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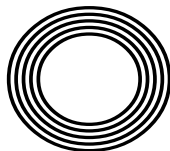
Highlighting LGBTQ+ in sport

Stacey Saloman

From TV personality to organising queen

Dame
JUDI DENCH

The actress showing no signs of slowing down



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Editor's notes...

APRIL 2021



William Taylor, Editor

Hello and welcome to this month's edition of **VISION** Woodbridge.

Isn't it lovely to have a bit of our freedom back? By the time you read this, the pubs will be well and truly back in the swing of things, albeit with some restrictions still in place.

One thing that has been a real boost for many of us has been the return of group sports outdoors. For many of you, the joys of returning to the golf course, football in the park or a game of tennis will have been welcomed. For me, it's the return of competitive running events.

Running has been something that has really got me through lockdown. As we entered into it for the first time last March, I was the heaviest and unhealthiest I'd ever been, but decided to make a change.

I now find myself in a position where I'm probably fitter than I've ever been and will be entering the Snetterton Race Track 10k in Norfolk at the end of April to test myself and see just how far I've come.

I'd love to hear your sporting success stories over the last year - send them to woodbridge@visionmag.co.uk and hopefully we'll be able to publish a few of them!

Have a great month!

William Taylor

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Stacey Solomon SPOTLESS IN THE SPOTLIGHT

FOUR BOYS... AND POTENTIALLY MORE ON THE WAY – HOW THE STACEY SOLOMON/JOE SWASH LOVE STORY IS A REALITY TV STORY WE ALL LOVE

Stacey Solomon isn't too worried about the airs and graces of celebrity life. Sure, she has grown up in the lens since being catapulted into the scene in 2010 with a stellar display on *The X Factor*. While she ended up falling short – coming third, behind Joe McElderry and Olly Murs – the dye was cast as far as a career on screen was concerned. It was her casual, considered, girl-about-town image that viewers admired; the fact she was never afraid to speak up, to share her emotions and to bridge the gap between viewer and star.

“Throughout my TV career I've always just tried to be myself,” she says. “It's strange when you receive criticism for that – perhaps I don't round my consonants as well as I should, perhaps I act a bit loud at times, but that's just me. I think the era of the manufactured presenter is over and we're all allowed to be a bit more ourselves, and that's something I love.”

.....
‘I think the era of the manufactured presenter is over and we're all allowed to be a bit more ourselves, and that's something I love’
.....

The 31-year-old Dagenham-born star's TV career has ultimately been the 'x factor' that has led her to love, having fallen for the charms of chipper, funny man Joe Swash, also a near-veteran of the reality TV industry. The pair got together five years ago, drawn together by a shared passion for... well, everything.

“We connect on such a perfect level,” says Stacey, “and we're always making each other laugh.”

The pair, who got engaged just before Christmas, now also have a little reality star of their own to share – baby Rex, who arrived in 2019.

“I have two sons from a previous relationship and Joe has one, so bringing everyone together in our home has been perfect.”

The Essex-based couple have recently moved into their new home - aptly named Pickle Cottage. Stacey admitted it would need some work, but what's certain is that she will get it looking spick and span – after all, Stacey has just released her latest book, entitled *Tap to Tidy*. It's a smorgasbord of houseproud hints that also details crafting and design, as well as cleaning and keeping shipshape.

Stacey, who has appeared on and won *I'm a Celebrity...Get Me Out of Here*, and has presented shows such as *The Love Machine*, *The Jump* and *Loose Women*, also has a new BBC series, *Sort Your Life Out*, arriving later in the year; while Joe's work ranges from *EastEnders* to *Dancing on Ice* – he is also a previous winner in ‘the jungle’, which is where the likeable pair first met.

“TV was always an industry I admired, and although it has been a strange year, I think so many people have been able to keep their spirits up by escaping for a few hours in the evening to watch something,” Stacey says.

“The pandemic has really brought us back to the basics, where spending time around our family now feels like the most important thing in the world, whereas before we were perhaps more side-tracked by work and careers and more selfish things in our lives.

“That said, I want to get back to normality – it's what we all need, and I've got a wedding to plan, after all!”

Jasmine Harrison WATER BABE



Photo credit: Talisker Whisky Challenge

HOW JASMINE HARRISON BRAVED ISOLATION AND SLEEP DEPRIVATION TO BECOME A WORLD RECORD HOLDER

From rowing across the Atlantic Ocean with only the sound of waves crashing against the sides of a flimsy 21ft boat, to answering a Zoom call from the Duchess of Cambridge, Kate Middleton, on International Women's Day, Jasmine Harrison's journey from desperate isolation to taking centre stage as an example of true human endeavour and resilience has been magnificent.

The 21-year-old world record breaker was inspired to start rowing when she saw the event two years ago while teaching in the Caribbean. Yet despite having not set foot inside a boat until 12 months ago, she powered her way into the record books in February by becoming the youngest woman to row solo across the Atlantic Ocean as part of the Talisker Whisky Challenge.

Going up against a field of experienced entrants, the Yorkshire-based sailor drew on every last sinew of courage and conviction, to the delight of her friends, family and support crew who tracked

her every move across 3,000 miles of water.

The journey, from La Gomera in the Canary Islands to Antigua, took Jasmine 70 days. Despite extreme exhaustion – the longest duration of uninterrupted sleep she could have was two hours – searing heat, dehydration and no small quantity of challenges along the way – including capsizing her vessel just two days before finally making it to the finish line – the intrepid sailor says the experience was the most profound of her life.

"I will take away from this experience so many memories – some bad, but most of them good."

Asked what she was looking forward to most when back on dry land, she laughed: "That's easy – food... lots of food."

As for what comes next, the part-time bartender is almost certainly going to find herself in demand where other marine challenges are concerned.

"I'm going to take some time off then look around and decide what comes next. This isn't a one-off for me and I want to achieve more."



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LOCAL NEWS

from your neighbourhood

£500k boost for highways improvements near schools



Locations around schools in Woodbridge and across Suffolk have benefited from new road markings and signs, following a £500,000 cash boost from the county council.

Following inspection of the condition of road lining and signs in the vicinity of every school in Suffolk, 146 locations were identified as requiring new signs to replace those that were damaged or missing. More than 200 areas with faded road markings are being refreshed.

Sign cleaning and light vegetation works have also been carried out where required.

In Woodbridge, work has been carried out around Kyson Primary School (pictured), Woodbridge Primary School, Woodbridge School and St Mary's Church of England Primary School.

Councillor Andrew Reid said: "I am delighted with the progress that's been made to refresh and renew signs and lines around our schools in Suffolk, as well as to carry out low-level maintenance and improvement works such as vegetation clearance.

"As county councillors, we receive a lot of feedback from local parish and town councils related to faded road markings and dirty or broken signs, so the cash boost in this regard has been very welcome."

Restaurant to close this month

A restaurant in Woodbridge is to close its doors for the last time later this month.

Vernon Blackmore opened The Table on Quay Street in 2012. Mr Blackmore broke the news that the eatery would be closing on April 26 on the restaurant's website and on social media.

He wrote: "2021 is a time of new opportunities and I believe in leaving on a high. The Table has been an amazing journey, a passion and an important part of a lot of our lives. It will be missed.

"I cannot thank our customers enough for the incredible support and loyalty over the years and for the many happy and magical times and memories that we have shared.

"It has been a wonderful nine years and the success and popularity of The Table is something I am truly proud of and will always stay with me."

The Table will continue to trade with pop-ups, events, guest appearances and festivals.

