

# LIVEWIRE

TWO-WAY ENGAGEMENT WITH BBH CHARTERED ACCOUNTANTS



Crossing the Line – Would you recognise when professional judgement starts to drift?

# 2 President's Welcome

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Andrew Mead

Welcome to the latest edition of *Livewire*, the magazine of the BBHSCA. As always, this gives members an idea of the diversity of activities in the Society. There is an article on the Retired Members' Group which always organises events which I wish I was eligible to attend. A special mention to Stephen Clarke who expertly plans their activities. There is also an article on the Women in Accountancy Group, led by Past-President Lucy Ghawss. This group has established itself over the last couple of years and would welcome new attendees.

We have an article on the mentoring scheme which we run with the University of Hertfordshire. It is great to be able to help university students to find their place at the beginning of their journey to become a Chartered Accountant. The scheme also helps local firms find talented students studying locally who are looking for a training firm.

My **Annual Dinner** is fast approaching on 19 March. I really hope that as many of you will attend as possible, as it promises to be a fantastic evening. I am looking forward to welcoming ICAEW President Derek Blair, who many of you will know as he is a local boy, and our speaker Lucy Lewis who promises to tell us some explosive tales! (She was the first female Bomb Disposal Officer in the Royal Engineers.) Please bring your colleagues and use it as a great event for corporate entertaining, staff reward or just an enjoyable night out.

On the same day as the annual dinner, we also have a screening of the ICAEW film "**Crossing the Line**". We have the pleasure of welcoming Duncan Wiggetts, ICAEW Chief Officer, Professional Standards and the film's scriptwriter, who will be facilitating an interactive afternoon where we will unpick the story and you choose how to respond to the ethical and professional issues highlighted in the film. If your team have not yet seen the film, bring them along to the University of Hertfordshire in Hatfield on the afternoon of 19 March. The event is free thanks to the support of the University.

I could not miss this opportunity to mention the BBHSCA CPD programme which starts again in March. Full details are available on our website but there is a lot going on in tax (e.g. MTD, ITSA) and accounting (e.g. changes to FRS 102). Our courses can ensure you and your teams are fully up to speed with all the changes.

Finally, keep checking our website [www.bbhsca.org.uk](http://www.bbhsca.org.uk) for all the latest events and courses. I look forward to seeing you at an event soon.

## JUST FOR FUN QUIZ

- 1 Who is going to become BBHSCA President in May 2026?
- 2 Who is the Managing Principal of Hillier Hopkins?
- 3 Where is First Intuition's recently opened training centre?
- 4 Who was the Royal Engineers' first female Bomb Disposal Officer?
- 5 Which business sponsored the quizzes?

## BBHSCA AGM May 2026

### Join us for the BBHSCA Annual General Meeting – Your Voice, Your Community

We warmly invite all members of the Beds, Bucks & Herts Society of Chartered Accountants to take part in this year’s AGM on **Monday 11 May 2026 at 19:00**, held at the **Rothamsted Conference Centre, Harpenden**. Whether you attend in person, join virtually or vote by proxy, this is your opportunity to see how local volunteers champion the profession and shape the services that support you.

The AGM offers a clear view of our plans for **2026/27**, including developments across education, training and member support. You’ll hear how our three specialist committees – Belonging & Supporting, Education & Training and Conferences – work together to meet the needs of ICAEW members across the region. These groups are run entirely by volunteers, and even small contributions of time, ideas or expertise make a meaningful difference.

This year, we are delighted to introduce **Simba Mareverwa** as the incoming BBHSCA President. A Senior Partner at Innofund with a strong background in corporation tax, innovation incentives and HMRC enquiry resolution, Simba brings a fresh perspective and a passion for helping organisations grow through science, technology and innovation.

Following the formal meeting, we invite you to stay for a relaxed drinks and canapés reception – an ideal chance to connect with peers and continue the conversation.

#### Booking is now open.

Visit our [website here](#) or email [kate.binks@bbhsca.org.uk](mailto:kate.binks@bbhsca.org.uk) to register, request a proxy form or express interest in volunteering. Your involvement helps strengthen our community, and we look forward to welcoming you.

