



**MANOR ROYAL**

**BUSINESS DISTRICT**

CRAWLEY & GATWICK

*People Conference*

**Thursday 26 September 2024**

# Manor Royal People Conference

*Creating caring, considerate  
& inclusive workplaces*



# Manor Royal People Conference 2024

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# WELCOME

Steve Sawyer, Executive Director



# Agenda

1000 to 1040

Emma Owen  
*Thriiver*

## Neurodiversity in the workplace

What is it? What does it bring?

Psychologically safe & inclusive workplaces

## Coffee and Networking

1100 to 1120

Natalie Goodchild  
*Viridien*

## How we do it & why it matters

Supporting the local community

1120 to 1140

Daran Bennett  
*RPD Foundation*

## Considerate Commerce

Making CSR easy for Manor Royal

1140 to 1200

Steve Sawyer  
*Manor Royal BID*

## Your say & Closing remarks

Capturing your thoughts & what next

Lunch



# Juby Lee

## Bakes

Special bakes by special people



# The Business Plan (2023-28)

5 Years. 5 Objectives. 1 Manor Royal.



Promote  
and Influence



Trade  
and save



Infrastructure  
and facilities



Sustain  
and renew



Manage  
and maintain

BID Renewed...

88% *by number*

93% *by Rateable value*



Promote  
and Influence



Trade  
and save



Infrastructure  
and facilities



Sustain  
and renew



Manage  
and maintain



Manor Royal Business Improvement District (BID)

Business Plan Prospectus  
(2023-2028)



"5 years. 5 Objectives. 1 Manor Royal."

# Vision

*“ For Manor Royal to be widely regarded as the place where companies and people choose to be for the strength of its community and the quality of its trading and working environment.”*





# The BID – Run by Manor Royal People (The Board)



**Trevor Williams**  
Thales UK



**Gary Tomlinson**  
SOS Systems Ltd



**Paul Searle**  
P&H Motorcycles



**Markus Wood**  
Avensys



**Martha Burnige**  
Gatwick School



**Tim Rose**  
Elekt



**Cllr Atif Nawaz**  
Crawley Borough  
Council



**Ann Horne**  
Harwoods



**Patrick Heath-Lay**  
The People's  
Partnership



Projects we deliver

[www.manorroyal.org/Projects](http://www.manorroyal.org/Projects)

Services we provide

[www.manorroyal.org/Benefits](http://www.manorroyal.org/Benefits)

Events we organise

[www.manorroyal.org/events](http://www.manorroyal.org/events)

# Bringing people together



## ***Manor Royal Matters 2024***

### **What?**

*Includes Annual Review, “what matters” sessions, exhibition & networking.*

### **When?**

*06 November 2024, 9am  
@ Crowne Plaza*



## ***Manor Royal Christmas 2024***

### **What?**

*Our Annual Christmas event with food, entertainment and (possibly) Santa*

### **When?**

*04 December 2024, 6pm  
@ Crowne Plaza*



## ***Spring Careers Fair 2025***

### **What?**

*Promoting Manor Royal employers & the business district as a great place to find your future*

