



The Constructor

THE JOURNAL OF THE WORSHIPFUL COMPANY OF CONSTRUCTORS



JOURNAL 2024

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THE JOURNAL OF THE WORSHIPFUL COMPANY OF CONSTRUCTORS

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BUILDING ON TRADITION

LOOKING TO THE FUTURE

It is with great pride that I introduce this latest edition of our annual journal. It is a publication that not only reflects the remarkable achievements of our members but also serves as a testament to the enduring strength of our Livery company and its links with the construction industry.

As a Company dedicated to those who shape the built environment, we stand at the intersection of tradition and innovation. Our Company may be relatively young, but our craft is as old as the City itself, and it constantly evolves to meet the challenges of the modern world. This journal captures that dynamic, bringing together reflections on heritage, technical excellence, and the future of our industry.

Inside these pages, you will find contributions from the leading members, who keep the wheels of the Company well-oiled. We celebrate the achievements of our members, from Apprentices to Masters, showcasing the deep reservoir of expertise and commitment that defines our Company.

This journal also highlights the broader impact of the Company's work, from charitable initiatives to mentorship and education. These efforts reinforce our mission: not just to uphold standards of excellence in construction but to contribute to the greater good of the City and beyond.

I hope you find this edition both informative and inspiring. May it serve as a reminder of what we have built together and what we have yet to achieve.



COLIN MARRS, EDITOR



INCOMING 2024-25

OUR NEW MASTER

THE NEWLY ELECTED MASTER, DEBORAH PULLEN, OUTLINES HER ASPIRATIONS FOR THE YEAR AHEAD.

A belated happy 2025 to everyone, I have a good feeling that it will be a great 12 months for us all.

I joined the Company in 2016 and spent nearly seven years as a member and then Chair of the Education & Awards Committee (previously Scholarships and Awards). I also spent nearly three years as Treasurer of the Charitable Trust, drawing on my experience in research, education and the charity sectors, so The Livery and Awards Dinner is particularly close to my heart.

The dinner reflects the hard work of so many Company members in supporting our apprentices and scholars (of all ages) as well as celebrating the achievements of nominated individuals from our affiliates. All Liveries have specific links to military and educational establishments, and we are no different.

Our long-standing links to both London Southbank and Westminster Universities sees us celebrate the hard work and achievements of nominated students. This is always inspirational, especially as we focus on

“Our members, collectively, have over 10,000 years of experience and knowledge, so we have to find a way to harness this.”

those students who typically study part-time so have the added pressure of holding down a job.

Similarly, the citations for our military affiliate prize winners are a reminder of the hard work and commitment of those individuals ensuring the safety and security of civilian communities all over the world, despite the personal danger that they often face.

I am currently visiting all of our affiliate units to see at first hand what their current challenges are and also to discuss opportunities to increase our collective active engagement. This could include social events and I am also keen to increase our support for any of their initiatives which involve the training of cadets, along with existing or retiring military personnel. Increasing the number of new direct members will also be encouraged, especially as our sector already benefits from the logistical and engineering skills on offer.

One specific project that has just been launched is the creation of a more comprehensive historical archive for the Company. Our newly appointed Archivist Bob Heathfield will take the lead on this and the first phase will be available online as part of our 50th Anniversary celebrations in two years time.

This will provide:

- access to many of the output reports associated with our Scholarships programme and other online events
- copies of formal documents generated by the Company which have supported wider Industry advancement
- information about our social events calendars through images and personal reflections.

The digital world offers so many more ways of creating, storing and sharing data. It is also critical to put individual artefacts into context to help transfer and translate information and learning, helping to extend their relevance and value to others. Our new members' platform will also offer the opportunity for members to provide additional content directly.

Our members, collectively, have over 10,000 years of experience and knowledge so we have to find a way to harness this. Increasing impact and standing within our industry, the Livery movement and the City is a strategic priority.

This opportunity could extend our current position going forward. Let's make it work.



OUTGOING 2023-2024

THE MASTER'S YEAR

REFLECTIONS ON A SPECIAL - AND BUSY - YEAR FROM THE IMMEDIATE PAST MASTER TERRY WITHERS

Thank you - a massive big thank you - to you all for making the last year so special for myself and the Mistress, Alison. It was a year of fun and enlightenment for us both as we got to meet many of the other Masters and Consorts as well as getting to know a lot of you much better.

What did we do?

One of the first things was to defy the odds, according to some wise (or not so) sages who said that we could not put a float into the Lord Mayor's Show without bankrupting the Company. So let me start by congratulating the Events Committee and especially Mike Threadgold and Juna Margariti for putting on such an amazing day. Not only was the float populated with 50 members and guests but we had an amazing reception for around 70 afterwards. Such was the enthusiasm that we have already got everything planned for this November.

Oh and I nearly forgot to mention we also made around £3,000.

I attended the Mansion House in the presence of Their Majesties to celebrate the Civic Associations' contribution to the Coronation. At this event the King, as is the custom for a new monarch on their first entry into the City, pledged his loyalty to the City of London

There was a private viewing of the Anointment Screen at Drapers' Hall where we had a behind-the-scenes view of the roles of all major participants in its creation, from inception in mid-December 2022 to completion by mid-April 2023.

