



# Women and Manual Trades

the national organisation for tradeswomen  
and women training in the trades

*Summer 2007*

**Email: [Info@wamt.org](mailto:Info@wamt.org)**

**Website: [www.wamt.org](http://www.wamt.org)**

## WAMT Powers through Battersea!

Battersea Power Station was the scene of WAMT's networking evening on Monday 4th June, when members and staff were treated to a historical tour of the 38-acre redevelopment site. The group's guide was Community Relations Manager Richard Tracey. A former BBC radio and television broadcaster, Richard had everyone hooked with fact after fact.

First stop on the tour was the nearby Battersea Job Shop, a Jobcentre Plus initiative working to ensure that a proportion of the jobs being created on site are filled by local residents of Wandsworth. Edward Russell, Recruitment Specialist, eagerly updated us on the role that the Job Shop was playing in making sure that locals had the construction skills, and health and safety knowledge, needed in the various jobs on offer.

Donning protective gear we then clambered into the hoist and were raised onto scaffolding at the base of one of the four landmark chimneys. We had a breathtaking view of London – the Thames riverfront, Chelsea, Crystal Palace, the House of Parliament – stretching as far as the Surrey hills. It was an elevation not for the faint hearted! We also got to see the control room, encased in marble and fine wood, with walls of mounted meters and

reactors. It once enabled electricity supply to major sections of London, from Carnaby Street to Wimbledon.

The tour left everyone feeling very nostalgic towards this Grade II protected building – which one member likened to a broken old man! People also expressed concern about its ambitious £2billion redevelopment plans, and unspecified completion timescale. Concerns aside, it was a really wonderful outing. We will be running more networking events from September onwards.



*WAMT staff and members set off on their tour*



*One of the famous chimneys at the Power Station*

### MBE Awarded to WAMT Chair

WAMT would like to wish their Chair Janet Shelley congratulations on being awarded a Member of the Order of the British Empire (MBE) by Her Majesty The Queen, during the 2007 Birthday Honours, for services to the Construction Industry. Janet set up Women Builders in 2002 after moving from IT to construction.

WAMT are thrilled that she has been honoured in this way for all the support she has given to encourage women working in the trades in the past four years.

## Matters Arising . . . Notes from the Chair

It's hard to believe but we are already half way through the year and so much has happened at WAMT.

We were successfully awarded funding from London Councils and the European Social fund to continue to run our successful self-employment project. This project sees the addition of three new staff members who will be joining WAMT in mid July.

WAMT would also like to welcome two new members to the Management Committee. Shelagh Prosser has been asked to join the MC - she was previously the Head of Equality and Diversity at the Office of the Deputy Prime Minister. Kerrie Keeling who owns 'A Woman's Touch' - a London based property maintenance and interior design company - has also been asked to join the MC

We would like to say a great big thank you to Helen Welch who leaves the Management Committee after 5 years' service. She was the treasurer for 3 years and was always a very active member who even posed for publicity shots for project leaflets! She has seen many changes at Women and Manual Trades and feels that the organisation is in a good place to leave.

Sarah Playden has also left the Management Committee. Sarah joined the committee in 2005 and has been an extremely valued member, even stepping in as Chair of the AGM in 2005. Sarah will continue to grow her Carpentry business and possibly embark on a self-build project which will be keeping her very busy!

We would like to thank both of these tradeswomen for giving their time and energy to WAMT. Without women like these the organisation cannot truly ensure we are meeting the needs of tradeswomen, and we would like to take this opportunity to encourage more tradeswomen to join our board of trustees. If you are interested please call the director Karen Procter.

Janet Shelley  
Chair, WAMT

## New Staff at WAMT

Women and Manual Trades has recently recruited four new members of staff, to work on our Building Work for Women and SITE projects. Selina Firth joins us as SITE's new Administrative Officer, starting on 16th July. Also working on SITE will be Sarah Rochford, Marketing Officer, and Claire Gore, Web Co-ordinator, who will both start towards the end of July. Parvin Karim will be joining us as WAMT's new Finance Manager. A big welcome to them all.

