



the SCENE

Jonathan Davies OBE

On life and business outside
the commentary box

Sacheting to Success

The changing face of
Montagne Jeunesse

Tale of Two Theatres

Wales Millennium Centre and
Torch Theatre Milford Haven

Cyber Attacks

Ensure you cover the
essential defences




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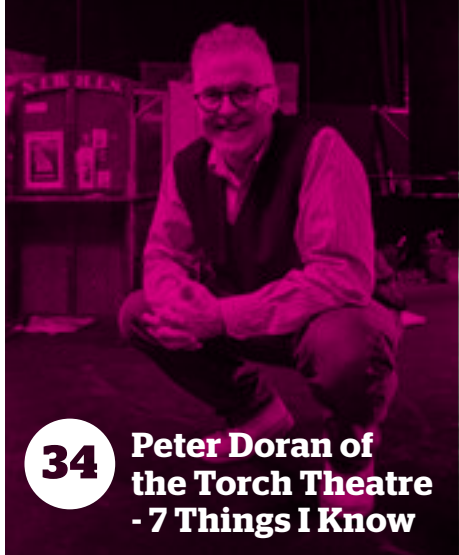
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The Scene is published by Thomas Carroll Group plc.

Editor: Peter Acton, Yogi Communications
 Publisher: Laura Eedy, Thomas Carroll
 Design & Illustrations: Burning Red

Contributors to this issue: Peter Acton, Gareth Cotty, Alison Davies, Kevin Price, Louise Eedy, Claire Rees, Oliver Generalovic

Photography: Studio 87, Martin Ellard, Hamish Gill, Mike Hall, Rama Mannari, Alex Mills, Steve Pope

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Editorial submission to:
thescene@thomas-carroll.co.uk

The Editor retains the right to edit submissions according to style and space considerations.

Printed by: Minuteman Press, Cardiff

Thomas Carroll Group plc

Thomas Carroll Caerphilly
 Pendragon House, Crescent Road,
 Caerphilly CF83 1XX
 t +44 (0)29 2088 7733

Thomas Carroll Swansea
 Elm House, Tawe Business Village,
 Enterprise Park, Swansea SA7 9LA
 t +44 (0)1792 795265

Thomas Carroll Pembrokeshire
 17 Victoria Place, Haverfordwest,
 Pembrokeshire SA61 2JX
 t +44 (0)1437 776775

Thomas Carroll Hereford
 Broadway House, 32-35 Broad Street,
 Hereford HR4 9AR
 t +44 (0)1432 359500

Thomas Carroll London
 Green Park House, 15 Stratton Street,
 London W1J 8LQ
 t +44 (0)20 3036 0232



www.thomascarroll.co.uk

twitter.com/thomascarrollgp

[linkedin.com/company/thomascarroll](https://www.linkedin.com/company/thomascarroll)



Cover Story

*Jonathan Davies
at Langeland Bay*

Photograph: Martin Ellard



WIN a year's supply of *Montagne Jeunesse products*

Tell us how you feel when you
use a 7th Heaven face mask!

Use the hashtag **#7thHeavenScene** on
Facebook, Twitter or Instagram to submit
your response and you will be entered
into a prize draw for the chance to win a
year's supply of fabulous face masks.

Closing date for entries 1st May 2016

Find out more on the Montagne Jeunesse
range of beauty products on page 8.



Thoughts of **John Moore** MBE

▶ What with the Election distractions over
and now racing through the year, it must always
remain about you the client ... the ongoing strategic
review around your business, your people,
anticipating future risks and finding solutions.

**That thinking should take you
through a programme of business
continuity planning, a disaster
recovery checklist and a pre-event
catastrophe guide and, with this
thorough review, the understanding
and expertise comes together to
present a workable programme around
mitigating your business risks.**

Our Group services are built around
you ... to assess your business
through a health & safety audit,
actioning risk management into
your planning, to reduce the cost
of risk through the insurance
contracts and minimise interruption
to your future trading profits.

This integrated Group approach
further offers you help to comply
with employment law regulations
and generates thoughts about an
employee benefit package that attracts,
retains and engages your workforce.

And, most importantly we take
your family personal insurance
contracts very seriously.

It is all about you and our determined
wish to communicate more strategic
reviews and perhaps how we can
possibly help you run a better business.

My wish is also to bring together a small
advisory group of clients to challenge
our service delivery performance and
how things should improve from the TC
Group ... you are invited to contact me.

Thank you ... the business relationship
is valued and appreciated and I wish
you an enjoyably successful year.

John Moore MBE
Chairman

A full-page photograph of Jonathan Davies, a middle-aged man with short, light brown hair, smiling broadly. He is wearing a light blue and white vertically striped button-down shirt, dark blue trousers, and a silver watch on his left wrist. He stands on a sandy beach with a rocky coastline and the ocean in the background under a clear blue sky.

From **PITCH** *to* **BOARDROOM**



Jonathan Davies OBE
Langland Brasserie, Swansea

▶ Most people know Jonathan 'Jiffy' Davies OBE as a legendary Welsh rugby star and seasoned BBC sports pundit. However, Jonathan is also an ambassador for HSBC, ACT Training and Celtic Manor and is looking to extend his role as non-executive director for other leading Welsh companies.



The Scene met with one of the busiest men in broadcasting at one of his favourite eateries, The Llangland Brasserie, on the Gower, to find out his attitude to life off the pitch.

How did you make the transition from rugby to business?

I've worked from the age of 16, and have always been comfortable in the business world. I learned very early on to appreciate a good work ethic.

All through my rugby career I have held a job that ran parallel to it. Even when I was playing professional rugby league with Widnes and Warrington, I was a salesman for [international industrial services company] Hertel and ARC (Hansen Group).

After I retired from Rugby, whilst with the BBC, I worked for Williams Lea, a global business process outsourcing company with 10,000 employees. I worked out of London for four years. I was taken on as Business Development Director, introducing and building relationships with global companies.

What's one of the most important business lessons you've learned?

Building good relationships in business is important, as is building good social skills so that whatever company you work for, you can transfer those skills. I've learnt there have always been parallels between sport and business.

I'm lucky that I've had the opportunity to work on TV, which has given me a platform to open doors in the business world, as it leads to greater brand awareness.

How did you get involved with ACT Training [Wales' leading training provider, where Jonathan is skills ambassador]?

I joined ACT four years ago when I met Managing Director Andrew Cooksley - I'm really passionate about getting kids into work. I started out as an apprentice painter and decorator myself.

ACT work with companies like British Gas, Panasonic and the Celtic Manor Resort to introduce young people to work and upskill existing staff.

People are assessed on what they need and what they can do for the company and there's no passing or failing. It increases confidence and makes for a great environment to work in.



The Llangland Brasserie is one of Jonathan's favourite eateries



Three's company:

Jonathan Davies with Robert Jones and Alison Davies of Thomas Carroll

“ Building good relationships in business is important, as is building good social skills so that whatever company you work for, you can transfer those skills.

How do you keep a good work-life balance?

Time management is really important. I try to make sure I have a good work/leisure life balance.

Making time for friends and family is important to me, as is my love for golf.

How do you manage to stay in shape with all the travelling you do?

Healthy body, healthy mind.

I've been training most of my life, and I do watch what I eat. Everything in moderation - I do like wine with my dinner and a few pints and a curry on the weekend. I'm the same weight now, around 12 and a half stone, as when I was playing rugby.

I train a few times a week at The Fitness Factory in Cardiff or Swansea University's gym, depending on where I am!!

I'm due to do a big bike ride in the Rocky Mountains in September 2016 to raise money for Velindre Cancer Centre. I've been president of a fantastic team of people raising money for cancer. This will be my third charity bike ride.

Outside of rugby broadcasting, your TV show 'Jonathan,' has been showing on S4C for 10 years – what's the secret to its success?

It's a good fun chat show. If you'd have told me I'd have a chat show, it would be in Welsh, and it would last a decade, I'd never have believed it. Neither would my Welsh school teacher!

We like to take the mick out of each other, guests and presenters, and I think people like that. We don't take ourselves too seriously.

What's your advice to rugby players who want to prepare for the future?

They should plan for life in the real world after rugby, but they should enjoy every minute of their career and appreciate they live a privileged life as a professional sportsman.

What are your plans for the future?

I'm very fortunate and love what I do and who I work for.

I'm very lucky that I can diversify my skill and knowledge to encompass a variety of sectors and people.

Who knows what the future will bring...



The Thomas Carroll Connection

Thomas Carroll provides insurance broking services to Jonathan, specifically covering his property portfolio managed by Alison Davies and Robert Jones (pictured).

"Insurance is something many of us don't think about until we need it. I have a busy lifestyle and so I like to have all my policies with one provider.

For me the most important factors with my insurance is to pay the right price, have someone at the end of the telephone when I need them and certainty in knowing that I will be taken care of without any delays in the event of making a claim. I trust Thomas Carroll on all counts."



Fish and seafood platter for two

Jonathan's other favourite eating places

- Bay Leaf, Llandaff
- Caesars Arms, Creigiau
- Cameo Club, Cardiff
- The Celtic Manor Resort, The Usk Valley
- El Puertos, Penarth
- Happy Gathering, Cardiff
- The Hardwick, Abergavenny
- Mumtaz, Mumbles
- Munch of Mumbles





Montagne Jeunesse

**10 things you
might *not know***

▶ Montagne Jeunesse sells more than 30,000 face masks per day in the UK, with 120,000 of the ‘impulse buy’ packs, that cost less than a coffee, being snapped up every day worldwide.

The Scene found out some more facts about the beauty brand, which has a large product development and distribution base in South Wales.