The restaurant is open for outside dining until April 26 and staff members will be redeployed to Mr Blackmore's other restaurants: The Duck in Campsea Ashe, The Anchor in Woodbridge and the White Horse in Easton.

New trees finally take root at primary school

Pupils at St Mary's Church of England Primary School in Woodbridge were finally able to plant the three fruit trees they were given by the town council earlier this year.

Children at the school on Burkitt Road had to wait to get their hands on the pear, apple and plum trees because of COVID-19 restrictions. During lockdown, the new arrivals were left in the capable hands of Notcutts Garden Centre on Ipswich Road.

Ian, from Notcutts, visited the school on Wednesday, March 17, to lend his expertise and help the children plant the trees in the school's prayer garden.

Notcutts also donated compost and fertiliser to the school.



Delight as town named best place to live in the East

People in Woodbridge have been sharing their thoughts on the town after it was named best place to live in the East 2021 by *The Sunday Times* last month.

Town mayor Sue Bale said the news was great for the town.

She added: "It's no real surprise to the people who live here and who make it such a vibrant place. The secrets of Woodbridge's appeal are numerous: the river and the iconic tide mill, the beautiful buildings, the open spaces, the shops, cafés, pubs and restaurants, the cinema and the railway. As important is the community spirit, as evidenced by the fantastic work achieved over the last year."

Julie Bayfield moved to the town in 2006 after

choosing Woodbridge as the place to raise her family.

She said: "I can honestly and truly say I have never met so many nice people in one place. As well as a beautiful town with everything you need, it's an area of outstanding natural beauty with the riverside, forest, beaches and countryside on our doorstep. Woodbridge is probably the one place that my family will always call home."

James Carter was also full of praise for Woodbridge.

He said: "Amazing location with river, coastal, countryside and forest all nearby. Some lovely bars, pubs and restaurants in and around the town. Really spoilt for choice.

"Last but not least, great schools and mostly a good community spirit."



New directory helps youngsters bring health into focus

Young patients at a doctor's surgery in Woodbridge will receive an extra present when they reach their 16th birthday. Teenagers at Framfield House Surgery will be given a 12-page colour directory providing details, contacts and guidance about managing their own mental and physical health. The idea was formed in 2018, when the Patient Participation Group (PPG) at Framfield House undertook a project to increase young patients' awareness of available services and support. Alan Swerdlow, chairman of Framfield's PPG, said:

"That first edition has been invaluable. We were helped and advised by focus groups at Farlingaye High School, between lockdowns, and later with students at Woodbridge School via Zoom." For the new second edition, students asked if they could also have a pocket-sized booklet. The result is a credit card-sized concertina full of useful information. Mr Swerdlow added: "The project includes content on mental health, diet, sleep, sexual health and preventative health. The new 12-page booklet lists specialist voluntary organisations available to young people not only in this area but also nationally."

RSPCA comes to the rescue of trapped deer



RSPCA officers responded to an unusual call in Woodbridge last month when they came to the rescue of a young buck which had become entangled in an electric fence. RSPCA inspector Jason Finch and animal rescue officer Natalie Read came to the stricken animal's aid after they were alerted by a member of the public. Jason said: "This incredible animal was covered in fencing and at one point, as we made our way towards him, we actually didn't even think there was a deer there. We just couldn't see him because there was so much of the fence netting. "It took some 40 minutes for us to complete the rescue and I can say that this was one of the hardest rescues of a deer I have ever had to do. "He was such a fighter and, even though he was covered in this fencing, he was still trying to get up and run away. "We eventually managed to cut most of the fencing from him. The moment when I cut him free was just amazing, to watch him just shake his head and then casually run off. It was a moment I will never forget."

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LOCAL NEWS



Children challenged to create character for charity

Primary schools in Woodbridge are being invited to create a character to raise awareness for a local family support charity.

Home-Start in Suffolk patrons, *Alex Rider* author Anthony Horowitz (pictured left) and actress Miranda Raison (pictured right), are championing the competition, which is set out in two age categories.

Year 4 to 6 pupils will watch a video of Anthony Horowitz reading an *Alex Rider* short story, followed by a task asking children to create their own supervillain.

Nursery to Year 3 pupils will be able to watch a video of Miranda Raison reading *At the End of the Rainbow* by Vibeke Flatman.

This will be followed by a task to draw the hero,

Alvin, or to create a character who could be a friend of Alvin and his family.

Prizes include signed books, gym bags, bookmarks, printed t-shirts and mugs, bookshop vouchers, board games and stationery. There will also be two overall winner prizes and 20 runners-up across the county.

Schools have until April 30 to sign up. All entries are to be uploaded by May 28.

Winners will be announced mid-June. Participating schools will be asked to host a fundraising dress-down day to help raise funds for Home-Start in Suffolk.

To find out more or to sign up your school, visit homestartinsuffolk.org/character-creations-schools-competition or call 01473 621104.

Police appeal after attempted sexual assault

Police are appealing for information following an attempted sexual assault in Woodbridge.

The incident took place on Bredfield Road just prior to the junction with Beresford Drive at 4.40pm on Monday, March 22.

The victim, an 18-year-old woman, was waiting at a bus stop when she was approached by a male. He offered to help her get home, reached out with his hand and tried to grab her bottom. The victim left the scene a short while after when she was picked up by a family member.

The suspect is described as white, about five foot eight inches tall, of average build with brown or greying stubble. He was wearing a dark baseball hat, blue or green in colour.

Anyone who witnessed the incident or knows who was responsible should contact Woodbridge police, quoting crime reference 37/14648/21.

You can report information online at suffolk.police.uk/contact-us/existing-report-update, email james.mcauley@suffolk.police.uk or call 101.



Stock Image



News from

Councillor Geoff Holdcroft

Town Councillor for Woodbridge Riverside

Spring is truly here. The clocks have gone forward and, weather and COVID-19 depending, we can hopefully make the most of the lighter evenings. It's great to see so many flowers blooming and such a great display of blossom on the trees. It makes one glad to be alive.

However, one depressing note is to see so much litter about, and this despite Woodbridge being named as the best place to live in the East of England. As a town, we should take pride in our open spaces, some of which have been given to the town by benefactors. We have a duty to keep them tidy. This past week, I have seen food and drink and associated packaging left on grass in Elmhurst Park, empty coffee

cups strewn along the banks of the Deben, cigarette stubs littering the bandstand and untold items left on Broomheath. It's a problem that is not confined to Woodbridge but, surely, we can make a start here and set an example to others. Let's see some family groups out and about helping to tackle this blight on our town.

Finally, spring also brings elections and this year we have a bumper crop. First, there is the county council election held every four years. Then there is the police and crime commissioner election, delayed from 2020, and two by-elections for Woodbridge Town Council in Seckford and Riverside Wards.

Whatever your political persuasion, please use your vote.



Photo credit: Trevor Boyd



Photo credit: Barry Jones



Photo credit: Steve Stammers

Photography winners announced

Woodbridge Camera Club has announced the results of its first competition of 2021.

The competition received 57 entries from 20 members. The winners were announced on Zoom by Gerry Metcalfe, from Cambridgeshire, who gave constructive critique of the images.

Trevor Boyd took first place with *Making Fire* (pictured left). Barry Jones finished in second with *Migration in Motion* (pictured centre) and Steve Stammers finished in third place with *Swallowing on a Rainy Day* (pictured right). You can see all the entries on the club website: www.woodbridgecameraclub.co.uk

The club also held a meeting on Zoom in March all about editing. Members participated by editing the same set of images to correct faults and express their own interpretation.

A club spokesman said the event was very successful.

He commented: "We had some innovative new images shared and members exchanged ideas and techniques."

