



THE WORSHIPFUL COMPANY OF CONSTRUCTORS

# NEWSLETTER

## INSIDE THE NEWSLETTER

The Worshipful Company of Constructors is delighted to bring you the latest edition of our newsletter, packed with updates, highlights, and exciting plans for the new year ahead. In this issue, we reflect on the success of recent events, including the Summer Networking Evening, which brought together professionals from across the construction industry, and exclusive tours of historic landmarks, such as St Paul's Cathedral and Buckingham Palace, which offered unique insights into our cultural heritage.

We have enjoyed a host of festive and formal occasions and look forward to more in the future, including the much-anticipated Carol Service and Festive Supper in December and the prestigious Livery & Awards Dinner in February.

These events provide fantastic opportunities for fellowship, celebration, and recognition of achievements within our community. This issue also features a message from our Master, Dr Deborah Pullen, who shares her views on the whirlwind of

activities since her installation, her vision for the Company, and the incredible efforts of our members in driving forward key initiatives. You will also find updates on membership growth and engagement, the work of the Charitable Trust, and the Diversity & Inclusion Committee's commitment to promoting inclusive leadership in the construction sector.

In addition, we are excited to announce the relaunch of The Constructor journal, which promises to be a platform for sharing news, insights, and developments within the Company. The Media & IT Committee has also made significant strides in improving member communications and operational efficiency, ensuring a better-connected and more engaged community.

As we approach the end of another busy year, this newsletter shows the energy, enthusiasm, and camaraderie that define our Company. We invite members to get involved, participate in events, and continue contributing to the Constructors.



## MESSAGE FROM THE CLERK

*Kim Tyrell*

The undoubted success of the well-attended Installation Dinner in October showed that the Company is no less vibrant and able to enjoy itself at a stylish event with the good company of friends and colleagues and shared social interaction always the hallmark of the Company at these events.

### CAROL SERVICE & FESTIVE SUPPER 05 December 2024

The Joint Carol Service with The WC Of Chartered Architects and WC of Entrepreneurs took place in St Lawrence Jewry at 1830. The Carol Service was followed by a Festive Supper in the Members Dining Room in Guildhall.

### LIVERY & AWARDS DINNER 13 February 2025

This year's Livery & Awards Dinner will be held in Haberdashers' Hall. There will be a three-course meal with musical accompaniment and the presentations to our Scholars and members of our affiliated Armed Forces Units. It is a formal occasion and the dress is black tie with orders, decorations and Livery badges and medals. The Master's receiving line opens at 1815, and dinner will be called at 1845. All members and their guests are very welcome.



## MESSAGE FROM THE MASTER

*Dr. Deborah Pullen*

With Great Power Comes Great Responsibility (quote by Spiderman)

Since being installed as the 48th Master of the Constructors on the 10th October 2024 it has been a whirlwind of activities, experiences and insights. I also realise that I'm in post for a finite time and have to crack on if I want to make a worthwhile contribution.

As the Master I have the responsibility to make sure we have a viable and relevant Company to our members and our sector. Luckily the efforts of nearly 60 members who volunteer thousands of hours per year are already making sure this happens.

The best thing I can do is to apply my determination to address issues as quickly as possible and also ensure that the things that are going well receive extra support. It's a busy time but also really rewarding being part of an enthusiastic team that are getting things done.

I have also attended a growing number of activities which are a great opportunity to find out more about the wider Livery community and extend links between the Constructors and others with a common cause.

Our trail blazing efforts in achieving net zero carbon and also establishing meaningful measurement of pro-bono efforts is being adopted by our peers and it would be great to transfer leading edge approaches that the UK Construction sector is already demonstrating on the global stage. Please give some thought to what this could be.

The Company has always been the epitome of friendship and fun for me, in the events that we host and the other conversations we have. Being part of a group of people who value and respect the fellowship that The Constructors offers is very special.

Finally, in the UK we typically consume 100,000 tonnes of turkey, 40,000 tonnes of sprouts and 1 billion mince pies each year so I hope we all do our bit this Christmas to uphold these standards!

Merry Christmas!