1 Montagne Jeunesse was started in a kitchen

In 1985 Gregory Butcher, founder of Montagne Jeunesse, started pulping fruits and mixing ingredients to create natural vegetarian beauty products in his London kitchen.

Greg was fascinated by the growth of the green movement and animal awareness which led to consumer demand for natural, green, non-animal tested toiletries.

In the beginning, he had pallets of raw materials on his front lawn, which were processed in his kitchen and ended up as pallets of finished products on his back lawn.

2 The brand is Cruelty Free International and Vegetarian standard-approved

“The care of the environment has always been part of the fundamental philosophy of the business,” says Mark Pearson, Operations Director at Montagne Jeunesse.

The company was a founding member of the former Cosmetic Industry Coalition for Animal Welfare (CICAW). It has been involved in several animal welfare campaigns and doesn’t use any raw materials tested on animals.

3 The Chocolate Mask is one of its bestsellers

Launched in 2005, 8.5 million have been bought in the last five years.

The popular Very Berry Mud, Superfruit Mud and Manuka Honey Peel-Off masks were “inspired by the super food revolution”, says Heather Ansell, cosmetic scientist and Montagne Jeunesse herbalist.

4 Its first base in Wales employed just six people

Through continuing success they moved to a purpose built facility, one of the first South Wales ‘eco factories’ in Llansamlet, comprising a wind turbine generator, solar panels and grass roof for insulation.

A 50,000 square feet ‘Green Barn’ at Baglan Energy Park is now home to sales and marketing, accounts and operations, and a colony of rare small blue butterflies.

(In 2013, Montagne Jeunesse received a Go Green award from Swansea Bay Business Life and Barclays, for its work on a wild meadow at the site, previously a chemical plant.)



Mark Pearson, Operations Director (left) and Huw Thomas, Financial Controller of Montagne Jeunesse



Photographs: Martin Ellard

Montagne Jeunesse employs 55 people worldwide

Its product development and graphic design studios are housed in Horsham, West Sussex, with offices in Canada, Denver and Singapore managing worldwide supply.

Teams in South Wales, the UK and globally help supply 1,000 retailers and more than 100,000 grocery, pharmacy, fashion and department stores in over 85 countries.

The iconic Montagne Jeunesse 'sachet' is trademarked

"With every success story, you have competitors that want to copy the brand – this proves the success of ours," says Mark Pearson, Operations Director, who travels the world to meet with potential suppliers and develop the next 'wow' product – "Sri Lanka one day and Preston the next!"

The eye catching face and its trademarked sachet shape and logo are instantly recognised around the world. "There aren't many brands that can be so easily identified just by an image."

7 Montagne Jeunesse has produced 5.5 million kilos of face masks in the last decade

That's almost 10 million pints.

In the last seven years, the company has produced more than 221 million sachets.

That includes more than five million Green Tea Peel Off packs, in the last five years alone.

8 The brand uses innovative technology

2014 saw the launch of a spa range of clay-infused bamboo sheet masks, thought to be the first and only use of this technology in the world.

In 2015 the company launched its 100% natural range – 'Earth Kiss' – and sees success in the future within the natural channel worldwide.

9 The famous face masks have had a makeover

After 30 years in business Montagne Jeunesse has had a makeover including a new look, a new name '7th Heaven', chosen by fans and a new range of top-to-toe products including hair masks and foot products.

10 It's not just about face masks

In 2014 Montagne Jeunesse launched its new Jelly Bears range – vegetarian vitamin gummies for children. There are 4 varieties in the range to aid health, growth and development in children aged 3 and above.

Visit www.my7thHeaven.com

Facepack fun:

Mark Eedy, Managing Director of Thomas Carroll IFA and colleague Stephen Francis being pampered by the Montagne Jeunesse team





Coming attractions:
Llys Rhosyr - a Medieval Princes' court

ST FAGANS

Making history

Gatekeepers:

Bethan Lewis (centre) with Stephanie Powell and Kevin Price of Thomas Carroll Management Services



Photograph: Mike Hall

▶ One of Wales’ best loved attractions is undergoing huge changes as part of a multi-million pound redevelopment project.

Head of St Fagans National History Museum in Cardiff, Bethan Lewis, tells The Scene why the iconic open-air museum celebrating Wales’ past needed to be brought into the present...

“If you were brought up in South Wales, you probably came to St Fagans on a school trip,” says Bethan Lewis.

“We need to show those visitors, who are now coming back with children of their own, that St Fagans has changed at the same pace as their nation, and that we’re reflecting the dynamic and diverse country that they live in.”

Wales’ most visited heritage attraction is definitely changing.

In 2012, it was awarded £11.5m from the Heritage Lottery Fund, the largest ever grant awarded by the HLF in Wales.

Together with funding from the Welsh Assembly and other sources, the £25.5m Making History project is transforming

the museum. But while it’s currently home to a total of five construction sites, St Fagans is very much open for business.

“People ask why we haven’t closed in the meantime,” says Bethan.

“But it doesn’t belong to us, it belongs to Wales and people want to come here and see what’s happening. We had 8,000 people on St David’s Day alone and another 30,000 came to see us over the Easter weekend.”

The redevelopment (which will bring more learning areas, gallery spaces, and improved visitor facilities including cafés, play areas, and more) will remain true to the ethos of the site which opened in the 1940s, while reflecting a new Wales and a new audience.

St Fagans’ historic woodland will feature an open-air archaeological zone and the re-imagining of two buildings from Anglesey; Llys Rhosyr – a Medieval princes’ court – and Bryn Eryr – an Iron Age farmstead.

“Dr Iorwerth Peate [the museum’s first curator] wanted to capture the Wales that he knew,” says Bethan.

“At the time, in post-War Wales, the country’s rural heritage was quickly fading, overshadowed by advances in technology and a developing industrial landscape. By the 1960s and 70s, much of that industrial built heritage was in decline and needed preserving. St Fagans had to evolve...”

“In the 1980s we built a terrace of six ironworkers’ houses from Rhyd-y-car in Merthyr Tydfil; a few years later we re-erected a Workmen’s Institute and shops from the South Wales coalfield.”

“In the last 30 years the number of buildings on site has doubled and visitor figures have rocketed (from 200,000 a year to 600,000 a year since the move to free admission); the museum needed to adapt.”

“The facilities we had weren’t suitable for the growing numbers,” says Bethan.

“It’s important to us that we’re a hands-on museum. It was never meant to be a museum with glass cases. People must experience it.”

Foundation work:
Bethan Lewis pictured on the future
site of the museum's covered atrium



Photograph: Mike Hall

“ School forums played a big part, with children meeting architects to share ideas.

“Some visitors were concerned the ‘feel’ of St Fagans, given a Which Award in 2012 for Best Loved Visitor Attraction, would change in the process.

“So we’ve brought the public with us at every step,” says Bethan. “Public consultations have informed much of the redesign.”

School forums played a big part, with children meeting architects to share ideas.

Teachers from North Wales schools told us that the journey was too long to do in a day –

“So we’re opening a sleepover facility at the Medieval hall. This will be an amazing opportunity for schoolchildren to experience ‘living’ history.”

The museum’s main building will become far more flexible in use; its expansive central

courtyard transformed into a covered atrium to provide more of an all-weather experience, with even more to see and do.

“Museums are about storytelling,” says Bethan, who joined the museum in 1994 as a learning facilitator.

“We’ll be expanding the narrative timeline and using the amazing treasures in our collections to tell even more of the stories of the people of Wales,” says Bethan, who eventually returned to St Fagans in 2009 after 12 years as manager of the National Roman Legion Museum at Caerleon.

Visitor numbers continue to rise as St Fagans grows, and the team has an ambitious target of achieving 850,000 a year within five years of completion.

“We’re looking for sponsors to help us name some of the new buildings on site,” adds Bethan.

And the future looks exciting for this gem of Wales that, she says, will continue to reflect a changing country as much as it will take visitors back to a beloved past.

“It’s really important that we capture the people who are living, for example, in Merthyr Tydfil today. Their stories are as important as when Crawshay was there.

“We want to reflect the society that’s out there today.

“We never want to be a chocolate box version of a Wales that used to be, or that never actually existed.”

Bryn Eryr Iron Aged Farmstead



At a glance

What you can expect from the 'new' St Fagans by 2018:

▶ A new, covered courtyard with an access centre featuring learning spaces, a lecture space and an area for research.

▶ Two galleries – Life Is (covering everything from birth to death “and the exciting bits in between”) and snapshots of Welsh history in Wales Is.

▶ A new shop at the front of the museum.

▶ A new, larger café and restaurant.

▶ A new play area.

▶ A new Iron Age farm, based on an archaeological site in Anglesey.

▶ An eco-friendly gallery celebrating the craft of the ‘makers’ – where members of the public will be able to take accredited courses in everything from silversmithing to basket weaving.

▶ A developed events programme.

▶ A corporate hire space for up to 200.



Thomas Carroll Connection

Thomas Carroll Management Services provides Health & Safety consultancy to Amgueddfa Cymru National Museum Wales, which comprises seven museums in Wales.

Kevin Price, Managing Director of Thomas Carroll Management Services, said: “Having been associated with St Fagans for many years, it is exciting to see the developments taking place, which can only reinforce its position as one of Europe’s greatest open air museum sites. We are extremely proud to be part of its continuing growth and success.”

ESSENTIAL DEFENCE

AGAINST
Cyber Attacks



▶ It is a common misconception that only businesses trading online are vulnerable to cyber-attack. But every business, regardless of size, is at risk of data loss and malicious cyber-activity through both their own organisation or their supply chain.



