

THE BUSINESS MAGAZINE FOR EAST CHESHIRE

East Cheshire  
**CHAMBER**  
of commerce & enterprise

# Chamber

May 2017 / Issue 52

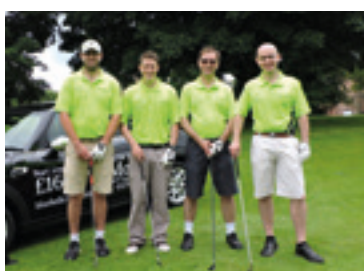


## Business of the Year Winners 2017



### Business Awards

Congratulations to  
our nominees and winners



### Golf Day

Fantastic prizes to be won!



### Chamber Drive Day

Networking event with BMW



### Scolaquip New Packaging

Chamber members working  
together to launch packaging



# Welcome from the Chief Executive

Welcome to this edition, bursting with news from across our ever-growing network of members.

Once again the Annual East Cheshire Chamber Business Awards evening was a tremendous success. The report on the event can be seen on pages 16 in this edition. Our congratulations go to the winners and we wish all the nominees continued success in their businesses. It is always good to see so many different businesses from all sectors of industry and commerce taking part. Of course we also have a category for Charities to enter and this year it was won by Kidneys For Life.

“...our Board of Directors has been strengthened with two new appointments”

Soon after the awards came the news that we are to have a General Election on June 8th. This came as quite a surprise and I wonder if we will have another surprise on the morning of June 9th! I am certainly not going to make any predictions on the possible outcomes in this report.



I am pleased to report that since the last edition of the CHAMBER our Board of Directors has been strengthened with two new appointments. John Stewart of Senior Aerospace Bird Bellows and Andy Pear of Reliance Medical and Pecks Restaurant have agreed to become directors of East Cheshire

Chamber. Their appointment will bring an added dimension to the board and I look forward to working with them over the coming months and years.

You will see on page 5 news of our Annual Golf Day to be held at Vale Royal Abbey Golf Club. We are pleased that Blue Bell BMW are again our main sponsors for this event and I would like to take this opportunity to thank them for their ongoing support. Booking forms for the Golf Day will be going out shortly and we hope to see our usual friends and some new faces on the day.

If you have any news items that you would like to be considered for inclusion in the magazine please send them to Jackie Randles.

David

## Events Calendar

### Thursday Thirty 8<sup>th</sup> June 2017

08:30 am – 10:00 am  
Harts Limited  
Westminster House  
10 Westminster Road  
Macclesfield, Cheshire  
SK10 1BX

### Annual Golf Day

21<sup>st</sup> June 2017  
Vale Royal Abbey Golf Club  
Vale Royal Drive, Whitegate  
Northwich, Cheshire  
CW8 2BA

### Thursday Thirty 20<sup>th</sup> July 2017

08:30 am – 10:00 am  
The Rossendale Trust  
Rossendale Hall, Hollin Lane  
Macclesfield, Cheshire  
SK11 0HR

### Thursday Thirty 24<sup>th</sup> August 2017

08:30 am – 10:00 am  
East Cheshire Hospice  
Millbank Drive, Macclesfield  
SK10 3DR

### Thursday Thirty 5<sup>th</sup> October 2017

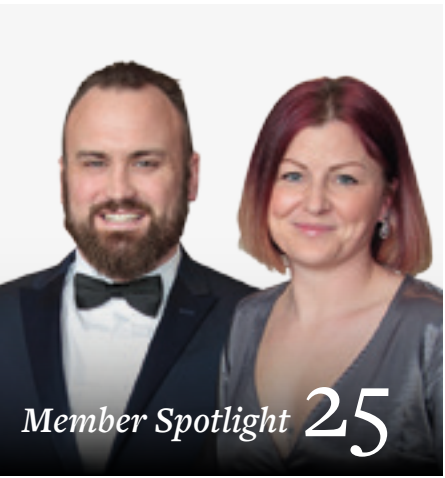
08:30 am – 10:00 am  
Deaville & Co  
Alderley Park Conference Centre  
Alderley Park, Alderley Edge  
Cheshire, SK10 4TG

### Clay Pigeon Shoot 18<sup>th</sup> October 2017

Sponsored by Business Doctors  
Cloudside Shooting Ground  
Red Lane, Congleton  
Cheshire, CW12 3QG  
Details to be confirmed.

