

# *Manor Royal Matters 2025*



*M*  
**MANOR ROYAL**  
**BUSINESS DISTRICT**  
CRAWLEY & GATWICK

Welcome



Trevor Williams  
Manor Royal BID Chair

# Manor Royal BID

Annual Report 2024/25



Our year in review



*Where it all began*



# The middle of the current BID term



Manor Royal Business

Business Plan Prospectus  
(2023-2028)

"5 years. 5 Objectives. 1 Manor Royal."



# Action and impact

## Investment



Over £382k  
Additional funding

## Influence



Local partners,  
Nationally engaged

## Facilities



Improved gateway,  
new park & bus lane

## Security



3,828 hours  
Extra security

## Training



37 courses.  
Saving over £51k

## Maintenance



20 tonnes  
cleared

## Recruitment



716 free job posts,  
Saved £268k plus

## News & Comms



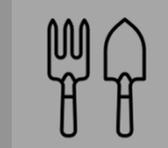
MR News (4),  
eBulletin (12) etc

## Travel



£190k+ fees saved,  
Move IT Initiative

## Volunteering



152 volunteer  
hours facilitated

## Events



8 events, attended  
by 1,500 people

## Social Value



Tracking our  
contribution

**See pages 8 & 9 for details of Our Performance**

**See page 11 for Our Social Value Contribution**

**See page 14 for details of Our Influence**



# Doing it right and for less

## Industry Good Practice



## Business Good Practice



## Quality of delivery



Awards & Recognition

## Good value

Measure	Levy %
Lowest	0.28
Bottom Quartile ← MRBD = 1.1%	1.3
Median	1.5
Upper Quartile	1.8
Highest	6.0

Nationally low levy rate,  
Low central costs

We also leverage additional income above the national Upper Quartile level (see page 15)



# Crawter's Brook People's Park Green Flag Award



## Crawter's Brook People's Park

A previously neglected space reclaimed by the Manor Royal BID in 2014, now recognised as a well managed park and green space as part of this prestigious national scheme.

Designed by



ALLEN SCOTT  
LANDSCAPE  
ARCHITECTURE

Maintained by



Providers of the  
Maintenance Team



[www.manorroyal.org/projects](http://www.manorroyal.org/projects)

# Thank you



# The Board



**Trevor Williams**  
Thales UK



**Patrick Heath-Lay**  
The People's  
Partnership



**Cllr Atif Nawaz**  
Crawley Borough  
Council



**Martha Burnige**  
Gatwick School



**Will Lovegrove**  
Treetop Design &  
Print



**Melanie Martinez**  
Fastsigns



**Tim Rose**  
Elekta



**Markus Wood**  
Avensys



**Jon Trigg**  
Freedom Works



**Sally Brown**  
Gatwick Diamond  
Business



**Ann Horne**  
Harwoods



**Gary Tomlinson**  
SOS Systems Ltd

# Our programme

0945 to 1030

## Annual Review

Welcome

AGM & Annual Review

Your thoughts:  
electronic polling

Coffee and Networking

1100 to 1140

## Seminars

Gatwick Matters

Devolution Matters

Sustainability  
Matters

Dash to the main room

1145 to 1230

## Plenary

Question Time

Final thoughts

Lunch

# Annual General Meeting & Annual Review

## AGENDA

1. Chairman's welcome ✓
2. Annual Report
- 3. Approve minutes**
4. Approve accounts
5. Authorise the Board to appoint auditors & agree remuneration
6. Election and re-election of Directors of the Board
7. Questions & AOB

# The Business Plan (2023-28)

Voted for by 88% of voting levy payers

We have until 31 March 2028 to deliver it



Promote  
and influence



Trade  
and save



Infrastructure  
and facilities



Sustain  
and renew



Manage  
and maintain

# We exist to improve Manor Royal

“ For Manor Royal to be widely regarded as the place where companies and people choose to be for the strength of its *community* and the quality of its trading and working environment.”

**5 Years. 5 Objectives. 1 Manor Royal.**



Promote and influence



Trade and save



Infrastructure and facilities



Sustain and renew



Manage and maintain



Manor Royal Business Improvement District (BID)

Business Plan Prospectus  
(2023-2028)



“5 years. 5 Objectives. 1 Manor Royal.”