## Summer Informal Networking Event

*Rianne Scott*

We are thrilled to share the success of our event at 150 Holborn, where we came together for an evening of insightful discussions, networking, and celebration of our shared dedication to the construction profession. The event proved to be a fantastic occasion for our members to reconnect, and we are excited to welcome even more professionals into our growing community.

### **A Night of Insight and Connection.....**

Hosted in the heart of London's vibrant legal and business district, 150 Holborn provided the perfect setting for this landmark gathering. Members enjoyed engaging conversations and the opportunity to network with peers across a range of disciplines.



For those who attended, the evening was a testament to the strength of our membership and the depth of experience that each member brings. Whether you are a seasoned professional or just starting out in your career, the WCC provides a wealth of opportunities for personal and professional growth.

### **Members of The Worshipful Company of Constructors are part of a prestigious institution that:**

Fosters Professional Development: Engage in events, seminars, and workshops that will help you stay at the forefront of the industry.

Promotes Networking & Collaboration: Gain access to an exclusive network of professionals across the built environment.

Supports Charitable Causes: As a Livery Company, we pride ourselves on giving back to our community and supporting charitable initiatives in the construction sector.

A special thanks must also go to our Sponsors on the evening Optinet & Invent.

### **Looking Ahead**

Our upcoming calendar is filled with exciting events and initiatives designed to further strengthen our collective commitment to the construction industry. We encourage all current members to get involved.

We look forward to seeing you at our next event!

# THE CHARITABLE TRUST

## CONSTRUCTING A BETTER FUTURE



**Paul Shepherd, Chair of the Worshipful Company of Constructors Charitable Trust, reveals how the trust has achieved an unprecedented surge in donations over the past four years.**

### **Can you tell us about the main objectives and mission of the Worshipful Company of Constructors Charitable Trust?**

*The prime remit of the Trust is the Advancement of Education, Training and Research within the construction industry. The remit also confirms supports the City of London, the Armed Forces, the Church and the Relief of Hardship.*

### **How does the Trust decide which projects and initiatives to support?**

We aim to support specific projects rather than make donations to the general funds of a Charity; unspecified donations tend to be used for general admin support which has no focus.

We try to select projects which follow our prime remit (advancing education, training and research), particularly where they support craft skills training.

Wherever possible, we look for a business plan with measurable outputs that we monitor progress. Further support is contingent upon meeting agreed milestones.

### **Could you share some success stories of particularly impactful projects that the Trust has funded recently?**

A very timely question as we have just begun a three year sponsorship of an apprentice at the newly built World Heritage Centre at York Minster.

Her name is Jemima Haigh, and she started her training last September. The Trust will pay her salary (£22,000 pa) throughout her three year apprenticeship.

The York Minster Heritage Centre is the world's most advanced stone masons' facility in the Heritage sector; it utilises the very latest CAD/CAM manufacturing technology and combines this with traditional craft skills. This unique match of old and ultra-modern skills underlines our support for the preservation of our Heritage.

Throughout her training Jemima will give regular updates to the Company so we can follow her progress. As she will begin her career alongside the new technology, we will also learn about the very latest cutting edge techniques.

As a matter of interest our support for Jemima builds on the backing that the Trust provided some years ago for a Trainee at Salisbury Cathedral. He was so successful that he then worked on the restoration of the Elizabeth Tower at the Houses of Parliament and has recently been appointed as Chief Stonemason at a major German Cathedral.

### **How have the trust's funding priorities changed in respect of education and training in recent years and why?**

We have adopted a strategy of making fewer, larger grants to achieve specific objectives and, where practicable, with measurable outputs.

Experience has shown that fewer but significantly larger grants, (rather than spreading resources thinly), is the way to make a real difference.

Most importantly we aim to give funds directly to beneficiaries rather than via other charities; this will better ensure that our contributions are used effectively and enables us to track progress.

These changes reflect our focus on maximising the impact of our funding.

### **How are the company's legacy scholarships progressing and when will they end?**

I am pleased to report that since its launch in 2008, the Scholarships Programme has supported over 100 scholars.

The Company's remaining legacy scholarships have progressed well, with the five remaining scholars from the SIDs and Climate Action programme completing their projects, and all outstanding grant payments were made by the end of September 2024.

