

YOUR CHAMBER YOUR VOICE

JANUARY/FEBRUARY 2023



Contents . . .

Page 2	Introduction
Page 3	Membership
Pages 4 - 8	Chamber News
Page 10	Charity
Pages 12 - 13	New Faces
Pages 16 - 22	Patrons



The deadline for receiving editorial content for the all new-look Your Chamber, Your Voice magazine is Thursday, 2nd March, with a publishing date of Friday, 24th March.



Published by Shropshire Chamber of Commerce
Trevithick House, Stafford Park 4,
Telford, Shropshire, TF3 3BA



Design and layout by Paul Naylor,
Media & You
paul@mediaandyou.co.uk



Printed by Welshpool Printing Group Ltd,
Printing House, Severn Farm Industrial Est,
Welshpool, SY21 7DF

For all editorial requests contact Hollie Jones on:
magazine@shropshire-chamber.co.uk

For all advertising requests contact Hollie Jones on:
magazine@shropshire-chamber.co.uk



Get ready to face fresh challenges

As we say a farewell to an extraordinary 2022, it is clear many businesses are battle hardened by the past few years and are already rolling their sleeves up ready for what 2023 will throw at them. With inflationary pressures at unprecedented levels, staff and supply shortages stunting growth, it is clear 2023 will come with a health warning.

History shows us, that in times of challenge businesses shine through their innovation and agility, they also see great value in being part of community, sharing ideas, advice and learning, your Chamber is a catalyst and facilitator for this. It is also worth noting that often your business contacts can benefit from the work of the Chamber why not connect us with them, lets welcome them into the Chamber family.

With skills high on the business agenda, Shropshire Chamber is proud to be leading the Department of Education Local Skills Improvement Plan for the Marches, working closely with a plethora of partners. This important work is designed to give businesses a voice when it comes to their future skills needs, simply the more support for this project from you all, the better informed our providers will be to support economic and employment growth so please get involved.

It is clear however we dress it up, that 2023 will be full of challenges and opportunities, your Chamber team stand ready to support you, however they can, remember together we are stronger.

Finally may I take the opportunity to wish you and yours a very Happy Christmas and a prosperous New Year as part of the Chamber family.

Richard Sheehan
Chief Executive Officer,
Shropshire Chamber of Commerce





New members to engage with

Affco Flow Control Ltd
01952 459338
Unit 7
Stafford Park 12
TELFORD
Shropshire
TF3 3BJ

Montgomery Waterway
Restoration Trust
01691 654081
26 Bentley Drive
OSWESTRY
Shropshire
SY11 1TQ

PS Partnerships &
Consultancy Ltd
01743 612050
12 Sandhurst Way
Nesscliffe
SHREWSBURY
SY4 1DR

Sol Distribution Ltd
01691 680830
Unit MO21B
Mile Oak Ind Estate
Maesbury Road
OSWESTRY
SY10 8GA

Biorock (UK) LTD
07706 773910
8 Drapers Lane
LEOMINSTER
Herefordshire
HR6 HND

NOURISH Holistic
Wellbeing Ltd
07860 231668
3 Church Road
Trench, TELFORD
TF2 7AQ

Risdon & Risdon Ltd
01743 588180
Westgate House
Hill's Lane
SHREWSBURY
SY1 1QU

Telford Unit 406 of the
Sea Cadet Corps
01952 608014
T S Wrekin
Donnington
TF2 8AW

Blue Sapphire
Consultancy Ltd
07983147454
Suite 1
Grove House
8 St Julians Friar
SHREWSBURY
SY1 1XL

Parkside Business
Centre
07809 625288
Holyhead Road
Boningale
Shropshire
WV7 3DA

Royal Air Force Museum
01902 376200
Cosford
SHIFNAL
Shropshire
TF11 8UP

The Development
Manager
0333 10 100 40
County House
St Mary's Street
WORCESTER
WR1 1HB

Darwins of Shrewsbury
01743455020
31 Battlefield Road
SHREWSBURY
SY1 4AB

Portcullis Group
Holdings Ltd
0800 2461664
37 Yewtree Moor
Lawley Village
TELFORD
TF4 2FG

RSC Bodycentre
01630 655311
Unit 27-31 Tern Valley
Business Park
MARKET DRAYTON
TF9 3AG

The League of Friends
RJAH
01691 404400
The RJAH Orthopaedic
Hospital, Gobowen
OSWESTRY
SY10 7AG

Ferco Seating Systems
Limited
01743 761244
Unit 7 Merlin Park
Halesfield 19
TELFORD
SY4 4UG

Priestgate Garden
Specialists Ltd
01952 616422
22 Lincoln Road
Wrockwardine Wood
TELFORD
TF2 6LF

Shropshire & West
Midlands Agricultural
Society
01743 289831
West Midlands
Showground
SY1 2PF

West Midlands
Trains Ltd
03300 955263
3rd Floor
134 Edmund Street
BIRMINGHAM
B3 2ES

LYR ECO UK LIMITED
01952 293000
Unit 5
Deer Park Court
Donnington Wood
TELFORD
TF2 7NB

Prince Personnel Ltd
01952 299844
Suite 2.07
Grosvenor House
Central Park
TELFORD
TF2 9TW

Shropshire Aero Club
07989 407970
Sleep Airfield
Harmer Hill
SHREWSBURY
SY4 3HE

Yarwood Events
07753 313907
Hill Farm
Trewern
WELSHPOOL
SY21 8EH



Launch date announced for 2023 Business Awards

Shropshire Chamber of Commerce will officially launch its 2023 business awards in January – with new-look categories, and new criteria to reflect the changes and challenges in our local economy.

Salop Leisure in Shrewsbury will host the launch event for the 2023 competition at 5.30pm on the evening of January 26.

It will include details of all the awards to be handed out at the county's big 'Oscars-style' celebration, which will be held on June 23 at Telford's International Centre.

Entries for the awards will open on the day of the launch event. See www.shropshirechamberbusinessawards.com for details.

The 2023 competition will include the return of long-

running categories including Company of the Year, Best New Business, Best Small Business, and Outstanding Customer Service.

There will also be new-look categories for Global Business, recognising international trade, and a return of the Business In The Community award.

"The Shropshire Chamber Business Awards are firmly established among the largest events of their kind in the country, with a history stretching back more than 20 years," said chief executive Richard Sheehan.

"Shropshire businesses are going to be facing significant challenges over the coming year, so it's more important than ever to celebrate and recognise our success stories."

Launched in 2001, the Shropshire Chamber Business Awards have attracted audiences of up to 900 people for the black-tie celebration.





The Chamber's annual general meeting and Christmas lunch at The Wroxeter Hotel



Chief executive Richard Sheehan and deputy chief executive Ruth Ross

Big reveals at AGM

Working together, we can be stronger – that was the message to the local business community at Shropshire Chamber of Commerce's annual general meeting.

More than 80 businesspeople came together for the meeting at the Wroxeter Hotel, which was followed by the Chamber's Christmas lunch.

President Piran Littleton said: "I became a member of the Chamber seven years ago when I was new to Shropshire, and I don't regret any second.

"It has been massively important to my growth, and to the growth of my business as well.

"The noise that we are making as a Chamber to be able to support each other is tremendous, and I am massively privileged to be the president.

"I am inspired constantly by the team members and what they do – this constant push they have to deliver events, which enable us to keep on coming together to share in our trials and tribulations.

"We have a continued desire to make sure the membership feels happier, healthier, wealthier, and wiser.

"It's been a tough year, and it's going to be a remarkable year next year as well. But with people like us working together, I think we can get through it easier."



Four new directors, from left, Ruth Ross, Carl Jones, Kirsty Smallman and Matt Small

Richard Sheehan, the Chamber's chief executive who will be retiring at the end of March, told members: "I think it is important for you to know that you are part of something very special.

"The Chamber has enormous aspirations for growth and is totally committed to doing that – not for our benefit, but for the benefit of everyone who gets involved and comes together."

Keith Winter, Chamber director and past president, said the organisation remained in a healthy financial position, despite allocating extra resources to build a brand new website, and investing in extra staff to provide greater support to members.

Four new Chamber directors were also elected at the meeting. Ruth Ross, who will succeed Mr Sheehan as chief executive, joins the board alongside Matt Small from Aico in Oswestry,

Shropshire Business magazine editor and director Carl Jones, and Kirsty Smallman, managing director of J&PR in Wellington.

The Chamber said a 'real heart-felt thank you' to two directors who have stood down – former president Mandy Thorn, and Chris Greenough from SDE Technology in Shrewsbury.

Two other serving directors, Chris Pallett of Bespoke Computing in Telford and Simon Macvicker, managing director of Bridgnorth Aluminium, were re-elected to the Chamber board.

A raffle which was held at the event raised £2,000 for The Movement Centre near Oswestry, which provides life-changing physiotherapy for children.

It is one of three charities which have been chosen by Chamber patrons to benefit from fundraising activities this year.

Tech experts sign up as new Chamber patrons

A Shrewsbury-based IT and telecoms company has signed up to become the latest patron of Shropshire Chamber of Commerce.

Start Tech provides managed IT support and business telephone systems to companies throughout the Midlands and beyond, and the company has over 22 years of industry experience.

Now the company has joined the select group of businesses who support the Chamber through its pro-active and dynamic patronage scheme.

Sales and marketing manager Paul Cook said: "Our aim is to deliver the best-in-class support to our clients, and by joining the patrons initiative we believe

we are joining the best-in-class business group in the county.

"We're looking forward to working with the Chamber and our fellow patrons, as well as networking with the hundreds of members from all over Shropshire."

Start Tech was originally founded in Bridgnorth in 2000 with a focus on IT support and software development.

Now based at Sweetlake Business Village on Longden Road, the team supplies managed IT services and telephone systems to businesses with workforces of between five and 300 staff.

Start Tech employs 13 staff who hold a wide range of IT qualifications, and the business is committed to encouraging the team to continue to develop their skills. The company is also Cyber Essentials Plus certified.

Shropshire Chamber of Commerce's patron



Chamber director Rachel Owen, second left, with Start Tech team members Paul Cook, Ian Groves, and Sophie Gee

programme exists to give a select group of dynamic businesses in the county various opportunities to raise awareness of their organisations, and express their commitment to the success of the Shropshire business community.

Rachel Owen, Shropshire Chamber's director of member engagement, said: "Being a patron is a mark of excellence and integrity, and demonstrates a firm commitment to the Chamber, and the success of Shropshire's economy as a whole.

"Patrons understand and engage with one another and aim to identify opportunities, and trade with and obtain introductions for each other wherever

possible. The objective is to generate ideas, enthusiasm and dynamic business opportunities and to feed this back through Shropshire Chamber and onwards to the county's businesses as a whole.

"Through their attendance as patrons at appropriate events, networking forums and business expos, they demonstrate their belief in the programme and through on-going membership they commit to maintaining the highest standards.

"We're very pleased to welcome Start Tech to programme and would like to thank them for their ongoing support for the Chamber and for the wider Shropshire business community."

More information about Shropshire Chamber's patron programme can be found at www.shropshire-chamber.co.uk/about-us/shropshire-chamber-patron-programme

'Incredibly worrying' – energy bill fears

Hundreds of small firms across Shropshire fear they will struggle to pay their energy bills next year unless the Government extends its financial relief scheme beyond the end of March.

That's the finding of a new survey, which has been described by Shropshire Chamber of Commerce as 'incredibly worrying'.

Research from the British Chambers of Commerce has found that almost half of SMEs expect to experience difficulties paying their energy bills once the Government's current Energy Bill Relief Scheme ends.

And more than one in three of these businesses predict they will find it difficult to pay, even when they are in receipt of Government support.

Ruth Ross, deputy chief executive of Shropshire Chamber, said: "These are incredibly worrying figures which show why it has to be a top priority for the Government.



Ruth Ross, deputy chief executive of Shropshire Chamber

"Here at Shropshire Chamber, we do have members and partners with solutions which could save money for businesses, and we're keen to spread the word.

"For example, small companies that are on a night and day tariff can charge a battery during the evening, and use the power stored during the day, making significant savings.

"We can signpost businesses to this kind of support, which is available right here in Shropshire."

"It's clearly concerning to hear almost half of SMEs say they will face difficulties paying their bills once the

Government support runs out. But what is even more alarming is that 4% fear they will not be able to pay them at all after March 31."

Shevaun Haviland, director general of the BCC, said: "While current Government support is welcome, there is a cliff-edge looming, and firms will struggle to see beyond it.

"They need certainty on what will happen in April so they can plan with increased confidence.

"Government should not forget those businesses that will not benefit from a new energy package but will continue to require support once the current scheme ends."

The Chamber network says there is also a lack of competitiveness in the business energy market. Firms are struggling to get quotes from different providers, and they are not guaranteed access to fixed-rate contracts.

It believes Ofgem should be given more power to strengthen regulation of the energy market for businesses, ensuring suppliers offer fixed-rate contracts to business customers, and that competitiveness is increased.





Host Carl Jones, Lily Ellis from Aico, and Richard Sheehan from Shropshire Chamber



HR expert Niamh Kelly speaking at the final Business Growth Roadshow event

Well-received roadshow

Shropshire's 'Business Growth Roadshow' has been declared a huge success after ending its tour of the county with a well-attended breakfast session in Shrewsbury.

Shropshire Chamber of Commerce joined forces with the county's two-time company of the year, Aico, to share best practice on the six-date event.

