

WELCOME TO THE NEW MASTER

AIR COMMODORE PAUL NASH OBE

I am deeply honoured to have been elected as Master of this ancient Livery Company. It has been a pleasure to serve Dr Peter Rumley and Nick Jones as Renter Warden and Upper Warden respectively during their years as Master and I thank them for all they have done over the last three years. It has been fun!

As many of you will know, I enjoyed over 35 years in the Royal Air Force before joining the Worshipful Company of Plumbers as your Clerk some 12+ years ago. That was fun too, working with and supporting a whole succession of equally great Masters. If someone had told me then I would also in time become your Master, I would have been surprised. Indeed, if someone had said that to me 20 years ago, my reply would have been "What's a Livery Company of the City of London?" I have learned a lot in the last twelve years! I had a great time in the RAF, but I have to say that my enjoyment and quality of life has taken-off since I joined the family of Plumbers, and I must thank you all for that.

The theme for my year

The theme for my year is education and training, especially for those less fortunate than us who need support to achieve their goals. I hope we can continue to enhance the excellent work already undertaken here through our charity. You, our members, are the life-blood of our Company and we are constantly looking to attract new blood to sustain and grow our Company. History has shown that you our members are our best recruiters, so do keep that in mind when meeting with your wider friends and colleagues and I commend to you the excellent short video which was sent out to everyone — youtube.com/watch?v=J0Qw1GImY7A. With

that in mind, I am delighted with the progress we are making in setting up our new apprentice membership scheme, initially working closely with the Chartered Institute of Plumbing and Heating Engineering, before branching out to other organisations. Together, we aim to help the very best young plumbing apprentices through their training and the early part of their careers, with practical and financial support. The aim is to foster in them awareness and interest in remaining a member of a professional body to enhance their career, and to look to become a Liveryman in the fullness of time. The initial cadre will come from our past bursary and award winners. I look forward to presenting the next bursaries and awards at the Installers' Show at the NEC Birmingham in June 2023, further cementing our links to our profession and industry.

Keeping you informed

Communication is important to me too, as you will have seen through my role as Company webmaster. It's also fun! I aim to keep you regularly updated on my activities as Master during the year. The chairmen of our committees will also be providing regular short reports on all their activities, to help keep you fully apprised of all that your Company is doing on your behalf. You'd be surprised how much we do working with the plumbing and heating profession, our Corporate members, our fellow Livery Companies and the City of London, and for those less fortunate through our charity.

My events and functions

Looking ahead to my year, our first Court lunch will be at the prestigious Royal Air Force Club in Piccadilly on 17th January 2023, our banquet has been confirmed for Monday 20th March 2023 at the Mansion House and the lecture will be on Monday 15th May 2023 at the Royal College of Physicians, which will follow my theme and explore the challenges facing the industry to train for the new and renewable technologies of the future. We also must not forget our heritage and there will be a visit to the Plumbers' Museum Workshop Trust at Amberley on 2nd April 2023 to see our gallant band of volunteers demonstrating their lead casting skills. And my Master's (long!)



Weekend, 8th to 11th June 2023, will be a "Four Counties" break to Lincolnshire, Leicestershire, Nottinghamshire and Rutland, right on the corner where they all meet. We have some great venues to go to over the four days.

The team

I am privileged to have David Adams as my Upper Warden and Charles Brooks as Renter Warden, together with Malvern Tipping as Senior Steward, and all the Stewards, to help organise and run the formal and informal social programme. I am also delighted that Steward Philippa Stary has agreed to take over as webmaster during my year. The calendar of events is on the website and you should have received your personal copy by the time you read this with all the events and functions listed. Get the dates in your diary now to ensure you don't miss out. I also look forward to working with Adrian, our Clerk, Sharon his assistant, Debbie our bookkeeper and Peter the Beadle, to keep us all on track! We couldn't enjoy everything we do without their sterling support and hard work behind the scenes and I know only too well just how much everyone I've mentioned in this paragraph does for us.

Last and by no means least, I must thank my wife and consort Sue for all her help and support and that of my family. We are looking forward to a great year of fun, fellowship and companionship.

