

# Bulletin



Alessandro Convertino (GM Sopwell House), Lisa Bates, Cllr Geoff Harrison, Nick Clegg MP, Sandy Walkington, Abraham Bejerano (owner Sopwell House) Graham Lane (Hertfordshire LEP) and Alastair Woodgate (Chamber Director)



Deputy Prime Minister Nick Clegg MP came to St Albans last week to talk to our members about the economy and issues affecting their business.

Mr Clegg a guest of Cllr. Sandy Walkington arrived at Sopwell House Hotel to speak with a small and diverse group of our business delegates.

Photos by: Caron Saunders Photography

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ST ALBANS DISTRICT CHAMBER OF COMMERCE

COMMUNITY  
BUSINESS  
AWARDS

2014



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Debenhams Ottaway, Harpenden Building Society, The Herts Advertiser, Oaklands College,  
Rayner Essex, St Albans City and District Council and St Albans District Chamber of Commerce

ST ALBANS CATHEDRAL  
Thursday 25<sup>th</sup> September 2014

# Chamber Community Business Awards 2014



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# Chamber Community Business Awards 2014

On the 25th September 2014 the district's business people will come together, in the spectacular setting of St Albans Cathedral for the St Albans District Chamber of Commerce Community Business Awards 2014.

These awards celebrate the outstanding contribution of business to the community of the St Albans District. They are based not solely on successes and achievements but also upon the impact of those achievements on the business community and the people working within it.

The Awards are open to all businesses whose business strategy encompasses policies and projects that have a positive impact on St Albans District. The activities should bring about economic, social or environmental benefits for the community.

Any business or individual in the St Albans District is eligible for nomination. You can nominate yourself, your business, or any other individual or business for one or more of the awards. (event sponsors are excluded from entry) Up to 5 finalists will be selected in each category. The Awards will be judged by the St Albans District Chamber of Commerce.

Please download the nomination form from our website and complete in full, feel free to include any additional information if you feel it is relevant. You can also just email a nomination to **awards@stalbans-chamber.co.uk** marking the email "awards" please ensure it contains the information in the nomination form.

**The deadline for nominations is at 5pm on June 30th 2014**

**The categories are:**

- **Presidents Award** - Sponsored by Hertfordshire Business Independent
- **New Business Award** - Sponsored by Debenhams Ottaway Solicitors
- **Young Person Award** - Sponsored by Oaklands College
- **Green Business Award** - Sponsored by St Albans District Council
- **Corporate Social Responsibility Award** - Sponsored by Harpenden Building Society
- **Business Leader of the Year** - Sponsored by Rayner Essex Accountants
- **Best Restaurant** - Sponsored by The Herts Advertiser

**Tickets to the Awards Evening will be on Sale from July 1st**

More information: <http://www.stalbans-chamber.co.uk/chamber-community-business-awards-2014/>



## NEW Corporate Facilities at Sopwell House

Sopwell House in St. Albans has been given a slick facelift, taking it from understated-chic to the next level of contemporary, country house glamour. Following a multi-million pound investment over the last few years, Sopwell House has invested an additional 1.5 million this year with further refurbishments planned for the end of 2014 and start of 2015. The corporate refurbishments include:

The ground floor Meeting & Events area has been refreshed to complement the extensive refurbishment throughout the entire property.

The first floor Meeting Rooms, which are ideal for **'boardroom-style'** meetings, have been completely refurbished and finished in a contemporary and stylish design. These now hold up to 20 delegates and are equipped with new furnishings and huge **80" internet**-ready HD TVs with plug in & play connectivity. The Juliana / Lee meeting room offers delegates the chance to let their creativity flow with a separate break-out area and exclusive whiteboard wall to **'brain storm'** ideas.

And if that is not enough, Sopwell House has introduced a number of Upgraded Coffee Breaks, fit for any meeting or conference. Below are just two of six delicious breaks available:

The chocolate-inspired Chocoholic featuring mini gateaux, rocky rivers, bavarois and hot chocolate drink to name just a few items.

The classic Continental Breakfast featuring croissants, mini muffins, smoked salmon quiche and cookies amongst other delicacies.

Corporate events at Sopwell House have always been a bespoke affair - there will be no copy & paste format here as the flexible staff and inside or outside spaces can accommodate anything a client would want. From bespoke themes and menus to team-building events including cocktail making or cookery masterclasses, anything is possible just ask.

