



Lincolnshire Chamber celebrates International Women's Day 2021

BY LAURA GOMEZ

Monday 8th March, marked International Women's Day 2021 (IWD), a global initiative to celebrate the social, economic, cultural and political achievements of women.

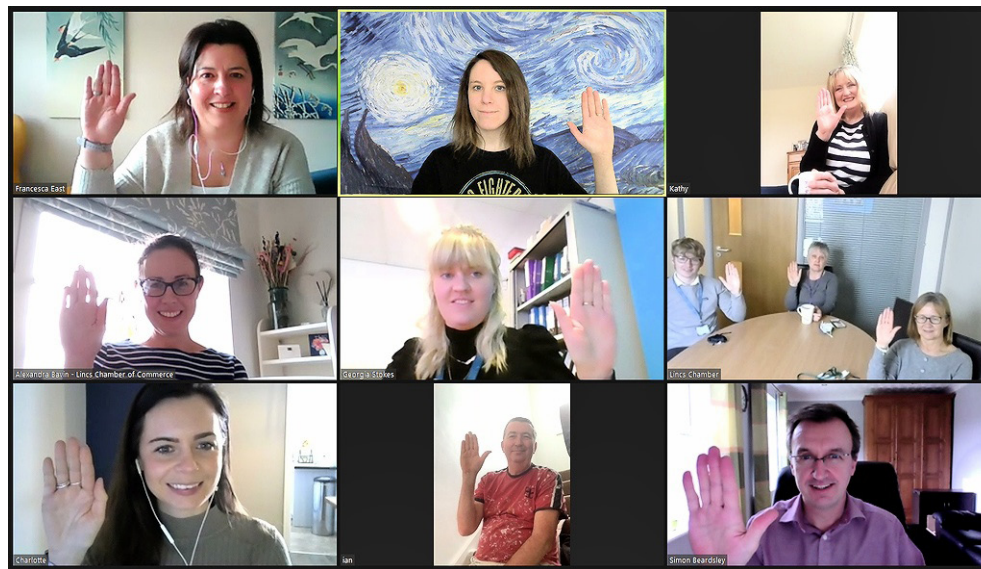
This year's theme for IWD is #ChooseToChallenge, which aims to make people aware of conscious and subconscious bias against women. If everyone can recognise bias when it happens and make an effort to tackle this, then together we can strive for true gender equality.

Here at the Lincolnshire Chamber of Commerce we believe everyone should be seen, heard, validated and appreciated, regardless of gender. We support all local businesses, however we will be shining a light on four inspirational women who either own a business or hold an influential position within a local organisation.

We interviewed Chamber Board Director, Nicola Langton who is also Head of Business Support at The EBP, Caroline Killeavy, Chief Executive at YMCA Lincolnshire, Iwona Lebedowicz, Founder and Chief Executive of PAB Languages, and Jacqui Adams, Owner of Tick HR.

Who are you and what do you do?

Caroline Killeavy: I am the Chief Executive at YMCA Lincolnshire. I joined YMCA Lincolnshire 3 years ago, and my role is to watch out for



The Lincolnshire Chamber of Commerce team

the needs of people from "cradle to grave" – offering babies, families, young people and ageing communities a helping hand when they need it.

Iwona Lebedowicz: I am the founder of the award-winning PAB Languages. The company provides a range of multilingual content services including translation, transcreation and localisation, with a network of in-country professional linguists, serving global clients in

their chosen markets.

Jacqui Adams: I am the owner of Tick HR Solutions; we support small businesses with all elements of employing people. It is my mission to ensure that all employers, regardless of size, have access to good HR support and can realise the benefit it can bring to their organisation.

Nicola Langton: I am the Head of Business Support at The EBP. I am an accountant by

trade and my role incorporates a whole range of activities that strategically support The EBP including leading on its finance function. I have worked in a wide diversity of organisations, in a variety of industry sectors and sizes of organisation. Alongside this I also volunteer as a non-executive Director at the Lincolnshire Chamber of Commerce and think it is important that we contribute to our local strategic networks if we can.

Why do you think gender equality is important not just for women, but for everyone in and outside of the workplace?

Caroline: Equality is establishing a level playing field for all - everyone is provided with a platform to excel. When equality of opportunity is achieved everyone benefits – you achieve more as a team when the people around you are free to do their thing well.