The free event stopped off in Oswestry, Ludlow, Whitchurch, Telford, and Bridgnorth, before ending with a final gathering at Shrewsbury Town football club's stadium.

As the reigning Shropshire company of the year, Oswestry-based home safety company Aico outlined how its core cultures and values are at the heart of continued multi-million-pound growth.

The Chamber also brought together a range of experts for presentations and panel debates, hosted by Shropshire Business magazine editor and SBLTV presenter Carl Jones.

For the Shrewsbury event, they included Colin Thaw of SBC Training, Niamh Kelly from The HR Department, and Keith Winter of accountancy firm Dyke Yaxley.

Neal Hooper, managing director of Aico, said: "The idea of this roadshow has been to provide businesses with a range of short, sharp, thought-



Breakfast and networking at the final Business Growth Roadshow, at STFC

provoking presentations designed to help them to be the best that they can be.

"We have put systems and policies in place here at Aico which are hugely successful, helping us to grow rapidly and win a number of awards – and we wanted to share this intelligence with other Shropshire businesses."

Members of the Aico team explained how they have adopted the 'Lencioni model' created by consultant Patrick Lencioni.

"His philosophies, based around his best-selling book *The Five Dysfunctions of a Team*, explore the benefits of teamwork, and the importance of getting your organisational politics right," Neal explained.

"We have also been keen to share our experiences around how corporate social responsibility has helped to foster a fantastic community spirit among our workforce, for the benefit of Shropshire."

Shropshire Chamber director Rachel Owen said: "It has been fantastic to be able to take this different kind of business event to all corners of the county.

"We've held the roadshow in a fantastically diverse range of premises – everything from a brewery to a cinema – and feedback has been fantastic.

"It has been a great opportunity to discuss current business topics, share best practice and establish new strong business connections."



Changes heading your way in 2023

There are some exciting changes at Shropshire Chamber of Commerce for 2023.

Our popular member magazine, Your Chamber, Your Voice, will be moving to a quarterly publication, instead of bi-monthly, giving us the chance to make it bigger, and better.

The new-look magazine will include the results of our quarterly economic survey, as well as featuring more of your good news stories and achievements.

The first edition will be out on

Friday 24th March. If you would like to advertise your business, you will find all the guidelines, deadlines and advertising details in the business magazine section of our website:

<https://www.shropshire-chamber.co.uk/membership/business-magazines-newsletters>. Alternatively, you can email magazine@shropshire-chamber.co.uk.

We're also changing the way we run our Network Clubs in Telford, Shrewsbury and Oswestry to give members the chance to raise their profile to a wider than ever range of local companies.

Each club currently meets twice a month, but we are changing this to once a month for 2023 - as well as bringing all three of them together once a month to give members more exposure and networking opportunities. These joint events will also include a guest speaker every quarter.

Network Clubs could be included in your membership (subject to there being space for your sector).

To find out more information, please contact the team on 01952 208200 or email networkclub@shropshire-chamber.co.uk

Events and training opportunities in quarter one

We are starting 2023 off with a full calendar of training and events please see below what we have coming up over the next few months if you see anything that you would like to attend then please do contact us on 01952 208200 or you can book via <https://www.shropshire-chamber.co.uk/home>

Training

January

- 12th - Managing Mental Health Absence Effectively
- 18th - Do you know how or why you should be blogging for business
- 19th - Presentation Skills and Confident Communication
- 24th - Google Analytics 4 – Beginners
- 25th - Digital PR and Social Media - How to do it
- 31st - Excel Getting Started - Level 1 *Brand New Course*

February

- 7th- 9th - 3 Day Focused Strategy and Business Planning
- 14th - Excel Getting Efficient – Level 2 *Brand New Course*
- 15th - Team Building in a Hybrid World
- 21st - Fire Marshal & Fire Awareness

March

- 1st - Insta for Business
- 7th - Google Ads – Beginners
- 8th - Digital PR and Social Media – How to do it
- 9th Marketing to Attract Local Clients
- 9th - How to Get Results at Networking
- 15th - Emergency First Aid
- 22nd - Google Analytics 4 – Beginners
- 22nd - Excel Getting Advanced – Level 3 *Brand New Course*

Events

January

- 26th - Shropshire Chamber Business Awards Launch

February

- 8th - Business Support Showcase – energy Efficiency & Resilience
- 9th - Shropshire Property Partnerships
- 15th - Network of Women
- 17th - Professionals Partnership
- 22nd - Member Networking – Meet the Chamber Team
- 24th - Netwalking
- 28th - HR in Focus

March

- 9th - Manufacturing & Engineering – Shaping Futures
- 15th- Bridgnorth Networking Club
- 16th- Member Networking – Meet the Chamber Team
- 23rd- Connectin Business Expo

Network Clubs

January

- 5th - Oswestry
- 11th - Shrewsbury
- 19th - Telford

February

- 2nd - Oswestry
- 8th - Shrewsbury
- 16th - Telford

March

- 2nd - Oswestry
- 8th - Shrewsbury
- 16th - Telford
- 29th - Combined



Move your analytics as soon as possible

An award-winning digital expert is warning of a significant change in the world of Google Analytics and is urging businesses to act now to ensure a smooth transition.

Universal Analytics - the version of Google Analytics that most websites are using - will stop working on July 1st next year. Its replacement, Google Analytics 4, will not be enabled automatically and businesses will need to ensure it is set up and configured if they wish to continue using Google Analytics. The new service is already available for businesses to start using straight away.

Helen Culshaw, Director of Newport-based digital agency Ascendancy, said it was important that businesses made the switch now to avoid the problem of having no available historical data after the July 1st deadline.

Google Analytics 4 is the next generation of analytics which collects data from apps and websites. Benefits include improved customer journey tracking, enhanced visualisations and reporting, more intelligent tracking features and user privacy, more powerful audiences for ad campaigns and improved analyses of user engagement.

Ms Culshaw said: "July 1st next year may seem like a long way off, but it's important that businesses act sooner rather than later to ensure they are ready to weather the change. The old Google Analytics will stop working after that date, and it's best to set up the new Google Analytics 4 now otherwise you will end up with no historical data.

"Google has been working hard to let customers know about the looming deadline, but awareness among the business community is still low. We would encourage businesses to act as soon as possible.



"While it is true that businesses can make the necessary changes themselves, setting it all up is not at all easy, and it is worth getting expert help to ensure everything is done properly for a smooth transition, particularly if they need to track online sales or leads coming from their marketing campaigns.

"At Ascendancy, we are offering packages for all types of migration, from simple to complex, and are happy to talk through the options of what best suits individual businesses."

Ms Culshaw is also delivering a course, via Shropshire Chamber, to support businesses across the county with the transition. The half-day courses are open to members and non-members of the chamber and will take place in both Telford and Shrewsbury on dates in 2023 in January, March, May and June.

She added: "It is a practical hands-on course which will teach what you need to know to get the most out of Google Analytics 4. No prior experience of the subject is needed to attend.

"I will be covering what Google Analytics 4 is, what you can and should measure, tracking of marketing campaigns, navigation around analytics, tracking sales and enquiries and understanding how visitors use your site."

For more about the courses and to book a place, visit <https://www.shropshire-chamber.co.uk/business-training/training-calendar/google-analytics-4-beginners-2>

For more about Ascendancy, call 01952 462845, email info@ascendancy.agency or visit <https://ascendancy.agency/>

Exploring coding, artificial intelligence and robotics

Local charity Shropshire Youth Support Trust has attended its second Partnership Meeting in Estonia to discuss the CAIR 4 YOUTH project.

The project CAIR 4 YOUTH has been designed to support professionals in the youth sector in acquiring and developing coding, Artificial Intelligence (A.I.) and Robotics skills. There will be a focus on upskilling Youth Workers in fun and game-inspired, non-formal educational methods in these areas. The project will present innovative methods of utilising methodologies to help increase access to affordable and high-quality youth services in the digital age.

The target groups of the project are youth, youth workers and team leaders lacking knowledge or competence in Robotics, Coding and A.I., youth workers lacking experience with Robotics, and professional experts. Our involvement is to help develop the programme from the perspective of being 'youth engagement experts

Chief Executive, Richard Nuttall, explains his decision to be part of this project. "We live in an age of technology which includes tablets, devices in the home and garden, e.g. lawnmowers, that utilise coding, A.I. and robotics. As a charity, it is necessary for us to evolve so we can support today's youth to develop future careers and entrepreneurs in this digital age".

Looking at the project's purpose, Richard adds, "We work with youth workers and young people who can heavily benefit from this training. Learning how to code

Left to right: Manny Athwal, Ramon Rantsus, Gus Basson Rebecca Haire and Jason Fullwood



wasn't around when I was in school. This programme will provide a platform to upskill and educate youth workers and young people for free. This is something that myself and our charity are excited to share".

Richard has provided additional support to support the CAIR 4 YOUTH project lead Jason Fullwood on this. "We have hired a new member of staff, Rebecca Haire, who is leading our Delivery Team. Rebecca has been with us for a month now and has proceeded to hit the ground running. She has accompanied Jason to Estonia and France for the projects' TPM meetings. She is learning all about the project and the capabilities of Coding, A.I. and Robotics, which will prove essential when speaking to our young beneficiaries".

You can find out more about CAIR 4 Youth on the following website: <https://cair4youth.com/activities/>

Easing construction worker shortage

Hundreds of small firms across Shropshire fear they will struggle to pay their energy bills next year unless the Government extends its financial relief scheme beyond the end of March.

That's the finding of a new survey, which has been described by Shropshire Chamber of Commerce as 'incredibly worrying'.

Research from the British Chambers of Commerce has found that almost half of SMEs expect to experience difficulties paying their energy bills once the Government's current Energy Bill Relief Scheme ends.

And more than one in three of these businesses predict they will find it difficult to pay, even when they are in receipt of Government support.

Ruth Ross, deputy chief executive of Shropshire Chamber, said: "These are incredibly worrying figures which show why it has to be a top priority for the Government.



Phil Taylor, Chief Operations Officer

"Here at Shropshire Chamber, we do have members and partners with solutions which could save money for businesses, and we're keen to spread the word.

"For example, small companies that are on a night and day tariff can charge a battery during the evening, and use the power stored during the day, making significant savings.

"We can signpost businesses to this kind of support, which is available right here in Shropshire."

"It's clearly concerning to hear almost half of SMEs say they will face difficulties paying their bills once the

Government support runs out. But what is even more alarming is that 4% fear they will not be able to pay them at all after March 31."

Shevaun Haviland, director general of the BCC, said: "While current Government support is welcome, there is a cliff-edge looming, and firms will struggle to see beyond it.

"They need certainty on what will happen in April so they can plan with increased confidence.

"Government should not forget those businesses that will not benefit from a new energy package but will continue to require support once the current scheme ends."

The Chamber network says there is also a lack of competitiveness in the business energy market. Firms are struggling to get quotes from different providers, and they are not guaranteed access to fixed-rate contracts.

It believes Ofgem should be given more power to strengthen regulation of the energy market for businesses, ensuring suppliers offer fixed-rate contracts to business customers, and that competitiveness is increased.

chrisbeon

All your office needs



Bespoke Office Design & Installation

- ✓ Stunning selection of seating
- ✓ Wide range of desking
- ✓ Great selection of storage
- ✓ Boardroom furniture
- ✓ Reception furniture
- ✓ Stunning cafe selection
- ✓ Educational furniture
- ✓ Home office furniture



Telford Head Office & Showroom: Units B2 & B3, Stafford Park 4, Telford TF3 3BA Tel: 01952 292606

Shrewsbury Tel: 01743 600365

Email: sales@chrisbeon.co.uk www.chrisbeon.co.uk [@chrisbeon](https://twitter.com/chrisbeon)

Exploring coding, artificial intelligence and robotics

A leading Shropshire building contractor has made a strategic appointment to its senior management board to build on its continuing commercial success.

Charlotte Davies, the former finance manager at Pave Aways Building Contractors, has been promoted to the newly created role of finance director. She will sit on the senior management board and work alongside managing director Steven Owen, commercial director Victoria Lawson and construction director Jamie Evans to play a pivotal role in steering the firm's development plans.

Charlie joined Pave Aways in 2016 and holds a CIMA diploma in management accounting. She is working towards becoming a chartered global management accountant.

Managing director Steven said: "This is a key move for Pave Aways and Charlie's expertise will inform our short and long-term strategies for a sustainable future for the business.

"We have a healthy order book and our financial position is strong and this is an exciting new era for us. Charlie's dedication to Pave Aways and our team is second to none and we're delighted to welcome her to the senior management team."

The Knockin based firm works on a wide variety of developments in Shropshire and Wales from residential schemes to multi-million pound new build and refurbishment projects.

Clients include health and hospital trusts, local authorities and schools.



Charlotte Davies

Strengthening growth plans with two key appointments

Shropshire's leading full-service marketing agency, Reech, strengthens its growth plans with the appointment of Amelia Redge as Head of Marketing and Amy Flanagan as Head of Client Growth.

Working closely alongside Directors Rob Hughes (Managing Director) and Dena Evans (Creator Director), Amelia and Amy will be responsible for the continued growth of the agency, generating new business opportunities and expanding relationships with existing clients.

With a full-service offering spanning Branding, Design and Website Development, through to Digital Marketing, Content Creation Services and Marketing, Reech has ambitious growth targets for next year and beyond.

