



# Insight

magazine

February / March 2021



The Journal of the

**WARRINGTON** CHAMBER of  
COMMERCE & INDUSTRY

*in association with*  
**VR** VALE ROYAL  
The heart of Cheshire

# Barclays provide £100k boost for Warrington Youth Club

**WARRINGTON Youth Club has received a £100k boost from Barclays to support the meaningful work they are doing to support young people and families across Warrington impacted by the pandemic.**

In April, Barclays announced a £100m Community Aid Package to support charities that are helping people and communities most impacted by COVID-19. Alongside a colleague-matched fundraising initiative and the £10m pledged through their 100x100 Programme, Barclays is donating funds to charity partners across the UK, Americas, Asia and Europe to ensure help reaches those who need it most.

In the UK these partners include those who are meeting the immediate needs of low-income families, those facing financial hardship, isolated elderly people, NHS staff and key workers.

Warrington Youth Club is delighted to be one of Barclays' UK charity partners, chosen for the meaningful work they are doing to support local children, young people, and families across Warrington, whose lives have been adversely affected during the pandemic. The funding will be used to sustain vital projects including Mentoring and Emotional Wellbeing Support for disadvantaged children; delivery of essential food and care packages to vulnerable families, and digital 'Youth Zone @ Home' content to keep young people engaged while face-to-face youth work is disrupted.

Nigel Higgins, Barclays Chairman, said: "COVID-19 has created an unprecedented social and economic impact in the UK, with many experiencing greater hardship due to the crisis. Incredible charities have been playing a vital role in the UK's response to the pandemic, ensuring urgent help reaches

those most in need of support. As a bank we have been doing all we can for our customers, clients and colleagues, and we hope that by partnering with Warrington Youth Club and many other charities across the UK, collectively we can ensure that as many people as possible in the communities in which we live and work are supported through this crisis."

David McNicholl, Chief Exec of Warrington Youth Club, said: "We are thrilled that Barclays have chosen to support Warrington Youth Club and in turn to support some of the most vulnerable people in our community. The pandemic, which continues to cause extreme levels of concern and uncertainty has greatly affected the lives of many

thousands of children and young people from across the borough. With the support of Barclays, we have been able to reach out to families and provide a broad range of support and we will continue to do so throughout the coming year. We would like to say a massive thank you to everyone from Barclays."



# St Rocco's Christmas Tree collection raises record breaking £42,000

St. Rocco's annual Christmas Tree Collection service took place on Saturday 9th January and we're pleased to say that this year's was our most successful year ever!

Thanks to the people of Warrington, the hospice collected 2279 trees and has so far raised a record-breaking £42,000!

Tracy Barnes, Fundraising Relationships Manager at St. Rocco's said "Christmas Tree Collection is always such a popular event but we've been absolutely blown away with the amount of support we've received this year. Thank you to everybody who registered and made a donation, it's because of you we have had our most successful year ever and we will be able to continue our care. Our volunteers on the

day have been superstars and we're so grateful for all their hard work, especially on a cold January morning."

The hospice needs to raise £4.2 million per year in order to maintain providing high quality palliative care to the people of our community who need them most. The Covid-19 pandemic meant that this funding has taken a huge hit due to the cancellation of many fundraising events. The success of the 2021 Christmas Tree Collection now means we are able to start the new year of fundraising with a bang!

St. Rocco's would also like to extend a huge thank you to the following local businesses who volunteered on the day: Bmec, Quickline Couriers, Omega

Access North, BT Skip Hire, Sandstone Supplies, Bagnalls, Warrington Borough Council, SP Energy Networks, Partridge Lakes Fishery, Birchwood Community High School, Lymm Rugby Club, McDonalds Winwick Road, Vacant Property Specialists, Warrington

Electrical Supplies, KD Building Renovations, Reddish Farm, NMCN and HMS

A special thank you also to all of the Christmas Tree sellers and retail outlets who distributed flyers for us prior to the collection.



# From the Chief Executive

Stephen Fitzsimons



The UK is no longer part of the European Union. These are words that many businesspeople feared, however the majority of the public voted for so the last few years have been in preparation for the big day. Thankfully, a deal was agreed before the 1st January. On a positive note, unfavourable World Trade Organisation terms were avoided, as were tariffs and quotas for products with majority sourced EU components. Our members shipped earlier in December and delayed into January to ensure a smoother transition. However, January has revealed a number of issues and we continue to feed these into government in order for them to be resolved. Perhaps the worst affected are food manufacturers importing ingredients from the EU before sending the final product to (Northern) Ireland. The added time, cost and bureaucracy are making it more difficult to do business across Europe and this cannot continue.

Locally, it remains really challenging for our members. The third national lock down is proving especially

draining, not helped by the dark winter nights. Funding has once again been provided through the Local Authority, although they were inundated initially with nearly 3,000 applications. £11.7m has been paid out already and if you have been forced to close or are directly affected by customers closing, the Warrington & Co website has a direct link to the application [www.warringtonandco.com](http://www.warringtonandco.com)

Unemployment is also gathering unwelcome momentum, reaching 5% nationally and 97% extra Universal Credit claimants in Warrington. Younger people are particularly affected and if you can take on a 16-24 year old, funded for 25 hours a week through the Kickstart initiative, let us know and we can point you towards support.

Thankfully, we are seeing positive signs within the local economy and I have two meetings this month with potential investors. Where they are recruiting, we will continue to work with companies who are letting staff go because there are some

fantastically experienced and skilled people out there. Sadly, some of these will be from Debenhams as an 11th hour salvation only resulted in the famous brand going on-line. The retail sector will look very different beyond this year and we'll work closely with organisations such as the Business Improvement District to help our members evolve.

Take care everyone and we'll see you soon.

GOOD luck to Professor Tim Wheeler on his retirement from the Warrington Chamber Board and a big thank you for all his support over the years.

Tim oversaw one of the most prolific periods in the University of Chester's 180 year history, cumulating in full university status in 2005. The number of students increased from 4,000 to 18,300 and now attracts learners from 130 countries. Many of Cheshire's police officers and nursing professionals were taught at

the Padgate campus as it undertakes a new journey into the town centre.

During his long career, Tim worked with many different businesses across multiple industry sectors. This was invaluable in helping to steer the direction of the Chamber and advise the many companies who have looked for real life, practical assistance.

Chamber President, Nigel Schofield commented "Tim has been a fantastic friend to Warrington Chamber and we have benefitted immensely from his wisdom and experience. Whilst we are sad to see him go, he has more than earned a rest and he will always be a welcome guest in the future."