Air Commodore Paul Nash OBE BSc RAF (Ret'd) Master

A YEAR OF JOY AND SADNESS

NICK JONES

In my year as Master of the Worshipful Company of Plumbers Joy was my priority as we came out of the Covid lock downs and the pandemic eased. Tragically Queen Elizabeth II passed away on 8th September, a profoundly sad event.

I set out to broaden horizons and increase the diversity we enjoy. My consort, Kala, has been a source of strong support and encouragement. Her style is unsurpassed. Our Clerk, Adrian, his Assistant Sharon, Accountant Debbie, Beadle Peter and my excellent team of Stewards led by Damon Reynolds have guided me through my year.

From the lunch at the Foundling Museum in November to the Carnival evening, the Persian Banquet, the Thames River Cruise, the visit to Wisley and the fashion lunch at Harvey Nicholls I have seen members of the company laughing, singing and dancing. A joy to behold! All these events were fully booked.

The Company's annual lecture in May questioning the future supply of water to London was well received. Predictably Thames Water imposed a drought order soon afterwards in August as a result of the heat wave in the summer. A sign of things to come

I was delighted to attend the Installer Show on the 23rd June to present Certificates of Excellence to five WCP bursary award winners who each received £1,000 of plumbing tools provided by Monument Tools. For the first time, with the support of Liveryman Jason Clark, we made a video of these young people talking about their progress to success which can be found on the Company website.

I have also attending a veritable cascade of wonderful events as Master meeting the Lord Mayor of The City of London, The Sheriffs, Masters of other Liveries and many others. The Masters' weekend in Sheffield, the Brigantes Breakfast in the Blackpool Tower Ball room and the Inter-livery Yacht Regatta at Cowes come to mind. Kala also attending a fascinating round of Consort events.

Sleeping rough in the Guildhall Yard with a collection of the Livery's finest led by the Lady Mayoress was not something I had on my to do list when I started my year. We raised a considerable amount of money for the Lord Mayor's fund. Kala has become deeply involved with Pollinating London Together, a Livery Charity supported by WCP and dedicated to increase pollinator friendly habitats in the City. Watch out for the PLT float in the Lord Mayor's show.

In conclusion I would like to thank every one of you for your encouragement and support during my year. I have thoroughly enjoyed the spirit of fellowship demonstrated by you in so many ways. This will remain with Kala and I in the years to come as we look through the book of photos and memories I must now create.

I look forward to handing the Master's Jewel to Master Elect Air Cdre Paul Nash OBE BSc RAF (Ret'd). Kala and I wish him and his Consort Sue a brilliant year.

Nick Jones

Immediate Past Master



OUR CHARITABLE WORK

The Plumbers Charity strives to change lives for the better in everything we do.

Our vision is to promote:

Better Plumbers, Better Plumbing, Better Health and Better Lives

We are focussed on making a real difference for people both here in the United Kingdom and in developing countries through our support of projects that improve the provision of clean water, sanitation, improve public health and community welfare.

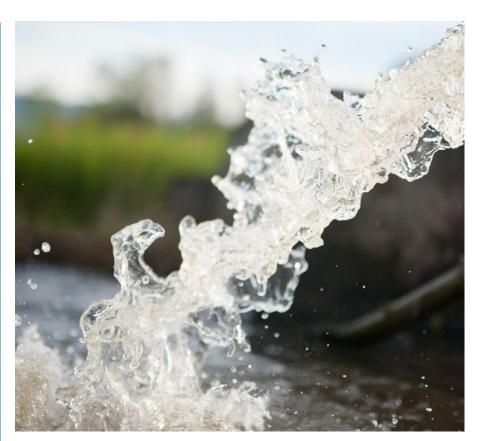
In 2022 we have continued to support several charities we have long standing relationships with such as **Aquabox**, **Water Aid** and **Village by Village**, as well as adding several smaller charities. We now support more organisations than we have ever done, all down to the support from the donations from the livery

Some of the new charities we support are:



We now support more organisations than we have ever done, all down to the support from the donations from the Livery.







No Going Back

No Going Back is an innovative programme of training, support, employment and housing funded and driven by Livery Companies with job opportunities via our members. It is designed to get people into

employment on release from prison and includes accommodation for those leaving prison who might not otherwise be able to take up their jobs.



