



Women and Manual Trades

the national organisation for tradeswomen
and women training in the trades

January 2006

Email: Info@wamt.org

Website: www.wamt.org

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WAMT wins London Construction Award

The London Construction Awards, organised by The London Construction Skills Forum, highlight exemplary practices in support of training and development within the capital's construction and built environment industry. The inaugural ceremony took place at the 30 St Mary Axe (the Gherkin) in London, and awards were recognised in nine categories.

Major sponsors ConstructionSkills and the London Learning and Skills Council, recognised and encouraged all entrants praising the level of achievement in training.

WAMT won the award in the category of Support for Diversity. Karen Procter WAMT's Director said we are

'pleased to accept the award in recognition of the work that **WAMT** is undertaking to ensure diversity within the Construction Industry



Peter Lobban CEO of CITB congratulating WAMT Director Karen Procter



'We would like to dedicate the award to all our members who through training or working in construction themselves provide positive role models for women wishing to move into construction.'

WAMT celebrated its 30th Anniversary this year and that this was an opportune moment to celebrate WAMT's commitment to diversity in the workplace.

Peter Lobban, CITB-ConstructionSkills Chief Executive, commented on the London outlook: he said "Construction skills are going to be in great demand in the capital over the next 5 years.

Public sector procurement is likely to top £16bn and even without the transport and infrastructure improvements, the Olympics presents a build programme worth over £1.2bn. But with growth, comes the need for sustained skills development and we are committed to helping the industry rise to the challenge."

Jacqui Henderson, Regional Director of the Learning & Skills Council London, commented: "The LSC has taken a leadership role in promoting and investing in construction skills to support the economic regeneration of London, providing drive and direction throughout the capital. I would like to congratulate all of those involved in these awards and particularly the winners for helping to create a world class and dynamic construction workforce in London."

For information on the awards please visit www.citb-constructionskills.co.uk/news/whatsinthenews

WAMT Annual General Meeting

27th October 2005 was the **WAMT** AGM. Yet again this was a lively event chaired by new Management committee member Sarah Playden.

Rumbi Tarusenga from London Rebuilding Society gave an interesting presentation on the opportunity of **WAMT** setting up a Loans fund. *(Please see article on loans fund September Newsletter page 2 for more information)*. A lively debate was sparked with members asking questions of how this could work for them.



Sadly the AGM saw the standing down of several committee members. These were the Chair Fiona Duckworth, Sarah Tanburn and Secretary Michelle McClean. The membership and **WAMT** staff thanks them for their time and commitment to the organisation through sometimes difficult and trying circumstances and wish them well for the future.

On a positive note the AGM also saw the formal appointment of a new management Committee member. Sue Leong was nominated and voted on to the committee. Sue is a plumber and a teacher of many years and **WAMT** welcomes her inclusion on the Management Committee.

Sarah Playden chaired the meeting and actively encouraged women to talk about their ideas for **WAMT**. Although the tool swap event has been postponed until January 2006 members were keen this event should go ahead and should be conducted on a Saturday. **WAMT** will publish details of this event on the website and in the e-updates.

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2nd JIVE Partners Annual Conference

AGender for Success: Shared good practice amongst Science, Engineering, Construction and Technology professionals

Helen Kerridge and Karen Procter joined delegates at the 2nd Annual JIVE conference which took place at Birmingham City Football Club on 19 October 2005. JIVE Partners has developed a number of interventions working to create cultural change in the SECT sectors by direct interventions with Higher and Further Education lecturers, careers professionals and employers. This year's conference showcased the work of JIVE Partners in an effort to mainstream good practice. The conference received good representation from professionals in the careers, employer, education and training provider sectors.

Delegates heard presentations from a host of speakers including Ros Wall JIVE Partners Project Manager and Trevor E. Jee, Managing Director, Bramall Construction, Practical workshops and case study seminars also provided delegates the opportunity to address barriers and issues that prevent them from implementing gender good practice in their organisation.

JIVE Partners were also able to put forward examples of good practice activity and practical measures for delegates to take forward. More details of the conference and presentations made are available at www.jivepartners.org.uk

Matters Arising Notes from the Chair

On behalf of the committee and **WAMT** staff, I would like to welcome you to the January 2006 Newsletter.

As the new and very recently elected chairperson all I can say is that I am very pleased and proud to be part of this brilliant and award winning organisation. It is a privilege to be associated with such enthusiastic and dedicated people.

