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## Lincolnshire Chamber launches



BY CHARLOTTE WATSON

Lincolnshire Chamber of Commerce and Lincoln College are working with The Lincolnite to celebrate key workers, essential workers and members of the community who are going the extra mile to help others during the coronavirus lockdown.

We want you to nominate NHS, Care Sector, Essential Worker, Community and Young Person heroes.

All of our award winners will be invited to the Lincoln College annual awards ceremony, sponsored by The Lincolnite, to be formally recognised for their contribution to the community with a medal presentation.

The winners will also be featured in The Lincolnite and receive a £50 Amazon Voucher, courtesy of Lincolnshire Chamber of Commerce.

To nominate your heroes just fill in

the form at <https://thelincolnite.co.uk/>. Nominations close on Sunday 5th July.

The categories you can nominate for are:

### NHS Hero

Nominate any NHS worker who has touched your life, or those of your family and friends during this time.

### Care Sector Hero

Put forward a care professional, either in a care home or a caring in the home setting, who has gone the extra mile to support you or a family member during lockdown.

### Essential Worker Hero

This category is for key or essential workers outside of the Health and Care sectors. Among others, it might be a shop worker, delivery driver, or postal worker. Tell us about their tremendous service and compassion in lockdown.

### Community Hero (21 and over)

Nominate people whose empathy and preparedness to help others has blown you away – or tell us about people whose friendliness has been a lifeline to your mental health and wellbeing.

### Young Community Heroes (under 21)

Tell us about a young person's actions that have made you proud and given you real hope for the future of our community.

Please note, we will need to get in touch with our winners so please obtain an email address or phone number before making your nomination.

Winners will be selected by a panel from The Lincolnite, Lincoln College and Lincolnshire Chamber of Commerce.

Lincoln College Group CEO and Chairman of the Lincolnshire Chamber of Commerce, Gary Headland, said: "I imagine that we have all been humbled by the professionalism and courage of all

of the key workers and volunteers during this time of crisis for our communities.

"It is at times like this that we gain strong insights into our communities and that real and authentic community leadership emerges in a myriad of ways and we are keen to recognise people for their amazing contributions.

"We invite you to nominate people who have touched your lives in a really positive way for a local award, to celebrate the professionalism of essential workers as well as other acts of kindness and generosity in the community that have kept us safe and well, both physically and mentally. These acts can be large or small recognising that sometimes it's the little things that give us faith in humanity.

"Although we will be singling out individuals through these awards, our intention is that our prize giving ceremony will be a celebration of all those who have helped our community through these tough times."

# Positive Mindset and Emotional Intelligence - linking the two for our benefit

Coronavirus has affected all aspects of our personal and professional lives; however, it has never been more important now and beyond COVID-19 we try and curb the impact it's having on us both emotionally and physically.

Ian Barratt, a qualified Coach, Mentor and NLP Business Practitioner talks us through the power a positive mindset can have on our lives when also linked with emotional intelligence.

Possessing a positive mindset is what we should all strive for in our lives. Essentially, it's what can keep us going in tougher times and can drive us on to greater achievements. I've always been a strong supporter of Emotional Intelligence (EI) too, so a while ago I started blending these elements together in coaching, mentoring and training sessions with my clients, with great success.

So, what can affect our mindset? Many problems can be made worse by low self-esteem and lack of confidence. If we allow this to carry on, it can have a negative effect on the way we feel. Our EI starts to be affected as well, both inwardly and outwardly. More of this later.

For example, having low self-esteem generally means that you have negative thoughts about the outcome of a particular situation, an event or about yourself. Thinking "I can't do this" is not the same as thinking "How can I do this or solve this?"

## Six key elements for a more positive mindset ...

### 1 Positive affirmations

Start your day with some positive affirmations. Talk to yourself internally (in your mind) or out loud in front of a mirror. Use positive statements such as "Today is going to be a good day because....." or "I'm going to achieve my goals today

and this is how I will do it." As a result, you will be really surprised how much your day improves. What positive affirmations do you use?

