

# Team Talk

We wanted to highlight the very valuable work of Nicola Ryan this issue.

Nic is "Head of People Services" at Rowlinson and it is a busy role.

This is her second "stint" with us... she worked for us when she first left school for two years and then left to work at Smith Knight and Fay (VW Dealership) in a Human Resources position for five years before returning to us in 2008.

One of our "Employee of the year" winners last year, Nic has been hugely instrumental in helping us to achieve our Silver Investors in People award and in making us the company that we are today. She has completed courses in Personnel Practice, People Management and Development, Employment Law, Leadership and Development, Learning and Development and People Resourcing.

She has shaped many of our policies and personally organised our company training programmes... for example presently every single one of our staff is able to attend college for a ten week course studying half a day during the working week. On completion they will then take their ECDL (European Computer Driving Licence). Nineteen are currently studying under this scheme.

Nic is a busy lady but when not working, she loves to sing... previously a singer in a punk band she now enjoys a more "sedate" style with vintage (40's/50's) clothing and songs of that era. She is also a Mum and very much a part of our charity work with Relay for Life.



## Relay for Life

Last summer you may recall that in a moment of madness we decided to enter a team for "Relay for Life" in aid of Cancer Research UK. We walked all through the night, some of us in fancy dress and our team managed to raise £2,155 for the cause which raised nearly £2 million in total.



Like many of these things it is a bit addictive... the party atmosphere and fact that we were doing something really worthwhile has spurred us on to do it again this year. We are entering a team of 11 on June 7th... and we are hoping to beat our total from last year.

Like many organisations and families, we have had our brush with this devastating disease and we want to do our bit to help find the cure.

We would be grateful for your support, we have a page for sponsorship and any amount you can spare would be very much appreciated.

<http://relay.cancerresearchuk.org/goto/teamrowlinson>

Thank you.



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# The SCHOOL BAG

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## Investors in people

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We wanted to put ourselves to the test last year and we decided to apply for the much lauded "Investors in People" award. It was a great way to assess where we were up to with our programmes and to find out what we needed to do to keep improving our systems and the development of our staff.

The IIP standard covers everything from business planning and leadership to management effectiveness and performance measurement. We believe that it is a benchmark for best practice and it will guide us to achieve the best that we can.

We knew that the testing process was going to be rigorous but that appealed to us; only 3% of the 2948 companies accredited have achieved gold status. The current figure for silver is 6% so these are elite awards, and well worth having.

The process itself involved a series of assessments with all our staff. Each was encouraged to be totally honest about our company and how they feel about it. We are proud to say that 100% of them said that they are proud to work for us and that they feel valued and trusted to do their job.

In the last few years we have taken quite a few steps to show our staff that we value and respect them. We have been nominated for "The most improved organisation" in the IIP awards for 2014, and we were a finalist in the "Employer of the year" category at the Stockport Business awards last Autumn.

**" In the last few years we have taken quite a few steps to show our staff that we value and respect them. "**

We are proud of this recognition, and in addition to the more usual staff benefits we also have health care and cash plans together with a financial hardship fund for times of personal difficulty. We abolished piece work years ago and pay everyone above minimum wage. This encourages team work and mutual respect which is part of our ethos.

We extend as much of this as is practical to our colleagues abroad and we actively participate in setting high standards with our suppliers for their own staff who work on our behalf.

We know that we still have a way to go but we are immensely proud to have been awarded silver accreditation by Investors In People this February and we continue to work to improve our professional conduct and our working conditions.



