

Spring 2018

BusinessWise

Incorporating members news from businesses in Essex



Landscape Conservation Takes Flight

Have You Thought
of Volunteering?
Page 04



Swift Action
Required!
Page 20



Comment

More than a charity, a working business partnership

In this issue of Businesswise we have included many articles linked to Landscape Conservation, both from various Essex Wildlife Trust departments and the private sector. Along with the usual mixture of informative articles for your enjoyment.

We have also teamed up with two of our Investors in Wildlife Corporate Members, Old Park Meadow Natural Burial Ground and Guardian Display, to put on two free networking events. This will give you a chance to visit their businesses and see what they do, but also to meet fellow Investors in Wildlife Corporate Members. Details are in the enclosed leaflets.

Additionally Essex Wildlife Trust is holding a Great Garden Cake Bake and we would like as many companies to enter by baking cakes and fundraising for us. Details can be found on Page 8 and the enclosed leaflet.

We would like to thank all of our Investors in Wildlife Corporate members for your continuing support, which enables the Trust to do the Wildlife Conservation work across the County.

Grant Maton
Corporate Communications Officer



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Bird Photography by
Graeme Ruthven

Wildlife and Conservation

The Beating Heart of the Trust



Connection

The sun rises on an Essex Spring. The last notes of the nightingale's sublime song melts into the dawn. Redshanks, the watchers of the saltmarsh, loudly proclaim their breeding territories with their 'angel wing' display, reedbeds reverberate to the enigmatic songs of sedge and reed warblers. Early purple orchids and brimstone butterflies bring vibrant colour to the wildflower meadows, while an otter glides past an iridescent kingfisher on a nearby stream. Ancient woodlands echo to the sound of the dawn chorus and roe deer move silently across carpets of bluebells and celandines.

Inspirational and important in equal measure, this is a snapshot of the flora and fauna of Essex, with each season rich in natural rewards. Through Essex Wildlife Trust's (EWT) land holdings, living landscape, living seas and biodiversity initiatives, we are at the forefront of nature conservation in Essex and advocates of strong partnerships, forged and developed to protect and enhance the natural heritage of the County.

Apart from the obvious intrinsic value that wildlife holds, our connection with nature is at a premium as we fully realise its importance for our own well-being and the part it plays in our lives and the benefits to communities. A great strength of EWT is its localness, its ability to identify conservation priorities within the County and work with communities, groups and individuals to highlight the special importance of nature and make a difference.

Cohesion

To aspire to be the very best, to achieve exemplar status for our wildlife and conservation work; this is the mission

for EWT's newly created department, Landscape Conservation. An amalgam of Reserves, Conservation and the Biological Records Centre we are currently developing an integrated approach to our work across the County, with landscape-scale conservation at the very heart of our cause.

The Trust has over 80 nature reserves covering over 8,400 acres of land and it is not only imperative that we manage and maintain these many and varied valuable habitats in favourable condition, but that we do not manage our sites in isolation, interlinking with other key habitat stakeholders and land managers to ensure a symbiotic coordinated approach to land management to the benefit of wildlife. Such as hydrological control across a series of coastal grazing marshes for breeding wading birds around the Blackwater Estuary. With Landscape Conservation leading in liaison with key staff from EWT and partner organisations, 25 year visions for our reserves will be set, backed by solid objectives, fully costed and prescriptive 5 years incremental plans, implemented by skilled staff and our vital network of dedicated volunteer wardens.

Collaboration

Mutually beneficial, trusted and creative relationships with the Statutory Agencies, Local Authorities and other conservation NGO's is essential to promote collaborative working and produce real tangible differences for the priority habitats and iconic species of Essex and there is much more to gain, so much more conservation value to add, by aligning our goals with like-minded organisations and our Corporate allies. Our Biological Records Centre is

supported by 30 partners and now holds over 645,000 records, a central database that acts as a hub for environmental information. Biological monitoring is essential as a barometer of the health of any wildlife population, underpinning how we determine our conservation priorities and informing our stance on development planning, from National Infrastructure Projects to County and District level applications.

With such development pressure on land in Essex, EWT has a huge part to play in ensuring there is space for wildlife to thrive and that connectivity between habitats and species populations are not compromised. The Trust also leads the Local Wildlife Sites Partnership, a register of over 1,600 sites covering over 14,000 acres, identified for their significant conservation value. Working with local landowners to promote positive land management, many of these sites contribute to living landscapes initiatives, bringing wildlife, conservation and people together.

Dave Fairlamb
Head of Landscape Conservation
Essex Wildlife Trust



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Essex Wildlife Trust has over 2,000 volunteers who are active across the county. They help with all sorts of activities including at our 11 visitor centres, helping on the 87 nature reserves we manage, surveying wildlife and much more.

To find out more about
volunteering with the Essex
Wildlife Trust please contact
the volunteering team on



01621 862 940



[www.essexwt.org.uk/
get-involved/volunteer](http://www.essexwt.org.uk/get-involved/volunteer)



volunteering@essexwt.org.uk

Have You Thought of Volunteering?

Wellbeing

More employers are starting to recognise the benefits of volunteering for employees. Giving back to the community, learning something new, getting active, reflecting and connecting are all points from the New Economics Foundation's 5 Ways to Wellbeing. With more employers being interested in the wellbeing of their work force, allowing time off for volunteering can be a great way to show commitment to welfare.

Corporate volunteering opportunities

Day volunteering

At the Trust we are always after extra help, especially in our visitor centres. Many organisations give staff a set number of days a year to volunteer with an organisation. This is great for the Trust, as volunteers can become involved with our regular ongoing activities.