I was honoured to lay the Constructor's Cross in the Garden of Remembrance at St Pauls and to attend the Remembrance Day

Service, also at St Pauls, before being present at The Royal Exchange for a wreath-laying ceremony.

A highlight of the year was being invited by Alderman and Sheriff, Dame Susan Langley, to attend the Old Bailey and have lunch with His Majesty's Judges. This was a very interesting event, where I heard about how the Judges switch off from the horrors that their duties expose them to. After lunch we



were invited into Court for the afternoon session. The judges and their jurors carry a massive responsibility, and we should be thankful to them all.

In late November the Mistress and I were invited to attend the Christmas Camp Competition run by the 14 Company South West London Army Cadet Force. These affiliates of ours are enjoying a stellar period, having won Champion Company of 2023. Well done to them! It was disappointing that despite increasing in size threefold due to great demand from the local Croydon youth, they do

not have the trainers to support this expansion.

Amos Simbos, founder and CEO of Black Professionals in Construction and a Liveryman of ours, invited us to his organisation's Awards Dinner. This was a well-presented function, highlighting the great work that their members are producing, beautifully supported by their generous sponsors.

Our Christmas Carol Service was also well-supported in the lovely, newly-refurbished, St Lawrence Jewry Church. As usual we were raising money to support construction industry charity CRASH. We were very pleased that our new Liveryman and retiring CRASH chief executive, Francesca Roberts, was able to attend and receive the £600 + that we raised for them. Having attended their celebratory evening I can testify to the fantastic work that they do.

The festive lunch at Ironmongers' Hall was again well supported with the festivities being transferred to our new "home of networking", The Lord Raglan.

The most hectic day of my tenure so far came on 23 January. I was invited to attend the City, University of London's Graduation Ceremony at the Barbican Centre. This started with a noon lunch followed by witnessing a few hundred amazing young people receive their degrees from the "new" Rector of the University, the Lord Mayor, Michael Mainelli.

There was no break for the wicked as we headed straight off to Haberdashers' Hall, with the Architects' Company, for their Annual Banquet. This was a marvellous evening with the Lord Mayor as the Guest of Honour.

Collaboration is a priority of the Lord Mayor and we collaborated



with the Information Technologists to debate Net Zero and the effect of IT on construction. This session was superbly hosted by Professor Raj Roy of the Worshipful Company of Information Technologists and featured a keynote speech from our Liveryman, Ishmail Hussein.

Sadly, my proficiency as a pancake tosser was never judged by my peers as the weather combined with health and safety rules to cause the cancellation of the 20th Inter-Livery Pancake Race. We did however enter a team in the Coopers' barrel rolling competition. Well done to our organiser, Liveryman Chris Breiner. Meanwhile, Alison Fitch and Alan Saunderson reached the quarter-finals of the Inter-Livery

Tennis tournament at Queens Club. Once again Renter Warden, Henry Lamb, made sure we were well represented at the Inter-Livery shoot. We should really look to expand our involvement in the many inter-livery events.

Another year, and another great contingent of Constructors attended the Lord Mayor's Big Curry Lunch. This was a bit chaotic, as usual, but great fun was had by all and we raised just over £400,000 for the Lord Mayor's Charity.

In February, in the presence of Alderman Alison Gowman, I, along with JCA Rob Beales planted a tree in Whittington Gardens. This was to support the Queen's Green

initiative and hopefully it will, like us, flourish root-and-branch forever.

During a memorable day at Mansion House, in the presence of the Lord Mayor, I presented Jamie Tong, Yaeger Irwin and Rob Beales with their Master's Certificate Awards. All three showed great initiative and thoroughly deserved their recognition.

A wonderful weekend was spent in the picturesque town of Henley-upon-Thames where we were joined by 30-plus members for my Master's Weekend. Cruising up the Thames whilst enjoying the food of Atul Kochar and dancing to the sounds of the Silk Street jazz band started the weekend perfectly.

Saturday included a treasure hunt and a visit to the Fairmile Champagne Vinery before a black-tie dinner at the world-famous Leander Club. This great rowing club's members have won more Olympic medals than any other sports club in the world. To celebrate this event, we were joined by special guest, Jack Beaumont, who recalled his experiences in the sport that led to him winning silver at Tokyo 2020, before displaying his medal.

Two dates were available to join the King and Queen at their Garden Party. Thankfully, in hindsight, we chose 8 May. It was a beautiful day which leant itself to sitting in a deck chair and being entertained by the military bands as the world just passed us by. We were indulged by the Monarchs and had ourselves a finger sandwich. The other date we could have chosen saw rain all afternoon and the King was unable to attend!

We were invited to watch a day of naval training by the land crew,

Starboard, of HMS Lancaster at the naval docks, Portsmouth. This was hugely interesting and we ended up with dinner at the Admiral's Mansion. I also attended 101 Regiment's annual banquet and watched the SW London Cadets at practice, all highlighting the importance of our armed forces.