Projects we deliver

[www.manorroyal.org/projects](http://www.manorroyal.org/projects)

Services we provide

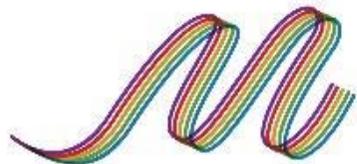
[www.manorroyal.org/benefits](http://www.manorroyal.org/benefits)

Events we organise

[www.manorroyal.org/events](http://www.manorroyal.org/events)

# We welcome your involvement

- The BID is run by Manor Royal businesses
- The BID works for the benefit of all in the BID area
- Any levy payer can become a member of the company – it's free!
- Only members can vote and become a Director

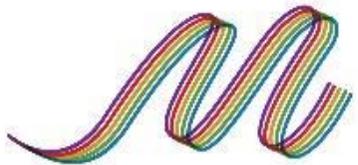


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CRAWLEY & GATWICK



# Manor Royal Matters 2025

## 3. PROPOSAL: TO APPROVE MINUTES



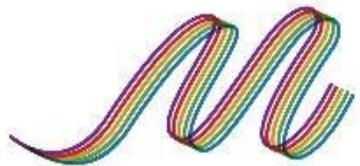
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CRAWLEY & GATWICK



# Manor Royal Matters 2025

## 4. Our accounts

The money and how we're spending it



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## 2. Approval of accounts – spend in the year

	BUDGET		ACTUAL	
	£	% of income	£	% of income
Levy Income	566,000	35%	557,395	67%
Other income	1,050,710	65%	297,326	37%
<b>Total Income</b>	<b>1,616,710</b>		<b>885,814</b>	
Central costs	68,300	4%	85,843	10%
Levy Collection	16,500	1%	16,830	2%
Accrual	5,000	0%	1,550	0%
Obj1: Promote & Influence	40,960	3%	44,786	5%
Obj2: Trade & Save	106,960	7%	106,074	12%
Obj3: Infrastructure & Facilities	567,960	35%	306,158	35%
Obj4: Sustain & Renew	580,960	40%	168,711	19%
Obj5: Manage & Maintain	223,960	14%	241,147	27%
<b>Total</b>	<b>1,610,600</b>	<b>100%</b>	<b>971,099</b>	<b>110%</b>
Surplus (Deficit)	6,110		-(85,285)	
Balance at the start of the year	31,110		111,117	
<b>Reserves</b>	<b>37,220</b>		<b>25,832</b>	

Cash at bank at year end was **£56,391**

## 2. Approval of accounts – spend to date

	BUDGET			ACTUAL	
	£	% of income		£	% of income
Levy Income	1,132,000	35%		1,097,776	74%
Other income	1,941,420	63%		382,993	26%
<b>Total Income</b>	<b>3,073,420</b>			<b>1,449,676</b>	
Central costs	136,600	4%		157,939	11%
Levy Collection	33,000	1%		33,330	2%
Accrual	10,000	0%		2,202	0%
Obj1: Promote & Influence	81,920	3%		89,093	6%
Obj2: Trade & Save	213,920	7%		172,652	12%
Obj3: Infrastructure & Facilities	1,275,920	42%		400,128	27%
Obj4: Sustain & Renew	861,920	28%		220,401	15%
Obj5: Manage & Maintain	447,920	15%		504,530	34%
<b>Total</b>	<b>3,061,200</b>	<b>100%</b>		<b>1,580,275</b>	<b>107%</b>
Surplus (Deficit)	12,220			-(99,506)	
Balance at the start of the year	25,000			125,338	
<b>Reserves</b>	<b>37,220</b>			<b>25,832</b>	

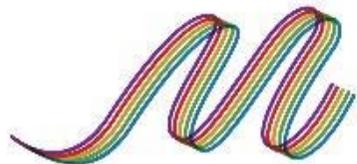
Cash at bank at year end was **£56,391**

## 2. Approval of accounts – key points

- Clean set of accounts & BID remains a going concern
- Central costs remain low, and below industry good practice level

