In this issue Aimee Goldsmith provides another of her articles on Citizenship, this one on Diversity and Inclusion – showing how P&G is at the ‘front of the field’ in this aspect of citizenship – see page 6.

As I’m sure you realise I can’t include as much about Associate events in this magazine as can be provided on the Associate website, so there may well be more pictures there of an event you may be interested in.

You can also access on the web the film 'Thanks to Midwives’ referred to in the article from the Southeast Region about the Great Fosters Lunch [although I could not find the one about ‘Fairy Ocean Plastic’, but that may be down to my lack of skill at searching the web!).

David Hirst, Editor

Administration of The Associate Scheme

by Katharine Thornton
Associate Scheme Manager

A change in administration
As you may know if you have accessed the Scheme’s website recently, DPS Consultants ceased administering The Associate Scheme as of January 1st 2018. Since then I have been your point of contact for all questions relating to the Scheme and for all other questions that you would have raised with DPS Consultants.

I am sure I echo the sentiments of Associates across our regions in acknowledging the outstanding commitment that DPS showed to the Scheme over the past twenty years.

You can find my contact details under ‘Useful Contacts’ on the back page of this magazine. Note also that my number and email address also replace those previously given for SignPost. Please don’t hesitate to get in touch – it’s always great to hear from you!

A new Freepost address
Also note that The Associate Scheme has a brand-new Freepost address which should be used as of now. The new address is:

Freepost ASSOCIATE SCHEME UK

Please be sure to use the new address on your Associate Scheme post [such as event booking forms] and not the previous address. Remember that the address must appear exactly as above, with no other information on the front of the envelope.
Visit to Bletchley Park

A total of 38 Associates and friends met at Bletchley Park in mid November to experience a fascinating insight into the work and mind-boggling achievements of the WWII code breakers.

The site and its work was a complete secret until the mid seventies and since then, the working environment of a mansion house and assorted huts have been faithfully restored and recreated to provide an atmospheric and educational visitor experience.

A one-hour external tour provided an insight into the nature of the work and living conditions of the thousands of civilian and military personnel who worked there on round-the-clock shifts. They intercepted and decrypted the enigma-encoded messages between enemy locations, and disguised their origin with cover stories, so that the enemy would not suspect their code had been broken.

Great lengths were taken to preserve secrecy, with local residents remaining unaware of the true nature of the establishment - with most thinking it was a hospital of some sort.

It was eye-opening to appreciate that, contrary to the Hollywood depictions, success was not due entirely to a few Oxbridge prodigies towards the end of the war but was a massive team effort building on pre-war Polish successes, with the code breaking taking place on an industrial scale.

The process of reverse engineering the enigma machine settings on a daily basis started from an educated guess and, just like today, exploited the carelessness of human operators and a single inherent flaw in the enigma machine design - the fact that the actual letter inputted was never the one to be output.

The highlight was to see the end-to-end process demonstrated using the ‘Bombe’, an engineering marvel, which mechanically tested the setting combinations for the enigma machine. The feat of reducing the initial probabilities for the possible combinations of enigma settings, from some million billion ($10^{15}$) and to crack the code with a combination of 1940s technology and considerable ingenuity, was truly awe-inspiring.

Subsequently the much harder task of breaking codes from Lorenz cipher machines was achieved by the development of Colossus, arguably the world’s first real computer, a reproduction of which has been installed at Bletchley Park, and is pictured at the top of the next column.

It is estimated that the work of these relatively few people shortened the war by several years and saved many millions of lives. We are indeed indebted to those many unsung heroes of Bletchley Park!

Many of the Associates said they would be making a return visit because they were unable to see everything in one day - which they are able to do, because their admission also provided a one-year season pass - highly recommended!

Ian Beaumont

Hampton Court Walk

On a dull day in early December 17 Associates, partners and friends, pictured below, met in Bushy Park, adjacent to Hampton Court Palace for a 5-mile festive frolic through parkland, Hampton Court Gardens and the Thames towpath to Kingston upon Thames.
Hampton Court Palace and Bushy Park were built in 1515 by Cardinal Wolsey, a favourite of Henry VIII, but in 1529 Wolsey fell from favour and the King seized the palace for himself and later enlarged it. Along with St James Palace, it is one of only two surviving palaces out of the many owned by King Henry VIII. Today it is open to the public and consists of the main House, formal Gardens, and parkland.

After walking across the park we entered Hampton Court grounds, watched some ice skating on the temporary festive Ice Rink, and took a quick coffee break.

Leaving the grounds we headed onto the towpath and continued beside the River Thames for some 3 miles passing the formal Hampton Court Gardens and parkland that took us up to Kingston Bridge and our lunch stop at the White Hart Hotel where we were joined by an additional partner.

After a very welcome and enjoyable lunch we continued on our way and returned via Bushy Park, and a couple of friendly deer (right), to our cars.

**Chris Stanley**

**Ripley, Pyrford & Wisley Walk**

Ripley, the birthplace of Eric Clapton, was the startpoint of the early November walk for our 16 Associate Rockers.

