



Manor Royal News

MANOR ROYAL
BUSINESS DISTRICT

CRAWLEY & GATWICK

Be part of it!

THE OFFICIAL MAGAZINE OF THE MANOR ROYAL BUSINESS DISTRICT



Featured in this issue:

Look ahead to 2024

BID Key Events

Benefits of working on Manor Royal

News from Welland Medical, AK's Gym, London Cool, People's Pension,

ARUN Technology, Latcham, Creative Pod and more

Inside Track with Steve Sawyer



Last year was a special year that marked ten years of the Manor Royal BID.

It was a good point to reflect on where we came from as a place and as a BID. However, since the very beginning we have always been about looking ahead, looking for opportunities to move forward and to find ways to improve Manor Royal as a place to work and trade.

At Manor Royal Matters we celebrated those people who have shown outstanding commitment by having been BID Directors since the very beginning; Trevor Williams (Thales UK), Michael Deacon-Jackson (FTD Johns) and Paul Searle (P&H Motorcycles).

We thanked Yvonne Taylor (PPL Insights), our out-going Vice-Chair, for her service over the past three years and welcomed Gary Tomlinson (SOS Systems) who was elected to the BID Board for the first time at our AGM.

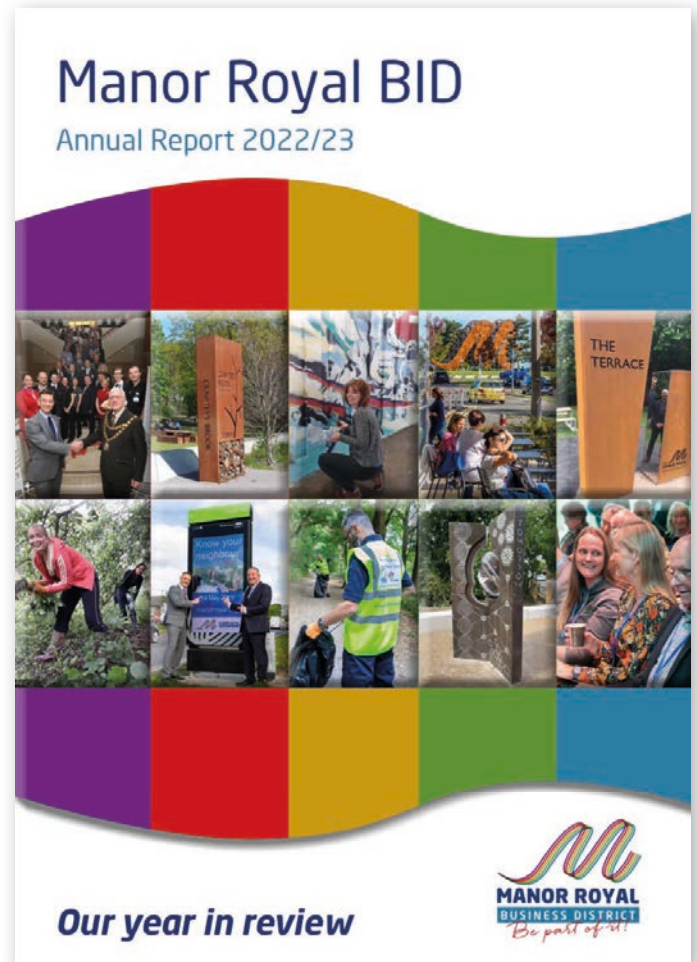
These positions are entirely voluntary but without people being prepared to give up their time and to get involved, delivering the BID is difficult. The Manor Royal BID is, after all, an organisation that has been created and primarily - but not solely - funded by BID Levy contributions from businesses, so it is right and proper that they steer the ship and determine what we do.

In short, the Manor Royal BID wouldn't exist without the commitment from businesses to form a community of interest focused on bringing about positive change for the area. First by voting for it and funding it, and then by engaging with it in different ways.

The next term of the BID ends on 31 March 2028. It seems like a long way off but it will soon fly by. At Manor Royal Matters, which included our AGM, we took the time to think about what the future may hold. Where will we be in the next 5-10 years? What will Manor Royal look like? What kind of businesses might be here? What challenges will we need to overcome? What are the opportunities?

If you haven't seen it yet, I would urge to read our latest Annual Report. Not only does it tell you what we have done in the past year, it sets out what we will do this year and on the last couple of pages takes a longer range view to

provide a vision of Manor Royal with the BID at the centre of making the Business District a truly excellent location that holds in balance the needs of business, people and the environment.



Take a look in the Resources section of our website, where you will also find our Audited Accounts and presentations from the AGM and Manor Royal Matters seminars.

There's a lot planned for 2024 and beyond. This issue of Manor Royal News covers some of that, including setting out our programme of events for the year so that you can sign up early and don't miss out. Especially, our key event of the year - Know Your Neighbour at the Hawth Theatre in May.

Here's to a prosperous year ahead.

Steve Sawyer
Executive Director

Sign up to receive the monthly eBulletin for the latest news as it happens

Manor Royal BID 2024 Events

Thursday 08 February - Connected Crawley

Manor Royal, Crawley Town Centre BID's, Freedom Works and Gatwick Diamond Business bring together local business members for FREE networking over breakfast.

www.manorroyal.org/events



Wednesday 21 February - Manor Royal People Conference

This year's event focusses on investing in your people. The event is being hosted by the Institute of Technology (IoT) and will offer an insight into the new state-of-the-art hub at Crawley College, housing engineering and digital 'Learning Factories' www.manorroyal.org/events



Thursday 18 April - Manor Royal Careers Fair

This is a free event for Manor Royal employers to exhibit their business, the diversity of careers and jobs available in Manor Royal.

www.manorroyal.org/events



Tuesday 14 May - Manor Royal Know Your Neighbour

The highlight of the Manor Royal Business District event calendar! Providing a real platform for local trade for the people and businesses operating on Manor Royal.

www.manorroyal.org/events



Wednesday 12 June (TBC) - Manor Royal Football Tournament

Charity friendly 6-a-side football tournament at K2 3g Pitches, Crawley.