Crash

CRASH help homelessness charities and hospices with vital construction projects, creating places that care for people.

Some of their projects help to transform hostels, day centres, night shelters and move-on accommodation for homeless people across the UK.



St Edmunds Society

We are delighted to be supporting St Edmunds Society (St Eds) in Norwich, in developing their plumbing and training facilities to create a student area for level 1 and level 2 plumbing courses, and the ongoing provision of training new plumbers.











RAINY DAY TRUST

Rainy Day Trust

Providing support to those entering the Plumbing Industry, through plumbing education, training, and development, is one of our key areas of focus.

We are working with Rainy Day Trust to provide support to apprentice plumbers and give them the skills and a career that will be with them for life.

THE LIVERY IN PICTURES































FREEDOM AND LIVERY COMMITTEE

During the period the Freedom and Livery Committee undertook several of its annual duties to maintain our standards and protocols.

The risk registers of all the committees were reviewed and a summary produced for the Company. Actions to mitigate these were then set in place. Subsequently a full review of the process and protocols surrounding the appointment of our Stewards by Upper Warden Paul Nash took place and will be implemented in the ensuing year.

The annual meeting of Committee Chairs ensured that committee membership was refreshed and that actions were coordinated across each.

The Court succession was reviewed, with annual reviews noted where necessary. A new Court Assistant Mr Damon Reynolds was appointed to join the Court in October, Mr Reynolds is currently senior steward.

The Committee reviewed in detail the proposed new Apprenticeship Scheme

from the Membership Committee; a joint endeavour with the CIPHE. This was developed further, together with a budget and proposed to the Court which was accepted.

The Communication sub-group met to ensure that our corporate brand and communication media were to brief. A new Company LinkedIn account was opened, aimed primarily at the business end of our membership, particularly corporate members. Our website was reviewed under its new webmaster Steward Philippa Stary, with renewed profile given to our charity at Amberley. The new 'Join Us' film was also included reflecting the drive for a more diverse membership.

For centuries our 'Oath' sworn by all new Liverymen as they enter the Livery has stood unaltered. Still written in old English, it has stood the test of time, however following a review by Upper Warden Paul Nash, it was agreed that one small change was necessary. The Court subsequently agreed to make it gender neutral, aligning with many other City institutions.

It was proposed and subsequently agreed by the Court that a planter should be presented to Her Majesty the Queen to commemorate her Platinum Jubilee. Following approval from Her Majesty, arrangements were made to locate the new planter at Windsor Castle on a prominent site at the Royal Household Cricket Club. (RHCC). The team at Amberley led by Liveryman Peter Cheesman produced the planter within a very tight timescale and installed it in June.

It was planted up by the Royal Gardeners and looked magnificent in July for a visit from Her Majesty to the RHCC. Past Master Nick Gale on behalf of the Company had the privilege of presenting it to Her Majesty and reflecting on the other Jubilee planters sited at Buckingham Palace and Sandringham.





MEMBERSHIP COMMITTEE — GROWTH FOR FOR TODAY AND TOMORROW

2022 was an active year for the Membership Committee with continued focus on initiatives for the appointment and retention of a healthy and diverse supply-line of new Liverymen.

The Company was pleased to clothe 14 new liverymen in 2022, a creditable achievement in our first post-Covid year.

The successful launch of the 'Integrate New Liverymen' scheme saw a significant number of experienced Liverymen become 'Hosts' to take care of recently appointed Liverymen as they attended their opening Plumbers events such as the annual banquet. This helped them feel welcome and well placed to make new friendships and contacts within the Plumbers community. This scheme is helping our new members commit to the Company and making them ready to themselves bring new members into the Plumbers.

A revamped 'Social-Induction' programme is designed and ready for use for the first time since before Covid. Liverymen who have joined in the previous 2 years are invited to a short, informal evening event to meet the Master and Wardens for an interactive session. This is a friendly opportunity to learn about new Liverymen's experience of the Company, to provide a deeper understanding of its workings, to highlight areas where Liverymen may actively contribute, and to guide them on sponsoring new members.