We quickly reached Waltham weir and the River Wey Navigation. The latter consists of a man-made canal and adapted parts of the River Wey. A turf-sided lock was admired (!) by our industrial archaeological buffs. Further along the river we passed a 17th century summerhouse with plaque commemorating John Dunne, poet and Dean of St. Paul’s. He is believed to have lived here and at Pyrford Place with his twelve children.

For our golfers and gardeners, we crossed Wisley golf course in fine weather and followed the public footpath that cuts through the RHS gardens at Wisley, giving views of the bicentennial glasshouse.

Just before returning to Ripley green, we stopped at Ockham Mill, a conservation area with an attractive group of buildings besides the old mill stream.

Lunch was at The Talbot, Ripley after a very enjoyable and varied walk.

**Trevor Banks**

**Carol Concert, St Martin’s-in-the-Field**

St Martin’s-in-the-Field, located on Trafalgar Square, is a landmark church that has been one of London’s important concert venues since hosting performances by Handel and Mozart in the 18th C.

This was the third year that Associates have attended a Christmas Concert there and for this year’s event we chose the Christmas Gala by Candlelight, in mid-December. This popular concert included masterpieces of the Baroque by Bach, Handel and Vivaldi as well as traditional Christmas carols for audience, orchestra, soloists and organ, and was performed by The Festive Orchestra of London.

The orchestra was formed in 1990 to perform masterpieces of the Baroque in and around London and its players are equally at home on modern and period instruments, giving a unique insight into this repertoire.

Sixteen Associates, partners and friends were present on the night, all of whom thoroughly enjoyed the evenings’ entertainment.

**Chris White** for the above and following item.

**Discover Downside Walk**

Downside Common, just south of Cobham, was the starting point for our mid- January walk with fourteen Associates gathering outside The Cricketers pub.

The weather was good, clear skies, some sun and about 7ºC. After a short while walking through lanes we were off into fields following the path of the River Mole and heading for Hatchford Wood and Chatley Semaphore Tower. The tower was part of a chain of 15 used to relay messages between the Admiralty in London and Portsmouth Dockyard. The system operated from 1822 to 1848 and sending a message from London to Portsmouth took just 15 minutes.

From Chatley Tower we headed south and west passing Hatchford Park and May’s Green to reach Old Oak Common and some serious mud! The land there is low lying and the recent rain made a couple of
sections quite hard to cross; but we got through without mishap and from there it was a short, and far easier, section back to Downside Common and The Cricketers for a well earned lunch.

As one of the group said “a great walk, really nice route, good pub and food. Tenacious mud!!”

**Pub Lunch and Quiz**

What better way to spend a cold winter’s day than with a quiz in a friendly country pub? 30 Associates and partners braved the chilly mid-February weather in Hartley Wintney to participate in a team quiz at the Shoulder of Mutton pub.

The five teams kicked off with a [very] challenging picture round involving shots of Winter Olympics venues over the years, then covered History, Geography, People and Food & Drink before a welcome break for an excellent lunch and some liquid refreshment. After lunch there were rounds of Dingbats, Science, Music, Sport and a final round in which the answers to the questions were all linked by a single word.

We were very grateful to our quizmaster, Paul Kowald, who put the quiz together and conducted the proceedings brilliantly. All five teams did themselves proud and ended with very respectable scores.

![The winning team, The Sex Pistols - pictured above, got a fantastic score of 83/110 and received a bottle of wine each for their achievements!](image)

**Anne & Steve Hartley**

**Great Fosters Annual Lunch**

For the second time, 110 Associates assembled for our big event of the year in the Tithe Barn at Great Fosters Hotel in Egham - an unusual and dramatic setting which contributed to the warm and social atmosphere on a cold mid-January day.

We’re all a year older – but here’s some food for thought:

**Professor Muir Gray of Oxford University** has said that only one fifth of illnesses are due to our genes, four fifths are due to the environment, which is why the improvements in health care, diet and people generally taking more exercise, has increased lifespan so significantly in recent decades. But what adds more is

‘How we live in it (the environment)’ – our social and intellectual activities.

**Years may be added to life, but it’s important to add life to your years!**

This is where the Associate Scheme can do its little bit to keep us involved, connected within our group and with what’s going on in the company; to have fun and keep active, and so keep us going longer!

Our guest was *The Boss!* **Tom Moody, VP and Managing Director P&G Northern Europe**, who mixed with many folk, and over coffee gave a status report on the business, which continues to struggle in the difficult retail and economic environment. However, there are now encouraging signs of growth.

He showed two films demonstrating P&G’s social responsibility. One was a Pampers initiative - a *Thanks to Midwives* film, twisting the lyrics of the ‘Twelve days of Christmas’ – to show how valued Midwives are. The second film concerned: *Fairy Ocean Plastic* – a new initiative to sell Fairy Liquid in 100% recycled and ocean recovered plastic!

