



The Insurance  
Institute of  
Leeds

Chartered Insurance Institute

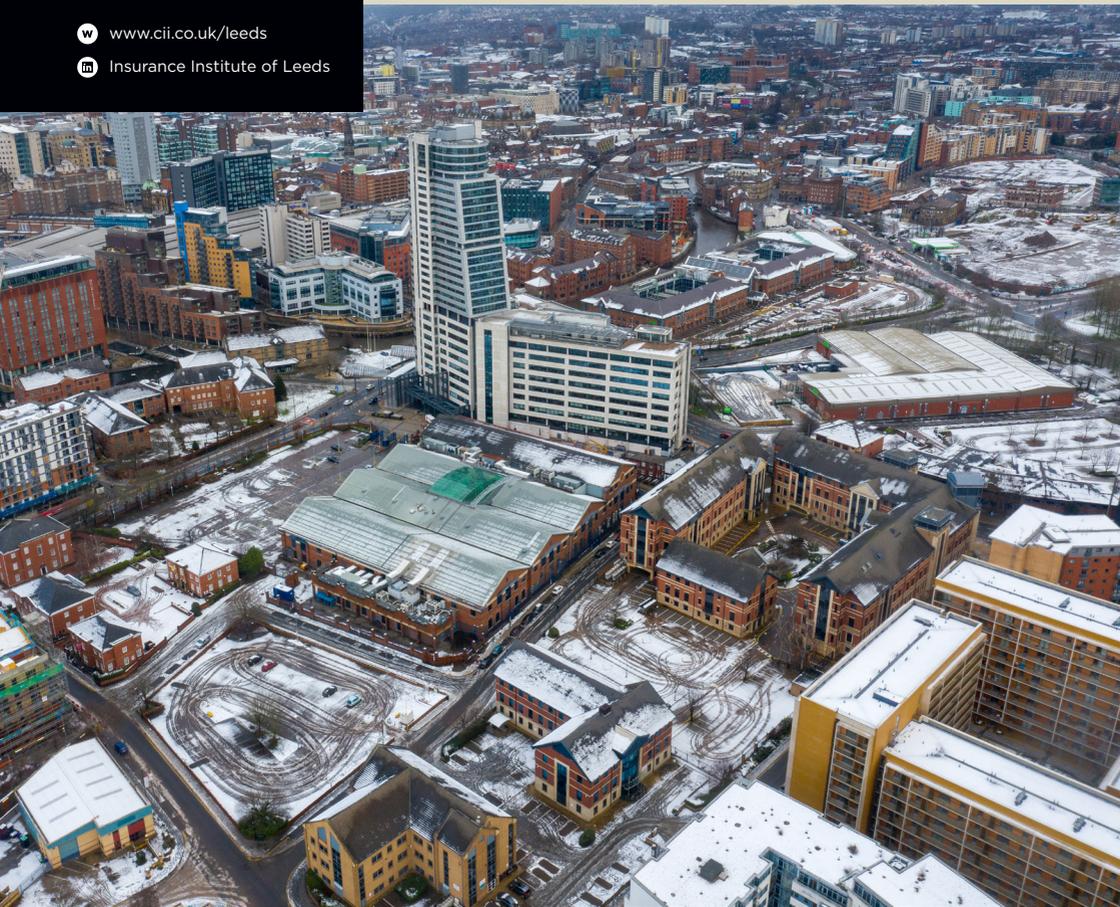
# CoverNotes

WINTER 2025

Your guide to local career  
development

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 Insurance Institute of Leeds



# A day at the races

On Friday 19th September the Insurance Institute of Leeds collaborated with the BIBA Yorkshire & Northern Committee to hold an event to bring together insurance and finance professionals in the region.

By joining forces, the two organisations were able to combine their strengths and networks to create an inclusive event that reached a wider audience across the Yorkshire insurance community. The collaboration ensured that members from both professional bodies could connect, share experiences, and build relationships in a fresh and engaging way - while also showcasing the value of partnership within the industry.

Emma Vernon and Holly Copsey, part of the Presidential Team for the Insurance Institute of Leeds, worked together with Sara Price, Regional Membership Manager, Sarah Chadburn, BIBA Yorkshire & Northern Region Committee Chair, and Samantha Canning, BIBA Yorkshire & Northern Region Committee Deputy Chair, to develop a theme.