### **When?**

*April 2025  
@ Crawley Town FC (TBC)*



## ***Know Your Neighbour 2025***

### **What?**

*Manor Royal’s biggest event of the year. B2B exhibition, networking and more.*

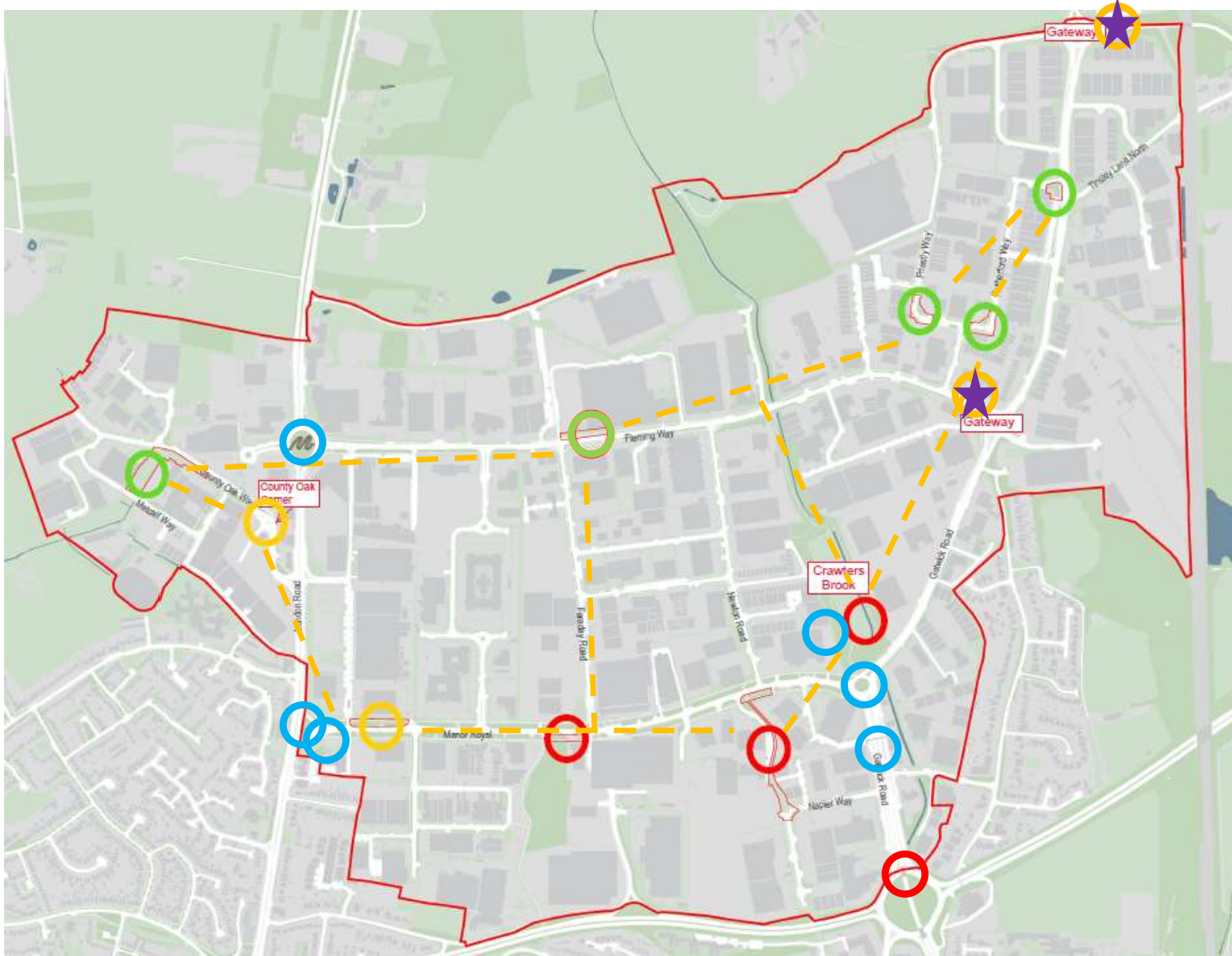
### **When?**

*14 May  
@ The Hawth Theatre*






[www.manorroyal.org/events](http://www.manorroyal.org/events)

# Environmental improvements & facilities upgrades

New microparks, outdoor seating & meeting spaces, entranceway upgrades and public improvements





## DELIVERED

- Metcalf Way
- Rutherford Way Corner
- Priestley Way Corner
- Gatwick Parade
- The Base
- Crawter's Brook (Phase 1) (\*) 
- The Terrace Pocket Park (\*) 
- Gateway 1 enhancements (\*) 
- Gateway 2 enhancements (\*) 
- Gateway 3 enhancements (\*) 

## IN DEVELOPMENT

- Manor Royal Central Superhub area
- Woolborough Lane Linear Park
- Crawter's Brook (Phase 2)
- Gateway 1 Mural

## NEXT IMPROVEMENT AREAS

- County Oak Corner
- Manor Royal East
- "In between" places trail & guide 
- Gateway 4 & 5 enhancements 