## Now, accountants CAN save the planet!

In the second of two articles, Neil Campbell from PurePath Advisory Limited considers how the accountancy profession can impact climate change. Previously, Neil outlined the environmental challenge that we all face and introduced the EFRAG VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs).

Despite previous climate commitments being reduced, businesses now realise that climate represents a real risk to their organisations due to supply chain vulnerability, location of assets and access to finance and insurance. They are therefore now focused on resilience and longevity. Whilst regulations remain, businesses understand the necessity of communicating the measures taken to counteract the impact of climate change to suppliers, customers and investors. This can use the metrics demanded by regulation.

Increasingly, SMEs will find that larger businesses will be expecting them to demonstrate their resilience to climate change as those larger businesses seek to ensure supply chain reliability.

Accountants are able to establish new service lines even if they (and their clients) may not be familiar with all of the terminology used.

Data measurement in this area is often not precise, but, as long as measurements are credible, they will highlight trends, which can form the bases of a realistic improvement plan. Who better than accountants to handle and analyse data and consider its reliability?

Any accountant auditing a business that is not considering these risks may face worries over going concern or specific asset values.

Many accountants may have to obtain some support. As with any specialist area, initial use of an expert or outsourced provider is recommended.

#### Practical steps an accountant can take to provide advice for clients:

- engage a specialist for support
- apply existing techniques to areas such as risk management
- introduce technology solutions for measures such as carbon footprint
- assess operations for exposure to climate risks
- assess supply chains for resilience or possible breaches of regulations, and
- review and update internal policies, reflecting an organisation’s values.

Advice should always focus on the business implications, the data collected and the goals of the organisation.

#### Four simple rules for advisors and clients:

- Keep it SIMPLE – if it’s too complicated, think again about the approach.
- OWN it – don’t just respond to requests.
- Make it ACTIONABLE – reporting with no action or improvement is greenwashing.
- Keep it RELEVANT – in line with the business goals.

With these tenets in mind, you can SOAR to success!

Neil Campbell participated in the discussion at the 2025 BBHSCA AGM and is an ICAEW Council member who runs an ESG advisory service, PurePath Advisory Ltd.

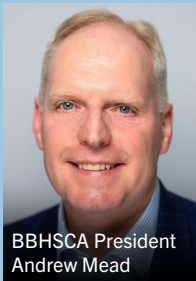


Businesses using roof space for solar power.

# 4 Events, Forums & Groups

## BBHSCA Annual Dinner 2026

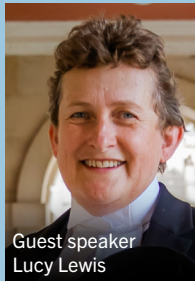
We are delighted to invite you to our prestigious black tie dinner at the luxurious [Sopwell House Hotel](#) in St Albans on Thursday 19 March at 18:30.



BBHSCA President  
Andrew Mead



ICAEW President and  
BBHSCA member  
Derek Blair



Guest speaker  
Lucy Lewis

The evening is hosted by BBHSCA President Andrew Mead who is pleased to welcome ICAEW President and BBHSCA member Derek Blair along with our guest speaker Lucy Lewis.

After training at The Royal Military Academy Sandhurst, Lucy was chosen to become the first woman to operate as a Bomb Disposal Officer with the Royal Engineers. During the evening, we will also be raising funds in support of the [Royal British Legion](#) which exists to help members of the Royal Navy, British Army, Royal Air Force, veterans and their families.

The evening is open to all so please do invite your colleagues and contacts. Tickets can be booked online at [icaew.com/bbhevents](#) or by calling the Events Information Team on 01908 248 159. Discounts are available for tables of 10.

We would also like to thank our sponsors, [Innofund](#), a leading UK tax consultancy and innovation lifecycle specialist with offices in London, Manchester and Glasgow, and [First Intuition](#), an award-winning accountancy training provider which has recently opened a training centre in Milton Keynes.

