

**Edition 20**  
May & June 2023

The magazine for Gatwick Diamond Business members

Proud to introduce  
new Sussex & Surrey  
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Mayo Wynne  
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The Winners  
are Announced!  
GDBA 2023

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# Welcome!

Welcome to the May/June 2023 edition of Diamond.

As I write this welcome message, it's the 12-year anniversary of my first day at Gatwick Diamond Business. Then known as 'CADIA-The Gatwick Diamond Business Association', in May 2011 I joined as Membership Co-ordinator and team member number 3. I have seen a lot of change since then, in my role and internally at gdb, and also with the way the world and our business community engage and interact. This Summer gdb will be back to a team of 6 with the introduction of our 8th Business Administration Apprentice, enabling us to help kickstart someone's first experience into the world of work, whilst they support the team in supporting you, our valued gdb members.

During my 12 years at gdb I have had the privilege of supporting the delivery of 11 of the 14 prestigious Gatwick Diamond Business Awards. You can see full details of our winners for the 2023 awards which took place in March at The Grand, Brighton on pages 4-7, hosted by the wonderfully funny Kerry Godliman – our very first female awards celebrity.

And talking of firsts, this year we ran our first Charity Draw with prizes kindly donated by Delta Airlines and The Grand, Brighton. Huge thanks to them, and to the RPD Foundation for selling tickets on the night. Over £3,000 was

raised which has been distributed to our eligible Charity Members who do such valuable work for those in need across our region.

A new award category for GDBA2023 was Employee of the year, sponsored by The Arora Group, and you can read what winning meant to Sarah Lyons of Creative Pod, on page 15. And the winner of this year's GDBA Professional services Firm of the Year, with a history reaching back over 150 years, was Mayo Wynne Baxter. You can read their interesting and impressive story of growth & expansion at on page 12, and our thanks go to them for the sponsorship of this edition of Diamond.

This edition's Member Spotlight shines on two proactive gdb members from MetroBank, Abi & Bo, who give some great insight into what they get from their gdb Membership on page 8. (Their comments are so positive; you could be forgiven for thinking we paid them! ...I can assure you we didn't!).

We are really pleased to welcome to the Membership, new Diamond Champions Sussex & Surrey Institute of Technology. We are proud to see gdb strategically placed to represent the business community on their Strategic Consortium Panel. See a full introduction from Paul Rolfe on pages 16 & 17.

And we are delighted to see members



Sally Brown

returning to their gdb membership following the challenges of the last few years, and Gravetye Manor is one of these. See page 13 for the latest news from this beautiful Grade 1 Listed mansion.

My thanks as usual to Creative Pod for the design of Diamond and to all of you who have contributed your news, inspiring stories and advice.

A last word from me to acknowledge another change; a momentous time in our history and the start of a new era with the coronation of our new monarch, King Charles III. Whatever this means to you, I hope you are able to enjoy some time to reflect and celebrate with loved ones over the Bank Holiday weekend.

**Sally Brown**  
General Manager

Follow @gdbmembership for the best networking in the diamond



# THE WINNERS ARE ANNOUNCED!

## Gatwick Diamond Business Awards 2023

The 2023 winners of the prestigious Gatwick Diamond Business Awards were announced on 23rd March to a packed audience at The Grand Hotel, Brighton.

Now in their 15th year, the Awards are a well-established highlight of the business calendar and are strongly supported by the Gatwick Diamond business community with Headline Sponsors Elekta Ltd and Gatwick Airport Ltd.

Celebrating the achievements of individual businesses and business people across a wide range of categories, they also showcase the success of the Gatwick Diamond economic area as a major driver of the regional and national economies.

This year's ceremony was hosted by the charmingly straight-talking, quick-witted Kerry Godliman, one of the country's best performers and both an incredibly

talented comedian and a phenomenal actor. The Evening started with a Pre-Dinner Reception sponsored by Castle Corporate Finance and was rounded-off with the now highly anticipated After-Show Party.

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# The winners in each category are:



## Apprentice of the Year

sponsored by Chichester College Group  
**Greta Thornton (Reigate Manor)**



## The Award for Best Flexible Working Practice

sponsored by Flexibility Matters  
**EMW Law**



## Environmental Culture Award

sponsored by Control Energy Costs Ltd  
**Ridgeview Wine Estate**



## The Award for Customer Delight

sponsored by Rosemary French OBE  
**Bakers Garden Buildings**



## International Business of the Year

sponsored by Sussex Chamber of Commerce  
**Elekta Ltd**



## Professional Services Firm of the Year

sponsored by Crawley Borough Council  
**Mayo Wynne Baxter LLP**





### The Award for Community Contribution

sponsored by Loch Associates Group  
**Community Transport Sussex**



### Manufacturing Business of the Year

sponsored by Elekta Ltd  
**Bakers Garden Buildings**



### The Award for the Place to Meet

sponsored by Sub-Cool FM  
**Holiday Inn London Gatwick Worth**



### New Business of the Year

sponsored by University of Sussex Business School  
**PRSNT Ltd**



### Employee of the Year

sponsored by Arora Group  
**Sarah Lyons (Creative Pod)**



### Employer of the Year

sponsored by Reigate & Banstead  
Borough Council  
**Ridgeview Wine Estate**





### Business Person of the Year

*Sponsored by Richard Place Dobson*  
**Toni Chalk (Strive AV)**



### Business of the Year (Up to £1M)

*sponsored by University of Sussex*  
**Kingsway Care**



### Business of the Year (Over £1M)

*sponsored by EMW Law LLP*  
**Denbies Wine Estate Ltd**

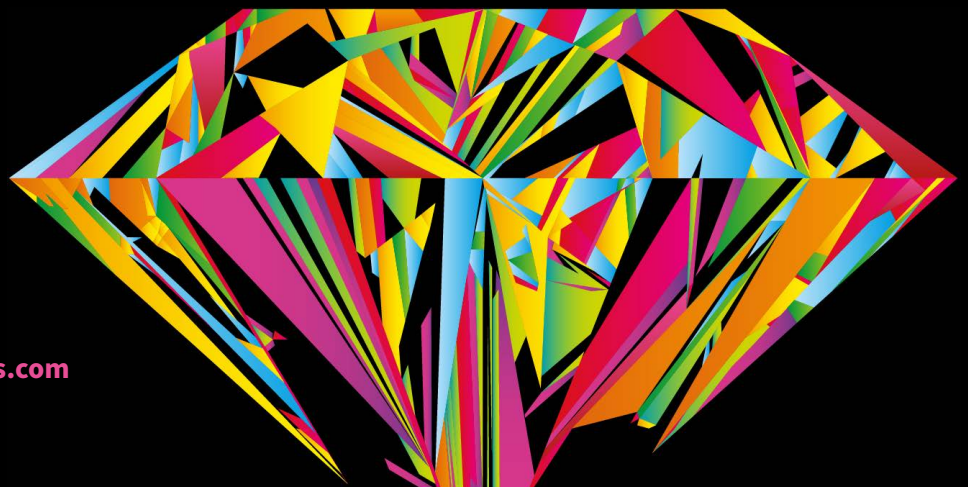


### The Award for Outstanding Contribution to the Gatwick Diamond

*supported by Gatwick Diamond Initiative*  
**Surinder Arora**



For more, visit  
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Our partners:





# MEMBER SPOTLIGHT



**"A tremendous community filled with enthusiastic, generous, talented and ambitious people who are keen to grow their network."**

## 1. What appealed to you about joining gdb?

Abi: Matthew Tyson from Richard Place Dobson was the very first person I met in Sussex outside of my team when I moved from Guildford to Crawley in 2021 and in the hour we spent with a coffee "to have in" which was a novelty at the time! – I already knew so much about gdb, its huge membership network of businesses and variety of events that I knew I needed to join.

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

Bo: The energy of the organisers is infectious. This carries through to the members who cover a wide range of business sizes and industries, but ultimately they are down to earth people who are very willing to help each other out for the benefit of the local community. For those who are new to networking and find it daunting, gdb is a breath of fresh air.

Abi: How genuinely interested members are in developing mutually beneficial relationships and doing business together, I have yet to experience this on the same scale anywhere else.

**Name:** Abi Bowden and Bo Adeyemi | **Business name:** Metro Bank PLC  
**Member since:** March 2022 | **Learn more:** [www.metrobankonline.co.uk](http://www.metrobankonline.co.uk)

**Description:** A fresh approach to banking, with stores that are open when it suits you, where you can walk in without an appointment and leave with a working account, debit card and all.

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

Abi: Brand exposure – when we opened our big glass doors in Queens Square at the end of 2018, we hadn't been open long before the country went in to a series of lockdowns and when I moved over from Guildford to lead the Crawley team in 2021, the town centre was still incredibly quiet so it was important to show everyone that we were here, open for business and that we were different. Being part of gdb has opened many doors for us and their events are always key dates in our diaries.