## Contact Details

Women and Manual Trades  
52-54 Featherstone Street, London EC1Y 8RT  
Tel: 020 7251 9192 Fax: 020 7251 9193  
[Info@wamt.org](mailto:Info@wamt.org) [www.wamt.org](http://www.wamt.org)

WAMT receives funding from London Councils, the European Social Fund, the WATES Foundation and the London Development Agency. WAMT works in partnership with JIVE and the UK Resource Centre for women and receives funding from EQUAL. WAMT also works in partnership with Building One Stop Shop and receives funding from the Learning and Skills Council under the Objective 3.



## Meet Helen! – your new WAMT Membership and Information Officer



Helen Backhouse

Women & Manual Trades is very pleased to welcome Helen Backhouse, our new Membership and Information Officer!

Helen comes to WAMT from the Development Education Association, an NGO and educational organisation that works to raise awareness of global development issues. As a Membership Officer there for 9 years, she looked after member organisations from all over the UK – but she has roots in and around London, and in manual work.

Helen was a member of WAMT back in the early 80s, when she was training on a community programme which taught general building skills. These enabled her to get a job in a co-op, and later a community centre, doing caretaking and repairs.

In her first few weeks in post here at WAMT, Helen has been getting her thinking cap on to create a strategy for increasing our membership. She will also be leading on our membership services, such as Tradeswomen's Networking Events. She has had time to let her hair down though – on 4th June she went along with the WAMT tour of Battersea Power Station. She said : "It was great fun - lovely meeting some of the individual members...and the site's resident cat!"

Helen works part-time in the WAMT office, and is contactable on Monday, Tuesday, and alternate Wednesdays. You can reach her in the office on 020 7251 9192.

## All Change for the Construction Industry Scheme

In April 2007, the government introduced a new Construction Industry Scheme (CIS), to manage the tax liability of subcontractors in the construction industry.

The new CIS places responsibility with the contractor to make sure that every new subcontractor they use is registered with the CIS. They also have to check their payment status with the Inland Revenue. This checking process (known as 'verification'), determines whether the contractor can pay the subcontractor gross, or will have to make a tax deduction from their pay.

All contractors need to register for the CIS. If you are a subcontractor, and you were registered with the old Scheme, you don't need to re-register – your old CIS record will be moved across to the new system. You just need to make sure that you give your Unique Tax Reference (which you should have been sent in a letter by the Inland Revenue), and your National Insurance Number, to any contractor that employs you. If you don't give your contractor accurate information, they may have to deduct the higher tax rate of 30% from your earnings.

Anyone who becomes a subcontractor after 6th April 2007 needs to register on the new Scheme. You can do this by calling the CIS Helpline on 0845 366 7899 (open 8am – 8pm, seven days a week).

You can find more information online at [www.hmrc.gov.uk/new-cis](http://www.hmrc.gov.uk/new-cis). A useful basic introduction to the scheme can be found at [www.hmrc.gov.uk/new-cis/keyinfo.htm#1](http://www.hmrc.gov.uk/new-cis/keyinfo.htm#1).



**AVT**  
Avon Vale Training

ENGINEERING & MANUFACTURING

**THE LEADING ENGINEERING TRAINING PROVIDER IN THE SOUTH WEST**

**FEMALE ENGINEERS** are in great demand ! We welcome applications from women interested in engineering.

We offer **Engineering Apprenticeships** and a comprehensive range of courses designed to suit both Learner & Employer.

Engineering has become increasingly high tech and requires bright creative people who are practical & good at solving problems.



**01249 661199**  
or email [info@avonvale.co.uk](mailto:info@avonvale.co.uk)  
quoting reference "W & M T"  
**Avon Vale Training Ltd, SN15 3QH**  
[www.avonvale.co.uk](http://www.avonvale.co.uk)

Interested ? Then get in touch...