## 4. PROPOSAL: TO APPROVE ACCOUNTS

## 5. Proposal: To authorise Board to appoint auditors

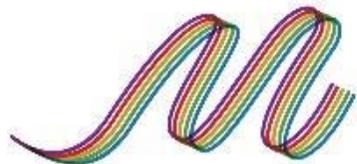


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# Manor Royal Matters 2025

## 6. Elections, re-elections and retirements



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# The Board



**Trevor Williams**  
Thales UK



**Patrick Heath-Lay**  
The People's  
Partnership



**Cllr Atif Nawaz**  
Crawley Borough  
Council



**Martha Burnige**  
Gatwick School



**Will Lovegrove**  
Treetop Design &  
Print



**Melanie Martinez**  
Fastsigns



**Tim Rose**  
Elekta



**Markus Wood**  
Avensys



**Jon Trigg**  
Freedom Works



**Sally Brown**  
Gatwick Diamond  
Business



**Ann Horne**  
Harwoods



**Gary Tomlinson**  
SOS Systems Ltd

## 4. Elections, re-elections and retirements

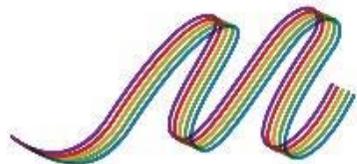
### ***a. Retirements (without re-election)***

1. Ann Horne, Harwoods & Martha Burnige, Gatwick School

### ***b. Directors seeking re-election***

1. Tim Rose, Elekta
2. Trevor Williams, Thales UK
3. Markus Wood, Avensys

### ***c. Members seeking election (new directors x 3)***



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## ***b. Directors seeking re-election***

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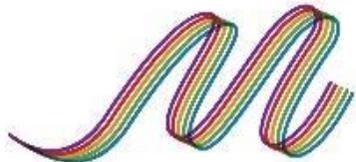


### **1. Tim Rose, Elekta**

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Tim is the Vice President for Global Facilities Management at Elekta, having previously served as Head of Facilities for RockwellCollins/Arinc (now Collins aerospace).

Tim was first elected to the Board in 2020 and is also Chair of ReEnergise Manor Royal, the Local Energy Company.



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## ***b. Directors seeking re-election***

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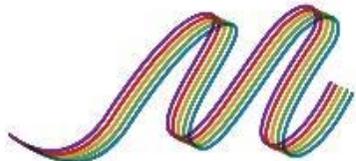


### **2. Trevor Williams, Thales UK**

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A founding director and current Chair of the Manor Royal BID, Trevor has spent 25 years working for Thales. He came to Crawley in 2010 as Site Director to oversee the consolidation of 6 Thales businesses into their current site.

Under his Chairmanship, the BID has one three ballots and attracted £millions of new investment.



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## ***b. Directors seeking re-election***

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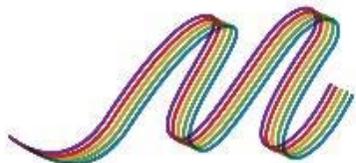


### **3. Markus Wood, AvenSYS**

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Markus is Managing Director of AvenSYS, one of the leading audio visual systems integration companies in the South of England.

Last year Markus celebrated 10 years as a Manor Royal BID Director having first been elected in 2014, during which time the BID has secured two successful ballots.



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## *c. Members seeking election (new directors)*

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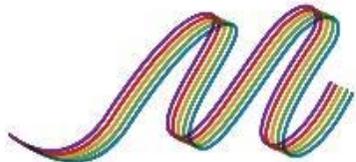


### **1. Nick Jackets, Transvalair**

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Nick is the HR Business Partner for Transvalair.

As a representative for SMEs, logistics, drivers and blue-collar workers in general, he sees his role is to amplify their voices and bring a human perspective to their often-hidden challenges within the Manor Royal workforce.



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## *c. Members seeking election (new directors)*

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### **2. Hannah Wilson, Virgin Atlantic**

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Hannah is Head of Property and Facilities for Virgin Atlantic. She brings strategic expertise in managing complex estates, with a focus on sustainability and strong stakeholder collaboration skills.

Hannah aims to represent all occupiers, large and small, champion innovation and help shape Manor Royal as a thriving future-ready business community



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## *c. Members seeking election (new directors)*

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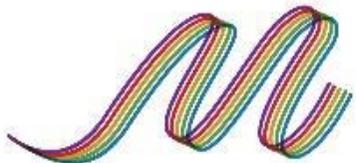


### **3. Marc Butterwork, Creative Technology**

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Marc is the Director of Operations at Creative Technology and has been a resident of Manor Royal for 23 years, providing him with good knowledge of the area and the challenges faced by business here.