The club welcomes new members and is open to anyone with an interest in photography, whether novice, amateur or professional, or even non-photographers.

If you are interested in joining the club, please email woodbridgecameraclub@gmail.com



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News from

Councillor Caroline Page

The County Councillor for Woodbridge

'Test and trace' must be the phrase of the year. In March, we were pleased but unsurprised when our public health (PH) team took over responsibility for Suffolk's COVID-19 contact tracing services from the newly created private national service. Currently, Suffolk PH's success rate is 99.6 per cent.

Suffolk PH had already successfully traced 90 per cent of 6,000 COVID-19 cases and contacts in the previous six months. Last year, a *BMJ* article estimated that local health protection teams were tracing nearly eight times more contacts than the national call centres and online service run so expensively and inefficiently by Serco and Sitel.

We must remember that Britain has evolved an excellent and efficient public tracing system over the past 150 years.

In fact, in the 19th century, Britain was a world leader in its system of notification, isolation, disinfection and contact tracing. Medical officers responded to outbreaks of serious infectious disease with nuisance

inspectors who had to coax contacts from people and convince them of the need to quarantine – and, in the case of smallpox, compulsory vaccination on the spot.

Quarantine has always been a serious matter for working people. Some local authorities would concede that if persuasion didn't work, a payment usually did – arguing that "the £40 or £50 they had expended on 'contacts' had saved the taxpayers some hundreds that would otherwise be spent on patients".

These contact tracing and persuading skills remain in our communities. I am astonished that the discredited private national scheme could ever have been proposed, let alone taken seriously. The people on the ground in Suffolk know the people they live and work among. Their efforts will not only be much cheaper, they will – most importantly – be much more effective.

And this is what we need.

Exhibitions to celebrate reopening

Preparations to reopen Woodbridge Tide Mill are gathering pace, and four new exhibitions are set to take place at the historic building throughout the year.

When the mill reopens on May 17, visitors will be limited to five at a time and visits will need to be booked in advance. It is hoped these restrictions can be removed from June 21.

The first exhibition highlights the work of the craftsmen who built and maintained the Tide Mill. A second exhibition will celebrate Jean Gardner's contribution to the saving of the Tide Mill.

The Bushels and Balances exhibit will consist of the newly interpreted bushels, the French platform scales, the large mill balance scales and the newly acquired chondrometer. The Staff of Life exhibit will explain how essential the supply of affordable and unadulterated flour was to every family in the local area.

For details on the other planned exhibitions and to book your visit, go to www.woodbridgetidemill.org.uk



Photo credit: Simon Ballard



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We've heard the horror stories about asbestos and its fatal consequences, but many of us are oblivious to how surrounded we are by it, and what we need to do if we find it in our homes or workplaces. We spoke to *Andy Woodyard* from *AJW Asbestos Consultancy Services* to find out a bit more about this deadly material.

Q: What is asbestos, and what is its risk?

A: Asbestos is a naturally occurring fibrous silicate mineral. It was heavily mined in Africa and Canada in the 19th/20th century and imported to the UK. Unfortunately, it kills. It's in thousands of products still in use all over the world. Asbestos was finally banned in the UK in 1999. If you live or work in a building built from 2000 onwards, you should not have asbestos products used in its fabrication.

Q: How do I know if my home or business has asbestos?

A: If your house was built before 1970, it's more likely, but there are still examples of it appearing in homes right up until 1999. Do you have an asbestos register? If you're a landlord or a business and you have asbestos which has been 'identified or presumed', then by law you should have a management plan.



Q: How common is asbestos in Woodbridge?

A: East Anglia wasn't a hotspot for the asbestos manufacturing industry, but I still see plenty of it around Suffolk every day. If you live in a house built from the 1920's to the 1990's, there's a higher chance that asbestos may have been present in the fabrication of your house.

Q: Where is asbestos found?

A: The most worrying place is in our homes or workplaces. Asbestos was primarily used for its properties of being fire retardant, being a good insulator and its resistance to chemicals. Therefore any materials used for this application, whether that be loft insulation, ceiling boards, soffits/facias, textiles or even floor tiles and textured coatings may contain it. Corrugated cement sheets on outbuildings commonly contain it.



Q: What should I do if I think I have asbestos?

A: Don't panic. But do get it checked by a professional and keep an eye on its condition. Think of the likelihood of that item being broken up into dust and being breathed in. Almost all significant asbestos exposures happen when the asbestos fibres are airborne.

Q: Is there anything I should be aware of when buying or selling a property?

A: If you're buying or selling a property and it's of a certain age, make sure it's had an asbestos survey. There's a lot of fear around asbestos. It's still undoubtedly killing too many people a year when it shouldn't. If it's in good condition and managed properly, it can potentially be made 'temporarily' safer and lived with until it's eventually removed.

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Andy Woodyard has over twenty years' experience working with asbestos, and runs AJW Asbestos Consultancy Services from Framlingham. If you have any concerns about asbestos, call Andy for free on 07826 602479 or email info@ajwacs.co.uk

STYLISH SPIKES

A cactus can make a great addition to any home thanks to its striking shape and often unusual flowers on some varieties. However, this spikey houseplant offers many other benefits.

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If you want to inject some greenery into your home but you simply don't have the time to care for plants, then a cactus is the plant for you as it requires little to no maintenance. Native to the desert, cacti store moisture in their roots, leaves and stems and regulate their own food intake so you barely need to water them at all.

CACTI IMPROVE THE AIR QUALITY IN YOUR HOME
Green plants such as cacti actively absorb carbon dioxide from the air and release oxygen, which helps to improve the air quality in your home. Other health benefits of cacti include an ability to reduce stress levels, provide companionship and even enhance your memory.

CACTI CAN MAKE YOU MORE PRODUCTIVE
If you are currently working from home but are being driven to distraction by family life, a well-placed cactus plant can boost your productivity levels. In fact, controlled tests have shown that having a cactus in your office can improve your performance by more than 12 per cent.

CACTI OFFER SUBTLE BEAUTY
For those who follow feng shui in their home, a cactus is the perfect plant for adding an elegant visual experience while at the same time banishing any negative energy. Cacti love the sun, so choose to add one to your windowsill or near the entrance to your home. Avoid placing in the living room or your kitchen, unless you want to be on the receiving end of an unexpected spike.

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INSPIRED BY SUFFOLK

Meet the artist taking inspiration from Suffolk and railway posters...

A well-renowned artist has taken inspiration from a combination of Suffolk's famous coastline and old railway posters to launch a stunning collection of prints.

Depicting iconic landmarks, towns and landscapes, Tabitha Mary Cross has seen her portfolio grow to include scenes such as Mount Kilimanjaro, Sydney Harbour Bridge and Christ The Redeemer.

Much of her work will be familiar, with many of her prints garnering national and international acclaim.

But there will be interest, too, from people much closer to home, with her incredible prints of Southwold and Aldeburgh proving hugely popular with customers.

"My Suffolk prints started with Southwold," Tabitha explained. "I produced it after visiting with my husband and then very young son, and we just fell in love with this charming seaside town."

"We've visited many times since and love it every time – including it's wonderful fish and chips!"

After receiving such a great response to her Southwold print, a Suffolk-based client then commissioned Tabitha to produce one for Aldeburgh.

"It's interesting how one thing can lead to another," she said. "I now do a lot of work to commission and Aldeburgh was the same."

"I'm very keen to expand my range, so would love to produce more prints around Suffolk if anyone is interested."

Would she consider Woodbridge?

