

# Manor Royal News

THE OFFICIAL NEWSLETTER OF THE MANOR ROYAL BUSINESS DISTRICT

Issue 30

*Be part of it!*

Summer issue 2020



## Featured in this issue:

- COVID19 advice
- 40 Years of P&H Motorcycles
- 20 Years of Blue Lizard Signs

## AVIATION SPECIAL



**MANOR ROYAL**  
BUSINESS DISTRICT  
CRAWLEY & GATWICK

Produced and made possible by the  
Manor Royal BID

# Inside Track with Steve Sawyer



This is the third time I've had to write this introduction. That about sums up the fast-changing nature of the crisis we are currently living through.

While we know COVID-19 has affected businesses in different ways the overall impact is not one any of us would have wanted.

Life and business - for the most part - was shut down over night and even now things are only slowly starting to get moving again.

We are still a long way from normal and for some the future is fraught with difficulty. This is particularly the case for businesses operating in certain sectors and shows that while this crisis has affected everyone some are more affected than others.

Sadly, there are also businesses who are currently not getting the support they need.

Highlighting these facts, lobbying for change and representing the concerns of Manor Royal businesses, alongside providing support, signposting and adapting the work of the BID has been an essential part of what we have been up to.

You can read about some of this in the magazine but also on our COVID-19 pages that provides a lot of information and advice, including details of local suppliers to help get

you Back to Business.

But we must also look to the future and be ready to take advantage of the opportunities better times will bring. We have already started to think about that.

We should also celebrate the great work Manor Royal companies have been doing during lockdown from supporting the local community, helping each other and even business acquisitions. We cover some of these stories elsewhere in the magazine.

It has never been more important for us to stick together as a community and to find ways to support one another. In my experience the people of Manor Royal have always been the best source of advice about what makes the difference to our place.

Please share your stories and ideas with us so that we can, in our turn, make sure those messages get heard by the right people.

**My email is [steve@manorroyal.org](mailto:steve@manorroyal.org)  
Steve Sawyer, Executive Director,  
Manor Royal BID**

For COVID-19 advice visit:  
[www.manorroyal.org/covid19](http://www.manorroyal.org/covid19)

## Manor Royal BID Levy Bills

The Manor Royal BID was first created in 2013 and has delivered many noticeable improvements. Without businesses being prepared to pay the BID Levy none of this would have been possible.

In accordance with the rules by which the Manor Royal BID operates the BID Levy Bills were issued at the beginning of March, just before the Government imposed lockdown measures.

In response the Manor Royal BID Board

took the decision to freeze the collection process. However, for the BID to continue to support the improvement of the area and the businesses it is important to re-start that process.

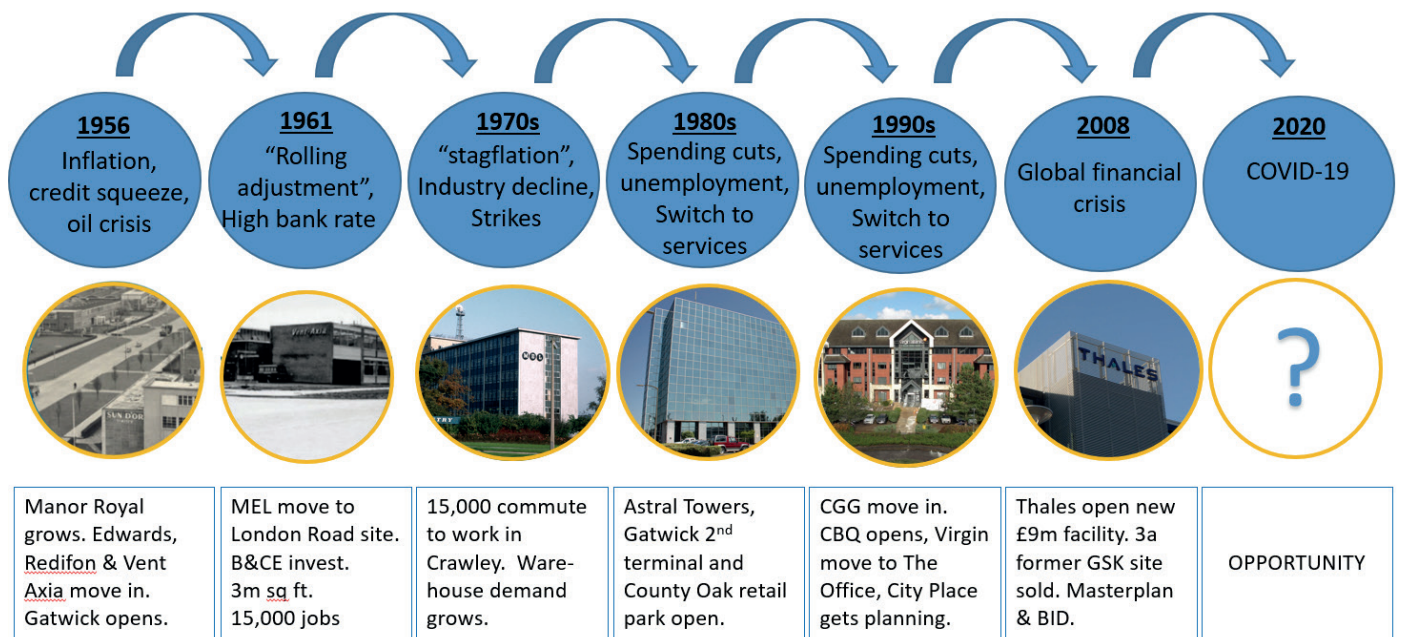
**Any businesses in a property with a rateable value of £12,000 or more who hasn't paid their BID Levy Bill should expect to receive a reminder in September.**

We understand things are difficult at the moment. We want to continue to be able to support you and hope the six month delay to the collection process has helped.

Our sincere thanks to those businesses who have already paid their levy bill.

Should you have any questions, please get in touch.

# ➤ Manor Royal and COVID-19



COVID-19 has presented a challenge the like of which none of us has ever really seen before. Despite the nature and severity of this current crisis it is worth reflecting that Manor Royal has been through difficult times before.

Since Manor Royal came into being in 1950 there have been six significant recessions before COVID-19. Each time Manor Royal changed, adapted in some way and - it seemed - emerged stronger. In one sense the Manor Royal BID itself was born out of the last financial crisis and the business district went on to grow, achieve levels of occupancy rarely seen and literally millions of pounds of new investment flooded in.

For now, there is the immediate impact of COVID-19 to deal with. A health crisis presents a different set of questions and challenges than a financial crisis. We might not be the same

after this. We might not want to be the same. With this comes opportunity. Our aim is to work through the current situation as best we can so that we are in the best possible position to take advantage of those opportunities.

To support this the Manor Royal BID has published its own Recovery Plan that complements the Business Plan (2018 - 23) businesses voted for and plots progress from the initial response, through to the economic restart and finally the transformation and growth phase, leading eventually to the renewal of the BID itself in 2023.

For advice and information, including the Manor Royal Recovery Plan visit [www.manorroyal.org/covid19](http://www.manorroyal.org/covid19)

For the story and history of Manor Royal visit [www.manorroyal.org/mystory](http://www.manorroyal.org/mystory)

## Manor Royal: Helping with support and recovery

This is a snapshot of what the BID has been doing and planning to do to support Manor Royal. For more details visit [www.manorroyal.org/covid19](http://www.manorroyal.org/covid19) or contact the BID Office on [info@manorroyal.org](mailto:info@manorroyal.org)

### Manor Royal Recovery Plan

The Manor Royal Recovery Plan has been published detailing actions and objectives across three phases of the recovery cycle, including plans for longer term growth and future investments.