The Women in the Livery (WIL) group was proactive over the year as we strive to increase the diversity of our membership and make all types of people welcome. Notable highlights were (a) the production of a 90-second 'Join Us' video to promote recruitment through short, upbeat, clips of a wide range of Liverymen; it was greeted most positively and is available to support us all in our work to build the Company: (b) the 'Not All Plain Sailing' webinar on diversity and recruitment was expertly led by 2 senior women from The Royal Navy (a Commodore and a Commander); they spoke about recruitment, progression, and retention of women in the Navy and how to maximise an organisation's potential as its membership changes.

The project to create a new category of apprentice member for young people in the plumbing and heating industry, progressed well. The scheme will see the Company actively cooperate with the CIPHE to provide a range of educational and social opportunities that will positively engage up to 50 award-winning young tradespeople, recruited over 5 years, and provide them also with membership benefits in both WCP and CIPHE. We are now working closely with colleagues at CIPHE to bring the scheme to fruition.

The Corporate Membership category has become a vital part of the Company's structure and appeal. Whilst the post-Covid period has been challenging, we have retained a strong core membership group and continue to offer executives of member companies a unique opportunity to network at a high level with fellow professionals from across the water-related industries. We held two lunch events during the year at prestigious venues where key-note speakers sparked discussion and debate on contemporary issues in the built environment.

OUR CORPORATE MEMBERS

















EDUCATION AND TECHNICAL COMMITTEE



37th Annual Company Lecture — The Jaws of Death

The Company's annual lecture for 2022 was held at the Royal College of Physicians in London on Monday 16th May.

Aiming to stimulate forward-thinking discussion surrounding industry best practice, conversations at this year's gathering focused on the prediction that London will need one-third more drinking water by 2050.

Titled 'The Jaws of Death', the lecture concentrated on London's increasing demand for water vs nature's rapidly reducing supply. The evening involved a healthy debate, with experts discussing population growth, climate change, and reduction in water availability — based on current predictions estimating a significant increase in drinking

water requirements in the next 30 years. Potential solutions that were tabled included: new reservoirs, transfer of water between regions, water reuse, desalination, and improved catchment solutions.

Speaking on the issue, Dr Chris Lambert, Senior Technical Advisor to Thames Water, and Dr Priti Parikh, Associate Professor at the Bartlett School of Sustainable Construction, both delivered thought provoking presentations.

Developing plans to keep London's water supply functioning through 2050, Dr Lambert is responsible for developing Thames Water's long-term investment strategies for water supply demand planning. This includes the company's Water Resources Management

Plan, Drought Plan and input to Water Resources South East regional plan.

Recently recognised by Apolitical as one of the 100 most influential academics for government policy, Dr Parikh focused on global water challenges and raise important questions. She is founder director of UCL's Engineering for International Development Centre which carries out research into water-sanitation-energy solutions and has industry experience of design and delivery of infrastructure in South Asia, Sub-Saharan Africa and the UK.

The lecture concluded with a drink's reception and dinner, which saw conversation surrounding this increasingly pressing issue continue until late in the evening.



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The Company is proud to be able to acknowledge take a moment to reflect and recognise the tremendous effort made by so many students, apprentices and professional installers.

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Introducing the Company's Certificate of Excellence

This year, the Company launched its Certificate of Excellence initiative, to acknowledge professionals and students who have gone above and beyond during the course of their careers and studies.

Amongst the first to receive this prestigious accolade were the winners of last year's Installer Merit Awards, BPEC's Awards for Excellence for 2021 and the HIP Learner of the Year in 2022.

Certificates were awarded to recipients attending the Company's annual lecture, as well as to nominated individuals visiting the Installer Show at the NEC in June. In making the presentations, the Master, Nick Jones, and Richard Soper CBE, Chair of the Company's Education and Technical Committee, were both delighted and proud to pass on personal thanks for everyone's outstanding achievements.

Having negotiated three periods of national lockdown, the plumbing and heating industry has continued to support local communities throughout difficult times, protecting vulnerable individuals in the process. By launching the Certificate of Excellence scheme, the Company is proud to be able to acknowledge, take a moment to

reflect and recognise the tremendous effort made by so many students, apprentices and professional installers during this time.