Oliver Generalovic, *Cyber Security Expert*,
Capital Network Solutions

Launched in 2014, the Government-backed, industry-supported Cyber Essentials scheme helps organisations protect themselves against common cyber-attacks. Oliver Generalovic, cyber security expert at Cardiff- and Bristol-based Capital Network Solutions, explains:

Cyber Essentials is a set of fundamental technical controls enabling organisations to protect themselves against around 80% of common cyber-attacks and gain the widely-recognised Cyber Essentials certification, proving their commitment to good cyber-security.

The scheme is backed by bodies including the Federation of Small Businesses, Welsh Government, the CBI and insurance organisations offering incentives for businesses. Certification provides numerous benefits.

Advantages include the opportunity to tender for business where certification is a prerequisite, as well as lower insurance premiums, and helping to improve investor, staff, supply chain and customer confidence.

The majority of successful cyber-attacks are due to a lack of basic security measures adopted by the organisation. The Cyber Essentials scheme addresses five key areas of data security: Internet gateways, secure configuration, access control, malware protection and patch management.

There are two levels of certification: Cyber Essentials standard and Cyber Essentials Plus. Cyber Essentials standard certification is a self-assessment process, usually with the assistance of a certification body. Cyber Essentials Plus is the next level up and requires a certification body to independently audit and test the answers given during the self-assessment process.

In becoming Cyber Essentials certified, businesses demonstrate that they are aware of the risks and have mitigated them by implementing the Government-recommended security controls.

Through achieving the Cyber Essentials Plus certificate, businesses can demonstrate that they have gone above and beyond the basics in managing their cyber security protection, thus decreasing the risk posed to business assets from Internet-based cyber threats.

Businesses can then offer assurance to suppliers and customers that necessary security controls have been deployed, which significantly reduces the risk of cyber-attacks that could potentially compromise any sensitive or personal information.

About CNS

CNS is currently the only certification body within the UK who have the authority to independently award both Cyber Essential standard and Cyber Essential Plus levels of certification, with all technical audits carried out by certified penetration testers.

Top 5 data loss prevention tips

- Never reveal PINs and passwords – to anyone!
- Do not click unknown links
- Use and update your security software
- If in doubt, contact an expert
- Sign up to the Cyber Essentials scheme

Visit: www.capitalnetworks.co.uk

“ Thomas Carroll gained Cyber Essentials plus accreditation in December 2014 through Capital Network Solutions. The accreditation demonstrates our commitment to cyber security. It is reassuring for our clients to know that their information is looked after by a firm that takes data protection very seriously”

Bethan Jones,
Group Operations Manager,
Thomas Carroll



Digital disasters can close your business and traditional insurance policies may not include adequate cover. To discuss cyber insurance contact peter.martin@thomas-carroll.co.uk

Bartonsham Dairies

The family that's
been *milking it* for
nearly 150 years

Class Act:

Paul Matthews pictured in the
Bartonsham Farm Dairies' bottling plant



▶ A local operation like T S Matthews and Son, operators of Bartonsham Farm Dairy, might once have been seen as a throwback to the old times.

Small in size compared to the suppliers to supermarket giants, the dairy's heritage certainly belongs to the halcyon days of the universal doorstep milk round.

Thankfully, in these days when artisan local producers are celebrated, suppliers like Bartonsham are king once more.

The Scene spoke to Paul Matthews, part of the fifth generation of the family business at Bartonsham Farm in Green Street, Hereford.

Bartonsham Farm Dairy produces 32,000 litres of prime Hereford milk a day, from a total herd of 600 cows based both at the dairy's own farms as well as from five farmers contracted to supply Bartonsham.

Today's hi-tech bottling plant is far removed from the beginnings when Paul's great great grandfather, Edwin Matthews, started the dairy at Whitecross in 1869. He started with just one cow, Old Brownie, which cost him just £14 12s 6d.

The heritage is fascinating. Edwin, a Herefordian, had sailed to America to drive steam trains in 1833, but returned home when the Civil War began.



“ Don't let the dairy's relative size fool you; this is a large operation. The business employs 63 people and operates 20 vehicles, delivering to customers across a wide geographic area throughout the county and as far south as Cardiff, Merthyr and the Forest of Dean.

He started driving trains between Cardiff and Liverpool, but after surviving an accident, took up the business selling milk from his shop in the town and making his first deliveries in Whitecross Road from a wheelbarrow.

Edwin was succeeded in 1905 by his son John William Matthews, and in turn his son Thomas Stanley Matthews took over the reins in 1935.

In addition to its large herds in outlying farms, the dairy still keeps its own herd of Friesian and Guernsey cows, a hundred strong in adjacent fields. Can you get closer from herd to bottling plant than that?

Don't let the dairy's relative size fool you; this is a large operation. The business employs 63 people and operates 20 vehicles, delivering to customers across a wide geographic area throughout the county and as far south as Cardiff, Merthyr and the Forest of Dean.

Steering clear of the large grocery multiples, Bartonsham's customer round includes independent shops, nursing homes and schools in Herefordshire. Pleasingly, the dairy also supplies traditional doorstep milk rounds, which still account for 30 per cent of business turnover.

In a 2007 article, Paul's father, John Edward Matthews, who took over running things in 1965,

recounted his own experiences at Bartonsham. The operations were decidedly manual compared to the current modern bottling plant.

He recalled: "When I was a little boy we only had room at Bartonsham for about 80 cows and we milked them all by hand. Dad had half a dozen people, men principally, sitting on milking stools at six o'clock in the morning to milk these cows. Then they'd clean them all out; the cows didn't go out in winter - they were cosseted these cows!"

Paul Matthews, who took over the dairy from his father, proudly carries on his family's rich tradition working six days a week to keep the milk flowing. He gets up every day at 4am to set up the dairy for the day's output with production commencing at 6am.

These days, thanks to the ever tightening margins faced by dairies, diversification is in the air. Don't be surprised to see Bartonsham butter, yoghurt and even cheesecake being sold under the famous Herefordshire brand.

So, next time you see a Bartonsham Farm Dairies van on its delivery round, spare a thought for the great tradition dating back nearly 150 years of bringing the freshest Herefordshire milk to people and businesses throughout the region.



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Sunny Outlook:
*Steph Curtis, Managing
Director of Wall Colmonoy*

PROVING *THEIR* METAL

the Wall Colmonoy story

▶ Wall Colmonoy, a global leader in materials engineering and US family-owned, has been a major employer in South Wales for nearly 50 years.

The Scene visited the company's European HQ, Wall Colmonoy Limited, in the Swansea Valley to find out about the history, and plans for the future.

Steph Curtis, Managing Director of Wall Colmonoy Limited, is keen to explain in simple terms what they do.

"The products we make and services we provide play an integral role in many industries instrumental to our everyday lives," he says.

"They're fundamental in keeping aeroplanes in the sky, glass bottles in production, food fresh, pumps pumping, steel industries rolling, nuclear turbines powering, and transportation greener."

The advanced materials manufacturing company specialises in the design, development and manufacture of Colmonoy® (Nickel) and Wallex® (Cobalt) for hard surfacing applications, and Microbraz® (Nickel) brazing alloys for high temperature joining of metals.

Wall Colmonoy also manufactures precision castings and machined components. In addition, the company offers specialised services of brazing, welding and heat treatment of components for aerospace, oil and gas, food, steel and many other industries.



Polished act:
Steph Curtis with Mark Sullivan
of Thomas Carroll Swansea

“ We aim to provide customers with the products, services and tools they need for their own growth.”

“As the company continues robust growth, local area employment continues to increase,” says Port Talbot-born Steph, a Cardiff University mechanical engineering graduate, who joined Wall Colmonoy in 2014, with 30 years’ industrial and director-level experience in major international plcs and SME’s.

“We aim to provide customers with the products, services and tools they need for their own growth.”

Wall Colmonoy’s European HQ, based in Pontardawe, exports 90% of its products to Europe, Russia, Scandinavia, MENA, India and Australia – serving a long-established customer base in the aerospace, oil and gas, automotive, glass, food, steel and nuclear industries.

So why did the company choose South Wales?

The Welsh location, now boasting 70,000 square feet and 200 employees, was chosen back in 1969 due to the Welsh Government, who provided

W.P. Clark, then Chairman, with an offer of a building and land in Pontardawe.

“What attracted Mr Clark was the region’s 200-year metallurgical history, along with a skilled local workforce, highly qualified graduates from local universities, and its closeness to a major Nickel supplier, Inco (now Vale), in Clydach.”

“We’re extremely proud of our heritage,” says Steph.

Wall Colmonoy dates back to 1938, when entrepreneur and founder, Albert F Wall, met two metallurgists, who had developed Colmonoy, a specially formulated nickel-based alloy for application on down hole drill bits for the oil industry.

The word, Colmonoy, is an amalgam of the metallurgists’ names, Cole and Edmonds, and the term ‘alloy’.

Mr Wall purchased the Colmonoy patent and manufacturing processes, and named the company – Wall Colmonoy Corporation.

In 1950, the company’s Materials Engineer, Bob Peaslee, invented a new brazing technology involving nickel-based filler metals. The high temperature brazing alloy was named Nicrobraz.

Bob Peaslee pioneered successful applications for this new nickel brazing alloy for hydrogen braze of aircraft turbine engine components. The technology and process continues today.

In order to advance and educate engineers on furnace brazing technology, Steph cites the first European brazing school, that took place in Pontardawe in October 2014, as something the company is really proud of. The school teaches top engineers from around the world about high-temperature brazing. Since 1977 Wall Colmonoy Corporation has been hosting the brazing school in the USA.