### "Back to Business"

We have set up the "Manor Royal Message Board" for your messages, rapid feedback form, local suppliers list, reduced priced digital screen advertising and seriously upped the communications via our ebulletin and social media.

### Liaising with Government

We are working with the Local Authority, the MP and the Coast to Capital LEP to ensure pressures faced by businesses in Manor Royal are understood. We will continue to be a conduit for key messages.

### Security and maintenance

Throughout the crisis, as far as Government advice allowed, we provided these additional maintenance and security services to ensure the place remained safe and clean. Normal service has now pretty much been restored.

### Training and support

We have put in place a free to access web-based training platform for all Manor Royal companies providing free access to 100s of courses, including health and wellbeing [www.manorroyal.org/microlearn](http://www.manorroyal.org/microlearn)

### Dedicated advice page

We have set up a COVID-19 advice page that we update regularly with a mix of local and national information. We will keep doing this as long as we need to.

[www.manorroyal.org/covid19](http://www.manorroyal.org/covid19)

# ADVERTISE YOUR JOBS FOR FREE

This service remains in place allowing Manor Royal companies free and unlimited job postings. It's also a great resource for finding work on Manor Royal. We will keep working with our partners at [lovelocaljobs.com](https://lovelocaljobs.com) to ensure this service remains in place and available. **View the Jobs Board at [www.manorroyal.org/jobs](https://www.manorroyal.org/jobs)**



# DOZENS HAVE SIGNED UP WITH BIFFA

Dozens of Manor Royal companies have taken advantage of our partnership with Biffa Waste Services. With innovative solutions to increase the recycling capabilities of businesses located in the Manor Royal BID area, you can find out more at [www.manorroyal.org/benefits](https://www.manorroyal.org/benefits)



# SAVE ON YOUR TRAVEL

Thanks to the Manor Royal BID, every company on the Business District can get FREE membership to easitCRAWLEY, a sustainable transport initiative providing a full range of travel options for staff including; up to 15% discount on trains, bespoke car sharing schemes, cycling initiatives and cheaper bus fares. Find out more [www.manorroyal.org/benefits](https://www.manorroyal.org/benefits)

# NEW BID DIRECTORS

The Manor Royal BID is pleased to welcome two new Board Members, Yvonne Taylor, Managing Director of PPL Insights and Tim Rose, Director Global Facilities at Elekta.

Yvonne joined PPL Insights in 2007 and has over 25 years of food and drink industry experience as both a client and a consultant.

Yvonne started her career with food and drink giant Nestlé, managing the Nescafé portfolio. She then joined Abacus Research working with a wide variety of clients before moving to MSTs as Business Development Director focussing on food and drink.

Yvonne is a Certified Member of the Market Research Society and has a degree in Economics.

Tim Rose has been Director of Global Facilities for Elekta since March 2019 but has worked on Manor Royal for several years having previously been Head of Facilities for Collins Aerospace (ARINC). Prior to that he was Head of Facilities for Friends Provident in Dorking where he was part of the team that set up the original pilot for EASIT. He was also Facilities Manager for Sussex Police for 7 years.

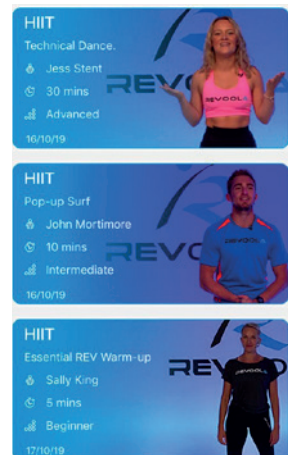
Both our new Directors are looking forward to helping the Manor Royal BID develop and grow especially in these challenging times. Working in partnership as a group will ensure we all thrive within a supportive business environment.



# WELLBEING PARTNER FOR YOUR WORKPLACE

REVOOLA is based in Manor Royal and is an exciting new app that helps your employees to be mentally and physically fitter every day. It offers on-demand mindfulness and body fitness classes and activities. The user chooses from instructor-led classes and activities on demand or to do their own activity. The user decides the time and place.

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



## ROBINS & DAY - GOING THE EXTRA MILE



Robins & Day has over 60 dealerships nationwide and held its annual Excellence Awards, rewarding its top dealers and staff. Huge congratulations to Robins and Day Vauxhall in Manor Royal who won; Best Dealership in Vauxhall 2019, Best new sales department 2019, Best customer service 2019.

[www.robinsandday.co.uk/vauxhall-crawley](http://www.robinsandday.co.uk/vauxhall-crawley)

# Delta Security Management

**Delta Security Management started in April 2018, recently moving to Manor Royal.**

**We spoke with David Graffham....**

**What's your vision for Delta Security Management?**

"We have a very clear three pillared vision:

To give clients a 'never experienced before' level of ultra-professional service, to treat our team members like superstars and to support good causes in and around the areas we operate.

These values always seemed to fall short in one area or another with various companies I had worked for previously. I had had enough of the compromise!"

**What services do you provide?**

"We supply security services such as Security Guarding, Premises Keyholding, Burglar and Fire Alarm Response, Mobile Security Patrols, Lock/Unlock services and Selecta DNA forensic asset marking to businesses of any size, be it office, warehouse, distribution hub, workshop, production site catering premises, entertainment sites and anything in between.

In the near 2 years of operation we find ourselves in a wonderful position to be supplying Security Guarding services to Corporate clients, have grown our Keyholding and Response client base considerably along with our mobile patrol customers (you may have seen our high visibility patrol vehicle out and about!)

Whilst all this is great, I felt that there really needed to be a dedicated offering for small businesses as well. I wanted to educate small business owners and to reassure them that no matter how small you are, there are steps that you can take to protect your business! So, we launched our U.S.B.S. (Ultimate Small Business Security) packages to help small business owners sleep better at night too!"

**What's your background?**

"I have been working in the Security Industry for over 25 years and in my early years in the industry I worked at several businesses based on Manor Royal (I started my career at Centuryan Security!) When I moved Delta to our current (and amazing!) base at Freedom Works in the heart of Manor Royal it felt so much like coming home to me! We serve Manor Royal, Crawley, Horsham, East Grinstead and the wider county with passion and pride. We have gained a reputation for being effective, flexible, knowledgeable and highly professional and we will always work hard to build on this reputation and to keep providing first class service!

If you're a business on Manor Royal, get 20% off the price of most of our services. Call 0333 456 7575, email [info@deltasm.co.uk](mailto:info@deltasm.co.uk) or see us at Freedom Works! Our door is always open for a tea or coffee and a chat."

Just follow the hashtag #smartersecurity on social media.

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

## ➤ MANOR ROYAL UNDER LOCKDOWN

Manor Royal companies have worked in all sorts of ways once the lockdown was announced. Businesses reinvented themselves, went above and beyond to help local causes and used their Manor Royal neighbours for services and products. Here are some of the stories from across the Business District. You can find lists of local suppliers in Section 17 of our COVID pages ([www.manorroyal.org/covid19](http://www.manorroyal.org/covid19)) and find messages from fellow Manor Royal companies at [www.manorroyal.org/messageboard](http://www.manorroyal.org/messageboard)

### Treetop Design and Print

During lockdown, Treetop Design and Print, a family business, based on the Manor Royal estate, put all sensible measures in place and have been able to continue to offer imaginative print and marketing solutions, from digital and litho printing, mailing and fulfilment, packaging, labels and large format print to creative design and websites. Staff have perfected their video conference skills, allowing them to 'meet' with clients and have enjoyed discovering new ways of working together during this tough time.

Treetop have introduced a range of printed items, including hard wearing floor graphics and screens, to support social distancing, all of which can all be personalised. These have proved popular. They have provided supplies for the Houses of Parliament and helped many local businesses on the estate get prepared to return to work.