Tom also commented on the recent proxy contest with Nelson Peltz’s Trian, and thanked retirees for supporting the company. P&G has subsequently decided to appoint Mr Peltz to the Board but with clear agreements on factors (eg R&D investment), which are not negotiable.

After Tom’s report I recollected the events of the past year and how they can be seen in a slideshow on YouTube at; [https://youtu.be/iURCkVZhCeA](https://youtu.be/iURCkVZhCeA)

**Kevin Williams**

**Gosforth Office – Facebook page**

For those Associates who worked at P&G’s Gosforth Office, a *Group Facebook page* has been created - *‘Memories of P&G Gosforth’* - where stories and photos can be shared. Anyone registered with Facebook may request to join this Group by answering a few simple questions. It is a Private Group, so only members can see the content.

**Christine Fenn**

*An artist’s impression of the office before it was built.*
It all starts with P&G’s Purpose

Our purpose is to touch and improve the lives of the world’s consumers. As a company, we care deeply about the positive impact of diversity and inclusion on peoples’ lives and we know it’s the everyday interactions that make the biggest difference to making people feel valued and included. Diversity & inclusion is in our DNA - at the heart of our Purpose, Values and Principles - and critical to our growth.

We serve 5 billion consumers around the globe with our products, making us part of everyday life for people in nearly every part of the world so it is fundamental we understand and reflect the people that buy our products and work for our company, so we can best meet their needs. We employ 145 different nationalities across our organization which helps us reflect the consumers we serve. Put simply, diversity and inclusion is a sustained competitive advantage for the continued growth of P&G.

Everyone Valued, Everyone Included, Everyone Performing at their PEAK™ *

For employees, bringing to life our D&I strategy means recognising that each of us is truly unique. We come from diverse traditions, with a wide array of personal experiences and points of view. When we come together we create an amazingly rich tapestry.

Bringing together individuals from different backgrounds, cultures, working and thinking styles, provides remarkably different talents, perspective and life and career experiences for all. By celebrating and nurturing our unique contributions as a competitive edge we can bring to life our mission - ‘Everyone Valued, Everyone Included and Everyone Performing at their PEAK’.™

*PEAK is also an acronym used in performance reviews of P&G people.

Enabling employees to feel empowered to bring their whole selves to work underpins all of the programmes we have in place to support our mission.

We are respectful of all employees irrespective of race, gender, colour, religion, national origin, age, sexual orientation, gender identity or expression, disability or any other non-job related personal characteristic. To enable a culture of respect for every individual requires trust, openness and inclusiveness.

Living our D&I mission

We organised our first ever celebratory Global Diversity & Inclusion Week in 2011, and this is now a focal part of the annual calendar to celebrate our year-round efforts in countries around the globe. Whether it is to attract new diverse talent to the organisation or retain and grow current employees, driving an inclusive and flexible working environment is unquestionably on every Senior Leaders’ agenda at P&G.

Our strategy is brought to life from our CEO through line managers and their direct reports. We see it as everyone’s responsibility to foster an inclusive environment for employees.

Our programmes help deliver our mission...

Our Flex@work programme champions flexibility in our workforce, recognising the need to balance the needs of the business with the needs of the individual. Benefits such as parental leave of absence, sabbaticals, location-free, work from home arrangements and reduced work schedules – are all designed to ensure that employees’ personal goals can be fulfilled at a time that is right for the individual and that we are able to retain our diverse talent long term.

For example, sharing the Flex@work approach is something a ‘P&G couple’ have recently done enabling them both to work a 90% schedule so that they can both spend quality time at home with their daughter whilst both still continuing to have a fulfilling career.

We have seen that employees are 5 times more likely to give their best performance, and 6 times more likely to stay with the Company if they achieve the right work/life balance. Taking advantage of these opportunities has enabled some employees to fulfil their ambitions to travel, others have taken time to learn new skills, whilst flexibility of location-free has enabled personal moves.

Our Healthy Minds programme supports the mental wellbeing of all our employees. The programme is designed to ensure employees are looking after their mental health (their minds) as well as their physical health (their bodies).

Specially trained ‘Healthy Minds champions’ are visible across all UK sites – offering confidential support to individuals and signposting where further advice can be obtained.
We have a number of affinity groups available to employees, including **GABLE** - offering our LGBT (Lesbian, Gay, Bi-sexual and Transgender) employees and allies a place to grow their support networks across the organisation, with a strong drive behind PRIDE in 2017, which saw our best turn-out yet of P&G employees and their friends and families at the celebrations at London (below) and Manchester.

The **People with disabilities network** is focused on making our facilities and technology more accessible for people with disabilities.

Led by Global Inclusive Design Manager Sam Latif (pictured below) - a mum of 3 who works at P&G Brooklands and lives with complete sight loss - the network is a place for people with visible and hidden disabilities (and dependents with disabilities) to share experiences and give each other support in both work life and personal life. Insights from the network have led to pioneering work in bringing our D&I mission to life outside P&G, as you can read next.