## SITE PROJECT (Steps Into Training and Enterprise) GETS UNDERWAY!

### WHAT IS SITE?

SITE (which stands for Steps Into Training and Enterprise) is Women and Manual Trades' newest project. It is a one year project that will provide training and support to women who wish to become self employed in the manual trades.

### WHO IS ELIGIBLE?

The project will support London women that are either

- unemployed tradeswomen with a Level 2 or above qualification  
*or*
- trainee tradeswomen that are enrolled on NVQ level 2 or above trade courses

### WHAT SUPPORT IS OFFERED BY SITE?

Women will be offered one to one advice and guidance. The project will run a programme of training activities which include an accredited self employment course that will cover topics such as writing a business plan, marketing and pricing and estimating. Confidence and assertiveness training, and computerised accounts and invoicing, will also be part of the training activities. Women will be offered assistance with writing a marketing plan and producing publicity material for their businesses, and will be able to book one to one sessions with a business advisor for specific advice. Other practical support will include multi skill training - a one day course designed for tradeswomen to learn some skills of different trades to complement their knowledge and diversify their skill base. Some of the courses that will be available will include plumbing, electrics, carpentry, and painting and decorating. There will also be assistance to pay for registered childcare and travel costs whilst on the project.

The project is currently recruiting women onto the next programme of activities. If you are interested in the SITE project, call either Bukkie Akiboye or Rachel Bennett at WAMT on 020 7251 9192

### Good News! WAMT's 'Fewec' Project wins more funding!

Our Further Education in Construction and Engineering' Project (otherwise known as 'Fewec') has been extended until December 2007. The project, which aims to develop a network of women lecturers in construction, will now also include computer aided design (CAD) lecturers.

Forty two women so far have signed up to join the network but we know there are many more who would be interested in joining. We will also be recruiting in Wales and Scotland so if you know any women who might be interested please get in touch.

The Yorkshire Women's Development Trust and The Women's Construction Centre in Sheffield will be our new partner. Ros Wollen will be running the project and she will cover the Northern region, whilst Women and Manual Trades will continue to work in the south of the country (south of Birmingham) and Wales.

#### The project's new objectives are:

- A jobs notice board - colleges will be able to advertise their vacancies for lecturers and technicians on our website
- A member-only area on our new website (coming end of August)
- Case studies of Fewec members who have benefited from support, which will be produced into a booklet along with project progress
- Networking for good practice and to help retain women who teach and train in construction, engineering and computer aided design
- Documented discussions with management of both Further Education colleges and training providers to address the need of employing women.
- Identify women who are interested in becoming Jive mentors and signpost them to the Jive programme

For more information on the project contact Rebecca Fulton at WAMT on 020 7251 9192

## Project Profile : Building Work for Women

Building Work for Women is a Women and Manual Trades' project that helps get qualified tradeswomen work experience on site. With the third group of women now doing the project's 'pre-placement training', we caught up with three women from the first round of recruitment, to see how their work experience was going.

"I'm really enjoying it!" says Susan Robinson, a BWW Plumber who's now about halfway through her 13-week placement at a new development of luxury apartments. "Within the first week I felt like I'd learned more on site than in a whole year at college". She adds : "It's taken away the fear! Before, I was so frightened of making a mistake, I always wanted to make sure there was no leaks." But her colleagues on placement have been reassuring her that mistakes are part of real life work: "The boys were like 'There's always leaks! That's why we do the air testing'. A lot of plumbing is just patience, and investigation, and I love that - I love finding out where the problem is."

This is a feeling echoed by Tanya Edwards, a Painter and Decorator on placement with Axis Europe, who is also getting a lot of out the problem-solving experience that on-site work is giving her. "When you do it in college, it's all about theory. We have parts of the college where we're allowed to do our practical, but it's very controlled so you don't get a lot of problems - like if the wood's wet, for example. On site you learn a lot more about how it actually works in the real environment." Carpenter Laëtitia Goebel, who's on placement with Melanie Woods, says the placement experience has reinforced her motto of "measure twice, cut once!".