## Mission accomplished! Now time for a new fund-raising challenge

**AFTER helping launch St Rocco's Hospice's 100 faces fund-raising campaign Chamber Director Gary Skentelbery completed his challenge to raise £1,000 during 2020.**

The task of raising £1,000 throughout the year seemed a fairly straightforward task – but then COVID struck and all fund-raising plans for all charities were

thrown into chaos.

Gary explained: As the year progressed it became more and more difficult to think of a way to raise funds as I had been planning to do it as part of my weekly Warrington Park Runs – but these ended at the end of March.

"With all plans thrown up into the air the year-end was suddenly fast approaching when I hit upon the idea of running 100k in the month of December – a distance I had never achieved before after embarking on the Couch to 5k programme just a

few years ago.

"Doing the 10k as part of the English Half marathon event in September 2018 had been my only other significant running achievement, along with the weekly Warrington Park Runs.

"Being extremely proud to have been chosen as Face No 1 for St Rocco's #100Faces campaign whereby we were all tasked to raise £1,000 each for the charity during 2020, I had planned to be taking part in regular 5k Park Runs throughout the year to keep myself fit while also trying my best to inspire others to lead fit and healthy lifestyles – but the COVID-19 pandemic put paid to that, followed by some health issues of my own.

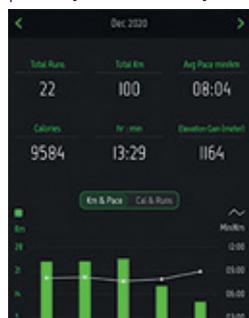
"Now having completed the challenge and raising over £1,200 for St Rocco's I would like to thank everyone for their support, not just the financial support for a great cause, but the words of encouragement on my journey.

Doing this challenge throughout December helped me keep focus and been a huge boost for my own mental health – so I would recommend anyone who is struggling to look at setting yourself a challenge.

"Whether it be running, walking, cycling, sponsored diet or whatever little challenge you feel capable of completing – it will help you – and possibly a local charity as well.

"Once again thank you to everyone who has supported me on this journey. Three years ago I couldn't walk up Bridge Street without being out of breath – now I have

managed 100k in a month and while I have a few aches and pains I am ready for my next challenge which will be to complete the equivalent of 30 half marathons (660K) in 2021 in aid of Warrington Disability Partnership who are celebrating their 30th anniversary this year.



**WARRINGTON**  
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Stephen Fitzsimons, Chief Executive

# Warrington cements its "Top Ten" high street position thanks to town's market

**WARRINGTON** has again defied the national trend and demonstrated a continued, strong performance of its high street and local economy despite the pandemic, according to the latest figures from Centre for Cities.

The positive performance of Warrington's town centre in December has seen the town nestled in the top 10 for both comparative footfall and spend across towns and cities in the country.

Findings from Centre for Cities show that in the month of December, compared to the last week of November, high street spend increased by 72 per cent meaning that Warrington has one of the top-performing high streets in the country.

This signifies comparatively strong performance for the North West of the country, with Warrington

sitting alongside Liverpool, Birkenhead and Wigan in the top 10.

Warrington Borough Council's cabinet member for economic development and innovation, Cllr Tom Jennings, said: "A successful high street is key to a strong economy, and I'm pleased to see that Warrington continues to bounce back to such a degree that it again finds itself as one of the highest-performing places in the country.

"The findings by Centre for Cities, alongside the fact that we have paid 93 per cent of more than 1,200 applications for Local Government Restrictions Grants, is a clear indicator for me that Warrington will be able to weather the worst of the pandemic, despite its immense challenges.

Warrington Market – which was recently named the Cheshire's "Market of the Year" – has played

a major part in the success, remaining open for essential shopping throughout the lockdowns and restrictions.

Robert Leicester, trader at Warrington Fruit & Veg in the market, said: "The past 10 months have been extremely difficult for all businesses. Considering the circumstances, the new market,

with its clean, open space, has been a huge success.

"The opening of the market has provided real support to small businesses, without which many would have struggled to survive.

"With the continued support of local people, Warrington's high street has a lot of potential for the future."



## Former Chamber President and director stands down following retirement

PROFESSOR Tim Wheeler, one of the UK's longest-serving vice-chancellors when he retired from the University of Chester at the end of 2019, has stood down as a director of Warrington & Vale Royal Chamber of Commerce.

Professor Wheeler, 70, had been at the helm at the University for more than two decades and an active member of the Chamber for much of that time.

Citing his retirement as his decision to stand down Prof Wheeler said: "I am sure that the interests of the Chamber and the University will be best served in having a member, although serving in a personal capacity, who is a current university employee and can interface between the two bodies on matters of mutual interest.

"I have thoroughly enjoyed being associated with the Chamber since 2003. I have particularly fond memories of being President of the Chamber for three years and attending the numerous Bank of England briefing meetings. It was also a

great forum for meeting key players in the local economy and consolidating my friendship with Colin Daniels. The future of the Chamber is in excellent hands with the new chief executive."

During his career Prof Wheeler brought through rapid change that saw Chester College transformed into the University of Chester with its own degree-awarding powers.

Student numbers also grew massively with new campuses added at Kingsway, Queen's Park and Riverside in Chester, Warrington and Shrewsbury.

Professor Wheeler, who was the institution's principal then its first Vice-Chancellor.

A keen supporter of the local community, he was also a School Governor and FE Corporation

Governor for over 30 years and is actively involved with Chester Cathedral as a Lay Canon.

On the civic stage, he is a Deputy Lieutenant for Cheshire, a Freeman of the City of London

and a Liveryman of the Worshipful Company of Fruiterers.

Professor Wheeler is married with three daughters and one grand-daughter and enjoys music, theatre and the arts.



# Croft Filters get go-ahead on Innovate UK project funding

**CHAMBER members, Warrington-based Croft Filters are celebrating receiving funding for a ground-breaking study into innovative power generation.**

This leading UK filter manufacturer was approached by environment-conscious energy producer Titan Electricity to produce a filter with the ultimate goal of creating net-zero power from wasted energy.

Titan Electricity's Geo-Engines™ makes use of previously wasted energy, and uses this energy to power among other processes, CO2 sequestration. High Pressure High Temperature (HPHT) methane gas forms the backbone of energy transition, as a cleaner alternative to coal or oil or as a feedstock for the production of Blue Hydrogen. It's physical properties can be harnessed by the Geo-Engine to create net-zero power, which is the aim of the project. In our ever-increasing environmentally conscious world, it has never been more crucial to establish ways to reduce emissions and slow down the catastrophic effects of global warming.

The funding that has been secured by Croft Filters in conjunction with Titan Electricity is part of an Innovate UK scheme to develop and demonstrate innovative solutions for clean, affordable and secure energy.

