

An ancient Company
with a modern purpose

Annual
Review
2023

Welcome to the New Master — David Adams



I am honoured and excited to be elected as Master of The Worshipful Company of Plumbers and will do my utmost to represent you in the year ahead. Thank you for giving me this unique opportunity.

My deep appreciation goes to our IPM Paul Nash and to his Consort, Sue. With so many wonderful events so beautifully executed, I have gloomily concluded that they are an impossible act to follow! I also congratulate Paul on his tenacity to turn plans into reality - he gets things done.

I am blessed to have the support of Wardens Charles Brooks and Sandra Raine, Senior Steward Philippa Stary, and an excellent team of Stewards. And I salute the terrific team at the Office: Adrian, Sharon, Debbie, and Peter. They do a huge amount, much of it unseen.

I am proud to have Kathy my wife, and our Mistress Plumber, by my side. The warmth of the Plumbers has brought us both such pleasure over the last 14 years and has become an important part of our lives. We will work hard to serve you well.

Social Events

We have a super programme of social events this year, with short visits to Lord's cricket ground (30 Nov), Royal Albert Hall (5 Feb), Mar I Terra Spanish Restaurant (Leap Day, 29 Feb), Museum of the Home (19 Mar), Reigate Priory Cricket Club (25 May), Crossness Pumping Station (10 Sept).

Our Master's Break will be on the IOW where I grew up (18–20 June). Two cricket events, I admit, but please forgive this and come to some fun occasions with us. Otherwise, I might regret putting my squash league, film club, and choir exploits on the back burner!

Theme

The theme for my year is International & Environmental: to take a cross-national, nature-friendly stance in our work to promote better plumbing and sustainable water management, to enhance our charity work, to widen our contribution to The City, and to grow individual and corporate membership. It is also a platform to encourage cross-border cooperation on higher standards in water and sanitation everywhere, against the backcloth of global warming and conflict.

May I mention an even longer-term perspective? How can the Plumbers help solve the technical challenges of water production, conservation, and recycling for humans to survive long missions in space? And how can we help ensure these cutting-edge advances are applied on Earth? No. 6 of the UN's 17 Sustainable Development Goals is 'access to water and sanitation for all'. Yet today 27 per cent of the world's population do not have access to safely managed drinking water.

Speakers

Our multinational speakers will bring a multicultural perspective on crops and water, global economic and environmental policy, world plumbing standards, and water in history. The Annual Lecture will be given by Save The Children and will cover the challenge to provide clean water and sanitation in the immediate aftermath of a sudden global disaster.

Strategic and Operational Focus

The recently produced Plumbers' 24–29 Strategy includes goals on thought leadership, training standards, membership numbers, under-represented groups, climate change. It will help guide our operational work in the year ahead. For example:

We will work on simpler ways to attract people into the Plumbers, although current Liverymen remain our best recruiters. Imagine if 25% of us secured one new member! The simplified on-line application form is there to help you. Let's get past the 350 plateau and aim for 400.

Our Hosting Scheme works well, and we have re-launched the 'Social-Induction' event. But can 'the friendly company' do even better on retention? We will look at new ways to engage Liverymen, against the background of a cost-of-living squeeze.

We will actively contribute to the future-focussed, pan-livery work of the 'Livery Climate Action Group' and the 'Pro-Bono Interest Group'; we will share our best practice and learn from that of others.

How can we attract people from a wider spectrum of society? The WIL group are making good progress, and we can all further that cause. How do we make the Plumbers more broadly inclusive and diverse? If each one of us acts, we'll generate a collective 'thousand small steps' to give us traction.

Continuing Paul Nash's important education theme, we will fully implement the Plumbing Professionals Development Scheme (PPDS) after great work in the last year by our resolute volunteers, working jointly with CIPHE. The 'early-career' members of PPDS will benefit from a learning syllabus, mentors, industry experts, higher qualifications, and membership of WCP and CIPHE. We will help them find ways to offer their skills to charity. They will be invited to the Plumbers' Lecture and social events, and we will help them learn about The City.