We only carry out many of these activities outside of breeding bird season which is from March – September. This reduces disturbance to breeding birds and other wildlife during the summer months.

From November – January we are likely to have opportunities to help out with tree planting, this is best done once the weather has started to become frosty.

We do not have opportunities to help on all of our reserves but we usually can organise something given enough notice.

Winter Work Parties

Over the winter months the Trust sometimes needs extra help from small teams of people to help with big tasks on our reserves. This past winter season corporate work parties have been involved in clearing bramble, planting trees, removing invasive species, litter picking and maintaining paths.



Essex Ecology Services (EECOS)

Essex Ecology Services (EECOS) is a subsidiary company of Essex Wildlife Trust. We operate like any other commercial ecological consultancy, with the exception that we pass our profits to Essex Wildlife Trust to help with its conservation work.

Our professional ecologists provide a comprehensive service to developers, utility companies and others who are required to take ecological impacts into account as part of their work.

From initial site assessments and surveys for legally protected species, to mitigation plans, method statements, licences and ecological site enhancements. We guide our clients through the process as smoothly and efficiently as possible, from pre-application scoping assessments to discharge of planning conditions.

Our advice is practical, reliable and based on years of local experience in environmental and development issues, impact assessments and solutions and dealing with planning authorities, statutory consultees and their requirements.

Our clients can be assured that the surveys we recommend are those which are appropriate to their proposals and no more. Equally, we ensure that our mitigation schemes are bespoke; designed to be specific to our clients' sites, rather than 'over-engineered' schemes which go beyond what is really necessary.

We also prepare Farm Environment Plans and advise farmers and other land owners on other wildlife-related issues, such as the use of land as receptor sites for animals translocated from development sites.

Finally, we work with landowners who simply wish to enhance their sites for wildlife, advising on site management and designing features such as ponds and reedbeds.

The services we provide include:

- Preliminary Ecological Appraisal / Extended Phase I Habitat Survey;
- Protected species surveys, including bats, great crested newts, reptiles, birds, badgers, otters, water voles and barn owls;
- Licence applications and liaison with Natural England;
- Mitigation plans and ecological method statements;
- Ecological clerk of works;
- BREEAM and Code for Sustainable Homes assessments;
- Discharge of ecological planning conditions;
- Ecological management plans;
- Post-development monitoring of legally protected species;
- Farm Environment Plans and stewardship applications.



Pat Hatch MCIEEM
EECOS Acting Consultancy
Manager



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Welcome to New Members

Also
 Growing Native
 J E Tabor Farms Ltd
 D. Chennells Ltd
 Radio Essex



Activ8 Creative



B & M Barnes (Stevens Farm)



Case Consultant Solutions Ltd



Chef's Choice Ltd



Electrical Solutions Ltd



Harlow Garden Services



Janice Gooch Heritage Consultancy



Kiss Chase Creations



NC Appliance Repairs Ltd



Red Cell Ltd



Riviera Networks



Thames Security Shredding



TheFullWorks



Tina Wing Photography



WeWorkWell



WFP (Fire & Security).



Managing Director, Marcus Watson


 www.ground-control.co.uk

You can have your cake and eat it yourselves!

Please support The Great Garden Cake Bake by organising your very own staff cake bake this June.

Contact Claire Rodie to find out more and to receive your FREE pack.

 01621 862996

 ClaireR@essexwt.org.uk


Ground Control Pulls out all the Stops for EWT's Great Garden Cake Bake

Billericay based company Ground Control are going the extra mile for this year's Great Garden Cake Bake by encouraging members of staff to bake a cake for wildlife. Earlier this month the company had two very special cakes made as part of a Friday afternoon staff get-together, raising awareness of EWT's Great Garden Cake Bake and inviting staff to take part again this year.

Managing Director, Marcus Watson says "Our company strapline is 'Caring for our Environment', and as part of that commitment we are proud to support Essex Wildlife Trust. Last year, myself, along with our more talented bakers(!) got involved in the Great Garden Cake Bake, raising over £300 for Essex Wildlife Trust. It was a fantastic day, and this year we are planning on going bigger and better, with our very own 'Bake Off' judging panel. It was a great opportunity for the wider business to get involved, share a coffee and a chat, and support our local Wildlife Trust - all in the name of cake."

Ground Control is the UK's fastest growing external maintenance and commercial landscaping company, based in Billericay, Essex. Ground Control offers a range of national services including Grounds Maintenance, Winter Maintenance, Arboricultural works, Landscape Design and Construction, Ecology, Invasive Weeds Management, Pest Control, Roofing, Pothole Repairs and Specialist External Cleaning. Dedicated to safe, aesthetically pleasing landscapes, with a care for the environment embedded into the company culture, Ground Control has been a proud member of the Essex Wildlife Trust for over 10 years.

Thank you to the following companies for their support of the Great Garden Cake Bake



Golf Day 2018

Are there any budding golfers amongst Essex Wildlife Trust's Corporate Membership that would like to make up a team of four for our Annual Corporate Charity Golf Day? It will be held on Tuesday 19th June 2018 at The Warren Golf Club, near Danbury.

Your team can be made up of friends, family, colleagues or customers, experiencing a fantastic course and an enjoyable day away from the office!

The cost is £375+VAT, which includes 9 Hole Texas Scramble in the morning and 18 Hole Stableford in the afternoon, plus breakfast, lunch and evening meal.

