. This can be difficult to decide on because there are four licenses which offer a different level of features, applications, accessibility, and security.

The four different license types are:

- Exchange Online (Plan 1)
- Microsoft 365 Business Basic
- Microsoft 365 Business Standard
- Microsoft 365 Business Premium

To learn more about comparisons between the Office 365 Business Licenses,



scan the QR code and discover which one is right for your business.

<https://www.ingeniotech.co.uk/>

Nuptial Agreements

When couples marry or enter a civil partnership, they do not anticipate the relationship will fail and the topic of nuptial agreements can be considered unromantic. However, nuptial agreements are becoming increasingly common as couples prioritise certainty and to understand what would happen in the event of a divorce/dissolution.

Individuals can be upset to learn that assets they considered theirs may form part of the matrimonial pot capable of division on separation (e.g. assets held in their sole name, property, inheritances/gifts, companies, trusts, pensions etc).

Nuptial agreements can be entered into before (pre-nuptial) or after (post-nuptial) a couple marry or form a civil partnership. They are bespoke documents which are tailored to the couple's individual circumstances detailing the ownership of belongings and how these will be divided upon separation to meet individual needs

and allow a person to seek to protect their separate assets.

Whilst nuptial agreements are not presently legally binding, provided certain requirements are met they are likely to be given significant weight in the event of a divorce/dissolution and may be upheld and therefore have value.

It should not be assumed that such agreements are reserved for the wealthy. Forming a nuptial agreement is often linked to life changing event, for example;

- Marriage/Civil partnership;
- The birth of a child;
- Buying property;
- Creating a company;
- Protecting current or future inherited wealth/estate planning;
- Becoming a beneficiary of a trust and/or protecting trust assets; and/or
- Protecting third party interests in assets (i.e. gifted family assets, companies, pensions).

An agreement records with clarity what



Charlotte Plowman

would happen if the relationship broke down.

Family Law Partners have a team of lawyers specialising in these types of agreements. If you would like to discuss a nuptial agreement, please contact us on: 01273 646900 info@familylawpartners.co.uk.

5 tips to improve your Cybersecurity

Cybersecurity can sound complicated and hard to understand, but there are simple ways you can protect your business going forward. Here are some top tips to help build up the resilience of your business in an ever-changing working environment.

1. Security risk assessments – Undertake a thorough review to understand the most critical threats to your business and to assess the impact an attack will have on your organisation.



For example, system failures and human actions that allow malicious behaviour.

2. Employee Training – Train your employees and educate them on the typical ways attackers can try and obtain sensitive information. For example, phishing attacks and common scams. Make sure to evolve your training as time goes on so the training stays relevant and up to date.

3. Add layers of protection – Multifactor authentication will increase the protection of your business. For example, make strong passwords a mandatory practice for all employees. This will protect your security endpoints across the network.

4. Regularly update software – Make sure your software is up to date, the reason being outdated systems can be targeted. Any vulnerabilities will be exploited. If you don't have the technical capability in-house, then look to an MSP to provide this automated service

as part of a support package.

5. Back up your data regularly – To prevent data losses, it's crucial to back up your data frequently, this prevents data loss in the unfortunate event that your business does come under threat from any data breaches. MSPs can implement backup data management tools to prevent data loss if you need this support.

ITDS Managed aims to help its clients improve their office technology alongside making sure the data within the business is safe and secure. These top tips are a step in the right direction for any aspiring business.

For further advice and guidance on securing your network and preventing data breaches please get in touch with the team today: contact@itdsmanaged.com www.itdsmanaged.com

Running on Empty: Fuel Prices, finances, and a cost of business crisis

Businesses across the South East are faced with a confluence of issues that are combining to drive up the cost of doing business. From the continued impact of the pandemic through to uncertainty caused by the 'Great Resignation' and the impact of the conflict in Ukraine, businesses increasingly find themselves trying to navigate a safe course through the pressures of a volatile market. Seeking advice at the first concerns about financial pressure is critical.