Though recently elected, I have been a member of **WAMT** for several years. Over the last 12 months I have witnessed, as a member, a very successful, exciting and busy year for **WAMT** and its members. Some of the highlights were:

- Tradeswomen's Network Events
- New Upskill Project (which has proved very popular)
- The continuation of the E-Update and printed newsletters
- Tender writing which will offer further opportunities for tradewomen
- The list of activities is endless!

In November staff took time out to promote Women & Manual Trades in its best possible light to Construction Skills and the Learning & Skills Council London. They did so well that the organisation won the coveted London Construction Awards 2005 under the Diversity heading. This award again raises the profile of the organisation and the important issues that we champion.

Again in November, a delegation from **WAMT** met with the Department of Trade & Industry to lobby for their backing of our organisation and the diversity challenges facing the construction industry. The meeting was friendly but I was disappointed with their response. I see this as just another challenge and we will continue to increase our pressure until we get the result that you deserve.

2006 will bring even more activity from **WAMT**. With the new additions to the Board this month bringing in fresh faces and fresh ideas, I expect there to be noticeable changes to the profile of the organisation. In the New Year we will be focusing on increasing **WAMT** membership across the country and seeking funding to provide exciting services to our members such as a revised website, on-line members' database, new **WAMT** forum and partnerships with other training providers to broaden the range of courses available to members.

I hope that you are excited by these prospects as I am. I would like to wish all **WAMT** members a very Merry Christmas and extremely prosperous New Year and look forward to announcing the new services as they come online.

Best wishes Janet Shelley



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WAMT receives funding from the Association of London Government and the European Social Fund.



National Construction Week October 2005



Construction Challenge Day

WAMT members became mentors for the day at an event organised by the National Construction College to promote non traditional occupations to girls. Teams of girls from across the Midlands worked with female 'Construction Ambassadors' in practical and team building activities. They also heard talks from women working in the industry. The girls competed against each other in a series of events and the winning team received a prize of £500.

Throughout the day the students took part in scaffolding, roofing and other practical activities and learnt about professional roles in construction through a team building game.

The event was a great success and helped the girls involved understand the opportunities available to them within the construction industry.

For more information about National Construction Week events visit the web site at www.ncw.org.uk

For more information about the national construction college visit www.citb-constructionskills.co.uk/traininglearning or call their hotline on 0870 4166 222.



Teams of girls who competed against each other in the events

Talking Trades

WAMT also held an event in London to mark National Construction Week. The popular talking trades events, which were a familiar feature of the Women Building Links into Employment project, was re-established. This event gives trainee and working tradeswomen the opportunity to hear about first hand experience of working and running a manual trade business. Rebecca Fulton gave a lively presentation of the highs and lows of being a self-employed painter decorator to a group of women. Those attending the day found it useful to get an understanding of what is like to be self-employed and benefit from another tradeswoman's experience.

WAMT would like to hold more of these talks in the future with tradeswomen sharing their experiences. We are particularly keen to hear from any women who work on site for a major construction firm and self-employed carpenters, plumbers and electricians. It would also be useful to hear from those tradeswomen who have staff or apprentices working for them or who work out of premises.

If you are interested in giving a talk and sharing your experiences please call Clare Welburn on 020 7251 9192 or email info@wamt.org

DIY for Women

WAMT has run another successful course for 20 unemployed women in Islington to learn DIY and home maintenance skills.

Circle 33 Housing Trust provided an empty house which gave students the opportunity to learn skills such as putting up wallpaper and shelves, tiling, painting and how to fix a dripping tap.

WAMT 's tradeswomen trainers' allowed women to learn DIY skills in a non threatening environment. The course also helped students to improve their confidence and motivation helping them progress to further training and employment opportunities.

The project enabled women, with no previous experience, to see the possibilities of working within the construction industry. Well over half the women at the end of the course were interested in continuing on to further courses in the construction sector.

One trainee on the course commented that "the course was informative and practical. The skills we were taught were more than adequate to get us started at home."



Learning to Tile

After the course the women are supported by **WAMT** to pursue trade training in mainstream colleges or are signposted to other learning opportunities.

Clare Welburn **WAMT** Project Manager says, "Women taking the course learn both practical and craft skills that will improve the quality of their lives. The project empowers them to try activities within their own homes often saving money as a result. Most importantly it changes the preconceptions about what roles and jobs are available to the women involved."



WAMT and Circle 33 are running a further course in Islington for unemployed women in February.

For further information please call **WAMT** on 020 7251 9192 or visit the website at www.wamt.org

Although we currently have no vacancies for trade trainers **WAMT** is hoping to run more of these types of courses in the future and has set up a bank of trade trainers. If you would like to apply to be added to this bank please email info@wamt.org or telephone 020 7251 9192.