Bo: We chose Crawley for our 65th store in 2018 as it's situated in the centre of the thriving Gatwick area. Joining gdb's members meetings in a different location each time has been a great way for me to become even more familiar with the towns where our customers are located. It's enabled us to understand the needs of the business community more quickly and offer more bespoke solutions, whether that is from Metro Bank directly or from a connection in our network.

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

Abi: It's made a huge difference. We've met connections who have become our customers, we've introduced members to our own customers to forge new trusted supplier/client relationships and I've brought along many of our colleagues to join the members meetings and business breakfasts to develop their confidence and skills in networking with local businesses.

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

Abi: The Members Meeting is a great opportunity to meet new joiners and guests and I love the buzz at these events. I do also really enjoy the Connected Crawley event linking Crawley Town Centre BID and Manor Royal BID businesses to gdb members.

Bo: The educational seminars are really useful for spotlighting businesses and sharing knowledge. Then again, I also really enjoy the full English breakfasts at Crawley College!

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

Bo: gdb Ambassadors are always present to put you in front of the right person when you need it.

Abi: I completely agree with Bo – and it's impossible to be shy at gdb as you always have great, well-connected people there to encourage you.

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

Abi: Check out the attendee list that Keeley sends around, it's a great way to plan who you might want to speak to, to get the best out of each event.

Bo: Be willing to give as well as receive. The businesses you help will remember you for that.

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

Abi: The magazine is always a great read – I always pick up helpful and interesting hints and tips from businesses from a breadth of sectors and it's great to read business success from the Gatwick Diamond area.



## Why ESG is especially important in a recession

Environmental, Social and Governance (ESG), enables organisations to monitor the impact of a business based on these three factors.

Since the pandemic and the war against Ukraine threatened the economic stability of the UK, fears of a recession grew and many businesses might be tempted to take a back seat in their ESG initiatives.

Yet, companies that continue to invest in ESG during economic downturns are more likely to 'maintain strong environmental, social and governance values while also achieving solid stock performance and shareholder returns,' according to Investor's Business Daily.

Here are four reasons why:

### 1. Risk mitigation

Protection against future price shocks has never been more critical.

Businesses who are able to manage, predict and prepare for unprecedented circumstances are more likely to thrive.

### 2. Cost optimisation

By capturing Scope 1 and Scope 2 emissions data, businesses can identify cost savings opportunities, preventing energy wastage, additional waste disposal, and penalties, which all incur higher costs.

### 3. Talent retention

Retaining top talent is crucial to navigating a volatile economy, reduces costs of recruiting new talent and provides a competitive edge as millennials and Gen Z seek companies that share their sustainability values.

### 4. Accelerating growth

EGS initiatives can provide a framework



for new revenue streams as stakeholders and customers search for sustainable products and services.

### Final thoughts

ESG is important to maintain, especially during these turbulent times. Companies that remain focused on their ESG strategy are more likely to maintain profitability and sharpen their competitive edge.

[cec.uk.com](http://cec.uk.com)

## Summer events to showcase digital opportunities



Digital Futures West Sussex is a programme jointly funded by West Sussex County Council and the West Sussex District and Borough Councils. Its aim is to reduce unfilled digital job vacancies in the county, support upskilling to help local people get digital jobs and highlight the increasing opportunities West Sussex offers for those with digital skills.

Recognising the challenges that businesses can face when attracting potential talent and exploring potential barriers to growth and investment, Digital Futures West Sussex are hosting

summer roadshows and inviting local businesses to join in. Businesses will have the opportunity to showcase what they do, meet local talent and join in the discussions.

Barney Durrant, who runs Bluebell Marketing, is the ambassador for Digital Futures West Sussex in Crawley and Mid Sussex and a member of Gatwick Diamond Business.

He said: "The Digital Futures roadshows this summer will be a great opportunity for West Sussex businesses to meet with potential new recruits who want to pursue digital careers.

"The summer roadshows will have the theme of digital sustainability, with speakers and panel discussions exploring how this is paving the way for business innovation and opportunity in the county.

"As the world becomes more tech-enabled, it's vital to make digital an important part of the West Sussex economy for the future."

Other events planned include information hubs aimed at jobseekers, those considering a new career path and anyone with an interest in digital skills. These drop-in sessions will provide further information about local career opportunities and pathways into digital roles, courses and the salaries and benefits associated with a digital career.

To find out more about the programme and upcoming events, including the roadshow at The Create Building in Crawley on Thursday 29th June, please visit [www.digitalfuturesws.co.uk](http://www.digitalfuturesws.co.uk).



## SharePoint vs Azure – is it a competition or a friendly?

Many SMBs are in the process of, or considering, migrating to the cloud. The pros and cons of this are for another article but if the decision has been made, then how do you choose between platforms? Even platforms from the same stable? One such decision is between SharePoint Online and Azure Files, both Microsoft platforms.

SharePoint Online is part of the O365 suite and primarily functions as an online collaboration platform. Azure Files is a fully managed, cloud-based file server. Both SharePoint Online and Azure Files act as cloud-based file repositories and it will be individual preference as to which is the best 'team' for your business.

Areas to consider are:

### Accessibility

Azure Files is accessed through a mapped network drive. SharePoint Online recommend a local file copy is

kept synchronised.

### Back-up

Azure's back-up/disaster recovery is second to none with single click back-up support for SQL databases and virtual machines. SharePoint needs to be backed up by a third party which is inexpensive and generally charged per end user.

### Cost

Most Microsoft 365 subscriptions include 1 TB of storage, plus an extra 10 GB for each licensed user, with an option to purchase additional storage. Azure Files is based on a pay as you go pricing model.

### Usage

SharePoint Online is best for storing documents and is ideal for collaboration. Azure Files' strength is programme file storage, such as applications.



So, who wins...? There isn't a winner, it really is a friendly! SharePoint tends to be better suited to document collaboration, while Azure Files offers a higher storage capacity and is the best option for files that need to be accessible through a file share.

Contact enablesIT if you would like some advice on which team to support! [kit.powell@enablesit.com](mailto:kit.powell@enablesit.com)

## Military Service – what next?

**little  
big  
vets**

with Nick Haley  
a little big tech podcast



Military service is different for everyone. Each experience is unique, but the question of 'what next?' is faced by all approaching the end of their military career.

For Nick Haley, it was a question that required a lot of thought. His military career started at just 17, in the Irish Guards.

In 12 years, Nick trooped the colour and

saw action in Kosovo. The Royal Signals in 2001 to become a Communications Systems Engineer was next and included an operational tour of Afghanistan in 2007.

30 years old and it was time for a change - what to do next? Started "civvy street" as a junior engineer for an IT company. His confidence and teamwork skills, honed in the military, meant promotions to eventually become Head of Infrastructure at companies like Just Eat and M&S.com.

Little Big Vets, tells a simple truth: skills and experience gathered in the military are easily translatable to entrepreneurship and the corporate world. Resilience, resourcefulness, and perseverance - all moulded by active duty, are crucial to entrepreneurs starting their career.

The Guests:

Peter Whawell - 12 years in the

military, before nearly two decades in the UK government's Foreign and Commonwealth office.

Ben Read - 11 years in the Royal Electrical and Mechanical Engineers before founding his company Redeployable.

Guy Denison-Smith - commanded infantry troops 650 strong, then founded multiple companies. Now serves as MD of Universal Recruitment.

Paul Blair - Major in the elite Parachute Regiment for over 20 years. Started the dog toy company Safestix, which has sold nearly 6 million units.

Antony Thompson - career cut short by injury, but drove on to found the AI-drive business Loopin.

Ben Legg - got to the very top, as a C-Suite executive with Google and Coca-Cola, founder of the Portfolio Collective.

Find out more at:

[littlebigtech.co.uk/little-big-vets](http://littlebigtech.co.uk/little-big-vets)

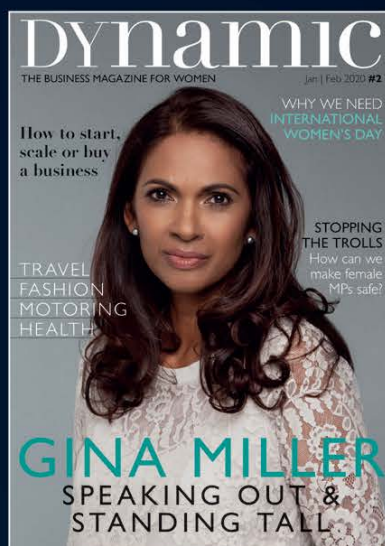


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# Mayo Wynne Baxter amps up expansion plans

**Founded over 150 years ago in Lewes, East Sussex, today, Mayo Wynne Baxter is continuing to grow and recently expanded its presence on the South East coast through a merger with Eastbourne firm Lawson Lewis Blakers. Chief executive partner Dean Orgill reflects on the past 12 months.**

It has been an extremely exciting time for us at Mayo Wynne Baxter since we joined national legal and professional services group Ampa in May 2022.