Energy prices in particular continue to put significant strain onto business's finances, with the cost of gas and electricity rising, and the price of fuel hitting new highs. In June, the BBC reported that increasing fuel prices meant that filling an articulated lorry was costing up to £20,000 more per year, in spite of the cut to fuel duty in March '22. These costs also threaten the burgeoning airline recovery, with fuel costs already eating into as much



Andrew Walker

as a third of an airline's costs according to the Financial Times.

Any impact on transport and logistics industries will of course have a knock on effect on the wider economy. With the vast majority of consumer goods in the UK transported by road, any extra costs faced by hauliers will in turn be passed on to retailers and ultimately to consumers, with the inherent risk that

they may look elsewhere for cheaper options. This uncertainty can lead to late payments (with their own knock-on effects), and indeed research from Barclays suggests over a quarter of SMEs have seen an increase in these.

So, for towns and cities with a significant reliance upon the aviation industry, such as Crawley; after seeing aviation battered by two years of lockdowns and travel restrictions, the prospect of a further downturn can only be a worry.

"Taking advice at the first signs of difficulty is critical in giving yourself the best possible outcome," advises Andrew Walker, the National Head of Restructuring and Insolvency at Irwin Mitchell.

"At Irwin Mitchell we have advised businesses and directors during this difficult period, providing guidance on duties and courses of action, and helping to safeguard jobs."

www.irwinmitchell.com

gdb has great strength and a vast array of experience in its membership and the Diamond Experts, Diamond Mentors & Diamond Training will support your business growth

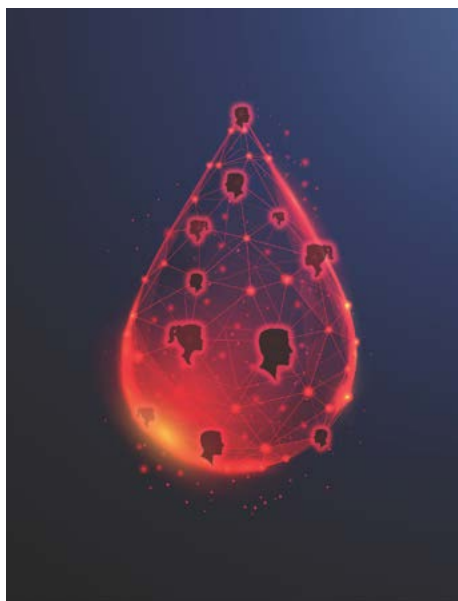


Safeguard your greatest asset

If people are the lifeblood of your business, the current employment crisis may be a timely call to action.

What employment crisis?

The UK is experiencing the most persistent, post-pandemic drop in employment of any G7 country. Since 2019 the workforce has reduced by over 500,000



leaving almost half of employers (45%) with vacancies they are finding hard to fill. Equally concerning is the consensus that a significant number of employees are actively seeking a new job. Cost of living pressures may limit that, but only temporarily.

What's the reason?

A combination of Brexit and the pandemic – the latter having caused many people to re-evaluate their work/life balance and think more about their experience at work. Gallup reports that employee wellbeing is now one of the top three criteria people look for in an employer, and the highest priority for Millennials and Gen Z. Yet only one in four employees feels strongly that their organisation cares about their wellbeing.

Why does that matter?

Wellbeing in the workplace directly impacts staff engagement, retention, turnover and sickness absence. These, in turn, affect operational efficiency,

customer service and productivity. With staff replacement costs estimated at 120% of annual salary, the financial impact and organisational disruption from losing people can be considerable.

What's the solution?

The first step is to gain an accurate and objective understanding of how people genuinely feel about working in your business. An anonymous, customised survey that pinpoints what motivates your staff, and what is and isn't working, is quick and inexpensive to do. It will give you valuable insights for targeted action, and help you to ensure your staff are more engaged, productive, and better able to withstand difficult times. Now is a good time to act.