Government-funded Innovate UK, the UK's innovation agency has invested over £2.5 billion to business across the country since its formation in 2007 to aid innovation across all sectors.

Croft Filters are delighted to have been approached by Titan Electricity on the Geo-Engines™ project, as they too are a company which holds environmental issues as an integral part of their business ethos.

The funding awarded by Innovate

UK, the UK's innovation agency is to cover the cost of the feasibility study. In this project, Croft Filters will ascertain what is needed to achieve the very low micron range to develop a filter which will withstand the extremely hostile conditions the Geo-Engines™ will operate within. Croft Filters has long been an industry-leading company in the filtration sector, boasting an extensive back catalogue of manufacturing techniques. They hope to achieve an improvement in technology readiness level (TRL) for the project to pursue more funding and take the idea to a commercial level.

Neil Burns, Croft Filters Director, said: "We are confident that given sufficient funding, we will overcome any material or technological challenges that we may encounter on this project."

"Innovation is at the heart of what we do, so we are very pleased to be working with Titan Electricity on this pioneering project."

The Sustainable Innovation Fund is funding 1,103 projects, 1189 UK businesses and totalling over £130 million in support across the UK.

Dr Ian Campbell, Innovate UK Executive Chair said: "In these difficult times we have seen the best of British business innovation. The pandemic is not just a health emergency but one that impacts society and the economy."

Croft Filters, along with every initiative Innovate UK has supported through this fund, is an important step forward in driving sustainable economic development. Each one is also helping to realise the ambitions of hard-working people."

For more information on Croft Filters innovative filter designs, contact Neil Burns 01925 766265 E: [neil@filters.co.uk](mailto:neil@filters.co.uk)



## Charity achieves Disability Confident Leader status

WARRINGTON Disability Partnership (WDP) has become the first Level 3 Disability Confident employer in the town and is now looking to help other businesses become "disability confident."

Achieving Level 3 of the Department of Work and Pensions standard means that WDP is recognised as a Disability Confident Leader, acting as a champion within its local and business communities. WDP is the first Warrington based business or organisation to gain this status.

Dave Thompson, Chief Executive at WDP said: "WDP is committed to being an Equal Opportunities organisation and we strive to create an inclusive and diverse workplace. More than 85% of our staff have a disability or long-term health condition and we see the benefits of peer support for our staff, volunteers and service users on a daily basis. We're proud to be a member of the Disability Confident Scheme and to be recognised as

a Disability Confident Employer Level 3. WDP is committed to challenging attitudes towards disability, and to removing barriers to disabled people and those with long-term health conditions."

WDP demonstrated its commitment to being a Disability Confident Leader by working in partnership with senior management at Warrington Job Centre to launch the 'Warrington Disability Confident Employer Network'. With more than 30 members already this network supports business to gain Disability Confident status and WDP has mentored a large number of businesses and organisations to achieve Level 2 status as a 'Disability Confident Employer, including Warrington Borough Council.

WDP's aim is to assist more local businesses to sign-up as being committed to working towards becoming a Disability Confident

Employer by offering bespoke Disability Confident Training and Mentoring Support. It is important that, by example, we show how recruitment practices and core training offers can be improved through continuous review. We will help businesses develop flexible working policies and set minimum criteria for interviewing candidates and providing feedback to all who aren't successful.

As a Disability Confident Leader, WDP will help employers recruit and retain great people and draw from the widest possible pool of talent, secure high-quality staff who are skilled, loyal and hard-working and improve employee morale and commitment by demonstrating that all employees are treated fairly.

Dave added, "We are currently delivering training and support to some of Warrington's largest employers including United Utilities, Warrington and

Halton Teaching Hospitals NHS Foundation Trust, North West Boroughs NHS Foundation Trust and Spire Healthcare. We would welcome enquiries from other employers.

To find out more about how WDP can support your business to become 'Disability Confident' email : [djones@disabilitypartnership.org.uk](mailto:djones@disabilitypartnership.org.uk)



# Gallagher wins multi-year appointment as insurance broker for Warrington luxury house builder

**CHESTER-BASED** insurance brokerage, risk management and consulting firm Gallagher has agreed a multi-year insurance partnership with Warrington luxury house builder Distinct Developments, to provide the business with insurance and risk management support as it grows its client base.

Distinct Developments is a fast-growing house builder operating across the North West of England. Based on Sankey Street, Warrington, the business specialises in the construction and project management of high-end residential developments, working across

both new build and refurbishment projects.

Gallagher was appointed as a result of its clear understanding of Distinct Developments' business and its diverse risk exposures, as well as the broker's extensive expertise in the property development insurance sector.

Gallagher is one of the largest providers of insurance and risk management advice to the sector, with a client portfolio which includes a broad range of UK developers and construction firms.

With offices in Chester, Liverpool, Manchester, Sale and Lytham St

Annes, Gallagher has a significant presence in the North West, employing over 400 risk and insurance specialists.

Daryl Jones, Business Development Executive, Gallagher's Chester office, commented: "Though we are one of the world's largest insurance brokers, we are committed to offering a personal, on-the-ground service to clients in the regions where we are based, to ensure they have appropriate cover in place at a competitive premium, and provide them with the peace of mind they need to focus on running and growing their business.

"Distinct Developments has built

up an excellent reputation in the North West for delivering luxury, contemporary homes, and we look forward to being part of the business's growth journey over the coming years."

Rob Williams, Director, Distinct Developments, said: "We wanted to be sure that we had a broker on our side with the necessary experience and knowledge to achieve insurance cover that was able to meet our requirements. Right from the word go, the team at Gallagher acted quickly and professionally, and were able to go the extra mile to provide a tailored insurance programme for us."



## MP welcomes Supreme Court ruling on business insurance pay-outs

**WARRINGTON** North MP Charlotte Nichols has welcomed a ruling at the Supreme Court on business insurance pay-outs.

During the first lockdown last spring, a number of businesses faced the threat of closure after being turned down for business interruption claims by insurers, with the uncertainty now ended by the court's decision.

It is expected that the insurance industry will payout at least £1.2bn to businesses as a result of this decision.

The case was brought to the courts by the Financial Conduct Authority, with the support of eight insurance groups.

