

LEISURE

SOLUTIONS UK

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• WHAT'S ON • CHARITY • PROPERTY FOR SALE • HOLIDAYS

Tim Peyton BSc (Hons) MSc is an accomplished Portfolio and Programme Manager with a longstanding commitment to Project Management and Leadership education.

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**CAPTAINS COLIN'S
RIVERBUS**

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plucksguttercptcolin@gmail.com

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Featuring a wide variety of companies from across the UK and Sent via email to 100,000 UK Consumers Aged 18 +.

Editors comments

Hello & welcome to Leisure Solutions UK!

The team at Solutions UK has been working extremely hard to bring you an issue that is full of innovative and exhilarating companies and we are very excited to share their success and achievements with you.

We have searched the length and breadth of the UK to bring you some of the most ground-breaking innovations and this month we are overjoyed to be highlighting the activities of **P Micheal Finance**, read about it on page 25.

Firstly, we would like to focus on the work of **Tim Peyton BSc (Hons) MSc** an accomplished Portfolio and Programme Manager with a longstanding commitment to Project Management and Leadership education, who this month features on our front cover! For the full feature see page 25.

Secondly, we are featuring **Brian Murkin's Le Tonkinois Varnish** - a traditional oil based varnish, manufactured using a 200 year old Chinese recipe. For more information turn to page 18.

I hope you enjoy reading this issue of Leisure Solutions as much as we have enjoyed bringing it to you. Happy reading and we hope to see you for the next edition!

Ian Hayward

Editor

Leisure **SOLUTIONS UK**

For all advertising & sales enquiries
please contact Ian Hayward
0121 241 8788



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Latest News

Embark on your next staycation



Nestled on the outskirts of the ancient market town of Thirsk in North Yorkshire lying below the Hambleton hills, Newsham Grange Farm is an award winning 4* luxury, family run, Bed and Breakfast.

The farm house is situated in 16 acres of land with a breath taking orchard dating back to Georgian times. The

house is a Grade II listed Georgian Farm House offering spacious facilities with features including: en-suite rooms, secure parking, outdoor pool, hot tub and free WIFI. Some rooms can also take families, or if a twin room is required. The house is also licensed.

In terms of the location, Thirsk market town is approximately 4 miles away

with Northallerton market town being only 6 miles. Both towns offer a variety of amenities including shops, cafes, bars and restaurants. Thirsk also features its own race course and the Famous World of James Herriot.

Another accommodation is its Eagles Cottage, a refurbished single storey barn decorated in a traditional and contemporary style. Retaining some of its original features, the barn is beautifully adorned with wooden beams throughout the building and stretching across the high vaulted ceiling. Creating a cosy, welcoming atmosphere, Eagles Cottage is the perfect 'home away from home' and during cooler months, there is even a log burning stove to snuggle up to, in



the main living area.

The cottage is self-catering and is able to accommodate up to six people in three bedrooms, comprising of one king size bed, one double bed and two single beds. Its facilities include: a full private bathroom with shower and separate toilet, large kitchen/dining area with appliances including a dishwasher, microwave, slow cooker, double oven and washing machine, and an oak dining table and chairs.

The main living area maintains two comfortable large sofa's, a flat screen TV with Freeview and a DVD player. Outside features a courtyard decorated with planters and lights, complete with table and chairs, BBQ



and hot tub; which can be used all year round. Guests also have access to the outdoor swimming pool and garden room located in the Orchard, offering the perfect spot to sit and watch the sun go down on a summer evening.

With so much on offer throughout the year, take advantage of your next 'Staycation' and visit Newsham Grange Farm - we're sure that you will not regret it!

For more information, please see below.

T 01845 588047

www.newshamgrangefarm.co.uk



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Rutland Farm Park: A fun-filled day out!

Located in the beautiful county of Rutland, Rutland Farm Park is a family run farm that offers guests a fun day out in the East Midlands.

The farm is located within the idyllic British countryside, situated on the remaining Noel estate that dates back to the Victorian era. Because of the property's age, the farm features a selection of Victorian farm buildings and structures, in addition to a range of exotic plants and blossoms, including rare Himalayan flowers and bamboo.

After a long closure that was caused by the infamous foot-and-mouth crisis in 2001, the farm re-opened last year due to popular demand. The farm's owners, the Ball family, wanted to welcome guests back onto their premises to encourage wildlife conservation and educate groups on the natural world.

The Ball family work hard to conserve rare species of livestock, preserving an array of unusual and endangered poultry and cattle. The family encourage visitors to ask questions about the animals and interact with breeds to learn and develop their knowledge on conservation. A member of staff will always be on hand to answer any questions and delve deeper into the breed's history, making it the ideal location for schools to learn and have fun.

The Farm is home to a flock of Lincoln Longwool sheep, a breed that has been reared since medieval times and produces 35lbs of wool in only one clipping. The farm is also home to one of the largest Friesian Holstein bullocks in the world, towering above guests at an impressive height of 7ft. In addition to these fantastic beasts, the farm also houses a host of farmyard animals, including: ducks, geese, goats, pigs, alpacas, llamas and much more.

Once guests have explored the farmyard, they



can enjoy a drink and a bite to eat in the farm's Tea Room. The Tea Room is available to guests of the farm and to the general public, allowing everyone to enjoy a beverage and take in the gorgeous country scenery. The Tea Room can also accommodate groups of all sizes as the farm has generous on-site parking and plenty of indoor and outdoor tables.

It is important to note that all of the Tea Room's food is freshly prepared and caters to a variety of dietary requirements. This includes, but is not limited to: homemade cakes, ice creams, milkshakes, hot and cold drinks, baked potatoes and sandwiches. The Tea Room also organises a variety of events and occasions where the menu will change accordingly.

For any more information on the farm, or if you would like to view the farm's opening times, visit their website listed below. Alternatively, if you would like to book a table at the Tea Room or have any other specific enquires, telephone Rutland Farm Park on the number below.

T: +44 (0) 1572 722 122.
E: enquiries@rutlandfarmpark.co.uk
W: www.rutlandfarmpark.co.uk
Facebook: www.facebook.com/rutlandfarmpark

A great day out with Sandwich River Bus Tours

The Sandwich River Bus Tour is located on the river Stour in Sandwich, Kent, and navigates the many waterways of the area, ferrying passengers so they may enjoy the sights and sounds of the river, the stunning picturesque countryside, and the town of Sandwich itself which is renowned for its medieval history. The town of Sandwich regularly brings tourists together from all over the world to view the many historic buildings dating back to the Anglo-Saxon times and the Roman invasions.

Founded in 1992 by the Highway Marine and then taken over by Captain Colin Carr in 1999, The Sandwich River Bus group holds a very high reputation for their exceptional scenic, historic and wildlife centred river boat trips.