For more insights and evidence visit <https://www.crucialconnexions.com/engagement-retention-insights/>

Is your IT from the Dark Ages?

Redundant, out-of-date IT holding you back? The average lifecycle of IT these days is a mere 3 years

With technology advancing at a rapidly increasing rate, it is not long before 'the latest thing' is classed as 'out of date tech'. But what do you do with your old IT? Take it to the tip? Get charged for the privilege and take the chance that someone, dare we say it, unscrupulous gets their hands on your hard drive or any data holding element of your IT, and subsequently starts using it for ill-gotten gains.

Not only could this land you with a PR disaster for your business, but also in hot water for breaking GDPR compliance regulations, as well as some pretty unhappy customers should their personal

data be leaked and subsequently used.

Here's where S4B Group come in. We have a waste carriers licence so we can collect from your business, we have a specialist shredder on-site for hard drive destruction. We can shred and recycle pretty much anything with a plug on the end of it, from laptops, hard drives, monitors, keyboards, towers, and cables to consumables, phones, and printers.

For complete transparency, we can provide a downstream recycling report. We have the capability to provide a full audit trail under WEEE Compliance, including noting part numbers for the certificate of destruction, when your IT is broken into component parts to be put into its recycling stream.



You can even watch your data-bearing devices being shredded via our CCTV system if it's a requirement for you. You will receive a certificate of destruction for your records. This is a much safer way of getting rid of your old technology and gives you the peace of mind that your data and that of your clients are safe.

To discuss IT or document destruction, visit www.s4b-group.co.uk or call 01342 326806.

Upcoming Events

www.gatwickdiamondbusiness.com/events

gdb Networking

Tuesday 12th July: 10.30 - 11.30

gdb Virtual Elevenses & Networking

- Stay connected with the gdb Team and your fellow Members
- Free of Charge – gdb Members Only

Wednesday 20th July: 12.00 - 14.00

gdb Pizza Lunch & Networking at Holiday Inn London Gatwick Worth

- Network and build a range of business contacts, whilst enjoying a delicious Pizza Lunch at this newly refurbished hotel.
- £28.50 + VAT for gdb Members
- £38.50 + VAT for Non-Members

Friday 29th July: 11.00 - 12.00

gdb July Educational Seminar at East Surrey College

- **Why Employee Education Should be a Priority for Your Business**
- This event is free for gdb Members and Non-Member Guests who have purchased a Members Meeting Guest Ticket.

Friday 29th July: 12.00 - 14.30

gdb July Members Meeting at East Surrey College with Reigate & Banstead Borough Council

- Stay connected with the gdb Team and your fellow Members
- Free for gdb Members
- £25 + VAT for Non-Members

Wednesday 3rd August: 12.00 - 14.30

gdb Networking at Ease at Cottesmore Golf & Country Club

- Network and build a range of business contacts, whilst enjoying a delicious three course lunch at this beautiful country club.
- £37.50 + VAT for gdb Members
- £47.50 + VAT for Non-Members

Tuesday 9th August: 14.00 - 15.30

gdb Afternoon 'Tea-Break' at Porsche Centre Mid Sussex

- We are delighted to invite gdb Members to join us for an Afternoon "Tea-Break", and an opportunity to browse the Porsche Showroom.
- Free for gdb Members Only

Thursday 11th August: 10.00 - 11.30

Club-Wide Online Meetup with Network My Club

- We are delighted to be collaborating with Network My Club on their Club-Wide Online Meetup! The online business networking event takes place on Thursday 11th August, 10am-11.30am, hosted on interactive platform Remo, in their virtual networking lounge.
- Free for gdb Members Only

Thursday 18th August: 12.30 - 15.30

gdb Networking & Entertainment Experience at Kings Golf Studio

- Join us for a Networking and Entertainment Experience at the new Kings Golf Studio!
- £30 + VAT for gdb Members
- £40 + VAT for Non-Members

Friday 26th August: 11.00 - 12.00

gdb August Educational Seminar at Stanhill Court Hotel

- **Tax Saving Tips in an Inflationary World**
- This event is free for gdb Members and Non-Member Guests who have purchased a Members Meeting Guest Ticket.