Events can be found on our website ‘Events Page’ [www.eastcheshirechamber.co.uk](http://www.eastcheshirechamber.co.uk)

Please email [Jackie.randles@eastcheshirechamber.co.uk](mailto:Jackie.randles@eastcheshirechamber.co.uk) for further details and booking forms



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# A word from Jackie Randles

We're excited to introduce a new look to the Spring edition of 'Chamber'



The Business Awards are the biggest event that we host and this year was no exception as you will see from the photos and report in the centre of the magazine. Thanks go to De Vere Cranage Estates and especially to the chef for the amazing food that was served on the evening.

I would like to thank our members who have supported us at the many events, charity raffles and auctions that we have hosted throughout the year and we are proud to announce that we have raised over £8,000 for The Rossendale Trust charity in 2016/17. We now welcome our new charity for the forthcoming year, Kidneys For Life.

The Chamber continues to be very busy providing information and guidance to our members, organising events and networking opportunities to generate new business leads. We are seeing a continuing rise in the requirement for the authorisation of export documents which is excellent news for our exporters.

The Annual Golf Day is the next major event which will be held at Vale Royal Abbey Golf Club on 21<sup>st</sup> June and I look forward to seeing many of you there.

Finally, we hope you like the new look of the magazine as much as we do!

*Jackie*

# New Members

The Chamber extends a very warm welcome to the following new members:



Based in the North West, BAV Ltd has been staging events for over 25 years gaining an excellent reputation for providing the Complete Event Solution and are recognised as the UK's Leading Conference Production Company.  
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Karen Coleman of Excello Law is a specialist Employment Solicitor and HR Advisor. Karen is dedicated to providing affordable business-focused HR advice to local employers.  
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Tel: 01782 703052



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In January 2017 John Machin opened a new breed of gym never seen before in Cheshire. This new venture has climbing walls, a ninja warrior course, giant foam pit and of course the group personal training that he is famous for.  
[www.machin-es.co.uk](http://www.machin-es.co.uk)

Tel: 07532 148431  
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As a Notary Public, Nicola can notarise all documentation required for either multinational companies or individuals, from notarisation through to consular or FCO legalisation.  
[www.nicolamccarthy.com](http://www.nicolamccarthy.com)

Tel: 07498 306663

If you are interested in joining East Cheshire Chamber of Commerce.

Please contact David Watson at [david.watson@eastcheshirechamber.co.uk](mailto:david.watson@eastcheshirechamber.co.uk) or Jackie Randles at [jackie.randles@eastcheshirechamber.co.uk](mailto:jackie.randles@eastcheshirechamber.co.uk)



## Join us on our Chamber Golf Day 2017

Vale Royal Abbey

The annual Chamber Golf Day will take place on Wednesday 21st June 2017 from 11.30am onwards at the prestigious Vale Royal Abbey Golf Club.

There will be several competitions running throughout the day including:

- 4 golfers per team
- Putting Competition
- Longest Drive
- Nearest the Pin

### FOR MORE INFORMATION

Please contact Jackie Randles on Tel: 01260 540570

Email: [jackie.randles@eastcheshirechamber.co.uk](mailto:jackie.randles@eastcheshirechamber.co.uk)

Early booking is recommended

3

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## Welcome to our New Board Members

*We are very pleased to introduce two new members to  
the Chamber Board of Directors*



### John Stewart

*Senior Aerospace Bird Bellows*

With over 30 years' experience in the Power and Aerospace sectors, John, a qualified Mechanical Engineer, has worked for several organisations in the UK, China, France, Singapore and the US.

Now the CEO of SABB in Congleton, he is running a business with great ambitions for significant growth.

John is passionate about learning and development

as a means of developing organisations organically.

He wants to retain and grow high value jobs in the UK engineering sector, which will contribute significantly to the prosperity of the Country.

John is a Board member and Trustee of local charity Ruby's Fund. He enjoys keeping fit, playing golf and looking after his three boys.



