

Paragon Automotive Ltd



The Future

With involvement from our new owners, Paragon Automotive Ltd and as we have demonstrated, we are an integral part of our community and we believe we can continue to provide ongoing support and involvement to build future prosperity for the local area.



QEK & Our Community

A Decade Of Growth
1995 - 2005

- New Neighbours
 - QEK has been part of the Cherwell District for the over 10 years, during that time we have established strong community ties that has seen our involvement grow with different local initiatives inclusive of charities, local educational institutions and various social activities.
- A Place to Grow
 - If we took a snapshot of the past 10 years we would have seen QEK grow from a local company to a global organisation servicing many of the most prestigious clients in the world. We recognise as an organisation, that our reputation and our ability to serve our clients demands a staff dedicated to excellence. They are the pride of QEK and we value their contribution every day and actively seek their views and opinions. Therefore, we conduct a yearly Employee Survey that has shown QEK to be a fair and honest employer year-on-year.
- Community Pride
 - We wanted to take this opportunity to demonstrate our pride in our organisation, in our people and in our community spirit. The following highlights QEK's commitment to our communities' growth.

A Business Established On Success

- How We Got There
 - Business Growth
 - We have enjoyed year-on-year sustained growth, building upon our client base. In 1995 QEK had 2 clients, today we enjoy a relationship with 11. To grow in this capacity required us to change and expand our service portfolio.
 - Royal Connections
 - An example of one of the services we provide to the Audi Press Office is the management, maintenance and delivery of vehicles to Journalists e.g. Jeremy Clarkson, Top Gear, celebrities and the Royal Household.
 - A Typical Day
 - Our client account team liaises with the customer for vehicle delivery, in turn they work with our technical teams to prepare our vehicles to the highest standards. The vehicle is then delivered by Press trained drivers to hand over the vehicle in the most professional manner. Once the customer has completed their use of the vehicle the driver returns the vehicle to Upper Heyford where it is technically assessed, repaired and brought back to the highest of standards required by the Press office.
- A Centre For Technical Excellence
 - Our enhanced service portfolio demanded that we focus our attention on building an environment for technical excellence. There are 2 components that support such an initiative; the facilities to realise the service and the staff in which to deliver it.
 - We have therefore developed state-of-the-art technical facilities, a Customer Relationship Centre dedicated to managing 250,000 of our client's customers, all supported by bespoke IT technology and processes designed and owned by QEK.
 - We choose the right candidates; our staff are encouraged through skill-based matrices to enhance their abilities and their career opportunities, further building on our requirement for technical excellence.
- Supporting Local Concerns
 - As our business successes grew, QEK found a tremendous opportunity to work with other businesses through the outsourcing of services and the use of suppliers. Today we work with 75 local suppliers contributing £2.7 million worth of business into our community.



Our Community Involvement

- Involved And Invested
 - Bicester Business
 - As QEK has grown, so has our involvement in our community and we take our role as a 'Good Corporate Citizen' very seriously. We are always willing to support local initiatives that will improve the facilities and prosperity within our community; some of those we have contributed to include: Bicester Carnival, Weston on the Green Village Hall, Ardley and Fewcott Gardening Club, Fritwell School Science Week and Banbury Rotary Club.
 - OSCAR
 - QEK also supports various local and national charities; at the end of each month QEK holds a 'Non-Uniform Day' providing employees with the opportunity to wear casual clothes in exchange for a charitable donation which is sent to a different charity each month. We also currently work with 'O.S.C.A.R.', a local charity that provides support to children suffering from brain or spinal tumours and their families.
- Giving Back
 - Civic Appreciation
 - In 2004, QEK was presented with the 'Investors In Education For North Oxfordshire Award' by Oxfordshire County Council for curricular and external work experience in the local area. QEK believes as a major employee in the Cherwell District that it is our responsibility to 'give back' to our community therefore, we are currently working with the following:
 - Cooper School
 - Cooper School in Bicester: providing students in Year 7 with business studies skills through lectures and site tours. We have also provided year-long work placements for 2 troubled students to assist them with business and 'life' skills.
 - Bicester Motorsport College
 - Bicester Motorsport College: providing work experience onsite with our Technicians for 4 students each week as part of their extended curricular activity.
 - Bicester Community College
 - Bicester Community College: providing sponsorship of their annual sports achievement prizes and the 'Sports Team of the Year Award' with the prizes presented by our Management Team.
 - Youth Support
 - Steeple Aston Junior Football Team: annual sponsorship of their football shirts.
 - Local Youth Clubs: giving young people an insight to QEK.
 - Community Awareness
 - To maintain awareness of future developments and community and council issues, our Senior Management regularly attend Bicester Chamber of Commerce meetings and Parish functions.
 - As mentioned before, we take our role of being a good corporate citizen very seriously and we continuously strive to demonstrate our commitment to our community. For instance, we consult with our clients on an ongoing basis and have developed a strategy to reduce our dependency on long-term storage requirements.

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Steeple Aston Junior Football Team: annual sponsorship of their football shirts.

Local Youth Clubs: giving young people an insight to QEK.



It's About Diversity

One of the great things about QEK is that we employ people from all walks of life and of all ages. In one area we have retired policeman, business owners along with those that just want to keep working in their golden years, conversely as young adults become of age, we have entire families working with us as well as students from the local college as part of their work experience.

It is in this environment that we endeavour to influence individuals career choices surrounded by technical expertise and a positive work ethic that is in keeping with our company ethos.

QEK has an established recruiting policy that ensures that we find the right person, with the right skillset for the right role. In fact, our community has brought forth these skillsets with half of our employees residing in the area.

To keep the best requires we continually motivate our employees along a guided career path and we've been so successful, 32% of our staff have been with us for over 5 years. It was also essential for us to develop robust training programmes inclusive of NVQ's, Apprenticeships, Master Technicians and Certification in Executive Development to Appraisal Skills, Presentation Skills and Coaching.

Our success in this area was recognised in 2003, were awarded 'Best practise in staff development' and 'Developing people' by Bicester Business Awards.

With half of our staff living in our community, making a significant contribution to Cherwell District's revenue through local spending power.

It's All About People



Recruiting The Best

Recruitment

Investing in People

Local Success

Contributing To Our Community