Before going off on work experience, the BWW programme offers tradeswomen pre-placement training that includes sessions on things like CVs and Interview Techniques, Health and Safety, and Confidence and Assertiveness. Laëtitia says : "The mock interviews were good for confidence building, and it was fun and interesting to meet other tradeswomen". Susan also found these interview sessions helpful, "cos that was my weakest point - not so much face-to-face interviews, but filling in the application forms, I was so terrible! Trying to break down your life into a little section - I could write novels!"



*Susan Robinson*



*Tanya Edwards*

Tanya found herself surprised by the aspects of pre-placement training which she found useful. "Things like the self-confidence training - at first I thought, you know, 'What's that about? I don't really need that', then you realise it's all about learning more about yourself, and how to be more assertive. And that's what you need when you're in an industry like this, where you're around men all the time, and they can sometimes be a bit boisterous."

BWW participants are also given tools and personal protective equipment of their choice. Laëtitia chose an Orbital sander and router with bits, along with respiratory protective equipment, and "lots of fancy knee pads!"

So what does the future hold for our BWW tradeswomen? Laëtitia would like to "build my own eco-house". Tanya thinks she might at some point "work as a supervisor, or get into managing projects". Susan would eventually like to have her own business : "My ultimate goal is to have my own maintenance company". In the short term though, she's looking forward to seeing the end product of her work on the luxury apartments - "Apparently Robbie Williams is buying one of them!"

For more information on the Building Work For Women project, contact Crystal Butler on 020 7251 9192.

## How to get a qualification...without going to college!

Experienced Painter and Decorator Gemma Woolrych is about to achieve an NVQ Level 3 qualification in her trade, and become eligible for a CSCS Gold card. But she's done it all without taking time out to attend regular college sessions. So what's her secret?

The answer's simple - WAMT's 'Construction and Learning Project for London', run jointly with BOSS (Building One Stop Shop) at the College of North West London. The project uses OSAT (which stands for On Site Assessment and Training), a process developed by the Construction Industry Training Board. OSAT enables unqualified but experienced workers in the industry to get a national qualification. The whole process is carried out whilst you work on site, so you don't have to take time off to go to college.

Gemma, one of the first women recruited onto WAMT's OSAT programme, has been working towards her qualification since February. She's been self-employed for six years, and a member of WAMT for five. So what made her choose to do the programme? "It just seemed like an easier way of getting a qualification, because they came to you". Without this on-site assessment, she wouldn't have been able to take time off for college study - "It's really hard when you're small - if there's just a couple of you or something."

Gemma had her future in mind when she took the course on. A qualification like NVQ3 can open doors to site management or other kinds of work, if you ever decide to come off the tools. So, Gemma said, "I thought I may as well do it...whilst the opportunity was there". The cost was also a consideration for her. "I suppose if you worked for a bigger company - which really isn't that usual - they'd probably pay for it". But as a self-employed person, the opportunity for a free qualification was great. "I don't know how much it costs to do an NVQ, but I'd guess it's a few hundred pounds, so it's not to be sniffed at really!"



*Gemma Woolrych*



The course starts with enrolment at the college. Students are also required to visit the college to take a Health and Safety test, which, as Gemma explained, is "all multiple choice stuff, so most of it's very straightforward". But after this, all assessment is done on-site, by a representative from the college, who visits students at work. Gemma's Assessor - Chris Harvey from Building One Stop Shop - has been out to her three or four times. "He helps a lot, because I've not done anything like this before, and I've not been to college for many years. He leads you through it, so it's not daunting. There's quite a bit of paperwork, but when you sort of break it down, it's all stuff you've done mainly". Chris has also been on hand to help Gemma with her portfolio, which is required for the NVQ. This contains course paperwork, along with photographs, quotes, drawings - "just basically to show what you're doing".

The programme also allows tradeswomen to become eligible for the Construction Skills Certification Scheme (CSCS) card. The CSCS card is increasingly being asked for by clients and employers, to demonstrate that contractors and sub-contractors have trained and qualified staff.