On the topic of returning to work, the Managing Director at Treetop, Graham Lovegrove, turned 70 in June and had been planning to retire. Covid-19 has put a hold on these plans, but we hope to be able to celebrate next year instead (Graham is secretly pleased!)

☐ [info@treetopdesignandprint.com](mailto:info@treetopdesignandprint.com)  
☐ [www.treetopdesignandprint.com](http://www.treetopdesignandprint.com)

### INSTALRITE DESIGN



Instalrite Design is a family run Business, established in 1984 and prides themselves in giving clients a service of the highest of standard. From the start of lockdown, Managing Director, Steve Papworth transformed the business to be able to provide Covid-19 Screens for companies across the country and Manor Royal. He says;

"We have been manufacturing bespoke sneeze screens for many businesses in Manor Royal and have many happy Manor Royal customers, like Howdens, Sulzer, Bridgeham Clinic, Rentokil, Ezeehaul, and many others. It shows the Manor Royal community really steps up to help each other in a time of crisis"

☐ [spapworth.instalrite@gmail.com](mailto:spapworth.instalrite@gmail.com)  
☐ [www.instalritedesign.co.uk](http://www.instalritedesign.co.uk)

## SVC Labs

SVC Labs began to recognise the future demand for Hand Sanitiser and PPE in Late January 2020. At this stage, the demand was still low for these products, but after following the global crisis closely they made a calculated decision to pivot their manufacturing business towards hand sanitisers. Using their global networks, they secured and imported MHRA approved PPE.

They got to work on their supply chain sourcing which was the most important factor for SVC. They knew that at some point the demand would outstrip the supply; they secured all raw materials from UK companies and worked closely with a local Distillery to produce and source their denat alcohol. This is the main component of our 70% Hand Sanitiser Gel.

They wanted to take advantage of the tools they had available and do their bit to help. So, they flipped our E-Liquid, Supplement & CBD

manufacturing facility and built and installed a new fully automated production line within their ISO labs. They aimed to accommodate the demand spike within 3 weeks and by the end of February, were up and running. Little did we know how fast and how high the demand would go.

Their goal was to bring safety and peace-of-mind to not only our their staff but also to other businesses and consumers within Manor Royal. From there, it scaled nationwide. They now supply the NHS, Royal Mail, National retailers, cleaning and janitorial companies, office suppliers, construction firms, UK postal networks and MET Police, and have worked closely with key partners in LCG, Onsite, Ball Point, Acosta, Eezehaul, Transvalair and many other Manor Royal businesses

- [www.sanotize.co.uk](http://www.sanotize.co.uk)
- [svclabs.co](http://svclabs.co)



## INTERCLEANSE

Intercleanse are a contract cleaning company on Manor Royal, with specialist teams to deal with Covid and other sanitising requirements.

Amongst their many achievements was having a large involvement in the 2012 London Olympics.

At the start of the economic lockdown, Intercleanse decided to show their support to our NHS by starting a fundraiser through JustGiving, with a £5,000 donation.

Thanks to their customers, suppliers, and friends giving so generously, they reached their £10,000 JustGiving fundraising target. Intercleanse ordered 15,000 surgical grade face masks which were bought with the proceeds and have been busy loading them into their vans ready for delivery to their local ambulance services and Crawley Hospital.



- [info@intercleanse.com](mailto:info@intercleanse.com)
- [www.intercleanse.com](http://www.intercleanse.com)

### Elekta/CBRE/Fastsigns

CBRE on behalf of Elekta in Manor Royal needed a variety of social distancing safety signage to ensure that staff and visitors could return to the workplace and chose Manor Royal's Fastsigns.

Melanie Martinez of Fastsigns said; 'We have always valued our relationships with local companies large and small, never more so than now. None of us could've imagined finding ourselves amidst such challenging times due to these unprecedented circumstances and supporting each other by buying local has never been more important. When larger businesses get behind the smaller ones, it makes a huge difference and we are extremely grateful that companies like Elekta are thinking of us when it comes to their signage. The support we get from being part of the Manor Royal BID is also invaluable knowing we are not going through these challenges alone and there is always support at hand'.

Tim Rose - Elekta, Director Global Facilities said

'As a key member of Manor Royal BID - Elekta firmly believe in the value of supporting our local companies large or small wherever we can. Not only is it environmentally friendly but the valued relationships we have with our neighbours often means a shorter lead time and a fantastic level of service. We were pleased that both 'FASTSIGNS' and 'Avensys' two great

Manor Royal BID Companies have been able to help us in preparing our site for the return of our staff post lockdown'.

☐ [www.elekta.com](http://www.elekta.com)

☐ [www.fastsigns.co.uk/854](http://www.fastsigns.co.uk/854)



### DHL

To help the most vulnerable in our town Crawley Borough Council set up the Help Hub, which included setting up a food distribution centre from which literally hundreds of emergency food parcels were delivered.

This was set up very quickly and the Council needed help themselves to get the distribution hub set up and working.

Among the numerous companies in Manor Royal who responded to the call was DHL who didn't hesitate by providing boxes to pack the food.

Nigel Powell, DHL Site Manager in Crawley said: "Our team has been working tirelessly throughout lockdown and I'm so proud of our fantastic Crawley depot staff. When the BID asked if we could help the Council with the food distribution efforts, we were pleased to step up. DHL value the work it does to support the community we are part of."



☐ <https://send.dhlparcel.co.uk/depot/crawley>



## XPRESS GROUP - Healthy and happy - reconnecting with your employees

As the landscape transitions towards the 'new normal', social distancing restrictions continue to relax and shops and offices begin to reopen, there is a new need for staff reassurance. "I not just all about social distancing graphics, counter screens and floor markers... ..mental health and employee well-being is a hot topic."

To support the return of staff Xpress have been working closely with businesses to show their gratitude and support - promoting mental health and well-being in the workplace by creating 'welcome back' and 'thank you' packs.

A bespoke thank you gift and message, and acknowledgement that employees may need a little time-out during their work day is a simple yet effective way to reassure

confidence and an employee's value.

Installing confidence in your employees resonates through to your customers.

Packs have been created to the specific requirements of each

business with full personalisation and branding, some with time-to-relax gifts, others containing mini sanitisers and supportive message.

Say a small thank you - see big results



enquiries@xpressgroup.eu

www.xpressgroup.eu

## HOT FOOD VENDING - BON APPETIT

Bon Appetit works very closely with the NHS and during lockdown, with onsite restaurant and food retailers closing, Bon Appetit rose to the challenge to support NHS workers to provide a healthy 24/7 hot food service. The Bon Appetit service currently helps over 60 NHS hospitals with a low cost out of hours hot food service provided 24 hours a day for doctors, nurses & visitors

Over 85% of food selections are 'healthier choices' including vegetarian, gluten free, dairy free, vegan, and halal options

The service is also available to Manor Royal businesses on special discounted terms.

Contact Chad on 07786 555959 for details, or email [sales@hotfoodvending.com](mailto:sales@hotfoodvending.com)



### GREENSTAR CLEANERS

Life on Manor Royal for Greenstar Cleaners in lockdown has been interesting and a fifty-fifty combination of business as usual, with a few changes, and the other half under dust sheets, though not literally.

“On the first day of lockdown we had around 50% of our client base close their offices for the foreseeable future. Fortunately, we were able to furlough staff and carry on as usual at other sites.” Comments Dean Clark, Director.