If you'd like further information or assistance to reserve places, please contact: Kim Shield at [kim.shield@bbhsca.org.uk](mailto:kim.shield@bbhsca.org.uk) or by calling 07917 787714.



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## BBHSCA Younger Members Group

We're delighted to introduce the **BBHSCA Younger Members Group** – a brand-new community designed to support and connect the next generation of accountants across Beds, Bucks and Herts.

Created for students, trainees and those in the first five years of their professional careers, although there isn't a hard cut-off, the Younger Members Group is all about helping you build confidence, expand your network and feel part of a supportive professional community. Whether you're studying for exams, newly qualified or taking your next career steps, this group offers a relaxed and welcoming way to connect with peers who are on a similar journey.

We're launching the group with a fun and creative social event, **'Sip and Paint'**, taking place on **24 February 2026 at Villa 2, St Albans**, starting at **6.00pm**. This informal evening combines art, cocktails and great company. No artistic experience is needed – the guided painting session will help you create your own masterpiece while you enjoy a drink and delicious tapas. It's the perfect opportunity to unwind after work, try something new and meet fellow young members in a friendly setting. Final few places remaining, [book here](#).

Looking ahead to the summer, we're also pleased to confirm the return of our ever-popular **Student and Younger Members BBQ**, taking place at **St Michael's Manor, St Albans on Thursday 23 July 2026**. With great food, welcome drinks and a relaxed atmosphere, it's a highlight in the BBHSCA calendar and a brilliant way to celebrate summer while making valuable connections.

We hope to plan more Younger Members' events throughout the year, so keep an eye on [bbhsca.org.uk](http://bbhsca.org.uk) for updates. We look forward to welcoming you.

## BBHSCA Quiz Reports

The BBHSCA Belonging & Supporting team asked itself a question: what could be better than a quiz at Old Albanians Sports Club? The answer was: a quiz at Old Albanians (OAs) Sports Club and a quiz at Bletchley Rugby Club.

The quiz at OAs was well attended and attracted teams from FRP Advisory, Kings Chartered Accountants and Moore Kingston Smith, as well as teams formed from groups of BBHSCA members. As last year, the youngsters from MKS scooped the coveted prize. Congratulations to them!

The quiz in Milton Keynes was equally well attended, and some new faces came along, as well as some familiar ones. Teams from Forvis Mazars, Hillier Hopkins, the ICAEW, Santander and TC Group, along with various teams of BBHSCA members, competed in what was agreed to be a more challenging quiz than the St Albans quiz. The clear winners were Forvis Mazars, who earned the plaudits of everyone who was there.

Thanks to the quiz master, John Sheehan, both venues, Kate Binks and to Hays Recruitment for their sponsorship.

## Hillier Hopkins: A journey to B Corp™ Certification

Hillier Hopkins LLP, a long-established independent firm of chartered accountants and tax advisers in the BBH area, has become a Certified B Corporation™ (B Corp™). This marks an important milestone in the firm's long-standing commitment to responsible and sustainable business practices, placing it among a community of organisations meeting high standards of social and environmental performance, transparency and accountability.

### Why B Corp?

Pursuing B Corp certification stems from the firm's core principle: Do the right thing. As members of Think Global Sustainability, Hillier Hopkins has a commitment to sustainability. Becoming a B Corp provided a framework to formalise these commitments, ensuring decisions take into consideration the impact on workers, clients, suppliers, communities and the environment, not just financial outcomes.

### Commitment at every level

Securing B Corp certification was a rigorous process requiring organisation-wide engagement. The leadership team made clear that this was a strategic priority rather than a compliance exercise, dedicating time, resources and encouragement to ensure the process was meaningful and thorough. Principals played a vital role, championing the initiative and modelling the behaviours and mindset needed to embed responsible practices across the firm.

Empowered by the principals, the Sustainability Team, made up of passionate volunteers from across the business, drove the certification process, coordinated data collection, introduced policy changes, and delivered firm-wide engagement. Through regular communications and feedback opportunities, they ensured colleagues understood not only the purpose of becoming a B Corp but also how they personally contributed to achieving it.