**Experience advertising in full**

In the UK there are 2 million people with sight loss - that’s a huge audience who have, up until recently, been largely ignored by advertisers. It was the insight from Sam Latif who, as mentioned before, lives with total sight loss, that started our journey to make our advertising more inclusive by adding Audio Description.

Audio Description is not a new concept - in fact blind consumers have been relying on Audio Description to make choices of the programmes and films they (and their friends and family) watch for some time. It’s a service available at the cinema and within most TV programmes (as an optional audio channel you choose to activate, that describes what is taking place on-screen) so why not with adverts that are being shown during the ad breaks. One blind consumer told us she didn’t think advertisers thought she was ‘worth’ talking to.

When you consider that this overlooked audience makes up 3% of the UK population and consider their potential spending power within our industry, making our advertising more inclusive is not just the right thing to do, there is also a huge business opportunity for brands. The difference Audio Description makes to a person with sight loss on how they are able to benefit from the advertising is profound - bringing to life the ‘action’ of the content means they can enjoy humour, experience the ‘drama’ and emotion and have context behind the audio.

P&G was the first company to offer Audio Description on our ads in the UK - on the advert for Flash which you can look up online - and we are now working with the entire industry to enable this service across all channels. We were recently recognized with a ‘Disability Smart’ award for ‘Inclusive Service Provider’ behind this pioneering work.

**Neurodiversity driving innovative thinking**

Another great example of a UK programme borne out of an employees’ personal experience of living with a dependent with a disability, was a recent work placement opportunity pilot at our site in Reading. Innovation is the primary driver of P&G’s success and our innovation starts with the science of understanding people and their needs.

Neurodiversity is an important lens to consider within diversity. We want the very best talent to work at P&G:
and that includes the best from neurotypicals and neurodiverse. Neurodiversity refers to a range of neurological conditions which can lead to different types of thinking and approaches. For P&G, neurodiversity is about focusing on strengths, tapping into diverse thinking, and combining it with neurotypical thinking in order to come up with new and better innovation.

Autism is a lifelong developmental condition that affects how people perceive the world and can impact an individual's social interaction and communications. A few facts:

- It is a spectrum condition: no two autistic individuals are the same.
- More than 1 in 100 individuals in the UK are affected by autism.
- Only 15% of autistic adults are in full-time education (compared to 48% for disabled people in general).
- Autistic graduates are 2 times more likely to be unemployed than neurotypicals.
- 43% have lost a job because of their condition.

Led by a researcher at our Reading Innovation Centre, who is also the mum to a child on the autistic spectrum, we partnered with the National Autistic Society to create a series of workshops that enabled people on the autistic spectrum to demonstrate their thinking and skills. This was done in an environment that was more suited to their needs versus the usual application and interview process.

The programme was a huge success, resulting in 2 people being given year-long work placements in our Reading Innovation Centre.

The programme caught the interest of UK media, with the Guardian writing a feature that included perspective from one of the work placements. From this initial pilot we are looking to roll out the programme further and are working with the National Autistic Society to help educate other employers to the benefits of including neurodiverse talent into the workforce.

Aimee Goldsmith
Chairman of The Associate Scheme and Head of Communications for P&G Northern Europe

NEW ASSOCIATES

September 2017
David Turner ..................................................... Longbenton

October 2017
Angela Ballantyne ............................................. Egham
Gary Brown ................................................... London Plant
Martin Dudley .................................................. London Plant
Ritchie Miller ................................................... Longbenton
Emma Quinn ................................................... Manchester

November 2017
Michael Malone (deferred from 2003) ........ Manchester
Hugh Cockwill (deferred from 2007) ............... Brooklands
Derek Cordery .................................................. London Plant
Michael Kelleher ............................................. London Plant

December 2017
Marian Baker (deferred from 2008) ................. Cobalt Park
Stephen Barnes ................................................ Manchester
Philip Blanchard ............................................. Manchester
Keith Collinge ................................................ Manchester
Jonathan Stanley Eldon ................................ Reading
John Houston .................................................. Manchester
Brian Ledwith ................................................ Manchester
Geoffrey Palmer (deferred from 2003) ............... Gosforth
Michael Philippson (deferred from 2001) ........ Cobalt Park

January 2018
Alexander Fraser ............................................ Manchester
Peter Anthony Howe ..................................... Manchester
Paul Law ..................................................... Cobalt Park
Karen Mills ................................................... Reading
Brinley Thomas Morris ................................ Manchester
Keith Southam ............................................... Manchester

February 2018
Gary Evans ................................................... Manchester
Gary Horrocks ............................................. Manchester
George Jessen .............................................. Egham
Charles Kerrigan ........................................ Manchester
Jonathan Lister ............................................. Manchester
Simon Pack ................................................... Egham
Lawrence Quinn ............................................ Manchester
Kevin Ross .................................................. Manchester
David Scott .................................................. Manchester
Graham Smith .............................................. Manchester
Richard Tonge ............................................. Manchester

March 2018
Allyson Hindson ............................................ Longbenton
A Five-Day Trip to Blackpool

In early November a National Holidays coach loaded fourteen Associates for a holiday to Blackpool, with excursions to Liverpool and Bowness-on-Windermere.