### Andy Pear

*Reliance Medical / Pecks Restaurant*

Andy built his first business in 1989 and is now Chief Executive of Reliance Medical, Reliance Medical Shanghai, Pecks Restaurant, The Wheatsheaf Sandbach and Pear Property Developments.

He is also a director of Congleton Multi Academy Trust and a council member of the British Healthcare Association.

Andy has a motto which he applies across all his businesses:

"We aim to treat all our people honestly, decently and as generously as we are able and all we ever ask is the same in return".

Andy lives in Somerford and in his spare time enjoys shooting, motorsports, fine dining and spending time with his family.



## Chamber Members Working Together

Jane Reynard from Scolaquip (t/a Creative Art Products) joined the Chamber in August 2016 and wasted no time in working together with fellow Chamber members TMC Strategic Communications from Congleton, who have designed new packaging for the crayons.

SCOLAQUIP manufacture and supply the largest range of paints, crayons, modelling materials and adhesives in the UK at their site in Middlewich.

The brand name Scola has become synonymous with

quality products which are safe, good value and easy to use. Their products are now found in every primary school classroom in the UK.







# Ultimate network experience May 2017

*The rain did not stop the networking at the BMW  
“Ultimate Network Experience”*



Once again Blue Bell BMW Crewe kindly invited members of East Cheshire Chamber of Commerce to an amazing day driving through the roads of Cheshire and Derbyshire in various models of BMW's including the brand new BMW 330D Hybrid and the MINI Clubman and Countryman.

The mid day stop was at The Brownlow where guests enjoyed a choice of chicken curry or chilli. Everyone then continued on their way over the hills towards Buxton and on through Whaley Bridge before heading

back to the BMW showroom at Crewe. There were lots of tales to tell of the days experience and even more networking before everyone got back into their own vehicles to drive away from “The Ultimate Network Experience”.

Thanks to Blue Bell Crewe for a wonderful day! If you would like to know more or would like your own Ultimate test drive please [contact](mailto:contact@bluebellcrewebmw.co.uk).



**Tel: 03446 593877**  
**[www.bluebellcrewebmw.co.uk](http://www.bluebellcrewebmw.co.uk)**



*“Thanks for organising today’s drive day, I really enjoyed it and a good chance to meet and chat to more Chamber Members.”*



*“Many thanks for yesterday’s invite to the BMW day, I had a great time and it was a well organised day.”*

**Handelsbanken**





## ARE YOU READY FOR GENDER PAY GAP REPORTING?

The Gender Pay Gap is a current 'hot topic' and following recent changes to the Equality Act 2010, new regulations are now in force which all businesses should be aware of. James Heath, Associate at SAS Daniels, explains what you need to know to ensure you're ahead of the game.

### What is the Gender Pay Gap?

The Gender Pay Gap is the average difference in hourly pay between men and women. Typically, firms with a high number of men in senior roles, with more women occupying junior roles, will have a larger Gender Pay Gap.

You often hear people referring to equal pay, however, this is different as it concerns the differences in average pay between men and women, regardless of their role. Equal pay relates to the difference in pay between men and women who carry out the same or similar roles.

### Gender Pay Gap Reporting – key points to be aware of

Following recent changes to the Equality Act 2010, the government has released some draft regulations which came into force on 6 April 2017. The regulations make it mandatory for private and voluntary sector firms, with 250 or more employees, to disclose the details of their Gender Pay Gap publicly to their website.

Firms will also have to submit evidence of compliance to the government. The details submitted should be based on a snapshot of data which was taken on 5 April 2017.

Following the snapshot date, organisations will have 12 months to release the data based on the deadline of 4 April 2018. It must be displayed for three years to show whether progress has been made.

### What should be included in the Gender Pay Gap information?

Under the regulations, employers will be required to publish:

- The difference in mean pay between male and female employees during the pay period falling on 5 April 2017;
- The difference in median (i.e. mid-point) pay between male and female employees during the pay period falling on 5 April 2017;

- The difference in mean (i.e. average) bonus pay between male and female employees during the 12 months preceding 5 April 2017;
- The proportion of male and female employees who received bonus pay during the period of 12 months preceding 5 April 2017;
- The number of male and female employees employed on 5 April 2017 in quartile pay bands A, B, C and D (workforce divided equally into quarters – this can be helpful where there is no pay grade or scales).