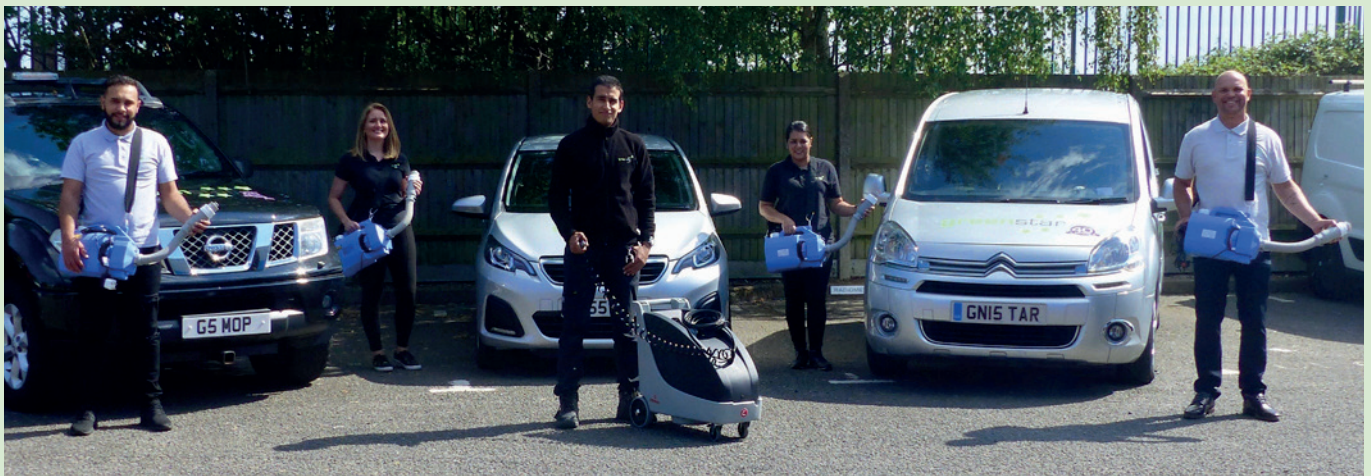
“In the early days of lockdown much of our time was spent sourcing sanitising solutions and PPE for our staff, and of course toilet rolls. Ballpoint Office Supplies helped us out with some of this and one of our clients SVC Labs started to make sanitiser.”

“Our cleaners have been amazing and those working on premises that are open have continued to do an excellent job in really bizarre circumstances. Initially they really were the forgotten key workers, hopefully they are much more appreciated now.”

“We are doing back to work deep cleans and sanitisation to get offices habitable again.” says Dean, “We realise that we have to have a flexible approach. Not all companies are going to come back at 100% initially and we can accommodate this. There has also been an increase in the requirement for cleaners to come in during the day for a mid-way sanitise. It is new, but we are working with our clients to find the best solutions.”

To promote their new ULV Fogging sanitising service Greenstar decided to go old school and do a flyer drop around Manor Royal as part of their promotion, using TreeTop Design to create a flyer, which they are pleased to say has had results.

For more information on getting your office ready for return [www.greenstarcleaners.co.uk](http://www.greenstarcleaners.co.uk) or contact Dean at [info@greenstarcleaners.co.uk](mailto:info@greenstarcleaners.co.uk)



### WELLAND MEDICAL



In June, Welland Medical obtained confirmation that they have complied with the Government's COVID-19 Secure guidelines.

As a medical device manufacturer, Welland Medical has been working throughout lockdown. The manufacturing team had to adapt quickly to manage the risk associated with coronavirus very early on, before the concept of businesses being “COVID-19 Secure” was officially introduced.

Welland Medical can now confirm that they have carried out the five-step risk assessment process specified by the Government to be COVID-19 Secure, and comply with all the guidelines.

□ [www.wellandmedical.com](http://www.wellandmedical.com)

## HESIS

Hesis has been offering a Covid-19 deep clean and sanitisation service for businesses across the Manor Royal that have been affected by coronavirus. Following government guidelines, every surface will be physically cleaned with a chlorine-based disinfectant before the sanitising misting of all areas. Reassurance and safety for you, your employees and customers, with minimal disruption to your workplace. Get in touch today to find out more on 0845 200 2542 or email [info@hesis.co.uk](mailto:info@hesis.co.uk).

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



## CREATIVE TECHNOLOGY



Creative Technology (CT) based in Manor Royal is one of the world's leading suppliers of specialist Audio Visual equipment to the sports, corporate, exhibition and entertainment industries, providing everything from large screen displays to content delivery systems.

During lockdown they showed their support and appreciation for NHS workers by turning the side of their building blue and projecting a big "thank you" to the NHS during one of the "clap for our carers" Thursdays in April.

[www.ct-group.com](http://www.ct-group.com)

## CREATIVE POD

Crawley's multi-award-winning creative agency; The Creative Group announced the acquisition of Forest Row based digital marketing agency, Huga.

The Group, which is headed up by CEO (and former Crawley Town FC boss) Matt Turner, is an umbrella company for Creative Pod, ECHO, Square One, The PrintShop, Spacelink and 427. This announcement marks an impressive hat-trick for the firm which, despite the current uncertain climate, has been its third acquisition in six months.

The move sees The Creative Group acquiring 100% of the Huga brand and its 12-year-old client base, increasing The Creative Group's client portfolio by approximately 30%. The move, which will no doubt spark curiosity and possibly a few raised eyebrows amongst its peers, given the current climate, has been commended by many for supporting local businesses and local employment, and is a further testament to their commitment to the local economy.

Matt Turner, CEO of The Creative Group, said:

"This is proof that if you have the right team, the right leadership and a creative calm head on your shoulders, you can steer your business through anything. We are providing massive value for our clients at the moment and constantly going the extra mile. I look forward to welcoming the Huga client base into The Creative Group, so we can help support them through these challenging times, by providing first-class marketing communications."



[hello@creativepod.net](mailto:hello@creativepod.net)

[www.creativepod.uk.com](http://www.creativepod.uk.com)

## BLUE LIZARD SIGNS



During lockdown, Blue Lizard Signs on Manor Royal looked at new ways of doing business, creating an online social distancing store, where companies to quickly and easily order graphics and stickers for their workplace.

Now back to full strength, Blue Lizard is the only sign company in the area with a large enough workshop to install graphics and wraps in the cleanest, dust free, temperature controlled environment for the best, long lasting results.

Ezehaul have been a client of Blue Lizard for twenty years and continued their partnership during lockdown

□ [www.bluelizardsigns.com](http://www.bluelizardsigns.com)

## METROBUS

Right now, local authorities and central government are making a significant and essential investment in keeping bus services in place to meet peoples mobility needs, support economic recovery, and help communities reconnect, for both the short and the longer term. Their investment in bus services, alongside walking and cycling and priority measures to enable those bus services to serve our communities efficiently, will also help secure the environmental gains that we desire.

Within a balanced sustainable transport strategy, that investment can reap the returns of helping our towns and cities to stay liveable, healthy and attractive places to be. Capacity restrictions on buses are likely to be relatively short-lived, especially as we move forward in tandem with face coverings and effective cleaning measures already in place

Challenges still lie ahead and no-one will pretend it's going to be easy, but we see an essential and positive future for buses as they continue to evolve to meet our environmental needs and carry on meeting the old, well established need, of simply getting an awful lot of our residents and visitors about with less congestion and less pollution.