With no money exchanging hands as part of the merger, we remained a separate LLP – keeping our brand and independence but adding more than 1,100 experts across legal disciplines and business operations to increase the breadth and depth of what we can offer to our clients.

One of the biggest successes since then has been Lawson Lewis Blakers becoming part of Mayo Wynne Baxter – taking our team to more than 220 people, adding £2 million to our turnover, and expanding our geographical footprint into Peacehaven, which has become our eighth hub in the Sussex area.

**No money exchanged hands and no redundancies were – or will be – made. Instead, we are providing career progression**

Again, no money exchanged hands and no redundancies were – or will be – made. Instead, we are providing career progression and development opportunities for those who joined us from Lawson Lewis Blakers.

With origins traced as far back as 1835, Lawson Lewis Blakers is no stranger to mergers, with the latest iteration of the brand forming when Lawson Lewis & Co and Blaker Son & Young merged in October 2012.

As a firm also steeped in history – our original founder Wynne Edwin Baxter was the coroner who famously carried out inquests into three recognised victim cases of Jack the Ripper in 1888 – and with our shared growth ambitions and positive legacies locally, we see ourselves being stronger together.

We are also continuing to proactively recruit talented and

like-minded teams and individuals from across the region who share our culture and values, and are looking for a firm they can flourish in, which is in line with the wider Ampa strategy of investing in and bolstering the brands within the group portfolio to truly unlock their potential.

Earlier this year, also as part of Ampa, we were pleased to have been awarded B-Corporation certification, demonstrating our commitment as a group to use business as a force for good for our people, planet, communities and clients. We believe we can be both purposeful and profitable, so this was a key milestone in our ambition to change the world of business for good.

**Our commitment as a group to use business as a force for good for our people, planet, communities and clients**



Nadine Ashford, Dean Orgill, Jeremy Sogno & Nicola Davies

Finally, of course, to sum it all up, we were thrilled to have been named the Professional Services Firm of the Year at the 2023 Gatwick Diamond Business Awards, which is testament to our team's passion, purpose, dedication and hard work, as well as how we have grown and developed as a firm over the past couple of years.

It is an exciting and proud time to be part of Mayo Wynne Baxter and I am looking forward to seeing what the future holds.

For more information on Mayo Wynne Baxter, please visit [www.mayowynnebaxter.co.uk](http://www.mayowynnebaxter.co.uk) or call 0800 84 94 101.



## Can ChatGPT improve your business?

The development of ChatGPT, an artificial intelligence (AI) chatbot has taken over the web since its launch in November 2022, but raised some concern.

### How does ChatGPT work?

We asked ChatGPT this exact question and received the following answer in under 20 seconds:

“ChatGPT is a type of language model that uses deep learning to generate human-like text. It is based on the transformer architecture, which was introduced in a 2017 paper by Google researchers. The model is trained on a large dataset of text, such as books or articles, and uses this data to learn the patterns and structures of human language.”

As such, ChatGPT can be a good research tool, providing a relevant

answer in seconds.

### So, what's the problem?

One of the largest concerns is plagiarism.

We tested this theory by asking the chatbot to write an article on accessible social media – a topic we've already covered.

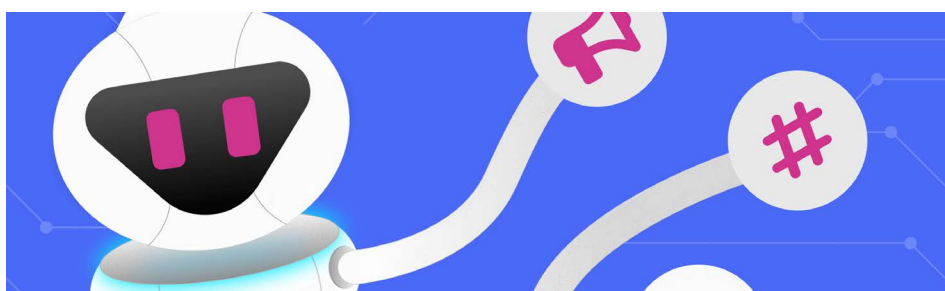
We received a 577 word article in just 60 seconds, covering many of the same points we had made. However, after inserting the copy into Quetext's plagiarism checker, it detected 24% of the article was plagiarised and

Grammarly's checker detected signs of 'significant plagiarism'.

Plagiarism also has a major effect on your SEO, meaning your website may be ranked lower on a search engine results page.

While all the content at Scaramanga is written by humans, tools like ChatGPT can be very useful. Learning how to use AI to assist you, not replace creativity, is the key.

Visit [scaramanga.agency/insights](https://scaramanga.agency/insights) for the full article.



## Gravetye Manor Maintains its MICHELIN Star

The MICHELIN Guide didn't start out as the iconic dining guide it is today. The little red guidebook was originally conceived simply to encourage more motorists to take to the road. In 1926, the guide began to award stars for fine dining establishments, initially marking

them only with a single star. Five years later, a hierarchy of zero, one, two, and three stars was introduced, and in 1936, the criteria for the starred rankings were published.

Gravetye Manor first earned its first MICHELIN star in 1976. Since then a succession of chefs have retained and occasionally lost the star over the years until Executive Chef George Blogg regained the star in 2015 and has retained it since. Throughout the year the produce from our walled kitchen garden, created by William Robinson at the turn of the last century, is the driving force behind the inspiration and seasonality of our menus. The excellent relationships we have built with our local suppliers and the joint passion for their commitment to animal welfare and top quality produce are crucial to the high standards that we strive for.

Our MICHELIN starred seasonal menu with dishes inspired by our home-grown produce is served in our beautiful

restaurant dining room. The dining room was built in 2018 designed by architect Sir Charles Knowles, in collaboration with interior designer Claire Nelson and owner Elizabeth Hosking. The floor to ceiling glass windows brings the hotel's celebrated garden inside for a magical dining experience.

The Grade I listed Elizabethan sandstone mansion also boasts two impressive wood panelled private dining rooms. These rooms provide an impeccably English background to any occasion. The rooms were added to the manor by William Robinson at the turn of the last century. These rooms offer a warm and relaxing setting perfect for family gatherings, a celebration lunch with friends or a more formal business dinner.

If you would like any further information please contact Eleanor Smith, Events Manager.

Email: [events@gravetyemanor.co.uk](mailto:events@gravetyemanor.co.uk)

Visit: [www.gravetyemanor.co.uk](https://www.gravetyemanor.co.uk)



## Pentagon Tooling makes major machinery investment

In March, Pentagon Tooling will be taking delivery of a new Mikron VCE 600 Pro purchased from long term supplier [GF Machining Solutions Ltd.](#) The new addition will enhance existing CNC machining services offered by the tooling division and facilitate high-efficiency milling within the mould tool manufacturing process.

The new machine has a 16,000-rpm spindle speed, Heidenhain TNC620 control system and a 24x tool magazine. This significant purchase forms part of the £480,000 total investment to enhance our CNC machining and EDM capabilities that we started towards the end of 2022.

The new Mikron will provide highly versatile machining and facilitate unmanned production, with a cutting speed of 200 m/min, this high-level investment will deliver efficiency

improvements and enhance cutting accuracies. Remote monitoring capabilities will guarantee machine down time is circumvented.

To cater for the new addition to the tooling division the workshop will be having a re-shuffle to ensure smooth operation and adequate working clearance around the Mikron. LEAN Manufacture principles are always applied to the layout of our facility to ensure we do not generate waste through our working processes.

Our dedicated CNC machining team will receive a bespoke and in-depth training program once installation is complete providing a thorough understanding of the machines functional operation and delivering optimised machining as a result.

Pentagon focuses on measured re-investment into the business where it is



deemed it will add customer value and enhance the UK based manufacturing services. This latest programme of machinery investment will be key in maintaining a competitive edge against competitors, allowing for improved manufacturing lead times through machinery enhancement.

[www.pentagonplastics.co.uk](http://www.pentagonplastics.co.uk)  
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## Sarah Lyons Takes Home Employee of The Year at the Gatwick Diamond Business Awards

Sarah Lyons, Marketing Director at Creative Pod, won the Employee of the Year award at the Gatwick Diamond Business Awards 2023. This award celebrates an extraordinary person who has gone above and beyond in their role whilst supporting and inspiring their peers and helping to grow the business into the broader community.