Regarding their brand new look and general direction, Marleen Mason; Director of Sales & Marketing at Sopwell House said; ***"This is a merited investment for the well-established and much loved Sopwell House! Following a long planning process, an extremely exciting time for our existing and potential clients to enjoy our fantastic and unique facilities and services is starting now. The team and I very much look forward to welcoming corporate bookings of any kind."***

Sopwell House's new corporate facilities, along with its signature coffee breaks really do offer a 360 degree experience of professionalism and sophistication that will turn any corporate occasion into a big hit.

For more information on Sopwell House visit [www.sopwellhouse.co.uk](http://www.sopwellhouse.co.uk)

## Flexible working for all?

SA Law Solicitor Keely Rushmore explains what employers need to know about flexible working.

On 30 June 2014 the right to request flexible working was overhauled and extended, with the stated aim of helping employees better balance their work, family and wider responsibilities and helping employers retain their best experienced and skilled staff. Previously only certain parents and employees with caring responsibilities had the right to apply to work flexibly. However, the new changes mean that any employee (whether or not they are parents or carers) can apply to work flexibly.

What is flexible working?

**There's no fixed definition of flexible working – it's simply a way of working that suits a particular employee's personal needs.** It encompasses, for example, part-time working, flexi-time, job-sharing, working from home and working compressed hours.

Who can request it?

Any employee can request to work flexibly provided that they have worked for their employer for 26 weeks. Only one request is permitted in any 12 month period. Agency workers and members of the armed forces are excluded from the right.

**What's the process?**

An employee should put their application in writing, setting out the change they are requesting and the date from which they would like it to apply. They also need to detail what effect the change might have on the employer and how they think that effect could be dealt with.

Before the June 2014 changes a request triggered a detailed procedure, with deadlines for each step. The new rules mean that an employer simply needs to deal with the request in a reasonable manner and to inform the employee of its decision within 3 months of the request being made. The Advisory, Conciliation and Arbitration Service (ACAS) has produced a Code with guidance on the new rules. It advises that employers should:

- a) Meet with the employee to discuss the request;
- b) Consider the request carefully; and
- c) Deal with the request promptly, and ideally confirm the outcome in writing.

**Employees don't have the right to appeal the decision if they are unhappy with it, although the Code recommends that employers offer one.**

Can employers refuse requests for any reason?

No. Refusal needs to be for one (or more) of eight specified reasons:

1. Burden of additional costs;
2. Detrimental effect on ability to meet customer demand;
3. Inability to reorganise work amongst existing staff;
4. Inability to recruit additional staff;
5. Detrimental impact on quality;
6. Detrimental impact on performance;
7. Insufficiency of work during the periods the employee proposes to work;
8. Planned structural changes.

**What if an employer doesn't deal with a request properly?**

An employee can potentially bring an Employment Tribunal ("ET") claim if, for example, the request is refused on a ground that is not one of the eight valid ones listed above or is not dealt with in a 'reasonable' manner. If the claim succeeds the ET can award compensation or order that the request can be re-considered. Employers therefore need to ensure that both they and their policies are up-to-date with the new rights.

Contact Us

If you have any questions about flexible working or any other employment matters, get in touch or visit [www.salaw.com](http://www.salaw.com)



Keely Rushmore  
Associate Solicitor  
keely.rushmore@salaw.com  
St Albans | 01727 798046  
London | 020 7183 5683

Keely Rushmore is an Associate Solicitor in the Immigration & Employment department at SA Law.



# Chamber Networking Lunch

Friday 27th June 2014

12.30pm

Freddie's

Adelaide Street

St Albans AL3 5BG



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## Networking Lunch and Business Card Exchange

The majority of companies join the Chamber of Commerce to network. This informal lunch is an opportunity to introduce your company's products/services to other members and local companies – a chance to make *new* business contacts in this fantastically reliable award winning Chamber restaurant.