The next night we were wonderfully entertained at Mansion House by the Lord Mayor. In honour of his German wife's Bavarian background, we Um-pah'd the night away, raising another £40,000.

One of the highlights of a Master's year is the Lord Mayor's Masters Weekend. This year 107 Masters and their Consorts attended three days of joviality and a bit of seriousness in the City of London. This ended with "our group" being given a name that will tie us as Domini 24 for life.

One of the last classic events of my Mastership saw the Mistress and myself herding sheep across Southwark Bridge. It was great to be part of this historical ceremony, made more memorable by the presence of our family and many Constructors.

Perhaps something that is not obvious to Members is the amount of events that are attended exclusively by the Mistress. Not only did she attend a great many with me but probably 25 plus in her own right as a consort. I thank her for her enthusiasm and representing the Company with aplomb.

I have helped elect a Mayor and sheriffs, watched the raising of the flag on Armed Services Day, toured behind the scenes at St. Paul's and watched England struggle in both cricket and football. We

have toured the Wren Churches, walked the Livery Halls, attended banquets and balls, receptions and charitable evenings, listened to the tales and experiences of my peer Masters and many, many members of institutions of the City of London. Friendships have been made at every turn.

I would like to commend our events team who organised so many wonderful occasions. The Gentlemen's Clubs of the West End, the Museum and Church of St John, the Mail Rail, Custom House,

The latter also attended our Christopher Wren Banquet and was accompanied by his whole shrieval party. This was a great honour for the Company.

Of particular pleasure for me was the great strides that our Charitable Trust has taken to rationalise their aims. A highlight was our visit to York Minster for the topping out ceremony of its new Centre of Excellence and Heritage Craft Skills. Here, with CT Chair Paul Shepherd and Master Elect Deborah Pullen, we were shown

“A highlight of the year was being invited to the Old Bailey to have lunch with His Majesty's Judges and witness firsthand the immense responsibility they carry.”

All Hallows by the Tower Church were some of the venues that we as a Company attended.

I spoke with past master Tony Ward regarding the Constructor's Livery Group, to outline what we would like to see happen so that we can fully support their activities. This has started to come to fruition with a symposium to discuss the City of London Skyline 2030, held at Guildhall in the summer. It was opened by the Lord Mayor, who was followed by three key speakers. It was a sell-out event with the follow-up coming back to Guildhall on 28 February 2025.

All of our banquets have been admirably attended and we have been lucky to have key speakers of the quality of Professor Richard Flitton and the Lord Mayor.

where our new apprentice will be housed and trained. Well done to Chairman, Paul Shepherd and his fellow trustees. Due mainly to the great effort shown by Liveryman, Chris Breiner, we held a fundraising evening at Trinity House with a warm reception for our guest speaker, Robin Horsfall. I am very pleased to say that we raised a sum in excess of £15,000 which will allow us to honour the donation pledge we made to the Charitable Trust in September. Congratulations also go to all those who contributed to our pro-bono giving, which this year exceeded £245,000!

Our membership continued to thrive, a great achievement by our membership team but especially to junior court assistant Rianne Scott. Her enthusiasm and competence in



spreading our word is phenomenal. No Livery Company has such a thriving networking scene, a fact epitomised by the 80-plus attendees at our recent event at 150 High Holborn. Keep it up!

I made my aims as Master clear at

Common Hall last year. I pledged to follow the five-year plan and, with the help and hard work of the Wardens, I have done so.

I would like to thank the majority of Court for their unwavering support this year. To the others, perhaps it's

time to reflect on what you want from the Company.

Wardens, I would like to thank each and every one of you for the efforts that you have put in and I will support you in whatever way you require as we push into year

three of the five-year plan.

I would like to sympathise with Derek Farrow who, after so many years on Court, befell such bad luck at the final hurdle. I hope that one day you may return.

A special word for Professor

Deborah Pullen MBE, Master Elect, I wish you and your consort, Steve, a wonderful year of Mastership. You will love it.

And finally, my wife, Mistress Alison, thank you for all of the support that you gave me and

the Company during the year. I know that you thoroughly enjoyed yourself and that made it all the more special for me.

It has been an honour to have been able to represent you at the highest of the City of London's tables.



KIM TYRELL

CLERK'S CORNER

The past year has seen a number of new and resumed events for the Company, we entered floats in the Lord Mayors Show in both 2023 and 2024, and were blessed by dry - if not sunny - weather. This year all of us who walked with or rode on the float were impressed by the number of members of the public who supported the show both outbound and on the return. We are most grateful for our many sponsors, and an enjoyable day was had by all.

Something which has become noticeable since Covid is the increasing cost of formal functions and I thought that it was worth sharing with you how costs have increased and also how much effort has gone into keeping prices competitive compared to equivalent Companies.

In 2020 Dinners cost between £90 and £110 per person with lunches between £65 and £85. Since Covid, dinners have been kept to between £105 and £125 a head, with lunches at £90 to £100. Comparable companies are regularly charging £125 for lunch and £160 for dinner in similar Halls. All cost increases are regrettable but are not, as you can see, excessive and prices are competitive in comparison with our peers.