Booking coming soon



Thursday 04 July (TBC) - Open Doors 2023

Nurturing links between local schools and businesses on Manor Royal.

Details coming soon



Wednesday 04 September (TBC) - Manor Royal Netball Tournament

Charity friendly 6-a-side Netball tournament at K2 Crawley.

Booking coming soon



Wednesday 26 September - Manor Royal People Conference

Designed for Manor Royal business owners, company managers and HR professionals who want to build and lead teams that are motivated for success. This year's event topic is to be confirmed.

www.manorroyal.org/events



Wednesday 06 November - Manor Royal Matters

This combined AGM and Conference brings together Manor Royal businesses, stakeholders and partners to debate those issues that make a difference to working life on Manor Royal

www.manorroyal.org/events



LOOKING AHEAD TO 2024 - BID PLANS

What 2024 has in store.

As we start a new year we take a look at what is likely to happen in the next 12 months in Manor Royal through the lens of the Manor Royal BID.



New Facilities

We've been working hard laying the foundations for the next series of park and seating areas in Manor Royal. We hope to get planning permission and complete the next round of area improvements at Woolborough Lane, Crawters Brook and Manor Royal Central.

www.manorroyal.org/mystory

The first superhub bus stop

The first of its kind, never before seen or built. We've been working on the designs for a new superhub bus shelter to create a departure lounge feel for bus users, complete with a new surrounding park area and bespoke public art. We hope to get planning and start building it in 2024.



A more sustainable future

It's no longer a nice to have to be greener. Living sustainably and reducing our carbon footprint is more a good thing to do for the plant, it's fast becoming a must do for business. We hope to see the first solar PV installations as part of the ReEnergise Manor Royal Local Energy Community, investigate options for a District Heat Network, look at how we can increase the biodiversity of Manor Royal as well as support companies by providing free access to services through partners like Eden Utilities.

www.manorroyal.org/energy
www.manorroyal.org/utilities



Makeover for the Flyover



We're delighted to be working with the Crawley Creative Playground to transform the somewhat dull looking Hazelwick Flyover with a newly commission, large scale mural based on the story and people of Manor Royal. We're also hoping that the people and businesses of Manor Royal will want to get involved and help us choose the artist, inform the artwork and be interested in helping decide how else we can use arts and culture to improve the area and build a strong and inspired community.

Contact Steve if you want to know more; steve@manorroyal.org

A full programme of events

Through our "open Management Group" meetings, we discussed what people wanted to see in a Manor Royal events programme. Based on their feedback we've published a great mix of B2B, networking, social and information based events to connect you to each other, to the BID and to have fun. Book early!

www.manorroyal.org/events



Continue to deliver valued services

While always looking at new ways to support the area and to innovative, we never lose site of the basics. We'll continue to deliver things like Manor Royal News, the eBulletin and the wide-range of services devised specifically for you - Manor Royal companies and people. Don't miss out.

www.manorroyal.org/benefits



DIRECTORS

In 2023, The Manor Royal BID celebrated its 10th anniversary.

Before the Manor Royal BID was created in 2013, facilities needed improvement, the quality of the public realm and access to open spaces was poor, more effort was required to improve the perception of the area and to promote it, the signage and branding needed attention, the highways, cycling and walking infrastructure was inadequate, there were too many empty sites.

Today, thanks to the support of the hundreds of Manor Royal businesses, the thousands of people who work here and our commercial and local government partners, the successes of your BID can be seen across the business district.

Your Manor Royal BID team is led by Executive Director, Steve Sawyer, who reports and responds to the BID Board. The Board provides strategic oversight of the BID and is responsible for finance and governance. The Board is made up of Manor Royal business representatives and is supported by individuals from partner organisations.

Your Board members give their time, effort and passion to make Manor Royal a great place to do business.

There are three Directors who have been on the BID Board since its inception and at the recent Manor Royal Matters event, we presented a token of our appreciation to Trevor Williams (Thales), Michael Deacon-Jackson (FTDJOHNS Ltd) and Paul Searle (P&H Motorcycles) for their tireless support, energy and desire to improve Manor Royal.



New Director joins the board

At Manor Royal Matters, which included the BID AGM, we were delighted to welcome a new Director to the board, Gary Tomlinson of SOS Systems on Manor Royal.

Gary said: "I am delighted to be appointed onto the Board of Directors at the Manor Royal BID. The BID team has made a huge impact to Manor Royal over the past 10 years, making a vast number of improvements and impactful changes to support businesses and the employees of Manor Royal.

I look forward to supporting this continued success for many years to come."

Thank you Yvonne

Also at our AGM in November, Yvonne Taylor of PPL Insights retired as a Manor Royal BID Director.

She has been a Director of the Manor Royal BID since 2020. A tricky time to get involved as we faced COVID. During her three-year stint, Yvonne took over from Keith Pordum as Vice-Chair and helped to see Manor Royal BID through a successful renewal last March. Her experience of running a company on Manor Royal and her market research skills were very important in helping to inform and shape the Business Plan we are now working to deliver.

Her company, PPL Insights, helped to design and run our survey that was critical in getting a good response and informing our business plan for the next five years. We thank Yvonne for her service and tremendous support over the past three years and wish her all the best. We hope to see her at future Manor Royal events even despite no longer being a member of the Board.



MAINTAINING MANOR ROYAL

The Manor Royal BID Maintenance Team provides enhanced maintenance such as grass-cutting, verges, hedge trimming and litter picking throughout the business district via a dedicated team provided by the BID throughout the BID area. The work carried out by the team is in addition to services provided by the local Council.

The service is provided by Crawley Borough Council and we cannot thank the team enough for their dedication and passion to make Manor Royal look at its best throughout the year.

Every month, the team complete a range of tasks, including:

Litter Picking and Bin Emptying.

Pathways cleared.

Grass edging.

Hedge cutting.

Weed Control.

Graffiti Removal.

Manor Royal Sign Repairs and broken and faded banners replaced.

Shrub bed maintenance.

Seating areas cleaned.

Verge repairs and much more.