**Don't Just Join..... Join in!**

**£30.00 ( + VAT) for members**

**£35.00 (+VAT) for non-members**

**Book now online [www.stalbans-chamber.co.uk/events](http://www.stalbans-chamber.co.uk/events)**

**Chamber Business Breakfast at St Michaels Manor Hotel —  
Sponsored by WMT Accountants**



General Manager, St Michaels Manor Richard Marrett



June Cory presenting a big cheque to Colin Ivey from Grove House



Graham Lane talking about the LEP



Speaker Mark Rhodes

**Jon Dean, Chairman of the  
St Albans Visitor Partnership**

invites you to the  
**St Albans Visitor  
Partnership Launch  
and Garden Party**

**Thursday 17th July  
at St Michael's Manor Hotel,  
Fishpool Street, St Albans.  
6pm for 7pm.**

**Guest Speaker - Jason Freezer,  
Head of Destination Management, VisitEngland.**

**Tickets Available from - St Albans Tourist & Information Centre,  
Tel: 01727 864511, Email: [tic@stalbans.gov.uk](mailto:tic@stalbans.gov.uk) (Card Payment accepted)**

**£20**

This event has kindly  
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# **STANTA Director Sophie Burnett wins FSB Hertfordshire 'Young Person of the Year 2014 Award'**

Founder of PA Business Support, Sophie Burnett, scooped the 'Young Person of the Year Award' at Shendish Manor earlier this month.

Sophie, also a new STANTA director, said "I was amazed to have won the award, but it makes all my hard work in the last four years worthwhile".



**Councillor Beric Read with winner Sophie Burnett and Lisa Bates.**



**Ian Welland, CEO Watford Chamber of Commerce, Lisa Bates with Nick Brown, Welwyn and Hatfield Chamber of Commerce.**

# Business Breakfast Meeting



St Albans • Harpenden • Lampton Colney

Wednesday 9th July 2014

7.30am – 9.30am

Cote Brasserie

3 High Street

St Albans

Herts AL3 4ED

## ST ALBANS CITY CENTRE PARTNERSHIP “Building a lasting legacy”



St Albans is perfectly positioned to build on its strengths and take advantage of the diverse commercial opportunities offered by the changing face of the city centre. The City Centre Partnership has been formed to ensure that St Albans builds on its strengths and rises to the challenges it faces now and in the future. Come along and find out how you can be part of that future.

The aim in creating the City Centre Partnership, a business-led partnership of the private and public sector within the city, is to create a vibrant, thriving city centre. It will actively encourage St Albans to become a beacon for excellence, range and distinctiveness, to attract investment and facilitate growth, benefiting businesses, residents and visitors alike.

Alastair Woodgate, Richard Cohen, Phil Corrigan and Board Members of the City Centre Partnership will tell us about this new initiative, including the appointment of a City Centre Manager and the plan to achieve Business Improvement District status within 3 years. They will suggest how local businesses can play a valuable role in making St Albans City Centre economically prosperous, dynamic and forward-looking for growth, whilst highlighting its unique character.

Your ideas and your support are needed for this great initiative. We all want to make St Albans and its district a great place to work, shop and live: your involvement will help ensure that ideas and aims can become reality.

**Our events do sell out quickly so please book early to avoid disappointment as places are limited!**

**£21 (plus VAT) for Members £26 (plus VAT) Non Members**

**Book now on-line**

<http://www.stalbans-chamber.co.uk/buy-online/events/>

# The Samuel Ryder Foundation



*President  
Mary Moore*

*Vice President  
Yvonne Larg*

*Patrons  
Ben Crenshaw  
Bernard Gallacher OBE  
Tony Jacklin CBE  
Colin Montgomerie OBE  
Peter Alliss  
Lord & Lady Verulam  
Lord Charles Cecil  
Jack Nicklaus*

**Press Release No. SRF019**

**21 May 2014**

## **Samuel Ryder Foundation receives £25,000 donation from Ryder Cup Europe**

The Samuel Ryder Foundation today (21 May 2014) receives its largest single donation ever - £25,000 from Ryder Cup Europe. The money will go towards the fund for a statue of Samuel Ryder in St Albans, the town in Hertfordshire where the seed merchant who gave his name to the Ryder Cup was based.

The Foundation aims to increase awareness of Samuel Ryder and raise £150,000 to erect and maintain a statue of the man in the centre of St Albans.

“This wonderfully generous donation by Ryder Cup Europe goes a long way towards our objectives to honour Samuel Ryder and his deeds both in golf and so many other things,” says Patricia Fulton Co-Chair of the SRF.

The Foundation was set up in 2010 and its patrons include some of the world’s greatest golfers: Jack Nicklaus, Tony Jacklin, Colin Montgomerie, Bernard Gallacher, Peter Alliss and Ben Crenshaw. Its president is Mary Moore, Ryder’s only surviving grandchild.



Members of the SRF helped design the Samuel Ryder Trail through the streets of St Albans in 2010 (taking in the Clarion Hotel, now called Samuel Ryder Building, the former head office of Ryder & Son) Planning permission for the statue has already been granted and it will be erected in St Albans city centre near the Old Town Hall.