Arriving at the Liberty’s Hotel in Blackpool early, with the rooms not being ready until 3.00 pm, several decided to explore Blackpool and locate the nearest Wetherspoons. After near freezing in Newcastle it was a balmy 15°C, and so the walk was delightful.

The outlook from the hotel was a superb view of the Irish Sea – but looking rather angry most of the time.

Venturing out in the evening ‘The Illuminations’ had finished and only ‘The Tower’ was ‘lit-up.’

This ‘Bay Hotel’ was excellent. The waiter, Tom, allocated to our tables was Charles Bragg’s doppelganger. He served us brilliantly.

The trip also included four free drinks per evening which were more than enough for everyone and the entertainment artistes were excellent - they focussed on the older clientele and, in particular, allowed our group to join in their songs and jokes - they had no choice really!

On the day-trip to Liverpool on Monday several chose the open-topped bus tour including a trip to the Cavern. For others, just walking around the city was a little difficult as street name signs were very, very, few.

The inclusion of bingo before the evening entertainment at the hotel was lucky for two of our group. Three prizes were won by the two of them, resulting in the Tuesday total pot of £222 going their way. None were lucky on the other nights.

Wednesday saw most of us in Bowness-on-Windermere where shopping and a tapas lunch were the main attractions.

For those who stayed behind, a Winter Gardens organ concert on the Opera House ‘Wurlitzer’ Organ given by Robert Wolfe (right) proved enjoyable, and it was a warm indoor venue!

Robert’s fingers and feet were flying, and the listeners were perspiring too!

Thursday was the free day to explore Blackpool and the surrounding area. One group went to the cinema and others used the tram to travel to Fleetwood and its market. We had been lucky with the weather with clear blue skies, sun but a cold wind every day with the rain passing through each night. Friday gave the morning to explore further or complete the final quiz!

A cryptic quiz using subjects of Birds, Pop Groups, Professions, TV Programmes and Reptiles was set each day by Colin Harris, the organiser.

The coach arrived at our hotel at 1pm and at around 6 pm we were back in Newcastle having enjoyed an excellent trip, with many preconceptions of what a trip to Blackpool would entail being shattered!

Colin Harris

Felton Walk

This last walk of 1917 at the end of November was undertaken by fifteen Associates starting from the quiet village of Felton in Northumberland. Suitably attired for cold wintry showers, we set off eastwards along the south bank of the River Coquet along field edges – rather muddy - and farm tracks on which guessing the depth of water-filled pot-holes was fun.

The group split to allow eight walkers to extend their walk by a mile through a wood before re-joining the short-walk route. After a short section on a quiet road we crossed the river and started the return half of the walk westwards along the north side of the river.
At this point we passed a very sad memorial to the Guyzance Tragedy when, on the 17th January 1945, ten soldiers died when their boat was swept over a weir during a river crossing as part of a training exercise. They were part of the Duke of Wellington’s West Riding Regiment and all just 18 years old.

The walk continued for the remainder of the 5½ miles on farm tracks, field edges and along a wooded riverbank back to Felton and the Northumberland Arms Hotel where lunch had been pre-ordered. This was of very good quality, if a little slow in appearing for hungry walkers.

**Stuart Calder**

**Christmas Lunch**

Some 250 Associates met in mid December for their now ‘traditional’ lunch as a finale to the year’s activities and which, for many, is the highlight of the Associate year. The venue was again The Assembly Rooms, the ‘Old Ass’ as affectionately known to locals, which is in ‘the toon’.

On arrival guests were greeted by Chairman John Scott and then guided towards a warming drink, this before having the opportunity [with encouragement from Anne Woodward and her helpers] to buy raffle tickets in support of the local charity Northumbria Blood Bikes. The generosity of all concerned raised £1,077 for Blood Bikes.

As you can imagine the time immediately after the reception was spent catching up with ‘old’ colleagues and friends from earlier years. You have to experience the atmosphere to appreciate it with so many conversations going on.

Prior to the meal the oldest lady present - Beth Hetherington - and the oldest gent - Greg Gregory were each presented with a bottle of champagne. This was then followed by the full ‘Christmas Fare’ which was thoroughly enjoyed by all.

**Harry Lowe**

**Chopwell Woods Walk**

The late January walk was entirely within woodland and seventeen of us took up the challenge of the ‘Boundary Path’, including its short, steep sections. Moist underneath and a little clarty – that’s muddy - a good path meandered around the woods, which were criss-crossed by mountain-bike tracks, many of them hair-raisingly steep. Fortunately there were no bikes! Lunch afterwards was at the nearby golf club.

There are several wooden artworks in the woods, including that of a pair of hands [useful for the picture above], a Red Kite - common here - a bat, and an emerging bracken frond.
The former ancient woodland of Chopwell Woods has been put under pressure for centuries. In the earliest days wood was taken for building bridges and ships. Later on, in the 16th century, coal mining began, resulting in tracks and wagon-ways being constructed. A mill was built for the manufacture of paper and is now converted to apartments.