In May of 2012, Wall Colmonoy opened a 23,500 square foot modern precision machine shop, supported by a £2m Welsh Government grant. Dedication



Steph Curtis inside the company's foundry

“ Over a quarter of the 200 employees at Pontardawe have been with the company for more than 20 years



Flying the flag: The European HQ of Wall Colmonoy

of the facility was made by First Minister, Rt. Hon. Carwyn Jones MP accompanied by Local MP Peter Hain and AM Bethan Jenkins.

Wall Colmonoy's Pontardawe team works closely with its colleagues in the US, sharing best practices on visits across the Atlantic. "We have developed a strategy focused on continuous improvement and profitable growth providing long-term employment in South Wales," says Steph.

"The fourth generation of family members have joined in senior roles. We're one of a few companies in this industry to be owned and operated by the same family for these past 75 years."

The company is actively working on a broad range of workforce development initiatives and has also developed its own unique Wall Colmonoy apprenticeship programme to meet the future needs of the business. Wall Colmonoy plans to recruit four apprentices per year over the next four years.

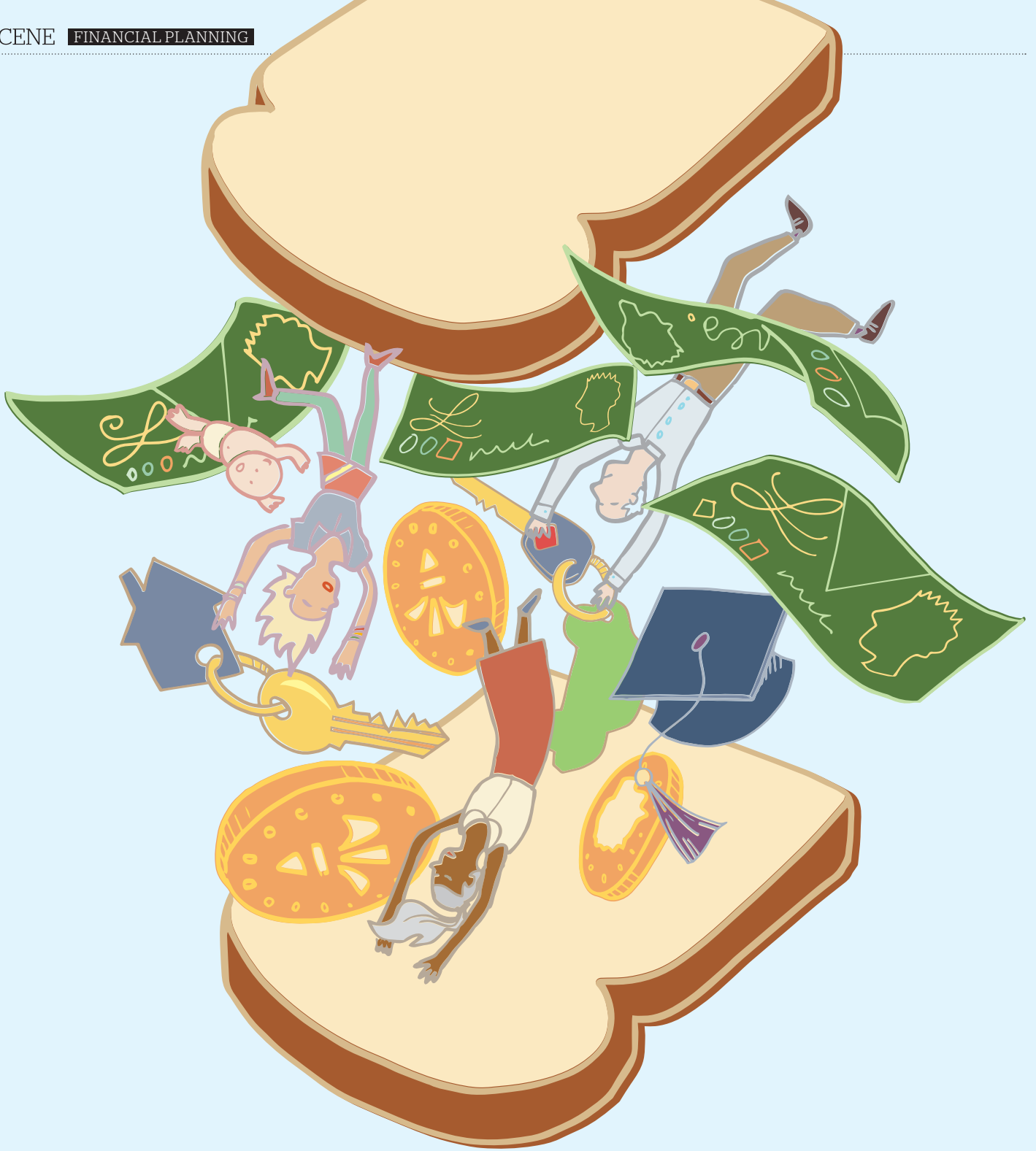
Today Wall Colmonoy employs 200 people in Pontardawe, over a quarter of whom have been with the company for more than 20 years.



"I'm very proud to be part of the family business with its long-standing and proud history, and its major commitment to our local community for almost 50 years," adds Steph.

"Everyone who works here has played a major part in the journey and we aim to continue to build upon the extraordinary accomplishments of the past whilst advancing forward into the future."

Visit: www.wallcolmonoy.co.uk



Are you the *filling* in the
**‘Sandwich
Generation?’**

▶ A new social phenomenon is on the rise in Britain, it's called the 'sandwich generation' and you could well be part of it.

This generation is mainly aged 45-60 and faces many issues and pressures. Still funding their children while paying off their own mortgages, this 'sandwich generation' may also be looking after older relatives.

After decades of hard work, you might be expecting your financial burdens to be easing as you approach 50.

Yet, this is precisely when they are at their heaviest, making the midlife milestone the most expensive age, according to a study by the specialist bank, Investec.

A study by Aviva found that 50-year-olds put more into investments and savings for their retirement than any other age group, because they are acutely aware that they have a limited amount of time to save as much as possible to ensure a comfortable retirement.

In total, they spend £27,000 a year on everything from housing and living costs to transport and their children's education.

The report found that spending rapidly increased between 40 and 49, peaking at 50, but then tailed off in the run-up to retirement.

By the age of 60, annual costs have fallen by £7,000 to £20,000 a year, as people pay off their mortgages.

By the time Britons reach 70, costs have fallen to £18,000 a year as retirees spend less on housing, education, holidays, living costs and even Christmas.

We now live in the most information-overloaded environment that has ever existed. The sandwich generation simply do not have the time or mental energy to fully consider every piece of information in their busy lives.

Conversations about retirement, serious illness, the possibility of long-term care costs and the implications of death on a family are uncomfortable and so important financial planning decisions are often postponed or avoided.

Sandwich carers' pressures are exacerbated by the fact that most haven't put any plans in place to help them manage the financial impact and costs involved. More than half (56%) agree this would have helped their situation.

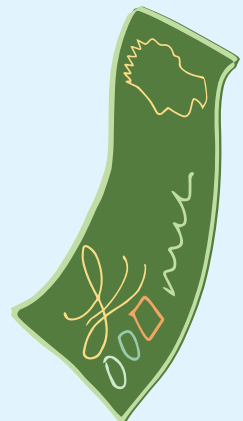
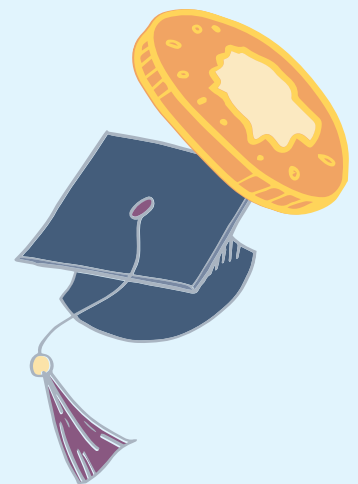
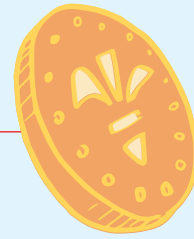
Respondents

Members of the 'sandwich generation' need specialist advice focused on their complex needs and the solutions that can meet their unique circumstances.



By **Louise Eedy**
Director
Thomas Carroll Independent Financial Advisers
louise.eedy@thomas-carroll.co.uk

Sources:
Aviva UK (2014) Sandwich Generation Consumer Research
The Money Advice Service (2014) Sandwich Generation
Investec



Return of the PIER SHOW

▶ For decades, a visit to Penarth meant bypassing its striking Pier Pavilion to take a walk on its Victorian-Edwardian pier.

But now, thanks to the tireless work of a local arts charity, and £4.2m in grants from the National Lottery, Wales Government and Local Authorities, Penarth Pavilion is back.

The Scene spoke to the venue's Director, Dr David Trotman, about its transformation into a seaside cinema, community arts hub and exciting new tourist destination...



On the boardwalk:
*Dr David Trotman, Director
of Penarth Pavilion*



Floor show:

Dr David Trotman (centre) with Mark Slade and Sheralee Lewis of Thomas Carroll

What did you know about the Pavilion's heyday?

It was a nightclub and dance hall in the '50s and '60s, welcoming Tom Jones, Petula Clark and Matt Monro to perform, and James Callaghan and Harold Wilson for political meet-ups in the '70s. By the late '90s, it had fallen into disrepair and was unused, except for a small children's gym.

How did the transformation come about?

It was the vision of Maggie Knight [former Director of Penarth Arts and Crafts Limited, the charity which runs Penarth Pavilion], to turn it into a community arts centre.

Renovation by R&M Williams began in Autumn 2012 and we moved in a year later, opening a fully-restored art deco Pavilion complete with gallery, learning and meeting rooms, 70-seat cinema, café and restaurant.

How did you come to take on the role as Director?

