

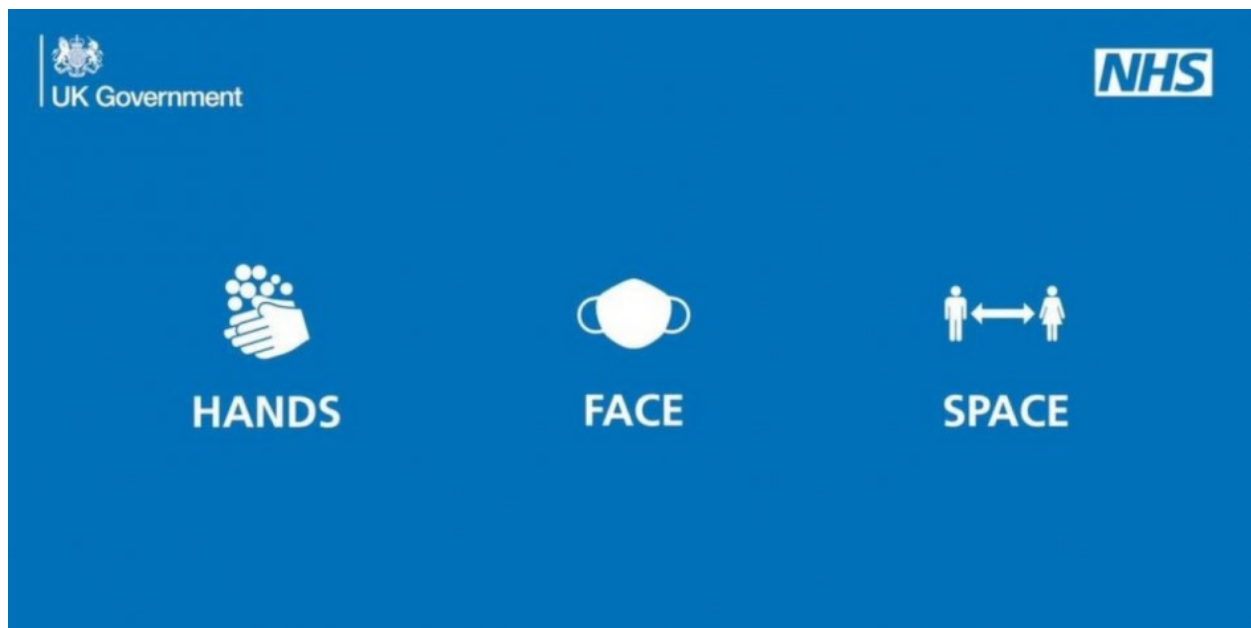
# The Constructor

The Journal of the Worshipful Company of Constructors

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This year has been a challenge for many of us, and the City Livery Companies are by no means an exception. The Covid-19 guidance has resulted in a significant curtailment of what would normally have been a very varied and interesting programme of both formal and informal events, and a steep learning curve for all on the modern technology of virtual meetings. Whilst such meetings enable the business of the Company to continue despite the strictures of “Lock-down” they lack the social interaction that is an essential part of face to face meetings, which is, in the long-term, vital for the success of a Livery Company. As such, the Company looks forward to a more normal time when our functions and events can take place, although there is no doubt that many of the long-held traditions will be either modified, or perhaps cancelled, as a result of the pandemic.



*We Constructors, like all other members of the community, need to have regard to ways that we can work together to limit the spread of the coronavirus and remember that it is the little things done together that provide benefit for all - so we must remember to wash our hands, wear a face covering and comply with social distancing requirements at all times. It is only by so doing that we will be able to return to our normal ways and enjoy the social events that are part of being a member of the Worshipful Company of Constructors.*

However, out of adversity can come good. The Worshipful Company of Constructors’ Charitable Trust recognised that many deserving causes were responding to the challenges of Covid-19, and by establishing a Covid-19 Fund, which sought to provide financial support to deserving causes specifically related to the pandemic, the Company is supporting the City and the wider UK to respond to the challenges that accompany this extraordinary situation. Our Almoner has also been actively engaging with some of our needier members as well as those over 70 years of age. Whilst we cannot ignore the impact of Covid-19 this Journal seeks to look at the way the Company has operated during the pandemic, and what it has meant to a number of our officers and members.

# The Journal of the Worshipful Company of Constructors

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The Worshipful Company of Constructors is a modern City of London Livery Company for professionals working in, and in support of, the Construction Industry. Members of the Company are drawn from all sectors of the industry, including architects, surveyors, engineers, builders, legal professionals, developers, clients, building owners and accountants.

There are various grades of Membership. Most new members join as Freemen, in the process of making certain commitments, or Obligations to the Company. Freemen are entitled to apply to the City Chamberlain to become a Freeman of the City of London. That achieved, and after a period of satisfactory service with the Company, a Freeman can apply to become a full Liveryman, which entitles him or her to vote in City elections and attend certain events, like the United Guilds Service at St Paul's Cathedral.

Other grades of membership include Yeomen – most of whom have been scholars or prize winners; Apprentices, bound to a Liveryman or member of the Court for a prescribed period of indenture, and inrolled at Guildhall; Companions, the widows or widowers of a member of the Court or a Liveryman. The Company also has several International Constructors.

There are charges for entering into the Freedom and Livery of the Company as well as an annual quarterage (subscription) charge. Members are also expected to contribute to the Company's Charitable Trust.

Fellowship is a key aspect of the Company's activities. Each year there are three formal dinners and a programme of informal smaller events or activities. These provide an excellent opportunity to meet and entertain friends, colleagues, clients and family members in either one of the City's splendid livery halls or other suitable venues.

Those wishing to know more about the Company should view the Company website ([constructorscompany.org.uk](http://constructorscompany.org.uk)) or contact the Clerk.

([constructorsclerk@constructorscompany.co.uk](mailto:constructorsclerk@constructorscompany.co.uk))

# The Constructor

## Autumn 2020

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*The Master 2020-21,  
Arthur Seymour*

This Edition of the Journal records a drastically curtailed year of events due to the Corona virus pandemic and the effects of Lockdown and social distancing, which have been felt since the end of March 2020. As such, it is somewhat thinner than previous editions even though we, as a Company, have continued to operate successfully during the year, with all our standard Court and Committee meetings held virtually over the internet. Hopefully we will be able to return to our normal arrangements in time for next year's edition of the Journal.



## EDITORIAL

This year has been a challenge to us all, and much of our Company business has been virtual. Our members have therefore had to adapt to modern technology - quite difficult for some.

The lockdown arrangements have also had a massive impact on the Master, who had planned a much more interactive year.

The arrangements for the incoming Master's year may also be similarly blighted by government regulations designed to limit the spread of Coronavirus.

However, despite the effects of Lock-down this year's Journal is intended to give all our members, and the wider Livery audience, a snapshot of what we, as a livery company, have

been doing over the year; how we have embraced new technology to move into a virtual world, and how we are thinking about preparing ourselves for the future beyond Covid-19.

As the editor of the journal this has all caused me some real challenges and it has been impossible to put together a Journal that doesn't reflect the exigencies of lockdown, because we cannot ignore what is perhaps the most drastic event in all of our lives, be we young, or not so young.

Lockdown has to some extent also resulted in us not being able to include the normal photographs.

*Roger Lilley - Editor*

## A Message from the Master

### The newly elected Master, Arthur Seymour gives his thoughts on the year ahead

Dear Fellow Constructors,



It is with great pride and humility that I don the Master's Badge and Gown.

I follow an illustrious line of Masters and extend my gratitude to them all, especially the last two who sorted out the finances of the company in a professional and effective manner.

The coming year is not as everyone expected, as indeed the second half of last year was not. Our IPM demonstrated what can be done under these difficult circumstances and I am very pleased to see that he intends to 'go around again' in 2028-9, the first Master Constructor to do so.

We have plans for the coming year which may or may not be fulfilled. We hope and plan for the best but are prepared for the worst.

Our industry has been, and will continue to be, sorely affected by the present pandemic.

As a company I am resolved that we focus our efforts on the welfare of our members and of the Industry at large. Our Charitable Trust has set aside a fund to support Covid-19 related charitable endeavours both within and without the company and I urge all members to make contact if they feel we can help in any way.

In anticipation of the restrictions easing soon we have arranged an Installation Dinner in February, a Livery Dinner in April and the Sir Christopher Wren Banquet in June. I also hope to have a Master's weekend in Tunbridge Wells in May, a Charity Dinner at the Reform Club in September and possibly a Charity Bike Ride to Amsterdam in September as well. We shall also continue our social gatherings where and when allowed.