Sarah joined the company in June 2017 and has helped grow the business into becoming the multi-award-winning agency it is known for today across the South East. She has built strong foundations within the company, developed the team, gained accreditations such as the Living Wage, Google Search Partner Status, and Drum Recommendations, and managed both the marketing and design departments. This award recognises Sarah's hard work

and tenacity as an individual.

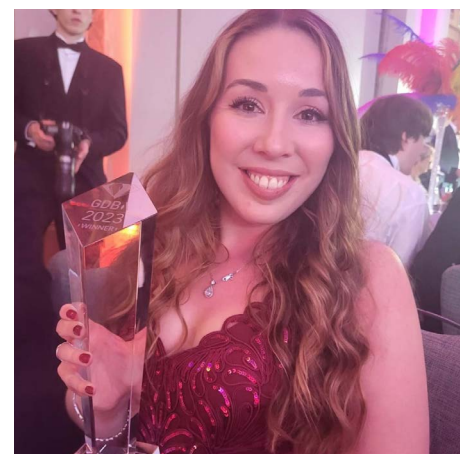
Matt Turner, the CEO, said: "It was an unbelievably proud moment witnessing Sarah Lyons win employee of the year at the GDBA! Such an incredible achievement and totally deserved. Sarah has moved mountains for Creative Pod and our clients. You are an inspiration Sarah".

The GDBA took place at The Grand Hotel, in Brighton, on March 23rd and celebrated business excellence to those who show a real commitment to the local community.

Sarah said: "I'm so thrilled to be named Employee of The Year at the Gatwick Diamond Business Awards! While 'Employee of the Year' sounds singular, I want to be clear that I wouldn't be here without a single one of my Creative Pod team. So this is also an

award to the whole team, because, in a team you work together and you support each other - Thank You."

If you want to work with an award-winning team, get in touch here - [www.creativepod.uk.com](http://www.creativepod.uk.com).



Sarah Lyons

## Instead of changing what you eat, change how you eat



What if you could lose weight without changing what you actually eat, just by making just one, simple tweak that doesn't make any food off-limits?

Instead of changing what you eat, change how you eat.

If you ever find yourself stuffing in a quick sandwich whilst walking to a meeting, or grabbing bites of a snack in the car, whilst on a work call, you're not alone.

Life is busy. Life is rushed. Taking 20

minutes over a meal can feel like you're wasting valuable time.

But eating slowly is one of the simplest, quickest ways you can work towards reaching a healthy weight and feeling better, immediately.

It takes about 20 minutes for your stomach to tell your brain that it's full. By eating slowly, you can better sense when you've had enough, and you'll experience less stomach cramps, bloating and wind.

So, before you eat, pause, take one breath, and try to make your meal last 20 minutes.

You can start small.

Add just one minute per meal. Set your phone alarm for, say, 7 minutes. Then progress towards making each meal last 20 minutes.

There are even apps like "20 Minute Eating" where you can time yourself.

Eating more slowly has a massive impact on my clients, it helps their digestion, they feel less stressed, more calm, more in control, and they eat less.

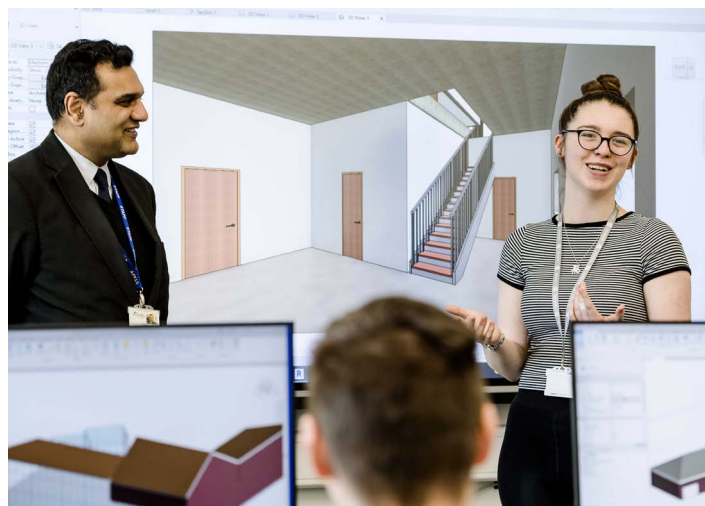
You can do 'slow eating' anytime, anywhere.

As busy professionals, if we are at an event, we can't always choose what we eat, but we can choose how we eat.

If you'd like a free 30 minute chat to see how I can help you lose up to 2.5 stone in 12 weeks, feel better and protect your current and future health, visit [www.theleanrebalance.com](http://www.theleanrebalance.com)

# Proud to introduce new Sussex & Surrey Institute of Technology

by Paul Rolfe, Director of the Sussex & Surrey Institute of Technology



Businesses across the region will receive a vital boost, thanks to the launch of the new Sussex and Surrey Institute of Technology (SSIoT).

The Sussex and Surrey Institute of Technology (SSIoT) officially launches in September, enabling businesses to get the skills and talent they need to thrive, while supporting individuals to either launch or develop their careers. Our focus is to address higher level skills needs in:

- Engineering & Manufacturing
- Digital Technologies
- Construction, Planning & The Built Environment
- Sustainable Technologies & Practices

The hub of the Sussex & Surrey Institute of Technology will be based in Crawley with specialist satellite locations developed at NESOT college in Epsom and at the University of Sussex and University of Brighton. The hub, a state-of-the-art building, will house industry leading resources including a 'learning factory'. The £14m building will begin development in Spring 2023 and will open its doors in Autumn 2024.

**The hub, a state-of-the-art building, will house industry leading resources including a 'learning factory'**

**A focus on developing practical, real-world training and development to address the challenges faced by businesses**

## Innovation & collaboration

At the heart of our Institute of Technology is a commitment to innovation and collaboration. We are built on a network of leading industry partners and academic institutions, with a focus on developing practical, real-world training and development to address the challenges faced by businesses. Students will have access to the latest technologies and cutting-edge research, as well as opportunities to work on real-world projects and collaborate with industry professionals.

## Benefits to students

One of our key strengths is our focus on practical, hands-on learning. We understand that the best way to prepare students for the 'real world' is to give them real-world experience. That's why we are investing heavily in state-of-the-art facilities, including labs, workshops, and industry-leading resources - to ensure that learners can learn by doing. Whether it's designing and building a robot, developing a new app or product, our students will have access to everything they need to turn their ideas into reality.

We recognise that every student is unique, with their own interests, strengths, and learning styles. That's why we offer a range of flexible learning options, including apprenticeships, part-time and full-time courses, online and blended learning as well as customised training programs. This means that students can tailor their learning experience to suit their individual needs and goals, whether they're looking to upskill, pursue a new career, or simply explore their passions.





## Benefits to business

One of the key challenges facing businesses across our region is tackling the current skills gaps while also preparing for future skills needs, which is stagnating productivity and hindering growth. We recognise the criticality of developing and retaining local talent to reduce the need to recruit out of the region which is why all our programmes and courses have been designed by employers, for employers in collaboration with the region's leading academic institutions.

Significant investment is being made to provide the latest, industry standard equipment and resources as well as the development of state-of-the-art training facilities.

## Industry partnerships

One of our standout features is our strong links with industry. The institute is a collaboration with some of the world's leading companies, including Gatwick Airport, Roche, Natwest and Wates construction, to name just a few. These partnerships provide students with unparalleled opportunities to gain industry experience, network with professionals, and learn about the latest developments in their field. We also work closely with local businesses and organisations to ensure that its programs are relevant and responsive to the needs of the local economy.

Gary Wilkinson, Regional Managing Director at the Wates Group, said: "We welcome the opportunity to support and work alongside the Institute of Technology in helping students and employers to develop the future skills needed to succeed in constantly advancing markets, including construction and building maintenance."

Gerard Harkin, Head of Innovation (UK & Ireland) for Roche, added: "By improving access to STEM subjects, we hope to help grow the next generation of innovators, and that's why we are proud to be an industry partner with the IoT".



## The future, today

The Sussex and Surrey Institute of Technology will be an exciting and innovative place to learn and study. With our focus on courses to address our current and future skills needs, practical learning, personalised education, industry partnerships, and entrepreneurialism, we offer a unique and engaging learning experience. Whether you're a business looking to recruit or upskill staff, are a school leaver or graduate, or a professional seeking to broaden your horizons - the SSIoT is the place to be.

Find out more at [www.sussexsurreyiot.ac.uk](http://www.sussexsurreyiot.ac.uk),  
[info@sussexsurreyiot.ac.uk](mailto:info@sussexsurreyiot.ac.uk)

**State-of-the-art facilities, including labs, workshops, and industry-leading resources**

## Education partners



## Industry Partners



## East Surrey College Boosts Access to Green Skills Training and Technologies

East Surrey College has been awarded a share of £2.6m funding from the Department for Education's Strategic Development Fund to invest in new green and digital technologies. This will help improve links with local businesses to support them to develop and enhance their green skills as part of the drive towards a more sustainable, rural economy.