These young members will likely be in their first decade of work. PPDS will boost their skills, promote a career in plumbing, and help fashion the 21st century 'green' plumber, able to efficiently diagnose needs and install 'low-carbon' systems to reduce energy consumption and costs.

Closing Thought

140 years ago, in 1883, Master George Shaw led the Plumbers to combat poor plumbing by making the trade a registered profession. Shaw was a Victorian 'thought leader'. He persuaded and cajoled key interest groups, and finally a national system of plumber registration was launched in 1886. George was clear sighted and bold about change. Can we learn something from him? I think we can.

David Adams
Master

Reflections on My Master's Year — Paul Nash

A privileged year full of fun and fellowship

It seems like only yesterday I was writing my welcome note as your new Master for last year's Annual Review. Although I had some inkling of what was involved, having served as your Clerk, I am genuinely surprised by how much the "job" has grown, not only for me, but also for Sue as my Consort. What a wonderful year we have had!

My theme for the year was education and training and I am most grateful for the support from The Plumbers Charity — our charitable and educational trust — to further that aim. We have supported the Saint Edmund's Society in Norwich, providing Level 1 and Level 2 training, and No Going Back, a City of London initiative to mentor and provide training for ex-offenders, along with the Sheriffs' & Recorder's Fund. Abroad, I was particularly pleased to see the work with the Dolma Foundation in Nepal come to fruition, providing plumbing training for individuals in remote communities there. Our ongoing support to Village-by-Village has given life-saving help to rural communities in Ghana, setting up proper sanitation and fresh water supplies, and most importantly training them how to run and maintain them, as has our support to Just A Drop in Cambodia.

Closer to home our bursary scheme has gone from strength to strength, with a huge increase in applications. Our presence at the National Installers Show to highlight all we do and to present some of our awards has helped promote our Company across the industry. Throughout the year we have been working closely with the Chartered Institute of Plumbing and Heating Engineering on the pilot of our new apprenticeship scheme. Now called the Plumbing Professional Development Scheme it will offer excellent support to new apprentices in the latter part of their training and most crucially in the early part of their new careers, with personal and professional mentoring and development. And I am also particularly pleased that we have expanded our affiliation with the Service Cadet Units beyond that which we have had with the

Richmond Sea Cadets for many years, to now include the RAF and the Army. We have just begun an affiliation with No1147 Air Cadet Squadron in Barking East London and with 23 Army Cadet Detachment (Royal Engineers) in Islington North London, both located in deprived areas and giving a wonderful outlet for young people there. You'll be able to read more on this as the affiliation progresses and see them at one of our functions.

Communication is most important to me too and I hope you have enjoyed reading my monthly blogs highlighting all that Sue and I have done, both on the social front and promoting the Company within the City of London and further afield. We have expanded our publicity and you can now see what the Company does on LinkedIn, Instagram, Threads and X (formerly Twitter). The links can be found at the foot of the homepage on our website. Did you know that the number of people who log on to our website through mobile phones is now only slightly less than the number using laptops and computers? We have some new promotional videos too, which will fit well on social media, and these will have been emailed to you by the time you read this. You our membership are the bedrock of our company, so do keep promoting what we do and encourage friends and colleagues to join.