Following a career in medical research, I held a number of director's positions with charities in London in the 1990s, came back to Wales [Dr Trotman is originally from Bridgend] in 2000, and became Head of Marketing at RSPB Cymru.

Two years ago, this job came up and I couldn't turn down the challenge. The building renovation was already underway. It was my job to breathe life into the Pavilion.



Penarth Pier

“ In my business plan, I said I wanted 50,000 visitors a year and in the first year we had 120,000.

When did you realise it was going to be a success?

When we showed Cinema Paradiso a few weeks after we opened. I'll never forget that night. People were coming out of the cinema crying and I went home with my face covered in lipstick. It was the first time there had been a cinema in Penarth for more than 40 years.

What were your ambitions for the building?

In my business plan, I said I wanted 50,000 visitors a year and in the first year we had 120,000. People are coming here as they did in the 1920s, '30s and '40s for a day out or night out by the seaside.

And the venue's had a knock-on tourism effect?

Yes. Footfall on the esplanade, and in the town, is up. The Barrage [linking Cardiff Bay to Penarth] is the next issue to crack as it needs improved sign-posting to direct people to the Pavilion and the Esplanade as well as the wider town.

How would you describe a typical day?

There isn't one. We're here seven days a week, using every conceivable space. There'll be a cinema screening, an exhibition downstairs and a group of war veterans having a coffee morning in Room 617, named after the Dambuster Squadron, and maybe a birthday party. We employ 20 people, 100 volunteers, and have a group of very hands-on trustees.

What are you most proud of so far?

Beating Olympic Park to the RICS Project of the Year. I'm also proud of the quality of art exhibitions.

Also our events program, including weddings. I am very proud of the work we do with armed services veterans and children with special needs, as well as a growing body of work with our local schools and colleges.



The cinema at Penarth Pavilion



A space for art



What can people who haven't visited yet expect from the cinema?

We have 20+ screenings a week. As well as general releases, we run silver screenings of classics on Wednesday afternoons.

We also screen films for young people. Indeed, after showing two screenings of sing-a-long Frozen, due to demand we ended up putting on 24 screenings. One stormy night we screened Captain Phillips [based on the story of a hijacked cargo ship] as waves crashed against the pier. Great effects. We're fully waterproof, though.

What are your plans for the future?

To engage with more businesses. We've just introduced corporate membership, where members can have free cinema showings for clients and hold meetings. We're already being used by Cardiff Airport, Arriva and Admiral. We'd like to talk to companies interested in sponsoring exhibitions.

Tell us something else about Penarth Pavilion that we might not know...

We're available for weddings – we have bookings until 2018. I think people like the idea that their parents or grandparents met here under the clock and danced, fell in love and got married.

I like to think the Pavilion was responsible in some way for the population boom in South Wales. It's a nice full circle.

Visit: www.penarthpavilion.co.uk

Keeping Ahead of the Recycle Race

▶ Starting on 1 January 2015, the government began enforcing new, stricter policies on the collection of recyclable material in order to achieve higher quality recyclates across the UK.

Under the new regulations, waste collection authorities and any businesses that produce waste must separate recyclable waste, including paper, plastic, metal and glass, from non-recyclable waste, such as food.

These regulations may also force businesses to revisit their insurance policies with regards to how they sort and store waste, in order to avoid invalidating their cover.

The regulations

The new regulations are an amendment to the EU Waste Framework Directive (WFD), which provides the legislative framework for the collection, transport, recovery and disposal of waste in the European Union.

The WFD requires all member states to take the necessary measures to ensure waste is recovered or disposed of without endangering human health or causing harm to the environment, in

addition to providing registration, inspection and permit requirements. The amendment, Regulation 13, enforces the collection of waste as follows:

- Collection of waste is separate from recyclates and ‘technically, environmentally and economically practicable’; and
- Method of collection is ‘appropriate to meet the necessary quality standards for the relevant recycling sectors’.

In order to comply with the new regulations, paper, metal, plastic and glass must be collected separately from all other waste materials. This applies to both waste collection authorities and businesses: waste collection authorities must collect recyclates separately, and businesses must store and sort recyclates separately.

For convenience, the regulations allow mixing paper, plastic, metal and glass so as not to require

separate containers for each type of recyclable material. If organisations can safely and effectively recycle without separating recyclates from each other, then co-mingled collection (storing all recyclates in one container) is acceptable.

Effects on business

Industry experts recommend that businesses use a mixed recycling service, which will collect dry recyclates, as well as a general waste service, which will collect all other waste materials.

Since businesses must follow these regulations by ensuring their waste materials are handled accordingly, it is important to consider whether your existing insurance policies may be affected by these changes.

For example, in light of the new regulations, local waste collection authorities may replace businesses’ metal waste collection bins with new plastic ones for recyclates.

This could interfere with existing conditions in a business’ insurance policy regarding the use of plastic (combustible) rather than metal (non-combustible) bins – for example, if the policy prohibits a plastic, but not a metal bin, from being placed closer than 10 metres to a building or other equipment on the premises for fire safety reasons.

Review your insurance policy – especially if your bins are replaced – to ensure your organisation is not unwittingly invalidating its cover.



By Gareth Cotty
Director
Thomas Carroll Brokers
gareth.cotty@thomas-carroll.co.uk

7 Things *I Know*

**Peter Doran, *Artistic Director*
of the Torch Theatre
Milford Haven**



Peter Doran has been Artistic Director at Torch Theatre in Milford Haven since 1999 - the venue is one of only three building-based producing theatres in Wales - putting on 900 shows, films, art exhibitions and live broadcasts annually to audiences of more than 70,000.

Treading the boards:
*Peter Doran, Artistic Director
of the Torch Theatre*



► The Scene caught up with the Pembroke-born actor and director to find out some of what the past 15 years has taught him...

1

Not everyone was brought up going to the theatre

I didn't have the opportunity go to the theatre until I was 16; no child should have to wait that long to experience a live performance in theatre.

When I moved back to Pembrokeshire from London to take on this job 15 years ago, I was determined that the Torch should be accessible to people of all ages and that they should have the opportunity to experience quality theatre in the same way that people in the major towns and cities do.

Our last production, GRAV [based on rugby legend Ray Gravell – and will be running at the Edinburgh Festival this August], ran for 10 days and was sold out; 35 per cent of people who came had never been to the theatre before. It's a show that's introduced a lot of new people to theatre.

2

Life can move in circles

My first job as an actor was at the Torch Theatre, not long after it opened 38 years ago.

I played Tom in a documentary piece about Lord Nelson and I ended up marrying the writer's daughter, so the Torch has played an important part in my life.

After leaving the Torch I moved into television and have appeared in over 50 shows including Men Behaving Badly, Poirot, Casualty and The Bill before stints in various soaps like Brookside and playing Dirty Den's cellmate in EastEnders. Directing theatre followed, before coming back to the Torch where it began.

3

Being a producing theatre makes for an artistic base

Torch Theatre is one of only three building-based producing theatres in Wales. We produce our own work here, that includes everything from building our own sets to making our own costumes. We employ our own company of professional actors.

Part of my job is to choose an artistic programme, which people will find exciting and stimulating and are really going to want to see. It's then up to me to move into the rehearsal room and turn what started out as an idea into a piece of theatre. If it doesn't work, it's down to me.

5

No matter how beautiful a place, it needs a creative heartbeat

The Pembrokeshire natural environment has so much going for it, but it's equally important that it has a creative hub where people can experience the arts in all their glory.

The wonderful Pembrokeshire Coast National Park is the jewel in the crown, but like anything else in life you have to look after it, maintain it, nurture it and keep it accessible, otherwise people won't visit and enjoy the experience; and it's the same with the arts, it must be nurtured or it will die, we must support and encourage our young artists and invest in the future.

4

Digitalization has meant theatre has had to evolve

We now live in a world where people decide exactly what they want to see on television at any given time. Netflix and the new wave of mini-series allow people to create mini cinemas at home; our challenge is to offer an alternative and to get them away from their screens.

We seem to be winning. Sales here have increased by 32 per cent in the past three years, a lot of it is due to live streaming, a new venture in the theatre world and one that's proving to be very popular.

We've had major productions from the Met Opera, Pompeii Live from the British Museum, Billy Elliot from the West End, and a string of productions from the National Theatre. They sell really well and compliment the work that we are doing on stage. It's cheaper and more accessible for people than travelling to London. For around a tenner, you still get that shared, live experience where anything can happen.



Chat show supremo
Graham Norton paid £200 to have his name on a Torch Theatre seat



Doyen
Dame Judi Dench is a Patron of the Torch Theatre



Take your seats:
from left: Peter Doran with Simon Lawrence and Brian Hawkins of Thomas Carroll Pembrokeshire, with Lynn Preece, Business Development Officer and Jamie Rees, Marketing Manager of the Torch Theatre

6

You can't have quality television without quality theatre

It's often said that in the UK we produce the best television in the world and that is because we also produce the best theatre in the world, there's a connection. The art that starts in theatres like the Torch feeds into television programmes like Coronation Street, Downton etc.

If you cut theatre, the quality of our television will follow, as it's in the regional theatre where most actors learn their craft. We give lots of young actors their break into the profession, Charles Dale from Casualty, Tom Cullan from Downton Abbey, Lisa George (Beth Tinker) from Coronation street and of course Connie Fisher.

Sarah Waters was part of our youth club and is now one of the most successful writers in the world; Amy Wadge [who co-wrote Ed Sheeran's number one hit Thinking Out Loud] also had her first acting job here. Graham Norton also worked here as a young actor and as a thank you he has paid £200 to sponsor a seat.

And we mustn't forget Dame Judi Dench, a regular visitor to Pembrokeshire, who has been a patron of the Torch since the early '80s.