So that everyone understands the costing process, at any one dinner the Company pays for the venue and any official guests. Members attending pay for their meal and a pro rata share of music, flowers and the photographer. Any sponsorship of an event is used to help either to reduce the costs associated with the dinner or improve aspects of it. Thus, Members and Company projects benefit from sponsorship rather than Company central funds.

The Livery & Awards Dinner, held on 13 February 2025 at Haberdasher's Hall, saw the Master sign the Military Covenant with the Officers from our affiliates countersigning on behalf of the Services. This was a splendid event.

Looking to the future, we have a full programme of both formal and informal events and the opportunity exists to enjoy as many of these as you can. I look forward to seeing as many as possible at our events this year.

PAUL SHEPHERD

CHARITABLE TRUST

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

We focus on supporting specific projects rather than making general donations to charities, which often end up covering administration costs without a clear outcome. We look for projects that align with our remit, particularly those promoting craft skills training, and prefer proposals with business plans and measurable outputs so we can track progress. Ongoing support depends on achieving agreed milestones.

We have recently begun a three-year sponsorship of Jemima Haigh (*pictured right*), an apprentice at the newly built World Heritage Centre at York Minster. Jemima started her training last September, and the Trust is funding her £22,000 per annum salary throughout her apprenticeship. The Centre is the most advanced stone masons' facility in the heritage sector, combining cutting-edge CAD/CAM manufacturing technology with traditional craft skills. This rare blend of innovation and tradition reflects our commitment to preserving heritage in a forward-looking way.

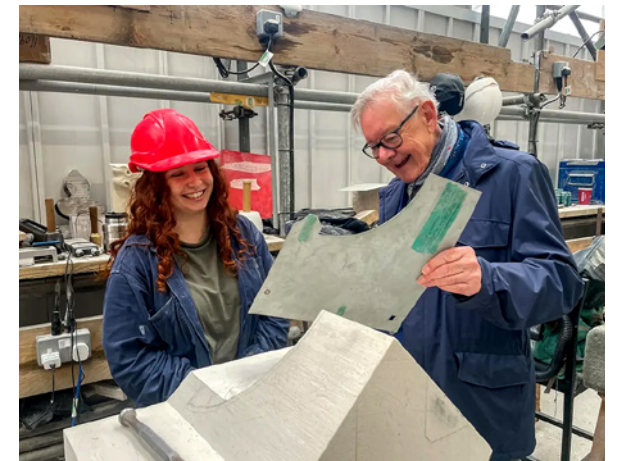
Throughout her training, Jemima will provide regular updates to the Company, allowing us to follow her development and learn about

emerging techniques. Our support for Jemima builds on previous success: a former trainee we sponsored at Salisbury Cathedral went on to work on the Elizabeth Tower restoration and is now Chief Stonemason at a major German cathedral.

Experience has shown that making fewer but larger grants achieves greater impact than spreading resources thinly. We now prioritise direct support to individuals and projects rather than channelling funds through third-party charities, ensuring our contributions are used effectively and transparently. These changes underline our determination to maximise the impact of our funding.

Turning to the Company's legacy scholarships, I am pleased to report that since the programme's launch in 2008, over 100 scholars have been supported. The final five scholars from the SIDs and Climate Action programme completed their projects this year, with all outstanding grant payments made by September 2024, marking the official close of the Scholarships Programme.

We are now changing direction. Managing the scholarship programme became increasingly challenging when responsibility shifted from a Trustee to Company members, who could not sustain the time commitment needed. More significantly, the Trustees



believe that Further Education has been underfunded compared to Higher Education over the past twenty years. As a result, we have decided to close the programme and reallocate funding to craft apprenticeships and school development initiatives through Primary Engineer.

This strategic shift ensures our funding continues to make a real, lasting difference where it is most needed.



MEMBERSHIP UPDATE

The Company has been on a strategic journey over the past five years, with membership growth at its core. Following a 2019 strategic workshop led by Past Master Mike Parrett, a five-year plan was developed and presented to Court in April 2023. To drive this forward, the 2023/24 Master Terry Withers tasked Middle Warden Tim Fitch with reviewing our membership systems and processes.

This comprehensive review examined every stage of the membership journey, from attracting interest and engaging with potential candidates to streamlining the application, joining and payment processes. The post-joining experience was also assessed, ensuring a smooth transition from Freeman to Liveryman status, with effective onboarding, mentoring, and pathways for further progression within the Company.

These insights will shape our approach to membership growth, ensuring we continue to attract, retain, and support the next generation of Constructors.

Future Membership Committee Plans in 2024/2025

Two new committees will be established in 2024/2025 to enhance membership attraction, satisfaction, retention and engagement, namely: Membership Attraction & Membership Services. These committees will integrate elements of the current ‘Merchandise & Events Committee’ and ‘Membership Committee’, focusing on the full end-to-end membership journey, from onboarding, mentoring and delivering exceptional membership services and beyond.