(\*)Not Town Deal funded



# People spaces





# Great spaces for great people

Superhub, Manor Royal Central



Planning Granted

County Oak Corner



At Design Stage

Crawter's Brook, Lost Woodland Gallery



Planning Applied

Woolborough Lane Linear Park



Planning Applied

# Gateway 1: Hazelwick Flyover Mural



Artist: Orakel Workshop: Jac Seifert



# Doing it for the Manor Royal people...



## ***Team-building & volunteering***

### **What?**

*Free conservation-based volunteering and team-building with Sussex Wildlife Trust*

### **When?**

*Now*



## ***Manor Royal Training***

### **What?**

*Quality training, delivered locally at unbeatable prices – new programme.*

### **When?**

*Now*



## ***Manor Royal Jobs Board***

### **What?**

*Free and unlimited Jobs Board postings for any business in the Manor Royal BID area.*

### **When?**

*Now*



## ***Travel & Transport Discounts***

### **What?**

*Free membership allowing your staff to access public transport discounts, advice and support.*

### **When?**

*Now*

[www.manorroyal.org/benefits](http://www.manorroyal.org/benefits)

# ...still doing it for the people



## ***Tailored wellbeing support***

### **What?**

*Free access to the Cari wellbeing platform for all employees, includes coaching, advice, assessments and support.*

### **When?**

*Now*



## ***Free online training platform***

### **What?**

*Free to access digital learning and training platform; workplace skills, HR, cyber awareness, compliance & CSR*

### **When?**

*Now*



## ***Communicating & Promoting***

### **What?**

*Quarterly printed magazine, monthly eBulletin, managed website, business directory, offers, digital screens, social media.*

### **When?**

*Now*

# *Plus...*

[www.manorroyal.org/benefits](http://www.manorroyal.org/benefits)



Celebrating people and businesses



*Recognising those that go the **extra mile***

*An awards scheme with a **difference***

*Launch at **Manor Royal Matters**, 06 Nov 2024*

[www.manorroyal.org/events](http://www.manorroyal.org/events)