He is passionate for finding new talent from the local area. He feels that having the BID and being able to use its capability to provide opportunity to local people is essential to ensuring the economic prosperity of the community.

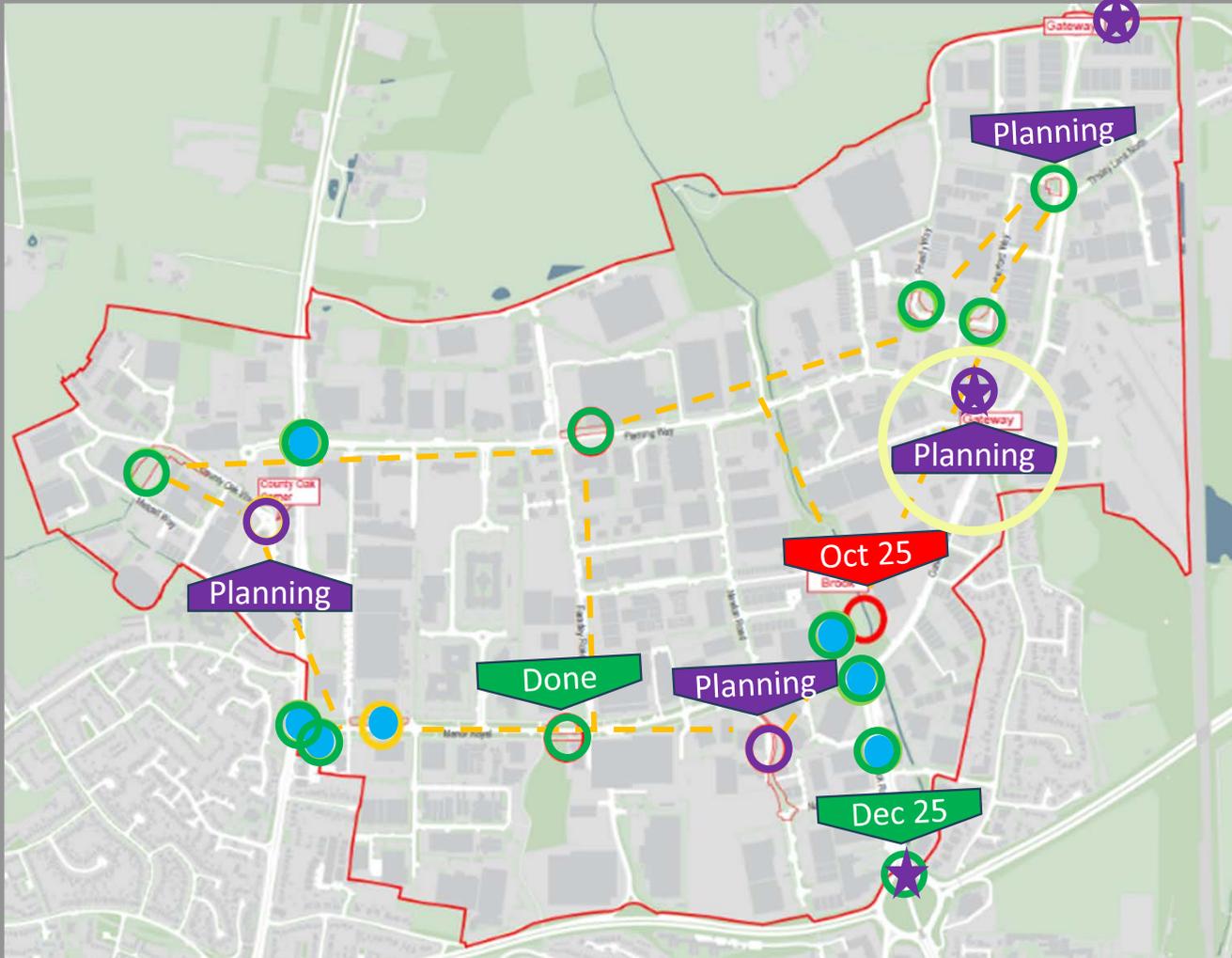


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# Environmental improvements & facilities upgrades

New microparks, outdoor seating & meeting spaces, entranceway upgrades and public improvements