Iwona: United Nations defines gender equality as not only a fundamental human right but a necessary foundation for a peaceful, prosperous, and sustainable world. Equality is extremely important; I have experienced many challenges that other young migrant female business owners may be familiar with. Especially in my early years in business, I faced many tough challenges, which resulted in

Turn to Page 6

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From Page 5

many personal doubts and insecurities. It took me many sleepless nights, gritting of teeth and asking for help, as well as hard work, discipline, and resilience to stand strong protecting my values and self-worth as a businesswoman.

Jacqui: Equality is paramount for us all to live in a better world, no-one should be treated any different because of their gender, race, age, sexual orientation, religion or beliefs. It amazes me that discrimination still occurs in this day and age. Luckily, I am in a profession where I can educate employers, implement policy and process to make a real difference.

Nicola: Numerous studies point to the fact that we are not yet working within an equal society. Yet, gender equality brings benefits to the whole of society and to business with studies showing it leads to a more cohesive society with increased wellbeing for all genders. Within the workplace, there is a lot of empirical evidence to demonstrate that the highest performing teams are those that have a mix of gender. It makes good business sense, as well as being the right thing to do – to ensure gender equality in the workplace.

What do you think can be done differently or more of to influence behavioural change and raise awareness of gender equality?

Caroline: We need to talk more openly when we make mistakes or get things wrong and listen to those with lived experience. It is natural to feel uncomfortable, defensive, or ill equipped when we are faced with choices about matters that we don't have personal experience in – in those cases we should ASK those people who do – and listen.

Iwona: At PAB Languages we believe that great things happen with true collaboration between people from different backgrounds, ethnicities, countries, and cultures. I think we need to encourage discussions and be more proactive in teaching each other how to effectively and from the heart make others feel equally respected and valued, regardless of their gender, language, location, or culture.

Jacqui: My mantra is 'Treat everyone in the same way in which you like to be treated.' If we all acted in this way, there would be no room for discrimination. I believe that we are all equal but do understand that we have different strengths and weaknesses. We should play to our strengths and worry less about weaknesses. Women can be quick to pull each other down when we should be celebrating each other's successes and supporting each other along the way.

Nicola: We need more women to step forward on to Boards, into leadership roles and on to platforms where our voice and perspectives can be heard. Women do not always have the same level of confidence as men - some women wait until they are 120% ready for a leadership role before

The questions over gender equality



Caroline Killeavy

applying, whereas many men will try for that promotion when they are only 50% ready! Confidence is key.

I would encourage women to be confident in their own abilities and give things a go! If you are not confident then you can seek out a mentor, there are lots of networks in Lincolnshire to help with this and lots of willing female leaders ready to lend a hand.

Who is your female role model and why?

Caroline: I'm a member of the Greater Lincolnshire's Outstanding Women network (GLOW). It is those women who I'm constantly in awe of - real, hardworking, experienced, talented, creative, passionate, human, sensitive, driven, outcome focussed people! They inspire me every day and make me proud to be a woman in Lincolnshire.

Iwona: The most influential women in my life are equally my Mum Joanna, and my grandmothers, Emilia and Monica. Looking back, they influenced many decisions and encouraged me and my sister to dream big. As very well-rounded women, they continue to inspire and motivate me with their extremely high work ethic, self-esteem, and dedication to achieve bigger goals.

Jacqui: Margaret Thatcher stands out for me growing up. Regardless of what side of the political fence you reside, you can't ignore the fact that she was a very strong woman and believed in herself and her work. She was also a wife and a mother and this where you could see her vulnerabilities. It's okay to show our vulnerable side as this is what makes us human and people relate more.

Nicola: I have had a few female roles models throughout my career, those that have inspired me to push for and achieve my goals. At the moment, there is a young woman who has shone an international light on the capability, talent and potential of the younger generation and that is Amanda Gorman who delivered such an inspiring poem at President Biden's inauguration earlier this year.

Is there anything you would like to share around the theme of #ChooseToChallenge?

Caroline: This year I've been giving a lot of thought to unconscious bias – bias I



Iwona Lebedowicz

might hold without even realising, due to the education, upbringing or environment I've experienced. Being conscious of my own unconscious bias helps me correct my behaviour and make different choices – better choices. When we all open to the thought that we may have got something wrong, we will make progress with equality.