It will develop a structured plan to support new members from their first interaction through to full integration

“Improvements will be driven by technology, streamlined processes and strong leadership”



Monthly Informal Networking Events

These gatherings offer members a free, informal networking opportunity while providing non-members (for a small fee) a chance to learn more about the Livery.

Held on the second Wednesday of each month at The Lord Raglan, 61 St Martins Le Grand, London, EC1A 4ER



within the Company. This will include (but is not limited to) organising a diverse programme of events beyond formal gatherings, collaborating with key committees such as ‘Media & IT’ and ‘Diversity & Inclusion’.

While the Company has excelled in attracting new members since the Covid pandemic, the next challenge lies in refining the individual journey - from initial interest to long-term involvement. Improvements will be driven by technology, streamlined processes and strong leadership

to enhance both the quantity and, crucially, the quality of new members.

With collective support, this initiative will strengthen the Company’s future, fostering a welcoming and rewarding environment where members feel truly valued and connected.

WORSHIPFUL COMPANY OF CONSTRUCTORS

MERCHANDISE

GET YOURS TODAY!

THE COMPANY IS DELIGHTED TO OFFER A RANGE OF EXCLUSIVE WORSHIPFUL COMPANY OF CONSTRUCTORS MERCHANDISE, PERFECT FOR MEMBERS WISHING TO SHOWCASE THEIR AFFILIATION WITH PRIDE.

Enhance your collection

When you joined the Company, you would have received a selection of these items, including cufflinks, a tie or scarf, a lapel pin, and a badge on the appropriate ribbon (Freeman - Blue / Liveryman - Claret). These remain available for purchase, as well as framed certificates for those who joined before their introduction.

How to order?

All merchandise (including pricing) is showcased in the members area of the Company website, and all orders should be placed through the Clerk. Weblink below:

<https://constructorscompany.org.uk/members-area/merchandise/>

Most items are kept with the Clerk and can be brought to London or posted upon request.

Umbrellas are stored at Vintners’ Hall and must be arranged in advance for collection. For this, please coordinate with Henry Lamb, who can liaise with the Beadle, Ted Prior. Please note that Vintners’ staff do not have access to our storage area - so no impromptu visits!

Special Edition: Sterling Silver Gilt Brooch

For those looking for a standout piece, the Company has a sterling silver gilt brooch, available at c. £275 (subject to precious metal price fluctuations). These are produced in batches of 10 to keep costs down and require pre-payment. As of January 2025, three are on order, with seven more needed to complete the next batch. If interested, do act soon! It takes between eight and ten weeks to craft by Frattorini.

What’s Next?

The Company is always exploring new merchandise ideas! However, as we are not a retail shop, we must sell a few more umbrellas and summer ties before expanding into branded pocket squares, polo shirts, folding umbrellas, and anything else.

Show your pride in the Worshipful Company of Constructors and order your merchandise today!



| NO. | MERCHANDISE | DESCRIPTION | PRICE (03/25) |
|-----|---|---|--|
| 1 | Cufflinks | Gold-coloured metal and enamel cufflinks | £25 (plus P+P) |
| 2 | Freeman & Livery Badges | Sterling Silver gilt: Freeman - with blue; or Liveryman - with claret | £75 (plus P+P) each |
| 3 | Ladies Scarf | Black and gold printed silk scarf | £12 (plus P+P) each |
| 4 | Wall Plaque / Shield | Wooden wall shield with blue coat of arms | £48 (plus P+P) each |
| 5 | Umbrella | Red and yellow colour | £25 (plus P+P) each |
| 6 | Company Tie | Formal Tie - Blue colour | £20 (plus P+P) each |
| 7 | Company Tie | Summer Tie - Yellow and red colour | £20 (plus P+P) each |
| 8 | Black leather document folder (surplus stock) | Black leather document folder | £18.87 (plus P+P) each |
| 9 | Special Edition: Sterling silver gilt and enamel brooch | A versatile unisex piece that can be worn as a pin or on a chain | c. £275 (subject to precious metal price fluctuations) |

MEDIA & IT COMMITTEE REPORT

The Media and IT Committee has been a hive of activity lately, driving forward a range of initiatives that are shaping the way we inform and engage with our members.

I would like to take a moment to thank the incredible editorial team and all of our contributors for the hard work they have put in to resurrect the journal with special thanks to our new Editor, Colin Marrs, Production Editor, Mark Lightfoot, and Deputy Editors Ismail Hussein and Argentina Hung. Their dedication and input have brought a fresh perspective to the publication.

The new graphical style, designed by Mark Lightfoot, has given the latest edition a polished look and feel



and the publishing expertise of Colin Marrs has greatly improved the quality of the final output. The production and publication of the journal has happened in parallel with a number of other initiatives designed to improve communications and streamline information systems.