My sincere best wishes to you all and I look forward to seeing you all in person, eventually.

Stay safe.

*Arthur Seymour  
Master Constructor*

# The Master's Year

## Reflections on a 'Year to Remember' from the Immediate Past Master

Dear Fellow Constructors



As my Master's year comes to a close and I hand over to the Master Elect, I can look back at this unprecedented year. It has been a year in two parts: October to February were life as normal; March to September have been anything but normal.

Life as normal for the Company ended with the last physical Court and Livery and Awards Dinner on 12 February and the Senior Members' Lunch on 13 February 2020. By then I had attended 43 dinners, lunches, concerts, lectures and other events. I was delighted that the Mistress, Barbara, was able to hold her event at Middle Temple on 4 March, raising money for my chosen charity REDR. On 9 March 2020 I and the Master Elect attended the Modern Livery Companies' Spring Dinner at Vintners' Hall, since when everything has become virtual. As I write this, there is still a hope that a final informal lunch - in tables of six without mingling - will take place on 5 October so that I can squeeze in one last physical event before the end of my year but the storm clouds are gathering.

Like all of you I have had to adapt to a new world of lockdown, social distancing, masks, quarantine, testing and tracing. In all of this, thanks to the versatility of the Gallant Clerk, the Company has continued to perform almost as normal, with Zoom or Teams being the means of communication. This has meant that committee meetings have continued as have court meetings but the three Master's weekends all had to be cancelled: Singapore, Durham and Mimizan, as did the Court lunches and the Sir Christopher Wren Banquet. All these and other informal events, which are an important part of Company life have, for the time being, disappeared.

We have been fortunate to have Gary Jackson, new JCA Stewart Owen and Craig Harding who have made sure that members of the Company have been able to meet on Thursday evenings by Zoom. The VINE event organised by Gary and hosted by Stewart has now seen a large proportion of the active Company taking part, together with people who are interested in joining the Company. We have also, thanks to Craig, had an interesting series of lectures by distinguished speakers (present company excepted). We started with rebuilding London after the Great Fire of 1666 by Stephen Cornish, now a Freeman, I spoke about Construction Contracts for the 21st Century, Kevin Hydes spoke about Net Zero Carbon Buildings, Caroline Gumble spoke about Mental Health in Construction, Deborah Pullen spoke about Innovation in Construction and Femi Santos spoke about the workings of an architect's mind. These were excellently presented and well received and are available to be listened to at your leisure. Deborah, Kevin and I would have presented our talks to an expectant audience in the British High Commission on my Master's Weekend in Singapore in April.

Some of you might have seen, that as I become the Immediate Past Master, I shall move back to the bottom of the ladder and currently intend to seek election, God willing, to reappear in 2028/2029 by which time we all hope that Covid - and Brexit - are long gone and the country and the people have returned to good health.

It only remains for me to thank everyone for the support they have given me during the year. Nothing would have been possible without the tireless work of the Gallant Clerk and the hard work of the Wardens and Committees. I am very grateful to them all.

With my congratulations to the Master Elect for the coming year and my best wishes to you all,

*Sir Vivian Ramsey - Immediate Past Master*

### Members' News

Members of the Company will no doubt be delighted to learn that two of our members have been elected Master of another livery company.

Past Master Christine Rigden was installed as Master Mason on 16 June 2020

Liveryman Bill Scott was installed as Master Cooper on 15 June 2020

We send them each our warmest congratulations and hope that their year as Master will not be totally destroyed by the rigours of Covid-19.

## The Mistress gives her recollection of a “(half) Year to Remember”



My year as Consort to the Master started as it will end in the beautiful church of St Lawrence Jewry with David Parrott's address, always so appropriate and well thought out. Last year it was followed, as always, by his amusing grace, specially composed for the occasion, before the sumptuous dinner in the glories of Grocers' Hall. How extraordinary that I should walk into the church as the Senior Warden's "Good Woman" (to quote the photographer) and emerge less than an hour later as the Mistress of the man I married 45 years ago, with the added reward of a medal for me to wear for the rest of the year at Livery events, of which many lay ahead.

My first event was a dinner at Innholders' Hall given by the Master and Wardens to thank Roger Lilley for all that he had done and continues to do for the Company. The second was one of the informal lunches he organises at Ironmongers' Hall.

My predecessors – and hopefully my successors, if this pandemic eases – will all know that a year as Mistress of a City Livery Company can lead to an ever expanding waistline, such is the frequency of invitations to dinners, lunches and afternoon teas but, of course, our year of festivities changed radically in mid March. However there were still around 30 events which I attended including some of the City Consort tours, lunches and lectures and I know that, as the incoming Mistress, Tina will continue to enjoy these as and when they resume.

As someone who loves history, music and singing, I have felt tremendously privileged to be allowed to visit so many of our Livery halls and to take part in so many services in our beautiful city churches – from the poignancy of the Remembrance Day Service outside St Paul's on November 11th, through the joyful Thanksgiving Service later that day for the outgoing Lord Mayor at Saint Stephen's Walbrook and then on to the extraordinary combination of exuberance and pageantry at the Lord Mayor's show. There was the wonderful service and concert on the feast of Saint Cecilia in Westminster Abbey, followed by lunch in Lambeth Palace and then an interesting concert in Mercers' Hall. All the varied and entertaining musical interludes after dinners in Mansion House and numerous Livery halls in those early few months were a feast for the ears and eyes as well as for the imagination as I soaked up the many historical and topical facts which were "served up" in the speeches and introductions. Would that I were younger to be able to assimilate and remember all that I have learned about the City – from a lecture about Thomas Cromwell to a tour of the Tower and a fascinating lecture on the poisons of Agatha Christie in the Apothecaries' Hall. There was another equally riveting talk on the history of the City with all its quirky traditions, some of which I have attended for the first time, including the election of the Lord Mayor, the Silent Ceremony, the Ceremony of the Keys and the Inter-Livery pancake race.

Equally, it has been a joy to feel like a student again or to be a tourist in my own capital city being informed about the very skilled crafts of basket making, turning, assaying gold and working pewter, as well as learning a great deal about the Temple Church and the Middle Temple when I was hostess to other Consorts for afternoon tea in the Parliament Room. Our guide Ian Mayes QC was both very informative and extremely witty.

Dinners in the Mansion House are always a wonderful experience with the stunning décor and the fascinating pageantry of the guards and pikemen in their traditional uniforms. Surely, though, one of the outstanding memories of this year is that of the current Lord Mayor and Lady Mayoress leading a conga of excited young ones (two of our grandchildren among them) on a grand tour of the Mansion House, starting from a much changed and almost unrecognisable Egyptian Hall, through some of the state rooms and the kitchens and back again. I wished I had been the grandchild at the Christmas Children's Party and not the grandmother, so as to be allowed to join in!

Although I have been able to attend only half a year's worth of events, this has nevertheless been a memorable year and I still hope to have the opportunity to come to know more of you better, as I would have done had the Masters planned three weekends not been cancelled. I should like to thank our hard working Clerk for keeping me informed of where I was expected to be and for dealing with all the many invitations, then unfortunately the cancellations. My thanks also to my predecessor, Jessica Parrett, for her advice on my rôle and to the other Past Mistresses and the Wardens' spouses for their support. I am sorry that I was able to entertain them only once for lunch at our house. Finally I wish Tina, as the incoming Mistress, a very enjoyable year and one that will hopefully resemble what had previously been the norm in the life of a Mistress.

*Lady Barbara Ramsey- Mistress Constructor*



## The Master's Weekends

The Master had planned several weekends this year, one in Singapore, one in Durham and one in France, where he has a residence. Unfortunately, despite his best efforts these weekends were, one by one, cancelled or even initially deferred and then cancelled. The Journal therefore has very little to report this year. Even the Garden Party that the Master had planned for July fell to the rules regarding the spread of Covid-19.

## Social and Official Events

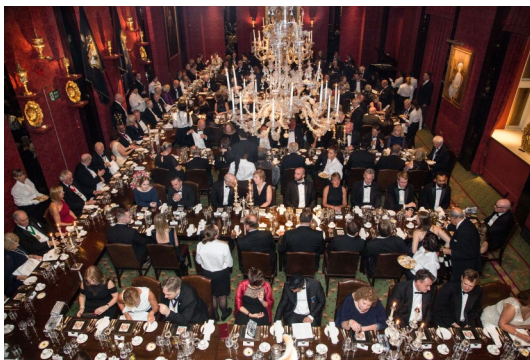
This year has, to say the least, been unusual, so the reports of both Formal and Informal events have been combined. There were just two Formal Evening Events, the Installation Dinner and the Livery and Awards Dinner plus the Annual Carol Service before the lock-down process took hold. Unfortunately, this year's Sir Christopher Wren Banquet, which had been planned to take place in the Great Hall of Middle Temple, was first postponed and then cancelled.