Throughout 2023, the team collected over 25,000kg of litter waste

www.manorroyal.org/maintenance



HELP CREATE A MURAL FOR THE MANOR

The Crawley Creative Playground is an Arts Council funded programme to support creative projects to make Crawley a better place to live and work. The Manor Royal BID is working with the Creative Playground to transform the Hazelwick Flyover, a key entry point to the Business District, with a large scale mural based on the history and people of Manor Royal.

We are looking for people to get involved and help to select the artist we work with and inform the design of the mural itself. You don't have to be an artist or be able to draw, you just have to be interested in the project and have a desire to make Manor Royal a better, more attractive place to work and visit.

We want to create a really positive first and last impression for people coming into Manor Royal but we need your help to do it. You can input as much or little as you like and is likely to involve attending a workshop with the appointed artist.

Could you be a Manor Royal Playmaker?

By signing up you have the opportunity to become one

of Creative Playground's first Manor Royal Playmakers, a group of local workers who help shape future ideas for using arts and culture to create positive change in Manor Royal, and potentially across the whole town.

It is an exciting and fun opportunity to find out more about how public art is made and work with other Manor Royal colleagues to transform the Business District and make a lasting impression.

Interested?

[email steve@manorroyal.org](mailto:steve@manorroyal.org)



MAKING MANOR ROYAL SUSTAINABLE

Manor Royal BID (Business Improvement District) is delighted to announce a new partnership with Eden Utilities, a leading energy consultancy firm that provides a wide range of energy services to commercial and industrial organisations.



The joint aim is to make Manor Royal Business District a more sustainable place and help businesses manage their energy costs and reduce consumption.

Steve Sawyer, Executive Director of the Manor Royal BID said:

“Our aim over the next five years is to make Manor Royal more sustainable and to support companies on their own Net Zero journey. By tapping into the expertise of Eden Utilities, this new partnership has the potential to help companies adopt more strategic buying strategies to better manage their energy costs and to reduce consumption, while creating a new revenue fund to further accelerate the improvement of the area.”

Sue Millis, Commercial Director of Eden Utilities said:

“At Eden Utilities, we work alongside a number of businesses, ranging from smaller SME businesses, all the way through to very large energy consumers. We are delighted to be a partner of the Manor Royal BID to give businesses on Manor Royal access to our transparent, partnership service with decades of experience in matching energy purchasing opportunities.”

www.manorroyal.org/utilities

FREE ONLINE LEARNING

Manor Royal BID is delighted to be able to offer ALL companies located within the Manor Royal Business District access to FREE online training through Access Learning Group.

Access Learning are a well-established provider of eLearning courses with a strength in designing market leading digital learning. Courses are developed using industry-leading learning design tools and techniques, ensuring content is engaging and delivers real results.

Access eLearning courses are designed to deliver the learning your employees need and provides hundreds of courses free - thanks to the Manor Royal BID.

Workplace skills courses

Set your business up for success with personal development courses promoting a range of essential workplace skills from customer service to leadership.

This comprehensive range of eLearning will equip your employees with the necessary skills to become well-rounded thinkers, doers and communicators, empowering them to deliver their best work and demonstrating your investment in your people.

Mental Health and Wellbeing courses

Our Mental Health and Wellbeing courses help to support a healthy, happy workforce and promote employee wellbeing with interactive eLearning courses.

Cyber awareness training

Did you know 90% of all successful cyber-attacks are caused by our human error? Cyber security threats are increasing across all industries.

Access Learning provides NCSC certified Cyber Awareness training that embeds safe practices across organisations, reducing risk and putting effective protection in place.

www.manorroyal.org/access



MULTI-AWARD-WINNING MARKETING AGENCY, CREATIVE POD ACQUIRES LOCAL DESIGN AGENCY



Creative Pod in Manor Royal, the award-winning, full-service marketing agency renowned for its innovative approach and numerous industry accolades in the Southeast, is thrilled to announce its recent acquisition of 2UpFront, a 15-year-old, highly-regarded local design agency in Hove.

With this strategic move, Creative Pod has acquired 2UpFront, taking on their clientele, and has seen

the addition of two talented professionals to their growing team. Ian Highland is joining Creative Pod as a Senior Designer, and Megan Godber as an Account Manager.

Matt Turner, the CEO of Creative Pod, said: "This acquisition marks a significant milestone in Creative Pod's journey. In the last couple of years, we have progressed from being a small sized agency, to a medium sized one, and with this we have seen continued growth, and commitment from the team in delivering Michelin-star marketing solutions

to our clients in the Southeast and beyond. We're thrilled to welcome Meg and Ian to the team and look forward to working with their client base"

2UpFront primarily focuses on providing digital design, print, and branding; over 15 years, they have built a loyal client base, with household names, including the British Heart Foundation, The Salvation Army and the RSPCA. As part of this merger, Creative Pod will offer an even more comprehensive range of services, covering all aspects of branding, design, marketing and strategy under one roof and for a fixed monthly fee.

Nick York, Founder and CEO of 2UpFront, said: It's been an absolute pleasure getting this deal over the line with Matt. I honestly don't think I could have found a better and more suitable agency to look after my staff and clients, allowing me to enjoy pastures new. Thank you!"

The latest acquisition joins a string of successful mergers and acquisitions for Creative Pod, who acquired Huga Digital Marketing agency, in 2020 and invested in SEO agency, 427 and commercial fit-out company, Spacelink in 2020/21.

📄 www.creativepod.uk.com

MAKING CONNECTIONS WITH LATCHAM



Long-established as a leading provider of print, digital, data, personalisation, fulfilment, and creative services, it's been a few happy years since Latcham first planted sustainable roots

within Manor Royal's vibrant business ecosystem.

Working across a variety of public and private industry sectors, ranging from - but by no means limited to - local government, education, healthcare, financial services, utilities, charities, and professional/membership organisations, our business is all about connecting organisations and businesses with their customers by optimising communications outputs, and enhancing brand loyalty.

Our super-flexible creative services team are personally invested in the framing, designing, and packaging of client messaging for distribution across the most effective communications channels.

We can handle any stage of creative development from inception, research, strategy and planning to design, development, and execution.

We use secure and sophisticated data processing technologies to streamline communications across multiple

channels - anything and more from council tax billing, pension statements, energy bills, college prospectuses, undergraduate and alumni mailings, membership packs to highly targeted direct mail marketing.