Iwona: Everyone is unique, and everyone's voice has value. We need to use our voices on every available platform to encourage others to always act with kindness and integrity, to create a welcoming and supportive society by



Jacqui Adams

promoting fairness and gender equality.

Jacqui: A quote comes to mind: "People may not remember what you said but they will always remember how you made them feel."

Nicola: "Like anything learned, bravery needs to be practiced." - Caroline Paul
"Gender parity is not just good for women – it is good for societies." - Angelica Fuentes

To find out more about International Women's Day and what you can do to #ChooseToChallenge, visit the website: www.internationalwomensday.com

Riverside Training donates trainers

Gainsborough-based learning centre Riverside Training is donating more than a hundred pairs of sports shoes to local children as part of their recent appeal.

Thanks to the support of six West Lindsey District Council councillors, the appeal managed to raise a fantastic £1,100.

The funds had allowed the Riverside Training team to purchase more than 150 pairs of sports shoes for children across Gainsborough.

Riverside Training, which became a part of Acis Group in September 2020, worked with local councillors to fundraise.

The trainers started being delivered by organiser and Community Sport and Youth Lead at Riverside Training, Thomas Padden - alongside WLDC councillors Trevor Young and Matthew Boles. The first of the deliveries took place at Hillcrest Early Years Academy and Benjamin Adlard Primary School, with more schools due to benefit in the coming weeks.

Mr Padden said: "Giving these children access to new comfortable sport shoes will help increase the capacity for local children to take part in both curricular-based and extra-curricular sporting activities."

Luke Lovelidge, the Head of School at Benjamin Adlard Primary School said: "We have a lot of children who don't have the appropriate footwear to participate in sporting activities."

"We are wanting to improve our children's physical health and having these trainers will contribute towards this."

Lewis Commander, a teacher at Hillcrest Early Years Academy, thinks the local



Councillor Matthew Boles, Thomas Padden and Lewis Commander

community will be "extremely grateful" for the donation.

Mr Commander said: "We would like to thank Riverside Training for kindly donating a range of children's trainers to our school."

"These trainers will be offered to families in our school community and used to ensure that all children have access to appropriate footwear."

Councillor Trevor Young, who donated funds towards the appeal, said he is "extremely pleased" to have been able to support local schools in Gainsborough.

"This past year has been financially difficult for many families and this scheme will help lots of children to meet their educational needs."

Organiser Thomas Padden added: "On behalf of all of us at Riverside Training, we'd like to say a huge thank you to everyone that made this project possible."

To find out more about Riverside Training, visit www.riverside-training.org.uk



Bransby Horses awarded grant for improvements

Bransby Horses are the happy recipients of a £25,000 grant from the Petplan Charitable Trust to put towards two major equine facility improvements following a challenging year for all charitable organisations.

Founded in 1994, the Petplan Charitable Trust (PCCT) has a simple mission to promote the health and welfare of animals in the UK and beyond. Funding comes from the generosity of pet owners who opt to give a small donation to the Trust when they renew their pet insurance policy with them.

Recognising the difficult 18 months Bransby Horses has been through following extensive flooding of their land in November 2019, followed soon after by the impacts of Covid-19, Petplan delivered the exciting news to the charity.

Jo Snell, Bransby Horses CEO, said, "We're thrilled to have been awarded such a generous grant from Petplan. It will make a massive difference to our rescue and rehabilitation work. Our teams have continued to work tirelessly to provide the best possible care to all our equines throughout the flooding and repercussions of Covid-19 and this grant has lifted everyone's spirits at a time when it was most needed."

Bransby Horses requested funding to purchase a fixed metal crush, which allows safe treatment, sedation and veterinary checks to be carried out.

Acting Head of External Welfare, Rosanna Elliot-Hart, said: "We really are delighted by this news. The addition of a fixed metal crush at the ARC will mean we can work safely with our rescue equines in close proximity and provide easy access to any equine needing treatment."

Head of Equine Care and Training, Rosie Mogford, said "The purchase of a compact tractor will make the essential work we do to look after our rescues so much easier. It will allow us to work more efficiently, directly benefiting our horses, ponies, donkeys and mules, so we can't thank Petplan enough for this grant."

Visual Print and Design takes on 1 million step fundraising challenge

Visual Print and Design, an award-winning print and design company in Lincoln, has set themselves an epic challenge throughout March to help raise money for Marie Curie.