The College is leading the local skills agenda by collaborating with seven other colleges from Hampshire and Surrey to support growth in green industries specifically linked to retrofit (construction), electric and hybrid vehicles.

The journey towards a low carbon economy starts at the top with over 4,000 hours of continued professional development (CPD) being delivered to senior leaders and educators to help them better understand the challenges and opportunities presented by clean growth. These new skills will be cascaded to learners, meaning local

businesses will have access to the home-grown talent they need for the jobs of tomorrow.

Online courses are being created for businesses as part of the Innovation South Virtual Campus. Check out this free resource at: [em3.isvc.co.uk](http://em3.isvc.co.uk).

As part of the funding, East Surrey College has received four new cars that will be used to support the teaching of 'Green Technology' in cars.

Kam Dehal, Executive Director - Commercial & Partnerships at East Surrey College said: "This funding is

making a big difference to our College and in turn, the local businesses and communities. We believe that upskilling our staff with skills and knowledge through sustained, high quality CPD is crucial for them to excel in their roles and remain aligned to the needs of businesses."

To discover how businesses can benefit from East Surrey College's green skills courses, contact the Employer Services team: [EmployerServices@esc.ac.uk](mailto:EmployerServices@esc.ac.uk) [www.esc.ac.uk](http://www.esc.ac.uk)



## It's who you know ...

Many of you will know of the power of the gdb Network & it was recently brought into play for 2 of our members.

gdb Membership Manager Mandi was discussing an issue for one of the members where Charlie Phesse of I Drive U was looking for ways to promote a new

(& very altruistic) Giving Scheme that the business is offering. This Scheme will support nurses employed in the NHS to pay their membership fee of the RCN and came about as Charlie & Anne wanted to help a nurse they knew, especially with the spiralling cost of living.

The annual payment is a compulsory charge of £120 for anyone in the nursing profession. The Giving Scheme is very simple as donors & member of nursing staff will sign up with Charlie & then I Drive U will match them together so the donor can fund that nurses membership of the RCN.

Charlie was trying to identify a way forward for the Scheme so Mandi introduced Charlie to Jeremy Taylor of The Company Connector. Alongside his day job, Jeremy is a Growth Champion with Coast to Capital Growth Hub and

this role can provide a day of funded support, advice & guidance for eligible businesses.

That day was used to identify sources of Grant Funding, potential promotion partners & strategies and then setting priorities.

Charlie told us "Jeremy Taylor is a real gem. He has been very patient and explained everything in a clear and concise manner which, backed up with a keen sense of humour, is making our project much clearer and enjoyable."

To find out more about possible support from the Coast to Capital Growth Hub, please visit [www.c2cbusiness.org.uk](http://www.c2cbusiness.org.uk)

To support a nurse, please visit [www.idriveu.info/nurse-support-scheme](http://www.idriveu.info/nurse-support-scheme) And to meet "a real gem" get in touch with Jeremy on his LinkedIn at [www.linkedin.com/in/1jeremytaylor](http://www.linkedin.com/in/1jeremytaylor)



Jeremy Taylor



# BRIGHTON & HOVE BUSINESS SHOW 2023



8 June 2023  
10am - 3pm  
AMEX Stadium

Connecting  
Businesses

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- ✓ We will have your ticket & lanyard waiting

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07885 490266

[brightonandhovebusinessshow.uk](http://brightonandhovebusinessshow.uk)

## #Brighterthinking Talent Springs Into Action at Menzies LLP

# MENZIES

## BRIGHTER THINKING

It's not just the weather that's looking "Brighter" at Menzies LLP this Spring as we are proud to share good news for our talented teams in our Leatherhead office.

Our Private Client Team are delighted to have been shortlisted for the "Best Private Client Practice" in the Tolley's Taxation Awards 2023. Director Helen Cuthbert said "I am very proud to be part of our Private Client Team that is being recognised for its high calibre advice and exceptional client service right across

our extensive client base".

Meanwhile, a total of six employees have been successful in recent promotions, effective 1 April 2023. The good news is being shared by four new Directors across our corporate tax, accounts and advisory and audit service lines as well as two Manager promotions within the audit team.

Talent retention and skills development have always been at the forefront of our agenda, recognising that consistency of teams and building

strong relationships is what our clients value most highly about the services we provide for them.

Caroline Milton, Partner and Office Principal for Leatherhead, said: "Understanding the importance of a strong team and empowering individuals to reach their full potential is critical to sustainable growth, which is why we are so proud to celebrate the success of our #Brighterthinking teams this Spring."

Our new Directors include David Crowe (Accounts and Advisory), Anna Johnston (Audit and Assurance), Emma McCartney (Business Tax) and Peter Mills (Business Tax).

Our Private Client team hope to see you at the Tolley's Taxation Awards on 18 May 2023, and our new Directors can be contacted at [www.menzies.co.uk/about-us/people](http://www.menzies.co.uk/about-us/people) [www.menzies.co.uk](http://www.menzies.co.uk)

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Roffey  
Park  
Institute



## What is Effective Line Management? Asks new Roffey Park Institute White Paper

Line managers are the mainstay of many organisations and must often juggle complex responsibilities. In the last few years there have been few changes to the fundamental skills they require, but the context in which they operate has changed. Many organisations are seeking to learn and understand the changes in order to best nurture their line management, as there is no universal approach to management.

A recent Roffey Park Institute (Horsham) research paper, presented at a joint Roffey Park and KPMG virtual event, tackles some of the key issues affecting line managers today. ([Download the free report here.](#))

Explaining how the demands of frontline management have changed in recent times, Dr Jan Moorhouse,

Roffey Park's Head of Research, Thought Leadership and Academic Delivery said: "Hybrid working and the equality, diversity and inclusion agenda have had a significant impact on the day-to-day activities of frontline managers. So too has the shifting societal context of the 2020s, with a greater focus now placed on identity, self and mental health. Knowing how to cope with these considerations, especially for people who are new to line management, can be a real challenge."

"Operating in an environment where there's no longer any sense of what's normal, line managers need to be supported to develop the skills required by their altered circumstances. If they're to continue leading diverse, multi-generational teams with authority and



wisdom, they're going to need greater strategic awareness and self-awareness and an increased capacity for critical thinking and reflection."

The full white paper report can be downloaded here via the Roffey Park website:

[What is Effective Line Management? - Roffey Park Institute](#)

## Are your Directors & Officers covered?



There is some mystery and misunderstanding about Directors and Officers insurance. If you run a limited company, plc, or partnership it's worth considering.

As a senior person in a company or partnership here are 10 reasons to consider having D&O cover.

**1. Personal Liability** – If you are accused of breaching your duty in

the running of a company, you may be personally liable to defend claims brought against you. Personal assets could be at risk if your company does not indemnify you.

**2. SME's** – Small businesses may have fewer stakeholders but face the same exposures as large corporate companies – often without in-house legal teams or HR to guide them.

**3. Defence Costs** – If a claim is made against you, you will need to invest in legal defence costs and experts. D&O insurance will cover this.

**4. Health and Safety Prosecutions** – Certain sectors face the risk of health and safety investigations if actions are found in breach of safety regulations. A D&O policy covers health and safety investigations.

**5. Regulatory Bodies** – Investigations carried out by regulatory bodies leading to expensive defence costs are not uncommon. D&O insurance will cover these costs.

**6. Public Relation Costs** – An alleged or actual wrongdoing can damage a company's reputation. Many D&O covers will pay reasonable fees for a PR consultancy to help limit this.

**7. Cover for Each Director** – Many D&O policies will cover directors sitting on other company boards or acting as an officer for a charity.

**8. Employment Practice Claims** – If an employee brings a claim against a company, D&O will manage the claim, cover defence costs and awards.

**9. Restrictive covenant** – Some policies cover the cost of pursuing ex-employees who breach their restrictive covenant or defending your own staff from such accusations.

**10. Data breach** – some will cover the costs of defending directors against a data breach.

Feel free to contact me if you would like to know more or have any questions. Zahid Naqvi, Managing Director, [zahid@custodianinsurance.co.uk](mailto:zahid@custodianinsurance.co.uk)

## Cost of living crisis: How divorcing couples are turning to agreeable settlements to save money



With on average 42% of marriage ending in divorce, and the average cost of divorce estimated at £14,500+VAT as well as continued extreme delays in family court proceedings, more and more separating couples would benefit from exploring more conciliatory routes towards divorce to resolve their marital disputes.