The website is evolving to meet the needs of members and visitors alike. Key updates include the integration of the new members platform and a refresh of the Charitable Trust area, with new copy and updated designs, alongside the latest Company photography. Our online presence is thriving. Website visits are up an impressive 44%, with event-related traffic driving much of this growth. Downloads of application forms

are surging, and interest in membership has spiked. Visits to the “How to Become a Member” page are up by 115%, and traffic to the “Why Join” page has increased by 12%. These numbers reflect the renewed vigour with which the Company has pursued membership growth since the formation of the Membership Attraction Committee. They also demonstrate our own committee’s commitment to making information accessible and engaging for prospective and current members alike.

The new members area and digital yearbook are at the core of our efforts to enhance member engagement, with beta testing now complete. I hope the new members area will have been rolled out to all members by the time you are reading this. Once all members are set up on the platform, this will become the main destination for information about company events and company communications, alongside the digital yearbook and member information.

Our social media efforts are also paying dividends, especially on LinkedIn, where we’ve cemented our position as one of the most influential Livery Companies. Our audience growth has been remarkable, with a net increase of 402 followers since September 2024. An impressive 16.8% engagement rate on LinkedIn highlights our ability to connect meaningfully with our audience. We’re exceeding expectations, with 247 new LinkedIn followers in the last quarter.

The Media and IT Committee has also remained resolute in its mission to enhance awareness of our activities by engaging with industry and wider society. To this end the Company has seized public relations opportunities with the BBC, London Business Magazine and The York Press. We hope to build on this in the coming year to raise our profile within the Square Mile, the construction industry and the general public.

From revitalising our digital presence to promoting our achievements and growing our social media influence, the future looks bright for the Constructors.

NEW JOINERS & PROMOTIONS 2023/2024



New Joiners & Promotions: May 2024 Intake

The following became Liverymen of the Company

- Azad Ayab
- Michelle Brightly
- Paul Gaughan
- Chris Gladwell
- Argentina Hung

The following became Freemen of the Company

- Ben Algate
- James Allen
- Vatsal Anarkat
- Adrian Badea
- Nicola Bardwin
- Mark Bendelow
- Stephen Beechy
- David Blackburn

- Stuart Bosley
- Laury Burba
- George Clifton
- John Duncan
- Kevin Elstub
- Stephen Gapik
- Matthew Hearsum
- Alex Hill
- Daniel Hooper
- Michael Hutchinson
- Sergej Jovanovic
- Kadirul Kibria
- Mark Lightfoot
- Jay Lorimer
- Robert Luck
- Emma Maile
- Colin Marrs

- Lydia McGuinness
- Mark McSweeney
- Tim Mole
- Alex Murphy
- Daniel O’Neill
- Anthony Oppido
- Alessandro Parias
- Colin Parker
- Steven Regan
- Justin Sullivan
- Emma Swaffer
- Alexander Uregian
- Steve Wisdom

The following was promoted from Apprentice to become a Freeman
Edd Hornby



DIVERSITY & INCLUSION COMMITTEE REPORT

DIANA CHROUCH OBE

The Diversity and Inclusion Committee plays an active role in engaging talented professionals from underrepresented groups to enable them to overcome barriers and thrive in the industry, raising awareness of the benefits of joining the Company, and encouraging participation in our activities.

The Committee is composed of accomplished professionals from diverse backgrounds, all dedicated to creating a more inclusive and representative industry.

At the Worshipful Company of Constructors, we are committed to fostering equality, diversity, and inclusion by breaking down barriers - both direct and indirect - that hinder access, participation, and success within our City Livery Company. Our goal is to create an open, welcoming, and supportive environment that champions talented professionals across the construction industry, regardless of background or personal characteristics.

The Worshipful Company of Constructors is keen to champion

a more diverse and inclusive construction industry by supporting initiatives to encourage more opportunities for:

- Women and Girls
- People who identify as Black, Asian or Minority Ethnic
- People with disabilities and/or neurodiversity
- LGBTQ+ People
- People from underrepresented backgrounds

Beyond the Company, we support wider industry efforts to drive diversity and inclusion across the sector.

To reinforce this aim, we proudly signed the Livery Committee of London's Diversity Charter on 7th May 2020. This initiative, endorsed by both the Court of Common Council and the Court of Aldermen, aligns with our mission to cultivate a more diverse and inclusive community within the Livery movement.

A diverse and inclusive membership is at the core of our efforts to

A diverse and inclusive membership is at the core of our efforts to advance equality, diversity and inclusion across the construction sector.

advance equality, diversity and inclusion across the construction sector. By leading initiatives that promote greater representation, we aim to shape a more sustainable and successful future for the industry.

We are passionate advocates for women's leadership in construction. Through our initiatives, we actively promote greater opportunities for women to step into senior roles, drive industry change, and shape the future of construction.

Together, we are building an inclusive future - one that values diversity as a foundation for success.

Our strategic priorities include:

- Promoting the advancement of women and girls in the construction industry - to provide more career pathway opportunities to inclusive training and career progression, from young and emerging talent at school through to senior leadership.
- Increasing supplier diversity - by collaborating with industry to encourage the provision of accessible opportunities for female founders and entrepreneurs from underrepresented backgrounds to enable them to successfully access supply contracts.
- Creating better mental health and wellbeing in construction - by collaborating with industry to provide clearer information and accessibility to services to improve awareness and access to mental health and wellbeing services for people working in the industry.