Since becoming Harbour Master, Colin has worked out of an office that was first built

**CAPTAINS COLIN'S
RIVERBUS**

back in 1338 and is a relic and attraction in itself. The River Bus has a variety of boats, including two 12-seaters and a 55-seater boat which was first built back in 1935.

With a diverse range of tours available, such as regular traditional boat trips, river tours from Sandwich to the Roman Fort at Richborough, or short rides staying near the town, guests will be treated to exploring the rich and scenic history of the local town. In addition to history, passengers often seek out Colin's services to explore the many untouched pockets of wildlife along the English countryside. Seals are a huge draw for the company, with families, children, and more all seeking to see the seals in their natural watery habitat.

If you're looking for a family-friendly day out, with fascinating wildlife and a picturesque view of the British countryside, then be sure to get into contact with The Sandwich River Bus today, or visit the website for more information.

M 07958 376183
M 07503 928409
sandriverbus@gmail.com
www.sandwichriverbus.co.uk



RUTLAND FARM PARK

Covid-19 Update

We are currently open as usual from 10am - 5pm with the front gates closing at 4.30pm. We have a one-way system in operation with social distancing reminders places around the farm. We also have sanitiser stations at picnic tables and around the farm.

Animal feeding is permitted and you can get bags of animal food from the shop.

Daphne's Tea Room is serving a reduced menu and there are no self service cooler cabinets.

Seating has also been reduced in the Tea Room for distancing measures.

The toilets are now gender neutral and we ask that only one family at a time use each facility. If you have any questions please don't hesitate to call us on 01572 722122

Rutland Farm Park is a small, family-owned, working farm located in Rutland - England's smallest County.

The Farm Park has been in the family for five generations. On 10th September 2017 the Farm Park was once again reopened to the public having been closed since 2001.

We've got a range of friendly animals for you to see, from rabbits and guinea pigs, to sheep, horses and alpacas.

Come and see some of the rare breeds as well.

We are focused on the conservation of these breeds, which no longer get the love and attention that they once used to. We want to change that.



Please contact **01572 722122**
enquiries@rutlandfarmpark.co.uk
www.rutlandfarmpark.co.uk



**CAPTAINS COLIN'S
RIVERBUS**



Captain Colin Carr has been running the river bus and river tours in Sandwich since 1999.

He is also the Harbour Master for Sandwich and is always happy to help. Prior to running the Riverbus Colin worked at a boatyard in Medway repairing and maintaining boats. In his spare time Colin has an interest in all types of old machines including old tractors and trains and enjoys restoring old boats.

The cost of use is available on request.

Sandwich River Bus

T: 07958 376 183

E: plucksguttercptcolin@gmail.com

The Quay, Sandwich, Kent CT13 9EN



RUTLAND FARM PARK

Covid-19 Update

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Please contact **01572 722122**
enquiries@rutlandfarmpark.co.uk
www.rutlandfarmpark.co.uk



Plan an Autumn Break

Surfs Cottage, Sennen Cove

Granite built 16th Century Fisherman's Cottage, with surrounding high stone walls and mature garden overlooking stunning Sennen Beach and headland views. Just 2 minutes walk from Sennen sea shore. This small private home consists of 3 bedrooms, 1 en-suite. The large living and dining area overlooks the beach and headland.

A peaceful and tranquil cottage where you can enjoy a glass or two of wine on the lawn or stone terraced patios in the summer or the same in front of the large open fire in winter.

Set in beautiful surroundings with easy access to local shops as well as places such as St. Ives, Truro, Falmouth and Penzance. If you enjoy the many beaches, surfing and cliff top walks then this is for you with the added attraction of private parking.

Surf Cottage in Sennen Cove some 20 minutes' walk from Lands' End was one of the original buildings in Sennen Cove and was once a small thatched cottage surrounded by its own strawberry fields.



For more information and to book please contact

Email: cbksec@hotmail.co.uk or Tel: 07979 241 421



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NEWSHAM GRANGE FARM

Bed & Breakfast

Newsham, Thirsk, Nr Kirby Wiske, YO7 4DF

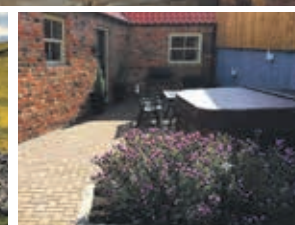
T 01845 588047

sue@newshamgrangefarm.co.uk

TAKE A LITTLE BREAK & ENJOY OUR
RELAXING WARM AMBIENCE!

Newsham Grange Farm is a family run Bed and Breakfast on the outskirts of the Ancient market town of Thirsk in North Yorkshire lying below the Hambleton hills.

The farm house is set in 16 acres of land with an orchard dating back to Georgian times. The decked terrace, adjacent the spa and swimming pool, overlooking the orchard is a particularly pleasant place to sit and watch the sun go down on a glorious summer evening.



WWW.NEWSHAMGRANGEFARM.CO.UK

THE GEORGE HOTEL



HOTEL, RESTAURANT & B&B

Welcome to The George Hotel

The George Hotel offers eight bedrooms including single, double/twin and a family room. All rooms have tv's & have tea and coffee making facilities & hairdryers. Ironing boards are available on request. All our rooms are warm and homely with seriously comfy beds, ideal after a hard day walking or travelling.

A laundry and drying service is available just in case you were unlucky enough to get caught in a shower of our Lakeland rain. If you are cycling, we can also offer secure overnight storage for your bike to rest.

We are now available to provide camping facilities for up to 4-5 tents £5.00 per pitch (booking is essential) Meals are available in the bar & restaurant where you can relax and unwind at the end of the day.

We are sorry that we are unable to accommodate dogs. However, Guide Dogs are welcome.

Offer:

2 night stay. Double room B&B - £79

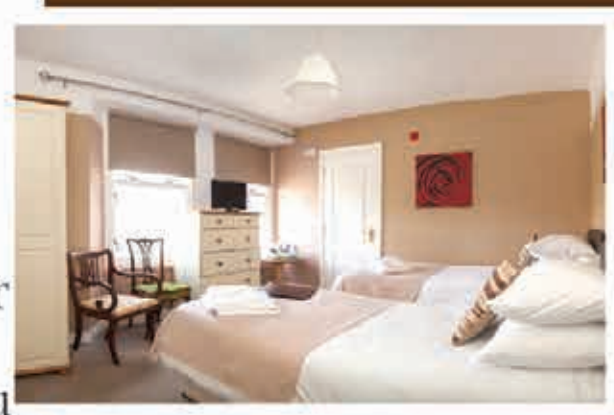
3 night stay. Double room B&B - £119

The George Hotel
Front Street, Orton,
Penrith, Cumbria, CA10 3RJ

T: 01539 624 071

E: georgehotel.orton@gmail.com

www.thegeorgehotelorton.co.uk



Five-star boho glamping ground

Ettie's Field is nestled in the Heart of England, near Market Bosworth in Leicestershire. Its raw and peaceful location attracts many animals and boasts a relaxed and peaceful vibe.