7

Theatre should move and excite people

We need to keep moving, we can't become complacent, we need to come up with new ideas. Last year we ran a Sunset Cinema season, where we put on outdoor films at Picton Castle, Stackpole and Tenby which proved to be very successful.

We recently showed the film Reservoir Dogs in our workshop, recreating the setting of the film; and we show art-house films and run cult seasons to make us very different from the multiplexes. Also we're proud to be a home to local amateur groups, allowing people to participate.

There's a pressure to be always producing quality work, and that's as it should be.

Theatre is a relationship between a performer and an audience, if the audience don't come it's probably because they're not interested in what you're offering. You need to engage an audience, it's a shared experience.

Torch Theatre and Thomas Carroll

"It's good to see a company like Thomas Carroll supporting the arts," says Peter. "We like to work with community-minded companies and there are benefits to both parties when we come together. I think, generally, people like companies who work with the arts as they're shown to be progressive and trustworthy."

Visit: www.torchtheatre.co.uk

Viral video promotes *Chartered Status*



 #CHOOSECHARTERED

▶ A video featuring over 60 members of the Thomas Carroll team is being used to promote the benefits of Chartered status to businesses and professionals throughout the UK.

Filmed at our offices, the stop-motion video features employees holding cue cards delivering messages around the advantages of using a Chartered business.

Promoting the campaign theme: #choosechartered - the fast-paced production has been designed to be shared across social media and online video platforms.

Gwenllian Thomas, Marketing Manager of Thomas Carroll, said "We wanted to do something different, involving as many of our people as possible. It was quite a production, but everyone was excited to be acting as ambassadors for Chartered status.

For us, Chartered status is not just a corporate badge, it is a continual process of ensuring our business meets the very highest standards of expertise and professionalism on a Group and individual basis."



To view and share the video visit:
www.thomascarroll.co.uk/choose-chartered



A DAY IN THE LIFE OF *Robert Jones* MBE

Regional Director, Thomas Carroll Swansea and Pembrokeshire

▶ Ever wondered how successful business people who are also rugby pundits juggle their lives? Welsh rugby legend Robert Jones shares his diary of a typical day.



6am Monday

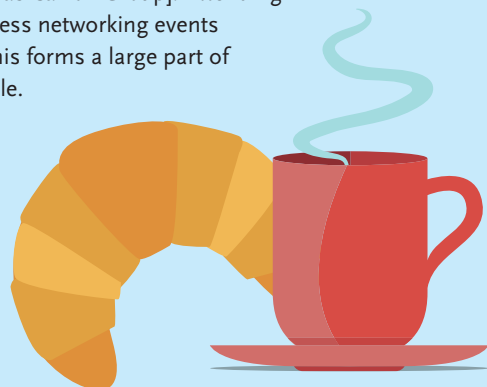
Alarm goes off at 6am and normally I'd be off for a run around the village [Trebanos], or into my home gym, but today's a business breakfast event, so training will wait until later.

Just time for breakfast and getting the kids [sons Nicholas and Tiaan] up and ready for school. Today I am attending a breakfast meeting, otherwise, if my wife Ceryn needs to leave for work early, I drop Nicholas off at Breakfast Club.

7.45am

Normally it's off to the office, Thomas Carroll Swansea or Haverfordwest, or a business meeting anywhere between Port Talbot to Narberth. But today I have a breakfast speaking engagement at Machynys Golf Club on the Carmarthenshire coast. We like to maintain an active role in the business communities we serve.

This morning it's at the (FBE) Forum for the Built Environment, with my colleague Brynmor Williams [Business Development Director, Thomas Carroll Group]. Attending business networking events like this forms a large part of my role.



10am

Pre-insurance renewal meeting at a client's business premises. One of our hallmarks as a Group is this personal approach, so that we get a full understanding of a client's needs in the ever-changing business climate and how their insurance requirements are affected. We keep in regular contact, research and review their insurance cover and advise them on their best options going forward.

**4pm**

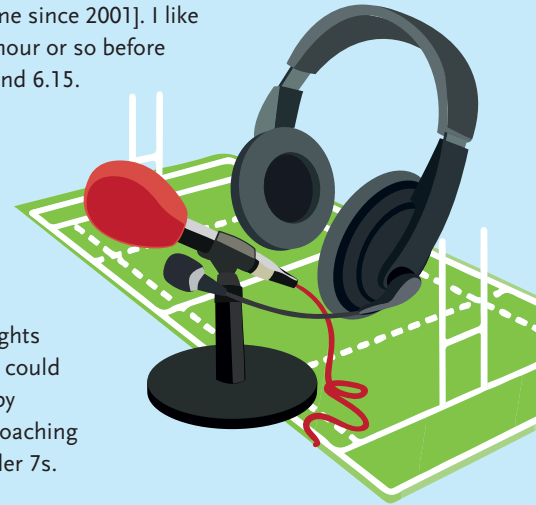
Back to the Swansea office for an internal meeting with our marketing team, to work on Group adverts for our community sporting sponsorship. We have always liked to support grassroots sport, and that can be anything from rugby to cricket and golf. It's a heritage we are very proud of.



If it's a Friday then that's Scrum V day, during the rugby season, for live commentary [Rob has been a commentator and studio pundit on BBC Wales' flagship rugby programme since 2001]. I like to get to the ground an hour or so before coverage begins, at around 6.15.

5.30pm

Today is not a rugby day so I'm back home by 5.30 – time to catch up on training – a run or in my home gym for a free weights session. On other days I could be taking my son to rugby training or putting in a coaching session at Trebanos Under 7s.

**6.30pm**

Visit Mum and Dad in the village. I like to see they are ok and stop for a coffee.

7pm

Dinner with the family and, best I can, sort out chores. I do try to help out in the home.

Otherwise, during the rugby season, I could be flying out to commentate on a rugby Six Nations game, or speaking at an evening engagement in Wales, maybe a rugby club end-of-season dinner. I like to keep these to a reasonable number these days so that I can maintain a good family life/work balance. This year we are also covering the Rugby World Cup, so it's extra busy.

It's a life I have grown into: business, commentating, after dinner speaking. But I do like to spend as much time as possible at home with the family. It's all about balance.

9pm

If it's a Scrum V day, then I tend to be back home between 10.30 and 11pm. But tonight I manage to sit down with Ceryn and watch an hour of TV to wind down.

10pm

Bedtime, busy day tomorrow.

12 noon

Drop back into the Swansea office (on other days it could be Haverfordwest, also part of my region) to grab a sandwich, catch up on emails and have an update meeting with Alison Watts, our PA in Swansea, to plan out the week ahead.

2pm

A meeting with a new business opportunity: in this case someone I met at a networking meeting. Depending on the area of Group service they are interested in, whether it's commercial insurance, health & safety or independent financial advice, I often take a different member of the team. Today it's my colleague Jeff Partridge, from the Swansea office, to discuss their commercial insurance requirements.



Iconic:
Millennium Centre,
Cardiff Bay



Behind the Scenes

— AT —

the Centre

▶ Wales Millennium Centre may have hosted some of the biggest global productions, but for Strategic Director Jonathon Poyner, one of his proudest moments was winning the ‘Toilet Oscars’.

The Scene talked to Jonathon about the people who help welcome 1.5 million visitors through its doors every year.

Jonathon’s favourite time of day at the Wales Millennium Centre is 10am.

“That’s when the centre is waking up. There’s a buzz of activity as everybody is in the middle of getting things ready for visitors,” he says.

“During London 2012, we welcomed one of the officials who commented that she had never known a public building to feel so loved and cherished.”



While the Centre, which last year celebrated 10 years, receives praise from most who visit for its impressive 1,897-capacity Donald Gordon Theatre behind the iconic glass and stone façade, Jonathon insists he is as proud of the ‘unsung’ heroes who look after every corner of the 4.7 acres of world-class cultural destination.

Two years ago, he entered the Centre into the Loo of the Year Awards, an annual event dubbed the ‘Toilet Oscars’ that rewards the best washrooms in the UK.



L-R: Gareth Cotty, Brynmor Williams and Richard Pask of Thomas Carroll



Pete Stocking of the Flymen and Rigging Team

“Every single person works tirelessly, and is here because they are passionate about the Centre and our vision, and we couldn’t run it without them.”

“We have the most amazing cleaning team. Our cleaners think of the Centre as a five-star hotel,” he says.

“We entered the busiest loos, on the ground floor, and we won!

“People laughed when we said we were going to enter the awards but when you go out, what is one of the most important things? How clean the toilets are.

“Everybody needs a clean toilet and we came away with four awards. The whole team here was immensely proud.”

Jonathon adds:

“People may know us for The Lion King or Matthew Bourne, or just as that great place in Cardiff Bay to visit at the weekend but none of what one sees on stage, or hears about in terms of our extensive creative learning or community activity (which engages tens of thousands of people across Wales every year) happens without what goes on behind the scenes.

“From the cleaning staff, to the technical team, to the programmers and the support teams – every single person works tirelessly, and is here because they are passionate about the Centre and our vision, and we couldn’t run it without them.”

Pete Stocking has worked at the centre since 2005 and is one of the venue’s resident flymen and riggers.

His role is to manually operate the pieces of scenery above the stage, a job that requires physical strength and a great deal of concentration.

“Some shows use computers, but 90% of the time, it’s someone pulling a rope on a counter weight system,” he says.

“In this job, you have the ability to make things go very wrong. You have to know what you’re doing. If not, you could seriously injure someone.”

For Pete and the team, knowing when to pull the right rope at the right time, and in the right direction, is crucial to every performance.

“You have to listen for your cues, know off by heart the parts in the music where you need to let your pieces land,” he says.