It would be hard to say what the highlights of our year have been. We have so many fond memories. Sue and I were so pleased with the overwhelming support we had for my Master's Midweek Break. The Coronation Garden Party at Buckingham Palace was a huge honour and the work to create the two Coronation Planters for Their Majesties The King and

Queen, with the Gardeners' Company, will create a legacy for generations to come. The volunteers at Amberley are pulling out all the stops with some sensational castings and I was thrilled to be invited to cast the Plumber's shield and Queen Camilla's Royal Cypher for the Planters. They should be ready to move to Sandringham House early in 2024. On top of this, all the formal and informal events we have enjoyed have helped cement our friendship and fellowship with so many of you and we are enormously grateful for the support we have had from Adrian, Sharon and Debbie in the office, Peter our Beadle, Malvern our Senior Steward and all the Stewards, and Philippa our webmaster; we simply couldn't have done it without them. I must also thank David Adams and Charles Brooks for their unstinting support, during their terms as Upper Warden and Renter Warden respectively, with whom it has been a joy to work.

I wish our new Master David Adams and his wife Kathy all the very best for their year ahead. We are in very good hands.

Paul Nash
Immediate Past Master



The year in pictures



Charterhouse Visit Lunch



Visit to RAF Museum Cosford



Richmond Sea Cadets Service and Parade



Consorts' Lunch at the RAF Club



Inter-Livery "Ryder Cup" Golf Team, Verulam Golf Club



Inter-Livery Yacht Regatta, Cowes, Isle of Wight



Richard Buchanan Plumbing Centre of Excellence Award Winner



Coronation Garden Party, Buckingham Palace



Master's Mid-week Break Dinner at Belvoir Castle



Brigantes Carol Service Bradford Cathedral



Supreme Court Visit Hosted by Lord Reed



Inter Livery Pancake Race



Wren 300 City Churches Walk



Visit to HMS Sultan



Second Supreme Court Visit



Master and Clerk, with Partners at Apothecaries' Masters' and Clerks' Dinner



Lord Mayor's Show



Annual Banquet at the Mansion House



Papplewick Pumping Station, Master's Mid-week Break



Lebanese Dinner



Clerk's Assistant Sharon receiving her Freedom of the Company



Liveryman Phil Mead's Memorial Planter, Amberley

The Plumbers Charity is changing lives for the better in everything we do!

**Our vision is to promote:
Better Plumbers, Better Plumbing,
Better Health and Better Lives**

We continue our focus in making a real difference to the lives of people both here in the UK and internationally, through our support of projects that improve the provision of clean water, sanitation, improving public health and community welfare.

All achieved through your wonderful support and donations!

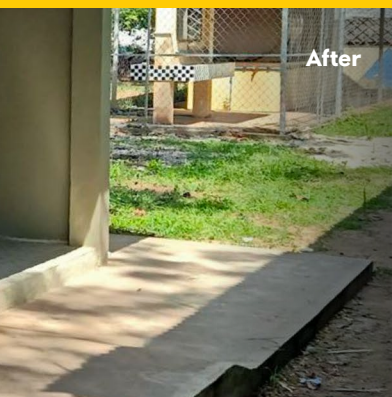
In 2023 not only have we increased the amount we have donated, continued our work with some key partners such as Aquabox and Village by Village, but also started working with some great new Charities.

Just a Drop

New for 2023 we have started working with Just a Drop an international safe water and sanitation charity.

Our first project has been completed where we have funded the renovation of the toilet block, handwashing station and provided hygiene training for the Ta Tok Primary School in the Siem Reap Province of Cambodia. The school had no toilets suitable for the 164 children and 8 teachers, their current toilets had not been used for 7 years and they were in desperate need of our help, using fields to go to the loo in and with no washing facilities.

You will see from the before and after pictures the impact we have made to the children and staff at the school in transforming their facilities and training them in hygiene.



The Livery Kitchen Initiative

Following our support of the initiative during the pandemic we are delighted to be supporting the new Livery Kitchen Initiative, in partnership with many other Livery Companies.

Working with the Charity City Harvest, we are helping to fund a new food collection and redistribution van, to enable their work across London. Food that is about to go to waste from farms, manufacturers and retailers are collected and redistributed across London, targeting the 800,000 children living in poverty across the city.



Charity Trustee Assistant Janet Rivers in front of the van

Dolma Foundation

We have worked in partnership with the Dolma Foundation to create a Peak Plumbers Training Programme in the Dhunche region of Nepal.

