



From your Chairman



Hello to all our members,

I would like to welcome you to our final newsletter of 2021.

This has been a year of highs and lows. We had all hoped that it would signal the end of restrictions on our lives and business activities, and for large parts of the year, it generally has.

However, as we have moved into the longer nights and colder weather, Covid has flared up again, with new variants and rising cases.

We are all thinking, what next? And combined with news on interest rates, utility prices and global political tensions, there seems little that we can look to for comfort.

Overall, when restrictions allowed, most businesses have seen high levels of activity, with staff and supplies being limiting factors in the case of tourism and construction.

On a more local note, we have been able to, at last, hold two functions, a lunch, and a dinner, both in the Quay hotel. These were well attended and well received.

We have further events planned, one in February, and will keep members advised in due course.

We also had another successful quiz evening, thanks to everyone at Worldspan and, of course our brilliant host, Rupert Moon. We raised just over £13,000 for St David's Hospice so a big well done to everyone.

Our monthly networking zoom calls have continued with a hardcore of attendees and some really interesting presentations; these will recommence in the New Year – keep an eye out for the notifications.

Can I thank everyone on the committee for their hard work over the last 12 months and their input into our regular Daily Post articles. Also, to Sophie for pulling together the newsletter and to Peter and Jean for their ongoing organising of just about everything!

All that remains is to wish you all a peaceful, safe and Merry Christmas and prosperous and 'normal' 2022. If you have any travel plans, I hope they are not too disrupted!

Jeremy

Jeremy Salisbury, Chairman

North Wales Business Club Virtual Corporate Quiz in aid of St David's Hospice

A number of quizzers from across North Wales gathered around their laptops in September to test themselves as part of the North Wales Business Club (NWBC) Virtual Corporate Quiz in aid of St David's Hospice.

Once again hosted by former Welsh international rugby star Rupert Moon, the quiz is now in its sixth year. Usually taking place in Venue Cymru, the quiz saw contestants participate from the comfort of their own homes.

Barclays were unable to produce the quiz this year. However, they very kindly sourced £6540 of matched funding which the charity very much appreciated.

Sophie Morris, Managing Director of Worldspan, a Member of the North Wales Business Club Committee, once again produced a fantastic virtual quiz utilising the services of her team at Worldspan to ensure the technical side of things was well managed.

Jeremy Salisbury, NWBC Chairman, said: 'North Wales Business Club are once again delighted to be able to support the fantastic work of St David's Hospice and to involve our members in such an enjoyable event that keeps on giving year after year. 'We would like to thank all of our sponsors and particularly Barclays Bank for their support in achieving such a fantastic sum for the Hospice.'

The event was a resounding success raising £13,080 for palliative care in North West Wales. Community fundraisers make up 90% of the £5 million annual running costs of St David's Hospice, with just 9% of

that figure coming from the Welsh Government and Local Health Board.

Tim Virgo, Corporate Banking Director for Barclays said: 'We are delighted with the amount raised for St David's Hospice and would like to thank everyone who supported us to make this happen. Alongside our Shared Growth Ambition, Barclays has a fantastic Colleague Community Programme that encourages employees to get involved in the causes we care about. It's about giving back our skills, time and energy to support our local communities, especially in these difficult times – so we're thrilled to have raised this money.'

St David's Hospice Conwy Area Fundraiser, James Wilde said: 'We are so grateful to everyone for supporting the Virtual Quiz. I took part in the event myself and really enjoyed how varied the rounds were and how much fun the evening was. Many thanks to all at the North Wales Business Club for their consistent support and to Barclays for their generous donation. I'd also like to thank Rupert Moon for his fantastic hosting skills to keep the event running smoothly, Worldspan for doing a superb job with the technical side of things, the event sponsors and to everyone who took part and bought raffle tickets.'

Congratulations to Colin Wickens, Private Client Investment Manager of Dragon Investment Managers, who won the quiz with 69 points.

St David's Hospice would also like to thank the sponsors of the event and those who donated raffle prizes.