## A Better Employer

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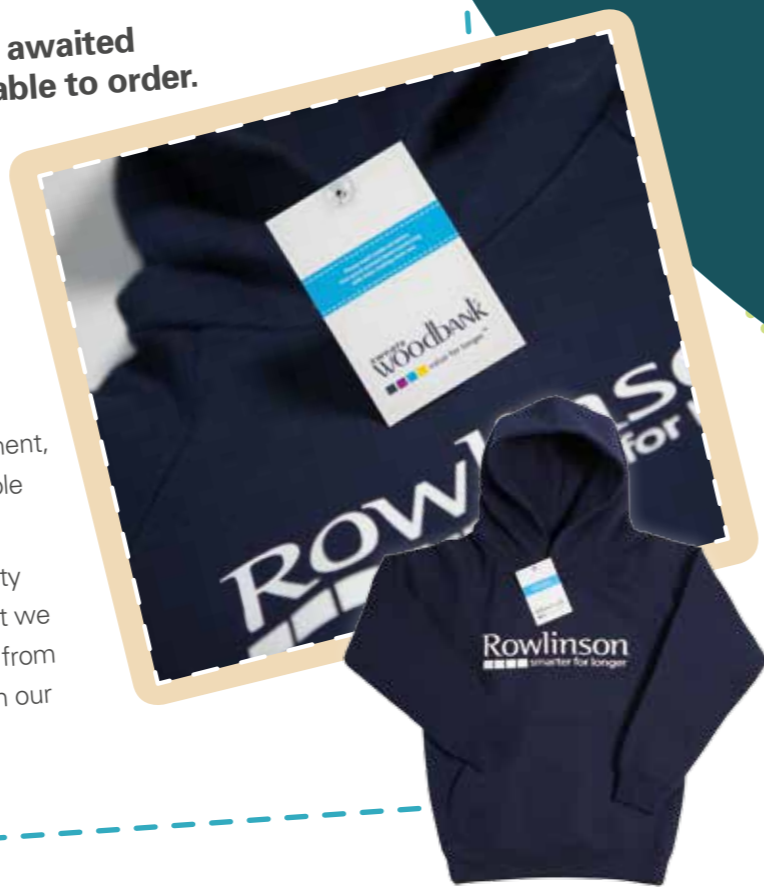
## Hooded Sweatshirt

**We are very pleased to advise that our long awaited Woodbank hooded sweatshirt is now available to order.**

Comprising of a 65% Polyester and 35% Cotton fabric it weighs in at a heavy 280gsm which is much heavier than many on the market and is a hard wearing fabric brushed for extra warmth. The fabric is dyed to lock in the colour which means that it will hold onto it wash after wash. Easy care is built in, and the garment can be washed at 40°C with a cool tumble and cool iron if required.

We have given it a classic raglan sleeve for ease of movement, a front pouch for warmth, and we have reinforced the whole garment with top stitched seams for extra durability.

Ideal for all those school trips and clubs, we will have plenty of stock of black and navy garments at the end of May but we have plans to add other colours later. You can take it plain from stock or we can embroider it for you within four days with our customary speedy embroidery service.



## Rowlinson Courtelle

We have a small name change to report to you. In future our 10 gauge Acrylic Courtelle garments will be known as "Rowlinson Courtelle".

Many of you have asked to have the Rowlinson name on the labels so we have obliged to make it easier for you. The name "Courtelle Classic" will now disappear and your production will be an improved tighter and slightly heavier knit. If you have any queries about this, please speak to one of us and we will be happy to answer your questions.



## Stock update

**It is certainly that time of year as we all "gear up" for the summer rush and already your pre-booked orders are leaving our door destined for your shops as you have requested.**

We thought that you might like to know that we are very heavily stocked for the season. Having reorganised our warehouse in anticipation, we have been able to take in more stock and we have 15% more than we did at this time last year across all our products. We are more than confident that we can meet demand... after all if you order by 5pm we can get plain stock out to you for next day delivery.

**Even with embroidery we can still turn it around and get it dispatched to you in just four days... so bring it on we say!**



## If you love your Apps... We have two for you.

**Both our Schoolwear and our Corporatewear brochures are now available as a digital brochure.**

All you have to do is search in your App store under Rowlinson and find them. They are free to download and are available for both iPad and Android tablets but sadly not phones.

**We hope that you find it useful to have our brochure readily to hand when you are with your customers and schools.**