NEW APPOINTMENTS AND MEMBERS

New Court Members

Michael Cooper

Michael is a Senior Civil Servant with the Department for Environment, Food & Rural Affairs (Defra), serving as Director of the UK Co-ordinating Body for the Common Agricultural Policy and a Board member of the Defra Future Farming & Countryside Programme. In the BCS — the Chartered Institute for IT — Michael serves as Director of BCS Learning & Development Ltd.

Michael read Modern History at Christ Church, Oxford then qualified as a Chartered Accountant with Price Waterhouse. He has been a Freeman of the City of London since 1991 and is Past Master of the Worshipful Company of Parish Clerks, being Parish Clerk of St Magnus the Martyr, our Company church, since 1998.

Michael has been a Liveryman since 2003, serving as a Steward from 2008 and Senior Steward in 2016. He has been a Plumbers Charity trustee

since 2017 (and is trustee of several other charities). Michael is also Past Chairman of the Society of Young Freemen and Past Chairman of the Bridge Ward Club.

Michael is married to Felicity, who is a liveryman of the Worshipful Company of Musicians.

New Members



Clothed in October 2021: Karl Chamberlain, William McHenry, Dr Victor McLachlan, Lord Kirkhope of Harrogate and Dr Adrian Buica



October 2021: Benjamin Davis, Elaine Waggott, James Hendry, Richard Edwards



and David Cole



January 2022: Alison Flint, Piers Mizen, Prof Paola Lettieri and Daniel Tranter



April 2022: John Wilson, Paula Whitcombe, Prof James Bartram, Russell Cheesman, Gareth Smith, and Justin Broadbent

Damon Reynolds

Wandsworth born, Damon grew up in Gloucestershire and read Chemistry at Bristol University.

Damon started his career as a marketing assistant at the RAC and progressed to founding their in-house Design Agency. Asked to join the start-up internet bank Egg, Damon created their internal Brand and Creative agency.



Leaving Egg in 2004, Damon formed his own design company and for the next fifteen vears worked with numerous companies,

both start-ups and established organisations, specialising in website and brand development.

In 2019 Damon purchased a small hotel in Crail, Fife. Throughout Covid he has been managing the restoration and refurbishment of this local landmark. The Shoregate opened in May 2022.

Damon has been a liveryman since 2013, a Steward since 2016, and was Senior Steward 2021/22.

He help manage the technical aspects of the Company website.

Damon is married to Nicholas, an international development consultant.

New Stewards

The Master, Paul Nash, is pleased to announce the appointment of 5 new Stewards from October 2022: Gary Lester, Kevin Thomas, Melville Gumbs, Daniel Tranter and John Wilson.

PLUMBING MUSEUM AND WORKSHOP TRUST

It's been a busy year for the members of the Trust down at the Amberley Museum where we have a Lead craft demonstration facility.

The Trust puts on regular demonstrations of traditional craft Leadwork, seeking to keep alive some of the ancient crafts of plumbing, and sharing these with the public.

A group of talented, trained volunteers, led by Liveryman Peter Cheesman, run the demonstrations and the Trust has a long history of creating items cast from Lead. Two recent examples this year include Lead planters for St Bartholomew's hospital in the City in recognition of the selfless dedication by all of the NHS during the COVID 19 pandemic and a second one to celebrate Her late Majesty's Platinum Jubilee.









Examples of the craft work undertaken by the Plumbing Museum and Workshop Trust

FROM THE CLERK, ADRIAN MUMFORD



It has been my pleasure to serve as Clerk for almost four years: I should add, four very rewarding and happy years after a career in another ancient institution — running a diocese in the Church of England.

In many ways, it was not unlike our ancient Livery Company being a 500-year-old organisation that seeks to respect tradition while broadening in diversity and keeping relevant in today's world.

The last year for the Clerk and Company Office has been characterised by moving back in to top gear after the tiresomeness of Covid led to so many events being cancelled. The splendid series of social events led by the Master have been fully subscribed and numbers for Company events are now virtually back at pre-Covid levels. It was especially good to be back at the Mansion House in our white tie and tails for the first time since 2019, the 2020 Banquet being cancelled just days in to the first lockdown. The booking and more recently paying for events through the members section on the website has been in place for the last year and is working well while the default setting for communication with members is firmly electronic, the exception being to mail the Annual Review and Calendar of Events. We are not a 'paperless office' but much is now digitised which makes remote working very much easier.