"As Airstreamers ourselves our aim was to create a glamping ground for people who are as passionate as us about glamping. We named our Airstream Ettie after my grandma

and when we bought Ettie we put her in the field and called it "Ettie's Field". Ettie's Field is not a caravan park or a campsite, it is a glamping ground. We love all things airstream, vanlife, bongo, glawnings, teardrop, t@b, Vdubs, bikers, classic hymer, eriba touring, bell or lotus tent, tipis, roof tents, converted ambulances. WE LOVE different! Ettie's Field is different!" stated Linds, Owner.

Want that sleep under the stars without having to sacrifice comfort? Ettie's Field has airstreams, eight hardstanding and grass pitches with electric and water taps, 3 grass pitches with only water taps and six circle pitches with electric and water. Individual shower rooms, toilets and wash basins are available also. Trade waste and recycling bins are available alongside an elsan and washing up area.



Boho Glamping Ground

As Airstreamers our aim was to create a Glamping Ground for people who are as passionate as us about Glamping..

Ettie's Field is **NOT** a caravan park or a campsite....

Ettie's Field is for everyone who owns an interesting Glamping rig.

WE LOVE..

Airstream, VanLife, Bongo, Glawnings, Teardrop, t@b, Vdubs, Bikers with small touring tents, Classic Hymer, Eriba Touring, Bell or Lotus Tent, Tipis, Roof tents, converted ambulances

WE LOVE different! Ettie's Field is different!

Ettie's Field is NOT suitable for normal tents, normal caravans or normal motorhomes...

We welcome children at Ettie's Field but we have not designed the site around children, we do not have a playground or allow any type of ball, frisbee games or kite flying.

If you're not sure if Ettie's is right for you, please send an email with a picture of your Glamping set up and we will get right back to you!



For more information please get in touch;

📞 07817 543972 | ✉️ linds@ettiesfield.com

www.ettiesfield.com



Even though it's quiet and remote, civilisation is only a stone's throw away. With nearby attractions such as Twycross Zoo, the little town of Market Bosworth, the Bosworth Battlefield heritage centre, Bosworth Water Park, Lucky Tails Alpaca Farm, the Gate Inn, the Turpins Bar, and San Giovanni, a beautiful Italian restaurant only a short drive away, there is plenty to do.

Boho-tique shop is on site and open to guests daily. If you're not too busy seeking out the local attractions, lose yourself in Ettie's Boho-tique which stocks Fair-Trade, recycled plastic and hand-crafted gifts. Ettie's Field is also available for exclusive hire for weddings, family gatherings, parties, rallies or even craft weekends.



A few dates for your diary:

Ettie's Boho-tique will be holding a Christmas open day on the 4th of December. Tickets are £5 and available here.

www.eventbrite.com/e/etties-boho-tique-christmas-shopping-event-tickets-176612531837?aff=ebdssbeac

Ettie's Field will be exhibiting at Your Wedding Live at Telford International Centre in the Midlands on February 19th-20th, 2022.

Tickets available here.
<https://yourweddinglive.co.uk/wedding-show-introduction/>

Customers rave of Ettie's Field, "It's like entering another world", "The site offers everything you want for glamping: eco-friendly, beautiful settings, relaxed, lovely animals and a chiminea on every pitch!"

If you're interested, see below.

T 07817 543972

linds@ettiesfield.com

www.ettiesfield.com

www.ettiesboho-tique.com



The happiest day of your life starts at New Beginnings

Established in 2018, New Beginnings is a family-owned Bridal Boutique based in Newport Pagnell, Milton Keynes. Serving all of the four surrounding counties: Buckinghamshire, Bedfordshire, Northamptonshire and Oxfordshire, brides travel from all over the UK for its unprecedented, tailored service.

In April 2018, the Boutique started out by selling ex sample dresses to brides, and by September 2018, after receiving high levels of interest, the Boutique began stocking made to order dresses.

Stocking a wide range of dresses that are tailored to fit every size, New Beginnings offer a bespoke fitting and viewing service ensuring the bride's needs are met and all aspects of her dream dress are considered. During the appointment brides can choose between an array of designer dresses the Boutique has to offer. These collections include Phoenix Gowns, Blue by Enzoani, WToo & Willowby, Millie May & Millie Grace, Lou Lou & Louise Bentley, Elysee and new collections arriving from new designers Allure and Sottero & Midgley.

New Beginnings also stock occasion wear ranges for mother of the bride and groom, over 50 bridesmaid dresses in different styles available in over 90 colour and fabric choices, flower girl dresses, and a huge range of accessories from multiple designers. These accessories include over 60 veils, more than 40 styles of shoe, and many other items such as belts, hair pieces, tiaras and jewellery.

Its focus is to make every bride feel as glamorous and beautiful as they are. New Beginnings use its



expertise to navigate the best design for the bride's figure whilst supplying the bride and her bridal party with the most bespoke, intimate and personal service. The Boutique comes highly recommended, receiving astounding reviews and testimonials from happy brides whose dreams have come true thanks to New Beginnings.

To help make planning a wedding a little less stressful, New Beginnings kindly offer its 'We Love' recommendations, which is a list of hand-picked wedding suppliers which the boutique has experience with and can confidently recommend. A perk of becoming a New Beginnings bride is that you are granted access to exclusive deals and promotions from its partnered wedding suppliers. Available only to brides, New Beginnings offer recommendations for venues, hair, makeup and beauty, cakes, florist and decorations, seamstress, and other wedding related services.

Looking for the perfect dress for your perfect day? New Beginnings will welcome you with open arms and find the perfect dress for you. Supporting every woman's dream, New Beginnings is a magical bespoke service whose main concern is ensuring the bride and her party feel beautiful, cherished, and supported.

For more information, see below.
T 01908 618 901
T 07496 631 318
info@newbeginningsmk.co.uk
www.newbeginningsmk.co.uk



01908 618 901
info@newbeginningsmk.co.uk
www.newbeginningsmk.co.uk

Activate Windows

Blossoming Bunches for all Occasions



Situated in Knowle, Solihull in the West Midlands, Lisa Flowers Floral Design provides florist services for all occasions.

Owned by Lisa, the shop benefits from her wealth of expertise in floral design and she provides unique, bespoke designs, specifically created for each customer. "I qualified in 2008 and established Lisa Flowers Floral Design formally April 2011." Lisa continued, "I provide flowers for all occasions including Weddings, Hand Tied Bouquets for everyday use, Funeral & Sympathy Flowers and Restaurants & Bar displays."