And, far from merely green dreaming, we are ISO14001 accredited and PPN 06:21 compliant. We're actively invested in reducing our environmental impact and on track to becoming carbon neutral by 2025 and net-zero by 2040. Our cutting-edge print production and mailing facilities are located at our Bristol site and all our tech investment is based on meeting strict environmental standards.



We're also surprisingly good at netball, winning the Manor Royal BID Netball Tournament last year!

So, whether you're looking for a symbiotic partner to work in harmony with the needs of your business, or you're simply interested in getting to know your neighbours, pop over to Unit 40 in Basepoint on Metcalf Way (next to the Manor Royal BID) - we'll put the kettle on.

📄 www.latcham.co.uk

New DPD Distribution centre plans approved



A new DPD distribution centre is set to be built in Manor Royal creating around 130 jobs. The centre is set to be built on land off Hydehurst Lane. The plans were recommended for approval at a recent council meeting, but a legal agreement must first be agreed and a notification period with Gatwick Airport and the Civil Aviation

Authority needs to be concluded. Should this all be resolved without issue the plans can go ahead.

Plans were submitted by Quod, a planning consultant, on behalf of UK Real Estate Fund. The new distribution centre is being built for DPD and its use has been approved for a new warehouse and storage facility.

The application site is to the north of Hydehurst Lane and consists of three sections, the main one of these being opposite Wellands Medical Centre. It is around 3.4 hectares in size and comprises a mixture of heavily grazed farmland, former farm buildings, and some overgrown scrubland.

Hydehurst Lane is a road off the A23 to the north of Manor Royal Business District. It is around 1km south of Gatwick Airport and Gatwick's planning department objected to the location of the new distribution centre as it falls within the "extended safeguarded boundary" of a potential second runway at the airport.

However, as there is nothing in the local planning policy to use this as grounds for refusal, the objection did not lead to the plans being refused. Despite this, following the approval of plans, the council is obliged to contact the Civil Aviation Authority and Gatwick Airport and give them 28 days to respond and reach an outcome.

KEEPING MANOR ROYAL LONDON COOL



London Cool Limited are local specialists in air conditioning and climate control and have been located on Manor Royal since we began trading in 1995. Part of the City Cool Group, not many realise that we are a Crawley based business because of our name.

With 29 years of experience and knowledge, we take pride in being able to provide the highest standard of tailored services to suit individual requirements, within budget and on time.

Our free site surveys and extended manufacturer warranties provide our

customers with guaranteed peace of mind, enabling us to build trusting relationships across many sectors including Facilities Management, Film and Media, Commercial and Retail, Construction, Healthcare and NHS, Education, plus many more.

Installation

Committed to delivering a complete package, we de-install, supply, and install all air conditioning systems from the smallest single split system to the largest VRV/VRF.

Commercial air conditioning systems are adaptable enough to meet the demands of every business and have become a more popular way of heating due to the latest energy efficient heat pump technology. Our team are trained to be able to discuss your requirements and determine which type of equipment is most suited to your needs.

Maintenance

If you already have installed air conditioning, it doesn't end at having it fitted. Now is the time to think

about routine maintenance to prolong its efficiency and maximise its performance.

Temporary solutions

It isn't always practical or within budget to have something permanently installed so why not consider hiring instead? Our extensive range of portable equipment includes air conditioning, electric heaters, and dehumidifiers.

Take advantage of two years' free maintenance by contacting us today for a free, no obligation quotation. Available to all Manor Royal businesses on new installations when mentioning this article.

Year round, we have you covered!

📄 www.londoncool.com



ARUN TECHNOLOGY - DEVELOPING CAREERS AND SPECTROMETERS *By Brandon Lawson*



Here at ARUN Technology, we have been dedicated to the design, development, manufacture, sales and service of optical emission spectrometers for over

35 years. However, the focus has not always been on developing market-leading instruments.

For our new Technical Support & Field Service Engineer, Kieran Kennedy, he began his career at ARUN in November and has already gained valuable product knowledge as well as a deep understanding of all our metal analysing instruments.

Throughout his first month, Kieran has had the opportunity to complete 'annual service' on one of ARUN's customers 'MERLIN 4' down in Southampton. Quality Control and Assurance are essential to making a business successful. The MERLIN 4 is the ideal instrument for incoming material, in-process testing and final quality inspection. It is well suited for the metal production and inspection and contract lab and marine industries and perfectly suited for the metal processing industry. Kieran expressed his positive day: "It was good to get stuck in from the beginning and have the opportunity to work on this piece of instrument".

Kieran has also been getting to grips with the handheld technology that ARUN Technology develops, mainly our 'HELIUS XRF' which uses X-ray analysis technology. Kieran added that: "One thing I didn't expect is that you can go from full machines to smaller handheld devices that can all assist in metal analysis".

After a few weeks here at ARUN, Kieran has said how he wishes to further develop his career here through his role, with the ambition to continuously help customers with their instruments wherever he can.

📄 www.aruntechnology.com



AerFin in Manor Royal has taken on their first ever Big Company Challenge.

In November, the One AerFin Challenge was to complete a virtual race to Ukraine's capital Kyiv.

Combining their staff's strive to keep healthy and fit with a good donation cause, the aim was for AerFin's employees to cycle, run, swim or walk to cover the distance from AerFin's Bedwas site to Kyiv, Ukraine's capital.



AerFin pledged to donate £5 for every mile we completed to RefuAid their long-time charity partner that provides people who have fled their homes with tailored support to build independent and dignified lives in the UK. RefuAid provides access to structured language tuition, finance, requalification and meaningful employment.

The virtual mileage count started at Bedwas, passing through Manor Royal and ended up in Kyiv, with total distance of 1694 miles (2726 kilometres), raising over £17,000

📄 www.one.aerfin.com

PATIENT, TURNED COLLEAGUE, REUNITED WITH AMBULANCE TEAM



A Crawley man who suffered serious injuries and a lengthy recovery following a collision on his motorbike, before going on to join

SECAmb himself, has been reunited with the team of now colleagues who came to his aid.