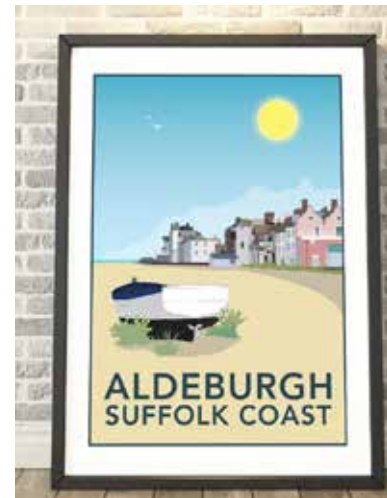
"Absolutely," she said. "Woodbridge is another lovely town with so many great landmarks which would make a fabulous print!"

Having studied at art school, foundation college and university, Tabitha honed her skills in her early career, focussing on surface pattern design for homewares, Christmas crackers and licensed stationery.

She added: "It was from there that I started designing prints inspired by the old railway posters for fun, and that was how the Tabitha Mary brand was born."

Tabitha says her plans are to keep expanding her range, especially those portraying Suffolk's coastline, and to keep growing her business whilst juggling life as a mum of two children under the age of three!

• To view Tabitha's full range and to purchase prints, go to www.tabithamary.co.uk. VISION readers can get 10% off all purchases this year using the code "visionmag10"



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FAWNING OVER flora

The floral effect, and how to achieve it

Although floral interiors are nothing new, they've certainly become on trend over the last few years. Flowery bedspreads, botanical cushions, jungle-print curtains and all manner of foliage frolics have been brought into the home, with our front rooms, kitchens, bedrooms and even bathrooms better places for it.

Vivacious ideas and vivid colours have become the order of the day, with ambitious, elegant results, all crafted in the knowledge that floral interiors never go out of fashion.

If you've kept your walls clear and fresh, it means that you can just add in colour with floral-print additions to your furniture, with vibrant cushions, rugs and throws in your living room. For perhaps the smallest of makeovers, your inside space can represent all the bounty of an outside garden.

If, however, your current styles mean a drastic design change, a mural or flowered wallpaper may be more in demand. If this is your route, supplement a complicated background with plain cushions and simple, flat, easy-to-digest whites and greys.

In addition, adding real or fake flowers will bring walls into the 3D realm, enhancing your look and creating energy, interest and talking points.

As for the palette you have at your disposal, floral colours offer all manner of outdoor shades, as we know. From pinks to purples, yellows, whites and reds, there are few colours out of bounds.

And once you've remastered a room with a full-on floral theme, you can progress the idea by making small, subtle changes that complement the look, such as adding small garden-themed pictures, or perhaps even candles with floral scents.

Very soon, you can find yourself bringing the outside inside, where opening a window and allowing a breeze to blow through the space completes what is an invigorating and inspirational design effect.



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VISION Advertorial

Get Your Property Resident Ready

With holiday letting season not far away, we caught up with the Woodbridge couple who have made it their business to get houses ready for guests and buyers alike.

A Woodbridge-based couple have taken inspiration from helping a neighbour to set up a "one-stop shop service" to home owners and landlords who are marketing their properties.

Resident Ready was set up by Lee and Katie, offering a professional approach to presenting properties in an attractive and saleable manner.

As well as preparing homes for sale or rent, the business focusses on preparing holiday lets - an industry that is expected to grow with "staycations" becoming more popular.

"The house next door to us is owned by a chap who had rented it out on a long term tenancy agreement to a family," explained Katie.

"Having occupied the house for a couple of years, they decided to vacate the property suddenly, disappearing overnight - leaving the property in a poor condition.

"This left the owner in a situation whereby he was having to organise trades, such as painters, gardeners, window cleaners, carpenters and carpet cleaners to come and undertake a series of 'repairs' before the house could be put back on the rental market."

The logistics became a nightmare. It would be three weeks before the carpenter could start, by which time, the decorator the landlord had secured had taken on another job and wouldn't be able to start until two weeks after that.

Eventually, the house was put back on the rental market seven weeks after it had been vacated - and a further five weeks passed before new tenants were found, meaning three months of rent was lost.

"He was not only out of pocket, but stressed by

all the ringing around and organising he had to do to get the house back on the market," Katie said.

"He's a very busy businessman and doesn't have the time to go through such hassle just to get his property back on the market. He said he would've 'given anything' just to have someone come in and do the jobs over a couple of days."

"That gave us the idea. We both love property, I particularly enjoy interior design and making a house a home and felt that our skills would be perfectly suited to getting properties 'resident ready' - and so the business was born."

One of the company's early clients were three sisters whose elderly mother had passed away, leaving her house needing to be sold. None of the sisters lived in Suffolk.

Lee said: "They needed someone to organise getting the house cleared, the garden sorted and the property prepared for market."

"A few weeks later the property sold for the full value without the sisters travelling to Suffolk."

It's not just about selling properties. As Resident Ready has grown, the demand for preparing holiday lets and short-term rentals has become clear.

Lee said: "We've had a number of holiday home owners contact us to ask if we could prepare their homes for occupation."

"Some are booked into September and keen to use us for cleaning, gardening, etc. We've also been asked if we would provide other 'courtesy services' such as supply welcome packs, or groceries."

Resident Ready cover a large part of the Suffolk Coastal region so if you have a property that needs to be prepared ready for the next occupants, get in contact!



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JET PROPELLED

SEVEN HANDY HINTS FOR MAKING THE MOST OF YOUR JET WASH HIRE

You're about to embark on a bit of high-pressure jet washing – perhaps you're getting that grubbiness off the walls, maybe your patio needs bringing back to its original sheen, or it could be your windows that want rid of all that winter grime.

Whatever the case, here are some tips that mean when hiring a pressure washer you'll clean up... literally and financially.

ONE: The price is right

It sounds obvious, but it pays to shop around. Kärcher leads the market with consumer pressure washers, but they all work in the same way, so don't necessarily be swayed by a big name or a fancy trim.

TWO: Time is of the essence

Be realistic over how long you want to hire a pressure washer for. Most hire companies will let you extend, but it's cheaper and easier to plan out your workload first; and of course, don't ever waste money by hiring one that you're not going to use straight away.

THREE: Failing to prepare...

With the last point in mind, prepare the areas you're going to use the jet wash for before picking it up. Not only will it help with space and efficiency, but your hire time won't be wasted moving items around so you can get started.

FOUR: Safety first

While great fun, pressure washers pack a huge amount of power, and even a lower-grade machine has enough punch to break through human skin.

FIVE: Pre-wash

Pre-washing any area makes jet spraying so much easier when you come back to it a few minutes later.

SIX: Nozzle knowledge

The pressure washer comes with a variety of nozzles, so ensure you select the right one for the job.

SEVEN: "I need proof (waterproofs)"

Spray will quickly consume you and people in neighbouring counties, so ensure you have waterproof gear, and prepare for a huge amount of dirt while you're at it.

You can use a jet wash for cleaning windows, patios, driveways and even your car.



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APRIL BIRTH FLOWER OF THE MONTH:

Daisy

GARDENING

If you were born this month, your flower is the delightful daisy, a bloom that often doesn't get the appreciation it deserves. Incredibly versatile and easy to grow, daisies can make a cheerful addition to any garden, however big or small.

What does the daisy represent?

A quintessential symbol of both purity and chastity, the daisy can also be used to convey secrecy. In fact, daisies were once called "day's eyes", as they close their petals at night and only reveal their bright yellow centre in the day. This flower can also be used to symbolise true love.

What does this birth flower say about your personality?

If your birth flower is the daisy, you are said to be a happy-go-lucky kind of person who tends to brighten up everyone's day just by being you. You are also adventurous, cheerful and optimistic, all of which means you are often the person whom others choose to confide in.