This marks the close of the Scholarship programme.

We are now changing direction for the following reasons:

Until recently the scholarships programme, which is high maintenance requiring significant time, has been managed by a Trustee. During the last two years this responsibility was transferred to the Company membership. However it has become clear that Company volunteers (however willing) have not been able to give the necessary time to initiate and manage these programmes.

In addition, and most importantly the Trustees also believe that the Further Education sector has suffered over the last twenty years while Higher Education has been well funded.

As a consequence of the above points, we have decided to close the scholarship programmes and transfer funds from scholarships to support for craft apprenticeships and schools development programme through Primary Engineer.

Trustees consider that this pivot in funding better supports our Prime Remit.

### **How has the partnership with Primary Engineer impacted the community and construction industry?**

The Primary Engineer Programme has been running active learning programmes for 20 years and is designed to help children develop an interest in STEM subjects.

The programme that the Trust will now support works with 10 primary schools in the City of London and additional support will be given by Mentors from within the Company. The Trust will donate £12,000 pa to support 10 Primary Schools and will be for three years with further support subject to review.

With the conclusion of the Scholarships Programme this new approach maintains the Company's commitment to education but by focussing on school students, rather than undergraduates, we are able to generate interest in the construction industry for both teachers (who shape careers) and the students at a much earlier age.

#### **How does the Trust engage with members to raise funds and awareness for its initiatives and how can members donate?**

The Trust is very grateful to the membership for their much increased donations over the last four years. Over this time the Trust has been able to increase grants by threefold and has transformed the Constructors' Charitable Trust into one of the larger donors in the Livery.

Improving communication and engagement is the key to raising member awareness and their support.

To achieve this and we are completely redesigning our website. This will serve as a central hub for communication and organising events such as the HMS Belfast event and recent Fund Raising dinner. We will use regular briefings, newsletters and flyers to inform members about our activities and the impact of their contributions make.

*Retaining interest and support from the membership is utterly critical so that we can keep on increasing donations and thereby maintain support for our initiatives. Members can contribute through Gift Aid or one-off donations, with details on the "Support Us" page of our website.*

#### **Can you discuss some of the other initiatives the trust supports?**

In addition to our core initiatives, we support various other causes, particularly the Armed Forces. For example, the Air Commodore Trophy, Shafting Shoring Trophy and HMS Lancaster. These awards are to outstanding servicemen and women who have been nominated by their senior officers.

We recently gave significant funding to 41 Company Cadet SW London AFC to provide rifles for the Platoon and places on Summer Training Camps. We give annual prizes (such as the Tong Cup and Constructors' Prize) to a number of outstanding servicemen and women who have been nominated by their senior Officers

We have contributed to 'Building Heroes' which provides mid career craft training to servicemen and women who have left the forces after 15 or more years of service.

We also give two awards to two Universities for outstanding students in construction related causes.

Internationally we have supported Appeals for Ukraine and the Syria Earthquake: both exceptional situations.

#### **Looking ahead, what are the Trust's goals and priorities for the coming years?**

Our immediate and 'forever-priority,' is to maintain the increase member donations: this is the largest source of our funding.

The regular contributions from the membership enable us to enter into longer term support (such as the York Minster Apprentice and Primary Engineers programmes). Member donations that are Gift Aided increases those donations by 25% which gives a significant increase to our Giving and also benefits the individual Member as they are able to claim tax relief on their donations.

In the medium term securing corporate sponsorships would enable us to support larger, longer term and more impactful projects which create a lasting legacy.