James Trenergy, 26, from Langley Green, suffered fractures to both arms as well as his spine, pelvis and shoulder in the collision in Sidlow in February 2020. He spent approximately a month in St George's Hospital, Tooting, and underwent walking rehab for several weeks. He also had to recover from vertigo and short-term memory problems.

Having previously planned, prior to the collision, to apply for a frontline road position within SECAmb, James opted instead to join the Trust's NHS 111 service, following more than a year of recovery in May 2021. James became a 999 call handler in October 2021 before beginning his current ambulance dispatcher role in September 2022.

James said: "I had always been curious to find out who had treated me as I knew that I will have spoken to them as a dispatcher for the area. It was really nice to meet up with some of the team and thank them in person. I am so grateful for everything everyone involved did."

James was reunited with ambulance crew Zoe Pemble and Louise Thomas as well as Critical Care Paramedic, (CCP), Richard Brandon at SECAmb's Manor Royal base in December.

James said: "It's been a long journey and soon I'll be back to where I was prior to the collision. It's definitely my plan to apply for a position out on the road when the time is right."

CCP Richard said: "It was a pleasure to meet with James and learn about his recovery. On behalf of the whole team who attended it's great to see him continuing to work towards his ultimate goal of joining us out on the road. We all wish him the very best for the future and for his remaining surgery."

www.secamb.nhs.uk



NHS 75
South East Coast
Ambulance Service
NHS Foundation Trust

LONDON GATWICK SUPPORTING MANOR ROYAL STUDENTS

Students from a Manor Royal school have been provided with expert mentoring sessions by staff from London Gatwick, as part of the Dare to Dream programme.

Since September, five staff volunteers from across the airport have provided one-to-one mentoring sessions to 15 Year-9 students from The Gatwick School on Manor Royal.

Mentors have shared their own experiences and knowledge, helping the students grow both personally and professionally. The sessions have focused on core themes such as self-awareness, mindset, gratitude, resilience, teamwork, and employment.

London Gatwick has now been involved in the Dare to Dream programme for the third consecutive year. Created by the Love Local Jobs Foundation, the programme aims to support the development of essential



life skills for young people, preparing them for their future careers.

Lynn, London Gatwick Data Protection Executive, and Dare to Dream mentor, said: "Dare to Dream is a fantastic programme that I am thrilled to be a part of. I see a lot of myself in some of the students I have mentored, and I am delighted to be able to play a positive role in their lives at such an influential time. It is so important that young people can learn about opportunities and have

strong ambitions for the future - it's great to see London Gatwick really help with that."

Olivia Newman, Assistant Headteacher, The Gatwick School said: "We have loved working with London Gatwick through the Dare to Dream programme this year. The programme is a great place for pupils to feel inspired and aspirational about their futures. Having Gatwick so close is fantastic as it really allows us to bring different careers to life and grow within our community.

"The mentors at Gatwick have been great, they worked so hard with our pupils and really took the time to get to know them which meant effective mentoring really took place. Our mentored pupils' attendance has improved and their engagement in lessons also!"

www.lovelocaljobsfoundation.org.uk/dare-to-dream

AK's Gym - New Year, New You!



AK's Gym is in the heart of Manor Royal is dedicated to delivering quality and focus driven results and positive experiences for everyone.

The team want you to enjoy every minute of your time with them whilst developing and improving your fitness, skills and talents.

AK's Gym operate a friendly and welcoming environment - no egos - no bad attitudes!

It's a place you can go to leave all your worries and stresses outside and join in the activities with like minded people who are all there to push and help each other along.

So, if you are new to these disciplines or have never been to a combat sports gym before, please do not worry, just bring yourself down and see for yourself just how welcoming the team are.

Founder and owner, Abid Khan is a passionate and highly motivated individual. He says;

"I've been practicing and coaching martial arts for many years and have always dreamed of opening my own unique gym since I was a young child. I'm so pleased that after a lot of hard work and determination, my dream has paid off."

Abid welcomes you to join him and indulge in a mutual passion for fitness, training or martial arts at AK's GYM.

From martial arts classes, like MMA, BJJ, Wrestling, Muay Thai and Boxing to strength and conditioning with the very latest state-of-the-art equipment, the gym offers a wide variety of classes and 1-1 sessions with personal trainers.

Plus for anyone working on Manor Royal, you can enjoy a FREE class to try out their facilities.

📍 www.aksgym.co.uk

THE OPENING OF PALLADIAN ON MANOR ROYAL

The wait is finally over! We are excited to announce the official opening of our new building, Palladian, a testament to our commitment to growth and expansion.

We were honoured to welcome distinguished guests, including the Mayor of Crawley, Jilly Hart, MP for Crawley, Henry Smith and the President of the Italian Chamber of Commerce, Alessandro Beluzzo who joined us to celebrate this remarkable occasion.

The Grand Opening of Palladian marks a pivotal moment in our journey as a proud member of the Vivisol family, based in Italy. The facility exemplifies our unwavering dedication to provide exceptional patient home care services within the NHS and Private Healthcare.

Stephen Cottee, Managing Director, expressed his enthusiasm stating, "The opening of Palladian is a monumental milestone. We are thrilled to provide our team with an environment that fosters collaboration and we are confident that this expansion will empower us to continue leading the way with happy patients."



Jane Norman, HR Director, added, "Our team is at the heart of everything we do, and Palladian reflects our commitment to providing them with a supportive and inspiring workplace."

Palladian is not just a building; it's a testament to our shared vision for a brighter future and we are excited to embark on this journey together.

📍 www.vivisol.co.uk

First Crawley Greentech Business Growth Fund award announced

Naked Energy Ltd, a solar thermal manufacturer based in Manor Royal, will receive £39,708 to support product development for its industrial and commercial solar heat and photovoltaic products.