Since the No Fault Divorce legislation came into effect last April, different models – including Family Law Partners' own new 'Agreeable' model – are set to gain in popularity. Agreeable,

where a specialist family lawyer and a relationship coach work together with the divorcing couple to reduce legal costs and the emotional impact and to keep the dispute out of the courts, can help couples at a time when many are being crippled by increased cost of living expenses. Fixed fee models like these may save the average couple save thousands of pounds (as much as 37%) on an average divorce.

In addition to saving couples money, opting to avoid the traditional court process also avoids separating couples being locked in months and months of court proceedings.

During Resolution's recent 'Good Divorce Week' they reported that official figures show that private children's cases are taking nearly a year to reach conclusion, six weeks longer than the previous year, with financial remedy cases taking even longer. This is having a

huge impact and a survey of Resolution members found:

- 20% said court delays caused clients to rely on benefits
- 34% said they'd referred a client to a counsellor or therapist to help them cope with the stress of ongoing court delays
- 90% said court backlogs were causing additional and unnecessary stress and pressure for clients

In a time when many are being crippled by increased cost of living expenses and even the Chancellor acknowledging the cost of childcare in his recent Spring Statement, finding a quicker and more cost-effective way to finalise marital disputes is essential for many.

To find out more about Agreeable please contact the Family Law Partners team at [enquiries@familylawpartners.co.uk](mailto:enquiries@familylawpartners.co.uk)

## Local Accountancy Firm Celebrate Its 115th Anniversary

Richard Place Dobson (RPD), an award-winning Chartered Accountants and Business Advisors, celebrates its 115th anniversary, working in Crawley and the surrounding areas of Sussex.

Well-known in the area, RPD works with individuals, organisations, and not-for-profit sectors, covering personal and business services. They are a firm that puts its people first, and they build everything around its relationships with clients.

Managing Director, Matthew Tyson, said: "We can't believe we've been around for this long, but working with various clients, customers, and partners has been brilliant. We've worked incredibly hard over the years to build a strong reputation in the local Sussex area, and maintaining a great connection with our clients is so important for our growth".

RPD has overcome many challenges, extended its services, expanded its team, promoted individuals, and launched its own RPD Foundation. They have been a driving force for local charities in Sussex, and over the years, they have raised thousands of pounds for St Catherine's Hospice, Crawley Food Bank Partnership, and Crawley Open House.

Dave Taylor, one of RPD's long-standing clients, said: "The outcome of all of our discussions has changed my life - and it's not that often one can say

such a thing!"

This year, RPD has sponsored the local Gatwick Diamond Business Awards, and they've held their annual quiz night at The Hawth in Crawley to support the food bank. Coming up in the summer, they are also hosting their yearly footgolf tournament! (Stay tuned for more details!).

Find out more about RPD here and remember to follow their journey on social as they celebrate 115 years - [www.placedobson.co.uk](http://www.placedobson.co.uk)



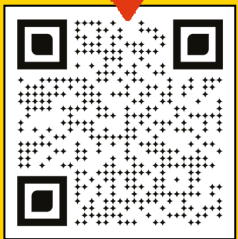


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A Wild in Art event in support of Martlets

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**STEM**  
IN THE PARK

**Saturday 20 May 2023 11am-4pm**  
**Just turn up!**

Enjoy a **FREE** family fun packed day  
Employers from various STEM industries and local businesses  
will be available to offer careers information and advice.

**Pop-Up Planetarium**  
**Science Shows**  
**Interactive Engineering Rigs**  
**Solar Powered Car**  
**Fly Drones**  
**Engaging STEM Displays**

More engaging STEM activities at Crawley College

YOUR LONDON AIRPORT *Gatwick*  
The **STEM HUB**  
**STEM 20**  
Canterbury Christ Church University  
Supported by **Crawley Borough Council**

Following last year's enormous success, STEM In the Park will return to the Memorial Gardens in Crawley, on Saturday 20th May 2023.

This popular event will showcase a festival of STEM related activities for young people and their families to enjoy.

Just turn up for this **FREE** event to participate in numerous STEM activities such as entertaining, engaging science shows, visit space via a HD pop-up planetarium, try your hand at flying a drone around an obstacle course, see how a solar powered car works, gain careers advice and information from local employers, Higher Education Institutions and Colleges, professional bodies, STEM communicators and educators.

This event offers a fantastic opportunity for parents/carers to speak to organisations about the various career opportunities available to

their children in STEM sectors including advice on Apprenticeship Schemes, Under Graduate Programmes and Graduate Development Programmes.

There will also be STEM activities taking place in the STEM Centre at Crawley College. Exhibitors from various industries including Construction, Aviation, Healthcare and Geoscience will be on hand to offer vital careers information to young people and parents.

The event is supported by Crawley Borough Council and Gatwick Airport Limited and delivered by The STEM Hub South East/Central South.

## What do you need to know before migrating your business to the cloud?



Andrew Hookway

Increasingly, businesses are streamlining their operations and reducing costs by turning to cloud computing. Andrew Hookway, Managing Director of Sussex-based Extech Cloud explains some of the benefits of moving your business to the cloud and what you need to know before you start.

The cloud offers numerous advantages, such as flexibility and scalability, which is perfect for SMBs and start-ups. It means the cloud resources

can grow as the business grows, without outlaying capital expenditure for on-premises hardware. In the cloud, your business can also move IT expenses from capital expenditure to operating expenditure. For example, rather than having to outlay £10,000 every 5 years, you could pay a monthly fee for the services being used on Azure, Amazon Web Services or Google Cloud Platform.

Furthermore, being in the cloud improves a business's security posture, with cloud services offering many security features, including alerts that can be monitored from one place. Additionally, many businesses find that moving to the cloud improves user experience, supporting productivity.

It's important to carefully plan your migration and ensure you have the necessary resources and expertise to manage your cloud environment.

Security, cost, legacy apps, downtime, vendor lock-in and technical knowledge are all challenges that businesses are required to prepare for and overcome before they commit to the cloud.

To help businesses, Extech Cloud has released a new eBook, 'Navigating the Cloud: A Comprehensive Guide to Cloud Migration', which is **now available to download** from its website.

It covers everything from the benefits and challenges of cloud computing to the steps involved in planning and executing a successful migration, and is excellent to support any business's journey to cloud migration, for small business owners and IT professionals.

Extech Cloud helps businesses transition to the cloud, enabling remote, flexible, secure, and more collaborative working.

[extechcloud.com](https://extechcloud.com)



## Employment Law in 2023: Is It Just A Case Of ‘Watch This Space’?

There’s been lots of talk about possible new employment laws being introduced in 2023. They would apply to some important areas. So, read on for our round up of key potential changes we should all know about:

- **Employment Relations (Flexible Working) Bill:** well advanced, this would amend the position regarding flexible working requests and make the following changes:

- become a Day 1 right (currently: employees need 26 weeks’ service);

- employees can make two flexible working requests per 12 month period (currently: one request);

- deadline for employers to respond to the request becomes two months (currently: three months);

- if considering rejecting a request, employers must first consult with the employee; and

- employees no longer required to



Laura McMaster

specify ways in which their employer might deal with the effects of the request.

- **Carer’s Leave Bill:** employees could take up to five days’ unpaid carer’s leave each year.

- **Neonatal Care (Leave and Pay) Bill:** employees could take up to 12 weeks’ paid neonatal leave.

- **Protection from Redundancy (Pregnancy and Family Leave) Bill:** extending redundancy protections during and for six months after certain family related leaves.

- **Employment (Allocation of Tips) Bill:** employers must pass on 100% of tips to staff (with no deductions other than those required by law).

- **Worker Protection (Amendment of Equality Act 2010) Bill:** extending employers’ duties to protect workers against sexual harassment, including by third parties.

- **Workers (Predictable Terms and Conditions) Bill:** workers would have a right to request a more predictable working pattern.

These bills are at various stages in the legislative process so (in most cases) there is no guarantee they will become law, on what exact terms, or when. However, some could come into effect as early as later this year.

So yes, for now, our best advice is to watch this space!

For employment assistance contact Laura McMaster at [www.pdt.co.uk](http://www.pdt.co.uk).

## Equipping Your Business with Creative and Tech Talent

Digital Apprenticeships are a high impact and cost-effective way to recruit, train, and retain the talent you need in your team. Apprentices bring an abundance of advantages to businesses, including increased capacity, fresh ideas, and the latest best practices. Below are our 4 top benefits of hiring a Digital Apprentice:

### 1. Increase your marketing capacity for less

A digital apprentice can take on daily tasks and turn around those time-consuming marketing demands, from planning social content, setting up ads, answering web queries, and collecting campaign data to free up your time for more important tasks.