The team will be collectively walking 1,000,000 steps in March to raise vital funds for the charity so it can continue to provide care and support for people living with any terminal illness across the UK.

Taking part will be Graham Hunstone, Scott Jones, Charlie Hartley, Sarah Lawrence, Rachael Hunt and Chloe Cockett, and the team have set a target to raise £300 via their JustGiving page.

Graham Hunstone, Managing Director at Visual Print and Design said:

"It means a lot that the team have selected Marie Curie as our chosen charity for our next fundraising challenge. Marie Curie UK provided so much support to myself and family when I lost my Dad at the start of 2021 and it means a lot that we're able to raise money for them during a time when Marie Curie Nurses and frontline staff are needed more than ever."

Marie Curie provides care and



Graham-Hunstone

support for people living with any terminal illness across the UK. Their nurses work night and day in people's homes and their hospices offer specialist care. They also support people emotionally, provide practical information, and match them with trained volunteers. Lauren Alexander, Community Fundraiser for Lincolnshire for Marie Curie said:

"What a challenge they have set themselves! I look forward to hearing their updates along the way. We are extremely thankful for their support especially during

these unprecedented times. The money raised will ensure our nursing services within the county can attend to and support people who wish to stay at home during the end of the lives."

Visual Print and Design will be concluding the challenge by coming together on the 31st March for a final walk across Whisby Nature Reserve (pending lockdown restrictions easing).

You can also keep an eye on their progress via their Facebook page: <https://www.facebook.com/visualprint>

Talented lawyer 'delighted' to return

One of the region's brightest young business lawyers has returned to her hometown of Lincoln, joining the Corporate and Commercial team at Wilkin Chapman solicitors.

After completing her law degree at King's College, London and further training in Bristol, Limara Rickell joined Wilkin Chapman's Lincoln office, at Brayford Wharf East, as a trainee in 2015.

Settling in the Corporate and Commercial team, she qualified before joining a large international law firm in Birmingham where she spent two successful years.

However, when opportunity arose to return to Lincoln and the region's largest law firm, she was extremely keen to take it. Having gained a wealth of experience in the West Midlands, she is now once more working within the Corporate and Commercial team led by Russell Eke.

"Even in the two years I have been away, the amount of development that you see in the city centre especially, is amazing," commented Limara.

"The university continues to



Limara Rickell

grow with the expansion of its Science and Innovation Park being an ideal example of the opportunities that exist here now. It's a great time to be returning - to be a part of this expansion and offering support for businesses to succeed," she added.

Joining Russell's team just before Christmas, Limara settled straight away. With previous academic success in two sciences,

her interest in the burgeoning green and renewables sector, as well as technology developments in the agricultural sector, is clear.

With a growing number of landowners in rural Lincolnshire looking at the renewables and technology opportunities, Limara emphasised how Wilkin Chapman's commercial team was increasingly involved in supporting clients moving into areas such as anaerobic digestion and solar projects, energy crops, and the development of Agri-Tech.

"The number of business start-ups we are dealing with is extremely encouraging, as is the number of clients we work closely with in the renewables and technology sector. Their success is our success and the relationships we enjoy with our clients was a major factor in my decision to return to Wilkin Chapman," said Limara.

"It is an exciting time to be back to play an integral role in both the future of the team here and in Lincolnshire's growth and economy," she added.

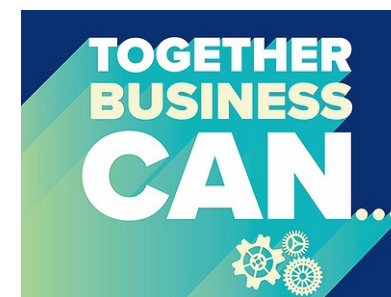
Anglian Water supporting communities

Anglian Water has been working with Business in the Community's (BITC) National Business Response Network since the start of the pandemic.

The network acts as a portal and matching service that enables charities and communities to highlight their most urgent needs and for businesses to step forward and support them; in the UK this has delivered 4000 successful matches.

Peter Simpson, Anglian Water Chief Executive, chairs BITC's Regional Leadership Board, and has been a strong advocate for the initiative.

In the east of England they have seen businesses stepping forward, through the network to provide IT equipment to support young people gain access to online learning, foodbanks with much needed stock, as well as temporary accommodation and clothing for the homeless.



