



The
**Chartered
Surveyors'
Company**

THE LIVERY COMPANY
FOR THE PROPERTY INDUSTRY

SURVEYORS

LIVERY LIFE

2020



A WELCOME FROM THE NEW MASTER

It was with great honour I became your Master on the 20th October and I am just sorry that the current circumstances prevented us from all being together at the time. I hope though, you were able to at least participate in part through the live stream of Common Hall. Another first for our Company, of which there have been many over the last eight months!

With so much turmoil in these recent months and disruption to our businesses and lives it is good to see the Company has been able to continue to pursue its aims and goals throughout. Four years ago, Past Master William Hill set out a new ten-year business plan to see us through to our 50th anniversary. The ambitions and goals of that plan are something the leadership team, the Court and the many Liverymen who sit on the committees have worked hard on despite the challenges.

Whilst all parts of the business plan are important, it really is through our charitable and educational aims that we will see the greatest returns. Elsewhere in Livery Life you will read about the achievements of the last year and the ambitions going forward but suffice it for me to say that I am hugely committed to seeing this Company take a much bigger role in promoting the profession to a raft of young people who may not normally get this opportunity without our help. We have an excellent joined up approach to this under the leadership of our Education Committee and in collaboration with our own CSTT together with Urban Plan and Pathways to Property.

I hope many of you will find a way to engage with this direction. This need not be just financial, although that is always nice, but there will be a need for mentors, work placements and simply selling the message in schools.

We couldn't of course achieve any of this without the hard work and dedication of our long serving and, no doubt, long suffering Clerk, Amanda Jackson. The role has long needed additional resource and I am therefore very pleased Liveryman and past Renter Warden Colin Peacock has stepped into the role of Clerk working alongside Amanda. This step will allow us to further successfully implement parts of the business plan, whilst maintaining the very high standards of support Amanda has given to us for over 30 years. I also couldn't be more pleased to be working alongside a strong team of Senior Warden, James Bryer, Junior Warden Simon Camamile and Renter Warden, James Young, all who have given years of service to the Company.

As I write this there remains an uncertainty as to how and when we can all come back together again. Nevertheless, we have a calendar of dinners and smaller social events planned which I and my wife, Maria, hope to see many of you at. In January we hope to dine at Innholders,

March at Vintners and in July at Girdlers Hall. We have a formal and informal wine tasting, breakfast at Brixton prison, a repeat of the very popular city walks guided by our own Clwyd Roberts and a cigar dinner for all those of us that have missed the smoke laden end to the dinners! There will of course be our usual Guildhall School of Music and Drama competition, golf and a day out on some boats. Most will naturally be focussed on 2021 but we are planning some smaller lunches at the East India Club, the first of which is in November and we are working hard to maintain our carol service in one form or another.

At the same time the Master's online lunches and meetings have received excellent feedback and have allowed some of our more remote members to participate. As the business model adapts to new working practices so can we and I see virtual events as a complement to physically gathering and not to its exclusion, as after all the Livery movement has at its very core, fellowship. I hope you will participate in our upcoming survey of the Livery which, amongst other things, will ask what you might like to see the Company doing. I am very open to new ideas of events you might like to attend, please do let myself, Colin or Amanda know and we will do our best to accommodate them this year.

I follow, of course, in the big footsteps of John Woodman who has done so much this year to advance the business plan and keep the Livery running in very challenging times. He and Jenny have sadly missed so much of the wider Livery life that comes with being Master but he has never lost sight of the goals and ambitions for the Company. I thank him for all the advice he has given and, in advance, for all the support I hope he will continue to give to me and future Masters. I would obviously also like to take the opportunity to record my thanks to my partners at Aston Rose who have, throughout the years, allowed me to give time and effort to the Company and for allowing me to become your Master.

Finally I very much look forward to serving as your Master this year, no matter what form it takes, and I really do hope we can, soon, enjoy once again the fellowship this Company is known for and have some fun doing it.