Not surprisingly, with lock-down imposed at the end of March our programme of face to face activities has been severely curtailed, although we, like many other organisations, and thanks to Liveryman Gary Jackson, Junior Court Assistant Stewart Owen and Liveryman Craig Harding, have developed a series of virtual events. We hope that these have successfully substituted for our proposed programme.

We started the year in fine style on 10 October 2019 with the Installation Service in St Lawrence Jewry, which was followed by a splendid Installation Dinner at Grocers' Hall. During the Service the new Master, Sir Vivian Ramsey, was installed with due ceremony and with no hint of the programme chaos that would eventually be brought to bear by the pandemic. The picture on the right shows the Immediate Past Master, Michael Parrett, greeting the Master Elect prior to installing him as Master. Having been installed as Master, Sir Vivian then went on to install his Wardens, seeking an affirmation from each that they would duly serve as Wardens, taking the post with due reverence and commitment. The Church Service underlined the importance of this annual occasion in the Constructors' year and was attended by many Court Assistants and members of the Company, as well as some of the Company Guests and personal guests of the Master.



The service was splendidly accompanied by Catherine Ennis, the organist of St Lawrence Jewry and the singing was led by the St Lawrence Jewry Choir. On completion of the church service the Master, Wardens and after a short walk down Gresham Street, the congregation made their way to Grocers' Hall for the Installation Dinner.



160 members and their guests (including 14 Company guests) sat down to a splendid dinner. The principal speaker was the Rt Hon Sir Rupert Jackson, whose speech was both interesting and thought provoking. As a former Lord Justice of Appeal Sir Rupert was one of the most senior judges in the United Kingdom, so his experience was an invaluable resource for his address. Sir Rupert is also a legal contemporary of our Master.

In December 2019, the Company held its Annual Carol Service at St Lawrence Jewry. We again joined up with the Worshipful Company of Chartered Architects and the Guild of Entrepreneurs, so the Church was pretty much full to capacity. The congregation sang several Christmas Carols lustily and listened to some magnificent carols and other Christmas music splendidly sung and played by Catherine Ennis and the choir of St Lawrence Jewry. The

address was given by Revd Canon David Parrott, the Guild Vicar of St Lawrence Jewry.

A collection was taken during the service and, as usual, our share of the collection was given to CRASH, the construction industry charity that supports hospices, the homeless and other disadvantaged people. After the carol service Lucie Gillard, the fund raising manager for CRASH wrote to the Clerk saying "Thank you for inviting CRASH to your Annual Carol Service. We enjoyed the evening and were delighted that you chose to support us again in 2019. I am pleased to confirm that you raised £415.20 through the collection".

Following the Carol Service, many of the congregation joined other Constructors for a Buffet reception in the Guildhall Club

On 12 February 2020 the Livery and Awards Dinner was held in the magnificent surroundings of Drapers' Hall. 150 members and their guests (including 30 award winners and the other Company guests) sat down to a three course meal with wine and, following dinner many partook of the Stirrup Cup. What is perhaps most notable about this dinner is that it may well have been the last time that the loving Cup ceremony takes place at any of our formal dinners, since with the advent of Covid-19 it

is probably unlikely that the Loving Cup will be passed round at a formal dinner for the foreseeable future. The Company was extremely pleased to be able to entertain our various prize-winners and their guests. Each award was accompanied by a short citation giving the background to the award and these are reproduced below, with a photograph of each award winner being presented with his/her award by the Master, Sir Vivian Ramsey.

The winner of the **Constructors' Prize** was **Katarzyna Pecak**.

Katarzyna graduated from the University of Westminster in June 2019 with a First Class Honours Degree in Quantity Surveying and Commercial Management. She undertook her degree on a part-time day release basis whilst employed as a Quantity Surveyor with McNicholas (who were taken over by Kier in 2017). Katarzyna started work with McNicholas in 2009 as a Document Administrator having arrived in the UK with poor English and no British education. She commenced her course at the University of Westminster in September 2014 and was awarded an 'Achievements Award' in 2016 for achieving the highest average First Year mark in her course. She is now a Quantity Surveyor employed at Kier, working as a member of the ED1SON Capital Delivery Alliance, Utilities Team.



The University said that Katarzyna "was an exceptional student, eager to help her peers in the areas in which she excelled and had a great rapport with academic staff. It was a pleasure working with Katarzyna and her commitment and attitude to learning was inspirational. Katarzyna is now looking to become a member of the RICS and thus develop her career.

As a prime example of a rising star within the industry she is a worthy recipient of the Constructors' Prize."

The winner of the **David Tong Cup** was **Rose Donaghey**.



Rose graduated from London Southbank University in October 2019 with a First Class Honours Degree in Construction Management. She was sponsored as a part-time student by her employer, Balfour Beatty.

Having been born into a construction family Rose started work in an on-site administrative role. Over the last 10 years her career with Balfour Beatty has allowed her to develop her knowledge through a number of formal study courses and apply this across a range of projects in the South East. Her course tutor at London Southbank particularly highlighted her determination and high performance despite having also to work, saying that she was popular and respected by both staff and students. Her

achievements have also been acknowledged with a CIOB Certificate of Excellence.

Having now returned to full-time work, Rose is now working as an Assistant Construction Manager on a £200million student accommodation project in East Sussex. She is overseeing the internal and external finish phase and appreciates the skills and confidence she is developing having successfully completed her degree.

We then turned to the awards for our Military Affiliates.

The first award was the **HMS Lancaster Award**, which was awarded to Leading Engineering Technician **Kieran Hartley**.

Kieran's Commanding Officer wrote "Since joining HMS Lancaster Kieran Hartley has continually chased and rectified defects within the Main Communications Office.

He was instrumental in the Harbour Acceptance Trial RADIO Part 2 phase which saw major defects on the system diagnosed and fixed with the assistance and guidance of the Original Engineering Manufacturers and outside authorities. During a recent spell at sea he took over the responsibilities of Satellite Communications and rectified several issues when the main maintainer was medically downgraded at short notice.

His enthusiasm rubbed off onto other ratings within the Main Communication Office, creating a team ethos where all members of the Communications and Information Systems sub-department are learning from Hartley's experience.

Leading Engineering Technician Hartley is a key member of the Weapon Engineering Department, and is worthy of the Worshipful Company of Constructors HMS Lancaster Engineering Award.



The second award was the **101 (City of London) Regiment RE Award**. This was awarded to Sapper **Matthew Benjamin**.

His Commanding Officer wrote: "Sapper Benjamin has shown incredible commitment to service and a phenomenal dedication to teaching others over the past 18 months.

After qualifying as an Advanced Searcher, one of the Improvised Explosive Device (IED) detection specialists for an operational tour Sapper Benjamin deployed on Operation SHADER, where he was part of a multi-national specialist Counter-IED Training Team in Kurdistan, Northern Iraq. Sapper Benjamin trained Iraq forces in Counter-IED skills in their battle against Daesh. This



# The Master's Year



was literally life saving training, and is operational report highlighted his selfless commitment to the mission and a willingness to go the extra mile time and again.

Despite having recently returned from Operation SHADER, Sapper Benjamin immediately deployed with 101 Regiment to Cyprus. On that exercise Sapper Benjamin used the skills he'd perfected in Iraq to instruct and mentor un-trained search personnel in the Regiment. His performance, enthusiasm to shoulder increased responsibility and his command presence were far more in keeping with that expected of a junior non-commissioned officer. His passion and enthusiasm are infectious.

Intelligent, dynamic and resourceful Sapper Benjamin's dedication to service is inspiring. A

shining example to all in his Regiment; his efforts and effect over the past 18 months make him a truly worthy candidate for the Shafting and Shoring Cup.

The third award, the **Air Commodore Dow Trophy**, was awarded to Corporal **Jack Nelson**, 5001 Squadron RAF.

His Commanding Officer wrote: "Corporal Nelson is a member of 5001 Squadron, Expeditionary Airfield Facilities Flight (EAFF), where he fulfils the role of Deputy Team Leader for Facilities Installation Team (FIT) No 1. During 2019 he deployed on numerous occasions across the world in support of Technical Working Environment (TWE) and Deployable Rapid Assembly Shelter (DRASH) infrastructure. He has consistently demonstrated his commitment to engineering excellence through outstanding leadership and professionalism, ensuring operational capability was maintained.