The pay information above must be based on data from a snapshot date of 5 April every year, from 2017 onwards. The bonus information must be based on the preceding 12 month period, beginning with the 12 months leading up to 5 April 2017.

### The term 'pay' includes:

- Basic pay;
- Paid leave;
- Maternity pay;
- Sick pay;
- Area allowances;
- Shift premium pay;
- Bonus pay;
- Other pay e.g. car allowances paid through payroll, on call and standby allowances, clothing, first aid or fire warden allowances, etc.

### The term 'pay' does not include:

- Pay for a different period;
- Expenses;
- Benefits in kind;
- Arrears of pay;
- Overtime pay;
- The value of salary sacrifice schemes;
- Redundancy pay;
- Tax credits.



If you require further advice for your business, please contact James Heath on :

☎ 01260 282300  
✉ james.heath@sasdaniels.co.uk

### What does this mean for companies in a group structure?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 define a 'relevant employer' as 'an employer who has 250 or more employees.'

For group companies, the employee headcount relates only to the legal entity that is an individual's employer, rather than a collective headcount of all employees from different companies within a group.

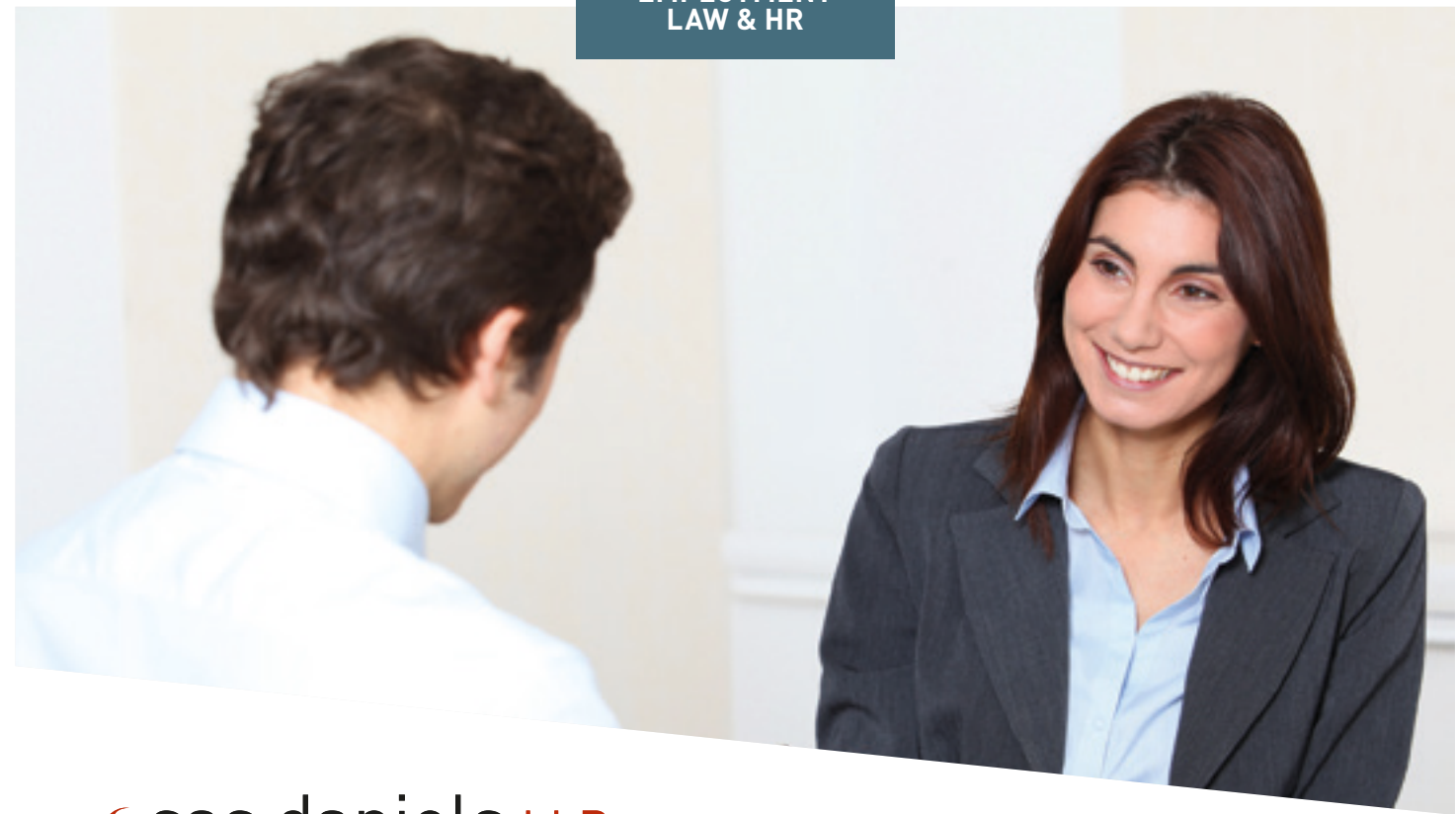
### What can employers do to prepare for the Gender Pay Gap Reporting requirements?