Local volunteers have, over many years, restored various features such as a bridge, a culvert, and settling tanks for the paper mill. Longer-term the plan is to restore the woods to reflect their ‘ancient’ status, with the re-introduction of native trees as the non-natives, mainly pines etc. are harvested.

**Cliff Sore**

**Pub Lunches**

In November twenty-six Associates attended the lunch held at the Poachers Cottage in Callerton, near the airport. The portions were huge, but that didn’t faze us – the ‘All-day Breakfast’, Gammon Steak, and Liver & Onions all went down well. The beers - Wainwright, Shipyard and Hobgoblin - were all excellent. It was nice to meet Viv Muir again with husband John.

2017 saw the number of Associates, friends and families attending pub lunches drop from 294 in 2016 to 258. There is a hard core of regular attendees including the Pearsons, Harrisons and Daniels, and several new faces turned up this year - John and Viv Muir and Gerry and Susan Perry. Others are always very welcome.

Twenty-seven Associates and families met at the Red Lion at Earsdon in January. It was good to see the Skipseys, with Terry recovering after several illnesses in 2017, as well as Arthur & Odette Walker prior to their trip to Lanzarote.

The beer came from Brains Brewery in Wales with their ‘Fir King Ale’ requiring care in pronunciation after the first pint – which went down well.

There was a special deal of three courses for £6.95 which was very filling. ‘Unsociable Chicken’ came with plenty of garlic and prawns - Scampi & Chips and Fish & Chips, all met with praise. We’ll keep this on the list.

February’s lunch was due to be held at the Snowy Owl in Cramlington, but an hour beforehand the pub rang up to say an electrical fault had closed down the kitchen. At midday, two Associates had already arrived and were partaking of coffee.

It was decided to relocate to the Falcons Nest - a sister pub down the road in Gosforth - so everyone was given directions to that pub. Unfortunately my directions weren’t clear for Bob & Lily Pearson who ended up back home.

The pub welcomed us, and the twenty who did find their way there enjoyed Doom Bar and Ruby Mild beers - other beverages were available.

**Colin Harris**

**Chollerford and Humshaugh Walk**

Seventeen walkers (pictured below) met up in Humshaugh village centre on a brilliant sunny winter’s morning in late February - with blue skies and no wind to spoil things!

We set off northwards following the public footpath and a minor country lane towards the North Tyne at Haughton Castle - not quite visible, being hidden in a dip in the landscape. Then swinging due west and past Wester Hall we continued to Kepershield - a very ‘muddy corner’ - where we met the main Chollerford to Wark road. Turning south we headed past Heatheridge Farmstead and on to Heatheridge Cottages. All along this section, the views to the north and of the Tyne Valley and Northumberland National Park were wonderful.

A well-marked bridleway eventually brought us to the little settlement of Walwick, where we joined the Chollerford road, turned east and walked past Chesters Roman Fort to Chollerford and then Humshaugh - a walk of nearly six miles in 2½ hours.

The sun was still shining as we entered the Crown Inn for a splendid lunch, being joined by some stalwart P&G ‘lunch partners’. The Crown, along with the village shop, is being run on a community basis, and the staff gave us a wonderful welcome!

**John Farrington**
**BOURNEMOUTH REGION**

**Gunwharf Quays and M&S Hedge End**

At the end of October an enthusiastic group of Associates set out on a day trip to Gunwharf Quays and Marks and Spencer, Hedge End.

It was a lovely sunny day as the coach, driven by Andy, navigated the last of the rush hour traffic to arrive at Gunwharf quays about 45 minutes later. He very kindly made sure he dropped us off as close as possible to the entrance of the complex.

Gunwharf Quays, a large retail/leisure complex, is situated next to Portsmouth’s historic docks (which includes The Victory and the Mary Rose exhibition). The complex has a vast array of both designer and outlet stores (something for every budget), and the restaurants and bars in the complex overlook the scenic seascape across the harbour and to the Spithead/entrance to Portsmouth harbour. The complex’s crowning glory is of course The Spinnaker Tower, the 560-foot landmark observation tower, pictured right, which is taller than the London Eye and the Blackpool Tower.

Our time at Gunwharf Quays allowed everyone to take full advantage of the shops and find the bargains, and gave sufficient time to relax and have lunch at one of the many restaurants and cafes.

At half past two the group returned to the coach for the short journey to Marks and Spencer, Hedge End, Southampton. We arrived there shortly after 3pm which gave the group about an hour and a half to browse the huge store for more bargains (if they still had any enthusiasm left after their time at Gunwharf Quays), or to have a drink in one of the two cafes within the store. Finally, just before 4.30, we set off for our trip back to Bournemouth.

Everyone agreed it had been a lovely day, with sunny weather, great shopping bargains, good places to eat, and wonderful scenery - a great success!

**Sue Craft**

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**Christmas Lunch**

In early December Bournemouth Associates were invited to Christmas lunch at the Wessex Hotel on the Westcliff in Bournemouth. The attendance was excellent with 82 Associates accepting the invitation, and the weather was dry and pleasant for the time of year.