In summary, throughout 2019 Corporal Nelson has been deployed abroad on numerous occasions and has set a shining example of engineering excellence in the Royal Air Force. He has proven to his peers and management that he is an engineer of the highest calibre. His commitment to high standards and exemplary engineering skills are an inspiration to those around him. A Senior Non-commissioned Officer in the making, Corporal Nelson is a worthy recipient of the Air Commodore Dow Trophy.



The Livery and Awards Dinner was the last of our formal occasions before lockdown. However we did manage to squeeze in some informal and civic events before the City bowed to the inevitable demands of lockdown. Until Lock-down the Worshipful Company of Constructors had, as usual, run a very successful programme of informal events for our members.

As far as informal events are concerned, we started the year with an informal lunch at Ironmongers' Hall on 28 October 2019. This was attended by 21 people (including 8 guests) and by all accounts was enjoyed by all. Then, on 9 November 2018 several members of the Company, some with their families, assembled, as is the tradition, outside St Mary-le-Bow Church in Cheapside to witness the Lord Mayor's Show - the longest and best parade on earth (or at least so we are told). The Company was represented by the Master and Senior Warden together with our banner carrier, Apprentice member Edd Hornby, in the "Modern Livery Companies" section of the parade. Following the parade we adjourned to a Ironmongers' Hall where splendid fare and a good time was enjoyed by all.

Our next informal event was on 2 December 2019, when 45 people (including guests) attended our informal festive lunch at Ironmongers' Hall. The festive spirit was consumed, and diners enjoyed a 'Christmas' lunch prepared by the staff at Ironmongers' Hall. Then, on 3 February 2019 we again met at Ironmongers' Hall for one of our, by now, regular lunches, although, sadly, this proved to be the last lunch before lockdown.



*The WCC 2020 Pancake Tossing Team - Georgina Walker, Derek Farrow, Ben DeSanges and Dragan Krstevski*

Shrove Tuesday (25 February) saw the Constructors' team of pancake-tossers assembled for the annual Inter-Livery pancake races in Guildhall Yard. We have taken part for several years now, and we hoped to build on our success in 2019, but despite the best efforts of Freeman Georgina Walker, who only just failed to win her race in what really was a photo-finish, we were unable to repeat the success of 2019.



*Freeman Georgina Walker in her "photo-finish"*

In the meantime, the events committee recognised that we were not providing the networking facilities that our younger members desired, so a series of fortnightly informal networking sessions was instigated at the "Barrow Boy and Banker", a hostelry at the southern end of London Bridge. These proved to be very successful, but at the end of March lock-down was imposed, and our face-to-face programme of events was effectively terminated.

However, recognising that we needed to keep up the informal impetus Liveryman Gary Jackson and Junior Court Assistant Stewart Owen instigated a series of Virtual Informal Networking Events using the "Zoom" remote video platform and Liveryman Craig Harding organised a series of Member's Zoominars, both of which have had a considerable following.



## The Company under Lockdown

Much of this year has been overshadowed by the demands of lockdown and social distancing which have demanded that the Company is administered rather more virtually than normal. This has impacted the work of many of the committees, and some of the Chairs have written to tell readers how they, and their committee members, have dealt with the demands of lockdown. Clearly, one of the committees that have been seriously affected by the regulations and effective shut down of the City and entertainment venues is the Merchandise and Events Committee, so we start with their view of life under Lockdown.

### MERCHANDISE AND EVENTS COMMITTEE

Court Assistant Iain Meek, the Chair of the Merchandise and Events Committee writes:



"After the end of March, we in Merchandise and Events (M&E) Committee realised that lock-down not only presented challenges but also opportunities and explored the possibility of virtual informal events. We started these on 16th April with an informal networking event, and eventually christened them as Virtual Informal Networking Events (VINEs). We seem to have settled at around 20 connecting to each event, even pulling in a few prospective members to each, and liaising with the Membership Committee on follow-ups with each of the prospective members. We plan to continue our VINEs fortnightly until we are able, once again, to convene in a suitable hostelry. Our organiser is Liveryman Gary Jackson and the events compered by Junio Court Assistant Stewart Owen.

Our Zoominars started on 4 June with the Master speaking on contract law. They have been run roughly every fortnight since then. We plan to continue them, hopefully on a monthly basis. Our organiser is Liveryman Craig Harding.

Our Committee meetings have followed the lead of Court, and have all been on-line using the Zoom platform, which seems to work well enough and saves on committee members time & expenses by cutting out travel. We do however miss out on all the informal discussions 'down the pub' which previously took place before & after such meetings.

Did lockdown end on 4 July? Court agreed that we should continue to avoid In Real Life (IRL) meetings - despite the enthusiasm of some of our younger and less risk-averse members for getting out to the pub. Accordingly I have been informally/chaotically & virtually mentoring some of our younger members- despite having closed down my virtual Champagne Cult bar at the end of June.

Following the easing of Covid restrictions, we can report a very successful IRL event organised by CA Henry Lamb. 3 teams from the Worshipful Company of Constructors attended the Inter-livery Clay Shoot on 9 September. Our 'A Team' came joint 12th and would have shared in the prizes if we had fielded a team only of Liverymen. Henry plans to resolve such matters for next year's shoot - to ensure prize money to the Charitable Trust and a lovely new Cup!

We plan to re-start our Ironmonger lunches, but this is subject to Ironmongers resolving if and how we can attend within the relevant Covid-19 restrictions. This clearly depends on how the pandemic regulations evolve, but we are anxious to return to our regular lunches as soon as possible, and to make that possible we may also seek to try other locations, although attendance at these lunches will, at least for the time being, be somewhat numbers restricted, and attendance will be on a first come first served basis.

### SPONSORSHIP COMMITTEE

Honorary Court Assistant John Rowsell, the Chair of the Sponsorship Committee writes:



In normal times, the Livery Companies provide invaluable support to a whole range of Charities, covering inter alia education, care for the elderly (many Livery Companies have alms-houses) and children's charities. As you will be aware, the WCC Charitable Trust charity focuses on Construction related causes, training and scholarships. However, the arrival of Covid-19 has changed our lives and even the definition of "normal."

Whilst some Charities have responded well to Covid-19, the pandemic has demonstrated just how dependent they are on public support to underpin that response. Economic uncertainty has hit donations; lockdowns have disrupted routines that included helping charities in a myriad of ways. Many have had to curtail activities and some smaller charities have closed completely.

Unfortunately, Covid-19 and its associated lockdowns have similarly impacted Livery Companies and the lives and wellbeing of members. There are many people in the Construction Industry who at work, have experienced reduced income or periods of furlough and some may be facing the real risk of redundancy in the Autumn. Whilst at home, people are experiencing a multitude of problems from childcare to illness and all points in between.

The demand for charity has never been more relevant or immediate, our own charity has responded positively, and the company Almoner is there to help. However it is impossible to predict if we will be able to hold one of our main events for raising charitable funds, big celebratory dinners may be something we will not see returning for some time, but the need for fundraising remains just as important.

So, how can we respond to this increased demand for charitable support when circumstances make it more difficult than ever

# The Company

to raise the requisite funds? How can we reach out to our members and gain the much-needed support?

Well, we need to look perhaps for more smaller, dinners and several outdoor events, whilst staying alert for the big biennial event already on the calendar for next year, and we need to remind our membership that the Charitable Trust is there and is doing great work on your behalf.

Over the next few weeks, we will try and draw up a menu of options with separate protocols for each. So, that we are ready to respond as circumstances permit, to sudden changes in the lockdown regime.

These options could include Garden Parties (large and/or small); BBQ's with Plant Sales (again large and/or small); Charity Golf Days (with or without Dinner); and perhaps a large set-piece Dinner (like Lords) or maybe a series of smaller events at for example, the Fusiliers Mess at the Tower of London or the RAC at Woodcote.

Additionally, of course, we must explore ways in which all these events and their associated fund-raising functions can translate into the virtual world, but more of that later!

One thing is certain, if we are to raise the funds necessary to meet our charitable objectives, then we will have to do somethings differently in 2021; and flexibility will be essential if we are to effectively respond to the inevitable changes in lockdown regimes, town by town and even, country by country.

Finally, of course we can appeal to members directly, whilst a charity event is great there is no substitute to long term assured income, so now is the time to check that your direct debit to the Charitable Trust is up to date

## MEDIA AND IT COMMITTEE

Junior Warden Tim Fitch, the Chair of the Media and IT Committee writes:



The Media and IT Committee have had a busy few months since switching over to digital working mid-March. Fortunately all of the committee members at the start of lockdown had the necessary kit and WiFi bandwidth, although there were a few teething problems at first. So we have been able to hold full committee meetings as well as less formal discussions without ever meeting. Overall, we have managed to maintain forward motion. Indeed along with the work detailed below we have recruited two new members, Peter Geraghty and Philippe Gayton.