This ground-breaking project has proved skills and training that will help the students learn the trade of plumbing and bring those skills to bear in their communities for year to come.



Aquabox

We continue our partnership with Aquabox, who manufacture water filters that transform contaminated and dirty water into drinkable water. We have provided funds for their emergency relief in Ukraine and in response to the devastating earthquakes in Syria and Turkey.

Additionally, they send their gold boxes with the water filters that contain the basics needed in these situations such as tools and household basics, to truly save lives.

Freedom and Livery Committee

During 2023 the Freedom and Livery Committee undertook several of its regular duties to maintain the standards and protocols of the Company. Ensuring that standards are maintained and legal compliance, remains the principal focus of the Company's risk management strategy.

The Company's Strategic Plan is reviewed in detail every five years, and with this objective, a Strategy Day took place at the Court of Alderman in the Guildhall on Wednesday 24 May with most members of the F&L committee attending. This focussed on Company aims and objectives, a review of the last Strategic Plan and identifying longer-term objectives from which strategic actions may flow. A detailed paper was created, discussed, and reviewed by F&L, then presented to the Court. Actions and priorities were then identified and delegated to committees to ensure continuity across the Company.

The Risk Register review, which takes place every year (in future every two years), undertakes to analyse all those risks to the Company which need to be mitigated. This ensures that the Company continues to thrive through challenging times and achieves its strategic objectives.

Submissions from all committees had been received, then merged into a single register by Assistant Cooper together with a short commentary. This enabled F&L to list and prioritise the top five for presentation to the Court and action by the committees.

A healthy Court Succession is key to maintain continuity for the Company. This was reviewed, with annual reviews for Court Assistants and Mentors noted where necessary. Some necessary adjustments to the Assistant lists were made and a new Court Assistant Mr Kevin Wellman was appointed to join the Court in July, Kevin is the Chief Executive of CIPHE.

Each year a meeting of Committee Chairs takes place under the stewardship of F&L. Chairs are encouraged to bring in new Liverymen to respective committees as appropriate, this ensures balance

across committees and the involvement of as wide a membership from the Livery as possible. It was agreed that terms of reference of each committee should be reviewed at respective first meetings after October. Committee Chairs are encouraged to write a short summary of proceedings/decisions for wider circulation.

The Communications sub-committee met on 23 June and comprises PMs Gale and Hodkinson, the Master, Webmaster Philippa Stary, Lvy Dalton and the Clerk. Discussion, which took ideas from the May Strategy Day, centred on the development of social media, in particular, Twitter and LinkedIn and the development of an annual timetable to provide for a regular social media feed.

Coronation Planters

Following discussions with the Worshipful Company of Gardeners it was agreed to produce a pair of planters to commemorate the coronation of the King and Queen. A great team effort has been undertaken to design, cast and fabricate these planters which are due for completion by the end of the year. This is the largest and most complex designs that the company has undertaken. They are expected to be presented to the King and Queen in 2024.

New Chairman

A huge thank you is due the Past Master Nick Gale for his seven years of service as Chair of F&L. Immediate Past Master Paul Nash will take over as the new Chair from October 2023.



Membership Committee

Widening our appeal — increasing numbers and winning commitment

The Company was delighted to clothe 19 new Liverymen during the year under review and ended the year with around 340 Liveryman, a figure that has been fairly consistent for many years.

2023 was an exciting and varied year for the Membership Committee with a focus on several initiatives to ensure we recruit and retain a diverse group of engaged liverymen.

