



Worshipful Company of Constructors

Quarterly Newsletter — October 2019

ISSUE 9

The Newsletter

This issue of the Newsletter is the eighth in our quarterly series of Newsletters, and is focused on our desire to be vibrant and have a good future going forward, as well as reflecting on the past year and looking forward to Sir Vivian's installation as the Master for 2019/2020. As a Company we wish to be relevant in the 21st Century whilst remaining true to the roots of the livery. The challenge of so doing will not be easy, but we must persevere if we are to be successful and relevant going forward.

Company News

Event Feedback

As many members will have realised, the web-based event feedback survey process has, of recent months, not been very reliable. Whilst we have been in serious discussion with the survey providers, despite considerable effort they have still not resolved some of the issues, so we have decided to change the survey process and we will, going forward, use Google Forms. There is, however, a fundamental requirement within Google Forms that responders are required to give a valid email address. Whilst that does mean that the survey results will be identifiable to the Senior Steward, they will NOT be visible to the Company, as all responses are transposed on to a standard spreadsheet, which is completely anonymous. So whilst your individual responses will contain your email address that information will not be made available to the Company. However the benefit of having your email address is that the Senior Steward will be able to respond individually to you if you have raised issues that merit further consideration. The surveys will be distributed by an email which will contain a link to the survey, so if you have invited guests they, too, will be able to give feedback if you forward the invitation email on to them.

Membership of the Company

As a Modern Livery Company we wish to be inclusive and mindful that we must support the next generation of constructors. To this end we need to be able to monitor progress towards both lowering the average age of the Company and being inclusive to as wide a spectrum of members as we can.

To do this we are monitoring the ages of members based on the dates of birth that they have given us on their application forms and we are likely to be asking members what they consider their ethnic origin to be. Whilst responding to this request will, of course, be entirely voluntary it would be of great assistance to the Company in that it would allow us to take a view of the ethnic origin of our members and thus monitor how inclusive we are. We also need to ensure that our list of qualifications for each member is correct, and complete, both in terms of Academic and Professional qualifications. There are constraints on Livery membership that are imposed by the City, and we need to be able to be sure that we are compliant with those constraints. So please do not be surprised if you receive a letter from the Clerk asking you to complete a form in this respect - it is all part of us trying to improve our connection with you, the members.

The livery committee has recently published their findings based on a survey carried out amongst all livery companies, and the Worshipful Company of Constructors, whilst not being in the lead, were quite close to the average regarding age but our male/female split was quite low. However, analysing our data in July 2018 our numbers were quite different to those used by the Livery Committee. However, at the time of the survey there were (according to the livery committee) a total of 24,240 Liverymen and 15,917 Freemen. The Constructors' had 135 Liverymen and 127 Freemen. 7% of the total Liverymen were under 40 whilst 10% of Constructors' Liverymen were under 40, so whilst we are clearly more next generation focused than much of the Livery we should not be complacent. As far as Freemen are concerned 24% of the total number of Freemen were under 40 whilst 20% of our Freemen were under 40. We clearly have some way to go here to reflect well amongst our peers and to meet the aspirations of Court.

The livery committee also looked at the ratio of male to female members of the Livery, again in age bands. Here the average ratio of male/female liverymen under 40 (which is key to our future as a Livery Company) across the board was male 73% and Female 27%, whereas within the Constructors' it was 90% male and 10% female. Again we clearly have some way to go here to reflect well amongst our peers and to meet the aspirations of Court.

We have now started to monitor these (and other) statistics on a regular basis, and will report on progress regularly. As of Common Hall 2019 we had 131 Liverymen and 131 Freemen. 2% of our liverymen were under 40 and 18% of our Freemen were under 40, whilst the male/female split under 40 was livery 100% male, and the Freedom split 68% male and 32% Female. Once we have correlated the baseline data we will be able to measure our performance as time goes on, hopefully being able to demonstrate that our moves towards reducing the average age of the Company and increasing our diversity are gaining ground.

Message from the Clerk



Our Gallant Clerk is Kim Tyrell, and it is he who manages the majority of our workings, administration of the Court, payment of our dues and all our communications with Members. Whilst this newsletter replaces the "Clerk's Notes" the Clerk will still provide information to members as needed.