Tours Around Chester Wins 2021 Tripadvisor Travelers' Choice Award for Attractions Worldwide

TOURS AROUND CHESTER'S GREAT GUEST REVIEWS EARN IT A PLACE AMONG TRAVELERS' FAVORITES IN THE UK

Tours Around Chester, a NWBC member, has been recognised as a 2021 Travelers' Choice award winner for Attractions Worldwide. This achievement celebrates businesses that consistently deliver fantastic experiences to guests around the globe, having earned great traveller reviews on Tripadvisor over the last 12 months. As challenging as the past year was, Tours Around Chester stood out by continuously delighting guests.

Gareth Boyd – MD of Tours Around Chester, said: 'It's great to be recognised for the 2nd year in a row. A BIG thank you to my guests, and a HUGE thank you to the amazing businesses I partner with, especially during what has been a horrendous time for hospitality.'

'Congratulations to all the winners of the 2021 Travelers' Choice Awards,' said Kanika Soni, Chief Commercial Officer at Tripadvisor. 'I

know the past year has been extremely challenging for tourism businesses. How businesses adapted to these challenges, implementing new cleanliness measures, adding social distancing guidelines, and utilising technology to prioritise guest safety has impressed me. The Travelers' Choice Awards highlight the places that are consistently excellent – delivering quality experiences time and time again, even while navigating changing customer expectations and new ways of working. Based on a full year of reviews from customers, this award speaks to the great service and experience you provided guests in the midst of a pandemic.'

Congratulations to Tours Around Chester for the recognition. If you would like to see guest reviews of Tours Around Chester visit [Tours Around Chester - 2021 All You Need to Know BEFORE You Go \(with Photos\) - Tripadvisor](#).

The Welsh 3000's Challenge – Peter Smith, General Secretary & Treasurer NWBC

I should know better at my age; after all, I completed the trip on a couple of previous occasions when I was younger.

The Welsh 3000's is a walk, without any help from vehicles, which summits all fifteen peaks in Wales over 3000 feet (in old language!) It involves about 25 – 30 miles of walking and considerable ascents and descents. The general idea is to complete the whole trip within 24 hours.

The fundraising team at St David's Hospice in Llandudno organised this challenge to raise much-needed funds for the Hospice. It is a cause close to my heart as my wife Caroline had died there, as did, of course, our late Chairman David W Williams.

After several delays due to Covid, the selected day was the 11th September 2021. And what a horrible day weatherwise it was! We set off from Pen y Pass at 3.30 am. I won't go into all the grizzly details, but it was hard going!

We all arrived at Llyn Ogwen, the last pass before the final section, where, unfortunately, I had to pull out with cramps in both legs. Part of the group carried on, but they too had to withdraw due to the horrendous conditions.

I, for my part, was extremely pleased to have raised just short of £3000 for the Hospice and a huge thank you to everybody who sponsored me. A big thank you also for not asking for part of your sponsorship monies back as I did not complete the course!

Looking back on a great day for a great cause, perhaps I will have another shot at the walk again next year!



Business in the Community Cymru

Multi-generational workplaces are better for business



EMBRACE THE INTERGENERATIONAL FUTURE OF WORK

One in three workers in Wales are over 50, and the proportion is set to grow over the next decade. By 2030, 50% of the UK adult population will be aged 50 and over, so recruiting, retaining and retraining older individuals in the workplace is essential for businesses and the wider economy.

Mature workers bring diverse life experiences and skills, perspectives and resilience and contribute greatly to the workplace.

Three key areas where businesses can take action to become more age-inclusive include:

RECRUITMENT

The number of older jobseekers is set to increase now the furlough scheme has come to an end. When the demand for labour is high, businesses shouldn't overlook mature individuals and ensure their recruitment strategy and processes don't disadvantage individuals aged 50+.

Over half of people thinking about a new job after 50 feel disadvantaged by their age. Removing barriers in recruitment processes is the most effective way to access larger pools of diverse talent.