Excelling in its services, Lisa Flowers Floral Design is passionate in designing unique, breath-taking floral designs that capture and create the right visual appearance to meet the needs for each customer. Catering for all big life events as well as personal day to day events, Lisa provides services for gift bouquets/ flowers, birthdays, weddings, corporate entertainment, special events,



Lisa Flowers Floral Design

celebrations, sympathy and funeral tributes, Valentine's Day and Mother's Day.

"I pride myself on providing an individual bespoke service. Every client is unique and no two orders are ever the same. I create individual designs to suit all budgets." Lisa stated.

Lisa Flowers Floral Design has been able to carry on working throughout the COVID-19 pandemic and has seen an increase and importance placed on its services, for providing loved ones with tokens of love and affection, while families and loved ones have been separated due to COVID-19 restrictions.

"I have worked constantly through this unprecedented year. It has been incredible in every way and it has been helping to keep families in touch from all over the UK and internationally too." Lisa expanded on some of her recent achievements, "I have recently become the floral designer for Jaques Restaurant in Knowle which is a new bespoke restaurant. I have also achieved awards over the last three years with UK Wedding Planner and I am the preferred florist for Taylor's Independent Funeral Services in Knowle."

A clear favourite service provider for its community, Lisa Flowers Floral Design provides a personalised, professional service which has helped to establish Lisa as being the preferred choice for floral designs in the community.

For any further information, please see the details below.

T 07900 881867
www.lisaflowersfloraldesign.co.uk

Lisa Flowers Floral Design

A Personal and Professional Florist in Solihull



Welcome to Lisa Flowers Floral Design

I am a bespoke florist offering a personalised and professional service for your floristry requirements.

Flowers have long been my passion so to be working with them every day, creating different styles and designs, is very rewarding. I pride myself on my ability to provide a personalised bespoke service where I can express each customer's specific requirements with flowers.

Whether contemporary or traditional, simple or complex, a hand tied or an elaborate celebration, I am able to meet all budgets and requests.

If you would like to discuss a design or event, or have any enquiries, please get in touch. You can find my details on the Contact Us page.

I will look forward to hearing from you!

For more information please contact me on;

T: 01564 635126

M: 07900 881 867

E: enquiries@lisaflowersfloraldesign.co.uk

www.lisaflowersfloraldesign.co.uk



PATRICIA CREIGHTON M.B.E.

INDEPENDENT LADY TOASTMASTER



MASTER OF CEREMONIES COMPERE & EVENTS HOSTESS

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www.lady-toastmaster.com



Bovehay Down is a quiet, rural retreat located in the tranquil surroundings of the Devonian Countryside. With outstanding natural views the farm offers the perfect space for Woodland Weddings.

We are perfectly located; a secluded location yet not more than 15 minutes from all you will need: the beach, the shops and local attractions so we've got your wedding covered.


Fully licensed for marriages and civil partnerships ceremonies


For more detailed information or a free no obligation, consultation, please contact Pamela on;
☎ 01404 871480 | ✉ info@sweetlands.co.uk or visit
www.bovehay.co.uk



Antique and Collectable Dolls, Dollhouses, and Toys

All fairs run from 10am to 4pm - Upcoming fairs ...



 **5 September 2021**
Cobham Village Hall
Lushington Drive
Cobham, Surrey, KT11 2LU

 **28 November 2021**
Cobham Village Hall,
Lushington Drive,
Cobham, Surrey,
KT11 2LU



Entry fee;
£3 per adult
£1 per child



T 01895 834348

wendyhobday@wendysworld.co.uk

www.wendysworldfairs.co.uk

Teddies and soft toys to make you smile

Welcome to the wonderful world of Teddy Boutique! With a simple mission to make its customers smile whilst helping them find their perfect match, Teddy Boutique is a family run business that stocks a wide range of products. From pocket money teddies bears, toys and gifts to limited edition collector's pieces, Teddy Boutique caters for all.

"We have something for everyone! We also sell children's clothing, ranging from 1-2lb incubator sizes up to 5-6 years. We have a range of seasonal clothing, such as Christmas attire for ages up to 10 years old, and we also work with a teddy bear hospital in the South, restoring those family



treasures," stated Liz, Company Owner.

Teddy Boutique was established over seven years ago by a mother and daughter but in

March 2020, Liz purchased the business and reopened just after the first COVID-19 lockdown. "I bought Teddy Boutique at the start of the pandemic, without viewing the actual premises. I could see the potential it had to offer and how it could be made into a special, magical place to browse and shop," explained Liz.

Based in Skipton, North Yorkshire, Teddy Boutique is one of a kind and well known in the area as one of the best soft toy and bear shops in North



Yorkshire. Its customer reviews and feedback are a glowing emblem of how successful Teddy Boutique has become since Liz took over the business. 'It's like stepping back in time', 'my favourite shop - ever!', 'the best customer service anywhere', just some of the many reviews the company has received from its happy customers.

Liz continued, "Customer Service is paramount to our success, and we pride ourselves on the service we offer and deliver. Whether a customer is buying a £6 pocket money item or a £600 collectors' piece, everyone is treated with the same level of respect, care and service. Teddy Boutique is a safe place where customers are welcome to browse, sit in the VIP Chair for a chat, or use our facilities for nursing - we are an open environment and welcome all."



Teddy Boutique is a small family run business based in the beautiful town of Skipton in North Yorkshire. Our mission is to simply make you smile, and to help all our wonderful and amazing customers find their perfect match! Whether it's a collector's piece, or something smaller, we'll do whatever we can to make sure you walk away with the item you really want.

We have over 2,500 products in our lovely little shop with brands and suppliers including; Charlie Bears, Steiff, Jellycat, Llorens Dolls, Suki, TY, Jomanda, Powell & Craft and Blade & Rose.

With so many different lines in stock and to make sure we offer the very best in customer service, on the website we mainly focus on Charlie Bears, Jellycat, Steiff and Llorens Dolls, so if there's anything you would like but can't find it online, don't hesitate to get in touch. Teddy Boutique - always here to make you smile!

Bettie Bailey x



Liz is always using customer feedback and requests to better Teddy Boutique and make it more accessible to everyone. She mentions, "I am delighted to say I'm expanding the business and opening the second floor which will be dedicated to children's clothing. It should be ready by mid-November and I'm really excited to be able to offer customers what they want and what they've asked for. At the same time I'm planning on introducing parties for children or adults - keep an eye on our website for further updates and information."

Renowned for making people smile and with a magical atmosphere, Teddy Boutique provides an unforgettable experience all under one roof. The company is however looking for areas to grow and one day soon hopes to expand and open more boutiques in the future.

A message from Liz, "a huge thank you to each and every one of our customers, without whom Teddy Boutique wouldn't and couldn't exist. A sincere and heartfelt thank you for all the support and amazing feedback received, it really is something special."

For more information, see below.
T 01756 709676

www.teddyboutique.co.uk

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A hub for everything antiques in Cornwall



Discover Cornwall's first ever comprehensive antiques guide, offered in an easy-to-read A5 booklet and extensive website.