The latest message from the Clerk is:

Election of the Lord Mayor 2nd October 2019

The Election of the Lord Mayor will take place in Guildhall on 2nd of October 2019. Liverymen can request voting Passes from the Clerk. There will be a lunch at Painters' Hall following the election at a cost of £64pp. Whilst the Election is limited to Liverymen lunch is open to all Members and guests may be brought. Places at Lunch are limited and Members are requested to inform the Clerk soonest if they wish to attend.

Installation of the New Master & Installation Dinner Thursday 10th October 2019

The Installation of the New Master Elect Sir Vivian Ramsey will take place in St Lawrence Jewry at 1730 on Thursday 10th October 2019. It will be followed by the Installation Dinner at Grocers' Hall, Princes Street, London, EC2R8AD. The Dinner is now fully subscribed with a waiting list.

Company Carol Service and Reception 12th December 2019

The Company Carol Service will take place at 1830 in St Lawrence Jewry on Thursday 12th December 2019. As in the past few years this will be a combined Service with the Worshipful Company of Architects and the Guild of Entrepreneurs. The Service will be followed at 1930 by a reception and buffet supper in the Alderman's dining room (ie the large one which will take all of us). The Carol Service is open to all Company members friends and relations and is a lovely way to kick off the Christmas season. A flyer with detailed costings will be published nearer the time.

The Master Elect looks forward to his year ...



Dear Fellow Constructors

I am delighted to have been elected and to be able to serve as Master for the coming year. I very much hope that you will find time to participate in some of the diverse events which I and the Mistress, Barbara, have arranged, as well as many of the other activities during the year.

In addition to the regular lunches at the Ironmongers' Hall, I am arranging a number of informal events during the year with a legal theme, including visits to the Inns of Court and Court buildings.

I shall be continuing with the international theme. Participants in the UK construction industry and, in particular, the consultancy professions, have an enviable reputation overseas. They will increasingly need to use existing markets and find new ones for their services outside the UK. As well as traditional markets in Commonwealth countries, there are opportunities throughout Asia, the Middle East and the Americas.

In the Far East, Singapore has been a model in developing external influence and I will be organising a Master's Weekend in Singapore from 3 to 5 April. It is a vibrant city state which I first visited over 30 years ago. Barbara lived there for three years in the 1950s when her father was in the Army. I have worked there on many occasions and continue to do so, particularly now as an International Judge in the Singapore International Commercial Court. Besides being an enjoyable weekend, I intend to make sure that we are able to foster commercial links during our visit.

The Atlantic Coast of France will be the venue for a second Master's Weekend from 29 to 31 May. We have been visiting the area for family holidays for over 30 years and now have a house in Mimizan. During the Belle Époque of the 1920s and 1930s the Duke of Westminster maintained a hunting lodge there and it was visited by a number of famous people, including Winston Churchill who produced many paintings of various local scenes. It is close to Bordeaux and the weekend will include an opportunity to see something of the local history, taste local food and wine and relax.

We also thought that it would be good to organise a Sunday afternoon event at our house in Kent and will be holding a Garden Party there on 21 June. It will be open to all constructors, family and friends, including children. July will then see the final Master's Weekend which will be held in Durham, staying on the Bailey, close by the Cathedral. There will be a visit to Auckland Castle, the ancient home of the Bishops of Durham, and an evening historical pageant which has been highly rated in the national press.

For this year I have chosen as my charity REDR, formally known as the Register of Engineers for Disaster Relief. Its mission is to rebuild lives in times of disaster by training, supporting and supplying aid workers to relief programmes across the world. It provides the necessary expertise so that people locally can deal with the challenges which occur in times of disaster in order to maintain essential infrastructure. I shall be working with this Company's Charitable Trust to raise funds, in particular to further the aims of this worthwhile organisation as well as the existing charitable endeavours.

I am taking over the Company at a time when, thanks in particular to the Immediate Past Master, Mike Parrett, it is in a strong and re-invigorated position. I very much hope that during this year, through the formal dinners, monthly lunches, informal events, and Master's Weekends, I shall be able to engage with many of those in the Company, to ensure that they value their connection with this modern, thriving and forward thinking Livery Company.

With very best wishes for the coming year -

Sir Vivian Ramsey - Master Elect

The Master reflects on his year ...



My year as Master has focused on Privileges within the Company, Efficiency and Organisation (streamlining our Ordinances and Standing Orders), Events, Fundraising, Leadership (improving our commitment to diversity and to becoming a premier networking organisation for the built environment and to the recognition of women in construction).