### 2. Cash grants available

Apprenticeships are amazing value. As an earn and learn opportunity, employment costs, can be lower than

that of a general digital assistant, and there are huge amounts of government support available, such as the incredible £12,000 digital skills training grant to be spent towards training a new apprentice or an existing staff member.

### 3. Hire for attitude and train for skills

In marketing, most in-demand skills can be broken down into two categories: things that can be taught, and things that come naturally. The latter category includes curiosity, creativity, empathy, a way with words, a team spirit, and a can-do attitude. Everything else, from marketing theory to SEO, photo editing to keyword research – evolves as the industry does and can always be taught.

### 4. Embed industry best practices within your digital strategy

Digital is an ever-evolving field which blends creativity with technical skills.

There’s always something new to learn, from emerging platforms to algorithm updates and the constant changing of customer preferences. An apprentice can reinvigorate your team, help you tap into new audiences and transform pure creative energy into powerful digital campaigns.

Whether you’re seeking to recruit high-potential talent or upskill existing employees, apprenticeships can help you build the right capabilities to drive innovation forward.

[www.creativeprocessdigital.com](http://www.creativeprocessdigital.com)  
[peter@creativeprocessdigital.com](mailto:peter@creativeprocessdigital.com)



# Upcoming Events

[www.gatwickdiamondbusiness.com/events](http://www.gatwickdiamondbusiness.com/events)

**gdb** Networking

**Thursday 11<sup>th</sup> May: 08.30 - 10.00**

## **The gdb Business Breakfast**

- Brought to you in partnership with Crawley College and Crawley Town Centre BID, this monthly breakfast will provide a friendly, relaxed and informative environment for local businesses to network and improve their business profile. With a guest speaker and a delicious full English breakfast.
- £17.50 +VAT for gdb Members
- £20.00 +VAT for Non-Members

**Monday 15<sup>th</sup> May: 11.00 - 12.00**

## **Membership Meet Up**

- Whether you're new to gdb, thinking about joining or an existing member who needs a refresher, these events are the perfect opportunity to get to know gdb, ask questions and learn more about the variety of member benefits available to you.
- Free to attend

**Tuesday 16<sup>th</sup> May: 12.00 - 14.30**

## **gdb Networking at Ease at Reigate Manor**

- You'll have the opportunity to speak to everyone in the room over an indulgent three-course lunch. Whether you're an experienced networker or just starting out, this is a great event to make new contacts and have fun while doing so.
- £37.50 +VAT for gdb Members
- £47.50 +VAT for Non-Members

**Friday 26<sup>th</sup> May: 11.00 - 12.00**

## **gdb May Educational Seminar at Sandman Signature Hotel**

- With Alison Addy, Gatwick Airport's Head of External Engagement & Policy.
- This event is free for gdb Members and Non-Member Guests who have purchased a Members Meeting Guest Ticket.

**Friday 26<sup>th</sup> May: 12.00 - 14.30**

## **gdb May Members Meeting hosted by Sandman Signature London Gatwick Hotel**

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

**Thursday 8<sup>th</sup> June: 08.30 - 10.00**

## **The gdb Business Breakfast**

- Brought to you in partnership with Crawley College and Crawley Town Centre BID, this monthly breakfast will provide a friendly, relaxed and informative environment for local businesses to network and improve their business profile. With a guest speaker and a delicious full English breakfast.
- £17.50 +VAT for gdb Members
- £20.00 +VAT for Non-Members

**Friday 9<sup>th</sup> June: 08.45 - 14.00**

## **gdb Diamond Experts Conference**

- In partnership with Storm12 and Roffey Park Institute. This is a special, purpose-designed event to bring businesses within the Gatwick Diamond region together to learn and network.
- £15 +VAT for gdb Members
- £25 +VAT for Non-Members

**For further information  
on any of our upcoming  
events, visit**

**[gatwickdiamondbusiness.com  
/11-events](http://gatwickdiamondbusiness.com/11-events)**



**Monday 19<sup>th</sup> June: 11.00 - 12.00**

### **Membership Meet Up**

- Whether you're new to gdb, thinking about joining or an existing member who needs a refresher, these events are the perfect opportunity to get to know gdb, ask questions and learn more about the variety of member benefits available to you.
- Free to attend

**Wednesday 21<sup>st</sup> June: 12.00 - 14.30**

### **gdb Pizza & Networking**

- Join us and network over some "dough-licious" pizza in the beautiful alfresco terrace area of Meadow, the recently refurbished restaurant at the Holiday Inn Gatwick Worth.
- £28.50 +VAT for gdb Members
- £38.50 +VAT for Non-Members

**Friday 30<sup>th</sup> June: 11.00 - 12.00**

### **gdb June Educational Seminar at Kings18**

- Creating a Diverse and Inclusive Workforce in a Tight Labour Market.
- This event is free for gdb Members and Non-Member Guests who have purchased a Members Meeting Guest Ticket.

**Friday 30<sup>th</sup> June: 12.00 - 14.30**

### **gdb June Members Meeting hosted by Kings18**

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

# **gdb Diamond Experts Conference**

Brought to you in collaboration with **Storm12 & Roffey Park Institute**



### **What to expect:**

Full speaker schedule of carefully selected hot topics relevant to local businesses with Q&A

Networking opportunities

Expert Exhibitor stands

The chance to enjoy the famous Roffey Park hospitality with a delicious lunch included

**Friday 9th June 2023**

**At Roffey Park  
Institute**

**FIND OUT MORE AND BOOK YOUR  
PLACE**



# **gdb welcomes new members**

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



[allywhitlock.com](http://allywhitlock.com)

## **Ally Whitlock**

I help you bring personality to your brand with creative photography.

I have three areas of expertise;

- Branding; helping you to visually tell your story & communicate who you are & what you do to your target market.
- Headshots; creating high-quality headshots to help you to stand out online & make a great first impression.
- Product; producing strong, on-brand

photos to showcase & sell your products online.

I work with you to design & create your shoot. Delving deep into your brand & exploring your vision, values & personality to ensure that the photos we take complement & strengthen your brand.



a revolutionary response to school

[www.atelier21schools.co.uk](http://www.atelier21schools.co.uk)

## **Atelier**

A progressive Prep and Senior school, based in West Sussex, Atelier 21 is creating a stir in the educational landscape for its trailblazing approach to education. It re-imagines the school day with five interconnected ways in which pupils learn - Workshop Wednesdays, Self-directed Learning, Wild Fridays (outdoor learning), Personal projects and Entrepreneurship.

Based on prolific cognitive scientist, Guy Claxton's Learning Power approach, Atelier 21 focusses on teaching children 'how to think, not what to think,' and developing skills that are fit for pupils' futures not our pasts. Its aim is to make to make learning more relevant, meaningful, and joyful.



[www.brandingbox.io/1-2-1](http://www.brandingbox.io/1-2-1)

## **Branding Box**

Branding Box is a brand and digital marketing agency who want to keep your business on brand, help connect you with the right audience and as a result increase your sales.

We offer a full range of logo & brand design services, social media management, google business management as well as email marketing & paid ads.

Our clients see the value of a strong brand image and we can ensure anytime your brand is seen it will be looking its best. Find out how we can help your business by booking a call with us.





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

## Everyone Active

The team at EA EXPOS welcome you to meet, connect and network with other great businesses. From start-ups to global brands, we can't wait to meet you at our next 2023 Expo at K2 Crawley Leisure Centre.

We are passionate about supporting local business growth and development, we have some great offers from stand holders and attendance to the event is

free. Networking is a proven way to make business connections and offers local business owners a chance to exchange information and gain invaluable and practical ideas on how to improve their businesses.

## face2face



We take care of HR so you can take care of business.

We recognise it's hard enough running a business without having to deal with countless people management issues, so we have a range of services designed to ease that pressure. From our ongoing monthly retainer service and fixed price packages to ad-hoc advice and one-

off projects, we're on hand to provide tailored support, without the cost of employing a full-time member of staff.

[face2facehr.com/consultants/hr-consultant-horsham](http://face2facehr.com/consultants/hr-consultant-horsham)

## Finance Planning



I specialise in helping those over 55 borrow against their homes, for example to help family, enhance their quality of life or replace an existing mortgage.

I can advise on and arrange lifetime mortgages (I am a member of the Equity Release Council), retirement interest only mortgages or term mortgages. Initial advice is always at no cost to the customer, no advice fee is ever charged

until the mortgage starts.

Qualified to advise on all types of residential mortgage, I specialise in helping the over-55s but can help anyone from 18 to 80 and well beyond to get a mortgage.

[nigelurban.financeplanning.co.uk](http://nigelurban.financeplanning.co.uk)

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# **gdb welcomes new members**

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



[fusion-business.co.uk](http://fusion-business.co.uk)

## **Fusion The Business Catalyst**

We love networking, obviously, but it's not for everyone. Also, it takes time — and when you're running a business, it's difficult to attend networking events consistently.