Antiques Guide Cornwall is a hub for everything antiques within Cornwall, including lists of all antique related businesses, specialist buyers and sellers, and events happening all across the region. This is a must-have resource for any antiques lover during a visit to Cornwall, helping them to discover endless amounts of attractions to make their trip worthwhile.

The first edition was released in June 2020 with a minimum of 10,000 copies printed and distributed throughout the region. The guide will be printed annually, and they are now looking for businesses and enthusiasts to feature in the 2021 issue.



If you would like to feature in the guide, you can appear for free on the website if you book a section within the booklet. For website only, it is half price and includes a direct link to your website, your business location on the website and map, and links to your social media accounts.

The guide can be collected for free from various antique related sites and tourist places in the south west, as well as Wadebridge Antique Centre, which is opening again after the lockdown on Wednesday 2nd December. Then, it is open seven days a week from 10am – 5pm, including bank holidays – the centre is only closed on Christmas Day, Boxing Day, and New Year's Day. The guide can be posted for a £3 admin charge, and can also be downloaded for free at www.antiquesguidecornwall.co.uk.

If you would like to find out more information and feature in next year's issue, head to the website and fill out the contact form or get in touch with Alex Robins using the details below.

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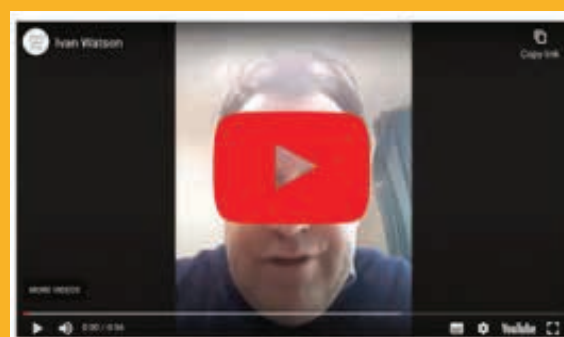


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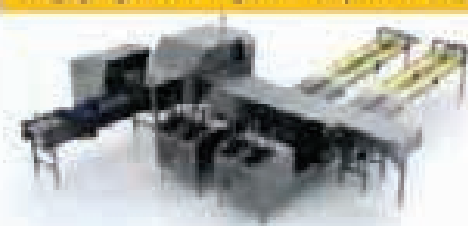
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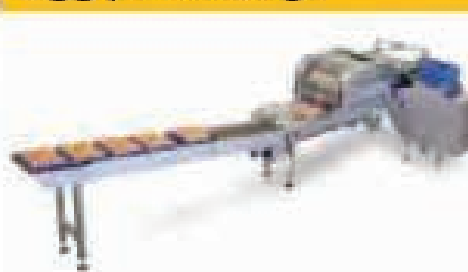
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Quit foaling around, eliminate Sweet-Itch now!

Leisure Solutions is proud to feature Itchy Horse Company Ltd, an experienced no obligation advice service based in Mold, Flintshire. Itchy Horse Company Ltd uses its experience to offer extensive expert advice to owners of horses who suffer with Sweet-Itch.

Does your horse suffer with flies in their eyes? Or midges around their face and body? Having previously owned three horses coupled together with many years of hands-on managerial experience of The National Sweet-Itch Centre, Itchy Horse Company Ltd uses its expert no obligation approach to tackle the problem. Using all its necessary skills and equipment, Itchy Horse Company Ltd fully understand the distress caused by this condition to the carer and the

horse.

Itchy Horse Company Ltd is the UK sole supplier of the renowned Swedish Boett Blanket and Hood which has been at the forefront of the treatment of Sweet Itch for 30 years.

"The Boett Blanket has survived the test of time, still the best product for Sweet-Itch, recommended by Vets and some insurance companies will cover the cost of too. It is such a good product that many have attempted to copy the design, but it's the breathable fabric that makes the difference and the excellent customer service that comes with it." Alison, Manager.

With an abundance of information available on how best



to care for your horse it can be difficult to know who to trust. This can lead to confusion and frustration, ultimately leaving the problem unsolved. Itchy Horse Company Ltd offer products that are tried and tested with great success. It believes in the products offered and will always go the extra mile for the customers to ensure 100% satisfaction.

In aid to eliminate Sweet-Itch, Itchy Horse Company Ltd offers BioPlus capsules, these have resulted in a breakthrough in the treatment of Sweet-Itch. "We trialled them for 10 years. It started as a vaccine and was later developed into capsule form. We fed one capsule a week throughout the year and 90% of horses showed an improvement in their symptoms. Out of those horses 70% showed an above average improvement greater than 50%." Alison stated.

BioPlus capsules is not only an effective product, but it is simple and safe, designed to modulate the immune system. Itchy Horse Company Ltd has seen great results from this product not only to help treat Sweet-Itch but also treat other immune conditions such as COPD and Sarcoids.

"The BioPlus capsules are also making a difference to horses' comfort by modulating the immune system in an extremely safe and simple way without any side effects." Noted Alison.

Other fantastic products the company supply is a non-allergenic shampoo alongside numerous ointments including Mothers Bee products and Itchy Horse Barrier ointment. These products help soothe and protect, repairing damaged skin by providing a protective barrier allowing the skin to breathe and regenerate. Made from Beeswax, the Mother Bee sweet relief ointment is a blend of selected oils to help treat all skin conditions.

Everything Itchy Horse Company Ltd offers is geared towards the welfare of the horse as that is of vital importance. It has absorbed all increases in costs and has maintained set prices for the past seven years. Alison explained, "To us the welfare of the horse is more important than profit."

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The Home of Le Tonkinois Varnish UK

B& D Murkin are a small family run business based in Maidenhead. Providing varnish and sander products, they are the sole importers of Le Tonkinois Varnish and the Flexidisc Sander.

They have been importing Le Tonkinois Varnish and the Flexidisc sander for almost 40 years. They demonstrate and sell these products on various shows throughout the UK and operate a first class mail order service.

Le Tonkinois Varnish is a traditional oil based varnish, manufactured using a 200 year old Chinese recipe. It contains Linseed oil, Tung oil & natural resins. No solvents or water therefore it is environmentally friendly and is a pleasure to work with, no nasty smells and no brush marks.



Le Tonkinois Varnish is 100% waterproof and does not crack or flake off, even on oily woods like Teak and Iroko. It



also withstands hot pans and boiling water. It produces a high quality and professional finish and requires very little maintenance, simply add a top up coat every few years as required.



Le Tonkinois Varnish has gained world recognition for its results and is regarded as one of the world's best varnishes for indoor, outdoor and marine use.

The flexidisc sander is an extremely unique piece of equipment, although being a general sander, it can also be converted into many other applications including: finishing sander, bench grinder, general purpose sharpener, partial angle grinder, polish applicator, polisher and grinds glass and nails.