"A Day at the Races" was the winning idea - where guests could take the opportunity to enjoy virtual horse races, dress to impress and network - without having to negotiate the temperamental autumnal weather.

179 guests enjoyed the surroundings of the Royal Armouries where they walked the grassed paddock to the drinks reception, before enjoying the beautiful flower wall and photo booth, complete with horse-themed props, whilst listening to the DJ and Sax set by Jonny Ross Music. Before a three-course lunch, guests heard from Emma and Sarah, followed by a talk from the day's chosen charity, Cash For Kids.

Cash For Kids is a local Leeds charity who support children and young people affected by poverty, abuse, neglect, life-limiting illness and those who have additional needs. Kayleigh Beecroft from the charity shared how the money raised on the day would make a real difference to young lives in the region.



After lunch it was down to the serious business of the day... the racing! The compere gave each guest £600 of fun money to bet on the six races and the tote was opened. A couple of hours later, with some guests getting more invested than others, prizes were awarded for the most money won, with the top prize "winning" £85,000!

A raffle brought the formal proceedings to a close, with prizes including a signed Leeds United football, a Marks & Spencer voucher, and bottles of champagne being won. An incredible £5,000 was raised for the charity before guests danced the rest of the day away to more sounds from the DJ and Sax player.

Thank you to everyone who attended, especially our sponsors Premium Credit, Bell & Co. Recruitment, One Call, and Ecclesiastical. The team are already busy planning for 2026!

**SARA PRICE**  
CII Regional Membership Manager

# A notable market softening or a temporary change?

As is common knowledge, between 2019 and 2023, the rising number of claims, catastrophic weather events, inflation, supply chain issues, the 'cladding crisis' and dramatic global events (to name but a few factors) led to a significant hardening in the insurance market generally.

A recent AON report suggests that the first two quarters of 2025 have displayed a notable softening in the market, offering increasingly favourable conditions for buyers, with a general reduction in pricing in the UK insurance market between 10% and 20% over Q2.

This, following the similar softening trend throughout 2024, in theory at least, offers increased opportunities for insurers and insureds alike, with the latter able to better negotiate their policies (and gain additional benefits such as expanded coverage), and for the former as they seek to explore new lines of business (and/or the possibility of reinstating coverage lines that have been withdrawn in recent years).

A trend certainly seems to be emerging, but in these uncertain times, we will be watching closely to see if it continues.

## The AON Report

The AON report suggests that further softening of the market over Q2 2025 is largely attributed to increased insurer competition and new capital entering the system faster than it is absorbed by losses, resulting in increased underwriting flexibility and reduced premiums.

Some notable observations which may interest our clients:

## Property Insurance

The property market remains competitive, with average prices down between 15% and 20%. Increases in layers or limits are being negotiated at incredibly competitive rates and requests for expanded cover are being responded to positively.

The area in which insurers are exercising particular caution is naturally catastrophe risks, due to the increasing unpredictability in weather patterns. There is a shift from relying on historical data as a predictor of future loss to instead modelling the impact of climate risks.

It will also be interesting to see how matters such as the recent suggestion that government needs to plan to improve housing stock to accommodate an average two degrees temperature rise will be acted on and how this in turn will impact this area.

## Professional indemnity insurance

The professional indemnity market – which has felt the general hardening of recent years as much as others – has encouragingly also seen a softening in Q2, with rates reducing between 10% to 15% for major multinationals and from 10% to 25% for corporate / mid-market.

There has been an increase in competition amongst insurers, resulting in a continued expansion of breadth of coverage and fewer exclusions for insureds.

These conditions are due to continue for the remainder of 2025. For those involved in the construction space, however, caution should continue to be given to the developing law arising out of the Building Safety Act 2022 and extended limitation periods: it seems to us not beyond conceivability for a more fluctuating approach in this space. Time will tell.

## Cyber insurance market

Despite the prevalence of cyber incidents in the media, the cyber insurance market remains soft. The area remains a significantly underinsured area, with the everchanging nature of technology and AI providing uncertainty within the area.

Insurers seem to continue to offer competitive rates and broad coverage, especially for insureds with strong cyber hygiene and risk management protocols.