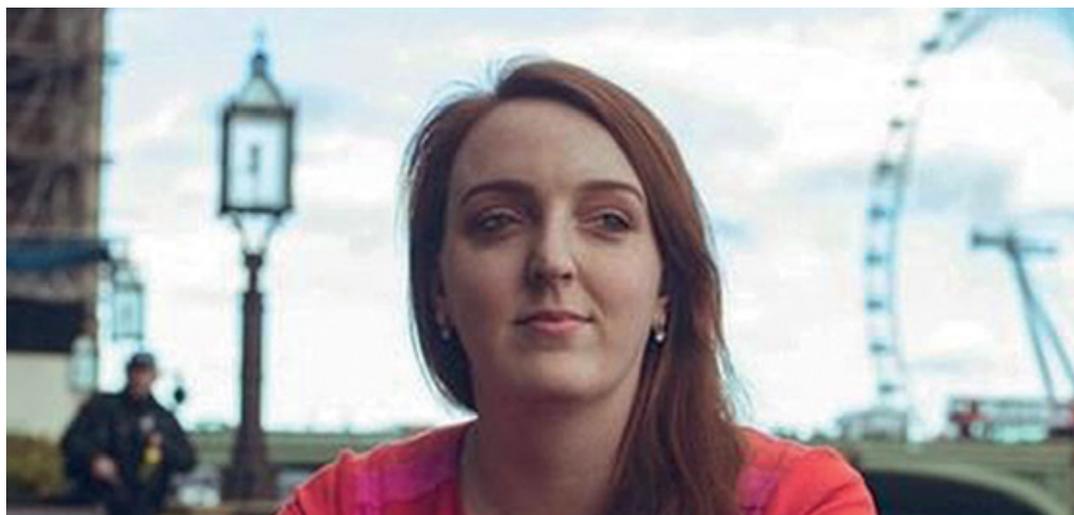
Ms Nichols said: "I welcome the Supreme Court ruling, which clarifies that far more small firms are entitled to insurance pay-outs under "Business Interruption" policies that include disease or prevention of access clauses.

"It is estimated that up to 400,000 small businesses may benefit from this, including bars, restaurants and nail salons, and I hope that everyone who is eligible in

Warrington North will receive the much-needed money that they deserve.

"In addition, I hope that this

will help to rescue some of our desperately struggling pubs up and down the country that are on the verge of calling "time" for good."



# Digital PR and SEO agency No Brainer appoints FTSE 250 SEO expert in new role

**WARRINGTON based Digital PR, content and SEO agency, No Brainer, has announced the appointment of former SEO lead at FTSE 250 company HomeServe as its first Head of SEO and Insights.**

Laura Rudd joins from home repairs and improvements giant HomeServe to lead the agency's search engine optimisation (SEO) support for clients, as well as helping shape data-led campaigns for the Warrington-headquartered agency.

Laura brings more than two decades of experience in agency, in-house and consultancy roles, having spent almost three years at HomeServe where she oversaw

year-on-year growth in organic search and traffic.

Now, she's tasked with developing No Brainer's range of paid, owned, shared and earned services as it eyes further growth across the North West and the UK.

Laura said: "We have big ambitions to strengthen our SEO offer as an agency and ensure it is complementary to the traditional and digital PR, content and social media services we're already famous for. We have a clear plan to deliver more digital-first strategies for new and existing clients that demonstrate outstanding ROI.

"We're already working with clients to show how impactful

SEO and PR can be when they work together, and how we can use data to shape strategies that allow brands to connect with their audiences in a way they haven't before.

"Having worked with No Brainer before as a client, I know all about their track record for amazing and creative campaigns, and I look forward to playing my part in the journey ahead."

No Brainer managing director Gary Jenkins added: "Laura joining the team is a landmark appointment for the agency and comes at a time when proving your worth in PR, content and SEO is more important than ever.

"Data and insights are at the heart of everything we do as an agency so Laura's appointment will help us enhance that across our range of services from digital PR to content marketing and social.

"Last year, we worked hard to achieve the AMEC international certificate in measurement and evaluation – the gold standard in measurement for our industry – and have ensured those best practices flow through the agency. Now, with Laura with us, we're ready to take No Brainer to the next level."

No Brainer was awarded Medium Consultancy of the Year at the PRCA Dare Northern Awards in 2020, as well as being named as one of the top 20 PR agencies in the north-west by North West Business Insider, and one of the top 50 PR agencies in the north by Prolific North.

For more information about No Brainer and its team, visit <https://www.nobraineragency.co.uk>



## Board member LiveWire (Warrington) Community Interest Company – Non Executive Position

LiveWire, a non-profit company established in May 2012, is looking for new Board Members with specialist background in:

- Finance
- Commercial / Business Sector
- Sport and Leisure
- HR

Can you:

- Think strategically about the long-term interests of health and wellbeing?
- Share and advise the Board on current good practices?
- Listen to others' views and contribute your own to help reach decisions collectively?
- Act as an advocate for LiveWire to help find new partners and supporters?

If so, why not offer your time, energy and expertise as a Board Member on LiveWire's Board of Directors.

As a Community Interest Company (CIC), LiveWire has a Board of Directors who are responsible for the strategic vision and effectiveness of the Company and its services. Besides thinking about services and facilities, Directors must ensure that the organisation safeguards its assets, meets its financial obligations and functions within the legal framework required of a CIC.

With ambitious plans for the future, LiveWire is looking for individuals with strategic and clear thinking skills, the ambition and dedication to drive a company forward, an understanding of social and commercial issues, innovative ideas and the ability to contribute effectively as part of a team.

This is a non-remunerated role, but expenses will be paid. Employees of Warrington Borough Council are not eligible to apply.

Applications are sought from members of the community, and those with relevant senior management experience.

For more information and details of how to apply visit [www.livewirewarrington.co.uk/vacancies](http://www.livewirewarrington.co.uk/vacancies)

Please send the short application form with your Curriculum Vitae by email to [recruitment@livewirewarrington.org](mailto:recruitment@livewirewarrington.org) or by post to Orford Jubilee Neighbourhood Hub, Jubilee Way, Warrington WA2 8HE by **9:00 am 27th February 2021.**

Interviews to take place in **March 2021.**

## because people are your thing!

We are always looking for people who really love dealing with people. You know, making everybody feel welcome even when they're grumpy, and sending them off with a cheery smile . . . that sound like you?

Then you could have a career driving buses to help get Warrington folk where they need to be, with Warrington's bus company still owned by Warrington Council.

All you need is a car licence and we'll soon train you to be an ace bus driver. Apply online.



**Warrington's** own buses

[warringtonsownbuses.co.uk](http://warringtonsownbuses.co.uk)

# New technique promises to accelerate materials development for gas separations

**IN an exciting new advance, a team of scientists from Hiden Isochema Ltd (Warrington, UK) and Cleveland State University (Ohio, USA) have developed a new way of analyzing materials for separating gases.**

Although gas separation using porous materials is an established technology, analytical techniques for assessing the performance of materials tend to be slow and laborious. The new Integral Mass Balance (IMB) method is faster and more accurate than existing techniques, and promises to accelerate new materials development for gas separation technology.