During lockdown we have thought a great deal about, and Invennt Ltd have developed, a proposal for a company CRM system as an add-on to the website. If approved this will enable company members to let others know of their interests both professional and social. The concept is to further increase the value of the internal network to members.

We have worked with other committee chairmen – notably events and membership. We have redesigned the flyers used to promote the new VINE events and helped with editing the video of the Women in the City event held last year.

Website mastering continues under the diligent auspices of Roger Lilley. We are currently formulating a marketing budget to bring to the GP Committee to fund further outreach to enhance membership development and charitable giving.

## MEMBERSHIP COMMITTEE

Court Assistant Michael Rigden, the Chair of the Membership Committee writes:



The Livery movement can trace its history back over 1,000 years and some outside of the City of London have questioned the relevance of the Livery in a modern world. What I think Covid has done is demonstrate that more than ever people need and want organisations like the Livery because while much has changed over the last 1,000 years the guiding principles have not.

One of those guiding principles is charitable giving and another is to support its members and so the members are here to support each other. Having spoken to many of our members in 2020 I know just how important the Constructors has been to people on many levels. From simply being able to “Zoom” in to connect with the outside world during lockdown to networking online in VINE where people have made connections to help solve problems or find new projects to work on, to supporting people in real difficulty the Constructors has made a real difference to those that have got involved and to those that have needed support.

2020 has demonstrated that the Worshipful Company of Constructors and its members are adaptable, resilient and have a rock solid commitment to living up to the values of the Livery. Perhaps most encouraging of all is that more and more people want to be a part of it despite Covid-19, or indeed perhaps because of Covid-19 and also how the Constructors has responded to it. We now have more members than we did in 2019.

While I am sure the next 12 months will be challenging, the committee is here to support our membership. We will continue to support the Master's message of encouraging people to reach out for assistance if they need it and we will continue to reach out to the membership to offer support. The Constructors' is a diverse, very talented and very well connected group of people so if you need help or know somebody who needs support, then please get in touch with the Almoner.

On Tuesday 14th July 2020, Diana Chrouch and Paul Singh held an urgent virtual public consultation entitled 'The impact of COVID-19 on Young People in Construction: Rebuilding the Construction Industry'. The event, kindly supported by construction lawyers Silver Shemmings Ash, was organised by the Company due to concerns that young people were being underserved and had only received government support relatively late on. Over 150 people signed up to hear a number of accounts and experiences from a mixed panel of experts and diverse young leaders in the construction industry.

The discussion was facilitated by Caroline Gumble, the Chief Executive Officer of the Chartered Institute of Building (CIOB) and a number of leading industry experts were also included in the panel including Ann Bentley of the Construction Leadership Council. The public were also invited to take part via a number of polls administered at different times during the virtual event.

The findings from the event are currently forming the basis of a report for policy makers which will be published during the Autumn.

### LOCKDOWN – A “CLERK’S EYE” VIEW



Well, we have all had many changes to deal with over the past 6 months. As someone who predominately “works from home” as a matter of normal daily routine there was initially little noticeable change to my life, except, of course not having to enjoy South Western Railways and the tube. At first my time was spent trying to reorganize as many events as possible and to push them to the right in the hope that Covid would be like SARS and effectively over in a matter of months.

The day to day running of the Company has not changed noticeably. Election Committee interviews went ahead, as did General Purposes Committee, Privilege’s Committee, Charity Committee, the Company’s Executive Committees and Court. In the period since lockdown 13 people have joined the Company and all this has been facilitated by a pretty steep learning curve on “Zoom”. We have missed the face to face meetings and the personal fellowship which is such an important part of the Livery but here too, Gary Jackson, Stewart Owen and their “VINE” meetings every two weeks have proved invaluable in providing a mix of practical support and general contact.

Also in this time the Company has selected its first three “Junior Court Assistants” (Stewart Owen, Paul Singh & Ruth Wilkinson) who will be installed during the December Court. This is a big change for the Company in the make up of Court allowing Liverymen to serve for three years before either going on to a permanent position or returning to the Livery and perhaps being asked to join Court in a permanent position later as their careers allow. Another three will be selected in 2021 and a further three in 2022.

This in its own way led to a review of Court robes badges etc. In this we discovered that 3 Honorary Court Assistants (HCA) had the wrong robes and thus I had to get an HCA robe to Oxford for Walters to Copy. This was done as soon as restrictions started to relax. We now have all the gowns and badges that we will need to implement the new Court structure through to 2022.

Once it became obvious that even the delayed SCW Banquet and Master’s Weekends were lost, it was necessary to look closely at how we can save as much of the next Master’s programme as possible and how we can install the New Master with due ceremony.

As you will have seen the Installation will now be just involving the Master, Master Elect, their Wives, the Hon Chaplain, Beadle and myself with a few personal guests of the Master Elect (we are limited to 30 max in the Church). The Company will be able to view via Zoom. The Installation dinner will take the place of the Livery & Awards dinner in February 2021 and the L&A will move to 7 April 2021.

So as you can see, whilst certain events have not taken place others have stepped in to ensure that the Clerk has had less time than you might imagine to enjoy a quiet G&T in the sun!

### Event Feedback

As those of you who attend our various events will already know, we always seek your opinion on how well the function meets your requirements and wishes. However, the feedback activity has been somewhat curtailed this year due to the cancellation of many of our events, so there is really insufficient data for a meaningful analysis to take place. Hopefully this will not be the case next year.

It is, however, probably worth saying that the various on-line events have been well-supported, albeit with by perhaps a different group of people, and have done much to further fellowship during these stressful times.

Readers may rest assured that the Company remains committed to providing a broad ranging, stimulating and enjoyable social programme for its members. Measurement and discussion of feedback is key to understanding the reaction and wishes of the membership, and DOES influence the future programme.



## Worshipful Company of Constructors' Charitable Trust

The Worshipful Company of Constructors' Charitable Trust is registered as a charity in England and Wales (No 274573). It was formed in October 1988 as a requirement of the City for the Company of Constructors (then known as the Company of Builders) to gain Livery status. A minimum capital of £100,000 was required before Livery status could be granted. The charity is unincorporated and is governed by a Charity Commission Scheme dated 31st July 2002 which replaced the former trusts of the charity.

The charity's objects, as set out in the Trust scheme, are:

1. to advance education, training and research in the construction industry (which shall include in particular, but not exclusively, building, civil engineering, architecture, surveying, engineering services and facilities management and procurement) in particular by awarding certificates, diplomas and other distinctions and establishing and maintaining scholarships, grants and awards to individuals;
2. the relief of persons in need, hardship or distress who are members of the Company or their dependants. The Trustees may relieve persons in need by making grants of money to them or providing or paying for goods, services or facilities for them or making grants of money to other persons or bodies who provide goods, services or facilities to those in need.
3. for other charitable purposes as the trustees may from time to time decide.

Under the revised Trust Deed all income is required to be disbursed or held in restricted funds for disbursement

Scholarships are ongoing and the Trustees, in conjunction with the Charity Committee and the Scholarship and Awards Committee of the Company, are working on an expansion of these into other disciplines, albeit within the Trust's objectives. Likewise Prizes and Awards to educational bodies range from Universities to Craft Colleges and the giving to appropriate City of London and Construction Charities is fully maintained.

Since 1990 the capital sum for the Trust has been enhanced by capital donations (from members and corporate sponsors of the Company) and by particular appeals such as the events at the Tower of London and HMS Belfast, and the Millennium Appeal, which was fully expended.

It is the financial policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained while consideration is given to ways in which additional funds may be raised and future distributions made.

From the outset, the policy of charitable giving has been in line with the constitution of the Trust and since 1990 the Company has appointed a Scholarships and Awards Committee which has targeted, in particular, educational and training scholarships and awards in the construction industry and allied professions. This is an ongoing commitment for the future and the original scholarships and awards are now being enhanced by further awards to cover the breadth of the disciplines within the ambit of constructors. The Trustees therefore ensure that the income from capital is sufficient to meet these commitments now, and in the future, and to increase them where appropriate in monetary terms and also with appropriate new awards in the future. To meet these aims the Trust's policy on distribution of income is to distribute donations of an income nature. All specific (or restricted) funds raised by appeals at dinners, or otherwise, are disbursed in full.