**MANOR ROYAL**  
**BUSINESS DISTRICT**

*Move It*  
PROMOTING ACTIVE TRAVEL



**This project is brought to you by the  
Crawley Growth Programme**

Coast to  
Capital

YOUR LONDON AIRPORT  
*Gatwick*



**METROBUS**



# WHAT?

*“Promoting more active & sustainable travel”*

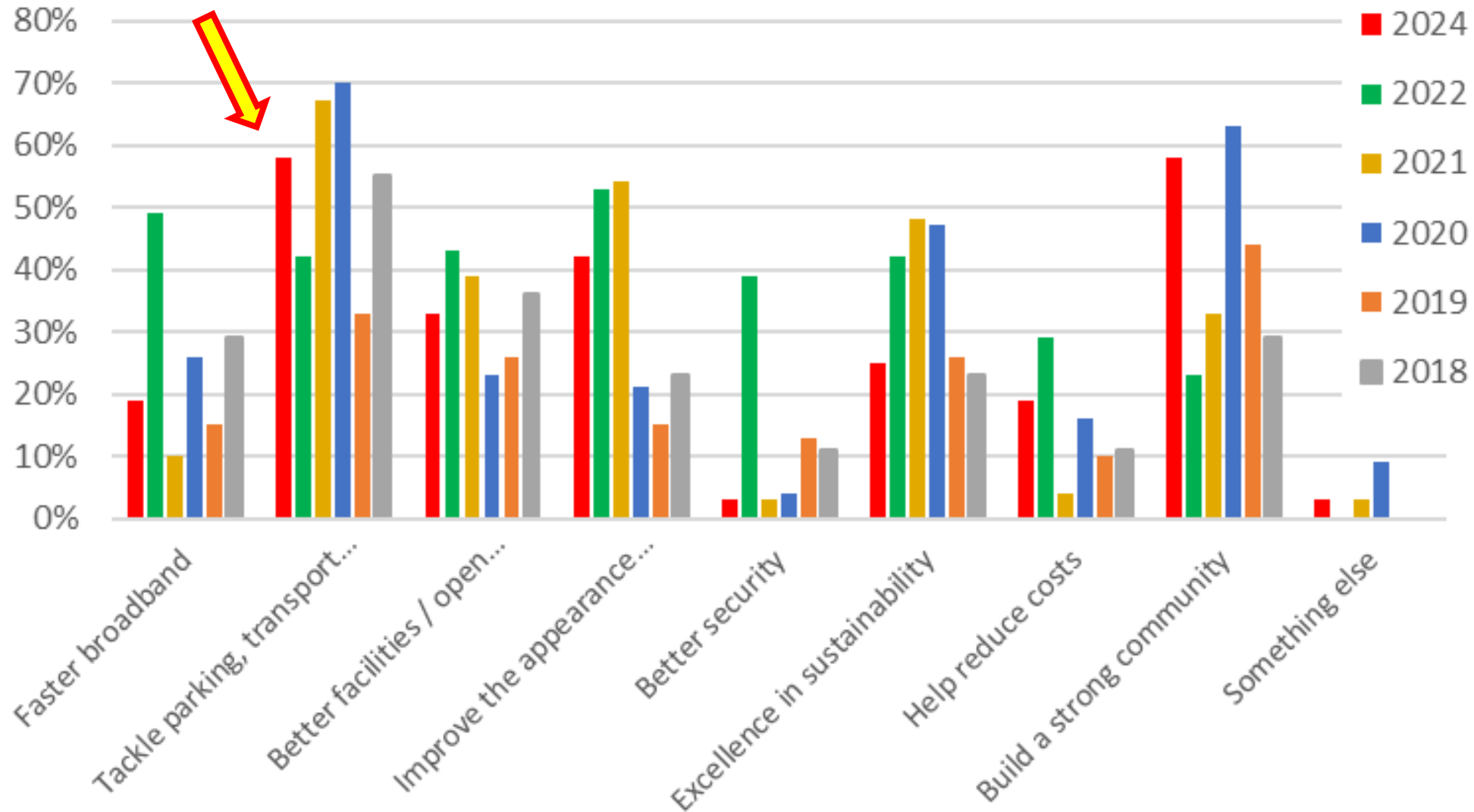
It's about  and  creating the momentum for cultural & modal shift

Tackling the frustrations related to congestion and parking

Funded for two years



# Evidence summary from surveys





# HOW *a flavour*

## Support and Advice

- comprehensive suite of resources
- Incentives & discounts e.g. easit
- Single point of contact
- Personalised travel advice

## Promotion

- Free in-house company/staff roadshows
- Public events
- Travel campaigns and promotions

## Research & intelligence gathering



# HAVE YOUR SAY

## ON YOUR MANOR ROYAL COMMUTE

Tell us about your travel, transport and  
parking issues on Manor Royal

### TAKE PART IN THE MANOR ROYAL TRAVEL SURVEY

5 PEOPLE  
CHOSEN AT RANDOM WILL  
WIN

**£50**

HIGH STREET  
VOUCHERS



**MANOR ROYAL**  
BUSINESS DISTRICT

*Move It*

PROMOTING ACTIVE TRAVEL

[www.manorroyal.org/move](http://www.manorroyal.org/move)

**SURVEY CLOSING OCTOBER 31 2024**



## TRAVEL SURVEY

*Closes 31 October*



**Sam Bertie**

[sam@manorroyal.org](mailto:sam@manorroyal.org)

[www.manorroyal.org/move](http://www.manorroyal.org/move)

# Up next...



Emma Owen, *Thriver*

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Neurodiversity in the workplace

