

ISSUE 3: MAY 2017

Connections



FOR MEMBERS OF THE CLIFTON MOOR BUSINESS ASSOCIATION



JDL provides the
key to success

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WELCOME TO CONNECTIONS, THE MAGAZINE FOR MEMBERS AND FRIENDS OF THE CLIFTON MOOR BUSINESS ASSOCIATION.

Published twice a year, this newsletter is packed with your stories to help promote the Clifton Moor business community. Please remember, this is your newsletter and we want to hear from you. If you have a story to tell or photo to take, please get in touch: email katie@redpublications.com or call 01904 479500.

Alongside the magazine, the CMBA also holds regular breakfast meetings offering members the opportunity to network and exchange information with each other.

WHAT'S ON?

Wednesday 14 June 2017, 8:00am – 9:30am

Presentation from: Simon Middleton – Make It York.

Wednesday 12 July 2017, 8:00am – 9:30am

Presentation from: Kerry Jephson and Nikki Davies – University of York.

For more information about upcoming meetings, visit <http://www.cmbayork.com/>

There are some great businesses on Clifton Moor, powered by brilliant people, so let's work together and share our knowledge, skills and information to keep our companies strong – not just now, but well into the future.

ON OUR COVER:

JDL provides the key to success.

JDL celebrates success across the board as staff members gain new qualifications. Find out more on P4.

Pictured: Daniel Boddy, electrician at JDL.

This newsletter is designed by Red Publications, 01904 479500.

Who are One to One Recruitment?

Answer: They are the preferred recruitment agency for small and medium sized enterprises (SMEs) in York.

But why...?

The difference is that they are independently run and offer a distinctly more personal service than the average high-street agencies, doing everything they can to add value to SMEs from a recruitment perspective.

Clare Hutchison, Managing Director of One to One Recruitment, said: "We go to great pains to understand your 'team fit and personality' criteria and the skill set you need in your business, before setting out to look for your next employee.

"Not only that, we have different service levels that allow you to choose from a £295 Entry Level Service, to our full 360° Service, which provides a three-month guarantee on any new member of staff that we place permanently with you."

This year, One to One are celebrating their sixth year as an independent



recruitment consultancy and as an SME themselves. Sitting in a job market that is continuously shifting and reacting to the current economic climate, they understand and advise SMEs on how to regularly review and adapt their recruitment processes. They make sure that SMEs and micro businesses have the best advice relating to the UK job marketplace and York.

Clare added: "Falling unemployment rates and rising vacancy numbers are causing a power shift in the UK job market, resulting in candidates having more choice and less competition. This puts employers in a position where they need to work harder on their company 'brand' and do things a bit differently to attract new talent to their businesses."

If you need assistance or advice, Clare and the team offer a free coffee and consultation to anyone who gets in touch.

Contact the team on 01904 769142 or email info@one-to-one-recruitment.co.uk

TAKING NOTE OF THE NEW FIVER

September 2016 saw the launch of the new five-pound note and at the start of this month the old notes ceased to be legal tender – this is just the start of a major change in banknotes. The changes could lead to increased risk for businesses and individuals that are handling cash and may require equipment changes, as well as the possible need for staff training. The notes are not only made from a different material, 'polymer', but they are also smaller in size than the previous notes.

To support businesses and individuals with these changes, the Bank of England has launched a dedicated website, www.thenewfiver.co.uk.

The site provides information about the new notes, explains why Winston Churchill was chosen to feature on the note and how you can exchange any



old notes which you may still have.

Also on the site is a 'Retailer information' section, from which businesses can download and order resources for free to help train and educate their staff and customers.

As well as combatting fraud, this is an opportunity for businesses to avoid awkward situations with customers around the new and old notes, and ensure that systems can continue to work efficiently.

Story provided by Martin Poole FCCA, Associate Director of Morrell Middleton, Chartered Certified Accountants.



RED Publications steams ahead with eight IoIC awards

RED Publications had a 'First Class' night when it won eight awards at the recent Institute of Internal Communication (IoIC) Central and North Awards.

The awards dinner was held among the historic train carriages at the National Railway Museum in York on 16 March.

The evening event was attended by around 240 of the best internal comms professionals from across the North and Central regions.

Internal communication agency RED was named Class Winner in the Public Sector Communications category for its work on City of York Council's *Streets Ahead* magazine, which goes to 8,000 council tenants in the city.

The council had asked RED to help breathe new life into *Streets Ahead* as it needed to get tenants more involved with the publication.

Rising to the challenge, the team at RED realised the key was getting out into the community and putting the tenants at the heart of the stories.

So they were chuffed when their creativity and hard work resulted in them winning the top IoIC award.

RED also won awards in a number of other categories, including Best Magazine, Design, Writing, Success On A Shoestring and Best Agency Of The Year.

The team was recognised for its creativity and employee



Stage night. Members of the RED team step up to receive their awards.

"I'm so proud of the team here at RED and we're delighted to receive this industry recognition."

engagement work on publications for the Joseph Rowntree Foundation, Joseph Rowntree Housing Trust, Drax Group – which runs Drax Power Station near Selby – and Anglian Water.

The awards success comes as RED, which has offices at York Eco Business Centre on Clifton Moor, celebrates its 10-year anniversary.

Director Andy Douse, said: "I'm so proud of the team here at RED and we're delighted to receive this industry recognition.

"We're truly passionate about our work here, which is all about helping companies, big and small, to communicate effectively and creatively with their employees and improve their business performance. A lot of effort goes into improving customer service, but here at RED we aim to improve the 'employee experience' because when employees are happy at work they perform much better."