Martin Harris, Managing Director, Brighton & Hove and Metrobus said; "For many weeks, key workers have been



almost our only customers and we won't forget the loyalty they have shown to our services. We've done our utmost to respond to their needs with additional journeys over and above the core levels of service we have provided - our earlier 40% level and then since 1 June 80%. Throughout we have been responsive to the needs of keyworkers expressed through our local NHS Trusts and by individuals, and built a strong platform for the collaboration that will be so vital to our collective recovery." -

□ [www.metrobus.co.uk](http://www.metrobus.co.uk)

*With one of the world's busiest international airports on our doorstep the relationship between Manor Royal Business District and Gatwick Airport is an important one. The impact of COVID-19 on the aviation sector has been significant and widely reported.*

*We caught up with Alison Addy, Head of Community Engagement, to get the latest news concerning the operation and outlook for Gatwick Airport.*

### Gatwick Airport

As with many businesses across the country, Gatwick is having to grapple with a new way of life. The airport's absolute priority is of course to protect the health and safety of all staff and passengers, while also ensuring that the business is in a position to recover as quickly as feasible from the COVID-19 crisis.

The most recent forecasts suggest that recovery to pre-COVID-19 passenger levels will take between three to four years and the airport is acutely aware of how important this is for the local economy and jobs.

### Financial Resilience & Protecting Jobs

While the airport has remained open throughout the pandemic, passenger numbers have been at unprecedented low levels and it was against this backdrop that swift decisions were taken to protect the business.

In April, operations were limited to the South Terminal, flights were restricted to between 1400 and 2200, while 90% of eligible staff were placed on the UK Government's furlough scheme to help protect jobs, with all staff and the executive team also taking a pay reduction. In addition, a voluntary severance package was offered to staff and temporary contracts were terminated.

### Our Operations

The North Terminal reopened on 15 June and operating hours were increased as easyJet and other airlines restarted flights, albeit in small numbers.

A wide range of health measures have also been introduced and the airport was the first in England to help establish a COVID-19 testing centre in its long-term car park.

### Looking Ahead

Whilst there may have been small

green shoots of recovery in recent weeks the airport has a long road ahead of it and many challenges still to face. Gatwick will be a different sized and shaped business going forward, however the airport is focussed on doing what it can in this difficult environment to re-establish its role as a positive driver to the regional economy and local prosperity.

In time, Gatwick also hopes to resume many of its key infrastructure projects, including sustainable plans to bring the existing Northern Runway into routine use.

Finally, the airport has also been encouraging staff who are not working to volunteer in the local community and support the airport's local charity partners SASH and the Air Ambulance for Kent Surrey and Sussex.

Anyone wishing to ask a question on Gatwick and its future recovery can do so by contacting [community@gatwickairport.com](mailto:community@gatwickairport.com)

## Manor Royal and Gatwick: a close relationship

According to an Oxford Economics report (2017) 23,800 people are directly employed at the airport. 26% of whom come from Crawley and almost half (48%) from the Gatwick Diamond area. The wider economic benefit reaches much further, and a number of companies supply the airport in some way. This "induced" employment is estimated to be another 24,300 jobs across the South East region.

The economic impact of Gatwick Airport is significant and important to Manor Royal. Manor Royal as a place is, however, much more resilient to shocks at the airport than it used to be.

Today approximately 15% (4,400) of Manor Royal jobs are related to aviation. This varies from people who are employed by companies that directly supply the airport, service aircraft or train pilots. Pilot training having become a significant business activity in Manor Royal, which is also home to Virgin Atlantic who are committed to staying.

When asked about their reliance on the airport 17% of companies who responded to a recent survey described themselves as being "very exposed" to a downturn at the airport. Another 42% said they were "somewhat exposed" which tended to reflect feelings of a general

dampening effect slowdown at Gatwick might have. Encouragingly 41% reported having limited if any exposure to Gatwick.

It is estimated that business at Gatwick will take 3-4 years to return to pre-COVID-19 levels and while, like businesses in other sectors, aviation is asking for more Government support it is encouraging to hear that Gatwick Airport is confident of its long term future.

The relationship between Manor Royal, aviation and Gatwick Airport remains an important one and one that is certain to endure for some time to come.

# Aviation in Manor Royal

*Manor Royal Business District is one of the biggest mixed activity employment hubs in the United Kingdom.*

*With Gatwick Airport as our neighbour, Manor Royal is a home to a host of aviation companies large and small.*

*From aircraft simulation and flight training companies to businesses specialising in aircraft parts and support, the Business District is home to dozens of companies in the aviation world.*



FLIGHT TRAINING CENTRE

Avion Group and IAGO Flight Training are proud to announce the opening of the state of the art A320 Full flight Simulator Training Center in the Boeing Training building in the Manor Royal Business District. In the new center customers will have a unique experience with Avion's A320 full flight simulator that recreates 97% of the actual aircraft behavior.

#### About Avion

Avion Group is a Dutch company, headquartered in Amsterdam, with the focus on Full Flight Simulator manufacturing and operation. Avion group was founded in 2015 and since then was recognized as a successful player in the aviation industry for the flight simulators and training. Our innovative product, Avion A320 Full Flight Simulator, is the most advanced next generation Level D Full Flight Simulator and has large international attention.

## NEW FLIGHT TRAINING CENTRE IN MANOR ROYAL

#### About IAGO

IAGO brings an experienced team of passionate training professionals that will continue to provide valuable professional pilot training services to existing and new clients. IAGO pilot training programs focus more on the areas its customers actively seek. IAGO spends more time on the areas that matter to develop pilots with the right capabilities and train them the right way.

The combination of Avion and IAGO creates a forward-thinking and capable partnership, which will continue to provide innovative training solutions and improve all aspects pilot training moving forward.

For UK sales and any training enquiries email: [contact@iagoft.com](mailto:contact@iagoft.com) and for European and global sales email: [sales@aviongroup.aero](mailto:sales@aviongroup.aero)

[www.aviongroup.aero](http://www.aviongroup.aero)  
[www.iagoft.com](http://www.iagoft.com)

# ALLAERO - 30 years of corporate aircraft support



Allaero is an independent corporate aircraft parts stockist and distributor that delivers solutions for customer's parts requirements.

Created in 1988 and moving to their headquarters building on Manor Royal in 2000, Allaero has invested heavily in ensuring that whatever aircrafts parts a customer may require, no matter what business aircraft type they have, stock is available for immediate despatch.

Allaero have recently completed a six-year investment programme to create the largest semi-automated warehouse in Business Aviation. Today active shelving helps store half an acre of Allaero's business aircraft parts inventory fifteen 8-metre tall lean-

lifts in Link 10, Napier Way, Manor Royal. This efficient, environmentally controlled and economic storage solution facilitates stock to be accessible 24 hours a day, 7 days a week, 365 days a year to ensure business aircraft needs are constantly met.

Paul Greasley, Director at Allaero said "The company has grown at a fast pace since moving into Manor Royal in 2000. The Business District's location in the heart of European Business aviation has been fundamental to our growth. In particular, since the creation of the Manor Royal BID, the improvements and promotion it has undertaken in the have

made this an attractive and desirable place to work. A far cry from the area back in 2000."

A recent measure of Allaero's commitment to Manor Royal is their creation of a new MRO (Maintenance and Repair Organisation), Repaero, allowing for the repair and overhaul (to EASA and TCCA standards) of aircraft batteries and power supplies for commercial and business aircraft.

[www.allaero.com](http://www.allaero.com)  
[www.repaero.com](http://www.repaero.com)

## Manor Royal gets more social

Manor Royal BID now has its own Facebook page. On it we will be promoting offers from and for Manor Royal companies and generally being more social.

Come and Like Us!! 