"The Flexidisc sander can be used to prepare any type of material prior to applying Le Tonkinois and results in a better finish than most orbital Sanders in a fraction of the time

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Le Tonkinois Classic is the original Chinese recipe, which has proved to be a first class resilient and reliable varnish for more than a century. Traditionally used by the French Navy for all their sailing vessels, and widely used by traditional craftsmen for years. It tends to give a thicker coat than Marine No 1.

Le Tonkinois Marine No1 is basically the original recipe which has been further refined by modern techniques.

It is easier to apply. It also returns a slightly higher gloss. Both Classic and No 1 afford a high resistance to all extremes of weather, making them the obvious choice for outside environment. At the same time, low solvent levels and odour makes them ideal for inside application.

Le Tonkinois Parquet is for flooring and employs a strong synthetic Alkyd resin and Ester oil to return a harder-wearing surface for foot traffic. The finish is a little less glossy than the other two, just slightly opaque.

All three can be matted or semi-matted by including Gelomat in the final coat.

Some sites advocate a coat of Le Tonkinois Bio Impression to initially seal the timber, due to its ability to penetrate the wood more effectively, but no-one appears to have proved that this improves the durability in any way. Our own tests have so far proved inconclusive.



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Retirement News



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An awesome step into the future of digital dentistry



Founded in 2012 by Don Babbs, Awesome Technology is the amalgamation of extensive aerospace, automotive and metrology experience dedicated to writing engineering software which is globally distributed and globally renowned. Based in Cheltenham, Gloucestershire, Awesome Technology also has three subsidiaries in Italy FeniQX, Cam-Pro.IT, and Pro-Simulation.

Awesome Technology is Europe's leading supplier of digital dentistry hardware and software for orthodontists, dental labs and clinics. Its provision of 3D printers, 3D and intraoral scanners and dental software is backed by its capabilities in support and training. All its solutions are tailored to the client, meeting their specific needs through the company's repair centres and dental collaboration with orthodontists, clinics and labs.

By adding the company's digital dentistry workflow, its 3D scanning and printing technology has never been as easy and improves efficiency like no other. Its intraoral scanners and dental CAD software integrate with 3D printers all using the industry-standard .STL file format.

Providing elegant 3D scanning solutions to software engineering, Awesome Technology's Aoralscan Intraoral Scanner is a cost-effective solution with Artificial Intelligence based data optimisation to produce practical scans for implants, restoration and orthodontists. It's easy to use and has the capability to catch smooth data whether it be used chairside or in clinic, it is designed to increase workflow significantly. The real-time scan produced through a user-friendly interface allows for a reliable and digitally responsive product. It provides a simple approach that improves the patients' clinical experience compared to other digital impression techniques and scanners. With real time scan, built-in motion sensing functions and audio guidance, it is the highest quality Aoralscan Intraoral Scanner on the market.

Awesome Technology has recently further developed its printing and scanning machinery and design software. With 3D printing becoming increasingly more available and utilised, the need for transparent and coherent software grows. With the addition of software developed by its R&D group Awesome Technology aims to integrate the most creative of software with the most up to date industrial processes.

The recent introduction of non-proprietary resins is shifting the possibilities of 3D printing within the dentistry industry. The resin turns hard when exposed to UV light, meaning it can be moulded to any shape making the possibilities of 3D printing endless. Gray resin, for example, is designed to make finishing easy. Gray resin parts will be ready to paint and aren't warm or cool but completely neutral. Surgical Guide Resin is biocompatible, and is printed with the utmost precision, thus ideal for use in guided implant surgeries.

The company's SprintRay Pro95 technology comes available in a family of models, each one adapted to fit a variety of applications. It is an all-in-one wireless desktop DLP 3D printer that boasts the capacity to deliver unrivalled accuracy, durability and notable speed. The system includes advanced hardware, software and materials, and is ideal for generating quick and precise mouth models and potential additions such as surgical guides and retainers. The device's ease of use mirrors the cleverly simplistic designs that Awesome Technology attributes to all of its work. Simply add the STL model and allow the software to automatically build the fine supports required and start printing. The Pro95 can be used to print multiple models at once, maximising workflow and rendering the printing process more economical.

Other products provided by Awesome

Technology's Digital Dentistry include surgical guides, clear aligners, indirect bonding trays, night guards, digital dentures, wax ups, and crowns and bridges. These services can be supported by industry leading software RayWare, Exocad and Maestro 3D. RayWare is designed specifically for dental professionals, its user-friendly interface makes it easy to learn while its powerful CAD automation features help to improve efficiency. Exocad is a leading OEM-branded dental CAD software, perfect for beginners and even more powerful in the hands of an expert. This software helps minimise training costs whilst maximising productivity. Its reliable and robust, perfect for solving complex cases on a daily basis and involves the latest research technology for the Dentist industry. Maestro 3D is a Dental Studio software based on a totally exclusive form of technology and is

a complete tool for the realisation of orthodontic, dental restoration and smile creator jobs. Easy to use for both laboratories and clinicians, it is used in combination with Maestro 3D dental scanner to provide the complete solution for laboratories and medical studies helping to exploit several combined functionalities within an intuitive and integrated workflow.

Wherever an aspect of the digital dentistry industry can be enhanced, Awesome Technology is dedicated to making that improvement. Breathing life into new ideas, and producing prototypes and concept models, Awesome Technology is ahead of its game and is integral to revolutionising the ways in which we care for our teeth.

Awesome Technology will be showcasing

its range of digital dentistry products at the following forthcoming events throughout 2021. The Dentistry Show London which will be held at Olympia London on the 17th – 18th of September, The Digital Dentistry Show which will be held at the Novotel West, London on the 27th of November, and The Irish Dentistry Show which will be held at the Clayton Hotel, Dublin, on the 4th of December.

If you would like more information on Awesome Technology and its products, please see below.

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Tutor One To One offer cost effective tuition on a wide range of subjects to all ages ranging from early years all the way up to adulthood. Established by Janet Bray-Pullin, a retired fully qualified teacher, the company resides in the beautiful settings of Torbay, South Devon, providing the perfect learning environment.

Unlike many of its competitors, Tutor One To One works solely on an individual basis with no group work involved. All tutors are fully qualified teachers and hold a valid DBS license.

"Most of our competitors are agency based; we are not! We are a group of passionate, qualified teachers who want to help others achieve their best results." States Janet.

Its tutoring program offers a wide range of subjects covering, 11+, GCSE, A-Levels, Adult Tuition and SAT levels.

"We even teach subjects such as needlework as I am a qualified dress designer. This is a subject not every tuition agency can offer." Explains Janet.

Each piece of homework or set work is designed specifically to cater to the needs of the individual. By having a one-to-one approach, each client gets the tutor's undivided attention. Tutor One To One offers a fully open approach, Janet's phone number is open to all clients until 9pm seven days a week.