Why grow daisies in your garden?

Sadly, in the UK, we have lost nearly all of our traditional meadow land, meaning that meadow wildlife is under strain. By planting natural and local meadow plants such as daisies in your garden, you will be giving a much-needed helping hand to meadow insects and other wildlife.

How can I ensure my daisies thrive?

Daisies are the perfect choice for those who are looking for garden plants that do not require much care and attention. English daisies thrive in well-drained and evenly moist soil so be sure to water them during droughts. For the best display of daisies, plant them in full sun.

Best types of daisies for a vibrant show:

English daisy | African daisy | Gloriosa daisy | Blue Marguerite daisy | Shasta daisy | Cape daisy

GARDEN OF LIFE

THE BIRDS *and the bees*

In the third of a four-part series that shows how even the most urban garden can be a haven for the wonders of wildlife and the nurturing of nature, we consider how birds and bees are so pivotal to everything outside our windows.

While they appear to be fluttering and buzzing about our gardens in blissful relaxation, the roles of our birds and bees is actually a vital one.

Let's take the humble bee, for instance. Forget a spoonful of tasty honey, the value of these buzzing beauties goes much deeper, with pollination the name of the game. In the first instance, bees as pollinators are responsible for more than one-third of the world's food. Add in the fact that more than 90 per cent of plants rely on bees' cross-pollination skills, and you can see why the move to halt the recent decline in global numbers has been taken so seriously.

Bees also

provide habitats for a huge quantity of insects and animals. Their complex, interconnected ecosystems allow a vast number of diverse species to co-exist. Put another way, a garden without bees would be bare, as would your plate.

A smaller role for bees is as a food source for birds, but go easy on our feathered airborne acrobats – while they have their own pollination qualities and act as pest controllers, they themselves, most crucially, act as a source of food for animals.

There's also something truly cerebral about birds, who predate our own time on the planet by some 150 million years. Sure, they're not cuddly or kinaesthetic, but through birdsong, breathless beauty, their solid commitment to building homes and raising families, and with a level of ingenuity and intelligence that many mammals can't even get close to, birds are a truly cerebral addition to nature's nest.



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JUDI DENCH

THE LIFE OF THE BUSY DAME

Why Dame Judi Dench is perhaps the most unique acting talent of them all

In a professional career on stage and in front of the camera, it's notable that Dame Judi Dench has, more often than not, played characters who are assertive, strong and definite. From Q in the James Bond films to Ophelia, Juliet or Lady Macbeth on stage; from Evelyn in the *Marigold Hotel* movies, right through to 13 years playing Jean, the comedic mainstay of classic BBC comedy *As Time Goes By*, there has always been a strength present.

And so it follows, then, that the 86-year-old embodies very much those same qualities in real life. How else do you explain the fact that, despite lockdown, the York-born doyenne remains ensconced in one of the busiest periods of her acting career?

"I think the intention was that when I stepped away from Bond I'd be calming things down a bit," she begins. "What actually ended up happening was I found more roles coming my way, as would, I guess, any actor breaking free of a big character."

And therein lies the problem. The determined and decorated cornerstone of British drama simply can't say no. During 2020, while the world's acting fraternity were sitting back doing very little as the entire industry fell into a state of dormancy, Dench was still busy promoting four projects – films *Artemis Fowl*, *Blithe Spirit* and *Six Minutes to Midnight*, as well as an appearance on *Staged*, the widely acclaimed lockdown-themed TV series starring David Tennant and Michael Sheen.

She was also filming parts of what 2021 presents as two major feature films. First up is *Off the Rails*, a drama about a group of friends recreating an interrail journey across Europe, in which she appears alongside Kelly Preston, Ben Miller and Sally Phillips. Then, in *Belfast*, Jamie Dornan co-stars in a drama about a working-class family in Northern Ireland in the late 1960s.

Indeed, since bidding goodbye to 007 in that dramatic, windswept Highlands setting in *Skyfall* in 2012, Dench has appeared in 24 big- and small-screen projects.

"I think, for me, it's about picking and choosing things that make me content and happy," she says. "If I'm being asked to fly halfway around the world for a few minutes on camera, or the brief means being away from home for weeks on end in some inhospitable backwater, I'll say no. The truth, though, is I'm as enchanted as much by acting now as I was when I first performed *Hamlet*, or first stepped in front of a television camera at the end of the 1950s.

"I won't deny the slower parts of lockdown were frustrating, but if you want to keep busy and you want to find yourself things to do, then those things are out there, no matter where you are in the world or in your life," says Dench, who has now been two decades without husband Michael Williams, who died of lung cancer aged 65.

"I know Michael will be looking down, proud of the fact I'm still a workaholic," she smiles. "The truth is it's the only way I know to live."



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Rambutan

The rambutan is a tropical fruit that closely resembles a lychee. Grown in countries such as Thailand, Malaysia and Indonesia, the name rambutan means hairy, which refers to the fleshy spikes on the skin of the fruit.

WHAT DOES RAMBUTAN TASTE LIKE?

The flavour of rambutan is similar to a grape but with a bit of a strawberry quality. Slightly acidic and sweet in equal measures, this fruit has a pleasant fragrance that makes it ideal for using in cooked dishes.

WHAT ARE THE HEALTH BENEFITS OF RAMBUTAN?

Rambutans are high in vitamin C as well as containing lots of fibre that is good for your digestive health. They also contain vitamin E, which is known for helping to prevent both acne and premature ageing.

WHERE CAN I BUY RAMBUTAN?

You can find rambutans in most Asian markets and food shops. Look for bright red skin that indicates the rambutan is at its freshest. Green rambutans are not ready to be eaten, whereas black ones are over-ripe.

HOW TO PREPARE RAMBUTAN

You should not peel a rambutan until you are ready to eat or cook with it. To open, carefully cut the skin with a sharp knife or simply twist open with your hands if the fruit is ripe enough to do so. Then peel away the skin to reveal the egg-shaped fruit. Don't forget to cut open the fruit to remove the nut-like seed in the centre.

HOW TO STORE RAMBUTAN

Wrap them whole in a paper towel and put them in a perforated plastic bag before placing in the fridge. Your rambutans should last for up to two weeks.

HOW TO EAT RAMBUTAN

Enjoy rambutans as a healthy snack or as part of a tropical fresh fruit dessert bowl. Alternatively, add to cooked dishes such as curries and soups.



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This has been especially true in the last year due to many factors, including working from home and people gaining a better understanding of coffee.

Anglia Coffee Solutions have found this has resulted in a significant shift towards wanting 'third wave speciality' coffee in the comfort of peoples' homes.

The Bury St Edmunds based family company have responded to that demand by launching a brand new bean-to-cup machine, following the successful launch of their OPAL capsule machines last year.

Company director, Trevor Collins said: "We are delighted to say we have decided to offer a traditional coffee machine that is designed for domestic use.

"This really is our way of bringing the coffee shop to homes.

"We are now offering a range of Sage bean to cup machines that allow you to make third wave speciality coffee in a compact footprint."



An automatic steam wand, a three second heat up time and low pressure pre-infusion are just some of the features available on the various models.

From the Bambino Plus (smallest in the range) to the Barista Pro, there is a machine that will accommodate the needs of everyone.

"These are great machines that produce consistent results time and time again and you will never be disappointed with the quality of the drink produced," Trevor added.

"If you are looking to become a home barista, or maybe you just want the highest quality coffee offering for your home, then look no further!

"After testing one for ourselves at the start of the year we can honestly say it is an impressive piece of kit that adds a touch of class to a kitchen setting."