# RECENT AND SALIENT COMPANY EVENTS

*John Curlewis, Chair and Court Assistant*



## 18th April 2024: Lord Mayor's Big Curry Lunch

**Principal Sponsor WCoC Liveryman Azad Ayub**

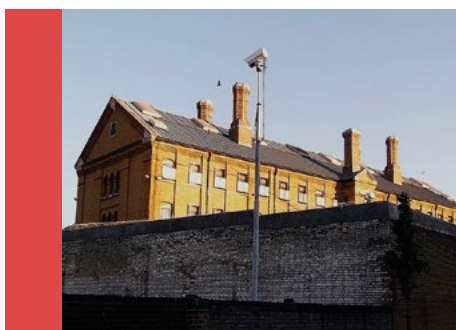
The Lord Mayor's Big Curry Lunch at The Guildhall unites over 1,650 leaders from across the City of London and beyond. Hosted by the Lord Mayor and Lady Mayoress, and attended by a Royal Guest of Honour, the event has raised over £3.7 million since 2008 to support veterans of His Majesty's Armed Forces. The 17th LMBCL, held on 18th April 2024, hosted by Lord Mayor Alderman Professor Michael Mainelli and Lady Mayoress Mrs Elisabeth Mainelli, welcomed Her Royal Highness The Princess Royal. With 300 volunteers supporting, the sold-out event raised over £400,000 for this vital cause.



## 26TH JUNE 2024: St Paul's Cathedral

**(A Wren Series of Events)**

Fellow Constructor and Director of Property, Rebecca Thompson, and Head of Special Events Management, Millie Walker, hosted a behind-the-scenes tour of St Paul's Cathedral. We attended Evensong, a sung Evening Prayer from the 1662 Book of Common Prayer, led by the choir with responses, canticles, an anthem, and psalms. The service included Bible readings and prayers for the Church, the world, and ourselves, showcasing the cathedral's musical tradition. After Evensong, Rebecca led a private tour, exploring the Cathedral Floor, Whispering Gallery, and Crypt.



## 11th July 2024 – Luncheon at The Clink

The WCoC arranged an unforgettable culinary experience at the Clink Restaurant, HMP Brixton on Thursday 11th July. This unique restaurant aims to rehabilitate prisoners by providing them with training in hospitality and catering. Guests enjoyed a high-quality three-course a la carte meal prepared and served by inmates working towards their future reintegration into society. The restaurant not only offers delicious cuisine and exceptional service but also supports a worthy cause, contributing to reduced reoffending rates and promoting positive change within the community.



## 31st July 2024: Buckingham Palace

**Interior tour & Lunch arranged by Juna Margariti & The WCoC**

As a proud Court Assistant of the Worshipful Company of Constructors, I organised a memorable event for members and guests this year. We enjoyed an exclusive tour of Buckingham Palace, marvelling at its opulent décor and rich history, though photography wasn't permitted inside. After the awe-inspiring visit, we dined at the renowned Langan's Brasserie, just minutes from the Palace, sharing stories and camaraderie. As an interior designer, I find historic venues inspiring and enjoy incorporating them into events, celebrating London's heritage with fellow Constructors.



## 13th May 2024: GALA Fundraising Banquet

**SAS Evening with Robin Horsfall at Trinity House**

The WCoC held a sensational evening of Charitable Fundraising with Motivational Speaker Robin Horsfall. Robin was a boy soldier at 15, a paratrooper at 17 and a SAS Soldier at 21. He fought in 5 wars as a front line soldier, and was a Top Bodyguard. Attendees enjoyed a Champagne Reception on arrival, followed by a sumptuous Three-Course Dinner.

# LATEST LIVERY BRIEFING: 10th Feb 2025

## *Livery Committee*

Dear Liverymen,

Welcome to the latest Livery Briefing.

As I am sure you all know, the Livery Committee's primary role is to manage the running of Common Hall, and on Monday 30 September we saw Alderman Alistair King DL elected by the Livery to be the 696th Lord Mayor of the City of London (for the year 2024-2025). The Lord Mayor-Elect's speech will shortly be available on the Livery Committee website.

The Lord Mayor-Elect took office on 8 November at the Silent Ceremony at Guildhall, followed by the Lord Mayor's Show on 9 November, marking the outset of another busy and productive Mayoral year. The Lord Mayor-Elect will be joined during his year by the two newly admitted Sheriffs, Alderman Greg Jones KC and David Chalk. We offer them our warmest congratulations and wish them all every success during their respective years.