Despite the rigors of lockdown, the Charitable Trust has continued to disburse its usual donations and awards during the year. It also gave extraordinary consideration to those organisations that were responding to the pandemic, setting aside funds that have accrued from wise investment, and are over and above the normal funds, to make contributions to the pan-livery NHS kitchen initiative, the Livery schools iPad initiative and the London First Responders, although this donation is outstanding pending further details. These were the initial recipients and there may well be more as there are still funds available from the trustees overall extraordinary provision. During the year the Charitable Trust has also identified "Building Heroes" as a construction centric foundation doing valuable work for ex-military people to train them and get them into work within the construction industry. Not only has the Charitable Trust identified "Building Heroes" for funding this year, but it expects to make a provision next year.

As with all organisations, the Charitable Trust continues to evolve, and it has identified Dr Paul Shepherd as its incoming Chair following the decision by HCA Ken Kent to retire from his post as Chairman. HCA Bob Heathfield has also joined the Trust.

Ken Kent has been a much respected Chairman of the Trust for some years now and will be a hard act to follow. As Paul Shepherd said at the virtual Common Hall 2020, "He has shouldered much of the burden of the operation personally and given the most committed and diligent service. He has given his time freely and has asked for no expenses. There is absolutely no doubt that without Ken's contribution the Trust would not be in the strong position that it is today."

Ken remains a member of the Trust and will no doubt continue to offer them his wise counsel and support.

## TeambuildUK 2019

The popular UK construction industry competition Teambuild UK took place from 15th to 17th November 2019 with some unexpected events when it came to announce the winners.

Once again this annual industry event in the UK enjoyed support from major industry bodies including CIOB, CET, WCC, WCCA and Future Designs.

This year saw a wealth of talented competitors with six teams representing 11 major construction companies and consultancies around the UK. "We know to expect some of the most focused, talented and motivated professionals in the construction industry, as participants," says Richard Brindley who represents the charity. "This year was no exception and we were incredibly impressed by the high quality of the ideas and presentations.

As always, the teams were tasked with taking on the design development and construction of a complex project which would take several years to complete in the real world, but is condensed in the Teambuild competition into a highly accelerated weekend of intense activity and training.

"Individuals are expected to work together as multidisciplinary teams, when many have never met before. We also throw in unexpected but realistic challenges, such as Extinction Rebellion protesters taking up residence on their site, or burst sewers or collapsing buildings and see how they react." This year's competition was based on a real current project: the Milton Keynes University (MK:U) for Cranfield University and Milton Keynes Council. The MK:U project was to design and implement a £188m (c61,120 sqm) Phase 1 Business & Entrepreneurship faculty campus on a city centre site in Milton Keynes, which is due to open in Summer 2023. "We chose this project because it is such an interesting concept of creating a new university focused on artificial intelligence and advances in information technology," explains Richard Brindley. "It is also complex, involving residential, retail and academic spaces and involves an ambitious partnership between the MK Council and Cranford University. As it is a real project, as always, there is a sense that you can 'feel it, touch it, see it'." Six teams, representing top construction industry companies, made it through to the hotly-contested finals, and impressed throughout with their professionalism, enthusiasm and dedication.

Their performance was evaluated by six senior industry figures, each representing a construction institution. This year the judging panel included Patricia Bessey (PM Worshipful Company of Constructors), Richard Brindley RIBA (Past Master of the Worshipful Company of Chartered Architects), Christine Emmett (Kaizen Business Advisors Ltd), Richard Newton (EngineRoom) Richard Rooley (FCIBSE, Teambuild founder) and Richard Schofield (FRICS Hon.FAPM, Rider Hunt Management Services).

The winning team, Design and Conquer, with team members from a diverse range of companies (Weston Williamson, WSP, BDP, Mott MacDonald) and disciplines excelled against a strong field, and were awarded a cash prize of £2,000, sponsored by the Worshipful Company of Constructors. "Design and Conquer were well-organised from the start," says Teambuild chairman Patricia Bessey. "All of the individuals on the team were confident and we felt, could have led the team. They gelled well and their solutions and presentations were excellent." "This year, however, we felt the need to add an extra prize for Most Improved Team. Tetris, whose young members came from Mott MacDonald demonstrated such a degree of fast learning and excellent response to feedback that all the judges felt we had to acknowledge their hard work and talent when it came to the prize announcements." The Procurement Prize - £1,500, sponsored by the Worshipful Company of Chartered Architects was awarded to Team Root from BDP. Martha Andrews, an interior designer from BDP, who was also part of Team Root, was awarded the Leadership Prize of £500, which was sponsored by the Commercial Education Trust "We felt Martha had real sparkle," says Patricia Bessey. "As judges, we all noticed that she was able to pull her team together in a way which was gentle and subtle. We also noticed that her team listened to her and were happy to do as she suggested. She has a real aura and confidence about her and it's clear she is destined for greater things."

As well as their sponsors, Teambuild would like to thank Milton Keynes Council, Cranfield University and Malcom Reading Consultants for kindly allowing their MK:U project to be used as the project scenario for Teambuild 2019. Teambuild is also very grateful to the leading construction companies and consultancies who see the value of the Teambuild initiative to develop the talent of their young professionals, including: BDP, Barrett Mahoney, Buro Happold, Civic Engineers, Costain, Elementa Consulting, Hawkins Brown, Mott MacDonald, WestonWilliamson and WSP.



*The TeambuildUK 2019 Competitors, Sponsors and Judges*

# The Company

## The Almoner

The Almoner is a key member of the management team of a Livery Company. As you will know from last year's Journal, we were very pleased during the Master's Weekend in Cambridge to welcome PM John Burrell's wife Michèle as an honorary member, thus allowing her to formally perform the duty of Almoner, a duty which she had in fact been performing through John for some time. Late last year we were extremely sad to learn that the cancer that she had suffered from several years earlier, and thought she had beaten, had in fact returned. We were of course even more saddened to learn that she had passed away on 6<sup>th</sup> February. Michèle was a much loved and respected member of the Company, and in honour of her immense contribution to, and honorary membership of, the Company, the Court stood in silence for a minute at their meeting on 12 February 2020.



Like many of our Officers, Michèle worked tirelessly for the Company, dealing with all the things that fall to the Almoner to do with understanding, sympathy and compassion. She is greatly missed. John and Michèle's daughters, Alicia and Alexandra, are Freemen of the Company, and are regularly seen at our events.

A memorial service for Michèle was held on Friday, 6th March in the Church of St Mary the Virgin, Silchester. It was attended by many members of the Company including the Gallant Clerk, Past Masters, Wardens and others, and the Church was packed with Michèle's friends who wanted, with Past Master John, to celebrate her life, her enormous impact on the local community and her unstinting work for Breast Cancer Care. The Company members wished, in particular, to celebrate her support of the Company.

During the service the congregation learned that she had, some twenty years previously, suffered from breast cancer and had thereafter been a tireless supporter for breast cancer charities.

Following the sad demise of Michèle, the Wardens and the Court recognised that, whilst she would be a very hard act to follow, they needed to appoint a successor as soon as possible, and with the onset of lockdown that requirement had become very urgent, so they were very pleased to announce that Liveryman Cheryl Moreton had agreed to act as our Almoner.

Cheryl has taken up that mantle with commitment and has not only been in touch with all members who are over 70, but has also been very much available for all the membership in these trying times.

The role of Almoner goes back many years. Indeed there is a Greek origin to the word. The Almoner is responsible for the distribution of alms (support) to the needy, and it is precisely that which Cheryl will do - but not just financially—she will supply any “need” of a member, be it mental, social or physical welfare. Members who would like assistance, or perhaps even just a friendly chat, are encouraged to contact Cheryl. All issues are, of course, treated in strictest confidence by Cheryl, who operates on behalf of, but independently from, the Company.

## Aeternum Vale

We lost several of our long-standing members over the last year and will miss their fellowship, wise counsel and presence in the future. We remember them and our thoughts are with their friends and families.

**Keith Wilson**, Honorary Court Assistant Emeritus. Keith's funeral was on 6 January 2020

**Michèle Burrell**, Honorary Member and Almoner, died on 6 February after a short final battle with cancer. As PM John Burrell's wife she had performed the role of Almoner for many years and she was a much respected member of the WCC family before being granted Honorary Membership in 2019.

**Margaret Brown**, Companion, died on 29 February 2020. Margaret was the wife of the late Kenneth Brown, a much respected member of the Company.