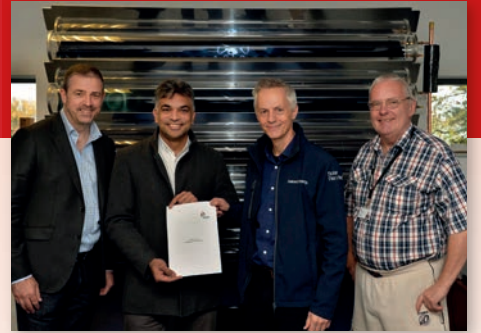
The grant funding will allow Naked Energy to fund external testing for continuous development of their product range and international certification. As part of the Towns Fund, Crawley Borough Council launched the Crawley Greentech Business Growth Fund to grow local businesses in the green technology and green construction sectors.

The intention is to grow local greentech sector employment opportunities. The £900,000 fund provides targeted financial support for commercialisation and development of solutions to support

a transition to net zero.

The fund provides three tiers of grant support: start-up grants of up to £10,000 to support new businesses in the green tech sector; business development grants of up to £50,000 for existing businesses to refine their prototype investment grants of up to £175,000 for existing businesses to scale up their activities.

Councillor Atif Nawaz, Cabinet member for Planning and Economic Development, Crawley Borough Council said: "Providing our local businesses an opportunity to access finance for green technology development is part of the council's overall strategy to support the growth of the innovation hub for green technology in the region. We are delighted to present the first



award to Naked Energy Limited, a longstanding member of the local greentech business community and an industry leader within their field."

Christophe Williams, CEO and co-founder, Naked Energy, said: "It's great to be awarded funding from our local council to help our business grow even further. Local innovation support is important to a growing business like ours, and it helps us continue to develop market-leading green technology products, crucial to ensure our community changes energy for good."

www.nakedenergy.com

VENT-AXIA SCOOPS VENTILATION AWARDS AT HVR AWARDS

Leading British ventilation manufacturer Vent-Axia is celebrating winning 'Commercial/Industrial Ventilation Product of the Year' category at the prestigious HVR Awards 2023.

Scoping the award for the Vent-Axia Sentinel Apex, the next generation of commercial heat recovery ventilation, the Manor Royal-based company received the accolade at a glittering awards ceremony at London's Chelsea Harbour Hotel.

Organised by Heating and Ventilating Review (HVR) magazine, the HVR Awards are designed to reward and celebrate the success, innovation and technology within the heating and ventilation sector. Attended by influential heating and ventilation specialists from across the whole supply chain, this year critically-acclaimed TV and radio presenter

Lindsey Chapman was the host for the evening, with Richard Merritt, head of BESA's RACHP Group, presenting the awards to winners at the HVR Awards.

Vent-Axia beat stiff competition this year to win the 'Commercial/Industrial Ventilation Product of the Year' category with the standard of entries said to be exceptionally high. After a rigorous judging process, the judges selected the Sentinel Apex.

"We are very proud to have been acknowledged for our Vent-Axia Sentinel Apex. The Apex ticks all the right boxes as it is highly energy efficient, improves indoor air quality and offers 'simply more as standard', simplifying specification. With indoor air quality being proven to be crucial to the health of building occupants, the energy efficient Vent-Axia Sentinel Apex offers peace of mind by helping provide a healthy indoor



environment with great thermal comfort. We are thrilled to have gained industry recognition, which highlights the importance of IAQ", said Louise McHugh, Product Manager at Vent-Axia.

www.vent-axia.com

Vent-Axia

PEOPLE'S PARTNERSHIP CEO SPENDS NIGHT ON THE STREETS

The Chief Executive Officer of People's Partnership spent a night sleeping rough on the streets of Crawley to raise much-needed funds for a local charity.

Using only a sleeping bag and a piece of cardboard, Patrick Heath-Lay, who leads 850 staff at the Manor Royal-based provider of The People's Pension, spent a night in the town's Queen's Square, braving rain and temperatures of 8 degrees Celsius. He, two colleagues, and fellow volunteers were taking part in the Big Sleep Out, which is the major fundraising event of the year for Crawley Open House.

Mr Heath-Lay said: "It's worrying to think that many people are only two or three pay cheques away



from homelessness at any given time, and with the cost-of-living crisis this could worsen. I spent the evening reflecting on the fears and uncertainty faced by those who find themselves homeless. I'm lucky that I get to go home but for too many people in the local community, who often go unnoticed, this isn't the case.

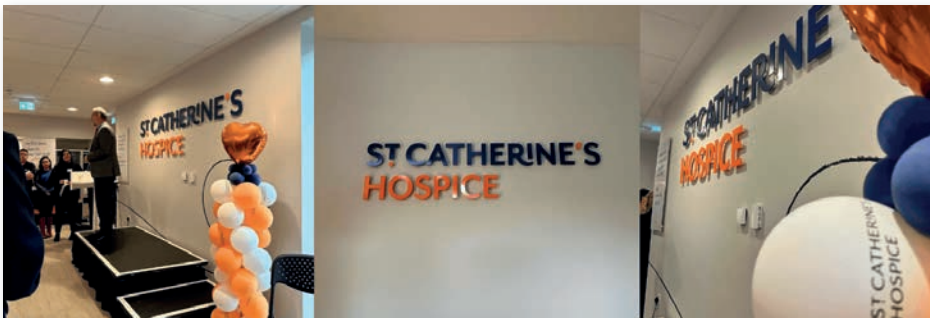
"As an organisation that has been at the heart of the community for 60 years, we really want to give back to the local area and are honoured to support Crawley Open House, so it can continue its valuable work."

Ian Wilkins from Crawley Open House said: "We are very grateful to Patrick and his team from People's Partnership for giving up their time and home comforts for the night. We know it's only a tiny glimpse of the discomfort and vulnerability that too many have to face EVERY night, but it's a good way of raising the profile of the issue."

People's Partnership has also matched the amount raised.

www.peoplespartnership.co.uk

PROUD PARTNERSHIP WITH ST CATHERINE'S HOSPICE



At Welland Medical, we're proud to support local communities and charities.

One of our chosen local charities to support is St Catherine's Hospice. For several years, we've sponsored this fantastic organisation, and our collaboration reached a new milestone as we were honoured to be invited to the pre-opening event of their new home in Pease Pottage, Crawley.