Philip did so much for the Livery as Chair of this Committee over the last three years, for which we are very grateful. The members of the Committee thanked him on behalf of all Liverymen, and

the text of that Vote of Thanks is shown on the Livery Committee website. Continuing with the 'thank you' theme, we would also like to say a huge "thank you" to those whose term of office on the Committee has drawn to a close, namely Charlie Knaggs (Ironmongers) who has served a full three years on the Committee; and David Barrett (Renter Warden of the Worshipful Company of Coachmakers and Coach Harness Makers), having been co-opted since 2016. We would draw your attention to the new Court of Aldermen 2024-2025 guide that the Deputy Town Clerk referred to in his speech at Common Hall.

Hot off the press, it is an excellent read! It can be found on the Livery Committee website.

Please do contact us if you have news items for the website and we also commend to you the various courses that are run for you, details of which can be found on the courses page of the Livery Committee website.

With very best wishes,

**Julia Sibley and Philip Woodhouse.**

## **MEMBERSHIP NEWS:**

### *John Curlewis, Chair and Court Assistant*

The WCoC has embarked on a strategic journey over the past five years. In 2019, PM Mike Parrett initiated a strategic review, culminating in a 5-year plan presented to the Court in April 2023. A key focus is membership growth, requiring the attraction of new members and retention of existing ones. In November 2023, PM Terry Withers tasked SW Tim Fitch with reviewing the current systems and processes to recommend improvements aligned with these objectives. The entire membership journey has been reviewed, from generating interest and application processes to onboarding, mentoring, and progression to Livery status. Enhancing the member experience post-joining, ensuring a smooth integration, and fostering long-term engagement are priorities.

In August 2024, SW Tim Fitch proposed forming a new committee, combining elements of the previous Merchandise & Events and Membership Committees. I was asked to lead this initiative and build a team to enhance member satisfaction, retention, and longevity.

Key initiatives include: Onboarding and Mentoring: Enhancing the NewGen programme to highlight the benefits of achieving Livery status and Freedom of the City of London.

Improved Communication: Refining WhatsApp channels in collaboration with the Media and IT Committee to prioritise key messages. Yearbook Revamp: Developing a website plugin for membership administration and merchandising, spearheaded by Gary Jackson. Sponsored Events: Partnering with the Fundraising Committee to provide affordable networking opportunities for younger members. Event Feedback: Establishing a system to collect attendee insights for continuous improvement. Corporate Sponsorship: Creating a joint plan with the Fundraising Committee to boost sponsorship. Developmental Events: Offering face-to-face and online activities, including CPD opportunities.

WCoC has excelled in recruitment, attracting more new members than many Liveries post-pandemic. However, challenges remain in managing their journey and fostering integration. By leveraging improved processes, technology, and leadership, we aim to prioritise quality, creating a welcoming, rewarding environment where members feel valued and connected as part of a supportive community.

## **DIVERSITY & INCLUSION NEWS:** *Chair of The D&I Committee - Diana Chrouch OBE*

The Worshipful Company of Constructors is keen to promote its commitment to greater diversity and inclusion, not only within the Company, but also across the wider construction industry. This is not just a box ticking exercise or a platitude to wokeness. Diversity and inclusion is critical for the long term sustainability of the construction industry and its ability to successfully achieve, not just profitable growth in the built environment, but also to deliver wider social and environmental impacts that benefit people and planet.

A lack of diversity in the construction industry, especially in its leadership, has long been criticised for limiting its appeal to diverse talent and undermining perceptions of inclusivity.



This matters because the construction sector shapes the spaces and infrastructure central to daily life. The impact of limited diversity at leadership levels is also evident at every stage, from restrictive designs that curb creativity to exclusionary pipelines that hinder diverse talent, resulting in built environments that fail to meet the needs of many, and even sometimes alienates communities. We've all faced situations like long queues for small numbers of ladies' toilets, cramped cubicles, disabled individuals or parents with pushchairs struggling on steep stairs, or navigating anonymous glass buildings with obscure keypad entry systems. A lack of diversity at the top also stifles the diverse perspectives needed to drive inclusive solutions and ultimately limits progress, not just on a social level but also on an economic and creative one.

The Worshipful Company of Constructors is committed to working with industry stakeholders to promote diversity and inclusion in construction. The Constructors' D&I Committee is inviting collaboration with companies that have, or plan to develop, initiatives focusing on creating leadership opportunities for women and underrepresented groups, particularly in areas such as sustainability, innovation, creativity, and inclusion. The aim is to foster inclusive leadership that drives positive change in the industry and supports a built environment that serves all members of society.

