



WomansWork

The Notebook For Buckinghamshire

April 2013

Hi Readers

Welcome to another edition of the Buckinghamshire Notebook. We thought that Spring had arrived but the snow is lying around outside as I type this!

And remember, this is your publication so what's included is down to you! Please send any news, articles or information for future issues to womanswork@pennydablin.com

Page 1	Your News
Page 1	Opportunities
Page 1	Events
Page 2	Your Books
Page 2	The Myth of the Common Law Wife - The Women's Lawyer
Page 3	The Benefits of Home Working
Page 4	Networking
Page 4	Useful Information
Page 5	Your Websites

Your News

In Need of Sunshine & Relaxation?

Would you like to benefit from 6 days of bliss in the sunshine? Anne Francis has spaces on both of her Nia/Pilates retreats 29th August - 3rd September and 5th - 10th September. For £595 (not including air fares and travel) you can enjoy full board and lodging in the most beautiful retreat centre in the heart of the Spanish Murcian countryside. Swimming pool, air conditioned Pilates studio, jacuzzi, fresh, delicious local food, Nia sessions, Pilates sessions, meditation garden and much more. Additional offers are mosaic making workshops, yoga, massage and healthy eating coaching. For further details visit www.nianorfolk.co.uk/nia-retreats

Wedding Show

Sunday 19th May, 11.00am - 4.00pm at the Hatfield House, Hatfield, AL9 5NQ

Opportunities

LawWorks

LawWorks is a charity which aims to provide free legal help to individuals and community groups who cannot afford to pay for it and who are unable to access legal aid. It covers a wealth of different areas including employment, property and charity law. It also offers fact sheets and access to volunteer lawyers. For more information visit <http://lawworks.org.uk/>



First Women Awards

Nominations are open until 5th April, 2013 for the First Women Awards. Created by Real Business and the CBI in 2005, the awards recognise pioneering UK women who have opened up opportunities for others. Previous winners include trailblazing, often unsung, women across UK manufacturing, science and technology, as well as iconic leaders. Visit <http://fwa.realbusiness.co.uk/> for more information.

Events

Free CYM Course

Saturday 13th April and Sunday 14th April, 9.30am - 2.00pm at David Lloyd in Milton Keynes.

Topics include stress, depression, anxiety, confidence, nutrition, exercise and much more.

To book a free place please email info@climbyourmountain.org

Leading Through Coaching & Influence

1st & 2nd May.

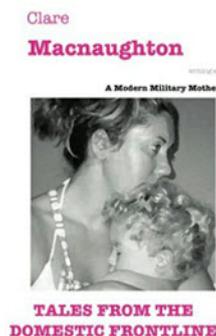
It is crucial that today's leaders have confidence that their people are engaged and delivering for the business. This two day programme ensures leaders embrace coaching skills as a way to develop and empower individuals and are confident and equipped enough to have the conversations that influence others effectively. This programme is aimed at leaders at all levels. It is those individuals who manage others and/or have a desire to learn the skills of coaching and effective influence would most benefit. Through a fun, interactive and experiential approach you will be guided through application of coaching skills with tools and techniques to use in your real life situation. You will leave with an action plan that you can confidently share with others and implement straight away. For further details or to book call Claire Fryer on 07970 403158 or email claire@onetothree.co.uk

Your Books

A Modern Military Mother: Tales From The Domestic Front Line

By Clare Naughton

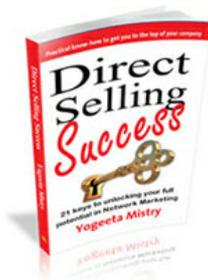
A compilation of blog posts from the blog modernmilitarymother.com about the life, reflections and rants of military wife Clare Macnaughton. Sometimes funny, sometimes sad and sometimes crazy, this is a quick and easy read. Available from Amazon <http://amzn.to/XzVrsS>



Direct Selling Success

By Yogeeta Mistry

Getting it right can be the best financial decision you ever made! Coaching you to getting it right is the aim of Direct Selling Success, giving you the know-how, the mindset training and coaching to learn the skills so you get the confidence to soar to the heights you truly desire. Available from <http://directsellingsuccess.co.uk>



Articles

The Myth of the Common Law Wife



The myth of the common law wife runs deep, more than 50% of women believed that cohabiting couples won the same rights as those who are married after living together for a number of years. That's potentially a lot of women in the unknown as to their rights. The Law Commission in 2007 put forward proposals to give the same rights to cohabiting couples as married couples so as to 'reflect the growing prevalence and public acceptance of cohabitation.' Which means unmarried couples are still in legal no-man's-land. Rights for cohabitants are very limited. Unlike in divorce there is no automatic right to make a claim against assets held in the sole name of their former partner. Due to this difficult position cohabiting couples are left dependent upon property and trusts law when their relationships break down which is difficult and costly to pursue successfully.