“When people come to watch a performance, they might think about the pressure on those on stage, but they won’t usually consider what’s happening behind it. We never get a round of applause at curtain call!”

So, the next time you show your appreciation of a performance at Wales Millennium Centre, spare a thought for the teams behind the scenes who collectively help deliver that amazing experience day-after-day.

Visit www.WMC.org.uk



“ I’m a bit of a geek so my highlight was the Doctor Who convention two years ago. I used to come here as a punter and when the opportunity came up three years ago to work behind the scenes, I took it.”

Rhydian Bowen

Visitors Service team

“ I’ve done lots of cleaning jobs but here it’s more professional. We do our best to keep it clean. I hear people say the centre looks as good and clean as the day it opened. I’m proud to be a part of that.”

Wilfred Kuteh

Cleaning Team

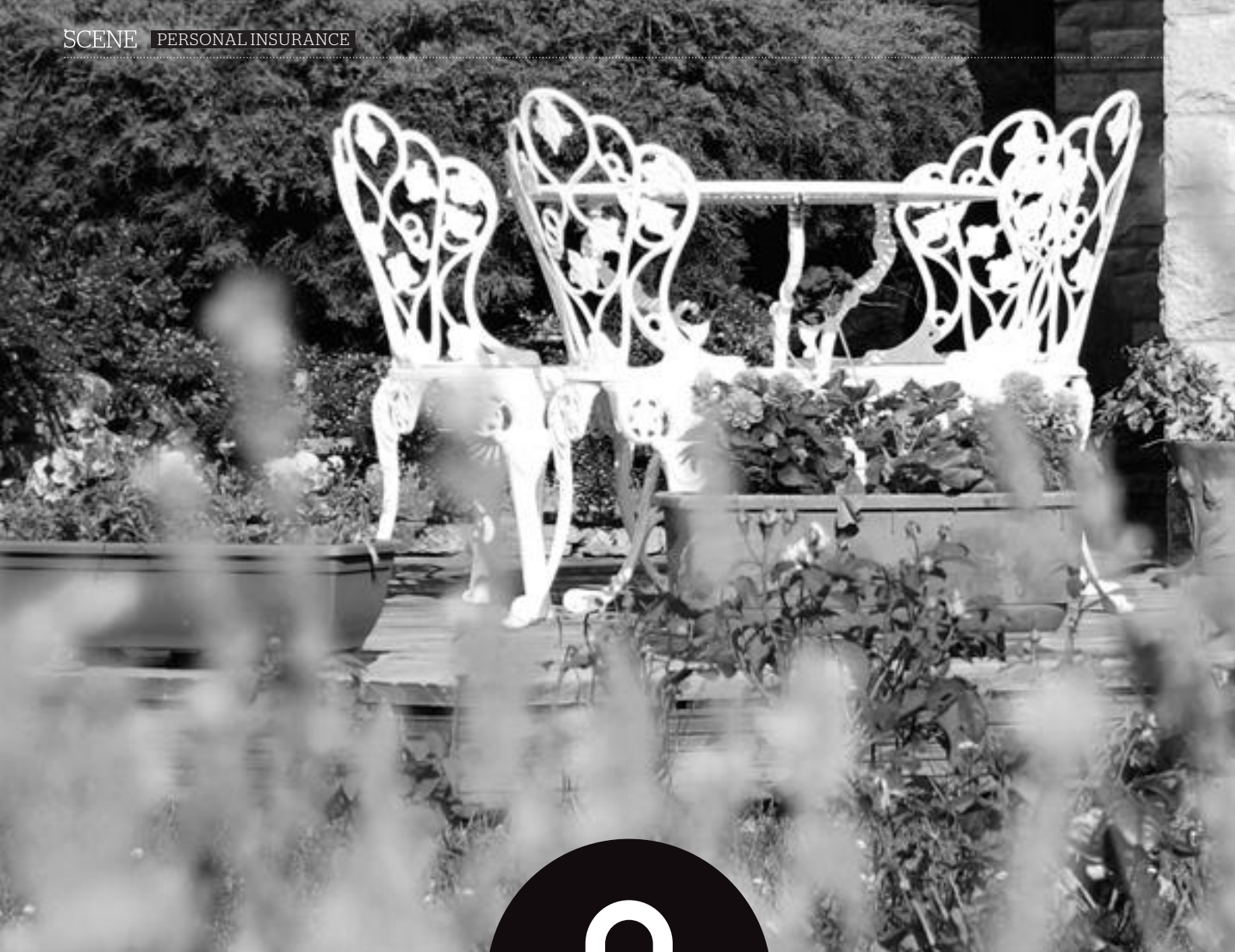


“ We’re proud to have been a corporate sponsor of Wales Millennium Centre for 10 years and to be providing insurance and health & safety services. We love entertaining our clients here as it’s such a wonderful experience, from the world-class shows to the fantastic food.”

Richard Pask

Director of Thomas Carroll Management Services





GUARDING *Your Garden* Against Green Fingere**d Thieves**



▶ As homes have become more secure, burglars are increasingly looking to the contents of garden sheds, outhouses and even the contents of the garden itself for easier pickings.

Take into account ride-on mowers, family bicycles, gardening equipment and furniture and the standard home insurance limit for contents of £2,500 can easily fall short of covering the value of your possessions in the event of a theft.

Garden outbuildings are usually covered as 'fixtures and fittings' under buildings insurance, which pays out for damage to the structure arising from events such as fire, vandalism or burglary.

Cover is available under home contents insurance, but policy limits for thefts from summerhouses, sheds or outbuildings can vary between policies.

Thieves are attracted to outbuildings because, despite containing a range of valuable contents, security is often overlooked. This makes them an easier target than breaking into a house.

As part of its personal insurance service, Thomas Carroll Private Clients will assess the value of possessions stored

Top tips for taking care of your outbuildings and their valuable contents

- Make sure your summerhouse, shed or outbuilding is securely locked. Insurers expect you to have a duty of care for your possessions and will only settle a claim if the outbuilding was securely locked with good quality locks and where there is evidence of forced entry.
- Read your policy documents carefully to ensure you are adequately protected in the event of a loss. Not all policies provide the same level of cover and excesses vary, with exclusions for summerhouses, sheds and other outbuildings often applying.
- Should you choose to keep valuable items in your outbuilding, such as an expensive bicycle, check the adequacy of the cover under your existing policy as some insurers will expect you to secure it to an immovable object inside the locked outbuilding. It is also likely that your bicycle will be insured up to a certain extent, so you should check the adequacy of the cover provided.

outside your home, to ensure that you have adequate cover in place.

Our private client executives work closely with clients to help them establish that their outbuildings are insured.

Visit: www.thomascarroll.co.uk/club-signature



By Alison Davies
Managing Director
Thomas Carroll Private Clients
alison.davies@thomas-carroll.co.uk



Photograph: Mike Hall

Best boots forward:
Kevin Price, Managing Director of Thomas
Carroll Management Services Limited

GET TO GRIPS

with Safety Footwear



By Kevin Price
Managing Director,
Thomas Carroll Management Services
kevin.price@thomas-carroll.co.uk

▶ According to latest HSE statistics, slips, trips and falls are the cause of 56% of all major injuries and 29% of more than seven-day injuries in the workplace.

The GRIP scheme allows organisations to identify suitable slip-resistant footwear and in doing so reduce the number of injuries caused by slips.

Using an easy-to-follow star rating system, the GRIP scheme provides information about the slip resistance of a range of footwear and is available at HSL, which recommends organisations carry out a risk assessment to determine the likelihood of slips.

For more information visit:
www.hsl.gov.uk/products

Footy stars

- **For low-hazard environments:** one - or two-star footwear is a sensible way to protect employees from slips
- **Where slips are known to occur:** three - or four-star footwear will reduce these incidents
- **In more challenging workplaces:** five-star footwear may be necessary to effectively control slip risk



On the run:
Jeff Partridge

From Marathon Man ...to Ironman

▶ His exploits as a runner, cyclist and swimmer for charity will leave you breathless, and if you prefer watching sport to taking part, maybe somewhat lazy!

His name is Jeff Partridge and he is Thomas Carroll Swansea's own Marathon Man, who pounds the streets to raise thousands of pounds for the charities he believes in.

Already a veteran of the London Marathon, by the end of 2015 Account Executive Jeff will have clocked up hundreds of miles in six major endurance events.

There's the Llanelli & Mumbles Triathlons, Velothon Wales (15,000 riders set off from the Welsh Capital in the UK's inaugural event), The Long Course Weekend [an Ironman distance event over three days in Tenby] and Prudential Ride London (the world's greatest festival of cycling, with 95,000 cyclists expected to participate) all part of the plan for the main goal in September.

Oh, and by the way, he also ran the London Marathon again this year!

For those interested in following in Jeff's footsteps, his is a tale of hope as his first London Marathon experience shows:

"I was underprepared and overwhelmed. It was a huge day out, my wife Sarah was there at the finish, I jogged in at 5 hours something and it felt awesome, like I had really achieved something, money for charity and a finish at London."

He has supported many charities over the years, ranging from Action for Children and The Ray Gravell & Friends Charitable Trust to Insurance Charities and Tŷ Hafan Children's Hospice.

For Jeff, it's not about the loneliness of the long distance runner. In 2012 he was part of a Thomas Carroll charity cycle team that successfully rode from North to South Wales (250 miles) raising £20,000 for Tŷ Hafan.

His biggest personal challenge sees the Marathon Man aim to become an Ironman in Tenby on 13th September, again for Tŷ Hafan.