Employers can take preparatory steps to ensure that they have the appropriate systems in place to collect Gender Pay Gap information.

Additionally, employers could also consider methods to put themselves in a favourable position and minimise any risks associated with their information being published. Employers could therefore:

- Determine whether the regulations are likely to apply to the employer;
- Decide who will be responsible for collating, analysing and producing the Gender Pay Gap data;
- Assess the payroll systems and work out what gender pay information can be produced;
- Review how pay and rewards are determined to ensure decisions are transparent;
- Make reasonable adjustments to your current systems (if necessary) to ensure compliance with the new regulations.

**We understand that Gender Pay Gap Reporting can be challenging, so our straight talking team of Employment Law & HR specialists are here to help and guide you through the process to save you time.**



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Associate

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## Employment lawyer Karen Coleman joins Excello Law

*Don't get caught out by confusion on the so-called gig economy*

Employment lawyer Karen Coleman is urging companies to review the status of freelance workers. The Budget and recent court rulings involving the so-called 'gig-economy' and businesses such as Uber, have highlighted cases where people classed as self-employed have employment rights as workers.

"Employment status can be confusing for business as there appears to be a lot of conflicting messages to take in," said Karen.

"Under UK law, we have three categories to consider: Employees, workers and the self-employed. I get asked by companies what they should do when they have self-employed people who work at the business for long periods of time. In many cases, it is



advisable to take away the risk and the doubt and to employ these people."

Karen has joined the East Cheshire Chamber of Commerce after branching out on her own with the support of Excello Law.

She is committed to providing affordable business-focused HR advice to local employers and would be delighted to hear from any Chamber member interested in finding out more.

Karen can be contacted on 01782 703052 and [kcoleman@excellolaw.co.uk](mailto:kcoleman@excellolaw.co.uk).

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**Kevin Cook**

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Scheme to be operated on behalf of East Cheshire Chamber of Commerce by Reliance Vehicle Management Limited.





# ANNUAL CHAMBER BUSINESS AWARDS

*The  
Chamber  
Of Choice*

*East Cheshire Chamber of Commerce Business Awards 2017*



*“Thank you so much for being wonderful hosts on Friday night, it was a pleasure for us to be a sponsor and part of the evening.*

*We are thrilled to have received the award. It is a pleasure for TEM to be part of your Chamber and in particular working with you both who lead it (it seems) effortlessly!”*

**TEM GROUP** | TEM PLANNING | TEM PROPERTY | TEM UTILITIES | TEM EVENTS | TEM LOCATIONS | TEM TATTON STAYS



The East Cheshire Chamber of Commerce Business Awards, hosted by David Watson, Chamber Chief Executive, Jackie Randles, Chamber Director and Peter Bowers, Managing Director of Berisfords Ribbons, was held at Cranage Hall on Friday 7th April.

Prior to the awards presentation the 240 guests, who were greeted by Verity Deaville and Wayne Linaker of Deaville & Co, enjoyed a delightful three course dinner.