BEST WESTERN GB'S BUMPER FUNDRAISING EFFORTS HELP RAISE OVER £20,000 FOR CHARITY

Between 1 Feb and 2 March 2017 Best Western GB took part, alongside 17 other local teams, in the St Leonard's Hospice Accumulator Challenge.

Each team was given an initial loan of £30, kindly underwritten by NatWest, and was challenged to raise as much additional cash as possible for the worthy cause, all in the space of just 30 days.

The team at Best Western embraced the challenge with gusto, staging a variety of events ranging from bake sales to bingo, car washes, made-to-order toasties and a sponsored waxing of some of their braver (and hairier) male colleagues!

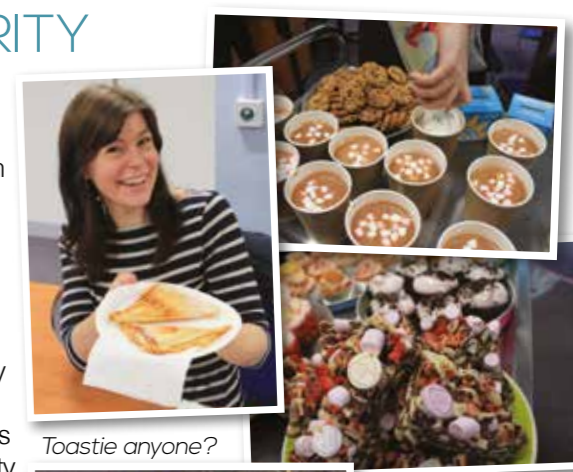
On Thursday 16 March, an awards ceremony was held at the Marriott Hotel to thank all the teams that took part in the challenge for their generosity and to announce the grand total raised for

St Leonard's Hospice – a whopping £24,572.67.

Best Western GB was delighted to finish third in the challenge, raising £2,300 for the charity.

Annie Keogh, Corporate Fundraising Manager at St Leonard's Hospice, said: "A huge thank you to all the teams who took part. We are so impressed, not only with the amounts raised, but also the variety of fundraising ideas and methods used, fantastic teamwork and community spirit. Thank you to our sponsors, the businesses and individuals in the teams and all in the local community who have supported the challenge in any way."

Congratulations go to the Business students from York College who came first in the challenge and raised an amazing £3,410.61.



Toastie anyone?



Cleaning up with their sponsored car wash.

Mouthwatering homemade cakes and 'premium' hot chocolates were also on the menu.



JDL invest in the future

The past few months have been nonstop for JDL as they continue to expand their team. In the last two months alone they have celebrated three apprentices completing their NVQs.

Daniel Boddy started work at JDL in 2012 and Callum Greenwood joined in 2015. Daniel and Callum finished their Level 3 courses – within two weeks of each other – and are now fully qualified electricians. They were both delighted to complete their apprenticeships and were presented with their very own JDL van to celebrate.



Callum Greenwood.

Rebecca Whelan, Junior Admin Assistant, joined JDL in 2016 and has just completed her Level 2 NVQ in Business Administration.

Following this success, JDL have also taken on two more apprentices in the past three months: George Coultish, who started as an electrical apprentice in January 2017, and Lewis Hartley, who joined as a plumbing apprentice in March 2017. JDL wish both



Rebecca Whelan.



George and Lewis the best of luck in their apprenticeships and look forward to helping them along their journey.

As well as encouraging JDL's youth, the company has been busy providing all staff members with a training day. The day took place on 23 February 2017 at a bespoke training facility in Elland, Calderdale, and involved staff completing the Vaillant training course and becoming Vaillant-approved installers, aware of new boilers and their controls.

JDL is an established provider of the installation, supply, commission and maintenance of a wide variety of electrical, plumbing and heating services in the commercial, industrial, retail and domestic sectors.

IF YOU WOULD LIKE ANY FURTHER INFORMATION, PLEASE CONTACT THE TEAM ON 01904 608350 OR EMAIL ENQUIRIES@JDL-ELECTRICAL.CO.UK

WHERE THERE'S A WILL, THERE'S A WAY

THE ILOTT 'WILLS' JUDGMENT – THE BENEFIT OF SOLICITORS AND SUPPORTING NOTES

Earlier this year, you might remember seeing extensive news coverage of the Supreme Court's judgment in relation to Heather Ilott, who had been cut out of her mother's will. Much of the 'instant analysis' focused on the fact that the judgment ruled against Heather Ilott and in favour of the three charities set to benefit in the original will.

A crucial point, lost in some of the commentary in the immediate aftermath of the judgment, is that Heather Ilott's original award of £50,000 (made back in 2007) still holds. It was her claim to a higher share of the estate that was rejected.

The Supreme Court judgment did make clear that adult children can

still claim against their parents' estate, even if excluded by the will. This could lead to more wills being contested on maintenance grounds in the absence of detailed notes of the reasoning behind the will.

If you intend to exclude or minimise benefits in your will to your adult children, you should ensure that there are detailed accompanying notes, prepared by a qualified solicitor or legal executive, explaining the reasoning and logic behind decisions as these are crucial when wills are contested.

This is one of many examples where instructing a solicitor specialising in the drafting of wills can provide clarity in terms of setting out options. It ensures the precise drafting of clauses to

minimise potential misinterpretation and the preparation of detailed supporting notes that can help limit the success of any challenges to your will.

For more information about wills, Powers of Attorney and other aspects of planning your legal affairs, speak to Ed Ryder or other members of Harrowells' Private Client team on 01904 558600.

STORY WRITTEN BY ED RYDER, PARTNER AND HEAD OF HARROWELLS' PRIVATE CLIENT DEPARTMENT

Harrowells
SOLICITORS