Amelia joins Reech from a senior marketing role within the technology sector and Amy comes with a wealth of experience in the construction industry.



Amy Flanagan, Head of Client Growth pictured with Rob Hughes and Amelia Redge, Head of Marketing

Both have held previous agency positions in marketing and business development.

Following Reech's rebrand earlier this year, these key appointments mark a continued investment in Reech's own sales and marketing strategy and its dedication to providing the best possible client experience.

Speaking about her new role, Amelia Redge said: "It couldn't be a more exciting time to join Reech.

"With the new brand to develop, an expert team behind us and upcoming

service launches in the pipeline, I am confident that Amy and I will work closely together to deliver tangible results for both the agency and our clients."

Rob Hughes, Managing Director at Reech, also commented: "I am thrilled to welcome Amelia and Amy as the newest members of the Reech team.

"The agency has expanded consistently year on year and both these appointments bring the strategic thinking and growth focus needed to continue on this exciting trajectory."



Rising star gets a well-deserved promotion to management team

A rising star at a family-owned Shropshire firm has been promoted to join the management team.

James Bright was previously a waste operator at Tudor Griffiths Group who has been with the company for four years. And now, thanks to his dedication and commitment, he has been named as Waste and Recycling Manager.

"I'm so incredibly proud to have been given this opportunity and I'm thoroughly enjoying the new responsibilities I'm taking on. It's a privilege to be trusted with this important role and I know that with the support of my hard-working team we can continue to go from strength-to-strength," he said.

James is based at the company's head office at Wood Lane, in Ellesmere, and he will have wide-ranging areas of the business to run.

His responsibilities will include managing the state-of-the-art Materials Recycling Facility (MRF) which is the largest and most advanced in Shropshire. It currently recycles all TG Skip Hire trade and commercial waste from the company's fleet of 15 skip wagons with the aim of minimising the waste that goes to landfill.

James will also run the Inert Processing Facility that takes inert waste such as bricks, concrete and slabs, and then recycles them into quality construction aggregates for trench fills, road and path construction.

And the busy new role that James is taking on will also include management of the landfill site and the 3,000sq m biomass plant which produces Grade A wood chip for commercial and domestic boilers, and bedding for the cattle, poultry and equine market.

"My team works hard to minimise the waste that needs to go to landfill – and even the tiny percentage that does is put



James Bright

to good use as it produces methane which we capture to help produce the electricity that powers the MRF, with any left over being exported to the National Grid," said James.

Formerly known as TG Waste Services, TG Enviro is the new-look division that offers a fully-integrated waste management service to all commercial, construction, agricultural and retail businesses, and domestic customers. The division is made up of TG Renewable Energy, TG Skip Hire, and TG Recycling.

Kevin Gardiner, who leads the TG Enviro team, said: "We're very pleased to reward James' hard work with this new promotion which is richly-deserved and we know he will continue to thrive and grow in the role."

ADVERTISEMENT

Flooring the competition

Resin Floors Telford Ltd have gone from strength to strength.

They have just secured a prestigious contract with a leading pharmaceutical company installing a high specification epoxy screed which meets the hygiene standards required.

The project will take several months to complete due to the size of the area. Resin Floors Telford Ltd have taken on extra staff due to the increased work load.

For further details on our products and services, visit our new website www.resinfloortelford.co.uk

Our services include:

- Heavy duty Epoxy coatings
- Food grade polyurethane screed flooring
- Anti-slip and Anti-skid
- Decorative resin systems
- Anti-static systems
- Fast cure MMA
- Cementitious flow screeds

We have installed Resin Flooring systems in many local companies, including Denso UK Manufacturing, JT Hughes, Ricoh Products Ltd, Stadco and more. Nationally, we have worked with companies such as Dana UK Axle Ltd, Kier Construction, Seddon Contractors and Honda.



Resin Floors Telford Ltd, formed five years ago, has achieved a prestigious industry award

We also have a specialist team who work in the food industry. Customers include Quorn, Charlie Bigham's, McCains, Bakkavor Meals and Tulip.

We are proud members of FeRFA the

Resin Flooring Association, CHAS and are Safe contractor approved.

For a free no obligation quote, please call 01952 878615 or contact by email info@resinfloortelford.co.uk

HMRC filing regimes are designed to hit persistent offenders

From January 1, 2023, HMRC are introducing two new penalty regimes for VAT customers. The penalties will affect ITSA customers from 2024.

Late Submission Penalties

Every time a business fails to submit a VAT return, they will get a point. Once they hit their penalty threshold (2 points for annual returns, 4 points for quarterly returns and 5 points for monthly returns), they will receive a fine of £200. Every subsequent late return will incur another £200 fine.

Points will expire after two years and reset to zero. But, if at the penalty threshold, taxpayers must demonstrate a period of compliance to reset their points.

To do this they must:

- Submit all returns on time for a set time period (24 months for annual returns, 12 months for quarterly returns and 6 months for monthly returns), and
- Submit all returns for the preceding twenty-four months (even if late).

Both conditions must be met for the points to be reset.

HMRC say this will be kinder to people who make a one-off mistake, whilst penalising persistent offenders.

Late Payment Penalties

Basically, the sooner you pay the lower the penalty rate will be.

First Penalty

No penalty if payment is made within 15 days of the due date.

Day 15 – penalty is 2% of the amount outstanding.

Day 30 – penalty becomes 2% of the amount outstanding at day 15 PLUS 2% of the amount outstanding at day 30.

Additional or Second Penalty

Day 31 – daily penalty of 4% per annum of the outstanding amount. This will only stop when the outstanding balance is paid.

Soft Landing Period

No penalty will be charged between 01 January 2023 and 31 December 2023, IF the amount due is paid in full within 30 days of the payment due date.

Alix Hyde from
WR Partners



Time to Pay Arrangements

If a time to pay arrangement is agreed with HMRC, the penalty will stop accruing, but only if the terms of the TTP agreement are honoured.

If you have any VAT related questions or queries, please contact Alix Hyde – ahyde@wrpartners.co.uk



Are you heading in the wrong direction?

FREE Business Strategy Review.



WR
Partners
Protecting your future.

wrpartners.co.uk

08000 664 664

Workforce from outside the UK

With a growing labour shortage in the UK, more UK businesses are recruiting workers from overseas. With different routes available and varying requirements, businesses should seek advice specific to their needs to ensure they are using the correct route.

The first step for businesses looking to employ persons from outside the UK will usually be applying to the Home Office for a sponsor licence. The business must:

- Be “eligible”
- Provide jobs “suitable” for sponsorship
- Choose the correct type of licence
- Nominate a person within the business to manage sponsorship
- Pay relevant fees

To be eligible, the business must be a genuine operation based in the UK.

Establishing job suitability and choosing the correct type of licence requires deeper analysis based on the nature of the business intending to employ the worker. Broadly, the Home Office will want to be assured there is a genuine vacancy for that business with a clear and accurate job description. Further, which licence to apply for will depend on the types of workers the business is intending to employ.

It is imperative that businesses take advice on whether they, and the proposed role, meet the requirements before making an application to ensure they do not experience unnecessary delays or refusal of the application altogether.

If the application is successful, the business will be granted a sponsor licence which will allow it to issue certificates of sponsorship and sponsor workers for suitable roles. The licence will be valid for 4 years but there are ongoing responsibilities placed on the employer which may result in loss of the licence for non-compliance.

The worker will need a visa and three common routes are:

- Skilled worker visa
- Global Business Mobility visa
- Temporary worker visa

The Skilled Worker visa is the most used route by our clients with businesses using overseas workers to alleviate the skills shortage in particular sectors such as healthcare, manufacturing and construction. However,



to qualify as a skilled worker the individual will need to meet several requirements including a specified level of English language capability, and there are criteria that the role itself must fulfil, such as being on the list of skilled worker occupations and a minimum salary threshold.

The applications are all fact specific assessments, therefore it is important to take legal advice prior to making an application to ensure the correct visa is being obtained based on the role being filled and that the necessary requirements are met.

Further support pledged to The Movement Centre

Aico, the European Market Leader in Home Life Safety, pride themselves on support for charitable causes, recently pledging further aid for local specialist treatment charity, The Movement Centre.

The Movement Centre helps children who have Cerebral Palsy, Down Syndrome or other diagnosis to achieve new skills through increased strength and control of their movement. They do this through the use of Targeted Training, a specialist therapy that is currently only provided by The Movement Centre, within the UK.

The charity has now launched a fully funded treatment programme for the first time. This means families with children attending The Movement Centre in Oswestry will no longer have to find the partial funding of £2,000 necessary to fund the unique and life-changing therapy - thanks to the ongoing efforts of fundraisers, sponsors and supporters of the charity, such as Aico.

Aico have a longstanding relationship with The Movement Centre, showing continued support through fundraising activities and donations, organised as part of their Corporate Social Responsibility programme, Aico in the Community. In a campaign of support for the Movement Centre this year, Aico have not only donated towards the new programme but also signed up over 50 colleagues to take on the Snowdon Sunrise Trek Challenge in 2023.

The challenge will see the Aico team ascend 3,199 feet through the night on the largest mountain in Wales, all to raise further funds for this vital local cause.

David Vicary, The Movement Centre's Chair of Trustees is delighted



Lynne, Children's Therapy Coordinator, Archie, the first child from Shropshire to receive fully funded treatment and Sarah, Clinical Specialist Physiotherapist

with the new programme, adding "Thanks to the commitment of existing fundraisers and supporters like Aico, we are delighted to be able to make the therapy for every child fully funded for the first time in the history of the charity. It is a special moment for the trustees and a stage we have always wanted to reach. It's also a pivotal moment for families as not having to pay a penny for the treatment means a huge financial burden has been lifted for them."

Countless people support the charity every year and without their fundraising efforts and donations we simply would not be able to continue, so our message is please carry on arranging fundraising events and making those donations and, if you are a business, please consider making us your charity of the year in 2023 - we need your help now more than ever!"

Aico's Community Liaison, Jane Pritchard commented "We have built a strong relationship with The Movement Centre over the past 4 years and we are delighted to be able to give ongoing support to such a worthwhile charity

" Each year we look at new fundraising ideas and challenges that our colleagues can take part in.

"Me and many of my colleagues at Aico are really looking forward to the Snowdon Hike next year, our aim will be to raise as much money as possible to help enable them to continue the great work they do in supporting children."

To find out more about The Movement Centre, please visit: www.the-movement-centre.co.uk

Discover more about Aico in the Community by visiting: www.aico.co.uk/in-the-community



The SBLTV panel, from left, Graham Guest, Hollie Whittles and Richard Sheehan



Glynn Jones from the Bank of England was also on the SBLTV show at Prestfelde

Unusual times for the employment market

Skills and recruitment will be the big talking point for the next edition of **Shropshire Business** magazine, which is due to be published on New Year's Day.

Magazine editor Carl Jones said: "Traditionally, when we head into a period of recession, unemployment rises and there's a growing clamour among a rising pool of workers to find jobs.

"But these aren't usual times, and despite the omens for 2023 looking decidedly gloomy, reports that we are hearing from businesses right now suggest that the labour market is still incredibly tight.

"So why is this, what are the implications for the Shropshire economy, and what can we do about it? These are some of the questions we will be seeking to answer – with a helping hand from Shropshire experts – in our first edition of the new year.

"We will also be looking into the growing issue of 'quiet quitting' – workers who are making a conscious decision not to go above and beyond basic duties – and those who are turning away from five-day working weeks in search of a different kind of work-life balance."

The challenges facing companies seeking new staff was also the topic of a panel debate on the latest episode of Shropshire Business Live TV, which was broadcast in front of an audience in the theatre at Prestfelde School in Shrewsbury.

Shropshire Chamber chief executive Richard Sheehan was joined on the panel by Graham Guest, principal of Telford College and skills champion at the Marches LEP, and Hollie Whittles from the Federation of Small Businesses.

The first question for the panel was: Why are businesses across the majority of sectors in Shropshire finding it so hard to recruit staff at the moment?

Richard said: "The pandemic has definitely changed people's relationship with the workplace in many cases.

"We've seen many examples of companies struggling to fill vacancies because they can't accommodate a work

from home environment, which has become much more important to many people."

Migrant labour issues were also having an impact, he said, with Shropshire having such a reliance on sectors such as agriculture, tourism, leisure and hospitality which traditionally rely on access to overseas staff.

Graham Guest added: "I think what we are beginning to see, for the first time in 30-odd years in education, is some businesses – those that can – having the capacity to think further ahead.

"We are talking to businesses which are telling us they need to now project five years. They are asking if we can work with the schools to create a pipeline taking people through school, college and university, and I think that is really positive.

"With work experience, apprenticeships and more, there is a plethora of opportunities for employers to get involved. For many employers, they need that person now, not some time further down the line. But there are lots of initiatives going on right now that see education and business coming even closer together to meet this challenge."

One of the projects is the Local Skills Improvement Plan, funded by the Department for Education and led locally by Shropshire Chamber, which aims to put the voice of employers at the heart of the learning and skills system to build stronger partnership with further education providers.

You can hear more of the skills and recruitment panel debate – plus a chat with Glynn Jones from the Bank of England of prospects for the economy - on the SBLTV catch-up player, along with all the show's previous episodes. See sbltv.co.uk/episodes/ The award-winning show returns for its first episode of 2023 in the last week of January. If you'd like to find out how your business could be featured, drop the team an email to info@sbltv.co.uk

Shropshire Business magazine also has some special advertising offers for 2023, with 12-month packages starting at £750.