This collaborative approach meant the journey was truly a collective one. Every member of the firm supported the effort, whether by adapting to new processes, championing sustainability in their teams, sharing ideas or participating in initiatives that aligned with the firm's goals.

The assessment itself, carried out by B Lab, was detailed and time-intensive. Hillier Hopkins was evaluated across governance, workers, community, environment and clients, requiring verified evidence of positive impact and accountability. The firm's willingness to invest substantial time and effort reflects the depth of its commitment to responsible business. As Chair of the Sustainability Team, Katie Harvard Taylor notes:

*Our B Corp journey has strengthened our sense of shared purpose. We're excited to continue working collaboratively to make a positive difference in our profession, our communities, and our world.*

### Long-term commitment

Certification is not a final destination but a commitment to ongoing improvement. Hillier Hopkins will be reassessed every three years and is working on how to build on its score using the B Lab™ assessment framework to help identify improvements.

### An achievable goal for all businesses

The firm's experience shows that while the process requires dedication, B Corp certification is achievable when leadership commitment and firm-wide collaboration come together. The rewards, for people, clients and the wider community are profound. As Managing Principal Alex Bottom shares:

*This is just the beginning. By working together with our clients, communities and colleagues, we aim to create a lasting positive impact for generations to come.*

## BBH UoH Mentoring Scheme



**Olivia Coleman, a student participant in the 2024–25 mentoring scheme, gives her feedback.**

Participating in the BBH mentoring scheme has been an incredibly valuable experience, one that has significantly helped shape my understanding of what a career in accounting can look like beyond university. One of the most helpful aspects was speaking with graduate trainees and hearing their experiences, which made the next stage of my career feel far more achievable and less intimidating.

Throughout the programme, I had a CV review and a mock interview, both of which were extremely useful in building my confidence and preparing me for future applications. I was also able to sit in on real client meetings, which provided me with insight into the day-to-day responsibilities of an accounting firm. I also had the chance to attend an audit training session run by the firm. It allowed me to apply what I had learnt at university and helped me understand the kind of skills and knowledge the role involves.

Another benefit was the networking opportunities. I met professionals at different stages of their careers, which helped me build connections and understand the varied paths available within the industry.

Although I was initially worried about balancing the scheme with my university workload, I found it to be very flexible and easy to fit around my schedule. Overall, the mentoring scheme provided me with clarity, practical experience and confidence, and I would highly recommend it to any students considering a career in audit.

# 6 BBH Discussion Groups

## Beds, Bucks & Herts Society of Chartered Accountants Discussion Groups

At BBH we have always had a range of groups that meet up in the evenings to discuss topics of the day at various locations in the district. Since Covid, we now have a mixture of virtual and in-person sessions. There are three groups – the BBH Discussion Group (DG), the Digital Accountants' Club (DAC) and the Women in Accountancy Group (WAGs).

When our BBH Discussion Group (DG) meets in-person, this is in either St Albans or Milton Keynes, usually six times per year. With the business and tax landscape forever changing, there is certainly no lack of material to discuss! Recent discussions have included Regulation of the Tax Profession, Budget Digest, Charity Governance, Pre-Year End Tax Planning, AI & Data Protection.

The Digital Accountants' Club (DAC) meet online on the last Friday of the month to discuss all things digital and usually meet once a year in person for lunch.

The Women in Accountancy Group (WAGs) meet three times a year for networking and social activities.

All groups are informal and provide low-cost CPD, networking opportunities and practical advice in a safe environment where the Chatham House Rule applies. The groups are open to those in practice and business alike.

See our What's On listing for upcoming events, there's bound to be something there to interest you!

**Maureen Lamburn**  
The Accounts Factory Ltd  
November 2025

## BBH Women's Accountancy Group

In December, Beds, Bucks & Herts Society of Chartered Accountants (BBHSCA) WAGS (Women's Accountancy Group) hosted our 4th annual Christmas lunch, and it was a brilliant reminder of why these events matter so much.