Friday 26th August: 12.00 - 14.30

gdb August Members Meeting at Stanhill Court Hotel with Moore Kingston Smith

- Stay connected with the gdb Team and your fellow Members
- Free for gdb Members
- £25 + VAT for Non-Members

**Get Connected with your Business Community
through the Events Programme**

gdb welcomes new members

Membership of gdb will help you raise your organisation's profile within the Gatwick Diamond and build your business connections.



www.abcworksafe.co.uk

ABC Worksafe

We are an accredited training delivery business working within Health and safety. Our core business is providing the highest quality First Aid courses covering all of the recognised courses including EFAW, FAW and Paediatric first aid. We can also supply equipment including Defibrillators and first aid kits.

To further help our clients we also deliver a wide range of other courses such as Fire Safety, Health and Safety, Food Safety and Manual Handling both as face to face and online courses. We are focused on providing a great service and flexibility so that our clients have what they need when they need it.



www.crucialconnexions.com

Crucial Connexions

We assist business leaders to improve financial results and business competitiveness, providing expertise and practical solutions in areas that drive profitable growth:

- Business Strategy – working closely with you and your leadership team to design and implement a profitable, long-term growth plan
- Customer Engagement – maximising revenue and profit through sales and

marketing initiatives that will help your business stand out, attract new customers and build loyalty

- Organisational Effectiveness – developing capabilities that strengthen staff engagement, retention and productivity

We are a multi-functional team of experienced people who love what we do and have a track record of improving commercial and organisational performance.



www.culturalnexus.co.uk

Cultural Nexus

Cultural Nexus focusses on developing, embedding, and improving your ED&I strategy. With expertise in leveraging collaboration between cross-territory, multi-business line senior leadership teams, we work alongside the HR function, Integrity & Compliance, Regional and Executive Boards and Marketing, Brand & Communications teams to help you drive sustainable change.

Passionate about people we are driven

to helping businesses:

- Create an inclusive workplace and encourage diversity of thought
- Embed ED&I into your business strategy
- Enable behavioural change and amplify business value
- Develop cultural competency to boost your competitive advantage
- Drive diversity to recruit and retain talent
- Leverage diverse capabilities



Eezehaul Logistics

Eezehaul Logistics were established in 1998 and provide a full regional and national road distribution service of palletised freight. As a member of TPN (THE Pallet Network), palletised freight can be delivered throughout the UK on a next day, timed or economy service. We also offer full load, groupage and consolidated

loads if you have upwards of 10 pallets going to the same area. When it comes to secure warehousing, Eezehaul have an 80,000 square foot facility based in the Manor Royal, Crawley which enables us to offer Storage, Container Decanting & Fulfilment. For more information, email sales@eezehaul.co.uk

www.eezehaul.co.uk

JBC Skills Training > JBC Skills Training

TRAINING & APPRENTICESHIPS

Established in the 1980's, JBC Skills Training are a government (ESFA) approved specialist training provider for Apprenticeships & Adult Education. We offer training in Technical IT, Software Development, Digital Marketing and associated areas. We believe that being specialists

sets our training apart from the pack; we are focused purely on tech training and pride ourselves on the quality and success of our instructor-led programmes. Through remote training via online classrooms, we are able to provide our training nationwide to our learners.

www.jbctraining.co.uk



London Mozart Players

Established in 1949 by Harry Blech, London Mozart Players is the longest-established chamber orchestra in the United Kingdom. As well as residencies in Croydon and Hastings, LMP has gained the attention of international audiences, and is well known for its forward-thinking ap-

proach to music-making and bringing world-renowned artists to local audiences. At the heart of the orchestra's work is the desire to use its music to build communities and enrich people's lives, which it does through several community, education and outreach projects each year.

www.londonmozartplayers.com



XA Digital

XA Digital is a West Sussex based Digital Agency offering affordable digital marketing & web services. We specialise in

Website Design, Social Media Marketing, crypto advice & more. Get in touch today on 01293 852777.

www.xadigital.com

Referrals

#goodpeopleknowgoodpeople

We would like to thank the following members for referring gdb to their business contacts:

- Steve Jebson from Business Doctors for referring PowerTutors Ltd
- Paul Wait from CMAC Group for referring JetBlue

Diamond Listing Directory

Welcome to your Diamond Listing Directory

The gdb member companies listed below have a Diamond Listing in the online gdb Members Directory.