To find out more, email editor@shropshirebiz.com

Protecting our future with a range of eco-friendly stationery products

Recycling and creating an eco-friendly environment is an important aim for businesses across the UK and beyond these days.

There are many simple ways that businesses are helping achieve this including cutting down on waste, being more proactive when it comes to recycling and being more selective about the products bought in the first place with a view to sustainability, longevity and disposal.

Chamber Patrons Chrisbeon, an office furniture and stationery supplies firm with showrooms in Telford and delivering across the country, work hard to be as eco-friendly as possible - and to help their customers do the same.

Partner Richard Hughes said: "Our focus as a business is on stationery and office supplies and we pledge always to take whatever steps we can to ensure we, and our customers, take the eco-friendly option whenever possible.

"We want to be able to lead by example, and it is something our customers have come to expect - eco-friendly options that they can consider.

"Many of the businesses we work with know about the eco options when it comes to the office furniture and delivery, from chairs made from recycled plastic to the bags we deliver our furniture in - we use biodegradable polythene manufactured using an additive named 'Deg 68.

"But we also have a wide range of eco-friendly stationery products, items that don't compromise on quality while being kinder to the environment. No matter how small the item is, it all makes a difference."

The team at Chrisbeon are happy to talk about the variety of 'greener' products they offer, and visitors to the showroom can see the wide range of furniture and stationery on display.

"We know that it is an important aspect of the offices of today and we want to work with businesses to ensure they can meet their aims and targets in this area," added Richard.

For more information contact Chrisbeon on 01952 292606 or pop into the showroom on Stafford Park 4 between 9am and 5pm, Monday to Friday.

Important facts and figures:

- Each year the UK produces more than 220 million tonnes of total waste.
- More than 15 trees are reprieved through the recycling of each tonne of cardboard.
- Recycling items results in fewer emissions and less energy used than in creating them from scratch.
- The world has produced more than eight billion tonnes of plastic during the last 70 years.
- On this scale, it means there will be more plastic in the sea than fish by 2050!
- Plastic in landfill can take 1,000 years to decompose completely.
- More than 2.5 billion plastic coffee cups are thrown away each year with only one in 400 estimated to be recycled.
- More than 65 million inkjet cartridges are sold in the UK every year, only about 30% of which are recycled.

The team at Chrisbeon are happy to talk about the variety of 'greener' products they offer



Chrisbeon aims to be as eco-friendly as possible



Some of the greener products available at Chrisbeon:

- Whiteboard and permanent markers from our edding EcoLine range are made from at least 90% recycled material and can be refilled for multiple use - meaning they are both cost-effective and eco-friendly. They have the added incentive of 5p from the sale of each marker going towards the planting of trees in the UK and Africa through collaboration with Tree Appeal and their Trees for Schools Campaign.
- Our Leitz range, with every item being climate neutral, up to 100% recyclable and made from a high percentage of recycled materials. It includes a hole punch, stapler and desktop accessories such as magazine files, letter trays and waste bin.
- Post-it notes made from 100% recycled paper.
- Our Blue Angel office accessories range is made from at least 80% recycled material and includes desk mats, letter trays, magazine files, note boxes, pen holders, catalogue stands and wastebaskets.
- Recycled compatible ink cartridges and toners.



100% pass rate for first road surfacing apprentices

Telford College is the first in the UK to put its road surfacing apprentices through a new assessment programme – and every member of the first cohort has passed with flying colours.

The level two apprentices have been combining their studies with jobs at highways giant Eurovia UK for the past 18 months, working towards a new Road Surfacing Operative qualification.

The programme has been developed by the college in partnership with Eurovia to help tackle skills gaps in a sector with an increasingly ageing population.

The first five apprentices – Aaron Guest, Jack Jones, Cameron Button, Liam Masshi-Matthu and Anton Murray – have recorded a 100% first-time pass rate, including several distinctions.

Robert Lees, Telford College's director of engineering and

aviation, said: "This is a fantastic way to kick off the programme.

"Each student had to successfully come through workplace observation and professional discussion tests, and they've performed brilliantly."

Full time apprentices typically spend 15-18 months working towards the end point assessment for their road surfacing operative qualifications, which are the first of their kind in the UK.

Together with its associated companies, Eurovia UK teams are responsible for improving over 50,000 kilometres of the UK's highways network. The college's partnership with Eurovia dates back to 2015, and began with the introduction of a highways level two apprenticeship.

Since then, Telford College has been supporting Eurovia with regular recruitment drives,

typically enrolling between 40 and 50 apprentices on highways and road surfacing programmes.

Robert said: "We began talking with Eurovia about adapting the programme to create a brand new road surfacing level two apprenticeship, and designed the current programme bespoke to their needs."

Due to the success of the programme, Eurovia also introduced the Institute of Asphalt Technology and its members to Telford College.

Paul Goosey, managing director of Eurovia, said: "The need to train and develop apprentices has never been so important in our industry.

"This new Road Surfacing Operative Apprenticeship is essential to ensure a professional and sustainable workforce for the future of our surfacing business."

Time to reward Shropshire's outstanding young citizens

The search is on for young people across Shropshire and Telford & Wrekin who are dedicated to helping their local community, to be recognised at a prestigious awards ceremony.

The High Sheriff's annual Outstanding Young Citizen Awards will be presented at Telford College on March 8, 2023.

Entries are now open, and organisers are calling on schools, colleges, clubs and community organisations to nominate anyone they believe stands out from the crowd.

High Sheriff Selina Graham said: "This prestigious event has been running for a number of years, and the awards are given in recognition of excellence and outstanding attitudes and actions among young people aged 18 or under.

"Whether it's voluntary work and community activities such as fundraising, youth work and mentoring, or environmental projects like conservation and recycling, caring for a family member or being involved in a youth council, there are many reasons



High Sheriff of Shropshire, Selina Graham

why young people deserve to be recognised.

"My year in office is centred around celebrating community activity across the county - and nowhere is this more important than in the younger generation. They are our leaders and volunteers of the future and it is vital that they are rewarded for what they do already and encouraged to continue to do it.

"So, if you know of a young person who has made a significant difference to their local community, I would encourage you to put their names forward."

The closing date for entries is Thursday February 25, 2023.

Nominations can be made at www.telfordcollege.ac.uk/about/calendar-and-events/high-sheriff-of-shropshire-outstanding-young-citizen-2023/.

Telford College principal and chief executive Graham Guest said: "We are proud to be once again hosting these awards, which are a wonderful way to highlight and celebrate the many endeavours carried out by young people in our communities.

"At Telford College, we are constantly championing young people and the positive role they play in our local communities, so this fits perfectly with our aims and objectives."

As well as individual winners, there will also be an overall champion for the education authorities of both Shropshire and Telford & Wrekin.

Parents, guardians and teachers will join the shortlisted nominees at the evening celebration, and winners will receive personalised certificates, presented by the High Sheriff.

If you know of a young person who has contributed to their local community, they can be nominated through their school, college or community group.

Patron hosts tour of premises

Welshpool Printing Group, who are patrons of the Shropshire Chamber, hosted one of the monthly forums at their premises just over the Shropshire border in Welshpool.

Guests were welcomed with a short presentation, given by Kelly Griffiths and Alison Jones, Sales executives at WPG. Guests learned more about the many services WPG offer including details about FSC certified materials and their carbon balanced print.

This was followed by coffee and cake with guests receiving gifts of pads, pens and their own personalised mug, even quickly producing two extra for last minute additional guests!

The patrons completed

their visit with a tour round the factory where they could see the newly installed 2nd Komori eight colour perfecting press in action and a demonstration of their latest large flatbed LED UV printer in the signage department.

Paul Jones – Joint Managing Director at WPG said: “It was so lovely to see everybody and a great opportunity to show our fellow patrons, many of which are our customers, how their products are produced and all the work involved from inception to finished product.”

Rachel Owen, Director of Member Engagement at Shropshire Chamber of Commerce added: “The Patron forums are an integral part of the patron programme and are great for peer-2-peer networking and sharing best practice, thank you to WPG for hosting.”



Do you need a newsletter producing? How about a magazine? Or maybe even a book? Then you need MEDIA & YOU . . .



Shropshire-born, Paul Naylor specialises in the creation of newsletters, magazines and books, Paul is equally at home putting together all manner of business essentials, including:

- Product Catalogues
- Media Packs
- Posters
- Advertisements
- Brand Design/Redesign
- Roller Banners
- Rate Cards
- Business Cards
- Information Cards
- Promotional Materials

NEW for 2023

- Illustrations and Info Graphics
- Professional Podcast Service

MEDIA & YOU

Email: paul@mediaandyou.co.uk

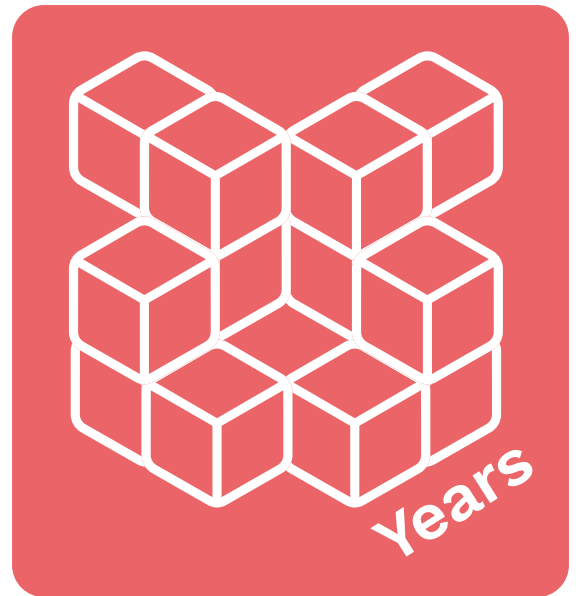
Call: 07914 304 504

Visit: www.mediaandyou.co.uk





Yarrington offices pictured in 2012, just after the move to Frankwell



25 years of realising visions

Award-winning marketing, design, video and events company, Yarrington, has celebrated its 25th anniversary.

The Shrewsbury-based company has completed more than 15,000 jobs for around 750 clients, generating more than £20 million, since its formation in 1997.

It has worked with the royal family, chart-topping musicians, and many stars of stage and screen through conferences, awards ceremonies, exhibitions, and a series of live or pre-recorded studio shows.

Yarrington built a TV studio at its Frankwell headquarters during the height of the Covid pandemic to help businesses stay in contact with their customers, and it has proved to be a huge success.

Since the first event was live streamed - the Shropshire Chamber of Commerce 'Champion' Awards - the studio has hosted conferences, product launches, awards ceremonies and many business-to-business TV shows for clients in the UK and overseas.

Yarrington is also a founding partner in Shropshire Business Live TV, the monthly business news and chat show which was voted Shropshire's best new business earlier this year.

Mark Allsop, Yarrington's managing director, said: "We have succeeded in growing by continuing to adapt and evolve,



The Yarrington team celebrating the company's 25th anniversary with a celebratory lunch at Hickory's Smokehouse in Shrewsbury

working everywhere from palaces to museums, marquees, theatres and football clubs."

Since its formation, Yarrington has worked in 27 countries, from the frozen wilderness of northern Canada to the heat of the Saharan desert.

It has used boats to move equipment into the Italian city of Venice, and helicopters to manoeuvre into the millionaires' paradise of Monte Carlo.

The company is the proud owner of new fewer than nine Meetings & Incentive Travel (M&I) awards - considered to be the 'Oscars' of the events industry.

Mark added: "It has been an incredible journey. We have filmed camels in the desert, narrowly avoided rattlesnakes in Arizona, and played a

role in helping to launch the Metro newspaper. We've built apps, made ticketing systems for big events, and worked with some of the biggest brands in the world.

"Here in Shropshire, we're also proud to have been the events company of the choice to deliver the Shropshire Chamber Business Awards for many years.

"I look at 2020 as a defining moment in the company's history, when we redeveloped 50% of our business to ensure the company's long-term survival.

"I'm incredibly proud of the team here at Yarrington. I think of them as an extended family - it is them who have made everything possible, and I want to say a huge and heartfelt thank you."

Fundraising successes

A Shropshire firm has narrowly missed out on the title in the World Coracle Championships, but has helped the event to raise over £35,000 for Macmillan Cancer Support.

Tudor Griffiths Group, in Ellesmere, once again took part in the championships on the River Severn in Shrewsbury, but they were narrowly beaten in the semi-finals.

And the four-strong team was certainly a family affair made up of Tudor Griffiths himself, alongside his two sons Harry and Oliver, and TG Builders' Merchants general manager Mark Evans.

Tudor said: "We are keen supporters of this event, and despite difficult financial circumstances for everyone at the moment, we're delighted to have raised over £2,500 in vital charity cash this year.

"To have been part of such a fantastic event was incredible and there was such a great team spirit – it was even more special to have both Harry and Oliver by my side too. The Championships are always exciting and, at the same time, the day gives everyone the chance to raise plenty of money for such a deserving cause.

"At Tudor Griffiths Group, we're grateful to all our supporters who generously back our efforts year on year, and in fact they have been so kind that we are previous winners of The Richard Bayliss Trophy for being top fund raisers."

Kate Thomas from Macmillan said: "It's been another special year for the Championships and for our charity, and to have achieved an overall total of £35,469 is just phenomenal. We'd like to thank everyone involved in this year's race where three records were broken, and special thanks must go to our race sponsors Invertek Drives of Welshpool."