### 2 Focus on only the good stuff

It's quite usual to meet obstacles or hurdles and it's rare to have a perfect day. When you meet a challenge, look at the benefits, no matter how slight or unimportant they seem. If you find yourself slipping back into negative territory, just pause for a moment and focus on the positives. You will feel the negative aspects slip away.

### 3 Learn from failures

Nobody is perfect. We are going to make mistakes and experience failure throughout our lives, but the key is in how we deal with these situations. Instead of focusing on how you failed, think about what you're going to do differently next time. Use each mistake as a learning curve. Try not to look at the mistake, rather on what you will do next time in a different way, to make things right. It's a positive learning curve.

### 4 Transform negative speak into positive speak

Negative speak can creep in easily and is often hard to notice. You might think "I'm really bad at this" or "I shouldn't have tried that". When you catch yourself doing this, stop and replace those negative messages with positive ones. What do you need to do in order to move into positive speak?

### 5 Focus on the here and now

We are talking about the present, the here and now. Only this exact moment in time. This is known as Mindfulness and is a very powerful tool. Most thoughts of negativity stem from a trigger of a recent event or our imagination running wild towards a future event. Try to stay in the

present moment, don't go back to the past or look into the future for problems. When you are aware of this state of mind, give yourself an example of your focus.

### 6 Find positive friends, inspiring coaches and mentors

What happens when you surround yourself with positive people? You will experience positive messages and outlooks, positive stories and positive affirmations. Everyone's positivity will impact on you and affect your own thought process. Try not to surround yourself with negative people as this will work against you.

Who are the positive people that you turn to? They are the people who bring you to life, those who you can learn from and be comfortable around.

Emotional Intelligence is a way of recognising, understanding and choosing how we think, feel, and act.

Research suggests it is responsible for as much as 80 per cent of the "success" in our lives. There are two main elements that we are in control of on a daily basis.

These are our thoughts and our actions. This is the foundation of emotional intelligence.

## ... and the link to emotional intelligence

If we think good thoughts, our actions will almost certainly be positive. If we think bad thoughts, our actions will probably be negative.

There are four recognised domains of emotional intelligence and these are:

### Self-awareness

Self-awareness is how we understand our emotions. It enables us to recognise our strengths and limitations. It also helps us to maintain a healthy level of confidence about how we feel about ourselves.

### Self-management

Self-management is how we control our emotions and act in a reliable and honest way. Without being aware of what we are feeling, it is impossible to fully understand our own behaviour.

### Social awareness

Socially aware people don't just detect other people's emotions, they interact and communicate with them to demonstrate that they care. They understand how their words and actions make others feel.

### Relationship management

Relationship Management is the skill of handling other people's emotions. Successful relationship managers can communicate clearly, resolve conflicts and build strong personal bonds with others.

## Here are some great examples of emotional intelligence.

- Active listening with someone who needs your help.
- People really listening to each other properly and using appropriate body language (both verbal and non-verbal).
- Allowing people to talk openly and freely, without the fear of unnecessary interruption.
- Being flexible and accommodating others thoughts and wishes. Finding a win-win outcome.
- Allowing people to be creative, letting the ideas flow freely.

And there is the link between having a positive mindset and emotional intelligence. Both are very powerful tools and properly combined, can really benefit us all in our daily lives. Try setting yourself some goals and use these tools to help you achieve them. Once you get used to the new way of thinking, you will notice the difference in everything you do!

# Greater Lincolnshire LEP welcomes Rutland County Council

Rutland County Council is to join the Greater Lincolnshire Local Enterprise Partnership (LEP) with immediate effect.

The move is a boost for businesses in Rutland, which can now access services and resources offered by the Greater Lincolnshire LEP and its Business Lincolnshire Growth Hub.