For a full list of gdb members please go to www.gatwickdiamondbusiness.com/68-diamond-listing.html

And contact us to find out how to enhance your listing and raise your profile in **PINK!**

Accounting / Financial Services



Brewin Dolphin

<https://www.brewin.co.uk/individuals/our-offices/gatwick>
paul.cannons@brewin.co.uk
01293 661323



Carpenter Box

<https://www.carpenterbox.com/>
info@carpenterbox.com
01293 227670



Kreston Reeves LLP

<https://www.krestonreeves.com/>
tracy.morrison@krestonreeves.com
01293 776152



mnAI

<https://www.mnai.tech/>
sales@mnai.tech
020 31516624



Servo Private Wealth

<https://www.servoprivatewealth.com/>
info@servoprivatewealth.com
01444 715200

Airport / Airline Services



Gatwick Airport

<https://www.gatwickairport.com/>
richard.lennard@gatwickairport.com
0844 335 1802



JetBlue

<https://www.jetblue.com>



Virgin Atlantic Airways Ltd

<https://www.virginatlantic.com/>
01293 747747

Banking



HSBC

<https://www.hsbc.co.uk/>
sarah.k.milligan@hsbc.com
07717 690813



NatWest

<https://personal.natwest.com/personal.html>
Andrew.Kettle@natwest.com
01293 643096

Environmental Services



Cleankill Pest Control

<https://www.cleankill.co.uk/>
enquiries@cleankill.co.uk
0208 668 5477

Food & Drink



Love Water

<https://www.lovewater.com/>
nick.swan@lovewater.com
0345 5200820



Nestle UK Ltd

<https://www.nestle.co.uk/en-gb>
020 8686 3333

Hotels / Venues / Events

**Ashdown Park Hotel**

<https://www.ashdownpark.com/conference@ashdownpark.com>
01342 824988

**Millennium & Copthorne Hotels Plc**

<https://www.millenniumhotels.com/torsten.puck@millenniumhotels.com>
01342 348800

**The Arora Group**

<https://gatwick.arorahotels.com/gatwickreservations@arorainternational.com>
01293 530000