A Milestone Celebration: Pre-Opening Event at Pease Pottage

The pre-opening event was a special occasion, where Giles Tomsett, CEO of St Catherine's Hospice, gave a strong speech emphasising the great work

the hospice carries out and the urgent need to maintain funds to keep their important work going. The event also included an exciting guided tour of the new hospice's modern facilities, rooms, and beautiful grounds, with insight into how these features will make a positive difference to those living with a terminal illness.

Impact on the Local Community

The impact of St Catherine's Hospice on the local community is significant. They offer expert hospice care to patients in their homes, at their Day Hospice, and on their wards.

As part of their holistic approach to care, St Catherine's Hospice

focuses on wellbeing, emphasising the importance of individualised support. Their new wellbeing centre, a dedicated space in the new hospice, fits perfectly with our values at Welland Medical. We deeply believe in the importance of wellbeing, and we're thrilled that St Catherine's now has the space to enhance their focus on this crucial aspect of care.

Shared Values: Welland Medical's Commitment to Community Support

Collaborating with St Catherine's Hospice aligns with our core values at Welland Medical and we are proud of our continued commitment to supporting our local community. We look forward to continuing our partnership and helping support St Catherine's Hospice to provide a positive impact to those who require end-of-life care.

Welland Medical is honoured to stand alongside St Catherine's Hospice as they embark on their new chapter.

www.wellandmedical.com

**ST CATHERINE'S
HOSPICE**

BLUELEAF CARE HOMES IN ON ARROW POINT, MANOR ROYAL

Arrow Capital Partners, the specialist investor, developer and manager of real estate in Europe and Asia-Pacific, has signed a long-term lease with Blueleaf Care, the care home supplies and services provider, for Unit 1 at Arrow Point in Manor Royal.

Arrow Point is a sustainable development with an EPC Rating of 'A' and a BREEAM 'Very Good' certification. Developed for Arrow's Strategic Industrial Real Estate (SIRE) joint venture with Cerberus, the asset includes dedicated parking with associated electric vehicle chargers, self-contained secure yards and photovoltaic panels on the roof, making it one of Manor Royal's premium buildings.

Blueleaf Care has taken the entire 65,000 sq ft of warehouse space in Unit 1, leaving the remaining 19,000 sq ft of space in Unit 2 available to let.

Commenting on the letting, Rob Howe, Head of European Real Estate at Arrow Capital Partners, said: "When selecting a site to develop Arrow Point Crawley, we were attracted to Manor Royal Business District because of the diversity of occupiers already established in the location. This letting to a care home supplies provider confirms that decision and



is reflective of the interest we've received from a variety of businesses looking for the sort of modern, sustainable space that Arrow Point provides."

Nick Frogbrook, CEO of Blueleaf Care, commented: "Arrow Point Crawley has all the features we require to support the growth of our business in the UK. We were looking for a light industrial unit that provided a combination of strong location and flexible space, together with the sustainability credentials key to the culture of our business."

Arrow Capital Partners was advised on this letting by Knight Frank, DTRE and SHW.

MAKE YOUR WORKSPACE BASE IN MANOR ROYAL

The Base is a 10.5 acre site that was occupied by Virgin Atlantic as a training facility since 1999.

Virgin vacated in 2021 and the site was re-purposed to provide two prominent, self-contained warehouse/logistics units fronting Fleming Way.

Manor Royal is one of the premier industrial and business districts in the Southeast. The proximity to Gatwick Airport, London and position in the Southeast has meant that it has attracted a wide range of national and international logistics companies. The Base site was identified for this reason to be redeveloped to warehouse/industrial space so occupiers could benefit from large yards and high eaves of 12m.

The Base sets a gold standard of green build offering a modern contemporary design, with naturally well-lit high bay warehouse spaces and a range of initiatives such as rainwater harvesting, a design to utilise natural resources, reduce running costs and exceed governmental environmental standards. This includes 11,000 sq ft of photovoltaics, green roofs on the cycle storage and has been designed to exceed environmental sustainability



targets with a BREEAM rating of 'EXCELLENT' and an EPC 'A' and the resultant low running costs.

Unit 1 is 147,039 sq ft with up to 86m of yard depth and Unit 2 is 88,708 sq ft and up to 67m yard depth making them a very attractive proposition for your workspace. Both units feature multiple dock and surface access doors, EV car charging ports and ample parking space.

For further information or if you have enquiries regarding The Base at Manor Royal, please contact the agents, SHW, Cushman & Wakefield or Cogent.

www.thebase-gatwick.co.uk

THE BENEFITS OF WORKING ON MANOR ROYAL

The Manor Royal BID has created a number of significant partnerships to provide a range of services for the benefit of Manor Royal companies.

Jobs & Training - Free Jobs Board, Low Cost Training, Free e-learning

Events - a host of business and social events

Security - Manor Royal Business Watch (DISC), Manor Royal Business Rangers (provided via the Blue Light Group), Area-wide CCTV and ANPR security cameras, Free security radios for vulnerable retailers and more

Media & Comms - e-bulletin, Manor Royal News magazine, social media

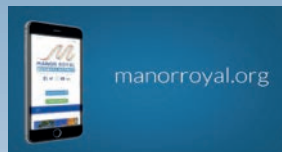
People & Wellbeing - Team Building & Volunteering, Wellbeing employee support, Savers scheme

Transport - easit scheme

Utilities & Sustainability - Energy Partnership, Waste scheme

Business & Property - Business and Property searches on the BID website

www.manorroyal.org/benefits



MANOR ROYAL OFFERS FOR EMPLOYEES

If you work on Manor Royal, you can take advantage of the exclusive offers from other Manor Royal Businesses.

We have a host of exclusive deals and offers only available to people working in the Manor Royal Business District.

- Balfe's Bikes - 10% off full-price bikes, clothing, parts, accessories and servicing
- 10% off any retail price instore at the Avensys Electrical Superstore on Fleming Way
- 10% discount on all services for Manor Royal employees at the Bridgeham Clinic
- Get 15% off orders over £100 at Fastsigns in Manor Royal
- Get 10% off your first order over £200 for all Manor Royal based businesses at Treetop Design & Print
- 10% discount on Security Guarding, Keyholder Response, Mobile Patrol, School Protection from Delta Security Management
- 20% off your first treatment at Dynamic Beauty
- And there are many more offers too!