So...who would she recommend the programme to? "I think it's particularly good for people who either work on their own, or with a small group, who don't want to take time off to go to college."

WAMT is currently recruiting more painters and decorators onto the OSAT project, and has just opened it up to Electricians and Plumbers too. The criteria is to have a full NVQ level 2, or City and Guilds craft level. As it is a pan-London project, you must also be living or working in the capital.

**For more information or to check your eligibility call:  
Rebecca Fulton on 020 7251 9192 or email: [info@wamt.org](mailto:info@wamt.org)**

**NOTICEBOARD . . . NOTICEBOARD . . . NOTICEBOARD . . . NOTICEBOARD . . . NOTICEBOARD . . .****5-day Intensive Courses at Women's Construction Centre, Sheffield**

This summer the Women's Construction Centre in Sheffield will be running two five-day intensive courses in Wall and Floor Tiling, and in Plastering, offering a great training opportunity for women wanting to multi-skill.

The Tiling Course runs from Mon 13th – Fri 17th Aug, and will cover setting out tiling jobs, wall tiling, tile trim, ceramic floor tiling, and levelling of floors. The course is tutored by Katherine Jones.

The Plastering Course, taking place from Mon 20th – Fri 25th August, will cover rendering, bonding, skimming, angle beading and preparation of corners. It will be tutored by Suzanne Hutt.

Courses cost £300, but bursaries may be available for lone parents. Full details are available from Women's Construction Centre, Sheffield on 0114 273 7046, or 07909 977 746; email [wintt.sywdt@btconnect.com](mailto:wintt.sywdt@btconnect.com)

**Electricians! We Need You!**

Women and Manual Trades are holding a forum meeting for female electricians, on 12<sup>th</sup> Sept. 2007.

The aim of the forum is to bring together Electricians, apprentices, and trainees to share ideas about how to support each other, and how to encourage other women into the trade. In future the forum may be useful as a platform for mentoring opportunities, and for helping members keep up-to-date with ever-changing regulations.



The event will take place at 6.30pm, at WAMT's office (52-54 Featherstone Street, EC1Y). Food and drink will be provided. If you would like to attend, please let us know in advance by calling the office on 020 7251 9192. If you are not able to attend this time, we'd still be very grateful for your ideas by email.

You can address these to Clare Welburn, at:  
[projectmanager@wamt.org](mailto:projectmanager@wamt.org)

**'The Ladies' Bridge' : DVDs on sale**

'The Ladies' Bridge', a film shown recently at one of our Tradeswomen's Networking Events, has recently gone on sale as a DVD. The film tells the story of the building of Waterloo Bridge, which was constructed during the second world war by a predominantly female team.

The DVD is accompanied by a 12-page booklet. For more information contact Karen Livesey at:  
[concretehistory@fsmail.net](mailto:concretehistory@fsmail.net)

**Save the Date! Save the Date! Save the Date!**

WAMT's

**Annual General Meeting**

**Will be on the evening of  
27<sup>th</sup> September 2007 6.30pm**

**All fully paid members welcome to attend**

**Raffle**

**Put the date in your diary now!**

**Tradeswomen's Networking Events**

Women and Manual Trades are running a series of Tradeswomen's Networking Events in 2007.

Events happen on the first Monday of every month (excluding August and December), and include talks, films, and a great chance to get together and network with other tradeswomen. Autumn dates for your diary are:

3rd September 2007  
8th October 2007  
5th November 2007

More details of later events will be announced in the e-update, nearer the time.

If you would like to come to any Tradeswomen's Networking Event please let us know in advance by calling the WAMT office on 020 7251 9192.

**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 as little as £50 you could be reaching these people too. Please call 020 7251 9192 or email [info@wamt.org](mailto:info@wamt.org) for more information.