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BREAKING NEWS:

PEAS OUT!

According to Harvard University scientists, peas are not as healthy as we have been led to believe and may not even count towards one of your five a day.

Find out more about this shocking revelation below. Plus, great alternatives to peas that pack a punch when it comes to improving your health.

WHAT DOES THE SCIENCE SAY?

Harvard University believes that it has found the key to leading a longer life, and it lies with consuming the right combination of fruit and vegetables. Its research shows that by eating two portions of fruit a day and three servings of vegetables, you are much less likely to die from conditions such as heart disease, cancer and/or respiratory diseases. However, not all vegetables offer the same longevity-boosting properties, with a higher intake of peas having no link to lower mortality rates.

WHY YOU SHOULDN'T CONSIDER PEAS AS ONE OF YOUR FIVE A DAY

Strictly speaking, green peas are not vegetables, as they are part of the legume family which consists of plants that produce pods with seeds inside.

Furthermore, peas have a high glycaemic index which can cause a spike in your blood sugar levels, and they contain phytates that prevent key nutrients from being absorbed by the body.

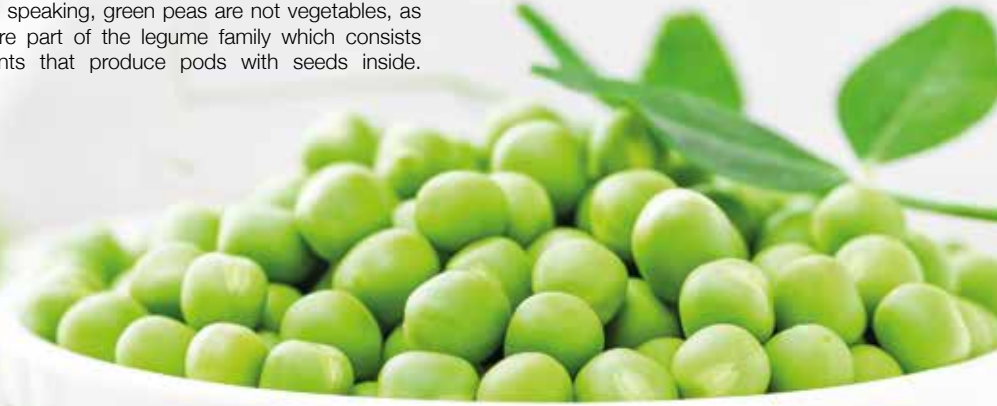
WHAT OTHER FRUIT AND VEGETABLES DO NOT AID LONGEVITY?

During the extensive study, the scientists at Harvard also found no link between a higher intake of starchy vegetables, such as corn and potatoes, and enhanced longevity, as well as drinking fruit or vegetable juices.

WHAT CAN YOU EAT INSTEAD OF PEAS?

If you like to add a bit of greenery to your own and your family's meals, there are still lots of alternatives to peas that most definitely do count towards your five a day:

- Broccoli
- Asparagus
- Spinach
- Kale
- Courgette
- Cooked greens
- Lettuce



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Beat the BURNOUT

Do you have chronic fatigue?

The mechanics that make all of us individuals mean no two people will endure the same medical condition in the same manner, but where chronic fatigue syndrome (also known as CFS or ME) is concerned, the overriding sense of physical and emotional emptiness is one that hits all sufferers.

The health condition, which shouldn't be confused with sleepiness and general lethargy resulting from working too hard or resting for too short a period of time, can be caused by a number of factors – from stress and anxiety to depression, eating disorders and the gradual debilitating impact of life events on the mind.

There can also be medical problems at play, such as thyroid problems, diabetes, vitamin deficiencies, irritable bowel syndrome, high blood pressure and even kidney disease.

A proper diagnosis is essential and should be sought as soon as you feel you are slipping into a

phase where you simply don't have the ability to perform very basic daily functions, such as rising out of bed, conversing with people or leaving the house.

A doctor will use various tests and techniques in attempting to reach a diagnosis; only when this is done will a medical professional set you on a path of therapy to get you back on track.

While medication is a recognised route to this, it could be that making positive changes to diet, routine and physical health will make a profound difference. There might also be moves to improve surroundings, practise mindfulness and build mental positivity in putting you on the road to feeling revived and restored.

Mental health services are of prime focus to the NHS in light of the COVID-19 pandemic, so don't delay in contacting your doctor if you need help – there will be brighter days ahead.



WILDLIFE TAKES CENTRE STAGE AT GROVE COURT

A care home in Woodbridge has decided to pursue a large-scale nature project across the course of 2021.

The aim of the project is to respond to a request from the residents to be more involved with the wildlife around the home and to support in any way they can.

The 15 acres of Suffolk countryside which the home sits in provides the perfect environment for many species. As well as woodland, hedgerow and field habitats, there is a



large pond which provides a haven for aquatic life.

Many residents at Grove Court are able to explore the gardens at their leisure and the staff support residents who require assistance to spend time in the grounds too.

Even through winter it has been such an asset to the residents and the last year has certainly proven the importance of maintaining a connection to nature in the modern world.

The plan has been led by the Social Events team and they have

worked tirelessly to weave in engaging activities.

The home is a real magnet for small bird species and the residents enjoyed making their own bird feeders to be hung outside their windows. This was then expanded, and specialist bird houses were purchased for both robins and swallows to add to the current selection.

One of the existing bird boxes has been installed with a camera and the residents have been delighted to watch long-tailed tits set up home.

Residents have enjoyed creating and painting day hedgehogs, bird song recognition and identifying wildflowers. The home also took part in the RSPB Big Garden Birdwatch back in January.

The plan for summer is to allow part of the meadow to grow to fallow, allowing a chance for wildflowers to grow, supporting the decline in bees.

A night vision sensor camera has been one of the highlights of the project. The residents have loved seeing muntjac deer, badgers, foxes and squirrels busy with their night time antics.

One of the connections through the project has been with Suffolk Prickles Hedgehog Rescue (Registered Charity 11766194). This has included an online presentation full of amazing facts about the little spikey friends.

Residents are also continuing to collect and save



newspapers which are donated weekly to the shelter. This is followed up by a quarterly newsletter which the residents love to read.

There is also a planned collaboration with barn owl specialists to pick the ideal spot for a new barn owl box.

The large lower field and hedgerows around the perimeters have the potential to provide the prey these birds need to be successful and their presence would be a wonderful sign of the progress made to support such a majestic predator.

The continued drive to support the wildlife around Grove Court is proving to have benefits not just for the animals being supported, but also the residents who are their biggest fans.



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ALL CHANGE: HEDI SLIMANE

We look at the creative directors who have transformed some of the world's most famous fashion houses. In this issue, it's Hedi Slimane.

Looking at Hedi Slimane, we see someone who appears to represent the very essence of French style. A creative director of exemplary reputation and influence, he has revived the fortunes of ailing fashion houses at problematic times in their history, allowing them to emerge on the other side with a renewed take on flair, panache and relevance.

And yet the 52-year-old has genetics that originate some distance from his native Paris. Born to a Tunisian father and an Italian mother, Slimane's cultural influences are well mixed. Sure enough, he discovered photography at the age of 11, and by the age of 16 was designing and making clothes.

Perhaps it is the exuberance of Italy and fabric-adorning reputation of north Africa that combined in inspiring Slimane to creative brilliance. If it was, then Yves Saint Laurent was the grateful beneficiary. After serving his apprenticeship at Louis Vuitton, Slimane moved to YSL in 1996, and by the year 2000 was on the move again, installed as creative director at Dior Homme (the menswear line of Christian Dior).