Our expectation is that this area will be one to watch with interest as business continue to adapt to ever changing demands. We have no doubt that many businesses will therefore want to proactively explore their options as the cyber market and threat of cyber attacks continues to coterminously evolve. For those interested in this area, Weightmans' specialist cyber business - CyXcel – stands ready to assist.

## Construction insurance

For traditional standard construction, rates appear to be continuing to decrease. However, for firms involved in more complex engineering projects, underwriters are being more cautious and pricing remains flat.

Looking ahead to the rest of 2025, an increase in capacity into the market could result in more competitive conditions. This will not, however, detract from the importance of robust risk management when determining the right level of coverage needed.

The impact of supply chain inflation of recent years remains an ever present factor, and again this appears to us an area where those involved in this space should keep a cautious eye on.

## What does the future hold?

Currently there appears to be general optimism in the market that the softening trend we have seen will continue over the next 12-24 months.

If this is so, then insurers will presumably be incentivised to be proactive and adjust their offerings to these market conditions. However, as we saw in the early 2010s, changing geopolitical and economic factors can disrupt matters very quickly.

From our discussions with insurers, we anticipate yet more focus to the already dominating issue of the onward use of technology and, in particular, AI. Along with the expected automation of as many manual tasks as possible, through the use of AI, it will also be interesting to see how technology (and in particular AI) begins to shape the way in which prediction models work to adapt to – it seems – ever more varying global factors which can impact the market.

We would be interested to hear whether insurers are already starting to see evidence of this in their pricing practices and whether they feel this will allow them to better control the trajectory of market conditions moving forwards, or simply allow them to act more swiftly to them.

Another area we will be keeping an eye on is whether the increased presence of MGAs in recent years continues. MGAs of course have the benefit of being able to react to and better hedge the risks of diverse and changing market trends. Whilst their increased presence has been credited by some to the harder market seen in recent years, what seems to us yet to be seen is whether their increased presence has caused and/or contributed to the recent softening, or indeed whether their continued growth has provided some additional comfort to allow such softening to continue, despite the ostensibly continued global instability, at least in certain areas. Again, this remains an area of interest which we will be following closely.

# Electric cars - what's the verdict?

It is now two and a half years since I raided the pension pot and invested in an electric car (an MG EV4 since you ask). I had been thinking about it for quite a long time - too long probably - and this is now a good time to assess the benefits and downsides for any of you still pondering.

Now that I am fully retired, the decision to go electric was entirely mine. Many of you will have had an EV or a hybrid thrust upon you by your employer, whether you wanted it or not. Others will have had an opportunity to obtain one via your employers. In either case the considerations may have been different to mine as an entirely private user.

My main motivation in going down this route was a genuine desire to do something for the **climate and environment**, although clearly the finances would also have to stack up. So let's look first at the relative costs to the private individual of running a moderate sized electric hatchback.

The initial **purchase price** in April 2023 was perhaps 15% more than for an equivalent petrol model. My timing here might not have been the best as both before and afterwards, there were **government incentives**, which I missed out on.

That said, the current ones look very complex and I doubt whether I personally would have benefitted from whatever may be on offer. Some detailed scrutiny is definitely needed for anyone relying on a subsidy as a factor in the decision.

Conversely, the **running costs** have been way down, especially in the first 12 months when petrol and diesel costs were sky high. In the 4 month period from May to August 2025, my total household electricity bill, including car charging was £26 (yes, twenty-six pounds!) This was subsidised by solar panels, but even without them I calculate my average 700 miles per month in the EV4 to cost no more than £20, courtesy of Octopus Energy (other cheap overnight tariffs are available).

I was warned that there is a sharp difference in economy between summer and winter, but even so, it was more than I expected. A full

summer battery charge can get me almost 300 miles in summer but little more than half that on short journeys in winter. Nevertheless, the maths will confirm that driving an EV is way cheaper than the most economical car running on conventional fuels.

Other **maintenance** and running costs are well down as there is little to maintain or to go wrong.

Many potential buyers are put off by a perceived shortage of **charge points**. This was certainly a concern in the past, but not in my experience. With a **range** of up to 300 miles and a charge point at home, the need to recharge on the road is rare and if planned correctly can be combined with say, a timely lunch stop. This of course, is easy for me to say as business use is not a factor. However, my business travelling friends tell me that the networks are so much improved that it rarely causes a problem.