The Committee will actively advocate for cross-industry collaborations with key stakeholders to create more

pathways to leadership roles for women in construction.

Our goal will be to drive meaningful change by empowering women at all levels, encouraging them to think boldly, challenge barriers, and amplify their voices within the industry. By taking a bottom-up approach, we will work to increase the number of women in leadership positions and foster a more inclusive future.

As part of this initiative, the Company will this year conduct a consultation with women in leadership roles to identify the strategies that helped them overcome barriers and advance their careers. A consultation event and industry-wide survey will be launched to gather insights into the challenges faced by women leaders.

The findings will shape a strategic framework, developed in partnership with key industry professionals, to enhance support systems and expand leadership opportunities for women across the construction sector.

COMPANY EVENTS

FROM LUNCH IN A PRISON TO A BEHIND-THE-SCENES TOUR OF ST PAUL'S CATHEDRAL, THE COMPANY HOSTED A WIDE RANGE OF COMPANY EVENTS DURING THE PAST YEAR. HERE ARE THE HIGHLIGHTS:

**The Lord Mayor's Big Curry Lunch, Guildhall
18 April 2024**

The 17th Lord Mayor's Big Curry Lunch took place on 18 April 2024 at The Guildhall, hosted by the Lord Mayor, Alderman Professor Michael Mainelli, and the Lady Mayoress, Mrs Elisabeth Mainelli. Her Royal Highness The Princess Royal attended as the Royal Guest of Honour.

This sold-out event welcomed 1,650 guests and was supported by 300 uniformed and civilian volunteers. Since its inception in 2008, the lunch has raised over £3.7 million for veterans of His Majesty's Armed Forces, with the 2024 edition alone contributing over £400,000 to the cause.

**Gala Fundraising Banquet, Trinity House
13 May 2024**

The Company hosted a spectacular fundraising evening at Trinity House, featuring motivational speaker Robin Horsfall. A former SAS soldier, paratrooper, and frontline veteran of five wars, Robin captivated guests with his remarkable story.

The evening began with a Champagne Reception, followed by a lavish three-course dinner in his company. The event was a resounding success, raising vital funds for charitable causes.

**St Paul's Cathedral, Behind the Scenes Tour
26 June 2024**

Fellow Constructor and Director of Property, Rebecca Thompson, alongside Head of Special Events Management, Millie Walker, hosted an exclusive behind-the-scenes tour of St Paul's Cathedral.

Attendees first experienced the beauty of Evensong, a choral service from the 1662 Book of Common Prayer, led by the renowned St Paul's choir. Following the service, Rebecca guided a private tour, exploring the Cathedral Floor, the Whispering Gallery, and the Crypt, offering a rare insight into this historic landmark.

**Luncheon at The Clink, HMP Brixton
11 July 2024**

The Company hosted a memorable luncheon at The Clink Restaurant, HMP Brixton. This unique venue rehabilitates

prisoners through training in hospitality and catering. Guests enjoyed a high-quality three-course à la carte meal, prepared and served by inmates working towards reintegration into society. The experience combined exceptional cuisine with a meaningful cause, supporting reduced reoffending rates and positive change in the community.

**Interior Tour & Lunch at Buckingham Palace
31st July 2024**

The Company hosted an exclusive interior tour of Buckingham Palace, offering members and guests a rare glimpse into the King and Queen's historic residence. While photography was not permitted, the breathtaking opulence and rich history left a lasting impression.

Following the tour, attendees enjoyed a wonderful lunch at the renowned Langan's Brasserie, providing the perfect setting to reflect on the experience and share stories. The event was a memorable blend of history, architecture, and camaraderie.

**Summer Informal Networking Event
11th September 2024**

The Company hosted a successful additional summer networking evening at 150 Holborn, bringing together members for insightful discussions, professional connections, and a shared celebration of the construction industry.

Set in the heart of London's legal and business district, the event provided the perfect platform for members to reconnect and expand their networks across various disciplines. The evening highlighted the strength of our community and the wealth of expertise within it.

Special thanks to our sponsors, Optinet & Invennt, for their support.

Looking Ahead

In 2024/2025 and beyond, there will be an exciting calendar of events to suit all members. We encourage all members to stay engaged and take advantage of the many opportunities for professional growth, networking, and charitable initiatives. We look forward to welcoming you at our next event!



The Lord Mayor's Big Curry Lunch



Lunch at Langan's following the Tour of Buckingham Palace



Robin Horsfall, Gala Fundraising Banquet, Trinity House



St Paul's Cathedral, Behind the Scenes Tour



Luncheon at The Clink, HMP Brixton



Summer Informal Networking Event

REWARDING

SCHOLARSHIP

EDUCATION AND AWARDS COMMITTEE

Livery and Awards Dinner 2024

At the Livery and Awards Dinner in February 2024, Master Terry Withers had the privilege of presenting the three awards administered by the Committee:

1. The Constructors Prize

The Constructors Prize, awarded in collaboration with the University of Westminster, was once again given to James Lawrence. James was recognised for earning his degree in BSc Quantity Surveying & Commercial Management whilst also getting married and welcoming a new baby into his family.