The **Lord Martin O'Neill of Clackmannon**, Honorary Member, died on 26 July 2020 at the age of 75. He was highly thought of as a Labour politician and backed the concept of the nuclear deterrent. During his time as a Life Peer he was considered an ally by the British manufacturing Industry.

**D Gwilym Roberts**, Liveryman Emeritus, died on 31 July 2020 at the age of 95. He was an eminent civil engineer, especially in the field of water engineering. He spent much of his time in the Middle East, and was President of the Institution of Civil Engineers 1986 - 7.



## WCC Merchandise

The Worshipful Company of Constructors is pleased to be able to offer members of the Company several items of merchandise that not only allow members to display their membership of the Company but also support the Company's charitable causes. The items include ties, scarves and cufflinks as well as a golfing umbrella and wallshield. There are also the Company medals. That with the blue ribbon is available for Freeman and that with the purple ribbon can only be worn by Liverymen. When Freeman are clothed as Liverymen they are able to exchange the ribbon for a small fee.

We are currently supplying a new version of the cufflinks and these are in pairs rather than as depicted in the photograph below.

We are indebted to Court Assistant Henry Lamb who manages our merchandise, all of which can be obtained from the Clerk, who will advise members of the cost of postage and packing and will add it to any order. All prices include VAT at the current rate, but are subject to change as new stock is obtained..

Orders will then be invoiced to members by the Honorary Treasurer.



The Company cuff-links (right) come in a presentation box and feature not only the Company crest, but also the crest of the City of London. They are priced at £25.



The blue Silk scarf (above) is £12 and carries the crest of the Company both in colour and across the whole scarf in dark blue.

The Company ties (right) are available in two types. The more formal one is a black silk and polyester mix and the less formal one is pure silk, but carries a single crest on a striped red/yellow background. Both ties are priced at £20.



The Company medals (above right) allow members to display their status at Company functions—the blue ribbon is for Freeman, the purple ribbon is for Liverymen. They are both priced at £75.

The Company Golfing umbrella (left) continues the red/yellow theme and is priced at £25 - Why not think about giving one as a gift and thus advertise the Company more widely.



The Company Crest (right) is suitable for wall hanging and costs £38.



# Our Military Affiliations

## HMS LANCASTER

Lt Cdr Danny Glover, the Marine Engineer Officer on HMS Lancaster writes:



“The Ship returned from her last Operational deployment in December 2015, and was placed in extended readiness in Portsmouth harbour. In 2017 the ship was towed to Plymouth to start her Upkeep period but due to the amount of remedial structural work on the hull the Upkeep was extended to two years. However, two years later in April 2019 HMS LANCASTER saw her first six crew members join and since then the crew has grown in numbers to over 165.

The last 18 months have consisted of countless tests and trials as many of the systems have laid dormant for nearly four years and an additional challenge has been to integrate new machinery and equipment which includes new navigational radar, sea captor missile system, RT997 radar and mission essential communications equipment. On top of all this HMS Lancaster has had to ensure that each member of the crew is safe to be at sea - so firefighting and damage control exercises are taking place daily to enhance the core knowledge of the crew. The impact of the Global Pandemic – COVID-19, called for a shift in Command Focus and the Commanding Officer, Commander Will Blackett RN, had to ensure that as well as maintaining the Ship's Operational Capability and associated Readiness level, the crew were available to support their loved ones at home during the time of National Crisis when the UK went into lock-down.



As Government lock-down restrictions eased, the Ship completed an essential Maintenance Period in her homeport of Portsmouth ahead of returning to sea for further tasking, the 4.5in Gun was fired for the first time since Upkeep, and the organic training continued. For the last few weeks and with the Ship's Basic Operational Sea Training package due to commence at the end of September 2020, the Ship has intensified the training and at the same time it has increased the intensity of maintenance and cleaning routines in order to bring the Ship up to the best possible material state in preparation for frontline Operations.

With the crews families and loved ones always at the front of their minds, even when away at sea, the Ship has launched the Lancaster Kids Club so that it is a fun way for families to stay closer in touch and to further understand what the Ship is doing.



Each day at sea provides HMS LANCASTER with more experience and collectively the Ship becomes ever more capable to deliver in her future Operations.



*HMS Lancaster off her home port - Portsmouth*



## NEWS FROM 5001 SQUADRON (RAF)

Sgt D W Cooper, the Team Leader, writes:



5001 Squadron has been as busy as ever over the last twelve months, with teams continuously deployed in support of worldwide military operations. From Eastern Europe, to the Mediterranean and the Middle East, the Squadron has been constructing, dismantling, rectifying and maintaining aircraft shelters, air conditioning units and airfield support equipment.

The onset of the Coronavirus pandemic meant changes in the Squadron's working practices, but they were able to quickly implement a series of effective controls that enabled them to deliver their operational outputs. Periods of isolation for personnel going to, or returning from, deployments were just some of the measures that kept the Squadron healthy.

During the first quarter of 2020, the Facilities Installation Teams from Expeditionary Airfield Facilities Flight continued their busy maintenance schedules in Afghanistan, Cyprus, Africa and the Middle East. The Facilities Installation Teams also deployed to Lithuania, in support of the NATO Baltic Air Policing mission, to construct an environmentally controlled storage shelter. The Squadron also supplied personnel to maintain and rectify the airfield support equipment for the entire 6-month mission. The teams continually adapted to new working conditions, enabling the success of the operation whilst also remaining COVID-safe.

More recently, 5001 Squadron also played a key role in keeping the UK's operational capabilities ready and able to respond. Runway works at RAF Lossiemouth meant the temporary relocation of RAF Typhoons to nearby Kinloss Barracks. Two Facilities Installation Teams from 5001 Squadron deployed concurrently to Kinloss Barracks to construct four Rapid Erection Shelters used to accommodate Typhoon aircraft from No 1 (Fighter) Squadron. This scale of deployment hasn't been seen since the early days of Operation Herrick in Afghanistan. Due to COVID-19 the team were working under a limited timeframe, but because of their extensive knowledge, experience and high level of professionalism the task was a great success, with the Typhoon aircraft continuing to carry out their defence commitments.

The Squadron has continued its commitment to Operation Shader, the UK's contribution to the fight against Islamic State and terrorism. 5001 provides maintenance and rectification works to deployed aircraft shelters and environmental control equipment utilised at the main operating base in Cyprus and satellite units throughout the Middle East.

Even with pandemic restrictions at their highest, 5001 Squadron has not stood still for a moment. The Squadron's Expeditionary Airfield Facilities Flight has constantly planned, managed and delivered 5001's operational defence outputs; the construction and maintenance of deployed airfield infrastructure across the globe - helping the UK to achieve its national and international objectives.

The members of 5001 Squadron are exceptionally proud of their affiliation with the Worshipful Company of Constructors, as it recognises the Squadron's continued contributions to UK Defence through the delivery of our unique construction, maintenance and rectification capabilities.

## SOUTH-WEST LONDON ARMY CADET FORCE



It is both interesting and pleasing that the South-West London Army Cadet Force has used our financial support to help them with their response to the Covid-19 pandemic. Major Emma Burtenshaw, 14 Company Commander, has written to the Clerk as follows.

"It's been a very strange and life altering period for us all both inside and outside the Army Cadet Force (ACF). As an organisation, on the back of the pandemic, the ACF shut down all face to face (F2F) training in March. Unlike schools and even workplaces the ACF has always worked on the high level of F2F training and most of our training and activities are based around a high level of practical

involvement and contact. Removing this was a major step change to our continued engagement with both staff and cadets.

Part of the values and standards of the ACF is selfless commitment and this was never more apparent than during the initial few days of the shutdown, all the Company HQ and quite a few of the Company staff continued to work as key workers but still found time to adapt to support the ACF. Given the unknown and untried nature of the initial shut down the Company quickly moved into action and with the use of modern technology we managed to build a virtual training environment using Google Classrooms. The Company Training Officer and Staff Officer managed within 10 days of the shut down to produce over 110 virtual lessons engaging cadets from basic through to Master cadets. These allowed the units to remain "open" to training, supporting and continuing to develop the cadets. In addition to this some units also moved over to virtual drill nights and training with the use of Zoom or Google Meets. Virtual training had not been tried prior to this, but given the standing start and the adaptability of the staff and cadets it did not take long for the training to be adding value to the cadets. One real positive that did come out of this was the wellness aspect, just the ability during those initial few weeks of lock down for the cadets and staff to be able to contact each other and continue training helped to normalise the extraordinary situation that we found ourselves in.