Rutland was a founder member of the Greater Peterborough Greater Cambridgeshire Local Enterprise Partnership, which morphed into a Business Board run by the Cambridgeshire and Peterborough Combined Authority.

Now Rutland has decided to join the Greater Lincolnshire LEP, with which it has a close alignment in terms of its rural economy, its market towns and the importance of sectors such as agriculture, tourism and food and drink.

Subject to final agreement on governance matters, the Leader of Rutland County Council, Councillor Oliver Hemsley, will join the Greater Lincolnshire LEP's Board of Directors as a public sector representative.

Councillor Hemsley commented: "We are delighted to become part of the Greater Lincolnshire LEP.

"There are significant parallels between Greater Lincolnshire and



Councillor Oliver Hemsley

Rutland's economies. Rutland boasts a resilient and passionate business community that bring a wealth of knowledge and talent to further enhance the LEP's skills and expertise.

"I believe this will be a strong union that will help us to support our and the region's businesses and economy



Pat Doody

to re-establish and thrive following lockdown."

Pat Doody, Chair of the Greater Lincolnshire LEP, welcomed Rutland's membership.

"I know I speak for the board in welcoming Rutland to the Greater Lincolnshire Local Enterprise

Partnership," he said.

"Its addition brings greater diversity and opportunity to the region and we look forward to working with the Leader Councillor Hemsley, the Chief Executive Helen Briggs, and local business across the SME segments in further developing economic prosperity in what are challenging times.

"Now more than ever, the collaborative efforts of the public and private sectors are vital both to plot a course through the current issues and to prepare the economy's route forward at a local level."

Rutland's membership of the Greater Lincolnshire LEP means that businesses in the county can now tap into the services and resources offered by the LEP.

These include the Business Lincolnshire Growth Hub and its Building Business Resilience programme designed to help companies withstand a range of economic shocks such as Brexit and COVID-19.

The LEP also runs an Enterprise Adviser Network to bridge the gap between education and business, enabling volunteers from business to work directly with careers leads and senior leadership teams in secondary schools in Lincolnshire and Rutland.

## Leading solicitor spends time mentoring legal stars of the future at his old city university

Leading Lincolnshire lawyer Roly Freeman has returned to the city's university where he gained his degree to support and mentor present-day law students.

Roly was 30 when he left his 12-year career as a data analyst in the RAF to embark upon a law degree at what was then the University of Lincolnshire and Humberside. After three years of study, followed by the successful completion of his Legal Practice Course (LPC) in York, Roly was awarded a traineeship in the county and qualified as a lawyer.

Turn the clock forward two decades, and Roly has joined Wilkin Chapman solicitors' agricultural team as a Partner. His new base is at the firm's expanded premises on Brayford Wharf East just across the water from the impressive university centre. Today, Roly spares the time to mentor law students at the university as well as the occasional guest lecture.

"Of course, it is markedly different from when I was there. When you look across from my office here at Wilkin Chapman and see what there is now, it is remarkable how much has changed and shows what

a successful university can do for a city," he said.

With a family home in Sleaford, Roly progressed straight from the town's Carre's Grammar School into the RAF when he was 18 – a career he enjoyed for more than ten years before deciding upon a change of direction.

"I felt I wanted to do something different and law offered a very good career option, but also one that suited the skills I had acquired in the RAF," he said.

Before joining Wilkin Chapman in April, Roly had acquired significant knowledge and experience working within the areas of agriculture and commercial property in Lincolnshire. He is now delighted to be progressing his future with one of the UK's largest regional law firms.

"It was the size of the firm, its ambitions and the people here that attracted me to Wilkin Chapman," said Roly, who joins a team led by the firm's Head of Agriculture, Catherine Harris.

Over the last two decades, Roly has seen significant changes within Lincolnshire's farming community and looks forward to supporting those working within it, in the



Roly Freeman has returned to the city's university

years ahead.