Working with CIPHE colleagues, we are designing a training and membership programme for early-career professionals in plumbing and heating — the 'Plumbing Professionals Development Scheme' or PPDS; it is well described on the website. We salute our volunteers who are building a significant scheme that includes membership (funded) of WCP and CIPHE, an education programme, access to mentors and technical experts, and guidance on higher qualifications. The young members will be helped to apply their skills to charitable causes, perhaps overseas. They will be coached on the roles of the City of London, the Livery movement, and the Plumbers' Company, and will be welcomed at our annual

lecture and targeted social events. We are identifying the first members' cohort and will fully launch PPDS soon. This is an exciting development in broadening the Plumbers' appeal, and in leading our craft by a focus on future talent.

We are working on our social media and communications strategy that will positively impact recruitment. We will leverage LinkedIn, X (Twitter), etc. to better promote WCP in more agile ways. This year we have already simplified and shortened the on-line application form to make it more user-friendly: this modernised 'Join Us' process should encourage new applicants and sponsors. It can be checked out on the website.

We strive to break through the 350 plateau and reach 400 members. Our best recruiters are our liverymen, and we are preparing a 'back to basics' campaign to assist them in bringing new members on board. May we ask all liverymen to get involved.

We are also looking at how we retain members, at a time when people are feeling the financial squeeze. The Social Induction evening was run in September with 12 attending. Recent joiners talked about their experience of the Plumbers so far, and what would make it even better. Another well received initiative is the Integration (hosting) Scheme where an experienced liveryman looks after a recent joiner at a Plumbers' event — we've done this 39 times in the last 2 years.



Corporate Members' Lunch at Innholders' Hall

The Corporate Membership category remains a vital part of the Company's structure and appeal. Whilst the post-Covid period continues to be challenging and Corporates are reviewing where they allocate their discretionary spend, 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 wider construction sectors. We held two lunch events during the year at excellent venues where renowned key-note speakers sparked discussion and debate on the hot topics of the day. Attracting new and retaining existing members will be an even bigger challenge in 2023/24 and the committee are working hard to refresh membership benefits and offer increased value for money.

Supporting E&T committee, we were involved in the Installers Show in June. A brochure on the upcoming PPDS scheme was made available, and several members of the WIL team were hosts on the new Plumbers' Stand. 45 contacts were tabulated from visitors to the Stand, some expressing interest in the Corporate Scheme and PPDS.

We also took the opportunity to create video clips at the Installers Show. Extensive filming took place of key moments in the hall (award winner etc) and through interviews. The outcomes are short accessible clips on 'Women in the Livery', 'Why Join', 'Corporate Membership', 'Awards and Bursaries', 'PPDS'. They can be viewed on the website and add to our communications and recruitment toolkit.



The Plumbing Professional Development Scheme Working Group

Education and Technical Committee



The Annual Lecture at the Royal College of Physicians

The Annual Lecture – 15th May 2023, 'Who needs University, when Apprenticeships are better?'

The demand to deliver new environmentally sustainable technologies, that are required to meet the energy supply and climate change challenges we face, are huge.

The Company tackled the hot topic of universities vs apprenticeships, the keynote speakers taking part in the discussion were: Carl Arntzen, CEO of Worcester Bosch, Kevin Wellman, CEO of the Chartered Institute of Plumbing and Heating Engineering, and Neil Collishaw, CEO at BPEC, who shared their views on the variety of pathways available to heating, plumbing and electrical engineers.

Carl Arntzen kicked off the discussion with his view as a manufacturer that the industry needs to train engineers, new and existing, to become 'Home Energy Assessors':

"When we start to think about the skills challenge, it's fascinating to see the different generations that work within our business. The younger teams and the apprentices coming through are much more aware of sustainability than maybe a few more elderly members of staff like myself."

"We are manufacturers of heating technology and one of the biggest challenges facing government is how to decarbonise the way we heat our homes and buildings."

"They need to be able to select the right heating technology for the property that's in front of them as well as then consider the possibility of making further fabric improvements to that property."

Neil Collishaw, CEO at BPEC, who has both an apprenticeship and degree, argued that the industry needs to do better to raise the reputation of plumbing and heating engineers, as well as apprenticeships themselves.