The World Coracle Championships has been running for over ten years and takes place at the Pengwern Boat Club on the River Severn in the Quarry area in Shrewsbury. It was the brain-child of Richard Bayliss who first persuaded a collection of Shrewsbury companies to paddle the unstable coracles across the river for charity in 2007.

Kate said: "Sadly, Richard himself died of cancer in 2015. The organisers vowed to carry on the championships in support of Macmillan and in memory of Richard, they present the Richard Bayliss Cup to the team who raise the most sponsorship for the event – this year's winners were Cameron Galliers."

Since the launch in 2007, the Championships have raised over £355,000 for Macmillan Cancer Support, and next year's event is already in the diary for Friday, September 8, 2023.



The Tudor Griffiths Group Coracle team

Key objective for the group

TG Renewable Energy is part of Tudor Griffiths Group's TG Enviro Division.

The team has spent the past two years researching, creating and testing an environmentally-friendly range of products that has proved hugely popular.

And now, the team has invested in a new Haybuster machine to help them cope with the unprecedented response to their animal bedding material.

James Bright, TG Waste and Recycling Manager, said: "Renewable and sustainable energy is a key objective for the TG Group, and we are very proud of our 3,000 sq m on-site Biomass plant and drying warehouse that houses seven megawatt boilers.

"The facility already played a key role in the renewable energy section of our TG Enviro Division, which also includes skip hire and waste management recycling. Our animal bedding is made from virgin wood peelings which are a by-product from a local timber producer, so we are actually using a surplus material which boosts the recycling element still further."

The team's animal bedding operation has been a great success – every five to six weeks they are providing dry bedding for over two million chickens.

"We also regularly supply cattle bedding to farms for up to 1,250 dairy cows – it's a very dry material that customers often add lime to for sanitary purposes and our hygienic



James Bright

bedding goes a long way to helping farmers keep their cattle healthy."

James said talks were also under way with several poultry and dairy farmers on potential contracts as they were particularly interested in using TG Enviro's Woodsure Approved accredited products to demonstrate good environmental housekeeping.

"We also produce virgin wood chip for biomass boilers which provides an extremely cost-effective form of heating, especially in this current climate.

"All the material we produce is Woodsure Approved and doesn't contain any recycled material. It's a sustainable, virgin material and the products are delivered loose, in load sizes between 30 and 105 cubic metres."

Fully funded treatment

A pioneering Shropshire charity committed to helping children with movement difficulties has launched a fully funded treatment programme for the first time meaning families will no longer have to pay anything.

It means families with children attending The Movement Centre in Oswestry will no longer have to find the partial funding of £2,000 necessary to fund the unique and life-changing therapy - thanks to the ongoing tireless efforts of fundraisers, sponsors and supporters of the charity.

The Movement Centre is giving children the chance to gain more control of their movement and reach their full potential through Targeted Training therapy, the only therapy of its kind in the world.

Treatment has been helping to transform the range of movement of children with cerebral palsy and other disabilities affecting their mobility for more than 25 years. It helps children with movement such as gaining head control so that they can interact with those around them, sit unaided and can lead to gaining the ability to walk.

David Vicary, chair of trustees at The Movement Centre, said: "This is a huge milestone and a massive change for the centre and for those benefiting from the amazing work carried out here by our staff.

"Thanks to the commitment of existing fundraisers and supporters we are delighted to be able to make the therapy for every child fully funded for the first time in the history of the charity.

"Previously families have had to pay £2,000 for Targeted Training Therapy, which was the biggest obstacle to them accessing this vital treatment. The therapy to improve movement makes a life-changing difference to a child and their family and can even see children taking their first steps.

"For others it is the difference between being able to sit at the table with their families, playing games on the floor with siblings and friends or using their arms and hands for tasks

One of the first children to benefit from the fully-funded programme is two-year-old Archie Klein from Market Drayton



that the rest of us so often take for granted.

"It is a special moment for the trustees and a stage we have always wanted to reach. It's also a pivotal moment for families as not having to pay a penny for the treatment means a huge financial burden has been lifted for them."

One of the first children to benefit from the fully-funded programme is two-year-old Archie Klein from Market Drayton. Archie has Spastic Diplegic Cerebral Palsy and has been set up in a standing frame with a flat posterior support at sacral level and support directly below the knees to improve his standing and stepping abilities.

Archie's mum, Leanne Hoey, said: "It is just brilliant to be able to go ahead with the treatment now and not have to worry about how we are going to find the money to pay for it. We were thinking we would have to find the money somehow and didn't know until our last appointment that Archie's treatment would be fully funded.

"Archie is at the age now where he is starting to realise that he can't do certain things but really wants to and that pulls at the heartstrings, so to be able to get him on his feet is going to be just brilliant.

"Without this funding Archie's treatment would have had to be delayed, then we found The Movement

Centre and things are now looking much more positive.

"I am very optimistic and think this is going to be a really good year for Archie."

Mr Vicary said physios at The Movement Centre are now looking to work with paediatric consultants, GPs and healthcare professionals across the UK to ensure they all know about the important work the centre does and that parents can access fully funded treatment once a consultation has taken place and the child is approved.

Mr Vicary added: "It has been a long road getting to this point but it's important to stress that The Movement Centre does not receive any Government or NHS funding at present, so in order for us to continue delivering this fully funded treatment we still need the financial support that people have always been so generous to provide.

"Countless people support the charity every year and without their fundraising efforts and donations we simply would not be able to continue, so our message is please carry on arranging fundraising events and making those donations and, if you are a business, please consider making us your charity of the year in 2023 - we need your help now more than ever!"

To make a self referral visit <https://www.the-movement-centre.co.uk/refer-to-the-movement-centre/>



Caroline Bastow of Telford College talks to the Marches Education Partnership guests



Kirsty Evans and Simon Whitehouse visit the social and health care training academy suite



Collaboration is key to filling vacancies

A partnership project designed to boost skills and fill vacancies across the region's health and social care sector has been hailed as a 'brilliant' example of creativity and collaboration.

The Marches Education Partnership is being driven by a group of education and training organisations to support the recruitment and retention of NHS and social care staff.

It includes Telford College; Herefordshire, Ludlow and North Shropshire College; Shrewsbury Colleges Group; and SBC Training.

A mobile training unit, equipped with virtual and augmented reality technology, will soon be touring the Marches area delivering technology-led and practical training.

It will be equipped with virtual reality headsets, simulated at-work training facilities, an immersive cave, and other training software which is being developed specifically for the partnership.

Kirsty Evans, director of the further education directorate at the Government's Education Skills Funding Agency (ESFA), visited Telford College to see the equipment in action, and meet the partners.

She said: "It is brilliant to see the impact that the Strategic Development Fund is having,

enabling the cutting-edge application of technology to enhance the delivery of learning.

"It is an impressive example of what can be achieved when colleges and training providers work together, in collaboration with employers.

"Even though this project is still in its early stages, it is clear to see that this partnership is already making a real difference."

Simon Whitehouse, chief executive of NHS Shropshire Telford & Wrekin, was also at the event, and said the project was receiving very positive feedback.

"Our staff say that the people coming through this programme are confident and competent – and this results in improved care for local people. You cannot put a price on that."

The project includes a social and health care training academy at Telford College, which has supported nearly 300 adults and young people into local NHS trusts and social care roles.

Janet Stephens, Telford College deputy chief executive, said: "To date, this has reduced the local NHS agency pay bill by more than £1 million per annum."

Hereford, Ludlow and North Shropshire College spoke about the impact of its leadership and management training, as well as occupational maths, and English language training for international healthcare professionals.

So far, around 100 people have either undertaken pre-employment courses to gain a meaningful career in the sector, or taken on a course to boost their career progression opportunities.

Shrewsbury Colleges Group highlighted the work it is doing to deliver pre-employment modules and introductions to working in the health sector, providing unique training opportunities and inspiring the next generation of health workers.

And SBC Training explained how its introduction to adult social care courses, plus leadership and management modules for professionals, was making a difference. The company is also helping prospective NHS workers to develop their digital skills.

Guests were shown how the virtual reality headsets allow candidates to compare their expectation of jobs in NHS and social care with reality by simulating realistic environments in hospital wards and people's homes.

Creative Engagement Group, which has developed the bespoke software, said it gave people chance to experience the emotion of life in a front-line setting in a 'complete and total immersive setting'.

More details about the Marches Education Partnership, and its range of courses, can be found at the website www.marches-education.co.uk, or by emailing info@marches-education.co.uk

Beth Heath from Shropshire Festivals



Game Changer Beth

The British Chambers of Commerce have crowned Shropshire Festivals' founder and Creative Director, Beth Heath, the 'Game Changer Entrepreneur of the Year.' Beth outshone hundreds of nominees to win the award at the 2022 Chamber Business Awards, sponsored by Meta. Shropshire Chamber of Commerce nominated Beth for the accolade.

Shevaun Haviland, Director General of the British Chambers of Commerce, said, "Huge congratulations to Beth Heath at Shropshire Festivals, one of just eight national winners of our Chamber Business Awards 2022. You have transformed your idea in to a successful, sustainable business by understanding your market's key challenges, customers and competitive landscape."

One of the judges said of Beth, "You were a clear winner for us. It's clear that owner, Beth, has successfully combined entrepreneurial drive, ambition, and ability, with a community spirit that means she is making a real difference

to others." Another judge said, "What makes Beth stand out is the passion she feels for her local area, making it a better place for everyone."

Beth is the brains behind several top Shropshire events, including Shrewsbury Food Festival, Shropshire Oktoberfest, Shropshire Tasty Trail, and Shropshire Kids Festival. Her annual events collectively attract around 90,000 visitors to the region annually.

"It is an absolute honour to receive the Game Changer award and to have my work recognised by such a prestigious national institution," Beth Heath said. "I'm particularly proud to be called a 'game changer' as I've never been content with the status quo and I'm always looking for ways to make what we do that little bit cooler, more engaging and above all, fun."

"As a business we have worked really hard over the last few years pivoting to stay viable through challenging times in the events sector. Thank you so much to the Shropshire Chamber of Commerce for nominating me, and their ongoing support, I'm absolutely over the moon. It's given me a boost of motivation to make our 2023 events better than ever before!"

For more about Shropshire Festivals visit www.shropshirefestivals.co.uk

Digital marketing students excel

Apprentices on the level 3 Digital Marketing course with SBC Training are celebrating having recorded 100% pass rate with 75% achieving distinction in their end point assessment, which is an amazing result.

The apprentices have completed modules in Principles of Coding, Marketing, Business and Google Analytics, and gained experience in social media marketing, corporate branding, marketing segmentation and marketing strategy. The rigorous testing process involves module examinations, submission of a portfolio of evidence and an on-line interview with the external examiner. So, it is even more commendable that the results are so high.

Among those who have excelled are Sophie Coombes who is now an account executive with J and PR, Ashley Kinsey at Expeditious Services and Yvonne Beach at Calluna Graphix,

congratulations to them and to all the other apprentices who have done so well.

Shropshire digital agency Ascendancy is valuing the programme to grow the company having recently recruited a third Digital Marketing apprentice. Helen Culshaw, Ascendancy Director, said: "We strongly believe in growing and nurturing young talent from the ground up – providing them with the platform to develop and progress into future successful careers."

"We work closely with SBC Training based in Shrewsbury on the apprenticeship programme and are very happy with the relationship we have with them - I am well aware of the positive impact the programme is having on young people and employers."

Colin Thaw, SBC Training Managing Director, congratulated the learners and their tutor on their hard



Sophie Coombes

work. Said Colin "Digital marketing has become such an important part of the marketing strategy for many organisations and we are seeing a wide variety of businesses choosing to develop their team's skillset. We are pleased to be able to contribute to the development of these skills and it is very rewarding to see how much these apprentices are contributing to their organisations' successes."

To find out more about the course or other apprenticeships and training contact Emily on 01743 454810 or email enquiries@sbc-training.co.uk

Tori heads back to the classroom

Health and Safety Consultant Tori Davies is thrilled to have recently re-qualified in her 'Train the Trainer,' courses.

Whilst refreshing her knowledge and staying up to date with industry requirements, Tori has retrained with NUCO, Telford and passed both her First Aid and Mental Health Training.

With over 25 years' experience within the industry and soon to be 17 successful years of Saracen Solutions, Tori is required to undertake these every three years.

Completing this at the end of 2022, it means she is now still able to deliver all First Aid and Mental Health courses, including:

- Emergency First Aid (one day course)
- First Aid at Work (three day course)
- Mental Health Awareness (one day course)

It also means she can deliver these to students and younger children, including Student First Aid, Student Mental Health and Mini Medics.

Saracen Solutions Owner and Director, Tori Davies says:

"It's really important to me to make sure that I am up to date with everything that I teach. I have been doing this for a long time and things change, therefore I need to have the latest knowledge and criteria.

It was actually quite nice to be the student again. As I only have to redo my training every three years, it makes a change from being the teacher. But, I'm very lucky as I still love what I do!"

Tori has been doing First Aid for over 15 years however she especially realises the importance of Mental Health training.

"Mental Health is a really vital topic at the moment, both in the workplace and for children and teenagers. I am especially proud to be able to offer these to my customers and the education sector."

Looking forward to 2023 and being able to continue doing what she loves, Tori is also qualified to deliver a wider range of courses, including Food Safety, Personal



Tori Davies

License Holders, Manual Handling, Safeguarding and more.