Additionally, the network provides creative support to keep isolated groups connected or craft packs to inspire parents and children during lockdown. Anglian Water recently donated a van to the Ferry Project in Wisbech, who collect and deliver food donations to people who are homeless or in need.

Although there is a great deal to feel optimistic about as we recover from the pandemic, its impact will be wide reaching and long lasting and there is still a need for support.

They ask that charities and community groups let their needs be known by logging them on the website. The top three requests for help are still food, clothing / toiletries and technology but we ask businesses to check the NBRN website regularly and make offers of support where they can.

By working together we can help the communities get through the toughest test in many years.

Find out more and get involved: www.businessresponsecovid.org.uk

Shannon qualifies as a Personal Injury Solicitor at Ringrose Law



Shannon joined Ringrose Law in 2017 as a Paralegal in the Personal Injury Team, and has studied and worked hard since receiving her Training Contract in 2019.

Shannon particularly specialises in personal injury cases including accidents occurring in the workplace, road traffic accidents and claims for injuries sustained by victims of violent crimes via the Criminal Injury Compensation Authority (CICA). She also deals with claims involving animals.

Shannon said: "I am delighted to qualify as a solicitor, all the hard work over the last few years has really paid off. I really enjoy my job and being able to help individuals obtain the support and compensation they deserve."

John Knight, Head of the Personal Injury team at Ringrose Law congratulates Shannon on her achievements,

"Shannon is a great asset to the team and we are all delighted for her this week as she qualifies as a Solicitor. Shannon shows focus, commitment and determination and is a highly regarded member of the team."

The Personal Injury team at Ringrose Law is one of the biggest in the county, helping clients to seek compensation they deserve after an accident and/or life changing event.

The team has one of the best reputations locally and works hard in representing clients who have suffered a personal injury.

To find out more how Shannon and the team can help you please click here or email wecanhelp@ringroslaw.co.uk

Three senior appointments strengthen LEP board

Three senior figures from the worlds of business, the military and academia have been appointed to the board of the Greater Lincolnshire Local Enterprise Partnership.

Simon Bird from Associated British Ports is joining the LEP's board of directors as a co-opted director, while Major-General (Retired) Julian Free CBE will become Chair of the Defence Board and a co-opted member of the board of directors.

Joining them is Professor Andrew Hunter from the University of Lincoln, who will become a non-executive director of the LEP board.

Simon Bird has been the Regional Director (Humber) of Associated British Ports since 2015 and has enjoyed a 24-year career in the ports sector.

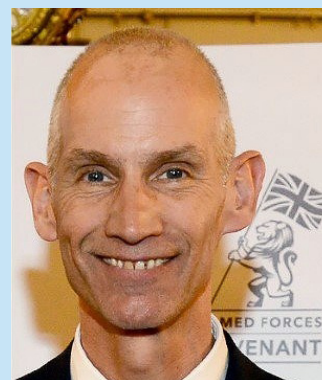
He spent 15 years as Chief Executive of the Bristol Port Company and is an Honorary Captain in the Royal Naval Reserve.

Julian Free CBE was commanding officer of the 26th Regiment Royal Artillery and commander of 4th Mechanised Brigade. He served with the British Army in Iraq and Afghanistan and was appointed Commandant of the Joint Services Command and Staff College in 2014.

He has been Deputy Vice Chancellor for People, Services and Operations at the



Professor Andrew Hunter



Julian Free CBE



Simon Bird

University of Lincoln since 2017.

Another senior figure from the university joining the board is Professor Andrew Hunter, who is Deputy Vice Chancellor for Research and Innovation at the University of Lincoln.

He specialises in computer vision and machine learning and first joined the university in 2004.

Pat Doody, Chair of the Greater Lincolnshire LEP, welcomed the new appointments.

"Our board of directors is made up of a diverse collection of people with high-level skills and experience in a range of sectors," said Pat.

"We're delighted to bring in Julian, Andrew and Simon as they will very much enhance our expertise in some important areas and deepen our connections into those sectors such as defence, artificial intelligence and ports and logistics.

"It's a really exciting time to join the LEP board and play a strong role in delivering the economic opportunities for Greater Lincolnshire in areas such as freeports, our global food and seafood sectors, the rural health agenda, decarbonisation and offshore wind."