"A recent CITB report suggests that the construction sector needs more than 40,000 people to join the sector every year in the next five years just to meet our current skills demand."

"The concept of learning on the job, gaining real work skills and getting qualified whilst being debt-free is currently being undersold."

Kevin Wellman, CEO of the CIPHE shared his view that quality training, Continuing Professional Development (CPD), and licencing, hold the keys to raising standards in the future:

"That first step is to attain a really good quality apprenticeship that paves the way for the future and ultimately can result in Chartered Engineer status."

The Annual Lecture was followed by a drinks reception and dinner. The Bursary Awards and Certificates of Excellence were presented by The Master.



Left to right are Daisy Turner Bursary Winner 2023, Paul Nash, Master, Bursary Winner 2023 Summer Gee-Fitzmaurice



Rueben Duggan receiving his Certificate of Excellence from the Master at the Annual Lecture

The Company Exhibits at the Installer Show, 26-29 June

This year the Company attended the Installer Show at the NEC, Birmingham. The Livery was represented on the stand by Lvy. Sarah Oliver, Kevin McCallister, Janet Rivers, Julie Spinks, Sandra Raines, John Davies and Renter Warden Charles Brooks, they spoke to visitors about the Bursary Programme, the Emerging Talent Scheme, which is in cooperation with the CIPHE, corporate membership, and focussed on the vision and objectives of the Company.

Thursday 27 June was the 'Apprentice Day' during which the Master presented the Certificates of Excellence.

HIP (Heating, Installing & Plumbing) Competition - SNG Publishing

Great news, The Company is now a sponsor of the HIP Learner of the Year and Female Skills Competitions, these are practical competitions with heats take place at colleges around the country. Lvy. Jerry Whiteley will be the Head Judge, and The Master will attend both grand finals.

HIP Learner of the Year 2024 comprises of 6 regional heats and a grand final. The HIP Female Skills Competition 2024 comprises of three regional heats and a grand final. A Liveryman will be in attendance at each one.

And finally a few words from the Chair: After six years as Chair, I would like to thank everyone for supporting the initiatives we have undertaken, and wish the new Chair, Lvy. Julie Spinks all the best for the future.



L-R: Richard Soper, Lvy Sarah Oliver, Zoe Tanner (MD, SNG Publishing) & Celia Matthews (CEO, SNG Publishing)

New Court Assistant

Kevin Wellman

Kevin Wellman joined the Chartered Institute of Plumbing and Heating Engineering (CIPHE) in 1985 and was appointed its CEO in 2011. Before that he served a 4-year plumbing apprenticeship and worked as a plumbing and heating engineer and part-time lecturer at Barking College of Technology.

Kevin is a highly respected and well-known executive in the plumbing and heating industry both nationally and internationally. Amongst his many achievements, he has re-structured the administration of the CIPHE, created its own Educational and Technical groups, placed the Institute on a sound financial footing, increased its media presence enormously, overseen the Code of Professional Standards and grown its membership overseas, notably in Hong Kong.

He has developed the relationship with water companies and consumer associations and improved the engagement with industry trade associations. A founding Director of the WaterSafe Installers' Scheme, he joined the executive board of the World Plumbing Council in 2013.



He became a Liveryman of the Worshipful Company of Plumbers in 1989 and is Deputy Chairman of our Education & Technical Committee, where he plays a key role in its activities. He will be one of the co-presenters at this year's annual lecture. He is married with three children and lives in Essex.

New Members





January 2023
(L-R) Michael Spencer, Philip Hurley, Master Paul Nash, Barbara Cooper CBE, David Williams, Greig Walker



April 2023
(L-R) Jacob Ball, Master Paul Nash, Elaine Cloutman-Green, Mark Chapman



July 2023
(L-R) Geoff Westall, David Pearson, Eileen Tipping, Master Paul Nash, David Gammage, Patty Grant, Warren Bradshaw

Plumbing Museum and Workshop Trust

2023 has been an exceptionally busy year for the Lead craft demonstration facility at Amberley with the largest and most complex project we have undertaken.