The Carbon Column by Cath Hassell

## Solar thermal systems

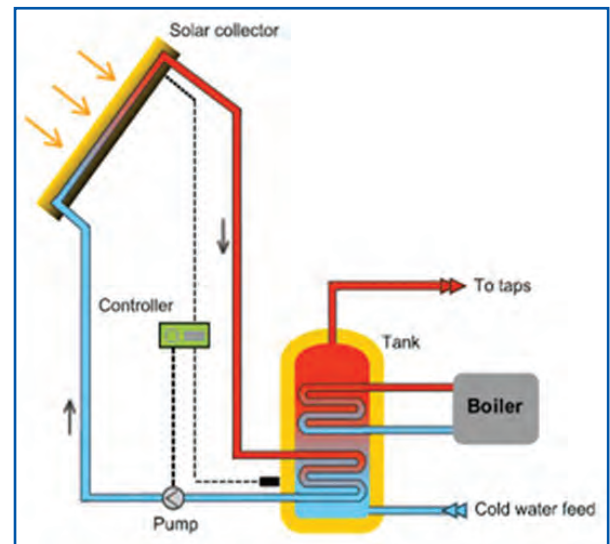
*(continued from Spring Newsletter article)*

CO2 emissions are the greatest contributor to global warming, and are produced when any fuel is burnt. 50% of the UK's carbon emissions are from buildings and so those of us in the construction industry have a crucial role to play in designing, building, refurbishing and maintaining buildings so that the amount of carbon they emit is reduced.

Last column we looked at designing for solar and the carbon savings available from a well designed solar thermal system. This issue we will look at the components of a system and how it works.

There are 4 main components of a solar thermal system. They are:

**solar collector** – flat plate or evacuated tubes. Flat plate collectors are copper tubes with copper fins or stainless steel plates spot welded together. They have what is known as a selective surface to aid efficiency, are insulated and glazed to prevent heat loss and can be roof integrated (preferable) or above roof mounted. Evacuated tubes have a vacuum that prevents convective heat losses, and the heat pipe type uses latent heat as well as sensible heat to show a 25% efficiency improvement over a year compared to flat plate collectors. Evacuated tubes are usually more expensive than flat plate collectors but can be used where space is limited.



**solar rated dual coil storage cylinder** – is more highly insulated than a standard hot water cylinder and has a highly efficient solar coil at the bottom of the cylinder which gives whole cylinder capacity for solar heated water. The back up heating coil at the top of cylinder allows the solar coil to work efficiently even when supplementary heating is on. Solar cylinders can be vented or unvented. Systems that use the existing cylinder (in a domestic situation) are not efficient.

**pump** - optimises efficiency of the system and is vital in UK situations. PV pumps on systems are not usually recommended as they are expensive and can cause heat loss during winter months under certain conditions.

**temperature differential controller** – brings the pump on when there is useful heat to be collected. Sophisticated models monitor heat collection throughout the year and will display any faults with the system.

### How the system works

The temperature differential controller is constantly monitoring the temperature in the panel and the temperature at the bottom of the hot water store. When there is useful heat to be collected in the panel the controller tells the pump to switch on. The heat exchange fluid is pumped slowly around the circuit. As it passes through the panel it is heated up. When the hot water reaches the cylinder it gives up its heat and then the cold heat exchange fluid passes through the system again to be reheated. As long as the sun stays out this cycle is repeated and the stored water in the cylinder heats up. On a summer's day the hot water will be heated to the design temperature of 60 degrees C by early afternoon.

### Solar and Space Heating

Although it is possible to provide some space heating from solar, large arrays of panels, large water storage capacity and underfloor heating systems (as opposed to radiators) are all vital as the space heating load is at its highest when solar energy is at its least. Therefore, solar for space heating is limited to new commercial or public buildings.

### Useful Contacts

[www.solarenrgy.ch](http://www.solarenrgy.ch) - for rating of panels and systems

[www.clear-skies.org](http://www.clear-skies.org) - for accredited installers

[www.greenenrgy.org.uk](http://www.greenenrgy.org.uk) - website for the Solar Trade Association

Cath Hassell runs environmental consultancy ech2o. See their website: [www.ech2o.co.uk](http://www.ech2o.co.uk) for more information.