"The days when someone had a piece of land and just farmed it are fast disappearing, and there is evidence of that everywhere with diversification into other

areas, such as renewables, which offer farmers an alternative and more reliable source of income. It continues to be my ambition to offer those within the sector reliable and trusted advice," he added.

# Local business raises £35,000 for hospice in just two years and wins national award

HomeLet has raised an incredible £35,000 for St Barnabas Hospice and won an award during their two-year charity partnership.

After two years of working in partnership with St Barnabas Hospice, HomeLet has raised £35,000 for the end-of-life care charity. This incredible amount of money could fund a day of hospice care across Lincolnshire, 256 nurse visits to patients at home or 2,047 bereavement support sessions for individuals.

It costs £11.9 million each year for St Barnabas Hospice to continue providing care and support to people living with a life-limiting or terminal illness and their families and carers.

It was recently announced at the National Association of Hospice Fundraisers conference that HomeLet and St Barnabas Hospice collectively won the Corporate Partnership award, beating other hospices from around the country.

Helen Lloyd, Engagement and Communications Manager at HomeLet, said: "We love supporting the Hospice. They're so easy to work with and we know many people who have benefitted from their care, including many colleagues.

"This will be our third year of supporting St Barnabas Hospice. Our employees love the Challenge events that the Hospice organises and it's great because HomeLet have agreed to pay all entry fees so that all the staff member has to do is raise the money. There are people who did challenges last year for the Hospice who are queuing up to do more (as soon as we are able) this year!

"We've done so many different things to raise the money for St Barnabas and have the support of our wonderful charity committee. We've had a giant Monopoly game, Jaffa Cake Friday, monthly bingo, cake baking competitions. Someone raffled off a McDonald's breakfast and



we're planning to do a 'dress as what you wanted to be as a kid' day, complete with school dinners and biscuits and milk for break time. There is nothing we won't try."

"We offer an employee Wellbeing Day each year, which means they get a free day to do whatever they think will best improve their wellbeing. I think some of our colleagues will use this to volunteer for the hospice, whether that's in their sorting warehouse, gardens or at an

event."

Caroline Swindin, fundraising development manager at St Barnabas Hospice, added: "All the employees at HomeLet are an absolute pleasure to work with and we're delighted that they will once again be supporting St Barnabas Hospice this year.

"HomeLet has announced that they will be 100 per cent match funding again this year, meaning they will match the amount their staff fundraises to double the final

total. I really look forward to working with them during 2020."

Partnering with a charity is a great way to motivate staff, like HomeLet has done. It improves your corporate social responsibility and recognises that your company is taking steps to improve the world around them. To discuss a charity partnership with St Barnabas Hospice, email [caroline.swindin@stbarnabashospice.co.uk](mailto:caroline.swindin@stbarnabashospice.co.uk) or call 07435 970 309.



St Barnabas Hospice has benefitted from fundraising events including quiz nights, their own Colour Dash and various fun runs

## LIVES receives support from local businesses to help keep First Responders safe

Emergency response charity, LIVES has received a much needed donation from the Lincolnshire Business Community to enable frontline work to continue during the coronavirus pandemic.

In March, Lincolnshire charity LIVES



Matthew Felgate of Lincoln Gin

posted a request on social media calling for help with hand sanitiser supplies and they very quickly received a donation from two local gin producers, Lincoln Gin and Pin Gin. This call for help for hand sanitiser enabled their army of Community First Responders and Medic Responders to be able to continue their vital work, safely.

The threat of Coronavirus has meant that additional Personal Protection Equipment (or 'PPE') is needed to ensure the continued safety of the charity's frontline volunteers. As the weeks followed the charity's supply of masks, single use gloves and protective suits were low and they were again supported by the business community.

Fisher Motor Factors, Fix Firm, Branch Bros and Chiselwood Kitchens were just a handful of those who supported LIVES. The charity, who need to fundraise £1.4 million a year to train and equip their volunteers who attend 999 medical emergencies, explain why this is so important.