On arrival the committee greeted the members as they all assembled in the bar chatting and enjoying the company of their ex colleagues, before going in to the restaurant for the lunch.

The menu was a traditional Christmas lunch of roast tomato and sweet bell pepper soup with cream fraiche, traditional roast turkey, vegetables and trimmings, and Christmas pudding with brandy sauce. Tea, coffee and mints followed and throughout the event we were entertained by a very good local musician, Brian Slade.

Two of the many tables of Associates are pictured below.

After the meal a raffle was held, with numerous lovely prizes organised by Maureen Spicer, with Chris Hockey’s help with the draw. Sue Craft organised the whole event.

It is the committee’s intention to hold a Christmas Lunch every year, but at a new venue next year as the Wessex Hotel is going to be redeveloped.

**Maggie Ebner**
Death of a P&G Pensioner

To assist you in reporting the death of a pensioner, Pensions Department has a simple process to follow:

Call the Pensions Department on the toll-free helpline number 0800 9174552 or email to P&Gpensions@capita.co.uk with the following:

- Name and address of the deceased
- Date of death
- Name of the immediate Next of Kin
- Name and address for correspondence
- Contact telephone number
- Details of the funeral arrangements

The end of December saw the end of an era for the North West Associates. Brian Kay (pictured below) stepped down from his role as Committee Treasurer for the region during which he kept a tight hold on our budget, making sure we didn’t ever overspend, while getting the best for all our Associates. He also collated booking forms and pick-up times for all our Coach Trips, a job not for the faint hearted!

Brian has held this role for the past 17 years and has now passed the baton to John Horrocks. Although he has stepped down from the Treasurer’s role it is hoped Brian will continue as a valued and respected member of the NW Associates Committee.

It remains to say a huge thank you Brian for all your hard work and dedication over the years, plus a big thank you to Martha, Brian’s wife for her part in supporting Brian.

Enid Taylor for both the above reports.

North West Region

Christmas Lunch

A Wednesday in early December was time for Associates to meet at the Cresta Court Hotel, Altrincham, for their annual Christmas Lunch. To meet not just with friends and former colleagues, but also to meet new, and some familiar faces - Associates attending for their first Christmas Lunch. Tea and coffee were available on arrival, with of course, the optional extra of visiting the bar!

The traditional Christmas Lunch, with a vegetarian option and alternative pudding, was enjoyed by 114 Associates who toasted absent friends and colleagues before the start. The meal was completed by cups of tea or coffee, plus warm mince pies.

After lunch, Dilys Bray, the Regional Committee Chairperson, introduced Gary Wightman, Manchester Plant Manager to speak. He gave us a lovely introduction about himself, his life and career at P&G, a comprehensive insight of the progress and business activities at the plant, plus proposals for future business.

Dilys then gave a comprehensive account of the activities enjoyed throughout the year by North West Associates, accompanied by a continuous slide show of photos taken at the golf and bowling competitions, on the holiday, and of the various days out.

Then it was time for the presentations, the eldest lady, Mrs. Evelyn Paton and the eldest gentleman, Mr. Albert Cooke were each presented with a gift by Bert Kelly, Chair of the Social Committee.

However, this year there were some additional presentations to be made. Three longstanding committee members were relinquishing their roles;
Contact the Elderly

Contact the Elderly is a charity run locally by several London Plant Associates, it is supported by the Associates St Clements church team and London Plant.

CTE are looking for volunteers to help with transportation & hosting events and if you would like to help see the panel below and contact Loraine Coleman at thecolemans62@hotmail.com or on 07468 573 500 or at www.contact-the-elderly.org.uk

Carol Service 2017

The yearly carol service at St Clements was held in early December and attended by about 120 people, including the Mayor of Thurrock Tunde Ojetola, the local MP Jackie Doyle-Price and the P&G Plant Manager Rob Williams.

Also present was a choir from Gateway school (pictured below) who sang a selection of carols, and singer/songwriter Wayne Jacobs who sang some of his own Christmas songs. Robin Mumford accompanied on the organ.

There were also readings between each carol by members of the congregation.

Turkey rolls, hot mince pies, hot sausage rolls, soup, tea & coffee were all supplied by the plant’s restaurant, along with sherry & wine which Gerry Hughes, (committee chairman), had brought along.

This event was a culmination of a lot of hard work and dedication which the church team had put in during the year, and all involved are looking forward to another successful year ahead.

Christmas Lunch

In early December 180 Associates met at Orsett Hall for their annual Christmas lunch. Some of those that were there are pictured further down the page.

Joining them was the Plant Leader Rob Williams and other members of the leadership team. Also present at the lunch was Laurie Ham, who at 96 years is one of our oldest Associates. He is pictured, right, with Rob.

John Fox
MAILBAG

From Ken Wilson: Once again the Christmas hamper arrived in early December as a timely reminder that as past employees of P&G we are not forgotten.