Each tutor goes above and beyond their duties, and this approach is what sets Tutor One To One apart from the competition.



One main aspect Tutor One To One focus on is exam preparation and catch up. Due to COVID-19, lessons have been held in the garden, over zoom and other virtual platforms. Homework has either been emailed or delivered to the client's letterbox allowing the company to carry on tutoring, while working remotely.

If you're looking for a professional and approachable tuition service, which offers one to one teaching available seven days a week, then look no further. Tutor One To One is always accessible for its clients, nurturing in its approach, and professional in its delivery.

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Wise Global Training is an award-winning, global provider of accredited health and safety training. Specialising in online NEBOSH and IOSH courses, the company caters for individuals all the way up to global organisations such as UNIDO and multi-national companies such as Smith and Nephew.

"We are a small family run company that offers a personalised service," said Dave Newgass, Managing Director. "When you contact us, we are more than just a number. We take pride in top notch customer service and realise that everybody is different and has different goals, so we try to cater to that. Safety isn't expensive – it's priceless."

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This is in addition to other ROSPA and IIRSM accredited short courses which are just a few hours in length, which can help to upskill your staff. Thanks to over 10 years of excellence in the industry, Wise

Global Training is well-known for its high quality courses, support and service. This has been recognised over the last couple of years with a number of awards, including:

UK Enterprise Awards - Best Occupational Safety eLearning Training Provider 2020;
Global Business Awards - Best Health & Safety Training Provider 2020 - North East England;
Corporate Vision Education and Training Awards - Leading Provider of eLearning Training Courses - Yorkshire; Corporate Live Wire 2019 Global Awards - Health & Safety Training Providers of the Year; and CV HR & Training Awards 2018 - Best Health & Safety eLearning Specialists - UK.

With these prestigious achievements under its belt, Wise Global Training is looking to expand its global reach with new offices in South Africa and the UAE. "We are now in negotiation with some international companies to help facilitate new synergies to increase global awareness of the company and our partners."

For more information on the company's full range of courses, head to the website or get in touch.

Contact
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Artist News

Open Space Gallery

A space for artists and buyers

Open Space Gallery supports the needs of both artist and buyer. We provide a simple and effective way to promote your art to potential buyers in Leicester and the UK.

For buyers, we provide all the essential information about the works in our unique 'online gallery', so you can make an informed decision about the artwork and contact the artist directly.

We do not charge visitors to browse our available works.

Original oil painting of fields of flowers on canvas

Why sell your art through us?

- No hidden fees or commissions on the sale price
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- Discounts for multiple submissions
- Self-representing artists are always welcome
- We will advertise any art at any price



To submit your art via smart phone you can email us. Attach the image to the email and include a description of your art. Please also provide your name, contact details, asking price (optional), size and medium of art.

Our online gallery is open 24/7, but our team can be contacted directly between the following hours: Monday-Sunday: 09:00:00 - 17:00:00

T 07588 907 156

✉ openspacegallery007@yahoo.com

www.openspacegallery.co.uk

Broadcast your artwork and purchase unique art pieces online

Open Space Gallery is exactly what it says on the tin – an open space for artists of all types, notability and artistic background, to advertise and display their artwork available online for buyers, dealers and art lovers alike.

Overseen by its passionate owner, Ian Briers, Open Space Gallery provides artists of all sizes, from up and coming aspiring artists to world-renowned well-established artists, with a platform to advertise their work to buy or sell to the expansive online art community. "We are an online art gallery that is open to all types of artwork to advertise for sale," Ian continued, "I am more than happy to accommodate artists and if we do not currently have their type of artwork on display, I will happily make a new section for them."

Open Space Gallery maintains an inclusive art culture and is open for all artists to submit their artwork to display on its website. The site maintains a wide variety of artwork from glasswork, intricate painting and drawings to unique sculptures, pottery and all that come in between. "We cater for all artwork types and the artwork is available to view and purchase by everybody, as it's a public open site. We are always expanding the range of artwork and I'm happy to accommodate any art type. One of our latest notable pieces is a sculpture of a swordfish by Robert Slinn," Ian stated.

The opportunity to gain exposure from possible interest, including from fine art dealers is something advantageous for any artist and Ian told us that, "We have gained a lot more interest from different buyers including at least two verified London based art dealers. This is a big opportunity for artists to showcase their work to these potential buyers."



Not only is Open Space Gallery a great tool for artists, it is also a highly accessible platform for buyers. Regardless if you are looking for the perfect accessory to complement your home or searching for new talent for an upcoming art project or dealership, Open Space Gallery displays an abundance of talent through its online space.

"We have a great opportunity for buyers to purchase artwork. We provide them with the image, price of the artwork as well as the artist's information to allow them to communicate directly with the artist. What's great as well is there are pieces available to suit all budgets, with prices ranging from £10 to up to £100 million," Ian stated.


One of the biggest names in terms of established artists at Open Space Gallery is Trevor R Plummer, who is the first artist in the world to produce an Art Sculpture Painting, complicated artwork with locking mechanisms and a built-in secret code. Trevor R Plummer currently has five pieces of art for sale at Open Space Gallery consisting of sculptures and painted sculptures with prices starting from £10,000 to £100 million.


Indeed, Open Space Gallery is certainly a blank canvas background to showcase the latest and greatest in art, with something to suit everybody's artistic needs.

For any further information or to view/purchase or submit artwork, please see the details featured below.

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Leadership success isn't about greatness, it's about consistency!

Tim Peyton BSc (Hons) MSc is an accomplished Portfolio and Programme Manager with a longstanding commitment to Project Management and Leadership education.

Tim currently supports the pharmaceutical sector in an advisory capacity having previously worked as part of PwC Ireland's Portfolio and Programme Management team. Through his career Tim has been involved in a wide range of sectors from finance and regulatory affairs to public body and healthcare, delivering large-scale transformational projects including; organisational design and implementation, large scale change initiatives and regulatory Investigation among others.

Tim currently delivers the Project Management and Leadership Modules of Edinburgh Business School's MBA Program and the Leadership Module for the MSc in International Pharmaceutical Business Management with Griffith College Ireland.

Crafting Leadership – Considerations for developing Personal & Business Leadership Strategies.

Let's talk about Leadership. What is it? How do you define it? The fact is that, just in the way that you have an opinion, so does everyone else and in that sense, leadership is personal. It is subjective and ever evolving, from its origins in 'Great Man' theory, to its current state which has the world's top organisations spending millions each year to try and perfect.