## DELIVERED

- Metcalf Way
- Rutherford Way Corner
- Priestley Way Corner
- Gatwick Parade
- The Base
- Crawler's Brook (Phase 1) 
- The Terrace Pocket Park 
- Gateway 1 enhancements 
- Gateway 2 enhancements 
- Gateway 3 enhancements 
- Gateway 1 Mural 
- Manor Royal Central Superhub area

## IN DEVELOPMENT

- Woolborough Lane Linear Park
- Crawler's Brook (Phase 2)

## NEXT AREAS AWAITING PLANNING

- County Oak Corner
- Gateway 4 & 5 enhancements 

## NEXT AREAS AT DESIGN STAGE

- "In between" places trail & guide 

- Manor Royal East  – *On hold*

 *Not Town Deal funded*

# Manor Royal Central Superhub



Delivered



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# *New spaces, now...*



**On site NOW**

**CRAWTERS BROOK – PHASE 2, lost woodland gallery**



**On site**

**(Now – End Nov 2025)**



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# *New spaces, next...*

**Planning – PLEASE!**



**WOOLBOROUGH LANE LINEAR PARK**



**On site**  
(Next – Dec 2025)



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# And after that...

**County Oak Corner Micropark**

**At planning**

**Gateway 4 Enhancement, plus micropark**

**At planning**

**Gateway 5 Enhancement – design only**

**At planning**

# And then...

**“In between” places – THE LINK**

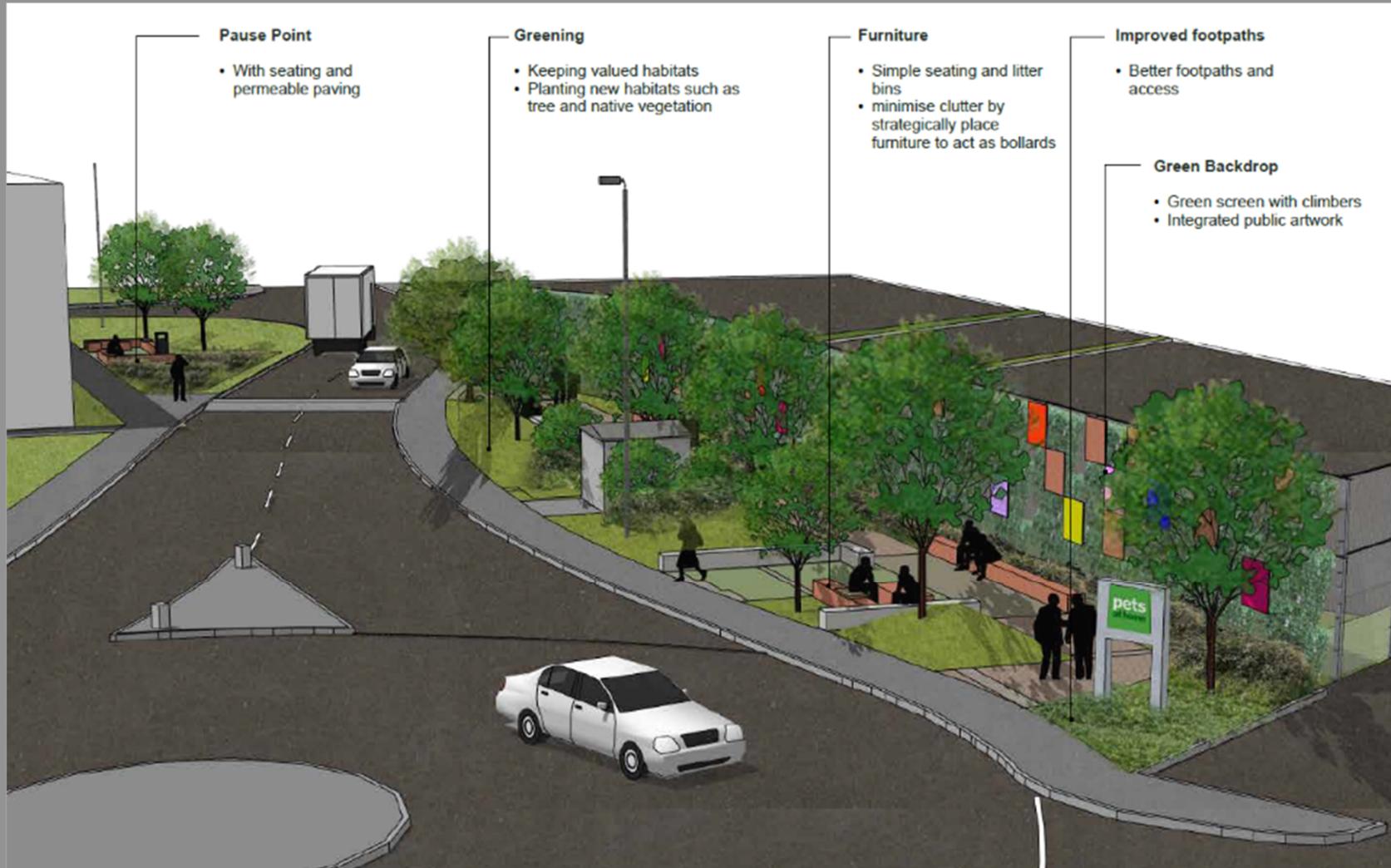
**In design**



# County Oak Corner – Plaza rooms



# County Oak Corner – Plaza rooms





**MANOR ROYAL Move It**  
[www.manorroyal.org/move](http://www.manorroyal.org/move)

**12 month pilot**

**CSR BROKERAGE, RPD Foundation**  
[www.manorroyal.org/csr](http://www.manorroyal.org/csr)

**HEMIKO**  
 Together to Zero

**LOW CARBON HEAT NETWORK, Hemiko**  
[www.manorroyal.org/heat](http://www.manorroyal.org/heat)

**Launch TODAY**

**GREEN INFRASTRUCTURE & BIODIVERSITY PLAN**

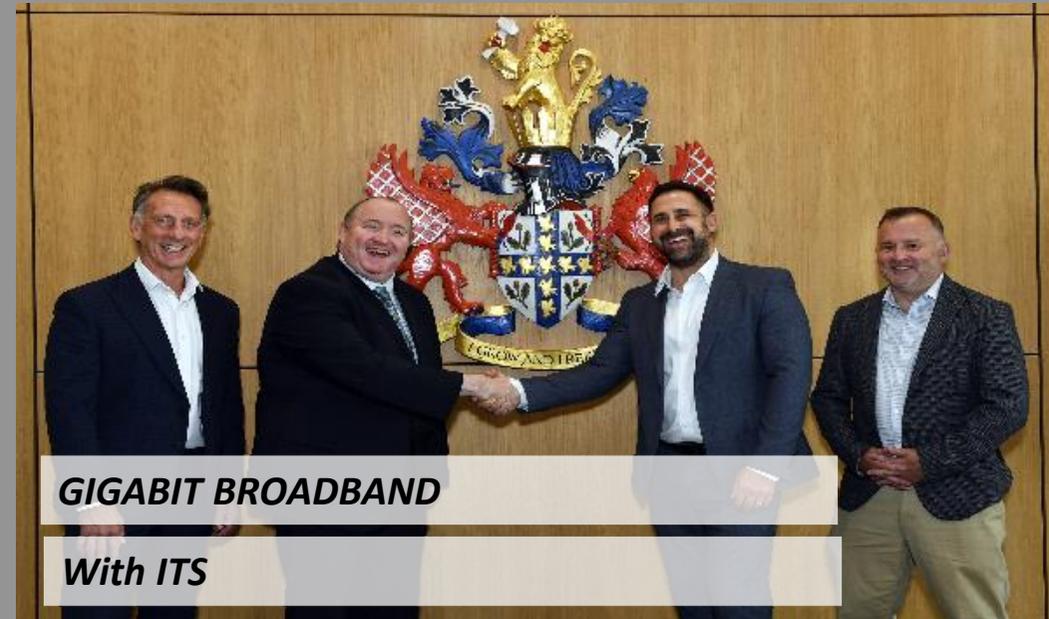
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**FREE solar panels, cheaper greener energy**



**ReENERGISE MANOR ROYAL**

[www.manorroyal.org/energy](http://www.manorroyal.org/energy)



**GIGABIT BROADBAND**

**With ITS**



**MANOR ROYAL TRAVEL SURVEY 2025**

[www.manorroyal.org/move](http://www.manorroyal.org/move)