Samuel Ryder is best known for The Ryder Cup, the trophy that bears his name, he was a businessman extraordinaire, exemplary employer, supporter of many charities, promoter of the arts, mayor of St Albans and three times captain of his local club, Verulam Golf Club.

For more information, visit the Foundation’s website [www.sryder.com](http://www.sryder.com) or send an email to [info@sryder.com](mailto:info@sryder.com).

7 Rectory Lane, Kings Langley, Herts.WD4 8HA, United Kingdom  
Tel: +44 (0)1923 270925 [www.sryder.com](http://www.sryder.com) Email: [pat@sryder.com](mailto:pat@sryder.com)

## ***Don't Just Join... Join in !!!!***

### New Members

We welcome the following companies to the Chamber:



**Follow us on twitter!**  
**@stalbanschamber**

#### PA Business Support

*Virtual business/secretarial solutions from executive office right through to digital branding.*

Kingfisher House  
2 Batford Road  
Harpenden  
Hertfordshire  
AL5 5AX

Tel: 07740 194914  
Web: [www.pabusinesssupport.co.uk](http://www.pabusinesssupport.co.uk)  
Contact: Sophie Burnett  
Position: Founder  
Email: [sophie@pabusinesssupport.co.uk](mailto:sophie@pabusinesssupport.co.uk)

#### White Rose Finance

*Commercial and business advice*

Suite 3B  
35 High Street  
Sandridge  
St Albans  
Hertfordshire  
AL4 9DD

Tel: 01727 866630  
Web: [ww.wrf-stevens.co.uk](http://ww.wrf-stevens.co.uk)  
Contact: Barry Stevens  
Position: Financial Consultant Broker  
Email: [bstevens@whiterosefinance.com](mailto:bstevens@whiterosefinance.com)

#### St Albans Museums & Galleries Trust

*Charitable trust raising funds to support St Albans museums*

c/o Verulamium Museum  
St Michaels  
St Albans  
Hertfordshire  
AL3 4SW

Tel: 01727-751830  
Web: [www.stalbansmuseums.org.uk](http://www.stalbansmuseums.org.uk)  
Contact: Mike Gray / Gillian Read  
Position: Chairman + trustee / Administrator  
Email: [stalbansmtrust@hotmail.co.uk](mailto:stalbansmtrust@hotmail.co.uk)

#### Crispin Rhodes

*Outsourced HR advice and support*

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Hatfield Road  
St Albans  
Hertfordshire  
AL4 0HW

Tel: 01727 759107  
Web: [www.crispinrhodes.co.uk](http://www.crispinrhodes.co.uk)  
Contact: Stuart Falconer  
Position: HR Consultant  
Email: [stuart.falconer@crispinrhodes.co.uk](mailto:stuart.falconer@crispinrhodes.co.uk)

## ***Don't Just Join... Join in !!!!***

New Members  
We welcome the following  
companies to the Chamber:



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### Sharpe Communications

*PR Consultancy*

Suite F1

Verulam Business Centre

224 London Road

St Albans

AL1 1JB

Tel: 01727 833324

Web: [www.sharpecomms.co.uk](http://www.sharpecomms.co.uk)

Contact: Tracy Hostler

Position: Managing Director

Email: [office@sharpecomms.co.uk](mailto:office@sharpecomms.co.uk)

### Greys Hairdressing Ltd

*Hair & Beauty Salon*

Greys Hair & Body

19 Christopher Place

St Albans

Hertfordshire

AL3 5DG

Tel: 01727 838909

Web: [www.greyshairdressing.com](http://www.greyshairdressing.com)

Contact: Geoff Gordon

Position: Director

Email: [geoffg@greyshairdressing.com](mailto:geoffg@greyshairdressing.com)

### Distinctly Digital

*Award winning search marketing agency*

*SEO, PPC advertising*

Talbot House

17 Church Street

Rickmansworth

Hertfordshire

WD3 1DE

Tel: 01923 728191

Web: [www.distinctly.co](http://www.distinctly.co)

Contact: Tom Shurville

Position: Managing Director

Email: [info@distinctly.co](mailto:info@distinctly.co)

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HP1 2LR

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Contact: Gordon Dickens

Position: Director

Email: [gdickens@tutordoctor.co.uk](mailto:gdickens@tutordoctor.co.uk)



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