Gary Headland, CEO Lincoln College Group; Tom Marsden, Director of Strategic Growth and Kickstart new starter Lewis Wilson

Lincoln College welcomes new Kickstart placements

Lincoln College is delighted to welcome new starters who have joined the college as part of the national Kickstart scheme.

A total of 16 new team members have started over the last couple of weeks as part of the government scheme, which creates new job opportunities for 16-24 year olds.

The new starters are working across a range of departments within the Lincoln College Group, bringing in fresh talent and skills.

Lincoln College is also an official Kickstart gateway for employers and works to promote the scheme and provide advice to businesses to help them take on Kickstart placements.

The College has a dedicated team of experts that can help employers work their way through the Kickstart

programme and offer support and guidance.

The Kickstart scheme provides funding for placements and includes covering 100% of the National Minimum Wage or National Living Wage for 25 hours a week and National Insurance Contributions.

Lewis Wilson, who is one of those who has started Lincoln College under the Kickstart scheme, has joined as a Trainee Clerical Assistant.

"The Kickstart scheme is an amazing opportunity to get involved in a role I might otherwise not of had the opportunity to take," said Lewis.

"The scheme has been a massive help in my career path, it has put me on track to gain not just a relevant qualification, but also a chance to gain real experience in the workplace."

Genius donates laptop to help remote workers

Genius Technology Solutions, based in Lincolnshire has donated a laptop to EDAN, a charity supporting victims of domestic abuse, ensuring its workers are still able to help those in need.

The donation of the laptop is a great help to the EDAN team as they work remotely and can continue supporting vulnerable clients who come to the charity when they are in crisis and often in danger.

With a history of working in the police force and on domestic abuse cases, Tony Smith, Director at Genius had this to say when he met with Jonathan Wilkinson-White, a member of the EDAN charity team: "As a former Hostage Negotiator, it's a privilege to still be able to help people in crisis."

While Jonathan represented EDAN to receive the donation he has a background as an advanced practitioner working across a number of agencies such as Fortis Therapy and Training and in private practice as Garden Room Counselling, supporting those in need. Through his experiences, Jonathan has been able to provide all clients with the support that they needed to make effective progress and benefit from therapy.

Jonathan and EDAN provide essential therapy and support for survivors of domestic abuse and violence. He commented; "Due to the current situation it has made it very



Director of Genius Technology Solutions, Tony Smith (right) presenting the laptop to therapist Jonathan Wilkinson-White

difficult for me to conduct face-to-face therapy. Having this laptop allows us to ensure that therapy is provided safely without breaching any confidentiality and in a way that allows it to remain accessible to all who need it."

"Supporting others through difficult times is very important," continues Tony Smith, "which is why Genius is supporting local charity EDAN Lincs initiative of 'Ending Domestic Abuse Now'.

EDAN commented on the donation: "Huge thanks go out today to Genius Technology Solutions for the super kind donation of a laptop that can be used in our refuges by families to support their journey."

"This is truly a worthy cause that Genius is proud to support, as it helps people when they need it the most." Says Tony Smith.

Applications are open for the new International Air & Space Training Institute (IASTI)®

Newark's new International Air & Space Training Institute (IASTI)® is now accepting applications for its September 2021 intake.

The announcement was made at the project launch where the RAF signed up as an official partner. Guests included the Secretary of State for Housing Communities and Local Government, Robert Jenrick, Midlands Engine Chairman Sir John Peace, Newark Towns Fund Chairmen Tom Cartledge and Cllr David Lloyd and RAF Air Marshal Andrew Turner.

IASTI® (Newark) project leaders also revealed late-stage talks with further major global industry partners.

School-leavers can now apply for pilot, engineering and ground-crew courses designed with industry to fit job roles in the air and space sector starting in September.

Lincoln College Group CEO Gary Headland said: "We are thrilled that we have secured a world-class partner in the Royal Air Force and we're very excited to be in late-stage talks with other very significant aviation industry partners."

"Midlands school-leavers will benefit from industry-designed courses from level-three through to degree-level, enabling them to



enter the aviation industry fully qualified as commercial and military pilots, engineers and ground crew.

"Our IASTI degree courses will draw students from all over the UK to live and study in and around Newark, continuing the economic regeneration of the town and the region."

"This ground-breaking new approach to training in the sector will dramatically widen participation, opening up highly skilled, exciting and lucrative careers to people from all backgrounds."