As women, we often downplay our achievements and can find it uncomfortable to truly own and celebrate our wins. So this year, we went around the table and each shared something we were proud of from the past year.

The stories were inspiring and included:

- Moving an entire family to the UK
- Becoming a new Responsible Individual
- Having the courage to enter a national photography competition
- Stepping into public speaking
- Surviving 1st September deadlines as a new manager.

Hearing these moments out loud was powerful, a real reminder of just how much we achieve, even when we don't always stop to acknowledge it.

Alongside great food, there were plenty of catch-ups, laughter and that all-important sense of support that WAGS is all about.

Please join us for our next WAGS event: [Style and Confidence](#) on 4th March 2026.



WAGs annual Christmas dinner, 2025

## BBH Retired Members' Christmas Lunch

The BBH Retired Members' Group gathered at Aldwickbury Park Golf Club on 4 December for a festive lunch that delivered far more than excellent food and company. Guests were captivated by a presentation from Graeme Cooper, son of original SAS member Johnny Cooper. Graeme recounted his father's extraordinary wartime journey – from covert missions across the deserts of North Africa to clandestine work with the French Resistance, the liberation of Belsen and the demanding jungle campaigns in Malaya.

His storytelling brought these episodes vividly to life, offering a rare glimpse into the courage and ingenuity that shaped one of the SAS's earliest chapters. Everyone listened intently and felt incredibly lucky to hear about his father's remarkable life.

BBH would also like to take a moment to recognise Stephen Clarke, who has been a BBH volunteer since 2012 and has led the Retired Members' Group with unwavering commitment since 2014. His steady guidance, enthusiasm and generous investment of time continue to shape the group's welcoming, vibrant community. We are very grateful for his efforts and hope that he continues to chair the group for years to come. He is also a member of the B&S committee, and it amuses him to realise that when he qualified in 1961, that with just one exception, none of the other 10 members of the committee had even been born.

Looking ahead, members can expect another memorable year. Plans for 2026 include a spring visit to the Royal Opera House for a guided behind-the-scenes tour, followed by an autumn excursion to the Houses of Parliament – two opportunities to explore iconic institutions in excellent company. See our What's On pages for more details.



Retired Members Christmas Lunch, 2025

## BBH 2026 CPD Courses & Events Programme

### FEBRUARY

**Tue 24 08:30–09:30**  
BBH Business Members Forum:  
Team and Leadership Development  
Sarah Reynolds, Executive and  
Leadership Coach, Life Forward  
Coaching  
[Zoom](#)

**Tue 24 18:00–20:30**  
Younger Members Sip and Paint  
Villa 2, St Albans  
[Book online](#)

**Wed 25 18:45**  
Discussion Group:  
Pre year-end tax planning  
Anne-Maree Dunn,  
Moore Kingston Smith  
Old Albanians RFC  
[Book online](#)

### MARCH

**Wed 4 18:00**  
WAGs Style and Confidence  
Margarita Salomó,  
Personal Stylist  
Jigsaw, St Albans  
[Book online](#)

**Tue 17 09:30–13:00**  
Share capital for private  
companies –  
all you need to know  
Jackie Sheldon  
Code 1/26  
[Live Online](#)

**Wed 18 09:30–13:00**  
Payroll update  
Jo Marshall  
Code 2/26  
Welwyn Garden City  
[Book online](#)

**Wed 18 14:00–17:30**  
Payrolling benefits – Life after  
P11Ds  
Jo Marshall  
Code 3/26  
Welwyn Garden City  
[Book online](#)

**Thu 19 13:00**  
Screening of the ICAEW film  
“Crossing the Line”  
Duncan Wiggetts, ICAEW Chief  
Officer, Professional Standards  
University of Hertfordshire  
[Book online](#)

**Thu 19 13:15–14:15**  
Digital Accountants' Club  
In-person meeting with ICAEW  
President and founder of the DAC  
Derek Blair  
University of Hertfordshire  
[Book online](#)