Industrial gases affect many aspects of daily life. They are used to carbonate fizzy drinks, preserve food, and even to inflate balloons. Purified natural gas, meanwhile, is used across the globe as an energy source, for household cooking and heating.

Pure gases can be produced using porous materials that either extract the desired gas from a mixture or remove unwanted contaminants. For this purpose, understanding how materials interact with different gas mixtures is a crucial, but surprisingly difficult, task.

"Scientists and engineers have been working on these types of measurements for decades, but most current techniques are very time-consuming," says Dr Darren Broom, Product Manager for Hiden Isochema. "A simple set of data can take weeks to measure. By combining two different methods, in a unique way, we have been able to speed up the process significantly."

As a result, more materials can be analyzed, and a detailed understanding of how each material behaves under different conditions can be achieved. This is significant because chemists

developing new porous materials for gas separations need to know how well a material performs. Often, they rely on models, which can be inaccurate, but the IMB method can rapidly and precisely assess new materials, helping to identify the best candidates for a given gas separation.

Industrial developers of gas separation processes, meanwhile, typically rely on relatively limited amounts of gas mixture data. Gas separation technology, such as Pressure Swing Adsorption (PSA), has been very successful and is used around the world to separate and purify gases. But the new technique will allow far more data to be collected in a practical timeframe, allowing chemical engineers to further optimize processes and improve efficiency.

Professor Orhan Talu, of the Department of Chemical and Biomedical Engineering at Cleveland State University, explains, "I have been making these kinds of measurements since the 1980s and they are very laborious, often taking weeks. With the IMB method, we have been able to make the same measurements in a matter of hours. The improvement in performance is impressive."

To demonstrate the technique, the team have made measurements on a zeolite. Zeolites are porous materials with a range of uses, perhaps most notably in washing powder, but they are also particularly good at separating and drying gases. The reported measurements relate to oxygen (O<sub>2</sub>) production from air, by separating O<sub>2</sub> from N<sub>2</sub>.

In medicine, where purified O<sub>2</sub> is widely used, this technology is vital. Whilst small-scale and portable medical O<sub>2</sub> generators are widely available for personal use, larger PSA O<sub>2</sub> generators, filled with zeolites, have been

installed at emergency field hospitals constructed to cope with the current coronavirus crisis, where reliable O<sub>2</sub> supplies have been critical for treating patients.

"We chose these measurements because Professor Talu published similar data, measured on the same sample in two different laboratories, around 25 years ago," said Broom. "However, we also wanted to do something of practical interest. As zeolites are currently used in commercially available medical O<sub>2</sub> generators, this seemed an ideal choice."

Now the team want to explore the technique's range of applicability. "Having shown that the IMB method works for air separation using zeolites, we'd like to apply it to other important separations,"

said Broom. "Capturing CO<sub>2</sub> from power plant flue gases, for example, is of great interest, as this will help tackle the difficult and serious problem of climate change due to increasing greenhouse gas emissions."

"The IMB method can provide reams of accurate data quickly," added Professor Talu. "This will help accelerate the development of new materials and processes for such applications."

Other future targets include separations used for natural gas upgrading and biogas purification, as well as hydrogen (H<sub>2</sub>) production and purification. Both H<sub>2</sub> and natural gas are important for the transition to a low carbon energy future, in which fossil fuel use will be gradually phased out.



# PAM Group make double acquisition

**PREVENTATIVE healthcare specialist PAM Group has completed a double acquisition as it continues its buy-and-build strategy.**

The Warrington-based group has bought 66Fit and Physio Supplies for an undisclosed sum from Whiteley Healthcare, a provider of physiotherapy and healthcare products based in Australia and New Zealand.

Both acquired companies are based in Spalding, Lincolnshire, and will add a total of £2.5m to PAM Group's annual revenues.

They will continue to trade under their own brands and will be integrated into the group's specialist muscular skeletal retail business PAM Health. Their distribution centre and offices will remain in Spalding.

The transactions take the number of acquisitions by PAM Group to six as it pursues an ambitious growth strategy.

PAM Group, founded in 2004 by chief executive James Murphy, aims to double in size over the next few years through organic expansion, bolt-on acquisitions and by buying businesses which add new services or new territories to its operations.

The group provides occupational health and wellness services to the private and public sectors, including psychological services, physiotherapy, advice and counselling, absence management and drug and alcohol screening.

It has 32 clinics across England, Scotland and Wales and employs

around 600 staff. Revenues in 2019 were £30.1m and the group expects to post a 10 per cent rise for 2020 despite the impact of Covid-19.

66fit is a consumer-focused retailer of exercise, fitness and rehabilitation equipment such as mats, weights, balls, aerobic steps, swimming aids, massage therapy and balance training products, supports and braces.

Physio Supplies is a specialist provider of sports, physiotherapy and rehabilitation equipment. It supplies professionals such as physiotherapists and healthcare providers as well as sports clubs with products including orthotics, tapes, bandages, supports, grips, cushions, rolls, pillows and practice essentials such as couches and furniture.

The deal with Whiteley Healthcare sees PAM Group acquire the sales rights for 66fit in the UK and Europe. Whiteley retains access to markets in Australia, New Zealand and the rest of the world. The two companies have also agreed a global purchasing alliance to support their trading businesses.

James Murphy said: "These exciting acquisitions support our strategy of providing services that limit the impact of health conditions or prevent health impacting on people's lifestyles, happiness, health and wellbeing.

"Both companies serve an established client base, have strong growth potential and fit in well with our expansion strategy. They bring a welcome new range of products to the group.

"Physio Supplies enables us to provide clients with physiotherapy services and a complete range of rehabilitation products at competitive prices through a single supply chain.

"66Fit is a rapidly-expanding consumer brand with an established market presence throughout Europe and the UK. We will look to invest and expand its offering, also enabling PAM Group to identify wider European opportunities within our preventative healthcare markets.

"I am also excited that we have agreed a global purchasing alliance with Whiteley Healthcare. This will secure supply and product development opportunities, allowing both companies to reduce their costs and focus on their trading activities in their core

markets. PAM Group will focus on the UK and Europe, and Whiteley will focus on the rest of the world."

Ian Gillis, a corporate partner at law firm Hill Dickinson, advised PAM Group on the acquisitions.

Ashley Williams, chief executive of Whiteley Healthcare, said: "We are very pleased with the sale of the Physio Supplies and 66Fit companies to PAM.

"We have been impressed with PAM's management team and we are extremely confident that they will be able to continue the excellent growth of Physio Supplies and 66Fit. Additionally, we are excited by our global purchasing alliance. By working together, our companies can offer the world's leading brands and producers a single gateway to key markets."