We are a people's (members) organisation like no other City of London Livery Company. We are unique in our make-up of professionals from every sector of the built environment – an eclectic mix of Construction related professionals – but we must do more to attract those professionals who are distinctly underrepresented in both the Construction world and within the company.

Throughout the year my key theme was one of International Relations and we began by hosting a lunch at Innholders' Hall for a governmental delegation from Rugao City, Jiangsu Province. The Mistress and I have been honoured to be invited by the mayoralty and People's Congress to make an official visit to Rugao, which we hope to undertake sometime in spring 2020.

We broke with tradition this year in that we held two Master's Weekends. The first was in Hong Kong whilst the other Master's Weekend was much closer to home, in Cambridge. Both events were well attended and proved to be most enjoyable.

I was particularly pleased that the Taylor Family were our guests at this year's Companions' Lunch. Captain Ron Taylor was our Master in 1985-86 and it was a great honour for me to represent the Company when we unveiled a specially commissioned plaque in Brighton that recorded his exploits with Churchill's secret army (the SOE) during the second world war.

During the year we have also awarded Emeritus status upon Past Masters John Robson, John Trussler and David Hattersley MBE. We also awarded Emeritus status to Liveryman David Rundle. Their hard work and dedication have helped develop this great company and I'm honoured to be able to recognise this and their ongoing commitment to the standards set by their predecessors.

Finances are always a key issue for a Livery Company. I am pleased that our finances are now on a sound footing and we now have a strong finance team. Our Ordinances and Standing Orders have been around for several years now, and are perhaps no longer ideal, so we have spent some time over the past year bringing them up to date and ensuring that the Ordinances enable the Standing Orders in such a way that we can move forward without having to change our Ordinances at every turn, something which needs approval from the City.

We have also reviewed the roles of various executive and other committees, compiling Terms of Reference for each and we hope that these Terms of Reference will link in with a new mentoring objective which will be overseen by PM Graeme Monteith and HCA Bob Heathfield who expect to introduce an induction programme for all new members joining the Company and to prepare members for Livery, Court membership, Wardenship and eventual Mastership.

One of the first tasks that I initiated was to arrange for two away-days to take place at the Oxford and Cambridge Club. These were attended by a cross-section of members from Yeoman through to Past Master and members of the Charitable Trust. The main theme was building a strong Company and a strong Charity. The sessions addressed almost every aspect of the workings of the Company, and what emerged from them was a comprehensive set of top goals and ambitions enshrined in 7 key targets.

One of our stalwarts over many years has been Honorary Court Assistant Bob Heathfield, who has chaired the Scholarship and Awards Committee for some 15 years and has personally mentored over 50 scholars. This has taken a tremendous amount of dedicated and sustained effort and it was therefore with great personal pleasure that I was able to present Bob with the Master's Certificate at the recent Common Hall.

It has been an enormous privilege to have been your 42nd Master. We have managed to contribute £20,000 already to charity for construction related projects and during my year as Master I have been very pleased to have received almost £30,000 in sponsorship from those that I have worked with in the industry, so we expect the Charity Banquet at Lord's will bring us ever closer to that target of £50,000. I shall endeavour to continue in a supporting role for these efforts from the "Purple" side of the Court for as long as the Good Lord spares me, which at the beginning of my year looked as though it was going to be surprisingly short.

I was delighted, too, that my friend and guest speaker Keith Exford CBE accepted honorary membership of the Company, as did Frances Moffett-Kuadio and Mr S H Lam, both key construction related people in Hong Kong.

We are, as a Company, very proud of our relationship with our military affiliates and I have moved to appoint special liaison officers within the Company to maintain and strengthen the close and special links that we have with the military. The Clerk will continue to liaise with HMS Lancaster, whose refit is now almost complete; Court Assistant Henry Lamb, once a Royal Anglian Regiment soldier, will continue the close relationship we have with the re-formed 101 Regiment (City of London) and Liveryman and former RAF squadron Leader, Mike Alden has agreed to maintain the link with 5001 squadron RAF.

No Master's year can be complete without the support of the Mistress. My wife, Jessica, has fully supported this year and has been actively involved with the City Consort Group. She also arranged a marvellous Chinese cookery class and lunch at the Dutch Church, which was extremely popular amongst all those members, mistresses and consorts that attended and raised yet more money towards my overall fund-raising target of £50,000.

It goes without saying that I am grateful for the tremendous support of the Gallant Clerk, the Wardens and Executive Committee members. We would not have achieved the ambitious programme I set out without their hard work and dedication.