**Thu 19 18:30**  
President's Annual Dinner  
Lucy Lewis  
Sopwell House, St Albans  
[Book online](#)

**Wed 25 09:30–13:00**  
Tax planning for small businesses  
and their owners  
Rebecca Benneyworth  
Code 4/26  
[Live Online](#)

### APRIL

**Fri 10 14:00–15:00**  
Digital Accountants' Club  
[Zoom](#)

**Wed 15 18:00 for 18:30**  
Discussion Group: AI and Data  
Protection: What you and your  
clients need to know  
Maritz Cloete, Director, Moore  
Kingston Smith  
Hillier Hopkins, Milton Keynes  
[Book online](#)

**Thu 16 08:30–09:30**  
Business Member's Breakfast  
[Zoom](#)  
Coming soon!

**Thu 23 09:30–13:00**  
Financial reporting update  
Andrew Mead  
Code 5/26  
Luton  
[Book online](#)

**Thu 23 14:00–17:30**  
Tax update  
Kevin Read  
Code 6/26  
Luton  
[Book online](#)

**Wed 29 10:00**  
Retired Members' Forum,  
Royal Opera House Tour  
Royal Opera House  
[Book online](#) SOLD OUT!

### MAY

**Fri 1 14:00–15:00**  
Digital Accountants' Club  
[Zoom](#)

**Mon 11 19:00**  
BBH AGM  
Rothamsted Conference Centre,  
Harpenden and Zoom  
[Book online](#)

**Tue 12 09:30–13:00**  
Accounting and auditing for  
charities  
Peter Herbert  
Code 7/26  
Welwyn Garden City  
[Book online](#)

**Tue 12 14:00–17:30**  
Small company accounting and  
reporting  
Peter Herbert  
Code 8/26  
Welwyn Garden City  
[Book online](#)

**Wed 20 09:30–13:00**  
VAT update  
Malcolm Greenbaum  
9/26  
Welwyn Garden City  
[Book online](#)

**Wed 20 14:00–17:30**  
Company tax computations:  
What to look out for  
Tim Palmer  
10/26  
Welwyn Garden City  
[Book online](#)

### JUNE

**Tue 2 09:30–13:00**  
Making Tax Digital – A practical  
“how to do it” guide  
Rebecca Benneyworth  
11/26  
[Live Online](#)

**Wed 3 10:30**  
BBH Golf Day  
Porters Park Golf Club, Radlett  
[Book online](#)

**Fri 5 14:00–15:00**  
Digital Accountants' Club  
[Zoom](#)

**Wed 17 18:45**  
Discussion Group: Will Writing  
Old Albanians RFC  
Coming soon!

### JULY

**Fri 3 14:00–15:00**  
Digital Accountants' Club  
[Zoom](#)

**Fri 17 08:30**  
BBH Golf Day  
Ashridge Golf Club  
[Book online](#)

**Thu 23 19:00**  
Younger Members BBQ  
St Michael's Manor, St Albans  
Coming soon!

### AUGUST

**Fri 7 14:00–15:00**  
Digital Accountants' Club  
[Zoom](#)

### SEPTEMBER

**Fri 4 14:00–15:00**  
Digital Accountants' Club  
[Zoom](#)

**Tue 8 09:30–13:00**  
Tax Toolkit for OMB Managers  
Peter Rayney  
Code 12/26  
Luton  
[Book online](#)

**Tue 8 14:00–17:30**  
Top 10 accounting problems and  
solutions  
John Selwood  
Code 13/26  
Luton  
[Book online](#)


**Wed 16 18:00 for 18:30**  
Discussion Group: Economic  
Crime Act  
TBC  
Hillier Hopkins, Milton Keynes  
Coming soon!