He switched back to YSL for two years from 2016, and is now creative, artistic and image director at Celine, a move that coincided with him topping *Vanity Fair's* list of the 50 most influential French people in the world.

Slimane's edge has always been in combining art, photography, fashion and music. For someone who has operated at the very top table of some of the world's leading fashion houses, he still manages to work in influences of punk, pop, tabloid chat and broadsheet formality.

His collections are never afraid to move brands forward into brave new quarters, and that has only ever reinforced his reputation as a game changer in the fast world of fashion.



FASHION



Photo credit: Michael Elter/AP/Shutterstock



Do you choose a conditioner based on your individual hair type? If not, you could be doing your hair more harm than good. Discover the right conditioner to transform your locks from limp to luscious.

Oily hair

If your hair is naturally oily, you may find that conditioners make your mane look and feel even worse. That being said, rather than skip conditioner altogether, look for a treatment that actively helps to reduce oil.

- Choose conditioners that are:**
 Light • Volumising • Balancing
- Avoid products that claim to be:**
 Hydrating • Smoothing • Moisturising

Dry or damaged hair

When hair is dry, damaged or brittle, you need a conditioner that will help prevent future breakages and protect against heat damage.

- Choose conditioners that:**
 Moisturise • Hydrate • Offer frizz control • Promote repair

Avoid products that claim to be:
 Fortifying • Volumising • Strengthening

If your hair is severely damaged, you may also want to use a coconut oil treatment or deep-conditioning cream once a week for intense damage repair.

Fine or flat hair

Straight hair that does not suffer with frizz, but can appear flat, suits conditioners that add some much-needed texture.

- Choose conditioners that are:**
 Volumising • Lightweight
- Avoid products that claim to be:**
 Heavy • Moisturising • Smoothing

Coloured hair

Coloured hair has very specific needs, especially if you want to retain your colour for as long as possible. In terms of a conditioner, you need one that will seal hair cuticles.

- Choose conditioners that are:**
 Colour-safe • Colour-depositing • Hydrating
- Avoid:**
 Any conditioner that is not for coloured hair

Afro hair

Afro hair tends to be described as kinky owing to the intensity of its curl. However, with the right conditioner, it can look both healthy and shiny.

- Choose conditioners that are:**
 Deeply hydrating • Oil-based • Protein-based
- Avoid products that claim to be:**
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KIDS



VITAMINS

FOR CHILDREN EXPLAINED

Do you currently give your children daily vitamins but are not sure if they are worth the expense? Or are you thinking about buying vitamins for your kids but don't know which ones they need?

WHAT VITAMINS DO CHILDREN NEED?

The Department of Health recommends that all children aged six months to five years are given daily vitamin supplements that contain vitamins A, C and D. They also advise breastfed babies to be given a daily vitamin D supplement from birth. Some experts recommend that the following groups of children should take a daily multivitamin:

- > Those who do not have access to regular, nutritionally balanced meals
- > Picky eaters who are not getting sufficient vitamins and minerals
- > Children who eat a lot of processed or fast food
- > Vegetarians or vegans, who may need an iron and/or calcium supplement

ARE GUMMY VITAMINS A GOOD CHOICE?

Becoming increasingly popular in recent years, gummy vitamins seem to be the perfect solution for kids who lack certain nutrients. However, these are usually higher in sugar than other vitamins, plus they look and taste like sweets, meaning your child

may be tempted to take more than they need, which could be harmful to their health.

WHAT DOES A HEALTHY DIET INCLUDE?

If you are not sure whether your child is already getting all the vitamins and minerals they need from their diet, this guide should help you. A well-balanced diet should include:

- > Milk and dairy products or vegan alternatives
- > Plenty of fruit and vegetables
- > Protein
- > Whole grains

ADVICE FOR GIVING YOUR CHILD VITAMINS:

- > Keep them out of reach so that children do not have more than one a day
- > Do not treat them like sweets
- > Try a chewable vitamin if your child won't take a pill or liquid supplement
- > Consult your doctor first if your child is taking any other medication




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THE PENALTIES AND REPERCUSSIONS FOR OUT-OF-DATE MOTS, INSURANCE AND TAX

The responsibility of making sure a car is being driven legally, and that all the proper checks are up to date, is one not just to ourselves and our passengers but also to everyone else both on and off the road. From motorists to cyclists and even pedestrians, it's vital our cars are roadworthy – in fact, it's so important that the government will impose strict sanctions on anyone not toeing the line.

TAX

A huge number of people drive on our roads unaware that their MOT has expired; and yet with the DVLA's reminder system, setting up a simple text message alert would prevent this happening.

The only time you're allowed to travel on the road with an expired MOT certificate is if you're en route to the test centre to get the service done, otherwise you could be looking at a fine of £1,000.

In 2020, during the COVID-19 outbreak and

subsequent lockdown, MOT dates were extended, though this is not the case in 2021.

INSURANCE

Road tax is a necessity for any car, and you can expect a hefty fine in the post (of up to £1,000), if you're driving around in an untaxed vehicle. That may be a better scenario for some than the alternative – your car is clamped, and if the fine isn't paid quickly it is impounded, incurring a daily fee of £21.

MOT

The big one – driving without insurance is the biggest threat to yourself, your passengers and other road users. It is looked upon dimly, and if you are stopped by the police, your keys will be confiscated immediately. A £300 fine and six points on your licence is the minimum, but greater penalties, including disqualification, are possible.



Coming up ROSIE

How Rosie Huntington-Whiteley went from supermodel to businesswoman

For years, Rosie Huntington-Whiteley has been perfecting the art of spreading her talents across a wide spectrum.

This is the supermodel who leapt into our consciousness at the age of 16 when she appeared in *Teen Vogue*, then quickly ascended to adult fashion with projects for Victoria's Secret, Burberry, Pirelli and others.

Embracing motherhood – she has a three-year-old son, Jack, with actor Jason Statham – as well as embarking on film projects (*Transformers: Dark of the Moon* and *Mad Max: Fury Road*), you would imagine the now 33-year-old has enough on her plate. Yet burgeoning business ideas have created another angle with which the Plymouth-born model can utilise, maximise and monetise a polished brand.

Sure enough, in November, she announced the launch of her Clean Beauty Collaborative brand. Working with cosmetics firm Amyris, Rosie is building a digital platform for all things beauty, undertaken with an eye on great-performing products that are manufactured sustainably without harm to the planet.

The project follows on from her Rose Inc launch in 2018, which focuses on carbon-neutral eco-friendly initiatives.

She said: "I am passionate about responsible beauty products that are healthy for people and the planet."

Rosie has in the past admitted the maze of looks, styles and messages emanating from social media can be particularly off-putting.

"I want us to get back to the basic thrill of uniting people with access and knowledge and secrets of the industry," she says. "If we can all look as good as we can, while uniting to make the places where we live more sustainable, surely that's a route towards a happier future, because even I find myself getting negatively affected when I'm scrolling through feed after feed. I think we need to celebrate diversity and different kinds of beauty."

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Compassion!

Whatever industry you work in, taking the time to understand and empathise with your employees is vital if you want to provide exceptional leadership. Discover how to become a more compassionate leader below. Plus, find out why compassion is crucial in the workplace.

HOW TO BECOME A COMPASSIONATE LEADER IN FIVE SIMPLE STEPS:

Listen: Think about how often you really listen to your team. Successful leaders seek to understand the perspectives, motivations and challenges of their employees. Make sure you actively listen without judgement for optimal effect.

Empathise: If you don't think that your team members feel able to open up to you, then empathy can help resolve this. Take the time to sit down with your employees and talk to them about non-work-related topics.