# AVIATION IN MANOR ROYAL

*Aviation is an important sector for the Manor Royal Business District. Here are the companies you'll find....*

Aar International Inc

Aerdata Uk Limited

Aerfin Ltd

Aerospace Logistics Ltd

Aerotron Ltd

Air Atlanta Avia Services Limited

Air Menzies International Ltd

Airport Facilities (Maintenance) Ltd

Allaero Ltd

Alpha Lsg Ltd

Ana Aviation Services Ltd

Avios Group (Agl) Limited

Avtrac (Uk) Limited

Avtura Ltd

Boeing Uk Training & Flight Services Limited

Cae Training & Services Uk Ltd

Collins Aerospace

Elliot Ward Aviation

First Flight International Ltd T/A Damaged Luggage

Hayes & Jarvis (Travel) Ltd

Iago Solutions Ltd

L3 Commercial Training Solutions Limited

Malton Inflight Ltd

Mel Aviation Components Ltd

Newrest Inflight Uk Limited

Phoenix Aerospace Ltd

Smart Aviation Ltd

Trade-Air Corporate Aircraft Support Ltd

Tui Uk Ltd

Unilode Aviation Solutions Uk Limited

Virgin Atlantic Airways Ltd

Virgin Holidays Ltd

Wesco Aircraft Emea Ltd

## Going Global with The Company Connector

*Article by Jeremy Taylor*



In case you missed it, Brexit means that our trading relationships with the EU will change.

But take heart as there are businesses and countries in Europe that still want to trade with the UK and the EU could still be a valuable market for you.

However, I believe there are greater opportunities in more distant countries that are also keen to carry out business with the UK. In our research, we have identified several markets that are not the normal or obvious destination and the response in these places has been very warm. That's why we are working in Austin in Texas, San Diego in California, Montevideo in Uruguay and Ras el Khaimah in the UAE.

As a guide, here's some top tips, if you are looking to Go Global:

- It pays to find markets with the lowest barriers to entry such as language, duties & registration fees. Language is especially important as, although English is recognised as the language of business, it is easier to work in countries where there is some commonality of culture.
- I would also suggest that you go where your product is needed most and not necessarily where the biggest financial opportunity is. As identified above, the least obvious market can have the greater opportunity,
- Having run a business networking organisation for years, you'd expect me to promote membership of local groups. But these really are important to growing your brand as well as building a support network in-country.
- I would also recommend identifying the DIT contacts in your target destination(s) and build a personal relationship as these people know the market and can really help to open doors.
- In some markets and, depending on your products, you may need to find a distributor who can help you with local

logistics. You may also need to find assembly and/or manufacturing facilities; the words 'Made in the USA' are a great way to get your products onto American shelves.

- You should expect the sales cycle to take much longer than you are used to. This is especially so for any companies exporting physical goods where I would strongly recommend you start to research and understand the logistical processes as early as possible.

By working with The Company Connector you will meet the people and businesses you need to meet to grow your international opportunities. We have contacts in over 30 destinations world-wide so contact us now to find your new export markets and Go Global.

<https://thecompanyconnector.com/>





# Phoenix Aerospace - Total Solutions Provider for Today's Airborne Projects.

Based in Manor Royal, Phoenix Aerospace is a boutique Aerospace Design, Production and Installation Company which has been delivering cost-effective niche solutions, for fixed wing and rotary platforms for over 25 years. Founded by Managing Director and Head of Design, Tony Okill back in 1994 Phoenix provides a range of services to the aerospace industry and has been established at Phoenix House, Rutherford Way, since 2012.

Our Crawley Head Office is also home to a team of Avionic and Mechanical Design Engineers, Logistics and a Production Workshop where Phoenix Engineers manufacture and produce modification kits, looms and harnesses, together with inspections and testing. An onsite facility to provide Laser wire marking and cable printing, all compliant with SAE ARP 5607 (Legibility of Print on Aerospace Wires and Cables) and SAE AS50880 is also available.

With EASA Part 21J, Part 21G, Part 145 & ISO9001 Approvals all work carried out conforms to strict standards and regulations and allows Phoenix to be a total solutions provider. This ranges from consultancy and design to manufacturing and certification for fixed wing and rotary aircraft installation services covering a wide range of avionic systems and their associated structures. Kits are manufactured i.a.w. in-house EASA Part 21J design data or approved data from other approved design organisations and third parties.

Our maintenance facility at Stapleford Aerodrome in Essex is another branch of Phoenix where Engineers

provide services to the General Aviation Community carrying out maintenance and modifications.

The Company's team of engineers travel regularly throughout the UK, Europe and the Middle East to support new and ongoing contracts. The HQ location being close to the London airports and good transport links is ideal for supporting customers from all corners of the globe.

For further information please call our main office number on +44 1293 540597, visit our website [www.phoenixaerospace.co.uk](http://www.phoenixaerospace.co.uk) or email [tony.okill@phoenixaerospace.co.uk](mailto:tony.okill@phoenixaerospace.co.uk)

## PHOENIX AEROSPACE

### Experience

- Part 21G Production



Typical Parts produced under our EASA Part 21G and released on EASA Form 1

[www.phoenixaerospace.co.uk](http://www.phoenixaerospace.co.uk) - Commercial In Confidence



## Collins Aerospace Wellness Fair

Collins Aerospace on Manor Royal, which provides information management services for airlines, business aircraft operators and airports, held its first Wellness Awareness Fair, before the economic lockdown.

The aim of their 'Wellness Committee', comprised of volunteers from the company, is to inspire and inform employees of the importance of wellness and wellbeing.

Local Manor Royal businesses were invited to the Wellness Fair, to offer free advice and discounted services to Collins Aerospace employees, with their breakout area transformed into a 'pop up' fair.

Those attending included Evans Cycles, promoting the benefits of the cycle to work scheme, Revoala Mind & Body, showing the benefits of their new fitness app, Bridgeham, talking about the various services they provide from Osteopathy to Pilates and were advising employees



on posture and the Manor Royal BID, promoting their wellness activity including sporting tournaments.

Collins Aerospace showcased their employee benefits together with

the chance to talk one to one regarding personal health policies and more.

Paul Hickox, site leader from Collins Aerospace said, "It was an incredibly successful event, with the chance for our employees to see the wealth of wellbeing and wellness opportunities at Collins Aerospace and on our doorstep in Manor Royal. We had great feedback from the team here and we will be building on the success of the event"

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

## Blue Lizard Signs Celebrating 20 years



Blue Lizard Signs are celebrating 20 years. Blue Lizard Signs have now been **established for twenty years** and have built up a reputation of supplying the highest standards of quality and professionalism with competitiveness to offer an unbeatable service producing stunning vehicle graphics, digital

graphics, wraps & signs from design to installation.

**We spoke to owner, Dan Jackman, on his 20 years in business.**

*"Years ago, when we moved on to Manor Royal, we were based in Metcalf Way and all those years ago, Manor Royal was a different place."*

*There were lots of empty units, the whole area was looking its age, there wasn't a great working environment. Now though, the Business District is a thriving area, well kept, more and more facilities coming online and a much better working environment, we couldn't be happier in our current location, in the Gatwick Distribution Centre."*

**Blue Lizard Signs has grown on Manor Royal over the last 20 years. What do you put this down to?**

*"One reason is we're the only place locally to get large vehicles signed or wrapped in the dry and warm. Our large unit can take 4 or 5 vehicles at a time in a dust free, temperature controlled environment. We are always incredibly price competitive, so if it's a small logo on a car or a complete wrap of a fleet of vehicles, you'll always get great service and a great price"*

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



## Kier - supporting the local community

Kier on Manor Royal has a strong approach to 'People and Communities', looking to create a positive social impact and at Kier, they are committed to delivering industry - leading social impact that positively contributes to meeting the needs of the communities and contracts they serve.

To focus their approach, they established a social impact strategy - Shaping our Communities. This strategy defines and directs their opportunity to have a positive role in the communities in which they operate, which will in turn support their clients in the delivery of their ambitions and targets, and enable their workforce to truly represent and engage with the communities where they live and work.