Tradeswomen's Network Event

15th February 2005

6:30 - 8:30pm

Self Build Schemes

Karen Procter will be giving a talk on her experiences of taking part in a community self build.

There will be opportunities to network both before and after the talk. Please let us know in advance if you wish to attend this event to assist with catering. Phone 020 7251 9192 or email info@wamt.org

The event will be held at the **WAMT** offices, 52 - 54 Featherstone Street. from 6.30pm on Wednesday 15th February 2005.

WAMT Management Committee Members wanted

We are a strong and forward-looking organisation and are looking for additional women to take forward our new strategy for the development of our services to tradeswomen. We would like to hear from you.

Visit www.wamt.org for more information or contact the Director on 020 7251 9192 or email info@wamt.org

Construction Youth Grants Opportunities

Financial assistance is available for women under 30 undertaking construction related training or study at craft, technician or degree level through Construction Youth Trust. Bursaries can cover course fees, travel or equipment. Applicants must be resident in UK. Also help with industrial placements, work experience and employment within the industry.

Contact:

Emily English, 020 7227 4565, emily.english@thecc.org.uk, www.constructionyouth.org.uk

DIY For Women

Following the successful DIY for women course in November we are currently looking to increase our pool of trainers to deliver DIY courses in London.

We are currently looking for plumbers, carpenters or electricians. If you are interested please email info@wamt.org for an application pack.

Jobs and Opportunities

A Woman's Touch is looking to recruit for the following positions:

Decorator/Driver - Competitive Salary, Company vehicle.
Ref: "DEC/DRIV"

Part time Admin Assitant - Excellent rates, flexible hours.
Ref: "ADMIN"

Self-Employed Carpenter - Excellent rates.
Ref: "CARP"

Self-Employed Plumber - Excellent rates.
Ref: "PLUMB"

Self-Employed Electrician - Excellent rates.
Ref: "ELEC"

If you are interested in any of these roles, then please send your CV to Kerrie Keeling via info@awomanstouch.org.uk quoting the appropriate ref or by post to 40 Brunel House, Ship Yard, London E14 3TR

School of Construction

The School of Construction at Lambeth College is looking for someone with plasterwork background to deliver the practical aspects of the ICA and ACA Plasterwork courses. This is a temporary post, covering a long-term sickness. If you are interested and would like further information, please contact Bob Keary on 0207 501 5452

Ashram Housing Association is looking for female operatives or contractors for mainly day-to-day responsive repairs on our properties. We are a BME organisation with nearly 800 properties. We encourage smaller contractors due to the size of our association. If you are interested, please call 0121 764 3820.

London based Women's Introduction to Construction course

The College of North East London have a Women's Introduction to Construction course planned to start in January 2006. This course will include an introduction to plumbing, carpentry and joinery and painting and decorating.

Please contact Charmaine Brouard on 0208 442 3576 if you would like more information or would like to sign up for this course.

Would you like to advertise your business here!

Over 1500 people receive our Newsletter including Tradeswomen, Organisations such as housing associations and interested individuals.

For just £50 you could be reaching these people too. Please call 020 7251 9192 or email info@wamt.org for more information.

Aiming Higher - The Prowess 3rd Annual Conference

Prowess will be holding their 3rd Annual International Conference at Cardiff City Hall on 8-9th February 2006. There is an optional pre-conference training day on 7th February. The event is a key date in the women's enterprise diary. To register your interest please contact Ann Nicholls at conference@prowess.org.uk or call 01603 762355.

Women Building the Future

A major new project has been launched in Gloucestershire to provide free training for women in the engineering, manufacturing & construction sectors.

The leading engineering training provider – **Avon Vale Training** has made a successful bid to the **European Social Fund (ESF)**, to create a specially targeted project called **“Women Building the Future” (WBtF)**. The project aims to address the gender imbalance in these key sectors by providing skills, knowledge and confidence to advance-in or enter employment.

Being good at what you do is not always enough. Qualifications are increasingly essential for personal progression. As well as developing the career of the individual, training has many positive effects for the company. It can transform motivation and morale, attendance and turnover, customer service, error rates and even productivity.

It is hoped that **“Women Building the Future”** will have a significant impact in improving the qualifications of Gloucestershire’s women employed in engineering, manufacturing and the construction sectors.