☐ www.manorroyal.org/offers



EVC - giving back



The EVC marketing team took a break from business as usual to embrace the spirit of giving back!

They had a fun morning at Crawley Open House, cooking up a delicious butter chicken curry - complete with rice and naan - to serve to the residents and staff for a lovely warming lunch.

The team took a step back to think of others just before Christmas.

EVC would like to thank Crawley Open House for enabling them to help make a difference - and to their marketing team for showcasing your top notch cooking skills!

📄 www.evc.co.uk



Award winning ROC

ROC, is a leading mechanical & electrical engineering business and collaboration champion. The company is pleased to share that they won Silver in the 'Sub Contractor of the Year' category at the recent National Building & Construction Awards.

Their mission as the 'Company Of Choice' is reflected in this achievement; setting the standard for quality and reliability in every project they undertake.

The award is a testament to the hard work and dedication of their incredible team and they are incredibly proud this has been recognised from judges within their industry.

📄 www.rocmep.co.uk



Free digital skills for Manor Royal businesses



Starting and running a small business requires a wide range of skills, key amongst these is financial planning, budgeting, and forecasting. 11% of owner-managers do not have any educational qualifications, whilst the number with low levels of qualifications is much higher.

With 20% of start-ups failing in the first year of operation and more than 50% within 5 years (ONS), helping entrepreneurs to develop sound business skills is one way to support businesses to thrive and grow.

Take advantage of a new FREE offer at the college for digital skills for work. Crawley College have secured funding to offer this for free for anyone on Manor Royal.

📄 www.crawley.ac.uk



ELEKTA - COMMUNITY HEROES

Elekta are the winners of the Community Hero Award at the Sussex Business Awards 2023! The passion and commitment that the Elekta employees share to give back to the local and global community is truly outstanding and is a true team effort.

The Elekta team would like to thank Rockinghorse Children's Charity for the honour and thank you to our Managing Director Dee Mathieson who strongly believes in the importance of giving back

www.elekta.com



RACE AGAINST DEMENTIA - INTERGO

"We are delighted to be supporting Race Against Dementia as our nominated charity for 2024.

Dementia is an extremely cruel illness, which over 55 million people worldwide suffer from, and the impact on those individuals and their families is devastating - and currently, there is no cure.

This charity, founded by Sir Jackie Stewart OBE, aims to change all that and supports the research to find preventative treatments and ultimately, a cure.

We look forward to playing our part in supporting this fantastic charity as we progress through 2024."

John Bardsley, Group Managing Director

www.inter-go.co.uk



EEZEHAUL LOGISTICS



Eezehaul Logistics were only too happy to support a local charitable annual project at Christmas.

Every year, the Greenaway Foundation source, pack and deliver all the ingredients a financially challenged family needs to cook a healthy two course Christmas. For Christmas 2023 over 1000 families were supported.

Eezehaul donated two trucks for the transportation of food on behalf of The Greenaway Foundation.

www.eezehaul.co.uk



➤ DIGITAL SIGNS

The Manor Royal BID has digital advertising screens at key locations around the Business District to help businesses promote and to convey important messages to companies, visitors and employees, supported by the Crawley Growth Programme.

Usually the preserve of big brands with big budgets, the Manor Royal Digital Screens make getting noticed affordable.

Approximately 2 million vehicles pass through the area each month - that's 24 million vehicle movements every year, plus thousands of bus passengers, cyclists and those on foot.

Find out more at www.manorroyal.org/digitalsigns

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MANOR ROYAL BUSINESS DISTRICT DIGITAL SIGNS

MANOR ROYAL BID KEY DATES 2024

MANOR ROYAL BIDPEOPLE CONFERENCE

**Wednesday 21 February 2024 9am - 130pm
at Crawley College**

The 'Manor Royal People Conference' is designed for Manor Royal business owners, company managers and HR professionals who want to build and lead teams that are motivated for success.

Focussed on sharing and promoting good practice, the event provides expert insights and the chance to connect with others with responsibility for recruiting and managing people in Manor Royal.

www.manorroyal.org/events



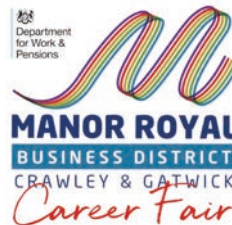
MANOR ROYAL BID SPRING CAREERS FAIR

Thursday 18 April 2024, 10am-2pm

The event is being delivered by Manor Royal BID working in partnership with the Crawley Job Centre, supported by LoveLocalJobs.com, Crawley College and Employ Crawley.

This is an excellent opportunity to exhibit your business, promote the opportunities available, to engage with active job seekers, fill live vacancies and encourage local people to find their future - with you - on Manor Royal. Stands are FREE but limited to 30 employers.

www.manorroyal.org/events



MANOR ROYAL KNOW YOUR NEIGHBOUR 2024



14 May 2024 at the Hawth Crawley

Manor Royal Know Your Neighbour is the highlight of the Manor Royal Business District event calendar!

Providing a real platform for local trade for the people and businesses operating on Manor Royal. The aim of the event, now

in its 9th year, is to encourage local trade, helping local companies showcase themselves to each other and identify business development and supply chain opportunities.

From catering and cleaning, fitness and finance and stationery and signage, the range of products and services on offer from Manor Royal companies is huge, we welcome you all to be part of it!

"This event just goes from strength to strength, and it was pleasing to see some of the new companies who have chosen to relocate to Manor Royal attend and become part of our vibrant business community."

Trevor Williams, Chair of the Manor Royal BID

Book a stand to exhibit your business and meet fellow Manor Royal neighbours!

www.manorroyal.org/events



Be part of it!

KEEP IN TOUCH

Got something to share or promote?

Email chris@manorroyal.org

Discover more about the Manor Royal Business Improvement District:

www.manorroyal.org

 Manor Royal BID

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 Manor Royal BID

FOR DETAILS OF ALL OUR EVENTS, SEE THE EVENTS PAGES ON OUR WEBSITE: www.manorroyal.org/events

Unit 38, Basepoint Business Centre, Metcalf Way, Manor Royal Business District, Crawley RH11 7XX Tel: 01293 813 866