**The Grand Brighton**

<https://www.grandbrighton.co.uk/info@grandbrighton.co.uk>
01273 224300

Insurance / Risk Services / Compliance

**First Central**

<https://www.1stcentralinsurance.com/jo.harrison@1stcentral.co.uk>
0333 043 2066

**Plan Insurance Brokers**

<https://www.planinsurance.co.uk/marketing@planinsurance.co.uk>
0203 004 5572

**Red River**

<http://www.river.red/>
info@river.red
0844 8802357

**Vazon Technology**

<http://www.vazontech.co.uk/info@vazontech.co.uk>
07880 728209

Legal Services

**DMH Stallard LLP**

<https://www.dmhstallard.com/enquiries@dmhstallard.com>
01293 605000

**HCB Legal Limited**

<https://www.hcbgroup.com/victoriahazell@hcbgroup.com>
01293 602892

**Irwin Mitchell**

<https://www.irwinmitchell.com/Lee.Harding@irwinmitchell.com>
01293 742700

**Loch Employment Law Ltd**

<https://www.lochassociates.co.uk/marketing@lochassociates.co.uk>
0203 667 5400

**Mayo Wynne Baxter**

<https://www.mayowynnebaxter.co.uk/info@mayowynnebaxter.co.uk>
01273 477071

IT Services / IT Support

**Cloud9 Insight Ltd**

<https://www.cloud9insight.com/accounts@cloud9insight.com>
01273 921510

**Extech Cloud**

<https://extechcloud.com/info@extech.co.uk>
01444 443200

**Lucidity**

<https://www.getlucidity.com/hello@getlucidity.com>
01273 830011



Local Government / Public Sector

Crawley Borough Council

<https://crawley.gov.uk/>
01293 438000

Logistics / Travel Services



Cmac Group UK Limited

<https://www.cmacgroup.com/>
paul.wait@cmacgroup.com
0333 358 0156



Cubic Transportation Systems

<https://www.cubic.com/transportation>
krishna.desai@cubic.com
01737 782200



DNA

<https://www.dna2b.com/>
info@dna2b.com
0333 335 8585



Gatwick Express

<https://www.gatwickexpress.com/>
Angie.Doll@gtrailway.com
0345 850 1530



ILG

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0844 264 8000



Interparcel

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0333 3000 700



Metrobus

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kevin.carey@metrobus.co.uk
01293 449191

Manufacturing / Engineering



Commтел

<https://commtel-uk.com/>
sales@telguard.co.uk
01306 710120



Pentagon Plastics Ltd

www.pentagonplastics.co.uk
sales@pentagonplastics.co.uk
01403 264397



Sub Cool Fm Ltd

<https://www.sub-cool-fm.co.uk>
hello@sub-cool-fm.co.uk
01293 223044



Marketing / Media / PR

Clive Wilson Marketing

<https://www.clivewilson.com>
hello@clivewilson.com
07843 259166



Scaramanga Agency

<https://scaramanga.agency/>
info@scaramanga.agency
020 3371 3295



Elekta

<https://www.elekta.com/>
Crawley.Accounts@elekta.com
01293 654378



Varian

<https://www.varian.com/>
steve.pullen@varian.com
01293 601200



Welland Medical

<https://wellandmedical.com/>
SamJackson@WellandMedical.com
01293 615455

Motoring / Vehicles



Bluelite Graphics Ltd

<https://bluelite.co.uk/>
info@bluelitegraphics.com
01444 232366

Office Services



Benchmark Reprographics Ltd

<https://www.benchmarkrepro.co.uk>
olliehall@benchmarkrepro.co.uk
01293 922500



Regency Grove Communications

<http://www.rgcltd.co.uk/>
enquiries@rgcltd.co.uk
03300 022222



SOS Systems Ltd

<https://www.sossystems.co.uk>
info@sossystems.co.uk
01293 562525

Property / Planning Services



Knights Estate Agents

<https://www.knightsproperty.co.uk/>
info@knightsproperty.co.uk
01293 855355



Thakeham Group

<https://thakeham.com/>
info@thakeham.com
01403 787300

Recruitment / HR



Volt

<https://www.volt.eu.com/>
Charlotte.Gurney@volt.eu.com
01737 774100

Training / Education



Chichester College Group

<https://www.chichestercollegigroup.ac.uk/>
info@chichester.ac.uk
01243 786321



East Surrey College

<https://www.esc.ac.uk/>
employerservices@esc.ac.uk
01737 788316



Emergency Services Training and Resilience Ltd

<https://www.emstar.biz>
info@emstar.biz
020 852 21853



Rewards Training

<https://www.rewardstraining.co.uk/>
enquiries@rewardstraining.co.uk
01293 562651



Roffey Park

<http://www.roffeypark.com/>
enquiries@roffeypark.ac.uk
01293 854020



University of Brighton

<https://www.brighton.ac.uk/business-services/index.aspx>
enterprise@brighton.ac.uk
01273 641039



University of Sussex

<https://www.sussex.ac.uk/>
information@sussex.ac.uk
01273 606755

Utilities



Control Energy Cost

<https://cec.uk.com/>
sales@cec.uk.com
01737 556631



Southern Water

<https://www.southernwater.co.uk/>
01903 272776

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