It was also a timely reminder of the approaching Christmas season and the part we played as employees in the success of the company and that although times have changed the Company’s core values have not.

I don’t know how much longer this well received tradition will continue but let’s hope it does. It is a reminder of the commitment, be it large or small, every past and present employee gives to the success of Procter & Gamble, and is the Company’s way of saying thank you.

Christine Simmen (right) recently e-mailed me about my intention to retire from editing this magazine and musing over what I might do instead. I thanked her in response and also commented:

“It is very noticeable how much less independent material, such as letters or articles are sent in by Associates these days – people are losing the art/skill/desire to be as creative as they used to be pre-internet days. Too much telly doesn’t help either!”

In response she sent the following:

“Now if I had known you were short of articles to publish I could have been your theatre critic over the years... I am a frustrated thespian at heart. The Chichester Theatre production of Nicholas Nickleby being one of my all time favourites.

I am sure that – battling technology apart... you will find plenty of projects to occupy your time.... I took up house sitting – another possible interesting article - and can now count humane badger trap setting, feeding rejected highland calves (much more satisfying than account balancing), looking after Grade 1 buildings, and checking on sheep & cats – as additional life skills.

No lack of creativity in the North – as with the aid of P&G Sports & Social Club I helped to set up a Craft Section....which has subsequently had three other excellent section leaders, where we have learnt skills of flower arranging, card embroidery, cyric notebook making, glass fusion, pottery work, lampshade making, cake decoration and loads more....so I find that I am kept quite busy & like everyone - wonder how I had time to go to work..... as I also need to fit in P&G Gardening Club trips & P&G Associate days out – Time flies by - Take care & ENJOY !”

[So Christine for one is pretty busy and creative in her retirement. She might even provide an article for the magazine in the future! Ed.]

IN MEMORIAM
- continued from page 16

Keith Anthony Samways, Manchester Plant (retired 1999), on 22nd January 2018.
Annie Simpson, widow of the late Alan Herbert Simpson, Gosforth, on 26th January 2018.
Tom Keith Ainscow, Manchester Plant (retired 1999), on 27th January 2018.
Joyce Elizabeth Fuller, widow of the late Frederick James Fuller, Seaton Delaval, on 27th January 2018.
Lilian Hampson, widow of the late Brian Anthony Hampson, Manchester Plant, on 28th January 2018.
George Philemon Ironmonger, Manchester Plant (retired 1983), on 31st January 2018.

Maurice James Reginald Harvey, Gosforth (retired 1995), on 7th February 2018.
John Wilson, Manchester Plant (retired 1993), on 11th February 2018.
Barbara Eleanor McGovern, widow of the late John Robert McGovern, Tyneside Manufacturing, on 20th February 2018.
Diane Jean Wedlake, Havant (retired 2003), on 10th March 2018.
Gordon Wishart Massie, work location not on file (retired 2008), on 10th March 2018.
Philip George Ross, Havant (retired 2001), on 12th March 2018.

The rejected Highland calf.
The next issue of the magazine will be the summer one and the date by which I must have articles and news items is 9th July 2018. Please let me have items sooner if you can. Associates should receive the summer magazine around the middle of August.

David Hirst, Editor

IN MEMORIAM

Margaret Jackson Gilpatrick, Gosforth (retired 1993), on 18th November 2017.
Thomas Philip Pink, work location not on file (retired 1983), on 29 November 2017.
Vera Byrne, Longbenton (retired 1989), on 24th November 2017.
David Collingwood, Seaton Delaval (retired 2003), on 10th December 2017.
Elizabeth Toole, Manchester Plant (retired 1987), on 10th December 2017.
Keith Garbutt, Manchester Plant (retired 1989), on 13th December 2017.
Irene May Pratt, London Plant (retired 1989), on 14th December 2017.
Jane Lawrence, widow of the late Robert Douglas Lawrence, work location not on file, on 14th December 2017.
Edna May Bolt, widow of the late Eric Walter Albert Bolt, London Plant, on 28th December 2017.
Helen Shearer, widow of the late Michael John Shearer, Manchester Plant, on 28th December 2017.
Dorothy Elizabeth Mackie, widow of the late Robert Cecil Mackie, work location not on file, on 31st December 2017.
Kenneth Green, work location not on file (retired 1988), on 31st December 2017.
Margaret Davison, work location not on file (retired 1996), on 2nd January 2018.
Harold Noel Connolly, Manchester Plant (retired 1992), on 2nd January 2018.
Mary Liddell Dodds, widow of the late Peter Hepple Dodds, Havant, on 5th January 2018.
Leo Mahon, Gosforth (retired 1994), on 5th January 2018.
Margaret Tyler, widow of the late James Arthur Tyler, Sales Department, on 10th January 2018.
Mary Ellen Place, widow of the late Thomas Place, Newcastle Factory, on 11th January 2018.
Brian Bell, Longbenton (retired 1996), on 14th January 2018.
Eleanor Jean Pennock, Longbenton (retired 1983), on 19th January 2018.
(continued on page15)