## iSupply Group launches iSupply Engineering

WARRINGTON based iSupply Group, a leading recruitment company in the UK, has further strengthened its service offering and recruitment expertise by launching an Engineering Division.

This new division will specialise in providing permanent and contract workforce solutions to a multitude of sectors including, but not limited to: Manufacturing and Production, Industrial Automation, Power Transmission and Distribution, Power Generation, and Test, Inspection and Certification (TICs) companies throughout the UK.

iSupply Engineering will be headed up by accomplished engineering recruiter and businessman John-Paul Elliott, and iSupply Group Co-founder Andrew Hibbert who together have over 50 years' combined recruitment experience. The duo, who worked together 20 years ago have already successfully collaborated on a recent project supplying both engineering and industrial staff to support one of the UK's leading manufacturers of safety-critical PPE to front-line NHS workers as they fight the battle against Coronavirus in the UK. This recent recruitment drive

and partnership has created 100's of job opportunities in the North West area.

John Elliot, Co-Founder and Director of iSupply Engineering said: "We want to be the go-to name for engineering requirements in the North West and we have the experience, ambition and drive to back it up. Our main aim is to provide a first-class service to both clients and candidates. We want to work with skilled candidates and ensure that we deliver for our clients first time, every time. What sets us apart is our industry knowledge, our candidates as well as our ability to really understand our client's needs – Our aim is to be recognised as an extension of your business and for the iSupply Group to become your trusted complete recruitment solutions provider."

The wider iSupply Group has been operating since 2013, working with some of the UK's leading brands. They pride themselves in putting their candidates and clients at the heart of everything they do and are specialists in supplying high-performance, flexible workforces. The company is hoping to bring

the same level of success to their new engineering division in 2021.

Andy Hibbert commented: "Bringing John-Paul onboard to launch the engineering division has been an absolute no brainer. We go back a long time; I know what a top-quality operator he is and the link between industrial recruitment and engineering is very strong. I'm really excited about the year ahead, despite the difficult conditions, I'm very confident iSupply Engineering will be a success."

iSupply Engineering is looking to engage with candidates and companies throughout the

North West, supporting senior management teams, supplying site locations and field operations with skilled engineering staff to meet demands, help them grow, and improve productivity and efficiency.

iSupply Engineering also means there will be plenty of new job opportunities for engineers in Warrington, Manchester, and surrounding areas.

If you would like to get in touch with iSupply Engineering, then please email [john-paul@isupplygroup.co.uk](mailto:john-paul@isupplygroup.co.uk) or visit <https://isupplygroup.co.uk>



# Students head to Oxford after realising full potential

**TWO students who recently received offers to study at Oxford University said they never dreamed it was possible.**

Madgey Thompson and Thomas Shaw, who are both studying A-Levels at Priestley College, felt the doors of institutions such as Oxford and Cambridge were closed to them.

"I had thought of Oxbridge as 'elite' and Priestley was the first time I had realised it wasn't out of anyone's reach," said Madgey, whose offer is to study French and Arabic.

"Everything I have taken part in at Priestley has boosted my confidence and closed the gap between what I limited myself to and what I could actually achieve."

For Thomas, who has to decide whether to study Chemistry at Oxford or accept a scholarship from Manchester, it was a similar story.

"Before Priestley the thought of applying to Oxford was something of a dream," he said.

"However, the Graduate programme helped to raise my aspirations and made me realise people 'like me' from state schools can be successful in applying to Oxford University."

Offers from Oxford, Cambridge and other Russell Group universities – considered to be some of the finest in the country – have just started coming in.

Last year more than 500 were made to Priestley students and this year's cohort is set for similar success.

Despite this Ian Hughes, who oversees Priestley's Excel programme, said many students arrived at college not aspiring high enough.

Those with the potential are then given the chance to join the college's Graduate programme and all students benefit from rigorous academic lessons to ensure they achieve their best.

"It is an issue across the North West that young people do not think these universities are for them, but a huge amount of work is going into proving otherwise," said Ian.

"We work closely with Oxford and Cambridge to ensure our students see the doors are indeed open to them and encourage them to aim high."



# Assura plc named Rugby League World Cup Official Community Health Partner

**RUGBY League World Cup 2021 (RLWC2021) has announced Warrington based Assura plc as the tournament's Official Community Health Partner, further underlining their commitment to creating positive social impacts within communities.**

Assura, a FTSE 250 company, develops, invests in and manages a portfolio of almost 600 primary care medical centres which are bases for NHS teams serving millions of people across the United Kingdom.

The sponsorship is Assura's first in sport, and they join Eversheds Sutherland, Deloitte, Manchester Metropolitan University, Kappa, Kuehne+Nagel and Cazoo as official sponsors of RLWC2021.

As part of the sponsorship, the Assura Community Fund will launch a RLWC2021 Grants Programme with a minimum of £100,000 available to help charitable and voluntary sector organisations deliver health and wellbeing activities.

The grants will educate and teach skills to contribute to improved emotional health and wellbeing, gaining support for life challenges

and providing increased activities and opportunities to improve self-confidence, self-esteem and belonging.

The grants will be given to health projects working from or with rugby league community clubs, existing recipients of the RLWC2021 CreatedBy Capital Grants Programme, and within the eighteen RLWC2021 host towns and cities.

Online applications will open from 1 February 2021, with a submission deadline of 28 February 2021, and successful applicants receiving one-year grants by 15 May 2021.

The partnership will align with RLWC2021's Mental Fitness Charter which is educating people to look after their own mental fitness, and of those around them, at a time when mental and physical health is such a priority.

Jonathan Neill, RLWC2021 Commercial Director, said: "Our partnership with Assura is another example of RLWC2021's commitment to delivering positive social impacts, and the role that businesses can have in helping us deliver the tournament and our purpose led approach.

"Our partnership strategy has

been focussed on bringing new brands into the sport and creating integrated and connected partnerships that meet our mutual objectives. The addition of Assura to our partner portfolio is tremendous news, and their community fund grants programme will make a positive difference across many communities."

Jonathan Murphy, Assura CEO, said: "If there was ever a time when the 'Power of Together' was a crucial message, it's now – and that's why we are so excited to be partnering with Rugby League World Cup 2021 to create a legacy for health in local communities.

"We're proud to be a business

based in the Rugby League heartland of Warrington and with our shared ambitions on social impact, it's a privilege to be working with the volunteers, players, support teams and partners on what will be such a special tournament.

"The scale of the task ahead to rebuild community health beyond the current pandemic is clear but this partnership can play its part by supporting local health projects to reduce isolation, rebuild health confidence, skills and lessen health inequalities throughout the communities the tournament will engage."