Kier has made many impacts in the local community, the most recent being teams of volunteers going in to the local homeless shelter, Crawley Open House, to help in their kitchen and donating food to the project.

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



## FAMILY RUN HAULAGE COMPANY COMES TO MANOR ROYAL

Howell Transport and Haulage are a family run business who've recently opened a huge new transport centre in Manor Royal.

Established in July 2016, owners Wayne and Leonora Howell have a combined knowledge of over 30 years with freight handling and logistics.



Their new centre has impressive Warehouse and storage solutions with 25,000 square feet of open floor and racked storage offering a 24/7 service for companies large and small.

Plus at their Crompton Fields location, there is a flexible business centre providing a range of offices and workshops that are available on flexible terms, plus with dozens of parking spaces, if you're looking for overspill parking, speak to the team at Howell's.

Find out more at [www.hth-european.co.uk/](http://www.hth-european.co.uk/)



## 40 YEARS OF P&H Motorcycles

2020 sees the 40th year of P&H Motorcycles, we spoke to Paul Searle, owner of P&H.

### How did P&H Motorcycles start?

"Back in 1980, P&H Motorcycles started off in my garden shed in Pound Hill. My neighbours loved that! I'd just left college and has a passion for off road bikes as I had been riding off road since I was 13. As kids we had no money so had to do own repairs. There was a demand for servicing and repairs from mates, mates of mates etc. So I started to do it for a living. 1980 was the height of motorbike sales at 350,000 a year. After my neighbours had enough, I opened a workshop on Steers lane near Manor Royal. There were a lot of bike courier firms at that time which was steady business. In 1984, I opened a store on Peglar Way in Crawley, selling clothing and spare parts. We then expanded to a bigger unit next door that allowed for Bike sales. Through the 80's and early 90' Motorcycles sales nationally were in decline bottoming out in 1994 at only 45,000 units. During this time all the New bike dealers closed down. I was able to pick up one franchise after another until we

had 5 of the current 6 brands. Things grew and in 1995, our Gatwick Road building appeared for sale, which we bought and extended in 2003 and it's been our home ever since."

### What do you see as highlights over the last 40 years?

"I'm incredibly proud of our chosen route of a high customer experience, rather than pile it high, sell it cheap. Customer loyalty has been paramount over the years, it's great to see a customer in our showroom who says 'I've bought every motorcycle I've owned here'. We've created a showroom but more importantly a great team to enhance the customer experience, with constant new ideas to keep people coming in time and time again"

### Where do you see P&H Motorcycles in another 40 years?

"It's tricky to predict where we'll be in the next 5 to 10 years, but electric bikes will be the new potential growth, and with our Rider Training School, we've see a big increase in more women taking motorcycle courses. I'm very passionate about our Rider Training School, it's a real feeling of

accomplishment seeing people through our courses and getting the freedom of riding a motorcycle"

### Manor Royal has been home to P&H for many years, how have you seen it change?

"Beyond all recognition. Gone have a lot of the 1950's buildings and now it's a bustling successful business district. I've been honoured to be to be involved with a group of like-minded Manor Royal business people on the Manor Royal BID who's interest is purely to create a better place for business to call home"

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



# Wellbeing at Elekta



Before the economic lockdown, Elekta launched a wellbeing initiative in the UK.

The aim of the initiative was to raise awareness of wellbeing and mental health, as well as reach employees in need of support.

Elekta has held a variety of activities and sessions at their Cornerstone facility in Manor Royal. Ranging from Mental Health First Aid Training, to an informative

session about Mental Health in the Workplace, from the insightful Susie Bennett, Mental Health Specialist.

A relaxing activity known for its health benefits - Tai Chi - was taught by Elekta's own, Stuart Reed.

Elekta believe that starting the conversation is vital but continuing it is imperative.

Stuart Walsh, Elekta's HR Director, explains:

"Wellbeing and mental health have a growing profile, and employers need to give serious commitment in providing support options within the workplace. This week's launch was a great start for Elekta and while we had really good engagement, there is more work to be done. I am very proud to be a part of this very important initiative."

You can follow Elekta's activities on social media #wellbeingmatters.

Article by: Sabrina Mathieson, Marketing Communications Specialist at Elekta

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

## FAMILY MATTERS AT MA FLOORING

MA Flooring is a family run firm based in Manor Royal, behind County Oak Retail Park on Metcalf Way. For over 30 years, they have been providing flooring, fitted to the highest possible standards.

Sharon Attew is one of the Directors.

### What have been the biggest challenges over the last 30 years?

My husband and I started MA Flooring 30 years ago, and have been on Manor Royal for 25 years. Having to close during the COVID-19 pandemic has been the biggest challenge. Like every other business, we didn't know how long we would be closed or if we had any customers to come back to, but we've been overwhelmed by the response. Customers who has quotations before the lockdown have waited for us and returning to work we have a large number of measuring and new quotations, so the future is looking very bright.



Being a family business must have a advantages?

With myself and my husband, Mark, our eldest son Luke is the manager and younger son, Grant is one of the fitters alongside Danny who has been with us since the start.

The best thing about being a family business? We rely on each other, really care and are passionate about the work and the service we give to our customers and go that step further to make the business go to new heights.

Call 01293 549901 or see [www.maflooringcrawley.com](http://www.maflooringcrawley.com)

# Partnership Network Events

## AT THE AGE OF 26, JACK JACOB IS MANAGING DIRECTOR OF PARTNERSHIP NETWORK EVENTS

Partnership Network Events is in Amberley Court, Manor Royal, is a learning and networking hub for leaders in public sector innovation.

We spoke to Crawley born and bred Managing Director, Jack Jacob.

Your company works in one of the hardest hit sectors due to COVID-19, how hard has it hit Partnership Network Events?

We lost a lot of money initially as events we had fully planned and paid for, got postponed and with the uncertainty of a second spike or simply people concerned about attending face to face events, we took the decision early in the lockdown to cancel all 2020 events.

But I'm proud to say we've not had to make anyone redundant and from July 1st, we've welcomed back half of the team, working part-time to start working on our five new virtual offerings we've launched!

### Why did you start PNE?

I previously worked at a number of B2B events companies and felt I could see better and stronger ways to work and create a business that could reach new heights. I genuinely believe over the past 3 years we've achieved that and then some. The Journey has been incredible, going from working from my kitchen table in 2018 to a company of 12 in 2020. Pre-lockdown, we had quadrupled turnover and profit was up 1000% from our previous financial year.

### What was your biggest personal challenge?

My biggest challenge was a mental shift from a do-er to a leader, I always compare to playing an instrument in an orchestra to suddenly becoming the conductor. For my business the challenge, of course, was the outbreak of COVID-19. It wiped out my core business entirely.

It's was an incredibly challenging time, but it only took us a month to work out where we wanted to take the company - I was adamant that I wasn't going to mothball the company and make a raft of redundancies. As such, we changed the business model to make it work. We now have five new digital/virtual products, opened up new markets and customers - We've been working with large organisations traditionally because of our pricing structure, but now, with a new range of options, we're working with smaller companies who don't necessarily have large budgets to attend our style of networking events.

Oh, and in the middle of this on the 1st May, my partner and I had a baby - it's be a crazy but amazing time!

<http://www.pne-uk.com>



Jack Jacob - Managing Director

## Local office / workspace options

For companies looking for alternative office and workspace options in the event of main office closures, the need to relocate core teams or to minimise commuting for staff.