The rights for divorcing couples are a stark contrast to those of cohabitating couples. Divorcing couples are able to make claims against all assets including; businesses, pensions, savings and properties. Furthermore, divorcing couples are able to claim for maintenance payments in their personal capacity. Cohabiting couples only being able to claim maintenance for the benefit of their children. When the children are grown up if parties are not married it is not possible to pursue a maintenance claim through the Courts. A couple ran a successful business, and had been in a relationship for thirty years; however the family home and business were both legally owned by Mr Collins. Ms Curran was effectively without any assets of her own. Ms Curran had trusted that she would be provided with a "fair share" of the assets if the relationship broke down.

** Word Of Advice – Put it in writing
Whether an asset is to be held in joint names or one party's sole name, a document clearly stating what the parties intend for each one to own allows for transparency and certainty. Asserting your rights without a written agreement is fraught with difficulty, and in the absence of such clarity, the court will interpret the intention based on fairness, by looking at the behaviour of both parties during the period of ownership.

Both financial and non-financial contributions can be taken into account. But the extensive examination process of the relationship can prove costly, time-consuming and most worrying of all the outcome is uncertain.

The best way for anybody purchasing a property or a business with anyone else - be it a partner, a friend or a family member - is to have a formal document such as a cohabitation agreement or a declaration of trust. To protect oneself legally record each party's intentions in a legally binding document at the outset. This can be prepared by a lawyer to record each person's share, who has contributed what, and what will happen should the asset be sold or if the relationship breaks down. Couples should also be beware that financial liabilities can last even longer than unhappy memories.

Take advice and straight forward steps at the beginning of a relationship to protect yourself should things not work out as expected. It can spare you considerable cost financially and emotionally if the relationship ends.

Camilla Choudhury - Khawaja

<http://www.thewomenslawyer.co.uk>

The Benefits of Homeworking

Recently Yahoo boss Marissa Mayer banned home-working with some critics viewing this as a giant leap backwards given that in recent years there has been a huge growth in the home or remote working. This surge has been possible due to the increased use of high speed broadband, Skype, laptops, tablet computers and hand held devices facilitating the ability to work anywhere. One in twelve people now work at home. A challenging economy has also forced employers to cut back on costs, such as office expenses. There's also evidence that some previous unemployed are now earning a living by starting a home-based business. Furthermore home working contributes to the "green" economy and the carbon footprint.



There are many advantages to this type of working; the work-life balance is much improved without the stress of travelling to work every day via congested roads and disorganised railways. Time is saved by not having to get up early to get to the office and exhaustion is a distant memory as we leisurely wake up, eat a decent breakfast then get the kids to school before sitting

down to the computer to start the working day.

As long as we meet our targets and maintain our usual output, the hours we work need not be fixed if our work dictates, so that by working flexibly we have the time to do that bit of shopping or attend to other activities during the day.

The reality is, however, that it may not suit everyone. It can be very isolating. How many of us see our neighbours and friends during the day now – they are all out at work! Being alone day after day with no social interaction can be very lonely without that “over the photocopier” chat, gossip with the tea-lady or the office Friday pub lunch. For those individuals prone to depression working from home can become a nightmare with the distinction between work and home becoming a blur.

The saying “out of sight out of mind” might apply with a perception of being ignored by the company only getting the odd phone call from a line manager. In such circumstances a feeling of de-motivation and being under-valued can occur and lead to a drop in performance.

Working from home is ideal for self-starters who can discipline themselves to work prescribed hours so that there is a clear distinction between work and home. Line managers of such individuals have to have the experience and skill to be able to manage at a distance and understand the issues that arise with policies in place for health and safety, equipment safety, data protection, communication and performance management.

The line manager needs to encourage interaction by organising meetings at a single location regularly with video conferencing where this is not possible furthermore supplemented by regular phone calls and emails.

The line manager needs to be able to communicate clear goals and the standards expected within the role and be equipped with the tools for measurement of work quality to ensure that everything is satisfactory. Training for line managers in managing home-workers should be considered.

Security of information and data protection should be a high priority with guidance being provided to employees on linking into company systems and keeping laptops secure from children and theft.

Sandra Beale

www.sibealehrconsult.co.uk

Networking

Athena Network



Lunchtime networking for women in business. Lunches from 12.00 to 14.00. Different venues.