Follow all the latest news via [www.RLWC2021.com](http://www.RLWC2021.com)



## Daresbury based ABB UK recognised as a Top Employer in the UK

DARESBURY based global technology company ABB UK has been recognised as a Top Employer in the UK for continuous improvement of its HR policy and practices.

The company has been recognized as an employer of choice, having been awarded Top Employers certification, by the Top Employers Institute, the global authority recognizing excellence in people practices.

Assessed by an independent certification company, the Top Employers programme certifies organisations based on the participation and results of their HR Policies and Best Practices. This survey covers six key HR

areas consisting of 20 topics including People Strategy, Work Environment, Talent Acquisition, Learning, Wellbeing, Diversity & Inclusion and more.

Top Employers Institute CEO David Plink said: "Despite the challenging year we have experienced, ABB has continued to demonstrate the power of putting their people first in the workplace. We are proud to share this year's announcement and congratulate the organisations who have been certified in their respective countries through the Top Employers Institute programme."

Investing in staff in a multitude of ways including

people development, career management, implementation of engagement and wellbeing schemes and acceleration of sustainability and diversity and inclusion strategies are just some of the reasons for the award.

David Hughes, Managing Director of ABB UK, commented: "Achieving Top Employers certification is a great achievement and testament to the journey we have been on over the last five years. Our people are the heart of our business. Listening to our employees and using that feedback and data to shape our HR approach has been the cornerstone of our HR policy."

Every year ABB targets new priorities to work on to ensure it continues to evolve. Over the last 5 years the company has implemented several leading people development programmes, including a First Line Manager development initiative, apprenticeship scheme, and graduate programme. Most recently in 2020, a wellbeing strategy which recognised how the traditional world of work is changing was also designed and delivered to support employees to adapt to new work conditions, pressures, and environments.

Craig Prendergast, Head of HR for ABB UK, remarked: "We continue

to identify and innovate, operating as a strategic partner to the core business' agenda as well as catering to external circumstances, engaging with staff to ensure they feel safe and supported, which has been especially critical during the pandemic."

As part of its continued journey to sustain Top Employer status, ABB is also undertaking a new two-year project to completely transform and implement a new digital HR landscape of tools and processes for its employees and managers.

Established 30 years ago, the Top Employers programme has certified and recognised more than 1,600 Top Employers in 120 countries/regions across five continents.

ABB (ABBN: SIX Swiss Ex) is a leading global technology company that energizes the transformation of society and industry to achieve a more productive, sustainable future. By connecting software to its electrification, robotics, automation and motion portfolio, ABB pushes the boundaries of technology to drive performance to new levels. With a history of excellence stretching back more than 130 years, ABB's success is driven by about 110,000 talented employees in over 100 countries. [www.abb.com](http://www.abb.com)





## Pandemic encourages change in direction for Louanne

**A STUDENT has told how the pandemic encouraged to make changes in her life and pursue a career caring for others.**

Louanne Eccleston, who studies at Priestley College, changed her part-time job from retail assistant to mobile health carer during last year's three-month lockdown.

After being inspired by her new role she asked to switch her college courses and now studies Health and Social Care instead of Dance, something she has loved since school.

"Over the summer the NHS were

suffering because of the impact of Covid and I wanted to help," said Louanne, who is 17.

"There is a lot of responsibility because the clients are relying on us to keep safe and well, but if you enjoy the job you don't feel that pressure. I see the positives rather than the negatives in the role."

As a carer the former Beamont Collegiate Academy pupil she visits homes, respite centres and prisons to offer support.

Louanne delivers medication, prepares meals and helps those who are immobile.

Clients range from young stroke patients to someone who is 103-years-old, but all require the same skills from Louanne.

"So far it has been a really good experience working in such a range of places with so many different people," she said.

"You need empathy to get to know them and build their trust."

On Christmas Eve and Christmas Day Louanne visited 17 people and it was a similar story at New Year.

The impact on her own festive period was not enough to deter

her, in fact she took a lot of satisfaction from visiting people, some of whom might otherwise have been alone.

Now she aims to complete her Health and Social Care course at Priestley College and take a counselling / psychotherapy degree at university.

"I am really happy with the steps I took even though I knew it would be hard work to change courses," said Louanne.

"I think I have chosen a career that I will enjoy, but it is also one that will provide me with real security."

# Technology adoption in Warrington is creating a skills gap

**TECHNOLOGY adoption by Warrington based manufacturers is driving demand for digital skills which experts say is creating a skills shortage for data and systems integration.**

More SME manufacturers in Cheshire and Warrington are joining the Industry 4.0 revolution, driving up the demand for data science and software engineering skills, according to Made Smarter, the movement helping businesses grow through technology adoption.

Seven of the 16 technology projects being adopted by Cheshire and Warrington businesses, through support of Made Smarter, have data and systems integration at their heart.

By embracing technologies that connect disparate systems and unify data residing in different sources, companies are spotting trends in production, labour, maintenance and quality issues. They are also able to minimise safety risks, business risk and operational downtime throughout their production.

But while this technology is solving business challenges and driving growth, it is also highlighting a digital skills gap across industry and emphasising the need for existing workforces to be upskilled.

Ruth Hailwood, Made Smarter's specialist organisational and workforce development adviser, has worked with many of the 154 Cheshire and Warrington businesses engaged with Made Smarter's pilot to map the skills they need to introduce new digital tools and technologies.

"The fact that so many SME manufacturers across the region have committed to investing in

new technology projects in the two years since the pilot started, demonstrates the significant appetite for digital tools and solutions," she said. "And the impact of COVID-19 has only accelerated the desire to speed up digital transformation.

"Data and systems integration projects have emerged as the enabler for businesses to embrace other technologies such as AI, IIOT, Simulation and analytics, taking in more than half of all funded projects

"But what has also become clear is that SME manufacturers lack the key data analytics skills to be able to make best use of what their data is telling them.

"With so many businesses using data and system integration technologies it is vital that companies invest in data science skills and software engineering to capitalise on all the new information. They need in-house skills to champion and drive projects forward."

One way that Made Smarter is helping bridge that gap is through a digital technology internship programme which has so far connected 31 university students and graduates with SME manufacturers to work on live digital transformation projects.

SME manufacturers benefit from the fresh insight of a digital native to help them adopt technological tools that result in a raft of benefits, including increased revenue growth, reduced production time, and produce the data and insight for new product and market development.

Meanwhile, undergraduates, master's and PhD students, as well as graduates from UK universities, are benefitting from paid work

experience, valuable hands-on practical work experience, a taste of a potential career path, and a foot in the door of a forward-thinking company or industry. A number have even secured permanent jobs.