The project is for looking for up to 260 learners, aged 19 and over, who are employed in companies with less than 250 employees. It will run until June 2007 and will deliver NVQ’s - National Vocational Qualifications at Levels 2 & 3 or equivalent. Qualifications can be gained in specific technical engineering / construction skills, but can also cover areas like business management & office skills so long as the learner is employed within the engineering / manufacturing, construction sectors. Avon Vale Training or their sub-contracted partners will deliver all the training completely for free.



So if you live in Gloucestershire and would like to enhance your skills and career for free then contact David Thorpe at Avon Vale on 01249 661199.

Upskill 2006

The Upskill project run by **WAMT** goes from strength to strength but we are still looking for more **London based unemployed or trainee tradeswomen** who may wish to access our courses and other services.

Courses this year will include:

- Self Employment 5 day programme covering all aspects of setting up your own business
- Manual handling training – Are you risking your back for your job!
- First aid – a day long first aid course
- Computer training – including word and excel
- Personal safety Training
- Confidence Building
- CV and finding work placements workshops



We will also run talks by self employed tradeswomen and networking events. To apply you must live in London and be currently unemployed or working less than 16 hours per week.

If you wish to find out if you are eligible for the Upskill programme call Helen on 020 7251 9192

Insurance Made Simple

It is easy to think of insurance as a headache or an expense we don't need. However in the present climate where suing is more and more common, working without insurance is just too big a risk. What ever trade you do, you will need public liability, if anyone works for you then you must have employers liability even if they are casual or temporary, and of course if you drive you must have full motor insurance. So, what type of insurance does one need to be working as a tradeswoman?

Public Liability: Public liability insurance is essential. If you haven't got it don't even think about advertising or working in client's homes. If anything goes wrong then you are personally liable for all the costs.

Public liability will cover your costs if someone decides to sue you, for example for damage to their property. It also covers you for accidents and injury for members of the public, however it does not cover you, yourself for personal injury. Most brokers or insurance companies recommend Public Liability cover at least 2 million.

The costs of public liability varies depending on your trade and it is worth shopping around. For example it could cost about £90 a year for a painter and decorator and about £160 per year for an electrician. Make sure that you are clear what cover you require, e.g. most policies will have a maximum height at which you may work for the policy to operate. Some activities are classified as 'high risk' e.g. roofing, make sure that your policy covers you for all activities you undertake.

Some trade organisation like the Federation of Master Builders or the Institute of Plumbers offer special discounts to their members, if you are a member of a trade organisation or union check out their benefits. If you are working for someone, unless they officially employ you then you are not covered by their insurance.

Employer's Liability Insurance: If you employ any other people as part of your work you are required by law take out Employer's Liability insurance, even if you only employ one other person. The insurance covers the employee in the event of accidents. A certificate is issued and must be publicly displayed usually at the address of the employer.

Contractors All Risk: This can cover the works, material, owned or hired-in tools and equipment. This would cover you, in the event of your equipment and or work being stolen or damaged. For example a carpenter I know was putting up a timber framed out building for a client. The structure was put up in one day and left with the materials on site overnight. The next morning she found the structure vandalised and the materials damaged. She claimed on her insurance under 'Contractors All Risk' works section.

It is also important to insure tools whilst they are 'in transit' (doesn't mean just when you are driving), as if you leave your car/ van with valuable in them whilst you're on the job you might find that your standard cover didn't include leaving your tools unattended.

Personal Injury and Sickness cover: If you are self employed you have costs going out whether you are working or not. If you have an accident or get sick and can't work for weeks or even months, this insurance will guarantee a certain income each week for a certain number of weeks. The better the cover the more it costs per year, so you need to weigh up whether it's worth it for you and how much you would need. Make sure you read the small print and are clear on the conditions where they will pay!

Motor Insurance: If you have a van or a car you will need Motor Insurance cover. If you are using a private vehicle for business use you must inform your insurance company otherwise you may find that when you go to make a claim you are not covered. The vehicle must be road worthy which included having a current road tax and a valid MOT certificate. Some companies offer special rates for fleet owners, although you usually have to have more than two vehicles to qualify.

Cost of insurance can vary dramatically depending on the trade you work in so its really worth shopping around. Always arrange cover through a company that is registered with the Financial Services Authority (FSA). This means if you have the right to complain to the FSA if things go wrong. **WAMT** is not able to recommend any individual companies but can suggest that you go through trade organisations or unions to get the best deals.

Useful numbers:

Federation of Master Builders	020 7242 7583	www.fmb.org.uk
Institute of Plumbers	01708 472 791	www.iphe.org.uk
Financial Services Authority	020 7066 1000	www.fsa.gov.uk
Association of British Insurers	0207 600 3333	www.abi.org.uk