In August last year the multi-million-pound IASTI® project was selected by Newark Towns Fund Board to go forward for funding as part of the Town Investment Plan and a key project in Newark's Towns Fund Bid.

It was announced that Newark had been allocated its full £25m request from the Government's Towns Fund initiative.

Tickled pink: Lincolnshire gin wins Gold at World Gin Awards

Marie Jeanne's Pink Gin has been awarded Gold Winner in the national round of the World Gin Awards.

The fruity and indulgent French-style artisan gin is produced by Massingberd-Mundy Distillery on the South Ormsby Estate in the Lincolnshire Wolds.

The spirit won Gold at this year's World Gin Awards, in the Best Flavoured Gin category in England, beating hundreds of other entrants, including gins by internationally established brands.

The accolade is a major achievement for the Massingberd-Mundy Distillery and its head distiller, Tristan Jørgensen who founded the distillery in August 2019.

Tristan said: "The World Gin Awards are very well known throughout the drinks industry and are recognised as one of the most prestigious awards there is. To have been awarded Gold is absolutely incredible, especially since we only launched our first gin - Burrell's Dry Gin - in April last year."

"I'm absolutely thrilled with this award, and the response we've had from the local community, customers, aficionados and others in the drinks industry has been wonderful."

"With this award, we've beaten gins from some of the biggest and best-known distilleries in the country and we now have the right to say that Marie Jeanne is the best flavoured pink gin in the country, according to the panel of World Gin Award judges."



Tristan Jørgensen with World Gin Awards certificate

The World Gin Awards accolade is not the first award for Marie Jeanne's Pink Gin, which was also named the Craft Gin Club's No. 1 Bestselling Pink Gin for 2020.

Marie Jeanne's Pink Gin is named after Marie Jeanne Rapigeon of Versailles, an inspirational 19th century figure who fled the French revolution before becoming the owner of South Ormsby Estate, where the gin is made.

The spirit is described as an unconventional, sweet but dry pink gin which marries the history of the estate with a beautiful burst of fresh, red berries.

A 70cl bottle of Marie Jeanne's Pink Gin can be bought online for £39.00 from www.southormsbyestate.co.uk

Ongo shortlisted in national equality, diversity and inclusion awards

For the third year running, Ongo has been shortlisted in the National Centre for Diversity, FREDIE awards.

The National Centre for Diversity works with organisations to positively influence beliefs, and improve their workplace with all matters relating to equality, diversity and inclusion.

They have also created national equality standards, such as the equality, diversity and inclusion (EDI) Lead Of The Year award, which Erica Sanderson, Ongo's Strategy and Policy Manager and Equality and Diversity Champion, has been shortlisted for again.

Upon hearing the news Erica said "This came as a total shock to me! I received an e-mail to say I had been shortlisted and I didn't even know I'd be nominated."

"I would like to say a huge thank you to whoever put me forward for this award, it is such a wonderful accolade for me and I couldn't be happier."

Ongo's EDI group is made up of colleagues, tenants and partners and they aim to raise awareness, push forward activities and embed EDI across the organisation. They also challenge behaviours and provide



improvement recommendations.

This includes discussing and educating colleagues on issues such as Black Lives Matter as well as celebrating and embracing other cultures and religions through awareness days, events and information sharing.

Karen Cowan, Head of Corporate Services and Ongo EDI Lead said: "We truly believe that everyone deserves, and should be treated fairly."

"Our diversity steering group really does make a difference and so pleased for the group to get the recognition it deserved."

The awards take place online on 20 May 2021 from 7pm.

Shooting Star still hiring in lockdown

Award-winning PR and marketing agency Shooting Star has welcomed two new additions to its team already this year, bringing the total number of staff up to ten in spite of the lockdown.

Yasmin Ireland and Molly Hare have both joined the Lincoln-based agency which is strengthening its team across a number of disciplines.

Yasmin, who has eight years' industry experience in a variety of sectors, has joined as the team's new Social Media Executive. She is now working with a range of clients to produce high-quality digital content and increase their social reach.

Yasmin specialises in graphics and social media management, having held previously similar roles in sectors including education, automotive retail and food and water compliance. In her spare time, Yasmin also runs a successful wedding stationery business.

"Social media is my passion, and I am over the moon to be joining Shooting Star," said Yasmin. "It's a great opportunity for me to work with such colourful clients in different sectors and I'm looking forward to helping shape their social media strategies."