Please contact Grant Maton, Corporate Communications Officer



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Golf Day 2018
Make a date for
your Diary now!

Tuesday 19th June at
The Warren Golf Club

The Stansted Airport Passenger Community Fund

The Stansted Airport Passenger Community Fund recently awarded the Essex Wildlife Trust £1000 towards the Rockell's Wood Restoration Project.

Rockell's Wood is an ancient wood near Duddenhoe End, and is the last woodland West of the M11 to still contain a population of Oxlips, a nationally scarce wildflower which is confined to the area where Suffolk, Essex and Cambridgeshire meet.

The remaining populations are threatened by the increase in the deer population, and the funding provided is to be used as part of the Oxlip Woods Living Landscapes to fund temporary fencing in Rockell's Wood which will be used to protect areas of woodland which have been coppiced.

The Stansted Airport Passenger Community Fund donates money to local causes within a 20 mile radius of Stansted Airport. The money donated by the committee is raised from unwanted foreign currency which is collected in collection boxes in the terminal.

The photo to the left shows Liz Brassington from the Stansted Airport Passenger Community Fund presenting a cheque to Graham Foxall from Essex Wildlife Trust.





For more tips on saving water and to order your FREE water saving devices*, visit

www.affinitywater.co.uk/savewater

Businesses keen to find out more on how to save water should contact their water retailer, details of which should be on their bill.

*Free water saving devices are available for Affinity Water customers only

Save Water, save energy, save money

Affinity Water is the UK's largest water only company supplying water to over 3.6million people across Southeast England.

Affinity Water is a community focused company and has long supported the Essex Wildlife Trust, recently attaining Platinum membership after 27 years of Corporate membership.

Following an exceptionally dry winter in 2016/17, one of Affinity Water's main objectives is to raise awareness of water resources and to help their customers save water.

Water consumption in Southeast England is higher than the national average at approximately 154 litres per person a day. Demand for water is also increasing. The southeast is one of the fastest growing and most economically active regions in the UK. It is estimated that by 2040, there will be an extra 600,000 people living in 280,000 new homes in Affinity Water's supply area alone.

Around 60% of the water the company supplies is taken from underground sources and needs to be replenished each year by winter rainfall. The company also wants to leave more water in the ground to help the environment.

Affinity Water's Corporate Social Responsibility Manager, Izabela Pastuszynska comments: "We actively

encourage our customers to save water by offering advice and FREE water saving devices. If we all save a little, we'll all save a lot!"

Why not try these water saving tips to really make a difference:

Hang up your hose – A garden hose uses as much water in an hour as the average family of 4 uses in a day and a half, try to use a watering can instead.

Load it up – Only run your washing machine and dishwasher with a full load...this uses less water than two half loads.

Shorten your shower – Take a 4-minute shower instead of a bath – you'll save around 50 litres with each wash

Turn off the tap – while brushing your teeth and save over 6,500 litres of water a year.

Do not overfill your bath – If you do fancy a bath, try and use less water in it – it is easy to save over 30 litres each time.

Changing the Face of Data Processing

Systematics International Ltd is a forward-thinking data processing company which specialises in adding value to data.

Despite having a team of just nine people, the company operates all over the world, collecting, aggregating and delivering all sorts of information to businesses and trade associations.

The team uses cutting-edge technology to standardise complex – and often very different – strands of information into straightforward systems for the benefit of all.

Systematics' services help the companies it works with to realise their full potential – and the firm has quite rightly received a number of prestigious awards over the years in recognition of its innovative best practices, commercial successes and commitment to customer service.

"As an ISO 27001-accredited company, we are dedicated to continuously improving our services – which enable our clients to get the most out of their businesses," says Christine Bhatt, who heads-up Systematics with her husband, Manuel.

Christine, who was appointed as Essex Chair of the Institute of Directors (IoD) last year, has always been an ambitious businesswoman and is determined for Systematics to change the face of data processing as we know it.



"In 2007, I undertook an MBO of the company," she recalls. "Since then, we have increased turnover by 269 per cent and continue to invest in developing and re-developing the very best web-based reporting systems – which enable our clients to access the data they need when and wherever they need it."

In 2017, Systematics was recognised as Small Business of the Year at the Essex Business Excellence Awards – one of the most high-profile business awards in the region. This is far from the first accolade to be won by the firm. Looking ahead, the company is hoping to break into new markets and continue to cement its reputation as a 'one stop shop' for data processing.