Nikki Cook, CEO at LIVES said, "The high demand for personal protective equipment right across the sector had meant that in the first few weeks, we struggled to get the supplies needed to keep our volunteers safe, whilst looking after our communities. We needed more stock than ever and we were



Martin Holliday from Chiselwood Kitchens

overwhelmed by the response for our call for help. We are so thankful for every single donation."

Matthew Felgate from Lincoln Gin added, "It really means a lot to help charities like LIVES, who give some much to our communities, I'm really pleased I could help in these difficult times."

The charity, who turns 50 this year, have had to suspend all its anniversary celebrations and fundraising activities, but continue to support its communities by responding to medical

emergencies when a 999 call is made. LIVES volunteers have also helped with delivering food parcels, medication and carrying out welfare checks to those most vulnerable in Lincolnshire, alongside the Lincolnshire Resilience Forum.

For more information on LIVES, you can visit their website at [www.LIVES.org.uk](http://www.LIVES.org.uk). If you would like to support LIVES, you can make a donation via their website or by contacting the Fundraising Team at [fundraising@lives.org.uk](mailto:fundraising@lives.org.uk) Tel: 01507 525999.

## Rivus selects Roythornes to deliver expert legal services

Midlands law firm Roythornes Solicitors has been appointed by leading fleet management business Rivus Fleet Solutions as legal advisors on a wide range of commercial activities.

Private equity backed Rivus Fleet manages more than 30 business-critical vehicle fleets across the UK, including the second largest in the country, the BT Group. Rivus Fleet manages more than 85,000 vehicles nationally.

Roythornes, a top 200 national law firm with offices across the Midlands and East Anglia, will be assisting Rivus Fleet to manage a number of key strategic legal requirements to help support the growing business.

In a pitch against other city firms, led by Roythornes' national head of real estate and partner Bhavesh Amlani and corporate partner Martin Jinks, the law firm impressed Rivus Fleet with its scope of services, ability to deliver best advice and its high calibre lawyers with relevant experience of the fleet industry.



Bhavesh Amlani

Bhavesh said: "We are naturally delighted to be working with Rivus Fleet Solutions, which is a rapidly growing

organisation with exciting plans. The company supports all sectors including utilities, infrastructure, logistics, retail, manufacturing, transport and public sectors.

"The in-house legal team needed additional support and we were asked to pitch against a number of other firms. We have been appointed as legal advisors in a number of areas – corporate, commercial, employment and general property work.

"We have already been instructed on commercial and property work. Rivus Fleet was impressed with our high calibre of lawyers and our ability to deliver quickly in its high-pressure environment."

Roythornes has also offered more than 1000 Rivus Fleet staff nationwide access to a legal helpline at preferential rates for giving a wide variety of legal advice, including conveyancing, personal injury, family and private client work.

Birmingham-based Rivus Fleet, which is backed by Aurelius Group, looks after around 30 customers, owns 55 garages

and has a network of more than 500 partner workshops. Rivus Fleet has won 11 awards in the last three years for its innovation, fleet services and customer service.

Altat Kara, general counsel and head of legal at Rivus Fleet Solutions, said: "We are very impressed with Roythornes and the expertise the team brings at all levels to our organisation. Its reputation and experience was a step above the competition and we are delighted to have them on board."

Bhavesh said: "Roythornes' client base is growing – with a number of key wins with major firms recently. This latest appointment by Rivus as its trusted legal advisor shows the extent of Roythornes' reputation as a key player in the Midlands. Roythornes has bold plans for expansion in the Midlands and is on track to grow its client base in the regions."

For more information visit [www.roythornes.co.uk](http://www.roythornes.co.uk) or follow @roythornes on Twitter.

# Visual Print and Design awarded new local authority contract

After ending 2019 with 4 new local authority contracts, Visual Print and Design, a print and design company from Lincoln, are excited to announce that they have been awarded another contract with a council based in London.