We are delighted to be working with the Worshipful Company of Gardeners on two large planters to commemorate the coronation of the King and Queen.

The pair of planters will be located at Sandringham House with one dedicated to the King, an honorary Gardener, and one dedicated to the Queen, an honorary Plumber.

The planters have been designed by Tim Crawley, a member of the Art Workers Guild, and depict the respective cyphers of the King and Queen on each planter.

A great team effort has been involved in producing the planters so far, from the designer, the manufacture of the templates and the casting of the large and complex sections. We hope to complete the manufacture by the end of 2023.

On 12th October 2023 we invited the Gardener's Company and the Master Plumber to the Plumbers' Workshop for the final casting of the sections of the planters ready for fabrication. Once installed at Sandringham the Gardeners company will undertake the planting influenced of course by the Kings preferences.

Great thanks are due to our talented team of volunteer craftsmen, led by Peter Cheesman.





Master Paul Nash thanking all those involved in the production of the Coronation Planters.

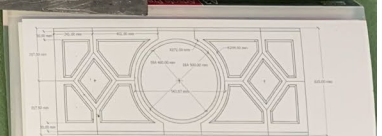


Debbie Cheesman adding the finishing touches



The panels for HM King Charles III's Planter

IMPORTANT NOTICE
AFTER HANDLING LEAD OBJECTS
PLEASE MAKE SURE THAT YOU WASH OR CLEAN YOUR HANDS
AFTER HANDLING LEAD OBJECTS
DO NOT EAT OR DRINK OR PLACE ANYTHING IN YOUR MOUTH



Women in Livery

The Women in the Livery Team (WIL) has made steady progress in the last three years. The need for greater diversity is now given greater prominence in the Company's 5-year strategic plan. WIL's specific aim remains to encourage membership growth by inspiring more women to enjoy the benefits of the livery. The more members who join of any gender or heritage, the greater the benefit to the Company from the heterogeneous cultural richness this brings and the easier it becomes to keep quarterage and event costs lower for all.

The team celebrated International Women's Day in March with thought provoking articles on the website. Sue Nash, Consort to the Master, invited WIL to the World Traders event 'Women Who Changed the World' seminar. We took the opportunity to network and promote the Company.

WIL aims to be at the forefront of thinking and driving change. We look outwards and seek opportunities to connect with people and organisations to talk about the Livery. This year we developed a speakers guide 'elevator pitch' and portable display banners. Member Jason Clark arranged for us to make a professionally directed film promoting WIL and the livery. WIL continue to write articles for the website and external publications for example, new member Barbara Cooper invited WIL to contribute an article for the RAF retired officers' newsletter. We encourage all members of the Company to use the resources we have or to invite one of the WIL team to address an event or write an article.



Our Women in Livery Leaders L to R Julie Spinks and Renter Warden Sandra Raine

The team jumped at the chance to input into the design of the stand and support the Installers show in June. A member of WIL was present every day to staff the display and engage with the public.

Whilst last year saw a pleasing small increase in numbers, there remains much to do to redress gender imbalance.

It was particularly gratifying to welcome member Eileen Tipping who joined us in her 95th year. Eileen is a shining example of participation, attending many social events throughout the year.

As part of our drive to encourage women to communicate and support one another, we organised an informative



(L-R): Kathy Adams, Jane Hodgkinson, Assistant Janet Rivers, Master's Consort Sue Nash, Debbie Gale, Renter Warden Sandra Rainé and Phillippa Stary at the 2023 Annual Banquet.

and entertaining private tour of Cutlers Hall before the Ladle dinner. It was a great opportunity for women members to mix in a relaxed atmosphere. The team continue to support the hosting scheme for new members and we take particular care to broker introductions for women on the basis that the more members feel integrated and acknowledged the happier they will be to attend functions.