His gruelling 30-week training programme includes virtually learning to swim: "My only previous triathlon attempt in 2011 saw me leave the pool 83rd out of 83 (last!) and in a 400m swim I finished with the second slowest time recorded at the event in its 10-year history."

But with typical determination Jeff is now getting along swimmingly: "I swim now three times per week at 6am in Wales National Pool, currently I am at around 2,500 m (100 lengths) in an hour which is roughly on target."

As well as the charities he supports, Jeff feels personal benefit from his endeavours: "In my training I have found a whole new

circle of friends and mentors both at my cycle club, Bynea CC, and the local triathlon clubs, Celtic Tri and ND Dredgers.

Since Christmas I have lost another stone (13.4 now) and for the Cardiff Insurance Dinner I bought a jacket and trousers with a 34 inch waist (first time since I was a teenager!) and in my last marathon I managed to knock 35 minutes off my best time, coming in at 3:45."

Looking ahead to his Ironman challenge, Jeff summed up his personal journey to take on his many endurance challenges:

"It's amazing what can be achieved when you plan and commit. Until now I don't think I could have contemplated being capable of swimming 2.4 miles, let alone following up with 112 miles on the bike and then the marathon – I now believe it's firmly within my grasp."





Photograph: Mike Hall

CYCLISTS SADDLE UP for *Tŷ Hafan*

▶ A team of charity cyclists are saddling up for a 295-mile, four-day bike ride from London to Paris to raise funds for Tŷ Hafan.

Covering 74 miles a day, the Thomas Carroll team aims to raise over **£10,000** to fund a day of palliative care at the children's hospice.

This latest challenge follows the 250-mile, North to South Wales bike ride that was undertaken in 2012 by a number of the current Thomas Carroll charity bike team, which raised **£20,000** for Tŷ Hafan.

Funds raised will pay for a day of care at Tŷ Hafan on 1st October, the anniversary of Thomas Carroll's founding in 1972.

Wendy Collie, Business & Community Fundraising Manager at Tŷ Hafan, said: "Tŷ Hafan have always appreciated the support and effort from everyone at Thomas Carroll who go the extra mile to show their support, which doesn't go unnoticed. We couldn't be happier that TC Group are fundraising to support our Pay for a Day scheme and wish the cyclists best of luck."

To get involved in Pay for a Day, visit: www.tyhafan.org

▶ www.justgiving.com/ThomasCarroll-LondontoParis/

Taking note:
Franchise head Marian Evans,
Director of Thomas Carroll
Special Risks



Photograph: Mike Hall

New Insurance Service for Franchises

▶ There are more franchises than meets the eye in Britain, extending far beyond the familiar big names of Subway, McDonalds and KFC.

According to the British Franchise Association, more than 930 franchise systems are in operation in the UK, employing 561,000 people in 22,400 individual franchisees, a 20% increase in employment over the past five years. The overall contribution of franchising to the UK economy is £13.7 billion.

Like any business, the world of franchise operations has its own individual insurance needs, which is why Thomas Carroll has launched a new broking division specially tailored to franchises and other group organisations.

It has also been appointed a professional supplier to the British Franchise Association.

Heading up the new division, Thomas Carroll Special Risks, is Marian Evans. Marian has 15 years' experience in the insurance sector and joins from NFU Mutual where she rose to the position of Area Sales Manager across South Wales.

In her role, the Chartered Insurance Broker is developing specialist insurance schemes for the franchise sector, professional bodies and trade associations.

Marian said: "I'm excited to be given the opportunity to develop the business in a very dynamic area of the economy. A schemes-based approach is attractive to member associations as well as franchisors and franchisees. It offers a tailored risk management service solution for their diverse needs."



Photographs: Steve Pope

Pitch perfect:

Pictured at the SWALEC Stadium, from left to right: Mike Powell (Thomas Carroll Group Development Executive and former Glamorgan batsman) Hugh Morris (Glamorgan chief executive) John Moore MBE (Thomas Carroll chairman, Clive Franklin (South Wales Premier League treasurer), Peter Hybart (Cricket Wales chief executive)

CRICKET SPONSORSHIP

enters Premier League

▶ Leading cricket chiefs have welcomed the naming of Thomas Carroll Group as the new sponsor of the South Welsh Premier Cricket League.

Announcing the new three-year sponsorship deal, Peter Hybart, Chief Executive of Cricket Wales said:

“Thomas Carroll’s sponsorship of the South Wales Premier Cricket League coincides with its expansion into two divisions putting the new structure on a secure footing for the next three years and enabling it to truly establish itself.

“Recreational cricket in Wales is very grateful to Thomas Carroll for its growing financial support to the game.”

Hugh Morris, Chief Executive and Director of Cricket of Glamorgan CCC, added:

“It is so important for cricket throughout Wales that the game is supported at community level. Thomas Carroll’s continued sponsorship at the highest level of recreational cricket in South Wales is fantastic for the game.

This latest development represents an expansion of Thomas Carroll’s support for cricket in Wales.

We have been title sponsor of the Glamorgan and Monmouthshire Cricket League since its formation in 1999. Four years ago, following the opening of our Swansea office, Thomas Carroll became the main sponsor of the South Wales Cricket Association.

John Moore MBE, who in 2014 received a Lifetime Achiever Award from Cricket Wales for his services to the game, said: “We have enjoyed supporting cricket for the last 15 years. It’s all about putting something back into local communities that have been so loyal to us.”

Visit: www.swpcl.play-cricket.com





Recording stars:

from left: Laura Eedy of Thomas Carroll, Diane Blackmore, Chief Executive of Follow your Dreams, Mike Williams, Project Manager of MyCVinAction.com and Sue Jones of Thomas Carroll.

Helping Children follow *their dreams*

▶ A charity that supports children with learning disabilities has received £10,000 from the Aviva Broker Community Fund for an important video project.

Thomas Carroll successfully championed the charity, Follow Your Dreams, into the competition, which gives brokers the opportunity to secure funds for a cause in their local community.

Its entry for the Follow Your Dreams project, MyCVinAction.com, won the category 'helping with health and disability needs of children'.

The project provides workshops and video CV development for candidates with learning disabilities looking for employment.

Diane Blackmore, Chief Executive of Follow Your Dreams, said: "We cannot express how grateful we are for the support Thomas Carroll has given us and in particular for their application to the Aviva community fund.

"The £10,000 for winning the category is far greater than we expected. The money will allow for the MyCVinAction.com project to continue for at least another year, providing video CVs for youngsters and supporting their career ambitions."

John Moore MBE, Chairman of Thomas Carroll Group plc and a trustee of Follow Your Dreams, said: "The work of Follow Your Dreams is truly valuable in developing the talents of children with learning disabilities and helping them achieve their aspirations.

"We are so pleased to have won this funding on their behalf. It's wonderful news for everyone involved."

Visit: www.followyourdreams.org.uk



Keeping it local: pictured on the Old Bridge, Pontypridd (l-r) Richard Williams, Brendan Hopkins and Richard Bosley

Coming home: spirit of locally-based insurance services kept alive in RCT

▶ At a time when many insurance brokers are serving their clients remotely from call centres outside Wales, Thomas Carroll has appointed Rhondda Cynon Taff-based insurance brokers to deliver its range of services directly to businesses within the locality.

Moving to Thomas Carroll from Towergate group companies, the new recruits are Richard Williams of Aberdare, who joins from Underwoods, together with Brendan Hopkins of Ton Pentre and Richard Bosley of Tylorstown, who both worked for CCV.

With over 60 years' experience in local commercial insurance broking between them, Richard Williams and Brendan Hopkins join in the positions of Account Executive with Richard Bosley appointed as an Account Broker.

John Moore MBE, Chairman of Thomas Carroll Group plc, said:

“With more and more insurance brokers consolidating into large companies and operating remotely from call centres outside Wales, we continue to remain independently Welsh. We serve our clients locally and employ local people, who are committed to serving their own communities.

We are delighted to be able to strengthen our presence in Rhondda Cynon Taff by bringing three such experienced brokers into the Thomas Carroll family. Our promise is to continue to base them in their areas and keep jobs and services locally in the Welsh Valleys.”

Simon *branches out*



Photograph: Martin Ellard

▶ Thomas Carroll Haverfordwest has appointed Simon Lawrence to the position of Branch Director.

Part of the team which established Thomas Carroll's West Wales office in 2013, Simon moves up from the position of Account Executive.

Robert Jones MBE, Regional Director of Thomas Carroll Group plc said:

"Simon has played a key role in quickly building on our existing customer base throughout Pembrokeshire from our Haverfordwest home. This promotion recognises what Simon and his team have achieved in a relatively short space of time."

Simon Lawrence, who has over 20 years' experience in the insurance industry, serving corporate businesses throughout the Pembrokeshire area, said:

"Thomas Carroll's policy of operating regionally from local offices manned by good, local people is certainly paying dividends for us.

"Our aim was to quickly establish our presence as part of the local business community and we have achieved this ahead of target."



Humphries heads up *Hereford*

▶ In line with continued expansion in the region, Claire Humphries has been appointed to the position of Branch Director at Thomas Carroll Hereford.

The team at the Broad Street-based office has also been boosted by the arrival of Annette Evans in the position of Account Broker, with 14 years' experience in the insurance sector.

Claire Humphries, who is also a Director of Thomas Carroll Private Clients division, said:

"I'm excited to be joining our Hereford team to further build on our strong client relationships within the local community and provide a full range of Group services.

We believe that Thomas Carroll brings the most comprehensive range of insurance and related services to Herefordshire, from commercial and personal broking, to health & safety and independent financial advice, and employee benefit packages. The case for businesses to utilise our services has never been more compelling."



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Managing Director

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tel. 029 2088 7733

visit. thomascarroll.co.uk

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