### Basepoint Business Centre, Metcalf Way

E: [enquiries@basepoint.co.uk](mailto:enquiries@basepoint.co.uk)

T: 01293 817717

Contact Sarah Goulder

### Freedom Works, Crawley Business Quarter

E: [info@freedomworks.space](mailto:info@freedomworks.space) /

[karen@freedomworks.space](mailto:karen@freedomworks.space)

T: 01293 368100

Contact Karen Rapley

### Regus, Churchill Court

E: [lloyd.osland@iwgplc.com](mailto:lloyd.osland@iwgplc.com)

T: 07867988236

Contact Lloyd Osland

# ADVERTISE ON THE MANOR ROYAL DIGITAL SIGNS

## STAND OUT FROM THE CROWD ON MANOR ROYAL

The Manor Royal BID has created digital advertising screens at key locations around the Business District to help businesses promote themselves to 30,000 people who work here, over 600 companies based here plus the thousands more who visit the area

In addition, approximately 2 million vehicles pass through the area each month - that's 24 million vehicle movements every year.

### Exclusive Benefits for Manor Royal Companies

As a Manor Royal business, you automatically get a **50% saving** on the cost of advertising on the Manor Royal Digital Signs.

Package	Normal Price	Manor Royal Price	Number of daily slots across all four screens	Daily slots in minutes	Total number of slots per package
Gold 12 Months	£6,000	£3,000	768	128	258,048
Silver 6 Months	£3,500	£1,750	768	128	129,024
Bronze 3 Months	£1,825	£895	768	128	64,512
1 Month	£625	£310	768	128	21,504

On the Gold Package, you will pay just £250 a month to advertise on **ALL FOUR** Digital Signs in Manor Royal. As a comparison, over 12 months;

4 x Manor Royal Signs	4 x Bus Shelters	1 x Three Bridges Station Digital Sign	4 x Roadside Digital	4 x Roundabout
£3,000	£22,464	£19,188	£35,360	£14,560

### PLUS – with your 12 month Digital Sign advertising;

- Your company will also be featured in every 'Manor Royal News' magazine, which is distributed every quarter across the Manor Royal Business District.
- Your company's advert will be on our dedicated Digital Signs page at manorroyal.org
- Your Digital Sign advert will be promoted on the Manor Royal BID Social Media Platforms.
- You can change your advert as many times as you like

For more information or to book the Manor Royal Digital Signs, contact our digital signs partner, Avensys Limited, on [digitalsignage@avensys.co.uk](mailto:digitalsignage@avensys.co.uk) or call 01293 529 319

**LOCKDOWN SPECIAL – SIGN UP TO A GOLD 12 MONTH PACKAGE BY AUGUST 31<sup>ST</sup> 2020 AND GET 3 MONTHS FREE (TOTAL COST £2,250 SAVING YOU £750)**

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manorroyal.org/advertising

[manorroyal.org/digitalsigns](http://manorroyal.org/digitalsigns)



# TRAINING & SEMINARS FROM THE MANOR ROYAL BID

We have devised wide-ranging programme of online training and seminars to support Manor Royal companies and their employees running between August and October.

More details and dates will appear on the Manor Royal website ([www.manorroyal.org/training](http://www.manorroyal.org/training)) and on our events pages ([www.manorroyal.org/events](http://www.manorroyal.org/events)).

In the meantime, you can get in early to register your interest by email to [info@manorroyal.org](mailto:info@manorroyal.org).

## FREE SEMINAR PROGRAMME

**Employment Law Covid -19 Update (11 August, 10.00 -11.00)** Returning to work and the workplace going forward covering redundancies, varying terms and agile and flexible working. Delivered by Charlotte Sloan, Irwin Mitchel.

**Are you prepared for EU departure? (September (TBC) 2 hour session)** Advice, tips and guidance on preparing to leave the EU. Delivered by Jonathan Alderman and Richard Butcher (Coast to Capital Local Enterprise Partnership) plus guest speaker.

**Open Minds - Awareness into Action (7 October 2020)** What is mental health stigma and how you can turn your awareness into action. Delivered by Louisa Hernandez, MIND

**Quality Assured Training, delivered online and in partnership with Crawley College**  
Manor Royal price £20 per delegate (usual price £45). Declare your interest, email [info@manorroyal.org](mailto:info@manorroyal.org)

### Management and Leadership, with Doug Chapman

**New to Team Leading (1):** Covering roles, responsibilities, understanding team leadership, developing productive working relationships

**New to Team Leading (2):** Covering Delegation, developing yourself and others.

**Effective Leadership (1) - Styles and Models of Leadership:** Covering What it means to be a leader, Leadership vs Management, sources of authority, and leadership style models

**Effective Leadership (2) - Leadership vision and situational leadership:** Covering your vision for leadership, situational leadership (what style suits which situation) and illustrative case studies.

**Managing Teams Remotely:** Covering what remote working looks like, managing tasks remotely, keeping staff motivated, effective communication, delegation and action planning.

**Running Effective Virtual Meetings:** Exploring personal Experience, key disciplines for Virtual Meetings, keeping attendees engaged, active participation, facilitation v chairing and action planning

### Marketing and Communications, with Sheryl Tipton

**Effective Marketing during COVID-19:** Planning your marketing in an unstable landscape, building your profile through engaging content and storytelling, retaining customers and targeting new audiences, using digital platforms effectively & making the most of free tools

**Connecting with Customers Digitally:** How to embrace the digital landscape and market to the most appropriate customers, best marketing methods to keep customers informed, planning and keeping up to date with social media in the marketplace

### Mental Health & Wellbeing, with Sally Nilsson

**Managing change in relation to mental health:** There are likely to be many changes as we move out from this health crisis. Learn how to accept change. Overcome feelings of anxiety and insecurity. Reframe negative situations into positive outcomes. Set achievable goals to embrace change and move forward.

**Overcoming anxiety after Coronavirus:** Understanding what anxiety is. Intrusive thoughts. You are not your anxiety. Anxiety is a bully. Use your imagination for positive results. Focused breathing to banish anxiety. Setting achievable goals to overcome negative thoughts

**Recognising workplace stress:** Understanding your own spare capacity. Helping a colleague. Taking action to avoid burnout. Keeping physically and mentally healthy

### Resilience and Managing Change, with Deborah Naylor

**Developing Resilience:** Defining resilience and its importance to wellbeing, motivation, and productivity. Recognising barriers that stop us developing resilience and identifying key protective factors that maintain resilience. Develop an action plan to build up your existing resilience as a team and as an individual

**Managing Change:** Understanding change and your role in it. Common drivers for change. Common problems in any change initiative and ways to deal with them. Change planning. Resourcing. Communication. Tips, tools and techniques.

**Mental Health First Aid Training:** This Certified Online MHFA course qualifies you as a Mental Health First Aider with a blended approach of individual learning (7 hours) and four instructor-led live sessions of 8 hours delivered via 2 hour sessions over a 4 week period. Delivered by Victoria Brookbank (Minds that Work). Manor Royal Price £150 per delegate (usual price £300 per delegate). Email [info@manorroyal.org](mailto:info@manorroyal.org)

### Free Online Support for Employee Wellbeing, courtesy of CARI

Cari is your AI-enabled Wellbeing Super Assistant who can work alongside your team to help boost wellbeing and performance. She offers confidential online Wellbeing Consultations and Personalised Support Plans based on psychology and neuroscience.

She can analyse tiny nuances in someone's responses and sees behind a brave face in ways that a human can't. Following a short 20 minute online

consultation, each person will receive a personalised wellbeing support plan related to their current emotional and psychological state. It really works!

Manor Royal BID companies can access CARI for FREE and gain access to a range of free wellbeing seminars and exclusive discounts on related courses covering topics such as Personal Resilience, Business Resilience and NeuChem Leadership.

Contact the BID office to access CARI, email [info@manorroyal.org](mailto:info@manorroyal.org)