Guests in attendance were Congleton constituency MP Mrs Fiona Bruce, the Borough Mayor Councillor Olivia Hunter, Consort Mr Philip Bolton and Councillor David Brown Congleton Town Mayor.

All winners were presented with a trophy, certificate, champagne and a bottle of wine from the main sponsor of the evening, Prism Solutions.

**The Award Winners were as follows:**

**Training Award**, presented by Councillor George Hayes of The Skills and Growth Company: ALPS Ltd, based in Congleton.

**Most Promising New Business:** Rhino Safety, based in Sandbach.

**Charity of the Year**, presented by Bernard Rooney of Blue Bell BMW: Kidneys For Life.

**Innovation & Technology:** Allan Controls, who work very closely with major manufacturers in the automotive industry.

**Excellence in Customer Service:** Approved Inspectors, based in Congleton.

**Employee of the Year**, presented by Kevin Cook of Business Doctors: Shaun Conway, employed by Prism Solutions, based in Congleton.

**Exporter of the Year:** Fine Decor, based

in Holmes Chapel and whose wall covering products are exported all over the world.

**Special Achievement Award:** Genesys International, manufacturers of water treatment chemicals that are used globally.

**Chamber Business Partner:** TMC Strategic Communications, based in Congleton.

**Contribution to the Community:** TEM Group, based in Knutsford.

**Employer of the Year:** The Rossendale Trust.

**Business of the Year:** DV8 Rumba, who now operate in five venues, across three towns in Cheshire East.

A raffle and auction held on the night raised £3,600 for The Rossendale Trust, the outgoing charity of the year. This brought the total raised in the year by the East Cheshire Chamber of Commerce members to £8,115.



*“I just wanted to say thanks for arranging such a great evening on Friday. It was lovely to see so many businesses attending, it was a really friendly and enjoyable evening.*

*Thank you for all your hard work in the preparations for making it so successful.”*

**sas daniels LLP**  
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# CONGRATULATIONS TO THE 2017 WINNERS

*East Cheshire Chamber of Commerce Business Awards 2017*





# Thanks to Business Awards Suppliers and Sponsors

*We would like to thank*



**Sphere UK**  
For printing the tickets  
and programmes



**Cheshire Photography Company**  
Adam Schofield for taking  
the photos

**Glen Stevens DJ**  
For the entertainment

**Charles Ball from  
Bury & Hilton**  
For his auctioneering services



**TMC Strategic Communications**  
For designing the tickets and programmes  
and putting together the videos



**BAV Limited**  
For the lighting, sound and staging



**Cover Story**  
For the chair covers and bows

**Ballooning Marvellous, Congleton**  
For supplying the balloons



**Verity and Wayne  
from Deaville & Co**  
For welcoming all our guests



**De Vere Cranage Estates**  
For all the 'extras' including  
the drinks reception



**Triad UK**  
For the trophies

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Many thanks. You really care and  
it shows.”

*Mr Spence, Sandbach*

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# Chamber News 2017

A round-up of news from across the network.



## Howard Worth Appoints New Audit Partner.

**Howard Worth Chartered Accountants and Business Advisors have strengthened their team through the appointment of Frances Johnson as Audit Partner.**

Fran, who lives in Northwich, has spent the last 18 years working for Baker Tilly where she progressed to Director and Head of Accounting and Financial Reporting. Along with her knowledge of auditing and financial

reporting Fran has also been involved in Client Management, Business Development, Staff Progression and Technical Accounting. She is keen to help local businesses and welcomes the challenge this new role will bring.

Richard Barnett, the firm's Managing Partner commented "The appointment of Fran as Audit Partner adds to the teams experience and enhances the auditing services we offer to our clients".



## The County Group acquires Arthur Marsh & Son (Birmingham) Limited

**The County Group are pleased to announce that they acquired Arthur Marsh & Son (Birmingham) Limited, trading as "Arthur Marsh", on March 1st 2017.**

Arthur Marsh, which was founded in 2004 has fourteen staff across two branches in Birmingham and South West Wales.