Corporate members

2plan Wealth Management	Andy Rose Photography	Benchmark Landscape Ltd	C H Lindsey & Son Ltd	Clifford Brown & Grimsey	Danbury Fencing Ltd	Effective Business Network	Estuary Housing Association Ltd	Gables Cars	Guardian Display Ltd	I D Corcoran Building	John Hoole Consulting Ltd
A.R. Adams (Funeral Directors) Ltd	Anglia Ruskin University	Bennetts Funeral Directors	C. J. Bardwell Ltd	Insurance Brokers Ltd	Dancing Giraffe	eGenie	European Refrigeration Ltd	Garden Designs & Landscapes	Guardian Industrial Doors	Contractors Ltd	John Ray Infant School
Abbott Fasteners Ltd	Anglian Water Services Ltd	BGA Architects	Cadman Construction Ltd	CNG Business Advice T/A Smart	Daniel Bridge Photography	Electrical Solutions	Express Environmental	Gardenature Ltd	H Tisbury & Son	Ian Brown General Insurance	John S Dunne Ltd
ACL (Adult Community Learning)	Animal Health Co Ltd	Birkett Long LLP	Calor Gas	Support	Daniel Robinson & Sons	Elisions	F H Ives Ltd	Gardens of Peace Muslim	H W Wilson Ltd	Brokers Ltd	Jovic Plant Ltd
Essex	Ansell & Sons	Birketts LLP	Capel Court PLC	Coachstop	Dataware Consultancy Centre Ltd	Elm Horticulture Limited	F P Guiver & Sons Ltd	Cemetery	Hairways (Hair & Beauty) Ltd	Ian Wallinhurst Kar Co. Ltd	JPS Tool & Access Hire Ltd
Acorn ARB & Forestry	AR Maintenance	Bizphit	Case Consultant Solutions Ltd	Coda Systems Ltd	Davis Construction Ltd	Elm House Veterinary Centre	Fanpac Ltd	Gemini Office Solutions Ltd	Harlow Garden Services Ltd	IDC Greenscapes Ltd	Kaizen Consultancy Ltd
Activ8 Creative	Ash Associates	Blackburn & Co Ltd	Cater Right	Colchester Borough Council	Daws Heath Timber Ltd	Endeavour Drilling Ltd	FASTSIGNS	Gill Scaffolding Ltd	Harwich Haven Authority	Image ON	Kelly Turkeys
Actual Health & Safety	Ashby & Croft Ltd	Bland Landscapes Ltd	Cater Right	Collier & Catchpole Ltd	Deborah Luff CeMap, MBA	Envirocheck (UK) Ltd	Fenn Wright	GIS Spatial Mapping	Healthy Life Essex CIC	Immervox Ltd	Ken Rush Associates Ltd
Adam & Greenwood Funeral	Ashwyk Ltd	Blatella Films Ltd	Castle Point Borough Council	Colne Stoves & Fireplaces Ltd	Mortgage & protection Adviser	EOL IT Services Ltd	Fen Farm Caravan Site	Globalnet IT Innovations Ltd	Henderson & Redfearn Ltd	Impamark	Kevin James Ltd
Home LLP	Assisi Veterinary Group	Blitz Builders Ltd	CEME Limited	Communications Software	Dengie Crops Ltd	EPC-Group UK	George Yard Shopping Centre	Glencroft Ltd	Henderson & Taylor (PW) Ltd	Infotec Consulting	Kieran Lucas Contractors Ltd
Adhesive Technical Services	Associate Enterprises Limited	Bolton Farms	CC Leisure Parks Ltd	Constable VAT Consultancy LLP	DeVines Accountants Limited	Essex & Suffolk Insurance Brokers	Goodmove Moving & Storage Ltd	Glorcroft Ltd	High Chelmer Shopping Centre	Ingrebourne Valley Ltd	Killer Instinct Pest Control
AdValue Marketing Ltd	T/A Assent	Braintree District Council	Cater Right	Corrilan IT Consultancy	Diamond Press Ltd	Essex & Suffolk Water PLC	Goody Burrett LLP	Grass Roof Company	Hill & Abbott	Intu Lakeside Ltd	Kirby's Coaches (Rayleigh) Ltd
Advante Ltd	Aston Scott Ltd	Brand Identity	Chelmer Marquess Ltd	Curo Support Services	Direct Solutions	Essex Arboriculture Ltd	Gower Bros Ltd	Grays Office Supplies	Hiscox (Colchester)	Islandbridge Properties Ltd	Kiss Chase Creations
Affinity Water Ltd	Audley Mills Surgery	Brents of Brentwood Ltd	Chelmsford City Council	Curtis Assemble & Test Limited	Downwell Group	Essex Auto Group	Grape Passions Ltd	Greetings of Highlands	Hi-Tec Europe Ltd	J B Russell Engineers Ltd	KS Timber Ltd
AG Fabrications Ltd	Ayers & Cruiks	Brett Aggregates Ltd	Chigboro' Fisheries	D Chennells Ltd	DST	Essex Chambers of Commerce	Grass Roof Company	Gripdeck Ltd	Hoppings Softwood Products PLC	J H Palmer	L Holmes Dental Laboratory
Alchemize Ltd	B & M Barnes	Brewster Motors Essex Ltd	Cipher Crystal Ltd	D & A Media Ltd	Dunton Park	Essex County Council	Grass Roof Company	Ground Control	HSQE Ltd	J W Steele & Sons Ltd	Langdon Hills Golf Club Ltd
Alexandra Anthony Ltd	B.E.E. Pest Control	Bright & Sons	City & Country	D F Clark Contracts Ltd	E T Brown & Son	Essex Digital Copiers	Grays Office Supplies	Growing Native	Hugh Pearl Land Drainage Ltd	Jackie Spurr Consulting Ltd	Lathcoats Farm Shop
Alm Training Services	Brightest Fuels Ltd	Brightest Fuels Ltd	Claclon-on-Sea Golf Club	D H Industries Ltd	Earthworks	Essex Mechanical Services	Grass Roof Company		Hunter & Sons Tree Services	Janice Gooch Heritage	Laurie Wood Associates Ltd
Alton Garden Centre	Barclays Bank Plc	Brown & Brand	Claridon Group Ltd	D J & Mrs M Hull	Eastern Counties Pest Control	Essex Oak Frame Ltd	Grass Roof Company		Hygiene Contracts Ltd	Consultancy	Leggatt Bell
Andraste Ltd (Tax Consultancy)	Basildon Timber Merchants Ltd	Brown & Carroll (London) Limited	Cleancare International	D J Fisher (Farms) Ltd	Eastwood Tile Warehouse	Essex Reclamation Ltd	Grass Roof Company		I Am Emily Design & Marketing	Javalin Network Services Ltd	Leisure Hire
Andrew Klecha Tree-surgeon	Battlesbridge Antiques Centre	Burnt Mills Tyres		D K Moriarty Ltd	Edmund Carr	Essex Security Services Ltd	Grass Roof Company			J E Tabor Farms Ltd	Lemon Fencing Ltd

A Smoother Drive to TTNP

Project: Construction of the 1km new roadway access to Thurrock Thameside Nature Park (TTNP)

In November 2017, over a two week period, Henderson & Taylor (Public Works) Limited worked with the Essex Wildlife Trust at the Thurrock Thameside Nature Park (TTNP).