Each new Livery year brings a new Master and I have been fortunate to work with and support another splendid Master in Nick Jones over the last year: business like but with light touch in meetings, deftly steering the Court through a range of important issues, not least around finance, sustainability and apprenticeships. In the office, Sharon's encyclopaedic knowledge of the Company and Debbie's efficiency as accountant have been a huge support while Beadle Peter is always calmly reassuring in events. Many others have offered advice —sometimes when I had asked for it!

As Clerk, I have the pleasure of being a guest of many other Companies and it is surprising that some can come over as cool, even unwelcoming; by contrast, one could not imagine be a more sociable, warm and friendly group of Liverymen as the Plumbers (along with my own 'mother Company', the Musicians). The greatest asset of any Livery Company is its members, and it is always a pleasure to catch up with friends in the Company and to meet and welcome new members.

I think the Company is in good spirits and in good shape; I am confident for our future and continue to enjoy serving the Company.













Members of the Women in Livery Team: L to R, Elise Maynard, Kate Fuller, Julie Spinks, Janet Rivers, Sandra Raine and Sarah Oliver

Women in Livery

Have you considered how many women are members of the Company? The answer is around 10% up by 3% from last year. The Women in the Livery team (WIL) focus was on promoting recruitment of women and encouraging their positive portrayal.

WIL created a recruitment video to aid members in describing the Company. A diverse group of members convey the benefits and fun joining brings. It is suitable for loop showing at conferences and events and the link can be downloaded for use on mobiles, LinkedIn/social media.

A companion postcard containing a QR code which links to the website 'Join us' page to hand to potential members is available from the Clerk.

WIL has led in raising awareness of the need to portray positive images of women in leadership roles and ensuring their visibility in activities and publicity material. Recognising ourselves in others in an organisation influences our likelihood of joining it. Embracing this view has resulted in more talented and qualified women sitting on committees than at any time in

our history; the appointment of a female steward; and women featuring as after dinner speakers at several Company events.

A webinar was held featuring Commodore Ellie Ablett MBE & former Commander Liz Walmsley on the Royal Navy experience of supporting women to develop.

Much has been achieved in a short space of time but the team has plans to go further. WIL welcome invitations to speak with organisations about the benefits of membership of WCoP.

Members of the Court and Officers

Master

Air Cdre Paul Nash OBE

Upper Warden

David Adams

Renter Warden

Charles Brooks

Immediate Past Master

Nick Jones

Emeritus Past Masters

Geoff Marsh MBE George Banks John Mayfield Alec Moir Michael Swallow Mike Samuel Edward Hopkinson

Past Masters

David Thomson John Rae Peter Brunner John Lockyer David Alexander Prof Rodney Cartwright
David Hamilton
Chris Sneath MBE
Lt Col Antony Paterson-Fox
Charles Yuill
Nick Gale
Stephen Hodkinson
Erica Stary
Brian Wadsworth
Robert Burgon

Senior Court Assistant

Dame Fiona Woolf DBE DL

Sandra Raine

Court Assistants

Dr Peter Rumley

Janet Rivers
Prof Mala Rao OBE
Paul Flatt
Martin Shouler
Kingsley Poulton
Mark Wheeler
Gary Wingrove
Michael Cooper
Damon Reynolds

Clerk

Adrian Mumford

Clerk's Assistant

Sharon Sibthorpe

Senior Steward

Malvern Tipping

Stewards

Mark Nicoll Chris Saunders Philippa Stary Prof Tony Lockett Gary Lester Kevin Thomas Melville Gumbs Daniel Tranter John Wilson

Company Finance

Debbie Abergil

Beadle

Peter Thompson

Recently deceased

It is with great sadness that the Company announces the deaths of the following Liverymen:

William Bones Albert Chinn Colin Coles Gareth Davies Geoffrey Etherington Thomas Mayhew Thomas Thackeray

Our thoughts and our condolences go to their families. Individual tributes can be found on our website.