For the frequent business user a hybrid might be worth considering.

All EVs are automatic and as such they are **easy and a pleasure to drive**, especially for learners who might never need to wrestle with a clutch and gearstick. Acceleration, even on the smallest of EVs can take some by surprise, but it is a useful feature when overtaking.

So much for individual users, but what are the **insurance implications** of the transfer to EVs?

Premiums are higher than for equivalent ICE vehicles due to cost and availability of both parts and trained labour - 10-20% in my personal experience. There has also been concern about the fire risk and the aforementioned acceleration speed, which can take both drivers and third parties unawares. It has to be remembered though, that all motor vehicles can be lethal weapons when in the wrong hands or used in the wrong way.

As always time, experience and familiarity are gradually lessening the effects of these initial problems. As with most things in life, a seemingly inevitable trend is away from paper and, in my case, onto a 350 page **online manual**, in which I have trouble finding the necessary page, much less resolving the problem.

The ultimate question then, and one I am frequently asked is - would you go back to petrol/diesel. My answer - an unequivocal no - despite the online manual!

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**BERNARD THORNTON**  
Insurance Institute of Leeds



# Leading from the shadows - a powerful leadership seminar

October saw a full house in attendance for an event delivered by Rich Hunwicks, a former elite sports performance director and coach who is now providing high quality leadership and executive development training with leading business organisations.



Entitled "Leadership - Care Can Be the Difference", Rich took the audience through an applied insight into the 'secret sauce' of the best teams, leaders & team-mates in elite sport & business. In doing so Rich provided detailed strategies on how to accelerate personal growth & well-being whilst maximising influence in all aspects of life.

This included the simple but effective One Day Contract - taking very small steps forward to achieve sizeable goals.

The level of interest in the seminar was such that former Leeds United and England footballer Tony Dorigo attended to hear Rich's presentation. Tony himself delivered a memorable seminar to our members earlier in the year on the subject of Resilience.

On the delivery of his seminar Rich commented:

**"I am passionate about developing people and developing leadership skills for those people. Being able to create and adapt your own leadership style is so important in life and in business, bringing your team with you and not just telling them where to go."**

**"I am hugely grateful to the Insurance Institute for engaging in my services. What an organisation, where care really is making a difference."**



Feedback for Rich's seminar was positive in the extreme. Chris Lockwood of Ansvr Insurance commented:

**"Wow just Wow - I consider myself as a positive and caring person BUT this took me to another level. The simplicity, passion and care that Rich put into his presentation was inspiring - Thank You."**

Rich will be returning to work with the us for the benefits of local IIL / PFS members in January 2026 when he will deliver his **"Leading Leaders Development and Personal Growth Programme."**

Keep your eyes peeled for details which will be issued shortly.



**DAVID ROSS**  
Insurance Institute of Leeds

## CNA Multinational Training 18th October 2025

Hosted in the Aon Leeds office, CNA's multinational practice provided an in-depth training session into the basics of a multinational programme and how to set these up.

They also explained the terminology that's often

used when discussing multinational insurance, what information is required from an underwriting perspective and how claims are dealt with. The session was a brilliant insight into what some consider the 'dark art of insurance' and was fully booked with 25 attendees.



## EIP Annual Rounders Social 6th August 2025



Held at Leeds Corinthian Rugby Club, we decided to do this event again following its success last year. We had 45 attendees which was a fantastic turnout and it was a great opportunity for some networking and of course - friendly competition!

**EMILY MAIL**  
AON

## H&S Workshop Round Up

On the 11th November the Insurance Institute of Leeds held a half-day workshop on the topic of health & safety.

The format was a step-by-step guide in how to deal with a serious incident, from the first call from a client, through to the powers of the police & the HSE. We were joined by Emma Bowens, a specialist in safety, health and environmental law at Gunnercooke with over 25 years' experience in legal practice. This experience

certainly shone through when Emma explained legal privilege, which led to some thought-provoking discussion.

The event was incredibly popular, with all 40 spots filled. It was also excellent to be joined by a variety of attendees from the industry: insurers, brokers and claims colleagues to name a few. Feedback was extremely positive, and the Institute are making plans for some similar format events in 2026.



The £5 per person donation to attend has also raised over £200 for our chosen charity, Leeds South & East Foodbank. Thank you to everyone who came.