**Thu 17 08:30–09:30**  
Business Members Breakfast:  
Leadership, Growth and CFO  
Requirements – A Business  
Breakfast with Adrian Hawkins OBE  
[Zoom](#)

**Wed 23 09:30–13:00**  
Estate planning, IHT and pensions  
Ros Martin  
Code 14/26  
Welwyn Garden City  
[Book online](#)

**Wed 23 14:00–17:30**  
Crossing borders: Tax planning for  
UK expats  
Ros Martin  
Code 15/26  
Welwyn Garden City  
[Book online](#)

# 8 Key Contacts

Our CPD course brochure can be found at [bbhsca.org.uk](http://bbhsca.org.uk)  
 To receive details of courses please email [kate.binks@bbhsca.org.uk](mailto:kate.binks@bbhsca.org.uk) or  
[Click here to join our mailing list.](#) 

President	Andrew Mead E <a href="mailto:andrew@andmeconsulting.co.uk">andrew@andmeconsulting.co.uk</a> T +44 (0)7879 638 068
Deputy President	Simba Mareverwa E <a href="mailto:simba@innofund.uk">simba@innofund.uk</a> T +44 (0)7587 327261
Vice President	Ben Brophy E <a href="mailto:ben@baagroup.co.uk">ben@baagroup.co.uk</a> T +44 (0)7932 900166
Treasurer	Philip Dean E <a href="mailto:philipdean@hicks.co.uk">philipdean@hicks.co.uk</a> T +44 (0)1582 463 575
Honorary Secretary	Salman Maqbool E <a href="mailto:salman@adamaccountingservicesltd.com">salman@adamaccountingservicesltd.com</a> T +44 (0)7968 163971
Belonging & Supporting Lead	Julian Daly E <a href="mailto:julian.daly@olimproperty.co.uk">julian.daly@olimproperty.co.uk</a> T +44 (0)7775 657 200
CPD Courses & Conferences Lead	Crystal Boston E <a href="mailto:crystal@delphiniaccounting.co.uk">crystal@delphiniaccounting.co.uk</a> T +44 (0)7712 336428
Education & Training Lead	John Sheehan E <a href="mailto:johnsheehan@tc-group.com">johnsheehan@tc-group.com</a> T +44 (0)1462 687 333
Women's Accounting Group (WAGs) Lead	Lucy Ghawss E <a href="mailto:lucy.ghawss@rayneressex.com">lucy.ghawss@rayneressex.com</a> T +44 (0)1727 833 222
Business Members' Activities Lead	Paul Hingston E <a href="mailto:paulhingston@safestay.com">paulhingston@safestay.com</a>
Retired Members' Lead	Stephen Clarke E <a href="mailto:stephen.clarke2000@btinternet.com">stephen.clarke2000@btinternet.com</a>
Younger Members' Lead	Amy Longden E <a href="mailto:amy.longden@rayeressex.com">amy.longden@rayeressex.com</a>
ICAEW Council Members	Julian Daly E <a href="mailto:julian.daly@OlimProperty.co.uk">julian.daly@OlimProperty.co.uk</a> T +44 (0)7775 657 200  Andrew Mead E <a href="mailto:andrew@andmeconsulting.co.uk">andrew@andmeconsulting.co.uk</a> T +44 (0)7879 638 068  John Sheehan E <a href="mailto:johnsheehan@tc-group.com">johnsheehan@tc-group.com</a> T +44 (0)1462 687 333
BBH Event Co-ordinators	Kate Binks E <a href="mailto:kate.binks@bbhsca.org.uk">kate.binks@bbhsca.org.uk</a>  Nina Randall E <a href="mailto:nina.randall@bbhsca.org.uk">nina.randall@bbhsca.org.uk</a>

## Useful links

BBH homepage  
[bbhsca.org.uk](http://bbhsca.org.uk)

BBH LinkedIn Group  
[www.linkedin.com/groups/4197272/](http://www.linkedin.com/groups/4197272/)

BBH LinkedIn Page  
<https://www.linkedin.com/company/bbhsca/?viewAsMember=true>

## STOP PRESS

THE BBHSCA Mentoring Scheme is expanding to cover students from the University of Bedfordshire. Consequently, we are looking for more mentors. If you are interested or wish to find out more, please contact our Education & Training sub-committee chair, John Sheehan – [johnsheehan@tc-group.com](mailto:johnsheehan@tc-group.com) or Kate Binks – [kate.binks@bbhsca.org.uk](mailto:kate.binks@bbhsca.org.uk).



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