They undertook the preparation of the existing unbound 6000m² roadway and car park at TTNP, to supply and lay a base and surface course to provide a smooth roadway through the park. The project included the installation of multiple new vehicle passing bays along the roadway, installation of concrete hardstands to the cattle grids and line marking to provide clear parking bays that maximise the parking available.

“It was great to work in such a beautiful location, we were really happy with the finished works we handed over to the Essex Wildlife Trust”, said Matt Lynch, Director, Henderson & Taylor (Public Works) Limited.



Henderson&Taylor

Contact Matthew Lynch
Director

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Working in Partnership in the Built Environment

As a small local developer of between 10-20 units a year, Silver City Estates needs the assistance of an increasing number of specialist consultants.

Essex Ecology Services (the consultancy arm of Essex Wildlife Trust) was consulted recently for our expertise in a number of different areas to work with them to obtain the necessary planning consents and licences to proceed with their developments.

Nesting birds can be an issue on any site with trees or bushes, with any necessary clearance work being timed to avoid the breeding season. Tree Preservation Orders also have to be taken into account and retained trees must be protected from damage, enabling them to become a part of the development.

Another section of the wildlife they encounter on a regular basis are bats. They often have to carry out a bat survey prior to demolition of a property, or in association with a planning application submission.

The Great Crested Newt is a protected species. If these amphibians are suspected to be on the site, a survey has to be produced to confirm if they are present. If a colony is found, a licence has to be obtained from Natural England detailing the erection of fences and various other

measures to enable the newts to be caught and moved to a receptor site within the local area.

Silver City Estates have just received their special 10 year membership certificate, as corporate members of Essex Wildlife Trust. They work closely together in a number of areas, and look forward to continuing their relationship for another 10 years!



Silver City (Estates) Ltd

01702 543 278

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www.silver-cityestates.co.uk