To find out more about Saracen Solutions and their services, call 03300 250506, email hello@saracensolutions.co.uk or visit their website: www.saracensolutions.co.uk

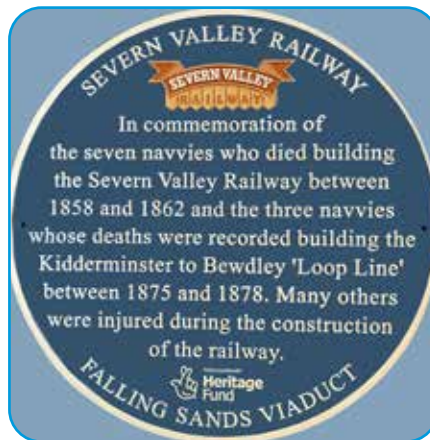
In recognition of 'forgotten heroes'

A century and a half after they perished during the construction of the Severn Valley Railway, 10 navvies have been honoured with a commemorative blue plaque. Its installation marks the completion of a project to restore the railway's Falling Sands Viaduct.

The £1.3million Falling Sands project not only saw the restoration of this vital piece of the SVR's infrastructure but also the creation of two permanent exhibitions telling the story of the construction of the original line and the more-than-1,000 navvies who built it.

Victorian railway construction was extremely hard and dangerous work, which resulted in many accidents, and significant numbers of people losing their lives. The Severn Valley Railway was no exception; at least 10 navvies are known to have died and there are countless reports of serious accidents during the two phases of construction.

"Unlike today, health and safety measures were not considered important," said Helen Smith, the SVR's



managing director. "For the Victorian navy, danger was just an occupational hazard. It is fitting that we're now commemorating these forgotten heroes, who constructed most of our rail system by hand and who, until now, have received little recognition."

The National Lottery Heritage Fund, which made a substantial grant towards the restoration of Falling Sands Viaduct, was keen to see the omission rectified. It's funded the commemorative blue plaque in honour of the 10 men who died building the railway during the Victorian era.



Helen Smith

New interpretation panels have also been fitted to the viaduct illustrating its original construction and eventual restoration more than 140 years later.

Falling Sands Viaduct is located next to the new Silverwoods mixed-use development, half-a-mile from the SVR's Kidderminster Town station.



A smart meter could give you valuable insights into how your business uses energy, day and night



Smart meters are indeed the smart decision for your business this winter

Firms of all sizes are currently confronted by a host of challenges, from soaring energy bills, labour shortages, spiralling inflation, and climbing interest rates.

As a business owner, you need to ensure that your doors stay open and that your business can thrive no matter what the season brings.

Did you know that a smart meter could help your business this winter and beyond? Smart meters are the next generation of gas and electricity meters currently being rolled out in homes and small businesses across Great Britain by energy suppliers.

If you are looking for practical advice to help tackle these challenges, a smart meter could be a positive step for your business.

Make informed choices about your firm's energy usage

A smart meter could give you valuable insights into how your business uses energy, day and night, helping you to identify ways to reduce your energy use.

Close the door on estimated bills

Installing a smart meter is a positive step in taking control of



Whether you rent or own your business premises, you could still be eligible

business outgoings. Once installed, smart meters digitally measure how much energy you're using and send your meter reading directly to your energy supplier at agreed intervals, putting an end to estimated bills.

Don't let energy costs keep you awake at night

Installing a smart meter can help you closely monitor where you spend your money, helping with planning and projection of costs in the short, medium, and long term. They allow you to spend less time worrying about cash flow and more time running your business.

Find out if you are eligible for a smart meter

Whether you rent or own your business premises, you could still be eligible. If you don't have your own gas and/or electricity meter, ask your landlord if they plan to get one for your building.

Half of eligible businesses across Great Britain already have a smart or advanced meter installed.

Firms with 10 employees or less could be eligible for a smart meter. Contact your energy supplier or broker to find out whether you are eligible.

Accreditation opens the door for member

Shropshire Chamber member Composite Doors 2 You has opened the door to further success by winning international environmental accreditation - after just four years in business.

The doors and window specialist was launched by Mathew O'Loughlin from his home but reached the point where the company outgrew two commercial premises and now occupies two units on the Heath Hill Industrial Estate in Dawley.

The company is now celebrating further success with the news that it has been awarded the ISO 9001 and 14001 Quality and Environmental International Standards in recognition of the outstanding service the firm provides.

Mr O'Loughlin said: "We are delighted to receive the accreditation - something which recognises our environmental commitment.

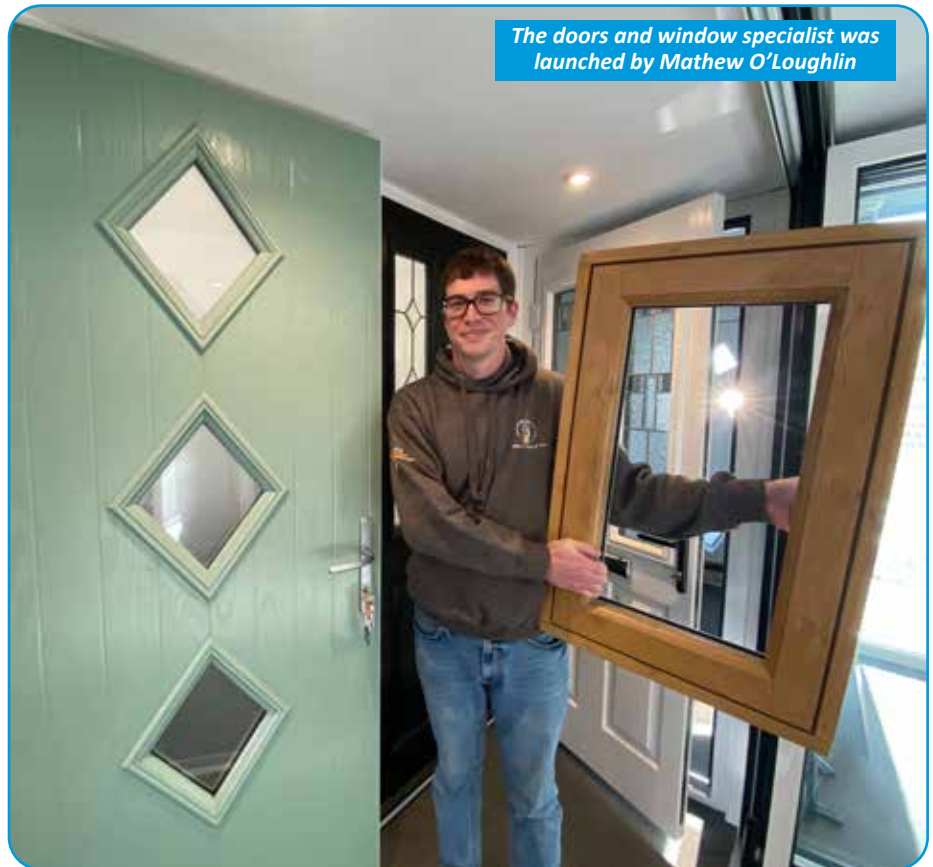
"Our overriding emphasis as a company is providing quality products and customer service whilst maintaining a watchful eye on any environmental impacts - something we believe in strongly.

"The award of ISO compliance standards provides clear recognition of our successful journey - but also serves to underpin our willingness to take on wider market opportunities as and when they present themselves.

"Our accreditation is very important to us and sets us apart from our competitors, showing we have the policies and procedures in place to keep up with the growing demand for our services."

Mr O'Loughlin, who has been supported by Shropshire Chamber of Commerce by attending networking and various training courses, worked for a double glazing company before going it alone and setting up Composite Doors 2 You.

He initially worked from home supplying doors on an online order basis - utilising his previous product and trade knowledge to good effect.



"I was having products delivered to my house but it got very busy very quickly," he added. "It really did become crazy, so I moved to my first business premises but outgrew that, moved to a bigger one and outgrew that as well so now I currently have two premises opposite each other with a car park in the middle which include dedicated windows and doors display areas.

"I started off doing composite doors but then, a couple of years ago, I went into providing windows and doors for the retail and trade sides as well. The opportunity to expand on products opened the door to embracing the full range of UPVC windows, doors, composite doors, warmer roofs and allied products.

"My workforce increased by two, my father and a part-time office administrator, and now we have a team of four, including office manager Samantha and Leah, who is nearing completion of her

Level 3 Business Administrator Apprenticeship. I began by supplying doors all over the country but have since scaled that back in order to provide a much more personal service. Now we only travel to within about an hour of Telford, allowing for a better connection with a growing client-base - and it's going really well.

"We largely serve a loyal local customer base, both directly to the public and to the wider professional building and home improvement companies, so it's very much a case of onwards and upwards!

"We have also just signed up to get another accreditation to become Carbon Zero. That process starts in December and we should hopefully get that in the early part of next year."

For more information about Composite Doors 2 You, call 01952 474898, email info@compositedoors2you.co.uk or visit <https://compositedoors2you.co.uk/>



Law firm appointed to NFU legal panel for fourth time

A Shropshire law firm has confirmed its status as a leading agricultural specialist by being appointed to the National Farmers' Union (NFU) legal panel for the fourth time in succession.

Lanyon Bowdler has been a member of the NFU panel since 2008 and will now continue to provide specialist advice to members in Shropshire, Staffordshire and Herefordshire for the next three years.

The NFU panel focuses on the quality of legal services, fee structures and commitment to the NFU as well as its members. It also takes into account feedback from NFU members and staff.

Brian Evans, managing partner at Lanyon Bowdler, said the agricultural team was looking forward to continuing to help NFU members with their legal issues.

He said: "Our agricultural clients are hugely important to us, so we are delighted to have retained our position on the NFU legal panel following a comprehensive review.

"Agriculture has long formed the backbone of Shropshire, Herefordshire and Staffordshire and we are proud to assist hard-working farmers and rural businesses with the best advice and support available.

"Lanyon Bowdler is passionately committed to the agricultural sector and has a large team of talented experts who have a wealth of experience in providing specialist advice which enables our farmers to run a successful business."

The legal panel offers a discount to NFU members on hourly rates as well as providing fixed fee and other packages for its services. It also provides the best

legal minds in non-farming areas such as probate, tax, diversification, family law and conveyancing.

Robert Newbery, NFU West Midlands regional director, said Lanyon Bowdler had been reappointed as the firm offers a sound and professional service to farmer and grower members.

He said: "Lanyon Bowdler has strength and depth of expertise in both farming and non- agricultural issues and it's excellent that they are on hand to offer such a service. NFU members also get an attractive discount if they use a panel firm.

"Farmer and grower members who speak with NFU CallFirst for legal advice and are referred to their local Lanyon Bowdler office can feel reassured that their case will be in safe hands. I'd like to congratulate them on their reappointment."

His words were echoed by South Shropshire livestock farmer Nick Hamer, from Ludlow, who has a pivotal officeholder role within the NFU as chairman of the union's legal board.

The third-generation tenant farmer said: "I am pleased to see Lanyon Bowdler continue in their role as NFU legal panel firm for Herefordshire, Staffordshire and Shropshire and would urge members to make use of the excellent service they offer.

"We are all facing spiralling on-farm costs and other challenges so it's essential we have the right firms in place on our legal panel, with strong agricultural and rural teams, to provide necessary and much needed support."

Five-star grading for Health and Safety



Natalie Bells, Director of Human Resources and Estates

Shropshire-based Derwen College has successfully completed a best practice Five Star Occupational Health and Safety Audit conducted by British Safety Council. This accreditation demonstrates the specialist college's commitment towards the continual improvement of their health and safety management systems and associated arrangements.

The further education college for young adults with special educational needs and disabilities (SEND), in Gobowen, underwent a comprehensive, quantified and robust evaluation of its occupational health and safety policies, processes and practices.

The audit process included documentation review, interviews with senior management, employees and other key stakeholders, together with sampling of operational activities. The audit measured performance against key health and safety management

best practice indicators and a detailed review of over sixty component elements.

Derwen College was awarded a five-star rating following the audit which is reflective of a best practice organisation.

Mike Robinson, CEO British Safety Council, said: "The award of a five-star grading following our occupational best practice Health and Safety Audit is an outstanding achievement and is reflective of a proactive organisation which is committed to continual improvement in its health and safety arrangements and managing risks to workers' health, safety and wellbeing."

"Derwen College should be very proud of this achievement."

Natalie Bellis, Director of Human Resources and Estates, said: "We are very pleased that the British Safety Council have recognised the commitment across all areas of College to achieve this top safety rating. To achieve five stars in such a rigorous audit has been a long process and a concerted team effort. We are delighted to have achieved the highest external accreditation."



Management restructure and more staff due to demands

Leading driver training specialist Dulson Training has undergone a complete management restructure and taken on new staff to meet the growing demand for its services.

The move has seen existing staff up-skilling and progressing into new roles, five new staff members joining the company and team leaders appointed at each of the firm's training centres.

Seven of the firm's instructors have also just added further DVSA assessor qualifications to their skillset - giving Dulson Training even greater flexibility in delivering the best-training available. The company has sites in Shrewsbury, Telford, Ludlow and Wrexham and recently opened a new centre between Telford and Gailey that caters for Telford and Wolverhampton.

Steve Dulson, of Dulson Training, said: "We are constantly looking to evolve how we operate to be in a position to continue delivering the best possible customer service and training.