The business is predominately a commercial insurance broker, provides a full range of commercial and personal insurance to over 1250 clients.

The vendors Mark and Sharon Farren will continue to run Arthur Marsh post acquisition, and all existing staff and premises will remain the same. Dave Clapp, CEO of The County Group, commented "Hot on the heels of our Thompson Brothers purchase, I'm delighted to welcome another fantastic brokerage to The County Group."



## Chamber members enjoy an innovative workshop event.

Back in March, Innovas held the first of two Innovation Breakfasts to launch their 8Launch Innovation Programme.

The programme is designed to support small and growing companies innovate with new products, services and ways of working. 8Launch is ERDF funded and delivered in conjunction with Warrington Collegiate.

Attendees enjoyed breakfast whilst learning about the Innovation Journey of Bentley Motors and experimenting with the innovation techniques used by Silicon Valley. Further events are planned for later in the year.



## Welcome to our new Charity of the Year 2017/18

Kidneys for Life was set up in 1976 for the benefit of renal patients at Manchester Royal Infirmary. In recent years they have also started to support the Royal Manchester Children's Hospital and outlying satellite dialysis units.

The aims and objectives of Kidneys for Life are to:

- help fund research into kidney disease, transplantation, dialysis and related diseases
- direct funds into amenities for renal and transplant patients
- support the education and ongoing training of renal multi-disciplinary teams and patients
- support conferences and workshops both in the UK and overseas
- purchase medical equipment for the benefit of renal and transplant patients



For further details please contact Carol Bonham  
Tel: 07714 864 833  
Website: [www.kidneysforlife.org](http://www.kidneysforlife.org)  
Email: [carol.bonham@kidneysforlife.org](mailto:carol.bonham@kidneysforlife.org)



## Chamber members TMC win three national awards

*TMC Strategic Communications Scoops Three Awards at The Drum RAR (Recommended Agency Register) Awards*

Integrated Marketing Agency TMC Strategic Communications has won an outstanding 3 Awards at this year's RAR (Recommended Agency Register) Awards.

Managing Director, Tim McCloud, said: "Winning these awards is a brilliant achievement for the entire team. Not only did we have a fantastic evening at the ceremony, but taking home such renowned

accolades reinforces everything we pride ourselves in as an agency. As we grow as a business, our client relationships become increasingly stronger; and winning at the RAR Awards showcases the strength of our on-going partnerships"

Organised by national marketing publication, The Drum, TMC were nominated as finalists in a total of 11 categories at the event.

The team came away from the London ceremony with the trophies for B2B Marketing and Client Service, alongside the coveted Grand Prix Award – which is given to the overall winner of the evening.

01260 295 700 | [www.wearetmc.co.uk](http://www.wearetmc.co.uk)





# Thursday Thirty

Breakfast Networking Meetings

We would like to thank all the companies who have hosted Thursday Thirty meetings in the past and those who have offered to host forthcoming meetings.

Held approximately every 6 weeks these meetings fit in around other Chamber activities and we continually hear of connections which are made between businesses during these networking meetings.

**TEM Property Group**

What could be a better way to start a very cold winter's morning than a hot breakfast served in the kitchen of a country farmhouse!

TEM Property Group hosted the January meeting at Stock Farm in Ashley, attendees enjoyed a short video from Henry Brooks and a tour around the farmhouse.

**Brighter Bills**

Brighter Bills in Holmes Chapel saw a full attendance at the Thursday Thirty hosted by them in April. Breakfast was followed by a short presentation and overview of the services provided by Brighter Bills.

**Franklyn Financial Management**

Franklyn Financial Management hosted the March meeting serving hot baps, Danish pastries and fruit for breakfast.



# Contact the Chamber

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# Member Spotlight

Bringing local businesses into focus



## Chris Carsons

DV8 / Bar Rumba – Business of the Year 2017

**What motivates you?**

I'm motivated by standards and reputation. Another motivational aspect is proving people wrong, the amount of people and other businesses that have either told me how to run the business or that it will never work only makes me work even harder.

**Who has been your greatest inspiration?**

My first boss James Stewart who taught me about what the customer wants, work ethic and not to allow people to advantage of me. Secondly is Jobe Ferguson, who owns bars and restaurants in Manchester. Meeting him really made me up my game and turn my ideas into a reality.