Corporate members

LG Networks	Martyn Pattie Architects & Designers	NC Appliance Repairs Ltd	Peak Security Systems Ltd	Prestige Conjuring	Richard Palmer Toastmaster	S G Shields (Benfleet) Ltd	Silver City Estates Ltd	Summerdale Veterinary Surgery	The Landscape Centre Ltd	UK Power Networks (Operations) Ltd	Wilkins Kennedy LLP
Liz Lake Associates	Mercedes-Benz	Neil Smith FCCA	Peldon Hall Farms	Priority Support Services Ltd	Rickard Luckin	S P Bardwell Ltd	Simmons Printers	SVC Group	The Maldon Garden Centre Ltd	Wire Free Protection Ltd	Wire Free Protection Ltd
Local Business Domination	Merit Promotional Clothing Ltd	New Holland Agriculture	PEMXQ, The Energy Architects	Procarm Agriculture Ltd	Rimplas	S Stibbards & Sons Ltd	Skin Deep Maldon	Swallow Aquatic	The Printing Place Ltd	Universal Image Systems Ltd	Witham Town Council
London Borough of Havering	Messrs. Tilbrook's Solicitor	Nicholls Law (Fraud and Cyber Risk Division)	Perrywood Garden Centre	Promotions Team UK Ltd	Riverside Nursery & Garden Centre	S T Manufacturing Ltd	SLR Wealth Services Limited	Swan Housing Association	The Royals Shopping Centre	Vanitorials	Wood & Disney Ltd
London Southend Airport Co Ltd	Metro Ltd	North Benfleet Hall Fishery	Pest Defence Ltd	Push Energy Limited	Riverside Veterinary Group	S Walsh & Sons Ltd	Smith & O'Sullivan Ltd	Swisher	The Safe House	Vaughan & Blyth Group	Woodham Ferrers Water Ski Club
Lorryweld	Metrow Foods Ltd	North Essex Signs Ltd	PGM Carpentry Contractors	Q.A.W. Associates	Riviera Networks Ltd	Safety Assured Ltd	Solar Green Ltd	SX Storage	The Trop Shop	Ventam Systems Ltd	Woodhouse Engineering
Loughton Town Council	MHS Radiators	Oak View Landscapes Ltd	PJR Communications Ltd	Qinetiq	RL Solutions	Santry Davis	Sootys Sweep Service	Sync Creative	theFullworks	Veolia Environmental Services (UK) Plc	Wormell Plant
Lucy & Co	Michael Clark Designs	Office Needs (Essex) Ltd	Platt Rushton	Quadrant Security Services	Roalco Ltd	Sarah Green's Organics	South Essex Homes	Systematics International Ltd	Therapy Life Centre	Viisana	Writtle University College
M & G Group PLC	Millane Contract Services Ltd	Old Park Meadow Natural Burial Ground	PLS Tax Solutions	Land & Marine Ltd	Robin Groatorex Wines	Scooter Store	South Essex Insurance Brokers	Talis Projects Ltd	Thomsons	VIRIDIS Urban & Rural	
M D M Timber Ltd	Mirror Door Systems Ltd	Olympus KeyMed	Plummer Electrical Engineering	R Gwynnell & Sons	Robyn Graham	Scott Wallis Seeds Ltd	Southend Timber	Tamdown Group	Tim Moya Associates	Southfields Veterinary Specialists	
M Lucking & Sons (Funeral Directors)	Monthind Clean LLP	One to One Personnel Ltd	PMB Electrical Supplies Ltd	Radio Essex	Rochford District Council	Sealife Adventure	Spains Hall Estate	Tarmac	Timber Tec	W & H Marriage & Sons Ltd	
Maldon District Council	Morley Riches & Ablewhite	Organisation for Responsible Businesses (ORB) Ltd	PMR Solutions	Rawley Plant Ltd	Rochford Hundred Golf Club	Secret Hamper	Spring Lodge Veterinary Hospital	Teledyne e2v	TJ Evers Ltd	Waldegraves Farm Ltd	
Maldon Golf Club	M-Power Hypnotherapy	Osea Leisure Park	PMV ESSEX Ltd	Rayleigh Business Club	Rochford Veterinary Surgery	Secure Haven Ltd	Squibb Group Ltd	Tendring District Council	TP's Car Clinic	Water Lane Architects	
Maldon Marine Ltd	Mullis & Peake LLP	Othona Community	PNP Trees	Rayleigh Town Council	Rohan Chelmsford	Secure IT Services Ltd	St Cedds School	Thames Card Technology Ltd	Trait Design Ltd	Wavedata	
Maplewood Carpentry Ltd	M-Viron	P & P Maintenance Services	Port Flair Ltd	Raytel Group Ltd	Romstor Ltd	Seekay Horticultural Supplies	St Georges Pest Control Ltd	Thames Loose Leaf Ltd	Transscape	We Work Well	
Marill Business Services	MWS	Palmers Solicitors	Port of Tilbury London Ltd	Rayvac Airtemp Ltd	Rose of Colchester Ltd	Shadowfax Technology	Stanton Hope Ltd	Thames Security Shredding	Tree Fella Limited	Webuseful Solutions Ltd	
Marks Hall Estate	Myomancy Ltd t/a Wiltshire Farm Foods	Paul J King Funeral Directors	Power Hygiene & Safety Products Ltd	Red Cell Ltd	Roy Clarke (Potatoes) Ltd	Sharp Business Systems UK Plc	Stillwater Management	Thames Water Utilities Ltd	Trenitalia c2c Ltd	Whirledge & Nott	
Marmi Ltd	MyWebhero Ltd	Payeasy Ltd	PR Bates Services	Relish	Ruark Audio Ltd	Sheridan Accountancy Services Ltd	Stourgarden Ltd	The Essex Pass	Tube Tech International Ltd	Whittles	
Martyn Lewis Chartered Accountants	Navigator Terminals Thames Ltd		Premier Print & Promotions Ltd	Reynolds Industrial Cleaning Ltd	RW & JR Burroughs	Shipman Security Systems Ltd	Strix Editions	The Finishing Line Ltd	Twister Solutions Ltd	Wickham Engineering	
			Premier Sailing Ltd	RHS Garden Hyde Hall	S Carter & Son	Sibbons Plant Hire	Stubbers Adventure Centre		TWO Services Ltd	Wilkin & Sons Ltd	



BEST Growth Hub

Whatever stage your Essex based business is at, from just an idea to a long established company, the BEST Growth Hub is on hand to help you grow.

A free, impartial signposting service funded by central government they should be your first point of contact for business support. Their team of business navigators spend a lot of time researching all of the support that exists for businesses in Essex so you don't have to. They can then see which support – including grants would be best for your business. At this moment in time there are lots of grants available so do not lose out.

The business navigators are mobile throughout Essex and can meet with you, find out a bit more about your business by carrying out a simple diagnostic and then provide you with some information to help you achieve your aims or signpost you on to more specialist support.

A lot of information is available on the website – www.BESTGrowthHub.org.uk where you can also join their mailing list to be the first to know of new opportunities or contact the team. If you prefer to talk to someone then give the team a call on 01702 417765.



01702 417765

www.BESTGrowthHub.org.uk

Thanks to members who have reached their
5 YEAR
MEMBERSHIP



Ashby & Croft



Brightest Fuels Ltd (8 years)



H W Wilson Ltd

Also

CBAC Services Ltd
Claridon Group Ltd
Dancing Giraffe
Dataware Consultancy Centre Ltd
Globalnet IT Innovations Ltd
Grays Office Supplies
Guardian Display Ltd
Messrs. Tilbrook's Solicitor
Metrow Foods Ltd
Power Hygiene & Safety Products Ltd
Rayvac Airtemp Ltd

Thanks to members who have reached their
15 YEAR
MEMBERSHIP

Also

Bland Landscapes Ltd
FASTSIGNS
Garden Designs & Landscapes
Goody Burrett LLP
North Essex Signs Ltd
Scott Wallis Seeds Ltd
The Maldon Garden Centre Ltd
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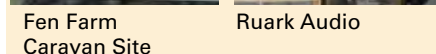
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Daniel Robinson & Sons



Essex Reclamation & Sons



Fen Farm Caravan Site



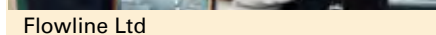
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Thanks to members who have reached their
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Summerdale Veterinary Surgery
Universal Image Systems Ltd



Are You a Worried Landlord?