The Company membership is growing, we are managing to attract applications and recruit new younger and well qualified members from a range of people and professions, especially from people who are under-represented in the Company.

It gave me particular pleasure to award to Michèle Burrell her Honorary membership of the company in recognition of the sterling and unseen caring work that she has been undertaking amongst our members over many years as the Company's Almoner. Michèle herself has been facing a health battle this year so, as we move forward into another Company year we must pay her the same duty of care and concern.

The Mistress and I would like to take this opportunity to extend our warmest wishes to the New Master and Mistress, Sir Vivian and Lady Barbara Ramsey, may God grant them both good health to serve this esteemed company for the year ensuing and beyond.

It has been an enjoyable and challenging year. Please rest assured that I will do all I can to continue the work of the Company, joining my illustrious predecessors as your Immediate Past Master.

Membership

The Membership Committee (under the Chairmanship of Court Assistant Michael Rigden) is in the forefront of our declared aim to be representative of the next generation of construction professionals (or to be more specific- reduce average age of our membership significantly) and to be even more inclusive than we already are.

To this end, the Committee is working tirelessly to recruit new members and have asked that the Newsletter be the method by which they tell the members what they are doing. They recently took part in “Managing the Future of Construction”, and Freeman Paul Singh, with other members, took part. He writes:



“The Worshipful Company of Constructors were kindly invited by Freeman Julie Camp to sponsor Silver Shemmings Ash’s conference looking at “The Future of Construction” which was held on Thursday 12th September 2019 at the Leonardo Royal Hotel near Tower Hill; a complete sell-out attracting 220 construction professionals from 116 different companies.

The actual conference was very well received with seven 30-minute sessions probing topics such as “The Future of Dispute Resolution” and asking some of the industry’s most topical and relevant questions such as “Is the Construction Industry ready for BIM?”. The sessions were rounded up at the end with the highly informative “Ask the Expert Panel” slot which brought a lot of debate and some useful take-away points.

The knowledge gained from the highly respected Barristers, Partners and Lawyers conducting the presentations would have been invaluable for anyone’s personal and professional growth.

Ample coffee and tea served during the breakout provided the perfect opportunity to showcase the WCC with our stand primely located in the Sponsors’ area of the venue. We certainly took advantage of this and, thanks to Freeman Diana Chrouch, we were armed with two newly designed and ultra-modern banners, together with innovative folding leaflets expertly crafted to help potential new members find out more about our core values. In tandem with Diana, Freeman Shade Abdul, Court Assistant Michael Rigden and Liveryman Paul Singh were also in attendance and spoke to a number of interested professionals with varying existing knowledge of the WCC (and the Livery Companies in general) about our current influence in the industry and our drive to become even greater.

The conversations were centred on the benefits of joining from both a professional and personal perspective and the enthusiasm on the day was well evidenced by the numerous emails and phone numbers collected. By understanding outsiders’ perceptions of the company and their motivations (and apprehensions) for joining, it was a success with issues flowing straight from the discussions into the WCC’s strategic planning.

Sponsoring this conference was undoubtedly a success for the WCC not just in attracting new members but also in increasing awareness of the company and livery in general. It certainly illustrates the need for us to increase participation in these types of high-profile events so we urge all members to bring these types of events to the WCC’s attention.

Thanks to Freeman Julie Camp we were able to be at “The Future of Construction” and with other members’ help the WCC can epitomise, lead and influence the actual future of construction.”

Common Hall 2019

Common Hall, essentially the Annual General Meeting of the Company, took place in Wax Chandlers’ Hall on the evening of 17 September 2019, and was followed by a buffet reception for all that attended.

It was pleasing to see some 34 members present, with the Master and Wardens at the top table, along with the Gallant Clerk.

The key business of Common Hall was this year two-fold. Firstly, those Liverymen present unanimously endorsed the recommendations of Privileges Committee in respect of post holders for next year. In particular, Sir Vivian Ramsey was elected as Master for 2019-20, Arthur Seymour as Senior Warden, David Sheehan as Middle Warden, Terry Withers as Renter Warden and Derek Farrow as Junior Warden.

Common Hall also unanimously applauded the award of the Master’s Certificate to Honorary Court Assistant Bob Heathfield for his dedication as Chair of the Scholarship and Awards Committee over many years, and the Master wished his successor, Court Assistant Dr Deborah Pullen well going forward.

There was also a special presentation on the Constructionarium, an initiative of the University of Westminster, where Court Assistant Jane Wright is Head of School - Applied Management, and an initiative which the Charitable Trust is keen to support.