**EMMA VERNON**  
Marsh

# Public Speaking and Presentation Skills Making the difficult easy

When a number of our members asked the Education Team to arrange some training on Presentation Skills and Public Speaking we were only too happy to oblige.



Not surprisingly there was fulsome praise afterwards for Rob and the overall event.

Phoebe Webb, Business Development Manager for the North East with Pen Underwriting commented:

**"Rob did an excellent job. He created a relaxed environment where everyone felt able to put themselves into a position that would otherwise have been uncomfortable. This was a great course and exactly what I needed."**

As an added feature of the event, Rob donated 100% of his fee for running the event to the local charity Henshaws for whom he is a patron. A great example of a person being true to their own values.

We intend to invite Rob to host another workshop for our members in 2026. Watch out for details when they are issued.

The result was a half day in-person workshop conducted by Rob Northfield, a local entrepreneur, inspirational speaker and charity fund raiser who for decades has run highly successful executive development and training courses.

This highly interactive event delivered practical guidance and techniques from Rob that enabled attendees to improve and master their presentation skills in a clear, confident and professional

manner, meaning that when put into operation they will leave a lasting and positive impression on the target audience.

By the end of the workshop attendees who had never before been able or confident to address a room full of people were able to do exactly that, delivering their own 3 minute presentation to the other delegates. A remarkable result and transformation.

**DAVID ROSS**  
Insurance Institute of Leeds

# Leeds CII 5-a-side Football Tournament: 2025 Report

The insurance community of Leeds came together in spectacular fashion at Goals Leeds for the annual Leeds CII 5-a-side Football Tournament. With teams representing firms from across the sector, the event delivered a day of fierce competition, camaraderie, and sporting excellence.

## Division Standings: Group Stage Drama

### Division 1

**Top Team:** Romero (10 points, unbeaten, 0 goals conceded)

**Other Teams:** CC Insurance, Attis, McCarron Coates

TEAM NAME	P	W	D	L	GF	GA	GD	POINTS
Romero	4	3	1	0	6	0	6	10
CC Insurance	4	1	3	0	7	3	4	6
DRP-A	4	1	2	1	10	5	5	5
Attis	4	1	0	3	7	12	-5	3
McCarron Coates	4	0	2	2	4	7	-3	2

Romero's defensive prowess was unmatched, finishing with three wins, one draw, and not a single goal conceded. CC Insurance and DRP-A followed closely, while Attis and McCarron Coates rounded out the division.

### Division 2

**Top Team:** Brown & Brown (12 points, perfect record)

**Other Teams:** W Denis, DRP-B, Edison Ives, PKF

TEAM NAME	P	W	D	L	GF	GA	GD	POINTS
Brown & Brown	4	4	0	0	13	1	12	12
W Denis	4	3	0	1	17	7	10	9
DRP-B	4	2	0	2	5	6	-1	6
Edison Ives	4	1	0	3	4	16	-12	3
PKF	4	0	0	4	1	10	-9	0

Brown & Brown were the team to beat, winning all four matches, scoring 13 and conceding just one. W Denis and DRP-B also impressed, setting the stage for a competitive knockout phase.

### Division 3

**Top Team:** AJG Sales Team (10 points, unbeaten)

**Other Teams:** Aon, PenIB, Allianz, Aviva

TEAM NAME	P	W	D	L	GF	GA	GD	POINTS
AJG Sales Team	4	3	1	0	8	3	5	10
Aon	4	1	3	0	6	5	1	6
PenIB	4	1	1	2	6	6	0	5
Allianz	4	1	1	2	5	7	-2	4
Aviva	4	0	1	3	4	10	-6	1

AJG Sales Team topped the group with three wins and a draw, closely followed by Aon and PenIB. The division was tightly contested, with every match counting.

## Knockout Stage: The Road to the Leeds CII Cup

The top teams advanced to the knockout rounds, where the stakes - and the excitement - rose even higher.

### Quarter Finals

Romero 1-3 DRP-B  
CC Insurance 0-1 W Denis  
AJG Sales Team 2-1 Aon  
Brown & Brown 1-2 DRP-A

### Semi Finals

DRP-B 4-0 W Denis  
DRP-A 3-1 AJG Sales Team

### Final

DRP-B 3-1 DRP-A

DRP-B emerged as the 2025 Leeds CII Cup champions, defeating their colleagues DRP-A in a decisive final after a commanding run through the knockout rounds.