Case Consultant Solutions have been working in the Lettings & Property Management sector for over 16 years. In that time, they have been approached by many Landlords and Estate Agents across the country primarily in and around London, Essex and Kent.

The problems that landlords have encountered have been issues in relation to their documentation being correct so that they are able to gain possession of their property through the Courts. The volume of enquiries has risen quite significantly since the introduction of the recent laws and regulation of 1st October 2015 and further legislation changes to follow in the coming months.

Case Consultant Solutions are willing to give you 30 minutes of FREE telephone consultancy to Landlords and Estate Agents who have any concerns regarding

any issues relating to their tenants and property.

You will be allocated your own case handler throughout the process with your tenants and property problems.

Case Consultant Solutions primary focus is to provide the highest level of customer service to their clients and ensure that their expectations are always exceeded. This commitment to achieving excellence is made possible because of the hard work, dedication and commitment their team displays daily.

They understand how frustrating the system can be, especially when your Tenants are in rental arrears and you are left with no choice but to evict them. This can also be an overpriced expense to the Landlord. Case Consultant Solutions Ltd is there to give you FREE consultation with no obligation.

So, what have you got to lose? Get in touch now and let them help you gain back possession of your property with their 100% success rate.



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www.caseconsultantsolutions.com

**SARAH GREEN'S
ORGANICS**

*Sarah Green's Organics
Always Seasonal, Always Fresh!*

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@ www.sarahgreensorganics.co.uk

f Sarah Green's Organics

@Sally4Green

Instagram Sarah Green's Organics

Sarah Green's Organics Always Seasonal, Always Fresh!

Sarah is the third generation of her family to farm in Tillingham. In partnership with her parents, Steven and Sally and husband Stuart, they grow a wide range of seasonal organic vegetables available in Essex via her website www.sarahgreensorganics.co.uk and Leigh on Sea farmers' market.

As the vegetables are grown organically, without the use of artificial chemicals and fertiliser, they are dependent on natural predators to control the pests in the vegetables. With established hedgerows and field margins the populations of Hoverfly, Ladybirds, Lacewings and Parasitic Wasps have noticeably increased and keep the aphids and other pests at bay. Due to the mild winter of 2016/17 they

have had problems with White Fly on the winter brassicas this year and, in particular, the Kalettes. Thanks to the recent winter frosts and a small flock of hungry Long Tailed Tits, the White Fly has disappeared from the crop! The Green family have always looked after the land sympathetically, with particular attention to the environment. Sarah's grandfather planted 1000's of trees in the 1980s, creating little copses around the farm that now provide food and shelter to wildlife. Steven has always taken part in agri-environmental schemes. The plots of pollen and nectar mix and bird seed, grown together around the farm, provide year round food for the birds. Sarah has planted 100's of metres of native hedgerows and took part in the Essex Wildlife Trust Buckthorn for Brimstone Butterfly project. In the organic vegetable fields over the years 54 different species of birds have been noted.



Fen Farm Caravan and Camping Site: A Nature Lover's Dream

Ideal for people looking for a quiet family retreat, situated by the sea and close to a country park in a small village on Mersea Island.

The Farm has been owned by the Lord family since 1918 and the first tents were pitched in 1923, so the park has grown rather than been developed. There are 90 fully serviced static owner occupied caravans on the park, as well as plenty of room for tourers, tents or motorhomes of any size.

The toilet block was designed with conservation in mind with solar powered water heating (backed up with gas when necessary). Sun pipes provide light in the daytime. The shower block has been awarded Platinum from the Loo of the Year awards since 2010. An important part of the block is the wheelchair accessible toilet and shower, as well as the family toilet and shower room.

The site has also been awarded the Gold David Bellamy award for Conservation annually since 1999. Various bird boxes, bat boxes and bee hotels have been installed in our copse and around the site and recently planted half an acre of squirrel

friendly trees to encourage Red Squirrels to the site.

Fen Farm is the ideal location for the birdwatcher or Nature lover to stay. Situated on the east of the island and with easy access to the beach, Country Park and footpaths its great for the beginner and expert alike. It's often a pit stop for newly arrived migrants in the spring and autumn, which are often found in the hedges and scrub around the caravan park and surrounding areas. Waders can be seen feeding along the shingle beach and on the mudflats as the tide recedes. A swooping Marsh harrier or a Peregrine Falcon are always a familiar sight



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If you would like to speak to the employment team at Palmers, please contact either Lara Murray or Samantha Randall on

01268 240000

@ Lara.Murray@palmerslaw.co.uk

@ Samantha.Randall@palmerslaw.co.uk

Palmers Solicitors, 19 Town Square,
Basildon, Essex SS14 1BD
(offices in Chafford Hundred, Rayleigh
and South Woodham Ferrers)

The cost of managers not knowing best practice when it comes to HR

What is the more logical option: investing a nominal fee to enrol managers on a course to teach them how to fairly conduct disciplinary and grievance procedures; or uncapped legal fees and/or compensation paid in the event that a disciplinary or grievance procedure goes wrong?

The case of Biggs and another v University College London Hospital NHS Foundation Trust highlights the importance of best practice being followed by employers. The claimants were found to have been unfairly dismissed following accusations of bullying and awarded more than £100,000 as a result of their employer's simple failure to follow the ACAS code of Practice on Disciplinary and Grievance procedures.

The ACAS Code sets out what best practice is in disciplinary and grievance procedures and employers are expected to follow this Code, or else successful claimants may be awarded increased compensation.