"There are many social channels, tools, trends and techniques that businesses can utilise to make an impact, so I'm looking forward to sharing my expertise!"

Molly Hare has also joined Shooting Star as a graduate communications intern and is gaining valuable agency experience working with one of the agency's longest established clients, the Greater Lincolnshire Local Enterprise Partnership.

This is Molly's first graduate position, having had previous agency work experience before



Yasmin Ireland



Molly Hare

graduating from Leeds Beckett University with a first-class degree in Public Relations with Journalism last summer.

She said: "I'm really looking forward to taking on new challenges by putting my academic skills and previous agency experience to good use through the opportunities that Shooting Star provides."

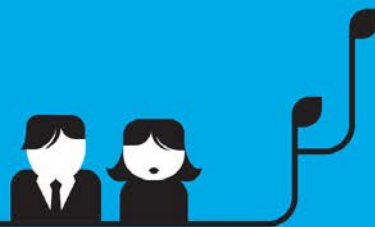
"I'm positive that this position will help perfect my skills and boost my confidence by providing me with first-hand experience in client communications and content creation."

Director Jez Ashberry said: "As we emerge from lockdown and finally overcome this pandemic, businesses need to take care of their marketing, their profile and their online presence. Taking on Yasmin and Molly has been a shot in the arm for everyone at Shooting Star and we can't wait to get back to the office and welcome them both properly!"

The agency now boasts a team of ten, comprising digital marketers, SEO experts, PR pros and social media gurus.

For more information about Shooting Star visit the website or follow the agency on Facebook, Twitter and Instagram.

Welcome to our new members



Hypnotherhappy
www.hypnotherhappy.com

Greydot Maintenance
www.internacomm.co.uk

FieldSport Life Ltd
www.makcares.co.uk

Simons Design
www.simons-design.co.uk

Coversure Grantham
www.coversure.co.uk/grantham

CRM Insights
www.crminsights.co.uk

Space22
www.space-22.co.uk

Lintera

**AS A CHAMBER
MEMBER I'M
WELL CONNECTED**



EVENTS

ChamberConnect: Director Development - Engage your Team in Changing Times Workshop

7th, 14th, 21st & 28th April 2021
9:30am - 12:30pm
Zoom

From Farmers Market to Export Market

13th April 2021
10:00am - 11:30am
Zoom

Virtual Construction and Property Network

20th April 2021
12.30pm - 2.00pm
Zoom

Rules of Origin Relating to EU Countries

20th April 2021
9am - 12pm
Online

ChamberConnect: Good Financial Habits for Business Owners

22nd April 2021
10am - 11am
Zoom

ChamberConnect: Effective Brand Strategy

5th and 6th May 2021
10am - 12pm
Zoom

Successful Grant Writing Tips

11th May 2021
10am - 12pm
Zoom

For more events and bookings, please see our events page: www.lincs-chamber.co.uk/ events or call the team on 01522 523333.

Club launches new partnership with Lincolnshire Chamber of Commerce

The Imps are pleased to announce a new partnership with Lincolnshire Chamber of Commerce which will see the football club continue their role as a patron.

The Lincolnshire Chamber of Commerce is a not-for-profit membership organisation supporting local businesses in Lincolnshire.

The Chamber is enhanced by being part of a worldwide network and is one of the British Chambers of Commerce (BCC)

Accredited Chambers, the largest and most powerful network for business in the UK.

Lincoln City FC Head of Commercial, Andrew Whitham was delighted to work with The Chamber saying: "A partnership with Lincolnshire Chamber of Commerce is the perfect link between the club and the business community.

"We have forged many partnerships over the last few years, and this is a great opportunity for both club and

Chamber to showcase what a great region Lincolnshire is to do business. It has been a tough time for many businesses over the last 12 months but to have an active Chamber supporting those organisations throughout is fantastic.

"Being a patron of the chamber is a fantastic title and one which the club is incredibly proud. There will be many joint events to keep an eye out for over the coming months as the world returns to a level of

normality."

Chief Executive of Lincolnshire Chamber of Commerce, Simon Beardsley said: "Being a key business partner in Lincolnshire, Lincoln City FC plays an integral role in the success and growth of our local economy.

"We are really delighted to be continuing this partnership with the club and are look forward to further building on this relationship through 2021 and beyond."