## Our Military Affiliations

In addition to the military training that the Company provided there was an additional drive and adaption of the additional training elements that the Company provided. The Duke of Edinburgh Award was amended with additional support being given to the cadets to be able to continue to complete their courses while in lockdown. The vocational qualifications which the ACF offer (the Btec Level 2 Teamwork and Personal Development and Btec Level 2 Music) continued during the lockdown again with the use of modern technology and video calls, email communications and the use of virtual workbooks. A number of cadets passed elements and even the full awards during the lockdown. More recently the new academic year has seen a big engagement piece of work across the Company around the DofE and Btec Level 2 Teamwork and Personal Development, with cadets spending time on video meetings to register themselves onto the awards for the coming academic year. Additionally, cadets from 148 detachment and staff from across the Company took part in the Royal Signals 100 challenge.

It's not all been training during the lock down. There has also been a social element. As a Company we have been running virtual quizzes for the cadets and staff to take part in, and utilizing some of the funding that the Worshipful Company have supplied, the Company was able to purchase a years Kahoot licence, thus allowing us to run bespoke quizzes and engagement events for the cadets. This licence will also allow an expansion away from the quizzes and allow remote engagement across the company to help support and reinforce the training once we are back to a more normal training environment. We have also been supporting the adult staff as well with video pub quiz events being run to allow the staff to connect socially and exercise the little grey cells.

We are now well on the way to looking at restarting training in Oct. The Govt has announced the rule of 6 and the MOD have confirmed that the ACF is considered as an essential service, so the rule of 6 does not impact us, but the training still has to be COVID safe and COVID risk assessed. September has been handed over to Staff upskilling. Given the length of time we had been closed a lot of our qualifications which usually last for only a 12 or 6 month period have expired so there are a number of training events in September to requalify the staff. In addition to the requalification there is also new specialist mandated MOD return to COVID training that we have all had to take to ensure that as a Company we are as set as possible."

June 2020 marked the centenary of the formation of the Royal Signals. Major Burtenshaw has told us that cadets from 148 Detachment based in Old Coulsdon joined in the #100for100 challenge where, despite the many challenges of Covid-19 they walked, ran or cycled 100km throughout the month of June to celebrate the centenary.

### 101 REGIMENT (City of London) RE



The Regiment has regularly been in touch with us during the year, and not surprisingly, staff have moved on during the year. In July Captain Ruth Breslin wrote "The Coronavirus pandemic has impacted every organisation. For 101 Engr Regt (EOD&S), a Reserve Army unit, the implications were significant. On announcement of the lock-down Regimental headquarters followed Government and MOD direction and all permanent and civil service personnel were ordered to work from home as much as possible. Only essential business has since been conducted on Regimental premises and many meetings are happening via Skype or group telephone calls. Training events were postponed or, where possible, are being delivered via remote means. The weekly Tuesday evening training nights are now all virtual, with over

120 people joining each week, proving the Regiment has the ability and enthusiasm to continue its business despite social distancing.

Many of our soldiers have public sector occupations and they have been vital in valiantly helping to keep the nation running. Many of those who do not have key worker status many have volunteered their time to help the NHS and charitable organisations to give the more vulnerable members of society a helping hand, delivering groceries to neighbours, distributing PPE, and assisting Team Rubicon with Op RE:ACT. So the members of the Regiment have certainly kept busy and although we all miss the opportunity to physically meet each other, the Regiment has remained in a good place to respond to the pandemic as it has developed. Over 130 personnel volunteered to be mobilised in support of the Military Response and although the Regiment has not yet been mobilised, we do provide a credible and useful option for our higher headquarters to call upon if required.

Unrelated to the pandemic, the Regiment has still been a force generating soldiers for overseas operations. There is currently 1 person serving overseas and a further 3 preparing to deploy in support of ongoing Operations. As restrictions have eased we are also managing to keep our Search training pipeline open, with 28 people qualifying in this trade.

The Regiment hopes that all members of the Worshipful Company of Constructors remain fit and healthy and is looking forward to future endeavours once restrictions have lifted."

Captain Breslin has now been posted and her position as Adjutant has been taken by Captain James Lethbridge, who has written to us with the following update:

"Several personalities in RHQ have changed, with WO1 Darrell Ball taking up the position of Regimental Sergeant Major (RSM) and myself, Capt James Lethbridge taking up post as Adjutant. The Commanding Officer is also due to change over shortly, which will see Lt Col Alan Brown hand over the Regiment to Lt Col Mark Bennett at the end of September 2020.

The Regiment was due to deploy to Germany for its Annual Deployment Exercise (ADE) this summer but was unable to due to

Covid-19 restrictions. Instead, at short notice, the training team planned and delivered a two week Regimental deployment to the Defence Explosive Munitions School (DEMS) in Bicester with great success. The exercise saw over 100 members of the Regiment deploy for 14 days in August to conduct a wide variety of UK based training including search skills, battle craft syllabus (fundamental soldiering skills), marksmanship, battlefield casualty drills and leadership and development training. A sporting competition was also run to promote cohesion and team spirit which included, among other things, a laser clay pigeon shooting stand. Delivering the exercise whilst also ensuring compliance with Covid-19 security was a real challenge but one that ultimately proved the concept that collective training can still be conducted safely and within government guidelines. Now the Regiment is looking to transition back to physical training, where possible, after months of successful virtual training as long as the ever-changing Covid-19 situation continues to permit this!"

## Livery Schools Link

Over the past year, Livery Schools Link has been working on several initiatives:

### 1 Volunteering Platform

Livery Schools Link (LSL) has been working on its volunteer platform to encourage links between members of Livery Companies and schools for just over 4 years now. The product has worked well but it became clear that we would need some staff if we were to expand throughout the UK. We have therefore decided that the best way forward from here was to seek partnerships with other organisations in the field. We are delighted to announce that we have agreed to go into partnership with two independent charities, Speakers for Schools and Inspiring the Future. These two organisations are well established and will provide exciting opportunities for volunteers helping to increase the employability of students in education. The two charities work with publicly funded schools and colleges mainly in areas across the country where the young people come from socially disadvantaged backgrounds. It has been agreed that volunteers will sign up through the LSL Website as before, but each Livery volunteer will be asked to name their Livery Company on their sign-up form. This will enable an annual report to be sent to each Livery Company on the amount of volunteering activity undertaken through this route.

### 2 Campaign to raise funds for Digital Devices

LSL launched a fundraising campaign in July to help buy devices and connections for disadvantaged students in schools who have limited or no possibility of working online. The digital divide has been around for a long time and the Covid-19 crisis has highlighted the problem with many students from disadvantaged backgrounds being unable to access online schooling. The use of online education is likely to be used more in the future as people have become accustomed to using this and the enhancing opportunities it can bring alongside face to face engagement. The campaign has already attracted over £47000 in donations and this will enable us to support 14 schools to help their students who cannot get online at present.

### 3 Livery Showcase

The dates of the Livery Showcase which is part of the London Careers Festival (LCF) at the Guildhall are 6-7 July 2021. The secondary school Showcase is on Tuesday 6 July and the primary Showcase is on Wednesday 7 July. The LCF runs from the 5-7 July and the two main events are the Livery Showcase and Apprentice 21. Apprentice 21 will be on 5 and 6 July. The 2020 LCF was held virtually in the last week of June. 72 different schools made bookings for Webinars, 91% of which were in the Greater London area. 2500 secondary school students were booked and 300 primary school students. The resources on the LCF website were accessed by 296 schools.

### 4 Livery Education Conference

The eighth Livery Education Conference will be held on Tuesday 9 March 2021 at Merchant Taylors' Hall.

### 5 HELP Careers app

It is exciting to announce that a decision has been taken on the future of the HELP Careers app. HELP stands for the affiliation of the people on the current development group: H - Horners' Company, E - Educators' Company, L - Livery Schools Link and P - project. We have been working with a computer firm SACU who also have a careers app based on their career quiz engine. HELP was always targeted at year 9 when choices are made, while the SACU App is aimed at years 11-12 when tertiary or university careers are the focus. We are therefore going to run HELP and SACU as sequential careers apps and incorporate it into the SACU offering. Initially, there will be no data harvest from HELP, but it will attract some advertising. HELP is an online picture based quiz placing students in 1 of 16 zones using cloud presentation technology. It is excellent news that all the work that has gone on has come to fruition.

### 6 Livery in Education booklet

It has been decided to postpone publication of the next edition until March 1 2021 so that it is ready for the next Livery Education conference. Requests for updates to Company entries will be sent out in September.



*The Master, Wardens, Officers and Guests at the Installation Dinner held in Grocers' Hall in October 2019*

*Members are reminded that the views expressed by our members are those of the Author and do not necessarily reflect the view of the Company*

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