"This has included working with Hayley Norgrove, our Operations Manager, to create a new management and staff CPD structure, and we have had numerous members of staff up-skilling and progressing into new roles with new qualifications. We have also recruited more staff at our Shrewsbury and Telford sites to help us deliver forklift truck and HGV driver training as well as Driver CPC and ADR."

Hayley added: "Dulson Training has gone from strength to strength over the past few years, going from a handful of staff and vehicles to being possibly one of the biggest training schools in the UK. I am very proud to be instrumental in this growth.

"Four new staff have been recruited to help deliver training, and one additional person has been taken on to help with administration and compliance of our growing fleet of vehicles. Pat Richards, our long-standing administrator, who is usually your friendly voice on the phone, has been promoted to Senior Training Admin Co-Ordinator and we welcome



Josh Hazell, Dave Rowland, Allan Jones and Hayley Norgrove

Marie Speight to support our HR requirements.

"We have promoted some experienced instructors into senior instructor roles, created team leader positions at each of our training centres and appointed a new training manager, Allan Jones, who brings a wealth of experience and a long relationship with the company, to oversee all new and current staff training, CPD and development requirements."

Allan said: "I am here to give help and guidance using almost two decades of experience in the sector and if a question needs to be asked I will source the answer to equip our valuable team of instructors with the tools they need to deliver the highest quality of training."

Mr Dulson said it was important that the company continued to ensure the highest standard of instructors and the consistent training it is widely known for and that the firm remains flexible to grow with demand.

"The company has come a long way when you think that we have grown from a team of four or five people to where we are today at more than 30," Mr Dulson added. "It is vital that we are constantly monitoring the situation, that we keep moving forwards and that standards don't drop at any time.

"In terms of instructors, Dave Rowland has been promoted to senior instructor as well as being our lead ADR instructor. He recently achieved a Grade 1 level from the SQA for both training and delivery - the highest grade possible for an instructor delivering ADR training.

"This fits nicely with us as a company, with our training centres also being Grade 1 rated for ADR. Dave has also recently acquired his DVSA Driver CPC Module 4 assessor qualification - allowing him to test both lorry and bus Driver CPC initial qualifications.

"Josh Hazell has also successfully completed his DVSA Driver CPC Module 4 assessors qualification, and adding these two Module 4 assessors to the already existing Module 4 assessor Hayley Norgrove means we have created more flexibility and a better customer experience to meet demand across all our training sites.

"In addition, seven of our Instructors have completed the DVSA Module 3a assessor qualification allowing testing of Cat C and Cat C+E Class 1 HGV reversing and coupling exercises."

For more information about the courses provided by Dulson Training, call: Telford 01952 770659, Shrewsbury 01743 709611, Wrexham 01978 805868, or visit the website at <https://www.dulsontraining.co.uk/>

It's coming home...!

Staff from a Shropshire insurance company are celebrating after winning a charity golf challenge named in memory of a much-loved former colleague.

The team from Henshalls Insurance Group took on a team from Throgmorton Associates Wealth Management to compete for The Bryan Cutter Cup at Shrewsbury Golf Club.

And this year, it was the Henshalls team that was victorious bringing home the cup that's named for Bryan Cutter – a director of the firm who died after a long and courageous battle with cancer.

Throgmorton Associates covered the costs of the event and Henshalls have made a donation of £250 to Severn Hospice in Bryan's memory on behalf of everyone taking part.

Martin Pitchford, for Henshalls, said: "Initially rain stopped play so we had to reschedule the event for a better day,



Celebrating the win are, from left, Mitch Gough, Adrian Burton, Simon Burdon, Neil Atkinson, Martin Pitchford, Mark Freeman and Peter Richardson

but once we had clearer weather, the event was a fantastic success.

"The Bryan Cutter Cup is a wonderful way to honour Bryan's life and his memory and it has now become an annual event that we all look forward to and which creates some really positive friendly rivalry.

"We'd like to thank everyone who took part this year, and we're delighted to have pipped the Throgmorton Associates to the post by just a single point in the end.

"The day was played in great spirit

with lots of laughs and banter, and we'd like to think that Bryan was looking down on us as we brought his cup home for the first time ever."

Nick Jones, from Throgmorton Associates, said: "It's always a pleasure to join our friends from Henshalls for such an enjoyable and positive day.

"We were disappointed to have missed out on a hat-trick of wins as we had won both the previous challenges, but we'll be back stronger and well-prepared for next year and determined to get our hands back on the cup."

Rescue team receives a boost

Search and rescue volunteers from a Shropshire charity have thanked a local company for supporting their work.

Henshalls Insurance Group has donated £250 to the West Mercia Search and Rescue team to help with their latest fund-raising initiatives.

Director Mark Freeman said: "The volunteers show such dedication to helping others and it takes real commitment to be a part of the team.

"We are very pleased to offer them some support towards their fund-raising as they have a huge challenge on their hands as they need to replace their well-used 4x4 vehicle and their drone equipment – both of which are vital when it comes to searching for missing and vulnerable people.

"As a company, Henshalls is proud to work with local organisations and community groups that make a real difference, and the search and rescue volunteers are an excellent example of people putting others first."

West Mercia Search and Rescue is a wholly voluntary group and the volunteers give their time, money and dedication to help save lives. Earlier this year they were presented with the Queen's Award for Voluntary Service – the MBE for voluntary groups.

Search planner and fund raising officer Andy Neal said: "We couldn't run our charity if it wasn't for public support and we're very grateful to Henshalls for their donation – we don't receive any money from the Government, and we need to raise the £60,000 a year it costs to run the team.



Mark Freeman from Henshalls and Andy Neal from West Mercia Search and Rescue

"We need to give our operational members the best training, safety kit and specialist equipment so that they can do their job safely.

"Every penny that is donated goes towards supporting and maintaining the operational rescue team, so we're always keen to hear from local companies and groups that may be able to pledge their support and kindly make a donation."

To find out more visit www.westmerciasar.org.uk

The most certified eco-friendly paint...in the world!

KEIM Mineral Paints have recently been Cradle to Cradle Certified® for 65 products making them the world's most certified paint.

Many may see this as a huge major milestone in the company's list of achievements, which of course it is, although the reality is, that KEIM are simply continuing to honour their mission to 'protect the earth, its resources and one another in everything they do,' a promise their founder pledged more than 140 years ago.

Cradle to Cradle Certified®, so called as it assesses the whole circular economy and not from just manufacture to disposal, is the world's most advanced, science-based standard for designing and manufacturing products. It assesses products in 5 comprehensive categories including renewable energy, material health, and social fairness.

Vanessa Fox, Commercial Director at KEIM Mineral Paints Limited, explains the significance of this most recent accreditation, 'If walls could talk, I'm confident that the 5 million square metres of surfaces painted with KEIM in the UK would all pay homage to their breathability,

durability, and richness of colour. KEIM have been eco-friendly since 1878. It's not a new attribute that our paints possess, but the Cradle to Cradle Certified® Certification gives our specifiers, architects, and decorators that added confidence knowing that our products have been independently assessed and verified.' Choosing a KEIM mineral based paint or colourwash to decorate new buildings or renovate or repurpose existing structures, makes for a healthy, eco friendly, sustainable and durable option.

KEIM interior and exterior paints are used across a wide variety of projects from historic, heritage, to highrise due to their many benefits. In fact due to their ecological, healthy living performance, and extraordinary durability, KEIM were the first manufacturer in the world to be certified to the Natureplus guidelines for exterior paints.

Vanessa Fox continues, 'We feel honoured that so many iconic buildings are decorated using KEIM; the Portmeirion village in North Wales, Battersea Power Station, and retail stores such as Paul Smith for example. We have recently been used to renovate a remote coastal

lighthouse on Alderney Lighthouse in Guernsey such is the resilience and durability of our products.

This most recent accolade is the latest in a string of accreditations and independent assessments which guarantee the quality and characteristics of the KEIM range. Many of their products are being specified due to their fire resistance capabilities on highrise buildings for instance or across hotel and leisure projects. Private home owners and decorating contractors are increasingly understanding the importance of using natural organic mineral paints, avoiding solvents or preservatives.

Fox concludes, '65 of our products have Cradle to Cradle Certified®-Certificate Silver and the C2C Certified Material Health Certificate™ Gold. That is a huge achievement, and testament to our resolve to play our part towards a healthier, more sustainable, resource- saving future.'

KEIM Mineral Paints can be purchased online via their web shop. Colour charts and samples are available on request. Site surveys and full technical support is offered via their regionally based sales team and Telford based customer support.

Top national award for Niamh

A Shropshire businesswoman is celebrating after scooping a prestigious award at the National Women in Business 2022 awards held in London recently.

Niamh Kelly, who owns The HR Dept Shropshire, collected the big prize of the evening, being named, 'Businesswoman of the Year' in the small business category.

The 2022 Business Women Excellence Awards were held in Wembley. The annual event is designed to shine a bright light on many of the UK's extraordinary and inspirational business women who deserve to be recognised, rewarded and promoted for their achievements. Now in their fifth year, the National Women in Business Awards continually strives to offer so many incredible business women a platform of their own to celebrate their incredible achievements and rewards and



promotes stars of today and of tomorrow across many diverse sectors.

Speaking about her success, Niamh said: "I am thrilled and delighted to have had my name called to the stage to receive this highly rated national business award.

"A great deal of hard work has gone into my business over the past five years. The team and I always strive to ensure all our clients receive the very best advice and timely support in these

difficult times and is a just reward for everyone at The HR Dept Shropshire".

Niamh is originally from Dublin and worked in Ireland for USA multi nationals before moving to the UK, working for the NHS and Higher Education. Niamh established The HR Dept Shropshire five years ago and together with a team of 4 HR specialists, has since extended her range of operation to Wrexham and Chester and Mid Wales.

Get independent advice to secure best mortgage deal as rates rise

Turbulence in the UK financial markets has had a huge knock-on effect for homebuyers – but the mortgage your bank offers might not be the best deal for you, according to one leading advice firm.

The financial upheaval of the last few months has led the Bank of England to raise base interest rates on a scale not seen for many years, with mortgage lenders following suit.

Dan Harris, a partner at Q Financial Services based in Wellington and Shrewsbury, said: "It's understandable that the mortgage lenders are suffering the jitters, but the uncertainty has had a major impact on those trying to mortgage or re-mortgage.

"In more settled times borrowers were often advised to fix their mortgage rate, but that's not necessarily the best thing for everyone at the moment. At the end of October the best fixed rates for two or five years were up to 5-6% per cent – in this context, tracker rates are suddenly looking much more appealing."

A tracker mortgage is one with interest rates which "track" a base rate, usually the one set by the Bank of England. Dan said tracker deals offered lower interest rates with either no early repayment charges or much lower costs, depending on the lender.

He added: "This gives borrowers hope that they are not stuck with a high rate for five years. Obviously, there are potential downsides to consider, including the risk that the Bank of England will continue raising interest rates until they go beyond the fixed rates.

"The key thing is to not just accept what your bank offers you, as there could be other options which will save you money.

"Speaking to an experienced and independent mortgage adviser who understands the markets and has a full knowledge of what's available is vital. Your bank will understandably offer you the deal that best protects their interests, but that isn't necessarily the best deal for you."

To contact Q Financial Services for full and independent advice about your mortgage options, visit www.qfinancialservices.co.uk/contact-us/



Dan Harris

Printing firm celebrates 35 years

The Shropshire based, family run printing company opened in October 1987, as Prestige Business Forms. Initially based on Stafford Park in Telford, Prestige moved to its existing base on Halesfield 17, Telford in 2002.

Now known as Prestige Print (Telford) Ltd., to reflect its increasing capabilities, the company has grown to become a full-colour litho, digital and label manufacturer with the ability to meet all printing requirements. Whether small-run business cards and letterheads or large-run brochures and manuals are required, Prestige is able to service the needs of its customers.

In an increasingly challenging industry, Prestige Print (Telford) Ltd. has managed to successfully navigate the pandemic and has recently invested in both new machinery and additional staff. The recent purchase of an additional Heidelberg SM-74 litho press, has enabled the company to increase capacity to meet customer demand.

With a long-standing, loyal customer base, consisting of both local and national companies, Prestige Print (Telford) Ltd. is now looking to the future by increasing its environmental awareness and by embracing changes within the industry. By continually adapting to meet the needs of its customers, the owners of Prestige Print (Telford) Ltd., will sustain the business well into the future. Visit www.prestige-print.co.uk



Prestige Print (Telford) Ltd, situated on Halesfield 17 Business Park



Shropshire hypnotherapist helps Kerry feel whole again

A Shropshire hypnotherapist has seen a boom in business after helping celebrity Kerry Katona through her struggles with mental health.

Marcus Matthews, a therapeutic transformation coach who runs Make Your Life Count in Shrewsbury, has seen an explosion in his social media following since Kerry released a video of herself and Mr Matthews on Instagram.

The former Atomic Kitten star, who has just taken third place in E4's Celebrity Cooking School, contacted Mr Matthews initially through a mutual connection who knew Marcus could help her.

After their first meeting Kerry spoke about her mental health struggles in her column in OK magazine saying she wants her life coach to move in as she admitted to 'losing herself'.

After her session Kerry took to social media and said: "I feel like I've been rebooted, like I've just been reborn. I had been struggling with my mental health, anxiety and fear, had been to the doctor and had my medication upped, then I met this guy - Marcus Matthews, please go and follow him!"

