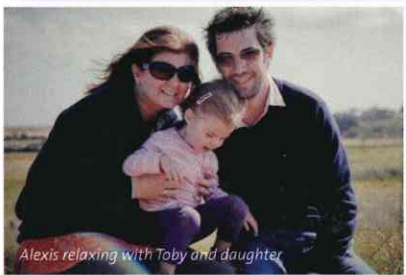




Tina with her offspring on Mother's Day

6am every Thursday morning, and her husband can not always be around at this time due to his own business commitments to see their 2 daughters up and off to primary school. So instead of saying 'I can't go', a childminder comes in as Alison leaves on a Thursday morning, gets the children up, gives them breakfast and takes them to school. The girls think it's great fun and Alison has no need to worry!

Another of my successful lady clients is Alexis Beeching who owns The Red Cow in Chrishall (www.theredcow.com). She and her partner Toby have a pre-school daughter and need to balance childcare with running the business plus managing a major project to renovate an adjoining barn for functions. Alexis's solution is to be mega-organised during



Alexis relaxing with Toby and daughter

the time that her daughter is in childcare, planning all her business tasks in advance. She says that she doesn't waste a minute of it and doesn't let others waste it either! Alexis is very focused, pro-active and achieves an enormous amount in this way.

What is significant in working with Alison and Alexis is that during our business coaching sessions the subject of childcare rarely comes up. They are both extremely loving Mums who spend happy, quality time with their children but can focus on business during allotted business hours because they have prioritised and properly addressed the child-care issue to the complete satisfaction of themselves and their children. They know the business is for their children's future, as I did when mine were growing up, and it therefore makes them ever-more determined to ensure the balance works.

So, the message here for women in business and for the successful Mumpreneur that wins this wonderful opportunity is that their business is not a hobby, it is the key to the future for their families and therefore deserves the proper serious attention, vision and planning that is required to ensure the success of the business, their own personal growth and the financial security of the family".

Tina is an expert at growing and developing businesses often aided by government funding. You can book a complimentary advisory consultation directly with Tina on 077 6666 4564 or tina@coachingdynamics.co.uk

Mwaah Mumpreneur Mentor no 3 is our Legal Eagle - Joyti Henchie

"September is a difficult month for mothers as we prepare for our children to return or start school. We will be sharing a whole host of emotions – relief, guilt, apprehension, anxiety, fear. Those at work worry about how they will juggle kids and work and those at home worry about how and if they can now return to work."

As a mum of 3 school age children and an employer – she is a Partner and Head of Family Law at Attwaters Solicitors based in both Harlow and Loughton – Joyti knows first hand the turmoil that a working mother faces when they have children at school. "You want to be there for your child in the morning, after school at sharing assemblies, school trips, inset days but work commitments may not allow it. Children have the long school holidays that your annual leave may not cover.

What do you then do when your child is ill – can you take time off yourself knowing that this may be frowned upon by your employer – ever conscious of how this may be perceived by your childless colleagues. You feel guilty for not being available to your child but eager at the same time not to hinder your own career progression. If you have no family available you also rely on childcare but with children at a school what is the best option - they are too old for nursery, a nanny is expensive if she is not needed during the school day, what about an au pair, childminder or after school club?

Despite the fact that fathers can request flexible working hours, many feel reluctant to do so (there is still a stigma attached) - invariably the stress falls upon us, the mums!"

As a Family Lawyer, Joyti understands the need to help parents amicably and successfully juggle work and family life; she also works alongside Attwaters' team of expert business and employment lawyers who advise countless local businesses about employers' and employees' legal rights.

"In an attempt to create a more family friendly society, the government continues to introduce Rights for working parents that every Mumpreneur should be aware of. Some of these include:

- **Time off for dependants** All employees are entitled to a reasonable time off work without pay, to deal with an emergency involving a dependant (eg if your child falls ill, is injured or if care arrangements break down



Joyti Henchie, mum, lawyer and Mwaah mentor

- **Flexible working** All employees who are parents of children aged 16 or under can apply to their employer to work more flexibly. So for example the request can include flexi-time, home working, term time working, shift working, self rostering or annualised hours - An employer has a legal duty to consider any request seriously and can only refuse it if there are clear business grounds for doing so
- **Parental leave** Employees who have completed one years service with their employer are entitled to 13 weeks unpaid parental leave for each child born or adopted. This can start as soon as a child is born or placed for adoption (or as soon as the one year is up whichever later) and can be taken any time up to a child's fifth birthday.

So does this help? Stephanie Holmes, 29 is a single mum to 4 year old Grace and has worked at Attwaters for 11 years. After her maternity leave she returned to work on a part-time basis working 3 full days a week. Now that Grace has started school, Stephanie has made a further request for flexible working – spreading her hours over 4 shorter days during term time and reverting to 3 full days in school holidays. This will allow Stephanie to take and collect Grace from school whilst having to find less childcare cover during holidays and we at Attwaters benefit from a valuable, happy and productive colleague".

In short if there is a legal query or challenge that a Mumpreneur faces either in her home or business life, Joyti is uniquely placed to empathise and to nail it!

Joyti is a member of the Law Society Children Panel Accreditation scheme, the Law Society Family Law Panel Accreditation Scheme as well as a specialist in Resolution (child law and advocacy) and a collaborative Lawyer. Contact Joyti on 01279 638 888 or joyti.henchie@attwaters.co.uk

Mwaah Mumpreneur Mentor no 4 is Mwaah's very own Ginger PR Ninja - Dawn Leahey

If you're a regular reader of Mwaah magazine or www.mwaah.co.uk and our social media platforms such as Facebook, then you probably already know something about me, my business partner (and ex hubby) Chris and our approach to marketing – 'cos a lot of our ideas for original branding, design and content can be found right here!

What you may not know is that Mwaah is one of many projects executed by WhaAm! Ltd (www.whaam.co.uk), our own PR and marketing company.

We started WhaAm! Ltd in 2010. Publishing a magazine seemed the quickest way to introduce our brand building specialities to the region and so Mwaah magazine (the name came from daughter Maisie who signs off her texts to us with a mwaah!) was launched – risk taking, copywriting, press releasing, ideas marketing, ad designing, website and social media building all in one fell swoop.