Aylesbury 2nd Tuesday and 4th Wednesday of each month; High Wycombe 2nd Thursday and Marlow 3rd Thursday. Contact Sylvia Baldock for details: sylvia.baldock@theathenanetwork.com 07909 914815.

Athena Networking: Amersham 1st Tuesday each month; Beaconsfield 1st Thursday. Contact Jacqueline Rogers 07834 686706 jacqueline.rogers@theathenanetwork.com

Oaktree Networking

* 10th April, 11.45am - 2.00pm at Harben De Vere, Tickford Street, Newport Pagnell, MK16 9EY. Cost to members £20, guests £24 including lunch.

* 19th April, 11.45am - 2.00pm at Campanile, Loake Close, Grange Park, Northampton, NN4 5EZ. Cost to members £20, guests £24 including lunch.

* 23rd April, 11.45 - 2.00pm at The Barns Hotel, Cardington Road, Bedford MK42 0DA. Cost £24.00 and includes lunch.

Oak Tree Networking run structured, highly effective and fun, local networking meetings for people just like you, who want to expand their business through the power of word-of-mouth marketing. The meetings are monthly and open to all business sectors. Contact Jacqui Frost on 0845 618 2902 or email info@oaktreenetworking.co.uk

Useful Information

CRB – Now DBS

Changes to CRB checks - Disclosure and Barring Service checks! The primary role of the Disclosure and Barring Service (DBS) is to help employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups including children. The two main changes are as follows:-

1. The DBS is going to limit the issue of a paper Disclosure to the applicant only. Organisations will cease to receive a copy.
2. The DBS is going to make Disclosures more portable. Applicants will be able to pay a small sum

of money each year for a Disclosure they can take from 'job' to 'job'. It is expected that DBS will provide this service free of charge to volunteers. For more information visit <http://www.homeoffice.gov.uk/dbs>

HMRC

* Real Time Information

HMRC have produced online videos that are on the HMRC YouTube Channel at <http://www.youtube.com/hmrcgovuk> They cover what is happening and when and are available 24/7, so everyone can access this information at their convenience.

* Business Payment Support Service

If you're worried about not being able to meet payments owed to or due to be paid to HMRC, you may wish to find out more about the Business Payment Support Service and how it might be able to help you. Visit

http://www.hmrc.gov.uk/payinghmrc/problems/bpps.htm?WT.mc_id=BPSS

* Free Business Advice

For Small and Medium businesses HMRC are currently running a series of free informal advice days for those new to business and for those who need some help with understanding their tax obligations, including RTI. We recommend booking as this will help you to plan your day with us. From www.business-events.org.uk just enter your postcode or location, and choose "Tax" from the "Topic" drop down menu to give you direct access to the events in your area.

* Alternative Dispute Resolution – ADR

For Small and Medium businesses, HMRC is running an Alternative Dispute Resolution (ADR) trial aimed at helping resolve tax disputes in compliance checks. If you feel that you can go no further with an HMRC caseworker, find out more and how to apply at

http://www.hmrc.gov.uk/adr/smei.htm?WT.mc_id=adr The application process takes 10 minutes and will give you a decision within 30 days as to whether they can help your dispute.

Your Websites

www.insideout-creative.co.uk

How to write a great marketing plan, and where to start.

There's an abundance of advice online, sometimes that alone causes confusion. With '12 things every

marketing plan should consider' to '5 steps to marketing planning', but what we think people want is something that provides structure and clarity, not just 'advice'. So we've developed our own user-friendly guide to marketing planning, one that is simple, easy to use and asks questions in plain English. Our template offers guidance throughout the process of creating a solid, well-structured plan tailored to your business or start-up idea... all you have to do, is fill in the gaps. Let us know how you find the whole experience – because if it's not working for you, we want to make sure that we can improve it for others.



Deadline

May 2013 Edition

Please send your information no later than 12 noon on Friday 26th April. To make life easier please send your information to me as soon as possible at womanswork@pennydablin.com

© Woman's Work

Design, edit and layout by Lesley Kershaw © 2012.

Disclaimer: Your items are always welcome regarding forthcoming news, events, opportunities, training etc. to be included in **The Notebook**. However, any services, products, events etc. included in this section are not necessarily endorsed by **The Notebook** or **Woman's Work**. It is the responsibility of all **The Notebook** readers to use their own judgement at all times.

Every effort has been made to ensure the accuracy of the information in this publication before distribution. However, all readers must satisfy themselves to its accuracy.

All subscribers to **The Notebook** must ensure they own the copyright of the information and logos entered for submission.