The Made Smarter Review identified skills shortage as a major barrier to technology adoption and that businesses are being hindered by a fragmented skills system and a lack of systematic engagement between education and industry.

Recent research by the Made Smarter North West Pilot revealed 8 out of 10 manufacturers recognised that gaps in their skills and knowledge were potentially impacting on their ability to adopt digital technologies.

Ruth added: "The challenge manufacturing SMEs are facing is that the skills and training landscape is mixed. There are some

very basic digital skills offerings, and then at the other extreme, the training is very technical and specialised. What's missing is the in-between for SMEs. SME owners need something that focuses on building understanding of digital technologies and how they can be used as tools to take their business forward, taking away the fear of the unknown.

"That is what Made Smarter is about, demystifying this technology and removing that fear factor.

"What is also needed for SMEs around specific skill sets, is training that has a high impact, is flexible to allow them to fit it around their workload and business demands and gives them practical skills to implement straight away, bringing immediate benefit."

For more information visit [www.madesmarter.uk](http://www.madesmarter.uk)



## Unprecedented exam results for students who have embraced new online seminars

Local Training provider S.L. Procurement Solutions Limited have seen unprecedented exam success for students after delivering Chartered Institute of Procurement and Supply Chain courses to the Warrington and surrounding areas.

Supporting both local businesses and professionals in all areas of procurement and supply chain, the training company, have seen huge success in moving all classroom seminars over to fully online sessions in light of COVID-19 and lockdown measures, seeing a tenfold increase in new professionals joining them to complete their CIPS studies, and of those new cohorts an astounding set of published exam results following the CIPS November examination series.

Now qualified MCIPS professional Sally Murphy completed all her CIPS topics with SL Procurement solutions and owes her newly achieved qualification to the flexibility of the online sessions and the dedicated tutors who have created immersive and interactive seminars with impetus on the current unprecedented landscape all businesses are dealing with today and in the coming months.

"I've had the pleasure of experiencing my CIPS seminars both in a classroom setting and online too" said Sally. "I had my final exams at L6 Professional Diploma and of course everything had to stop and change. Head Tutor Steve reacted instantly and moved all classroom sessions online. This meant that there was no delay to my studies and I still completed my MCIPS, during a

pandemic and with exceptional pass results."

Sally added, "during a time when we all thought that we would have to press pause on our professional development, we were given such positivity from SL Procurement, nothing was too much trouble. We had additional online revision sessions, and study skills sessions to really boost our confidence and with exceptional insights to the CIPS exams and what to expect. A clear and helpful overview of the CR and OR exam formats and of course loads of amazing case studies too".

S.L. Procurement Limited Director and Head Tutor Stephen Lovatt has embraced the current situation and found that the new structure of learning has shown him the resilience of our local talent pool

of procurement professionals, "Our November results left me stunned. To see such dedication from our students at a time that is very difficult for everyone only shows that our Warrington, and local businesses and their professionals continue to be really dedicated to their studies."

"We're looking forward to welcoming another cohort of local professionals to our sessions in preparation for the next examination series in March. We have increased our number of online sessions to continue to make studying with us and flexible as possible. I am really excited to see our next set of published results, and to welcoming our new Warrington students too." Added Stephen.

# BAS new showroom at Cyclehouse is officially open

**BAS are thrilled to announce that their showroom at Cyclehouse in Warrington is now officially open.**

Their new venture, in partnership with Thule and Cyclehouse, will see one of the largest showrooms

of Thule products in the North West, displaying a wide range of cycle carriers/bike racks, roof top boxes, towbars, winter sports carriers, water sports carriers and a large choice of leisure accessories. BAS also provide

a towbar fitting service both at their workshop in Warrington and mobile throughout much of the North West.

Thule have been established since 1942 and their products are of the highest quality, making them leaders in their field throughout the world. BAS have been supplying and fitting Thule products for many years and now seemed the perfect time for them to take it to the next level, by opening their very own showroom of products. Speaking on the new venture, Bill Bradley, Owner and MD of BAS said "During the last year we have seen a huge increase in the interest in outdoor sports and pursuits, in particular cycling, so it seemed the perfect time to partner with Cyclehouse. With

'staycations' very much on the rise due to the pandemic, people are choosing to go on UK breaks, where they can take their bikes/sports equipment with them, rather than a holiday abroad. Our showroom provides everything you need in one place to be able to do this."

Products will be available to purchase from their showroom at Cyclehouse and they will also be available to purchase via their website. For further information on the full range of products available you can visit <https://basnw.co.uk/product-category/bike-racks-leisure/> or alternatively you can contact the BAS office on 01925 640730 and one of their team will be more than happy to help.



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# Australian superstar Greg Inglis wanting to add value and experience to Warrington

**SUPERSTAR signing Greg Inglis hopes his experience can help Warrington Wolves finally clinch that elusive Super League title.**

Inglis, 33, arrived in the UK last week on a one-year deal, but hasn't played since retiring while at South Sydney Rabbitohs back in April 2019 due to ongoing injury concerns.

He said: "The staff here at Warrington have welcomed me with open arms. I just wish it was a bit warmer!

"It is what it is and it is an ever-changing environment that we are living in right across the world but after getting over the jet lag, we have been finding our bearings a little bit but we have just been going to training and back home to the little area where we live so it has been comforting."

Inglis will become one of the most decorated Australian players to play in Super League, having won 39 caps for the Kangaroos and played 32 times for Queensland in State of Origin.

He has played 265 games in the NRL for Souths and Melbourne

Storm, winning three NRL titles and the 2010 World Club Challenge.

His versatility has also been a theme throughout his career, and he has won individual gongs in three different positions – full-back, centre and stand-off, as well as winning the Golden Boot as the best player in the world in 2009.

He added: "I just want to come here, put my best foot forward and add value to the team.

"I'm looking forward to working as a team. Team always comes first in my mind.

"Once you get everyone working on the same page, the better you are going to be as a squad and everything else is a snowball effect and it just rolls on from that.

"I've come in just to give my experience and help the others with my experience but I am just really looking forward to playing alongside these guys and this team for the season and fingers crossed we will get there at the end."

Inglis is expected to slot in to

the Wolves team at centre, with Anthony Gelling having departed in the off-season.

But he has warned it make take him a few weeks to get up to speed – although an expected delay to the start of the Super League season, currently slated for March 11, may well work in his favour.

He said: "I'm just asking fans and

supporters to be patient because I won't be at my best for five or six rounds and that's just me being completely honest. It's just getting K's (kilometres) and getting used to week in week out footy again.

"It's not just about the weekends but what goes on between there like performing at training so you can perform better on the weekends."

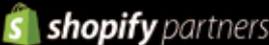


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