# Neurodiversity in the Workplace

Emma Owen  
Neurodiversity Consultant





# Manor Royal People Conference

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*Let's take a break*

Back at 1120am



# And now...



VIRIDIEN

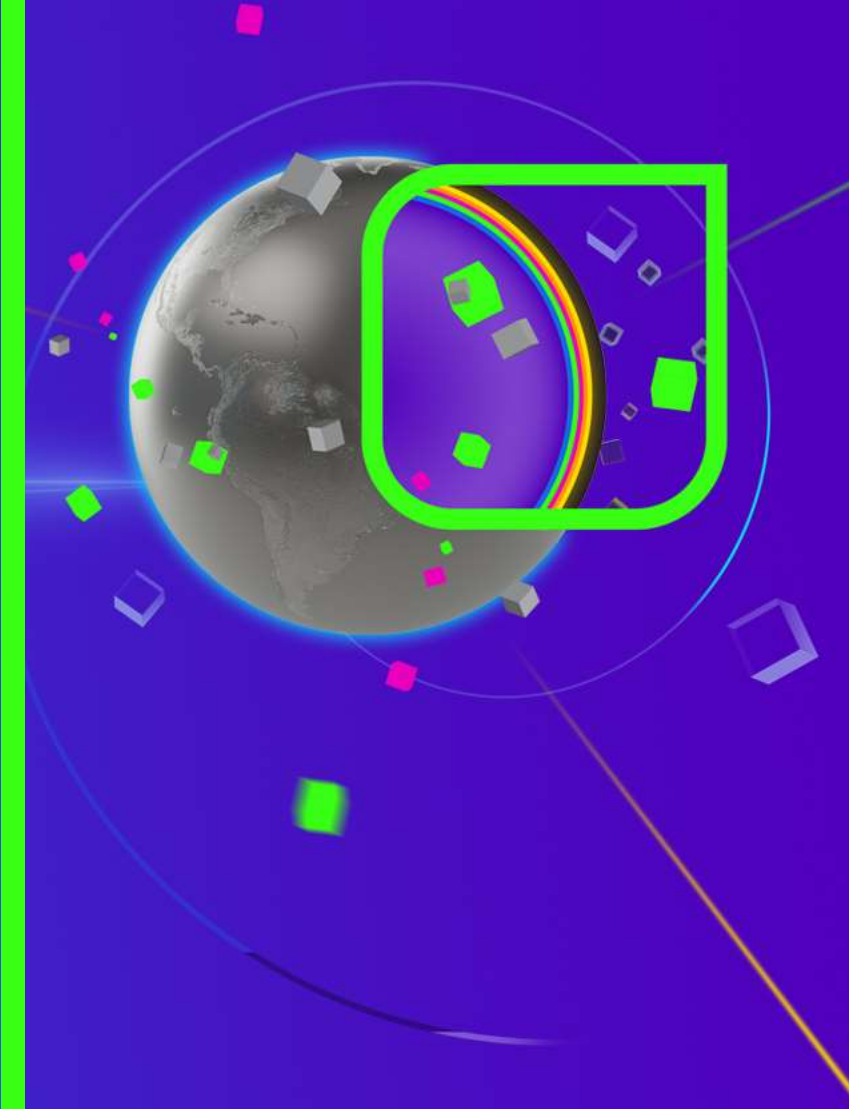
*Natalie Goodchild, Viridien*

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ESG/CSR – How we do it & why it matters

# VIRIDIEN & STEM CASE STUDY

By Natalie Goodchild  
Global ESG Specialist





# And next...



*Daran Bennett, RPD Foundation*

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**“One Stop Shop” CSR solution**

# **“Considerate Commerce”**

**Proposed  
“Brokerage Service”  
providing a potential  
“One Stop Shop” CSR solution**



# Who's this bloke?

## Daran Bennett

CEO and co-founder of RPD Foundation

A “multi hat wearer” with 3 passions:

1. **Changing lives through the power of Dance and Movement** - with a focus on empowering young people to be the change
2. **Supporting organisations** that make stuff happen – to make it happen!
3. **Finding solutions** through collaboration – such as this initiative



# Who are the RPD Foundation?

**Founded in 2020 by “the two D’s” and Richard Place Dobson (RPD)**

**\*Daran and Darren Harding charity lead at RPD**

**RPD - Local accountants est. 1908!**

**RPDF - A charity with three pillars – Our Aims**

- 1. RPD’s own CSR – driving charity support activity**
  - Charity of the Year – **Crawley Mindfulness Community**
  - Fundraising Activities - RPD Team - volunteering, team building and PR!
- 2. Sector support - helping charities set up and grow**
  - Incorporation, governance & financial management support
  - Working in partnership e.g. CCA and Chagossian Groups
- 3. A fresh approach to CSR – meaningful not tokenism!**
  - Filling the gap, working with both Corporates and Charities
  - Interpreting different language and matching partners
  - Brokerage initiative using networks – e.g. MRBD and CCA