Share: If you aren't authentic with your staff, how can you expect them to be with you? Don't be afraid to show your weaknesses; as a leader

you do not have to be better than everyone else.

Respond: Employees need feedback from their leaders, in terms of both their successes and areas in which they still have room to grow. Ensure you explain to your team that you are there to help them improve, and offer any resources they might need.

Change: Compassion is all about commitment, and even simple changes to the way you lead can work wonders for improving employee morale. Challenge yourself to make at least one change a month and build up from there.

WHY COMPASSION IS SO IMPORTANT:

- ♥ Creates enhanced employee engagement
- ♥ Decreases employee turnover
- ♥ Inspires collaboration
- ♥ Increases employee commitment
- ♥ Raises levels of trust
- ♥ Empowers you as a leader

TAKEAWAY TIP: Compassionate leadership is not about giving people what they want; it is about giving people what they need.



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MJB Avanti: Payroll Changes To Be Aware Of

The “off-payroll” working rules that apply to certain workers supplying their services to clients via their own personal service companies start from 6 April 2021.

Under this new regime end user businesses will be required to determine whether that individual would have been treated as an employee or not if directly engaged.

This will be a significant additional administrative burden on the large and medium-sized businesses to whom the new rules apply. This is a complex area based on different decisions by the courts and HMRC suggest that end user organisations use the CEST (Check Employment Status for Tax) online tool on their website to help with the determination.

The end user business is then required to issue the worker with a Status Determination Statement setting out the reasoning for their decision, a copy of which is also given to any agency supplying the worker if relevant.

In these very difficult times, we are offering all new clients a free financial review of their business to include a consideration of forecasting and cash flow management.



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Organisations will need to meet at least two of the below for these rules to apply:

- Have over 50 employees including the Directors / Owners.
- Have a net turnover in excess of £10.2m.
- Have over £5.1m on their balance sheet.

Remember that even if the above does not apply to you, it is good practice to have contracts in place which confirm the self-employed status of contractors that you are using.

The determination notifies the agency that PAYE and NIC should be deducted from payments to the worker’s personal service company. That information should be passed down the labour supply chain if other entities are involved, and the ultimate fee payer is liable for making the tax and NIC deductions. If HMRC are unable to collect the tax from the fee payer, the liability will pass up the labour supply chain thus encouraging the end user organisation to carry out due diligence to limit their exposure.

Source: 2020Group

If you have questions or require any advice on the changes discussed here, please contact a member of the MJB Avanti team on 01473 558866.

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SPORT

Making plans for NIGEL

How Welsh referee Nigel Owens MBE is the latest to bring LGBT issues to the front line of sport

On the face of it, it's perhaps the manliest sport of them all – where the fire and ferocity of competition demands brutish, testosterone-driven combat.

Like it or not, the past hasn't always been kind in associating homosexuality with those characteristics. And yet it's a credit to our progressiveness as a society that those attitudes are changing; and across Gareth Thomas, other male stars, both retired and still playing, plus a whole host of women who have proudly declared their sexuality, rugby is the sport that seems to be pioneering inclusion and diversity above any other.

The rise to prominence of Nigel Owens MBE as an ambassador for such inclusion is, alongside Thomas, perhaps the best example of someone emerging from the shadows. Having previously battled bulimia and suicidal thoughts as side effects to the hiding of his sexuality, the experienced referee came out in 2007.

"It's such a big taboo to be gay in my line of work," he says. "I had to think very hard about it because I didn't want to jeopardise my career. Coming out was very difficult and I tried to live with who I really was for years. I knew I was 'different' from my late teens, but I was just living a lie."

In reality, coming out only enhanced Owens' reputation in the game. He went on to claim the record for most test matches refereed, and in the Queen's 2016 Birthday Honours was awarded an MBE for services to sport. He retired in December 2020 after 17 years at the top.

And yet his work doesn't stop – in a long-term relationship with a teacher, Barrie Jones-Davies, Owens is a pioneer for LGBT issues in both sport and wider society. He works with charitable organisations in raising awareness and acceptance of gay people, using his story as a bridge to greater understanding of the issues involved.



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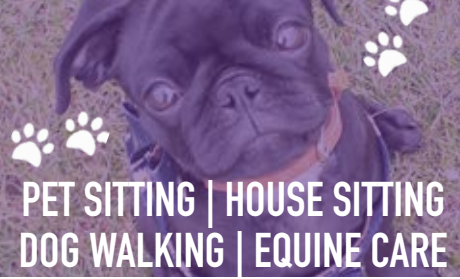
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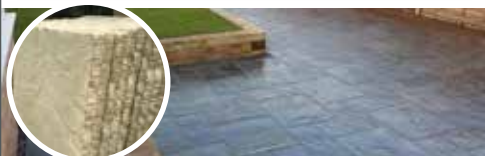
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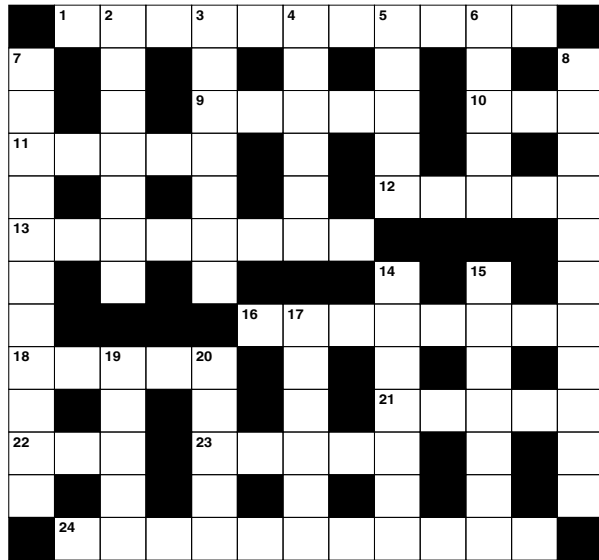
Answers: see end of The VISION Listings

ACROSS

- 1. Dishonestly (11)
- 9. Ape (abbrev.) (5)
- 10. Fish eggs (3)
- 11. Hackneyed (5)
- 12. Giraffes have long ones (5)
- 13. Mad rush (8)
- 16. Eye condition (8)
- 18. Spring flower (5)
- 21. Boredom (5)
- 22. Female chicken (3)
- 23. Island in the Mediterranean Sea (5)
- 24. Study of lawbreaking (11)

DOWN

- 2. Morally right (7)
- 3. Extract (7)
- 4. Wound together (6)
- 5. Unfasten a garment (5)
- 6. Expressing emotions (of poetry) (5)
- 7. Calamity or great loss (11)
- 8. Celebrity (11)
- 14. Panacea (4-3)



- 15. Linking (7)
- 17. Cosmetic cream (6)
- 19. Of the moon (5)
- 20. Device that splits light (5)

DID YOU KNOW?

- ▶ Saudi Arabia is one of the only countries in the world that doesn't have any permanent rivers
- ▶ In the Falkland Islands, sheep outnumber people
- ▶ Napoleon ordered the construction of the Arc de Triomphe in Paris
- ▶ It's thought that in the future, the Maldives may become completely covered by water
- ▶ In Norway, around 98 per cent of the electricity production comes from renewable energy sources
- ▶ The Great Wall of China is 21,196km long
- ▶ Reykjavik is the most northern capital city
- ▶ Indonesia is the world's largest island nation, but no one knows exactly how many islands it contains

SUDOKU

			7			3		1
4	3					2		
		5		4				8
5	6							
			3	7	6			
							7	6
7				5		8		
		6					2	9
1		8			4			



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