At Fusion, we attend networking events on your behalf. On a monthly retained basis, we showcase your talents to people who would benefit from your services — people you may not have

thought of — and we find new business opportunities for you.

We do this in an informal, non-salesy way, forming trusted relationships with your ideal clients, potential partners and collaborators.



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

## **little big tech**

We provide IT Support, consultancy and Voice & Data solutions. We believe in a completely different approach to how technology should work for your business.

No business that is going to flourish in the digital age can do so without fully harnessing the power of tech – making sure you can leverage all its capabilities that permit the agility, flexibility and

scalability you need in order to protect your profit margins and grow your business without burden.

Our goal is to grow your business with the aid of technology, and not in spite of it.



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

## **The Europa Hotel**

The Europa Hotel is a charming Spanish and Mediterranean themed venue in Gatwick.

The Hotel consists of 245 well-appointed bedrooms, all of which have en-suite facilities, and all the modern day amenities needed. We have multiple conference suites, which can accommodate up to 150 delegates. With our own car park within our grounds, we

are the ideal venue for both business and leisure guests.

We are undergoing creating new amazing offers on all functions from conferences to weddings and private events. All our offers can be tailored to fit your needs.



## the lean rebalance

### the lean rebalance

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The Lean Rebalance Method combines 13 years experience as a personal trainer & metabolic health coach, with a science backed nutrition plan, based on the results of a simple blood test, your

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

### Referrals

**#goodpeopleknowgoodpeople**

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

- Jeremy Taylor from The Company Connector for referring Atelier 21 School Ltd
- Clive Wilson from Clive Wilson Marketing for referring Ally Whitlock
- Pradeep Mohile from DISCprofiles.UK for referring Little Big Tech
- Clive Wilson from Clive Wilson Marketing for referring Sales Geek South London Ltd
- Matt Turner from Creative Pod for referring Bloc Pictures

## Membership Meet Up

Whether you're new to gdb, thinking about joining or an existing member who needs a refresher, these events are the perfect opportunity to get to know gdb, ask questions and learn more about the variety of member benefits available to you.



**Monday 15 May  
& 19th June**

**And then Every 3rd Monday  
of the month**



Freedom Works, Astral Towers,  
Betts Way Crawley RH10 9XA



10:30-11:30

**BOOK NOW**

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

# 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](http://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

[www.brewin.co.uk/gatwick](http://www.brewin.co.uk/gatwick)  
[paul.cannons@brewin.co.uk](mailto:paul.cannons@brewin.co.uk)  
01293 661323



#### Carpenter Box

[www.carpenterbox.com](http://www.carpenterbox.com)  
[info@carpenterbox.com](mailto:info@carpenterbox.com)  
01293 227670



#### Kreston Reeves LLP

[www.krestonreeves.com](http://www.krestonreeves.com)  
[tracy.morrison@krestonreeves.com](mailto:tracy.morrison@krestonreeves.com)  
01293 776152



#### mnAI

[www.mnai.tech](http://www.mnai.tech)  
[sales@mnai.tech](mailto:sales@mnai.tech)  
020 31516624



#### Servo Private Wealth

[www.servoprivatewealth.com](http://www.servoprivatewealth.com)  
[info@servoprivatewealth.com](mailto:info@servoprivatewealth.com)  
01444 715200

### Airport / Airline Services



#### Gatwick Airport Ltd

[www.gatwickairport.com](http://www.gatwickairport.com)  
[richard.lennard@gatwickairport.com](mailto:richard.lennard@gatwickairport.com)  
08443 351802



#### Delta Air Lines

[www.delta.com](http://www.delta.com)  
02076 600767



#### jetBlue

[www.jetblue.com](http://www.jetblue.com)  
[maris.kuklis@flyjetblue.eu](mailto:maris.kuklis@flyjetblue.eu)  
07494 749129



#### Virgin Atlantic Airways Ltd

[www.virginatlantic.com](http://www.virginatlantic.com)  
01293 747747

### Banking



#### HSBC UK

[www.hsbc.co.uk](http://www.hsbc.co.uk)  
[sarah.k.milligan@hsbc.com](mailto:sarah.k.milligan@hsbc.com)  
07717 690813



#### NatWest

[personal.natwest.com/personal.html](http://personal.natwest.com/personal.html)  
[Andrew.Kettle@natwest.com](mailto:Andrew.Kettle@natwest.com)  
01293 643096

### Business Consultants



#### The 8020 Business Consultancy

[www.8020consultancy.com](http://www.8020consultancy.com)  
[mcook@8020consultancy.com](mailto:mcook@8020consultancy.com)  
08453 887888



## Environmental Services



**Blue Planet Washing Solutions Ltd**  
www.blueplanetws.co.uk



**Wilton Park**  
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enquiries@wiltonpark.org.uk  
01903 815020



**Cleankill Pest Control**  
www.cleankill.co.uk  
enquiries@cleankill.co.uk  
02086 685477



**Worth School Lettings**  
worthschool.org.uk/lettings  
01342 710200

## Food & Drink



**Love Water**  
www.lovetwater.com  
nick.swan@lovetwater.com  
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**First Central**  
firstcentralgroup.com  
jo.harrison@first-central.com  
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## Hotels / Venues / Events



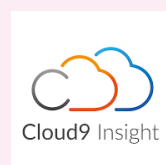
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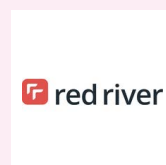
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**Cloud9 Insight Ltd**  
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**Millennium & Copthorne Hotels Plc**  
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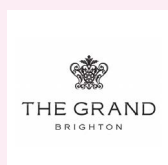
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08448 802357



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**The Grand Brighton**  
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01273 224300

## Legal Services



### DMH Stallard LLP

www.dmhstallard.com  
enquiries@dmhstallard.com  
01293 605000



### HCB Legal Limited

www.hcbgroup.com  
victoriahazell@hcbgroup.com  
01293 602892



### Irwin Mitchell

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### Lewis Denley

lewisdenley.com  
lauren.gardiner@lewisdenley.com  
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### Mayo Wynne Baxter

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info@mayowynnebaxter.co.uk  
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## Local Government / Public Sector



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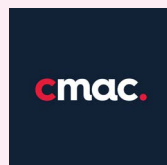
crawley.gov.uk  
01293 438000



### Strive AV Ltd

www.striveav.com  
toni@striveav.com  
01342 778083

## Logistics / Travel Services



### Cmac Group UK Limited

www.cmacgroup.com  
paul.wait@cmacgroup.com  
03333 580156



### Cubic Transportation Systems

www.cubic.com/transportation  
krishna.desai@cubic.com  
01737 782200



### DNA

www.dna2b.com  
info@dna2b.com  
03333 358585



### Gatwick Express

www.gatwickexpress.com  
Angie.Doll@gtrailway.com  
03458 501530



### ILG

www.ilguk.com  
info@ilguk.com  
08442 648000



### Interparcel

uk.interparcel.com  
gatwickdbusiness@interparcel.com  
03333 000700



### Metrobus

www.metrobus.co.uk  
kevin.carey@metrobus.co.uk  
01293 449191

## Manufacturing / Engineering



### Commтел Ltd

commтел-uk.com  
sales@telguard.co.uk  
01306 710120




**Pentagon Plastics Ltd**

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01403 264397


**Sub-Cool-FM Ltd**

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01293 223044

**Marketing / Media / PR**

**Clive Wilson Marketing**

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07843 259166


**Scaramanga Agency**

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02033 713295

**Medical / Health / Wellbeing**

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**Welland Medical**

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01293 615455

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**East Surrey College**

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**Emergency Services Training and Resilience Ltd**

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info@emstar.biz  
02085 221853


**North East Surrey College of Technology (Nescot)**

www.nescot.ac.uk  
jkapsalis@nescot.ac.uk  
02083 941731



**Rewards Training**

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[information@sussex.ac.uk](mailto:information@sussex.ac.uk)  
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**Roffey Park**

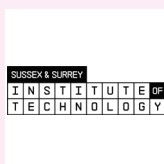
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[enquiries@roffeypark.ac.uk](mailto:enquiries@roffeypark.ac.uk)  
01293 854020



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**Control Energy Costs Ltd**

[cec.uk.com](http://cec.uk.com)  
[sales@cec.uk.com](mailto:sales@cec.uk.com)  
01737 556631



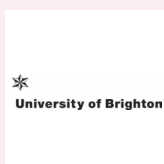
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Institute of Technology**

[www.sussexsurreyiot.ac.uk](http://www.sussexsurreyiot.ac.uk)  
01293 442213



**Southern Water**

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