We need an increasing number of older individuals in work to sustain economic growth over the next 20 years and be part of a diverse, inclusive, dynamic, multi-generational workplace. Therefore, a key priority is to ensure that age bias and discrimination is not exacerbated in the workplace.

TRAINING

New research indicates that more than a third of over 55s did not receive workplace training in the last decade. Investing in your valuable older workers is vital to retain the knowledge, expertise and perspective that they bring to the workplace. Businesses must ensure good quality work for all employees, and access to learning and development is a key element.

WORKPLACE PRACTICES

Aviva research shows 33% of UK employers are concerned about retaining skilled employees, and 29% are worried they will lose experienced people to retirement or part-time working.

Successfully organisations will be those who can adapt and respond to the needs of an ageing population, directly addressing key workplace issues that affect this group of workers, including menopause, caring responsibilities, financial wellbeing, flexible working, and planning for retirement.

Through the Age at Work programme, Business in the Community is working in partnership with Age Cymru to help employers better support the physical, financial, and mental wellbeing of their staff.

Through Age at Work, businesses can avail of free support, resources and networking opportunities that will help them create multi-generational workforces with the skills and experience essential for sustaining their business and supporting the wider economy, and where employees of all ages can thrive.

For more information, visit www.bitcni.org.uk/ageatworkcymru or contact Jill Salter, Business in the Community Cymru, at jill.salter@bitc.org.uk or 07793 443893.

NWBC Events

NWBC DINNER

When: 3rd February 2022

Guest Speaker: Andrew Gwenter,
Eni UK District Manager, Liverpool Bay

Where: Imperial Hotel

Please save the date. Booking forms will be sent out in the next few weeks.

ZOOM NETWORKING EVENING

The next regular Zoom networking evening will be on Tuesday 8 February 2022 at 5.00 pm. All members are invited to join, and everyone will be sent the Zoom link on 30 December 2021 with a reminder the day before. So do join us – it's good fun!

NWBC on Facebook

The North Wales Business Club has launched a Facebook page for you, our members, to collaborate and build relationships with other businesses in the network. It is a platform for you to seek help and advice (and offer the same), share stories and successes and network. So far, we have 51 followers but would like to invite you to 'join the conversation.' Please click on the following link to join:

www.facebook.com/NWBusinessClub

While we welcome collaboration and news, please can we ask that the Facebook community is not used for advertising but for sharing, collaborating, networking and connecting.

New Members



JIM JONES

North Wales Tourism
Colwyn Bay

northwalestourism.com



PAUL DEAVES

The Hive Collaborative
A First Aid company
Mold

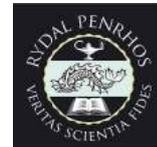
hivecollaborative.co.uk



HAL HOLMES-PIERCE

elevate your sole
Retail outlet
Prestatyn

www.elevateyoursole.co.uk/pages/prestatyn-shoe-shop



MARIA MCLEAN

Rydal Penrhos
School
Colwyn Bay

rydalpenrhos.com



MARTIN ROBINSON

Mundell Robinson Projects Ltd
Business consultancy
Colwyn Bay

MARK HUGHES

Groundwork Training
Training provider
Wrexham

www.groundworknorthwales.org.uk/training



RONALD GEORGE

General Manager
Hilton Garden Inn Snowdonia

www.hilton.com/en/hotels/vlymsgi-hilton-garden-inn-snowdonia

A note from your editor



I would like to take this opportunity to thank you for supporting the North Wales Business Club through the past year. Please do share news and stories with me, so I can include in future News Letters, and please do use the new Facebook Page to communicate with your fellow members.

I wish you a far less restricted festive season in the hope that it brings you closer – in real life and not on a screen – to your loved ones. Diolch a Nadolig Llawen.

Sophie

nwbcnews@gmail.com

Disclaimer: The details shared in this newsletter are contributions from our Members, and as such the NWBC Committee cannot guarantee accuracy.