"He has done the most amazing thing for me, guided me through this and I cannot give this man enough praise for what he has done. Honest to God, this guy is amazing. It was so powerful!"

Mr Matthews said he was delighted to help Kerry and thanked Joanna Scott-Aspray, founder of The Cheshire Club, for setting up the introduction, adding that it was part of his ongoing commitment to make a massive impact on the struggles people have with mental health and wellbeing.

"It's been a difficult couple of years for my business as it has for everyone and now we are all faced with additional economic pressures, so it's never been more important for me to be able to deliver the service and support I provide and educate people about the power of the mind," said Mr Matthews.

"Despite having some amazing results with my clients, what I do remains largely unknown outside of the high performance world of athletics, business CEOs and celebrities - but I want to make the point that what I do is relevant to everyone and I am ready to help anyone who is really stuck.

"I work with people on a one-to-one and group basis from a basic 21-day transformation all the way up to 12 months and one of the strengths of the therapy comes from my own



LtoR - Marcus Matthews, Kerry Katona and Joanna Aspray-Scott

experiences and the fact that I have been in that situation myself.

"I was on the verge of suicide as a serving police officer several years ago. I wanted to know why I felt the way I did because none of it made any sense. When I did find out I made a promise that I would help anyone who was willing to invest in their own journey to find the freedom, peace and love that we all deserve."

Since that point in his life Mr Matthews has added a wealth of experience through years of training in coaching, mentoring, hypnotherapy and rapid transformational therapy.

This month he is helping a number of people who are using Stoptober as the tool to help them stop smoking.

"The mind is a powerful tool and I have been able to help people quickly realise this and empower them to take control of their lives," Mr Matthews added.

"I am proud of how far I have come with Make Your Life Count and the people I have been able to help and support.

"In the future I would like to be able to spend more time helping those people who don't have the funds to access private therapy, I want to work on creating a scientific evidence base and ultimately work within the NHS - but the goal at present is to continue helping people through their mental health struggles and make a real difference to their lives."

From November 13 Mr Matthews is running a five week group transformation course, find out more at <https://steppingoutofthevalley.com>.

For more about how you can work with Marcus book in a free consultation at <https://booking.makeyourlifecount.co.uk>, email transform@makeyourlifecount.co.uk or visit the website at <https://www.makeyourlifecount.co.uk>

I work with people on a one-to-one and group basis from a basic 21-day transformation all the way up to 12 months and one of the strengths of the therapy comes from my own experiences

Super-charging growth

A Telford-based renewable energy and battery specialist is super charging its senior team with the addition of two new directors.

Ania Frajfeld and James Willets have been promoted to director level in recognition of their hard work and dedication to helping AceOn develop and grow as a business over the past seven years.

Finance Director Ania joined the company in 2015. She oversees the company's financials and HR functions and has successfully implemented more efficient systems to make the accounts and people sides of the business run more smoothly. Ania recently gained her Professional Diploma in Accounting with the company's full support and she is keen to develop herself further with the new opportunities becoming a director offers.

Ania said: "I'm really excited to be taking this next step at AceOn. Joining the company all those years ago has been a very positive experience for me, and the promotion to Finance Director shows how much AceOn values me, my work and the contribution I make to its success. It will be demanding, stepping up to director level, but I have a great team around me at AceOn, and I look forward to seeing what new challenges lie ahead."

James Willets officially joined AceOn in 2017 but worked with the company before then on an innovative project with Faradion to develop sodium ion battery cells. As Technical Director, James' role is varied, ranging from overseeing the design and delivery of standard and bespoke electronic and power solutions, to advising customers and training apprentices in the latest battery technology and battery management systems (BMS). In his new role, James will be working on introducing some of the latest automated manufacturing techniques and helping to grow AceOn's range of off-grid product solutions.

James said: "I'm really passionate



James Willets and Ania Frajfeld

about the development of off-grid technologies, such as next generation solar charging devices, so I'm looking forward to working more closely with our managing director on bringing them to the fore in my new position. I'll also be working on projects to prolong battery life and develop new solutions for equipment traditionally powered by fossil fuels. It's exciting work, and I'm grateful to be part of a team who are directly taking on climate change by offering ideas and products that can work alongside or replace traditional combustion engines."

Managing Director Mark Thompson is delighted to have two new recruits for the senior team and believes it shows the path of progression which exists at the company for those who want to follow it.

Mark said: "I'm really pleased that we could recognise and reward Ania, who has streamlined our accounts procedures to keep the business in a healthy, financial condition and who continues to champion our people in her HR role, and James who brings to life the future technology ideas that no-one's even thought of yet. They have both contributed massively to our success over the years and they

thoroughly deserve their promotions. The company is growing rapidly as the market for renewable energy and battery solutions expands at an incredible rate, but we are a family business at our core and we never lose sight of the fact that success comes from our people and what they deliver every day for AceOn. For those who want to grow with us, we will always ensure there are opportunities for them to develop their knowledge and experience."

AceOn has more than 30 years' experience in the design and manufacture of custom-built battery packs and the distribution of industrial and consumer batteries to the worldwide market. The energy division provides a training, service and distribution centre to offer a full turnkey solution for residential and commercial battery energy storage systems.

The group has built a reputation as being specialists in renewable energy and battery technology, particularly the development of bespoke, custom-built battery packs and residential and commercial battery energy storage systems. For more information visit www.aceongroup.com

Pet Care Store of the Year Award

The market-leading manufacturer and supplier of dog grooming equipment, Mutneys Professional Pet Care Ltd, has been crowned winner of the 'Pet Care Store of the Year' for their county in the 2022/2023 Prestige Awards.

The Prestige Awards recognises small and medium sized businesses internationally that have proven to be the best in their market over the past 12 months. The judging panel is made up of global industry experts, who base their decision upon areas such as service excellence, quality of the product / service provided, innovative practices, value, ethical or sustainable methods of working, as well as consistency in performance.

Mutneys is a market-leading company that has been manufacturing and supplying high quality, professional pet grooming equipment for 27 years, supplying to both professional groomers and pet owners across the UK and worldwide.



Stephanie Roberts, Co-Founder of Mutneys said "We are absolutely delighted to be recognised internationally for our hard work, commitment and dedication to the customers we serve. As a company, we pride ourselves on our products being made in the UK and developed by professionals, as every product available is tried and tested in working salons before being added to our range."

Mutneys will be publicly announced as winners in May 2023 during a winners celebration event in Birmingham, as well as through the launch of an awards book, which will reach thousands of people in the UK and globally.

To find out more about the full range of grooming products that Mutneys offers, visit www.mutneys.com, call their team of industry experts on 01948 841470 or visit the Mutneys showroom in Market Drayton, Shropshire (open: Monday – Thursday, 10am – 4pm).

Landmark residential redevelopment

A Shropshire building contractor has been appointed to deliver the transformation of an iconic Shrewsbury building into new homes.

Pave Aways will work with acclaimed housebuilders, Bellway Homes West Midlands, to transform the landmark keep at the former Copthorne barracks into apartments.

The former armoury building, which gives its name to the Copthorne Keep development, will house nine two-bedroom apartments, retaining its eye-catching character and other historic features.

Managing director Steven Owen said Pave Aways was delighted to be partnering with Bellway Homes on the prestigious scheme.

"Bellway Homes has a reputation for delivering high standards of design and build quality and, with our extensive experience in the refurbishment of historic buildings, this will be no exception.

"Once complete, the keep will offer a rare opportunity for homeowners to buy a slice of Shropshire history and we're looking forward to working with Bellway to give the fort a new lease of life."

Marie Richards, Sales Director of Bellway West Midlands, said: "Bellway has proudly delivered new housing



CGI of the Copthorne Keep development Pave Aways is delivering for Bellway Homes

at the former Copthorne barracks in Shrewsbury over the past few years and we are now looking ahead to completing work on the former barracks building to create new apartments at The Keep.

"Bellway is keen to work closely with trusted, local suppliers at Pave Aways fits the bill exactly here, using their almost half-a-century of expertise in their field as a building contractor.

"We're all looking forward to working with Pave Aways at our development in Shrewsbury and are even more keen to deliver these new apartments for our customers at The Keep."

The Knockin based contractor will be utilising suppliers and sub-contractors based within a 15-mile radius of Shrewsbury, ensuring an additional boost to the local economy with the delivery of the project.

EPIC journey for OBE

Aled Griffiths OBE is a name synonymous with being a driving force, likened to an aircraft carrier carrying the egg industry on his decks. Encouraging huge cathartic changes that he has made possible, highlighting the need to move forward with haste, never dragging his feet. He has maintained this at full knots throughout his working life, never slowing down, still at his age of 92.

His strength is absorbed by his own sons, daughter and grandchildren, and countless students, scholars, family farm producers, farm workers and anybody who has been lucky enough to have come into contact with him; so Aled set centre stage at the 55th EPIC Egg Poultry Industry Conference and received the Lifetime Achievement Award, accompanied by his daughter, Lyn Griffiths-Stalker, on 31st October.

Aled has generated a renaissance within this industry, shaping and influencing. His raison d'être about animal welfare continues to be the most important thing for him and his family. A committed influencer and a one-off man.

Born in Penmaenmawr, and following graduation from Aberystwyth University College of Wales, Aled and his late wife Olwen started farming in 1955 close to the Welsh border in Shropshire. His career has been full of achievement and not always easily gained. Hard work, many hard times, running through thick fogs and climbing brick walls and coming out the other side with a smile and great successes.

Aled has won many awards, including an OBE for his Services to the Poultry Industry in 1993. He received the International Egg Commission's most prestigious award, the Denis Wellstead Memorial Trophy, for 'The International Egg Person of the Year' in 2018, together with the British Egg Industry's highest award, the 'Peter Kemp Award for Outstanding Contribution to the British Egg Industry'. Earlier this year he received a Lifetime Achievement Award at the National Egg & Poultry Awards,



together with the Poultry Business of the Year Award 2022 and Griffiths Family Farms were also finalists for the BBC Food and Farming Awards.

He works with his family and staff and continues to travel, maintaining the sharing of research across the world, especially giving time to young students to encourage them into a new modern farming industry, dispelling its old cock's crow muddy roots.

Aled with great humility was delighted to receive the EPIC award on Monday evening and said: "All the awards I have ever won have been exceedingly welcomed and this particular award means so much having come from the entire egg and poultry industry. I was thrilled to bits and was quite emotional. I have been lucky in my life as I have thoroughly enjoyed and continue to enjoy everything I do, particularly helping young people to succeed within the industry."

Paying tribute Louise Long, UK Sales and marketing manager for Hy-Line International said "Aled is a key pillar within the egg industry. He has dedicated his life to not only his family business but also progressing the industry as a whole. One of the things I admire most about Aled is his

commitment to young people by always educating, supporting and encouraging the next generation to not only join but to thrive within this industry. It has been an honour to work with someone that is so passionate and who always conducts himself with grace whilst at the same time having a great sense of humour! A true gentleman and inspiration to all. Congratulations Aled."

Jerry Glover from Elanco Animal Health said "A hero or legend is someone who spends their whole life focusing on a greater cause than their own, epitomises this remarkable and unique person - he's developed and coached. Encouraged and supported so many individuals. He's built and been at the very buckeyes and centre of the egg industry for over 8 decades having reared his own chicks at 10 years old. He's known globally by anyone who's anyone in the egg sector - loved by all, especially his family which are at the centre of his daily thoughts. Still driving the business forward as we speak - he loves and is driven by innovation and innovative thinking - a creative, focused pioneer.

Loves his staff, children and grandchildren and has seen them grow through the generations - he's built with his family a devoted and loyal passionate team at Oaklands as well as an amazing future orientated business at the forefront of ingenuity. He's the head of the mountain - a place to where we all look, like Penmaenmawr!

Derek Kelly who was the only other recipient of this award said. "I have had the privilege of knowing and working alongside Aled for more than 50 years. Nearly always at meetings in London.

He was fond of telling my wife that I had 'Again not turned up at the last meeting' Such was his sense of humour that made him so popular with fellow farmers.

However, he was certainly serious in lobbying various authorities, when confronted with unacceptable regulations. This was recognised with Aled being honoured with an OBE.

Well deserved. There will be very few poultry farmers that do not know Aled Griffiths! May he long continue to brighten and benefit our lives. An OBE. And now a Lifetime Achievement Award. Well deserved."

WPG

PRINT MAIL SIGNS

Your Complete Print Solution

We can print everything, including



Menus & Newsletters ◀

Magazines & Books ◀

Business Stationery ◀

Brochures & Flyers ◀

Folders & NCR Sets ◀

Invitations & Tickets ◀

Posters & Programmes ◀

Calendars & Wall Planners ◀

plus much, much more . . .

Printing at WPG doesn't have to cost the earth!



WPG Ltd hold ISO 14001:2015 Certification for our environmental management system. We can arrange for your printing to have FSC Chain of Custody Certification and also to Carbon Balance it with The World Land Trust - *Talk to us about our Eco Friendly Printing*



Did you know we also do . .

Direct Mail

Vehicle Graphics

Signs & Banners

Promotional Products

Branded Workwear

Trophies & Awards



Contact us for a no obligation quote

Tel: 01938 552260 • Email: sales@wpg-group.com



www.wpg-group.com



clickingmad

Local expert website advice since 2000



Use the camera
on your phone to
scan this 3d bar code
& visit our website