2. The David Tong Cup

The David Tong Cup, awarded in collaboration with London South Bank University was presented by Master Terry Withers to Bola Ladokun. Bola graduated, with distinction, with a Master's Degree in Construction Project Management.

3. The Royal Charter Award for Excellence in Construction

The committee requested and reviewed nominations from members for the biennial Royal Charter Award for Excellence in Construction. This prestigious award was presented to Battersea Power Station, recognised as an exemplar project involving the refurbishment and renewal of an iconic London landmark.

Alongside the academic prizes, the Military Awards, managed by the Gallant Clerk, were also presented to the representatives of the Company's Military Affiliates.

Construction Livery Group Masters Certificate Scheme

In March 2024, Master Terry Withers and The Rt. Hon. The Lord Mayor presented the following awards to Company members under the Construction Livery Group's Masters Certificate Scheme at Mansion House:

- Journeyman Level: Awarded to Freeman Yaegar Irwin and Jamie Tong, a former Sir Ian Dixon Scholar.
- Master Level: Awarded to Liveryman Rob Beales.

Additionally, those in attendance at Mansion House had the opportunity to celebrate Freeman Anna Koukoullis receiving the City & Guilds Professional Recognition Award for Learning and Development.

Future Update – Committee Renaming

Starting in 2024/2025, this committee will be renamed the Education and Awards Committee to better reflect its broadened scope. The committee will take on a diverse range of responsibilities, including school engagement, apprenticeships, academic awards, and the administration of the Company's submissions for the Master's Certificate Scheme.

This renaming also coincides with the conclusion of our Scholarship Programme in its current form. Despite dedicated efforts, we have continued to face challenges in attracting applicants and securing mentors from within the Company. After thoughtful deliberation, the Master, Wardens, and Charitable Trust Trustees have decided to bring the programme to a close.



Master Terry Withers presenting the Construction Prize to James Lawrence (Credit: Andy Sillett Photography)



Master Terry Withers Presenting the Royal Charter Award for Excellence in Construction to Battersea Power Station



Master Terry Withers Presenting the David Tong Cup to Bola Ladokun (Credit: Andy Sillett Photography)



Award Winners at the Masters Certificate Scheme (Credit: The Construction Livery Group)

THE ALMONER

A TRADITION OF CARE AND SUPPORT

VICKY PARKER

“What exactly is an Almoner?” This is a question I am frequently asked by fellow Constructors! In 2015, an episode of Downton Abbey sparked a flurry of letters to The Times asking the same thing, when Isobel Crawley (played by Dame Penelope Wilton) was appointed Almoner to the Downton Cottage Hospital.

The role of an Almoner is deeply rooted in the welfare and charitable traditions of Livery companies, churches, masonic lodges, and hospitals. Historically, hospital Almoners played a vital role in coordinating patient aftercare and discharge, ensuring individuals received the necessary support upon leaving medical care. Having spent the past nine months navigating various NHS hospitals with my late father, I cannot help but think that this is a role Keir Starmer should seriously consider reinstating.

“The role of an Almoner is deeply rooted in the welfare and charitable traditions of Livery companies, churches, masonic lodges, and hospitals”

For those of us in the construction and built environment sectors, Almoners are perhaps most closely associated with almshouses. These historic institutions were the



original form of social housing, and to this day, livery companies remain among the largest providers of almshouses in the UK, with around 30,000 homes under their stewardship.

If any benevolent Constructor is inclined to donate land or funds for the establishment of Worshipful Company of Constructors almshouses, I have no doubt such generosity will be warmly welcomed! Imagine a community of former Constructors - undoubtedly a wealth of knowledge and expertise on hand should any building defects arise (though they might be a particularly discerning crowd!).

Joking aside, the role of an Almoner remains as relevant today as ever. Almoners serve as a friendly, supportive point of contact for members facing hardship or turmoil in their lives, providing confidential support, guidance and assistance. If appropriate, confidential liaison with the Master and Clerk is also available.

In short, the essence of the Almoner's role is simple yet profound: to care, to connect, and to uphold the longstanding tradition of support within the livery community. Let's keep that tradition alive.

Almoner Contact Details

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Typical of the period, the Waterman's Almshouses at Penge, built in 1840 to a design by George Porter.

AETERNUM VALE

We have lost several of our long-standing members since the last Journal was published and we will miss their fellowship, wise counsel and presence. We remember them fondly and our thoughts are with their friends and families.

Mary Pickering was one of our much-respected and long-serving Companions (widow of Past Master Maurice Pickering) who until Covid regularly attended

the Companions Lunch. She died after a short illness and her Funeral was held on 3 April 24.

John Francis was an Engineer, joining the Company in Sept 1998 and Taking Livery in Feb 1999. He was a good and regular supporter of Company events until Covid. He died in Compton Care Hospice in Wolverhampton on 1 November 2024.