Established in 2009, Visual Print and Design was set up by Graham Hunstone after 20 years' experience in print.

They specialise in a full range of print and design services including marketing material, corporate stationery, publications, direct mail, exhibition displays and branded merchandise.

This recent contract win means that Visual Print and Design are now one of the main suppliers of print, design and promotional merchandise to 10 local authorities across the UK including councils based in London, Midlands, South East and Wales.

Graham Hunstone, Visual Print and Design's Managing Director said: "During what is a very difficult period, I'm absolutely delighted that we've successfully obtained another contract with a local authority and are supporting them with their print, design, large format and promotional merchandise



Photo by Steve Smailes Photography  
www.stevesmailes.co.uk

requirements.

It is so important that local authorities keep communication with businesses

and the general public at an all-time high and that's exactly how we're helping our clients during this time of uncertainty."

## Turnover halved at more than 50 per cent of East Midlands firms

A survey by the Association of Practising Accountants (APA), with the support of East Midlands-based Duncan & Toplis, has shown that more than half of firms in the region have seen turnover reduce by more than 50 per cent since the beginning of the lockdown.

Meanwhile, 44 per cent have seen turnover reduce by more than 70 per cent.

The survey of 1,018 businesses across the UK, including more than a hundred in the East Midlands has shed light on the critical challenges businesses face over the next three months.

The survey suggests more than half (56 per cent) of businesses in the East Midlands have seen their turnover reduced by 50 per cent or more since the lockdown and with 44 per cent having seen turnover reduce by at least 70 per cent. This is slightly worse than the national average where 44 per cent of UK businesses have seen turnover reduce by 50 per cent or more, and just 33 per cent having seen turnover reduce by at least 70 per cent.

61 per cent of businesses in the region have furloughed workers using the Government's Coronavirus Job Retention Scheme, which is similar to the national average. However, more businesses using the scheme in the East Midlands (70 per cent) say it is "absolutely critical" for their ability to maintain staff, compared to the national average (63 per cent).

Nationally and in the East Midlands, fewer than 40 per cent of businesses have enough cash in the bank to survive for longer than three months. 29 per cent of businesses in the region do not have enough cash in the bank to survive longer than six weeks, compared to 26 per cent



Adrian Reynolds, Managing Director of APA member firm, Duncan & Toplis says the situation is challenging for firms

nationally.

A higher proportion of businesses in the East Midlands (27 per cent) have applied for funding under the Coronavirus Business Interruption Loan scheme than the national average (16 per cent). Of those who applied, 44 per cent said the scheme worked well, compared to the national average of 16 per cent.

The Association of Practising Accountants (APA) is a network of leading professional and business service firms providing support to over 14,000 businesses across the UK.

Adrian Reynolds, Managing Director of APA member firm, Duncan & Toplis which co-commissioned the report said: "This survey provides important information on the extent to which companies here and across the country have been affected by coronavirus and the government's

lockdown measures. The situation is clearly challenging, and it's disappointing to see that businesses here may have been harder hit than in other parts of the country.

"If there is a positive side to this, it's that businesses here have been able to take advantage of the support packages that have been made available and these are proving valuable in protecting jobs and keeping companies going.

"There is support being offered to a wide range of businesses and we are helping many of our clients to successfully secure this money.

"Things are tough, but we can help you get through this."

Commenting on the findings APA Chairman Martin Muirhead said:

"These figures underpin just how grave the situation is for many owner managed

businesses across the UK right now. Given how challenging the next few weeks are likely to be, government needs to direct the right resources where they are most needed.

"Our research suggests that furloughing, as well as the HMRC's Time to Pay scheme (including deferring VAT and related taxes) have been critical for the survival of many businesses and their staff and are working well.

"However, there remain real challenges with the various Government-backed loan schemes on offer with many of our clients reporting confusion over assessment criteria or unacceptable delays from participating lenders."

The research, which was carried out between April 15 and 23, included responses from 14 business sectors across nine UK regions.