We are looking forward to the next year with excitement and optimism as for the first time in the Company's history women will be chairing two key committees. We congratulate Janet Rivers and Julie Spinks who will respectively chair Membership and Education and Training. I am also honoured to have been elected as Renter Warden. Showing women in prominent roles is a key component in persuading more women to join the Company. We recognise the opportunity this brings.



At Cutlers' Hall for the 2022 Ladle Dinner

Year in review

From the Clerk — Adrian Mumford

It is good to be able to report that Company events, whether formal or social, have all been well attended over the year and, as always, magnificently supported by a great team of Stewards, genially led by Malvern Tipping. Membership numbers have been largely constant over very many years and have nudged up a little over the last 12 months. One of the roles of the Clerk is to swear-in new Freeman before they come forward to be clothed in the Livery and there has been a succession of first-class candidates over the last year or more.



Each successive Livery year brings a new Master and I have been fortunate to work with and support another splendid Master in Paul Nash over the last year: having been Clerk, Paul is so often already a step ahead and attending just about every event that comes along, is a popular and respected figure on the 'Livery circuit', representing the Company with undoubted dedication and distinction.

In the office, I greatly value Sharon's day-to-day support, Debbie's cheery efficiency as our accountant while Beadle Peter is always calmly reassuring in events. Together with webmaster Philippa, we are so lucky to have such a dedicated team.



Master, Upper Warden, Representative Lord Mayor, Sheriffs, Lord Speaker, Clerk, Company Chaplain and Consorts at the Annual Banquet



Casting the Plumbers' Shield at Amberley

The Company has had a busy year — the tiresomeness of Covid and lockdown well behind us — with the development of a new scheme for young plumbers, the digitising of more records in the Company Office and developing an easier path for new joiners (now purely on-line) while a five-yearly Strategic Review Day focussed our attention on the future and priorities for the Company over the next few years.

As Clerk, I have the pleasure of being a guest of many other Companies and am pleased to report that the Plumbers Company is clearly held in high regard in the City, not least for the warmth and

generosity of welcome offered to our guests. Over the next 12 months, I am really looking forward to support the next Master, David and his Mistress Kathy (yes, 'Mistress' rather than 'Consort') over the course of a wide range of events already diarised.

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

Court Members 2023



The 2022/2023 Court at the RAF Club in January 2023

Master

David Adams

Upper Warden

Charles Brooks

Renter Warden

Sandra Raine

Immediate Past Master

Air Cdre Paul Nash OBE

Emeritus Past Masters

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

Past Masters

John Rae
Peter Brunner
John Lockyer
David Alexander
Prof Rodney Cartwright
David Hamilton
Lt Col Antony Paterson-Fox
Charles Yuill
Nick Gale
Stephen Hodgkinson
Erica Stary
Brian Wadsworth
Robert Burgon
Dame Fiona Woolf DBE DL
Dr Peter Rumley
Nick Jones

Senior Court Assistant

Janet Rivers

Court Assistants

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

Clerk

Adrian Mumford

Clerk's Assistant

Sharon Sibthorpe

Senior Steward

Philippa Stary

Stewards

Chris Saunders
Kevin Thomas
Daniel Tranter
John Wilson
Melville Gumbs
Gary Lester
Jacob Ball
David Pearson

Company Finance

Debbie Abergil

Beadle

Peter Thompson

Recently deceased

It was with great sadness that the Company announced the death of the following Liverymen during the year.

Gareth Davies

John Odell

John Prestage

Past Master David Paget Thomson



Past Master David Paget Thomson

We were also very sad to announce the death of **Alison Alexander**, the wife of Past Master David Alexander who passed away after a short illness.



Alison Alexander

Our thoughts and our condolences go to their families.

**The Worshipful
Company of Plumbers**

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