# Practicing what we preach...



# The community need

## **Let's accept -**

inequality, discrimination, the cost of living crisis, mental health, poverty, social isolation... the list goes on... these exist and need to be fixed

## **Let's take as read -**

the many different needs and challenges of the community and individuals

## **Let's agree -**

everyone has a responsibility and thankfully most people have a desire, to 'make a difference', 'do what they can' and 'give back'

## **Let's be grateful -**

there are many, many groups, organisations and 'eyes bleeding' individuals in the Charity sector trying to fix things

## **Let's demonstrate -**

Considerate Commerce and find meaningful, sustainable solutions



# CSR Brokerage Initiative

## **RPD Foundation aim 3.**

Creating more meaningful and impactful relationships between the Charity and Corporate sectors

### **Groundwork**

- Partners - 2 years, working closely with Crawley Community Action (CCA), the local community voluntary sector organisation and Manor Royal BID (MRBD)
- Exploring - developing an initiative to create a brokerage service that solves the challenges faced by both sectors

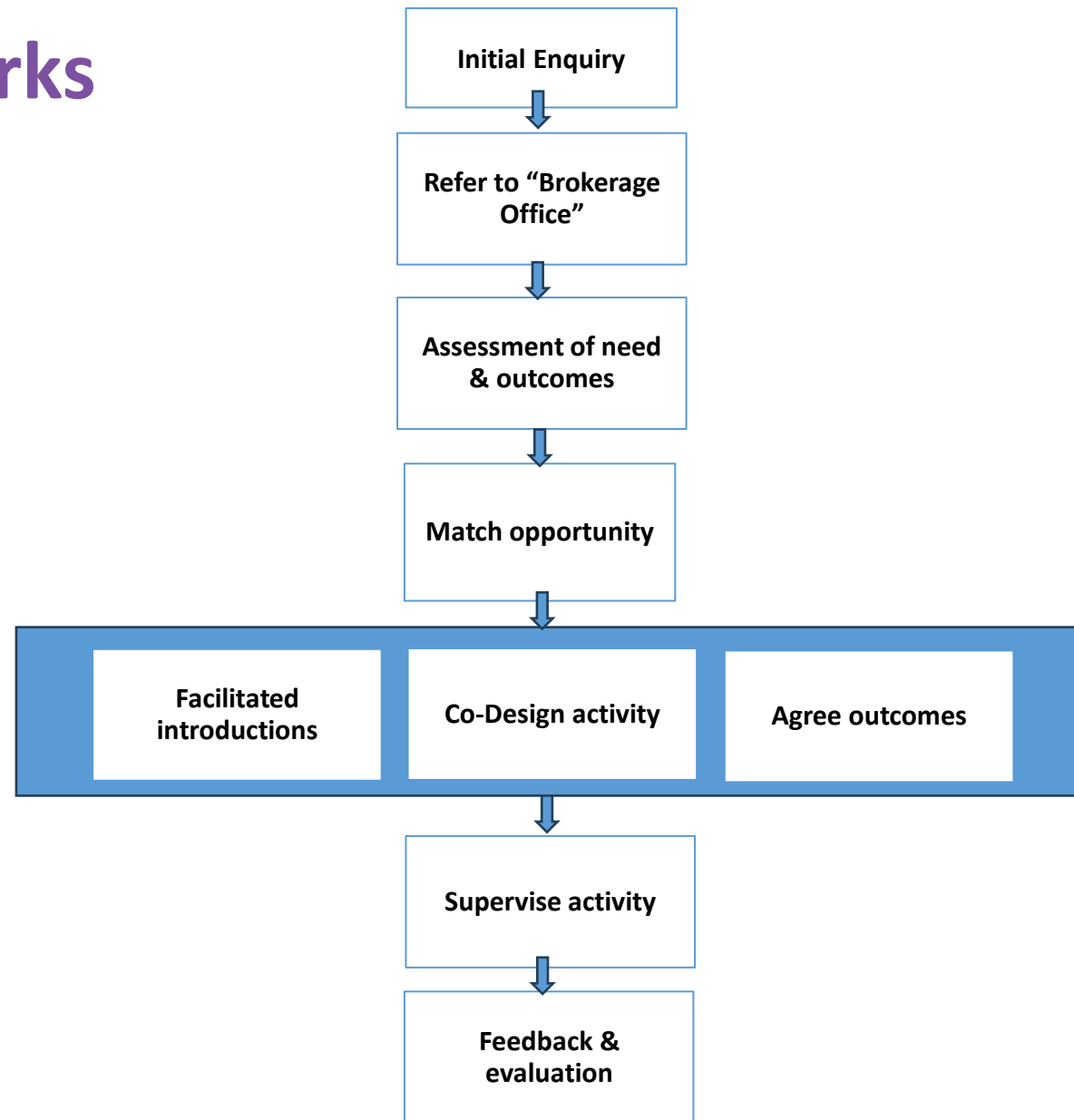
### **Consultation**

- 12 x Local Charities – all shapes and sizes
- 12 x Corporates – all on Manor Royal
- Today!

### **Next**

- Proposal to MRBD board
- Focus Groups
- Proof of concept/ Pilot year

# How it works



# Charities - headlines

## **Needs** (to varying degrees)

- The elephant in the room?
- Money!
- Resources
- Guidance
- Training
- Space
- Volunteers
- Skills

## **Example**

- Community Transport Sussex – Community Cars

## **They can also give**

- Holistic Wellness Community – Forest Bathing Employee Wellbeing Sessions