It may not feel like it given the past year we have all endured, however, as a global society we are more interconnected than ever. The speed of information available is no longer measured in days or hours, world changing events will be global knowledge in minutes to anyone with access to a smartphone. The result? It is getting harder for organisations who don't adapt to the evolving sophistication of the workforce to not only attract new talent but to simply retain it. So we arrive at the point of this article. Having led, observed leaders and taught the principles of leadership, we will discuss the key elements leaders at all levels need to consider when developing their strategy, style and approach, to remain a competitive employer, retain their top talent and develop an ethos of leadership which enforces a positive culture transcending all levels of their organisation (Which translates as reduced cost, increased productivity and rising revenue!).

It's not about you!

First and foremost, it's not about ... You! Ok, I know I've just said, "It's not about you" but it does however start with you. Change always begins in one place. We need a baseline, a starting point which shows the reality of the situation against which we can track our progress. If we don't do this, how do we know we have been successful? And so, enter the one thing we as humans are most uncomfortable doing and is therefore something, especially in leadership, we should do on a regular basis making it a stable part of our routine, self-reflection. Be honest with yourself, are you doing what you feel is right for you, your situation, your circumstances, or are you doing what's right for the circumstances of those you lead? One of the foremost exercises I undertake with any new team or class of budding leaders is a personality test (DISC or BANK Code as examples). Why? You instantly have a starting point for conversations born in a positive context,

which if used correctly, will allow you to facilitate the setting of team norms helping you drive past the storming phase of team development and get to performing. These tests also serve as a blueprint for self-development by helping you to understand how to communicate effectively with others, they highlight the strengths of your style which you can leverage as well as the limitations which you can enhance.

Now that we have our starting point, the next thing we need to do is define what great leadership looks like for our industry, for our organisation and most importantly for our people. We said earlier we are more interconnected than ever. There are examples everywhere of the good and the bad, what works and what doesn't. John C. Maxwell, widely considered to be one of the world's top leadership thinkers reminds us "It's said that a wise person learns from his mistakes. A wiser one learns from others' mistakes. But the wisest person of all learns from other's successes.". We can leverage this information to define our desired state, this is not something we can achieve in isolation, we opened this section by stating that 'it's not about you' and if its not about you these decisions have to involve those who are impacted the most! This goes beyond the leadership team, beyond the top-level management, you need to think about each level, each functional area and each team with-in. So at this stage you are thinking, 'How can I do that, I cant talk to literally everyone in the organisation and you would be right, so a nice trick to consider from the change management side of the house is to use a diagonal slice! This means have areas nominate a spokesperson, from managers to associates / frontline staff, from all functional areas of the business to facilitate two-way communication (bottom-up and top-down). This slice serves a number of purposes, not only does it give



you critical views from the voice within, it also gives you champions to deliver the right messages in the right way and create buy-in for the changes you want to realise. In business we don't make large strategy decisions without the right information. If you follow only this point, you will begin to have the correct information to make the positive decisions when it comes to your people strategy.

We have achieved our starting point, we have the correct information, we have the right people, we have communicated our new strategy, so what's next?

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You've done the hard work of the preparation, you have the plan, change is on the horizon, but yet, this is the stage where most leaders fail! Why? The simple answer is they fail to be consistent.

We all know it is easy to be excited about something new, to display great enthusiasm in the beginning of executing our strategy. However, many leaders do not bring this same energy and enthusiasm through the course of the change. When roadblocks arise or when benefits don't come to fruition right away (expectation theory), this builds uncertainty, and, in these times, people will look to the leader to instil the confidence in the process and deliver certainty in an authentic manner. As the title of the book by Scott Ginsberg explains "Consistency is far better than rare moments of Greatness!". Consistency is the key to achieve real value over a prolonged period of time which will greatly surpass that achieved in those rare (often accidental) moments of perceived greatness. Our inclination to choose instant gratification or reward over the rewards that come sometime in the future, even when the immediate reward is much smaller and lasts for a shorter period of time, is known as hyperbolic discounting, a frame of mind the current world of 'now' frames us to pursue.

Lets take for example, the founder and CEO of credit card company Gravity Payments. Six years ago, Dan Price made waves in the corporate world when he announced that he was raising the firm's minimum salary to \$70,000 for his 120 employees, for most almost



double their previous salary. In order to achieve this, he slashed his own salary by \$1,000,000! At the time he was attacked in the media, branded a fool by the 'experts', lost clients and staff who took offence to being paid a similar amount to employees that they saw as being worth less. Did Dan abandon his strategy? No! As a leader he believed in what he was doing and that was making an investment in his people and the results were astounding! The increase allowed over 70% of his staff to become debt-free while increasing 10-fold the number who were able to buy homes and start families. But what did that mean for the business? Well, up until the pandemic, the company had more than tripled its payment-processing volume and revenue. Like most businesses Dan's company struggled in 2020. In his time of need his staff could have left and looked for more secure opportunities. But instead, they showed their appreciation and followed his example by taking pay cuts to ensure everyone kept their job and the company made it through a difficult time. True to form Dan later reimbursed all his staff and as a thank you they bought him a Tesla from their own pockets! Even through turbulent times the company's retention rates have doubled which in turn reduces the cost of hiring and training new staff continuing to positively impact the bottom line. The moral of the story here is not to give away your salary, the example set by Dan Price is extreme. The lesson is to understand and appreciate the world of those you lead and discover the best way to support them on their journey and do so consistently.

It's not what you said, it's how you said it!

I'm sure we have all heard this line before, whether from our partners, our parents or even our friends, so why do we think it's any different in the business world. When it comes to delivering your leadership message, you need to remember the laws of communication, as a quick reminder of Dr. Mehrabian studies, the interpretation of a message is 7% verbal, 38% vocal and 55% visual so it is literally not what you said, it is mostly how you said it. Nothing undermines change more than leaders' behaviours being inconsistent with their words. As I mentioned above this requires your workforce to see you as 'Authentic' in your communications and behaviours. If they don't see that you believe in what you are saying, they won't believe in it either. I want you to picture for a moment as you reflect on authenticity, a time in your life where someone lied to you, or even withheld the whole truth from you, how did you feel?, can you remember how your perception of that person changed from that one interaction?, did you view them in the same light as you did before and did/will you ever fully trust them again? Our employees are no different, they are people, like you, so if they feel you have lied to or misinformed them, you will damage the relationships you have with your teams and if it is at a high enough level, the entire culture of your organisation, remember "attitude reflects leadership". If we reflect on the situation above with Dan Price, because of his authenticity, his staff were willing to reduce their salaries to support his company through the pandemic, because they believed in his vision, they believed in his leadership.

A Harvard Business Review study noted several lasting benefits of authentic leadership to organisations including; increased productivity, higher levels of trust and better working relationships leading to an all-round more positive working environment and business outcomes.

In summary, when you are formulating personal or business strategy for leadership, start with your people, be consistent in your message and authentic in your actions. Doing so will give you a workforce who feel engaged, empowered and supported, leading to positive impacts on your businesses culture, retention, public profile and revenue.