**What has been your most satisfying moment in business?**

The moment we won Business of the year was a pinnacle point for me, I honestly felt for the first time we really deserved something and that all the hard work had been recognised.

**How do you spend your Leisure time?**

I like to eat out a lot, but trying to juggle that with a busy home life means a lot of my time is

spent taking the children to various activities.

**What are today and tomorrow's challenges?**

I feel the main challenge we face in hospitality is trying to stay one step ahead, we get a lot of people trying to copy our ideas so we are always trying to innovate.

**If you had the chance to start your career over again, what would you do differently?**

I think I would have tried to start younger and maybe taken more risks, but I also think that everything happens for a reason and I am happy how things have worked out.

**If you could talk to one person from history, who would it be and why?**

My Grandfather, I would love the opportunity to show him what I have achieved and have another round of golf with him.



## Cate and Simon Walter

Rhino Safety - New Business of the Year 2017

**What motivates you?**

The happiness of our staff and our clients has always been at the heart of everything we do. We also have a clear 'end goal'. Knowing where we want to be in 20 years' time is a very good motivator!

**Who has been your greatest inspiration?**

Simon is inspired by the focus and work ethic of Steve Jobs, and the foresight and innovation of Elon Musk. Cate is inspired by J.K Rowling, for her talent and tenacity, but also for her commitment to championing equality and justice.

**What has been your most satisfying moment in business?**

We have been fortunate to receive recognition for the success and growth of our business within a very short space of time. Winning awards such as 'Most Promising New Business' from East Cheshire Chamber gives a sense of validation for what we have set out to achieve.

**How do you spend your Leisure time?**

We have two young daughters, two rescue dogs, and a static caravan on the Llyn Peninsula,

so a lot of our leisure time is spent exploring the Welsh coast and mountains!

**What are today and tomorrow's challenges?**

Brexit is a huge consideration for us. As a small, relatively new business, any political or economic uncertainty is a challenge. As a business dealing with legislative awareness and compliance, we also have to make sure we are ahead of the game in respect of anticipating the potential ramifications Brexit will have on legislation.

**If you had the chance to start your career over again, what would you do differently?**

Nothing. We take the view that we learn from everything we do and it shapes the people we are today.

**If you could talk to one person from history, who would it be and why?**

Abraham Lincoln; he gave the Gettysburg Address 154 years ago, and yet it seems that the message is as pertinent now as it was then.



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# Cheshire Firefighters

*New changes to the way firefighters respond to automatic fire alarms*

Cheshire firefighters are advising businesses that from April 1st 2017 there will be changes to the way they respond to all Automatic Fire Alarms (AFAs).

**From this date onwards, in an effort to reduce false emergency calls, crews will not respond to any AFAs at the majority of business premises (including schools) unless a caller at the building reasonably believes that there is a fire and dials 999.**

Simon Gibbins, Head of Protection and Organisational Performance said: "AFAs cost business time, money and divert firefighters from genuine emergencies and other duties. They also put road users and pedestrians at risk as fire engines respond at speed on blue lights."

The change was initiated due to only 1% of AFAs attended in 2015/16 requiring any firefighting action.

Simon added: "Fire safety managers at business premises need to be aware of this change and include it in their fire procedures and risk assessment. They also need to make their staff aware that, in the event of a fire, they should call 999 immediately."

If you require more information then please visit the business safety page on the website [www.cheshirefire.gov.uk](http://www.cheshirefire.gov.uk)



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Cycle 50 miles through the Cheshire countryside, from one transplant hospital to another, in support of Kidneys for Life.

**£15 non refundable registration fee**

**£50 minimum sponsorship**



### Salzburg to Vienna Cycle Challenge 26th Sept to 1st Oct

Cycle 250 miles on this wonderful cycling challenge from charming Salzburg to elegant Vienna.

**£100 registration fee**

**£1700 minimum sponsorship**



If you would like to take part or want to find out more email or call Carol Bonham on:

**carol.bonham@kidneysforlife.org**  
**07714 864 833**



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