**Very few Charities have an Ian!**



# Corporate - headlines

## **Needs** (to varying degrees)

- Easy to find opportunities (e.g. Natalie presentation)
- Guidance
- CSR Strategies
- Training
- Volunteering options
- Team building days
- The right cause to support (wonky donkey!)
- R.O.I

## **Example**

- 3 companies consulted had a total of 1,500 volunteer days per annum between them
- ...of which only 50 were used last year!

## **There are some great things already happening**

Sussex Wildlife Trust - Crawler's Brook People's Park

**Very few corporates have a Natalie!**

# Collective Challenges

- **Expectation**
- **Aligned CSR Strategies**
- **Language**
- **Translation**
- **Time (someone to lead)**
- **Resources**
- **Evaluation (measurable impact)**
  
- **Ease of consumption!**

# Solution

**A “one stop shop” Brokerage Service to:**

- **Manage Expectation**
  - **Align CSR Strategies**
  - **Understand the different languages and motivations**
  - **Translate!**
  - **Reduce time demands by taking the lead and or supporting**
  - **Seek and utilise resources**
  - **Match Make**
  - **Evaluate impact**
- 
- **Ensure ease of consumption!**

# “Considerate Commerce”

## Let’s Talk!





# Your say

*Tell us what you think*

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We REALLY care



# Manor Royal People Conference

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## CLOSING REMARKS



# HAVE YOUR SAY

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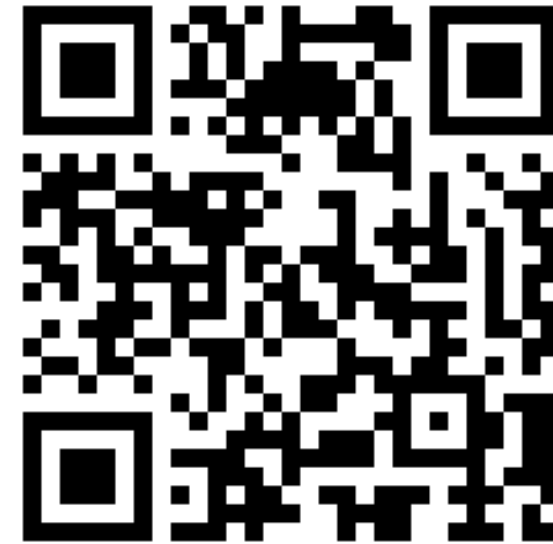
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# Manor Royal People Conference

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Thank you... and Let's Lunch





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