## Tournament Highlights

**Romero's Defence:** Romero's Division 1 campaign was marked by a rock-solid defence, conceding just 0 goals in the group stage.

**Brown & Brown's Attack:** Brown & Brown scored 13 goals in Division 2, the highest tally in any division.

**DRP-B's Knockout Run:** DRP-B overcame Romero in the quarter-finals and maintained momentum to win the Cup.

**AJG Sales Team:** Topped Division 3 and reached the semi-finals, showing consistency throughout.

## A Day to Remember

The Leeds CII tournament was a resounding success, with high-quality football, excellent organisation, and strong participation from the insurance community. The knockout rounds were fiercely contested, with DRP-B ultimately lifting the trophy after a thrilling final.



Congratulations to all the teams who took part, and especially to DRP-B for lifting the Leeds CII Cup after a thrilling final. The energy, teamwork, and sportsmanship on display were second to none.



A huge thank you to everyone who played, cheered, and helped make the tournament such a resounding success. Already looking forward to next year!

## JAMES RAMIREZ

Hiscox

# Education Review 2025 and forward to 2026



**The past 12 months have seen the Education Team at The Insurance Institute of Leeds deliver a full and varied programme of events which have benefitted both general insurance practitioners and PFS members like.**

These have consisted of both technical subjects and soft skills learning, delivered via a combination of webinars online and at in-person face to face events.

Some events have been run by the Leeds Team in isolation while others have been run in collaboration with our local committee at Harrogate or with colleagues from other regional Local Institutes at York and Sheffield.

As we go forward into 2026 our plans for the year are already taking shape.

The schedule of events is put together by utilising suggestions from you our members about what you feel would be of benefit to you in helping to develop your professional journey.

Technical content will again feature prominently across both financial services topics and subject matter which is relevant to both commercial and personal lines insurances. We will once again be running a variety of Leadership Programmes and events, as well as providing a sharper focus on exam support for students who are seeking to progress with their professional qualifications.

Compliance is a feature of our profession which is ever-changing and evolving and it is our intention to ensure that relevant compliance issues are incorporated into our programme.

Already confirmed for February 2026 is the intriguingly titled "The Most Dangerous Job in Insurance?" which is an in-person event delivered by Gareth Timmins who is a former Royal Marines Commando, Private Security Consultant, Emerging Behavioural / Cognitive Scientist and Best-Selling Author of "Becoming The 0.1% - How to Build an Elite Mindset".

This must-see seminar will give an insight into a real-life episode of the high-risk recovery of a marine vessel after it had been hi-jacked by Somali pirates. So much more than an insurance seminar, it also explores the areas of split- second life and death decision making under extreme pressure and leadership in critical situations.

**DAVID ROSS**  
Insurance Institute of Leeds

# Insurance Institute of Leeds Annual Dinner Friday 6th February 2026

We are delighted to announce that our Annual Dinner returns on 6th February 2026 within the spectacular but relaxed atmosphere of the New Dock Hall at The Royal Armouries, Leeds.

After another successful event in early 2025 we are expecting a bumper attendance. We do hope you will be able to join us and to bring with you as many friends, colleagues and clients as possible!

A fun evening is guaranteed with all the usual entertainment. Back by popular demand... casino tables and Func on the Rocks live band!



The reception will commence at 6.30pm with dinner served at 7.15pm. We will be raising funds for our chosen charity, Leeds South & East Foodbank.

The dress code will be black tie or evening /cocktail wear. Formalities will be kept to a minimum to allow more time for social networking after the dinner itself.

Various sponsor opportunities available, please contact [leedsiidinner@outlook.com](mailto:leedsiidinner@outlook.com) for more information.

**ALISON DES-ROSIERS**  
Dinner Secretary for Insurance Institute of Leeds



Tables of 10 can be booked for £750. Alternatively, feel free to book smaller parties or individual places at £75 per head. It will assist us with the planning if bookings can be made as early as possible.

More information can be found at [www.localinstitutes.cii.co.uk/leeds/home](http://www.localinstitutes.cii.co.uk/leeds/home)

We look forward to seeing you all at the dinner!





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