Those responsible for conducting disciplinary and grievance procedures need to be educated so that they understand not just what the law expects of them but also how to effectively communicate to staff throughout these processes, since one wrong word could lead to damaging allegations. Without training, many managers are not sufficiently confident or knowledgeable to be in a good position to safely navigate disciplinary or grievance procedures on behalf of their employer.

It is therefore important to act early by investing in staff training, in order to avoid more significant costs later down the line in the event of disputes.

Palmers can provide in-house training to your staff on a variety of topics, including:

- how to fairly carry out disciplinary and grievance procedures;
- managing sickness absence;
- bullying in the workplace; and
- equal opportunities

At Palmers, with specialist knowledge, their employment team are able to help with any questions, queries or problems you might have in your workplace.



You Are Responsible

As a Business Owner, unless you have delegated otherwise, you are the responsible person for all your employee's and building user's safety...

...But you already know this.

However, you may not be aware of all your fire safety responsibilities as the responsible person.

Were you aware that every week, you must test your fire alarm? – That means choosing a different call point (the small red 'break-glass' box by the exit) each week, testing it, recording the test in the logbook and reporting any faults to your maintenance provider.

A great example of good fire safety practice is the Essex Wildlife Trust's head office.

Tom from WFP Fire & Security noticed a poster stuck on our noticeboard reminding people of their weekly test. In fact, Tom felt it was picture-worthy...

It's something that really should be in more workplaces.

It's a clear sign showing the EWT head office carry out their weekly fire alarm test.

AND, the test is then carried out at the same time each week. – This makes a massive difference!

Anyway, there's more to staying legally compliant and safe than just testing your fire alarm each week.

As the responsible person, you are required to carry out a number of duties on top of what your maintenance provider carries out.

So, to show clearly exactly what is required from you by law, WFP Fire & Security have designed a table with all your duties.

As an EWT Corporate Member they are offering this table as a FREE download at the link below.

www.w-fp.co.uk/downloads/

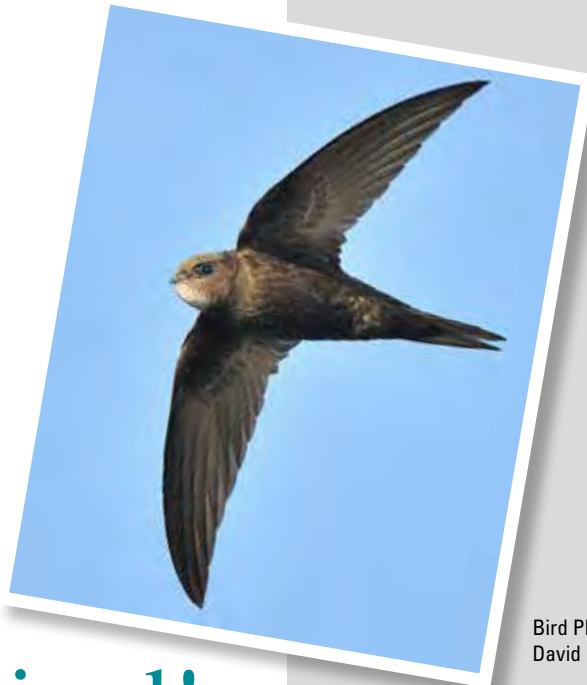
And if you have any unanswered questions about Fire Safety in your building or anything else related, please feel free to drop them an email.

Tom Patel
Head of Compliance
WFP Fire & Security

01277 724 788

@ tompatel@w-fp.co.uk

PS. The good news is that they are here to help, so as well as the download, EWT Corporate Members can benefit from free guidance and support via their Facebook group, <https://goo.gl/JZd4vx>



Bird Photography by
David Moreton

Swift action required!

Our Common swifts are in trouble. The UK population has tumbled by nearly 50% since 1995 (RSPB) and as migratory birds the reasons for this are likely to be complex and wide reaching. However, it is understood that this decline is at least partly due to a lack of suitable breeding niches when the swift completes its summer journey to the UK.

Traditionally swifts would have utilised cliff cavities and more recently, under the eaves of buildings in our towns and cities, which are becoming increasingly blocked off by soffit and fascia boards.

To address this decline, the Essex Wildlife Trust is working in partnership with the Essex Birdwatching Society to support the 'Save our Swifts' initiative across Essex. Together with gathering vital evidence in relation to swift breeding areas, we are working with landowners throughout the county to encourage the installation of external swift nest boxes on existing buildings and 'integral swift nest bricks' for New Build structures.

However, even in partnership with such expert and dedicated volunteers such as those found within the Essex Birdwatching Society and the 'Save our Swifts' initiative, we cannot achieve the success we strive for without the support of our members and Corporate members.

We need your help! Did you hear a 'screaming party' last year? Where swifts 'scream' as they fly in groups, usually between tall buildings which resemble

their traditional cliff-side preference, this is an indication that breeding has occurred nearby. If you heard this fabulous sound last year we'd love to receive your sightings via www.essexwtrecords.org.uk and as summer 2018 (finally) approaches and the swifts return, we would be grateful of your sightings for this year's breeding season too – thank you.

In addition, if you have swifts in the area; do you own a building or structure where multiple (swifts are colonial nesters) swift nest boxes could be located? If so, can these be sited at least 3.5 metres up from the ground with no obstructions to obscure their line of sight? If you believe that your site may be suitable and you're interested in supporting the 'Save our Swifts' initiative, please contact Project Coordinator, John Smart (john_smart3@btinternet.com) for further information.



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Essex Wildlife Trust



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www.essexwt.org.uk/living-landscapes



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