For further information about the Worshipful Company of Constructors' Diversity and Inclusion Committee please contact [diana@constructorscompany.org.uk](mailto:diana@constructorscompany.org.uk)

## **MEDIA & IT NEWS:** *Chair of the Media & IT Committee- Andrew Hastie*

The Media and IT Committee has been busy working on several exciting projects to improve communication with members, streamline operations, enhance data privacy and improve the overall member experience.

One of our principal initiatives to improve communication with members is the resurrection of our journal *The Constructor*, following the previous editor's passing. I am pleased to announce that an Editorial Board has been formed, consisting of Colin Mars, Editor of *Construction News* who will serve as *The Constructor's* Editor, and Mark Lightfoot, an experienced Graphic Designer, who will serve as Production Editor. Working alongside Colin and Mark are Argentina Hung and Ismail Hussein who will serve as Deputy Editors. The team have already agreed a structure and an exciting new graphical style courtesy of Mark Lightfoot and are aiming for a publication date in early February.

The committee has also been working hard to prepare for the rollout of the new Members platform. Gary Jackson and I are leading this initiative alongside support from the Master and Wardens to test the new system.

Members will receive a welcome email in the coming weeks to create their user profiles for the new Members Area and update their personal information for the new digital yearbook. The system will streamline invoicing and significantly improve record keeping and member experience.

In addition to these initiatives, the committee has been working on general IT improvements, including the creation of a OneDrive for account for use by the Court and committees for Company business. We have also rolled out email addresses to all committees and officers of the Company who require it, while doubling the company's email capacity to accommodate the increased usage.

Overall, the Media and IT Committee has made significant progress this year to enhance communication and improve the operational efficiency of the Constructors. The committee's efforts are set to provide members with better access to information and a more organised and efficient system for managing Company business.



# EDUCATION AND AWARDS

*Chris Turner, Chair of the Education & Awards Committee*

The observant among you will have noticed a subtle change in the name of this committee. For those who haven't noticed, the committee has been renamed the "Education and Awards" committee. This name change represents the broader remit of the committee. Looking back over the last year, there is much to celebrate:

- Our scholars are completing their research, and we are looking forward to working with them to present their findings to the Company and the industry;
- We awarded three prizes under the Master's Certificate Scheme.
- The Awards Dinner with the presentation of our prestigious prizes to the students from LSBU and University of Westminster and our Royal Charter Award to Battersea Power Station.

This year also represents the final year when we offer our Scholarship programme in its current format. We have struggled for some years to find applicants for the programme and mentors from within our own Company. As a result, the Master and Wardens with the Charitable Trust Trustees have agreed that we should end the programme.

This change is likely to have mixed and possibly sad feelings among those of us who have been involved with the Scholarships programme for many years. However, I hope that you understand that this represents an exciting opportunity to expand our reach and support other initiatives.

Looking forward, the next chapter for the Committee has some exciting opportunities:

- We have partnered with an organisation called Primary Engineers and, for the next three years, we will be working with ten schools per year to deliver their construction programme within the reaches of the City of London.
- The first cohort of schools and mentors from the Company have been recruited, we are organising the training day for all to attend in January. The programme will run from February (ish) to late June, early July with a celebration event to see what the students have produced. The students are primary school age (Age 7 to 11).
- At the end of the current three-year commitment, we will have reached at least 30 schools and, hopefully, close to 1000 primary school aged children.
- We are reforming the way we nominate for the Masters Certificate Scheme prizes organised by the Construction Liveries Group.
- In the new year, we are going to introduce a group for those wishing to upgrade their membership of their professional bodies. This group would be a mix of applicants and "those who have gone before" with the idea of providing soft-mentoring and advice.
- Finally, following a request from Company Members, we are looking to organise a series of presentations which could be used as CPD. We are aware that we are a broad church and have members working in many fields. We will be putting a call-out through the Clerk in the New Year for members to offer to give a presentation to other members of the Company.

Finally, we are still administering our academic prizes awarded to students from London South Bank University and University of Westminster.