**CRAWLEY GROWTH PROGRAMME**

**With Crawley BC and West Sussex CC**

*The future*  
*Decisions & dilemmas*



# 3

# 4

## 2025-26 (5months to go)

CSR Brokerage Project	●
Move IT	●
Establish REMR	●
County Oak Corner	●
Gateway 4	●
Gateway 5 (planning only)	●
MR Central Superhub	●
Crawters Brook (Phase 2)	●
Woolborough Lane	●
The Link Wellbeing Trail	●
Green Infrastructure Framework	●
Transport Survey	●

## 2026-27

CSR Brokerage Project	●
Move IT	●
Establish REMR	●
County Oak Corner	●
Gateway 4	●
BID Renewal Survey	
Early BID4 Plan Development	
Board agree future commitments	
Devolution / local government	
Airport expansion	
Growth Progamme funding	
Rates revaluation (April 2026)	
Parking control	

On-going budget commitment?
Only funded until October 2026
REMR involvement
Enhanced CCTV System
Green Infrastructure Framework
Enhanced maintenance
Projects pack roll-out
Digital screens
Rising costs / inflation
Implications for BID4

**BIDs can do anything,  
but not everything.  
Choices to be made.**

# Engagement & events

## 3

2025-26 (5months to go)

Recognition Awards	May
Know Your Neighbour	June
Charity Football	June
Charity Treasure Hunt	July
Move IT Roadshow	Sept
People Conference	Sept
Manor Royal Matters	Nov
Christmas Event	Dec
Jobs Fair	March

## 4

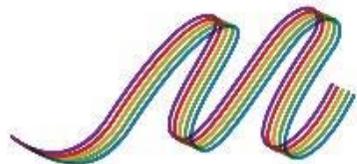
[www.manorroyal.org/events](http://www.manorroyal.org/events)

2026-27

Charity Race Night	April
Know Your Neighbour	June
Charity Football	June
Creative Trail Launch	July
Move IT Roadshow	Sept
People Conference	Sept
Manor Royal Matters	Nov
Christmas Event	Dec

# Value

- Amongst the lowest levy rates in the country
- 47% pay less than £500 p.a.
- 65% pay less than £1,000 p.a.
- Only 39 pay the maximum levy capped at £4,000 p.a.



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# Getting a return

**MANOR ROYAL TRAINING BOARD**  
Enhancing  
SAVE ON TRAINING  
[www.manorroyal.org/training](http://www.manorroyal.org/training)

**Manor Royal**  
THE OFFICIAL MAGAZINE OF THE  
Experts in print  
Featured in this issue:  
Manor Royal B&B Wins New Superhub, New Home award for Coaker's Brook, An amazing...

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**SAVE ON TRANSPORT**  
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**RE-ENERGISE MANOR**  
Funded by UK Government

**FREE SOLAR PANELS**  
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**FREE JOB POSTINGS**  
[www.manorroyal.org/jobs](http://www.manorroyal.org/jobs)

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*Scan to vote*



*M*  
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# Our programme

NOW

Coffee Time



Coffee and Networking

1100 to 1140

Seminars

Gatwick Matters

Devolution Matters

Sustainability  
Matters

Dash to the main room

1145 to 1230

Plenary

Question Time

Final thoughts

Lunch

# Our programme

NOW

Please join us NOW



STAY here

Main Conference Room

For **Manor Royal Question Time**

Plenary



Question Time

Final thoughts

Lunch

# *The Panel*



***Trevor Williams***  
*Thales UK*



***Sally Brown***  
*Gatwick Diamond  
Business*



***Will Lovegrove***  
*Treetop Design  
& Print*



***Melanie Martinez***  
*Fastsigns*



***Tim Rose***  
*Elekta*



## *Manor Royal Matters 2025*

### *Question time*



# Building Connections

***Connected Crawley***  
*18 November 2025*



**What?**  
*Informal breakfast networking at Astral Towers with Freedom Works and GDB*

***Manor Royal Christmas 2025***  
*03 December 2025*



**What?**  
*Lats event of the year. Christmas celebration at Harwoods JLR.*

***Know Your Neighbour EXPO 2026***  
*03 June 2026*



**What?**  
*Manor Royal's largest gathering, a B2B exhibition with outdoor vehicle displays, networking and seminars . Open to all from 1130am.*

***[www.manorroyal.org/events](http://www.manorroyal.org/events)***