Then the Gallant Clerk explained the reasoning behind the current amendment of both the Company Ordinances and our Standing Orders. He explained that the revised Ordinances needed to be endorsed to the Court of Aldermen by Common Hall, and sought that endorsement, which was given unanimously.

Finally, the Master Elect addressed the Company, thanking all for their support and applauding the efforts of his predecessor during his year as Master.

Then, following the closure of the proceedings members were invited to partake of a buffet reception, where the discussion about topics of interest continued.

City Briefings

These are aimed particularly at new Liverymen and Freemen; partners are also welcome, as are Court Assistants and Liverymen of longer standing, who have not previously been to a Briefing, who are also encouraged to attend.

They give a short introduction to the work of the Corporation, especially the relationship with the livery companies. The presentation is given by an Assistant Town Clerk and a member of the Livery Committee. There is opportunity to ask questions of the speakers and the Briefing is followed by a light finger buffet, which provides the chance to mix with other Liverymen and Freemen.

The briefings are held at the Livery Hall, 71 Basinghall Street, Guildhall, London EC2V 5DH and there is a non-refundable charge of £20 per person for the course.

There are several Briefings a year and the next Briefings will be held on Monday, 21 October and Tuesday, 19 November 2019. The dates for 2020 are Tuesday 11 February, Wednesday 20 May, Tuesday 15 September and Monday 9 November. Once you have selected and applied for one of the Briefings, you will be able to change the date and carry your payment forward, providing 10 days notice is given. To change the date of the Briefing you wish to attend you should contact the [Course Administrator](mailto:liverycourses@cityoflondon.gov.uk) at (liverycourses@cityoflondon.gov.uk) stating your and your guest's (if applicable) name, your livery company, the date of the course you were originally booked on and the new date of the course you wish to attend. Please also note that bookings can only be made up to 10 days before each course and that bookings will close when the maximum number of attendees (120) has been reached.

Programme and timings:

- 5.00pm **Registration**, tea/coffee served
- 5.30pm **Welcome:** Vicky Russell, Chairman of the Livery Committee
- 5.40pm **Livery companies, their membership, and activities:** Vicky Russell, Paul Jagger, The Worshipful Company of Information Technologists
- 6.00pm **The role of the City of London Corporation:** Simon Murrells, Town Clerk's Department
- 6.15pm **The Freedom of the City of London:** Murray Craig, Clerk to the Chamberlain's Court
- 6.35pm **On being an Alderman, Sheriff and Lord Mayor:** Alderman Sir David Wooton
- 6.45pm **Panel discussion with Q and A**
- 7.00pm **Closing remarks:** Chairman of the Livery Committee
- 7.05pm **Drinks Reception**
- 8.00pm End

Membership News

As an organisation for members, we value greatly our membership, and at Court on 17 September 2019 the following changes were made to our membership:

- Paul and Colin Delaney were clothed as Liverymen
- Chris Azzopardi, Eloho Kemi, Michael Hazelton, Andrew Ellis, Colin Drain and Chris Pattison were inducted as Freemen.

We welcome all to their new positions within the Company and look forward to their ongoing participation in our business.

The current average age of the Company is now around 55, with well over 60% of our members being over 50 years of age, so we have a long way to go to meet the aspirations of the Membership Committee. 14% of our members are over 70 years of age.

If you wish to contact the Master, he now has a Company email address: master@constructorscompany.org.uk.

Forthcoming Events

10 Oct 19 Installation Service (St Lawrence Jewry)
10 Oct 19 Installation Dinner (Grocers' Hall)
28 Oct 2019 Ironmongers' Hall Lunch
7 Nov 2019 Evening visit to Tower of London

9 Nov 2019 Lord Mayor's Show and Buffet Lunch
2 Dec 2019 Festive Lunch at Ironmongers' Hall
12 Dec 2019 Carol Service and Reception

Where the above details are in **BLUE** a Flyer or other notification has already been issued, and bookings should be made in accordance with the instructions contained in the Flyer.

We are also hoping to arrange several other informal events as the year progresses, so please look at the Company website (www.constructorscompany.org.uk) for details of these and updates on any of the events listed above.

We are always looking for people to arrange our technical visits and informal events. If you are able to assist in this way, please contact [Iain Meek](mailto:iain@meek.demon.co.uk) (iain@meek.demon.co.uk) who is the Chair of the Events committee.