Ken Morgan

THE DYNAMIC DUO

Change is inevitable as this year has demonstrated so shockingly. As with all things, evolution is critical to survival and so it is that we plan for further progress with the Company's business plan and grow the resource at the centre, to support the dedicated teams on our committees delivering our core ambitions. In an innovative initiative that recognises the rapidly changing environment in which the Company operates, it has announced a significant change to the role of the Clerk. The Company has appointed a new Clerk and we are absolutely delighted that Colin Peacock, who is known to many within the Company, has accepted the position. Colin will take on the role of being outward facing rather like a Chief Executive Officer whilst our long standing Clerk, Amanda Jackson is appointed Deputy Clerk and will act like a Chief Operating Officer continuing to carry out all the duties currently performed. It is hoped that this duo will enhance the presence and effectiveness of the Livery both internally and externally.

Colin said "This is a perfect time to reflect on the 40 years of service of our Clerk Amanda, to say thank you, applaud her endeavour and commitment for taking on the Peacock for training. With a little help from the producers, he is the one to strut around the City while Amanda gets on with delivering the operation and so the dynamic duo of Peacock and Jackson will lead us forward over the next few years as Clerk and Deputy Clerk"

WELCOME TO NEW LIVERYMEN

Our current membership currently stands at 337. During the year we have been delighted to welcome the following Freemen to our Livery. We are sure that you will support them and introduce them to other Liverymen as they become familiar with who and what we are.

Abolade Abisogun, OBE
Diversity Surveyors

Gerald Allison
Gerald Allison Advisors

Jason Barnsdale
Barnsdales

Richard Bourne
Martin's Properties

Charles Chamberlain*
Merlion Capital Corporation Ltd

Tony Chambers
Aquila Properties

Peter Clegg
PWJC Ltd

Richard Croft
M7 Real Estate

Christopher Daniel
Quadrant Estates

Lucy Duncan*
Aberdeen Standard Asset Management

Alderman Alison Gowman
DLA Piper UK LLP

Jeffrey Hobby
Dunmoore Group

Piotr Jaworowski
Currie & Brown

Christopher Jones
Jones Langham LLP

Bir Kathuria
Campden Hill Ltd

JP Ledwidge
Silvertown Properties

John Macdonald-Brown
Syzygy Consulting

Nigel Mapp
MAPP

Mark Peace
MCR Property Group

Robert Senior
Hanover Green

Harvey Soning
James Andrew International

David South
Faithdean plc

Emma Stapleton*
Copronet.Com

Justin Sullivan
Adair Limited

Richard Tanner
AEW

Lance Taylor
Gallagher Group

Nicholas Tribe
Quidnet Capital

Rob Tudor
Tudor Toone

Richard Urban
Rivington Pike

Simon Wigzell
CLS Holdings plc

Rebecca Worthington
Freelance

* joining January 2021



FEATURE ON TWO NEW LIVERYMEN



Emma Stapleton

EMMA STAPLETON

My career as a Chartered Surveyor began in the traditional way, as a graduate in a general practice where I worked for 5 years in Central London Investment and development. I first was introduced to WCCS after attending The City Owls week in the City and as the climax to the week's experience, the attendees were invited to the Livery Dinner.

I was immediately struck by the tradition and ceremony. I also vividly recall the rather homogenous nature of the attendees but this was nearly 3 decades ago and I am glad to say that is not the case today.

During my career as a Chartered Surveyor I have been frustrated by many of the inefficiencies that we experience with the construction and development process. I therefore decided to take new direction in my career and set about creating a technology platform to address and improve some of the most common problems. One of the main tenets of our platform is to improve collaboration amongst construction and real estate professionals and it is for that reason that I was so delighted to be given the opportunity to join the WCCS, an organisation that seeks to do similar things to our technology, namely fostering our industry and promoting key skills and professional development."

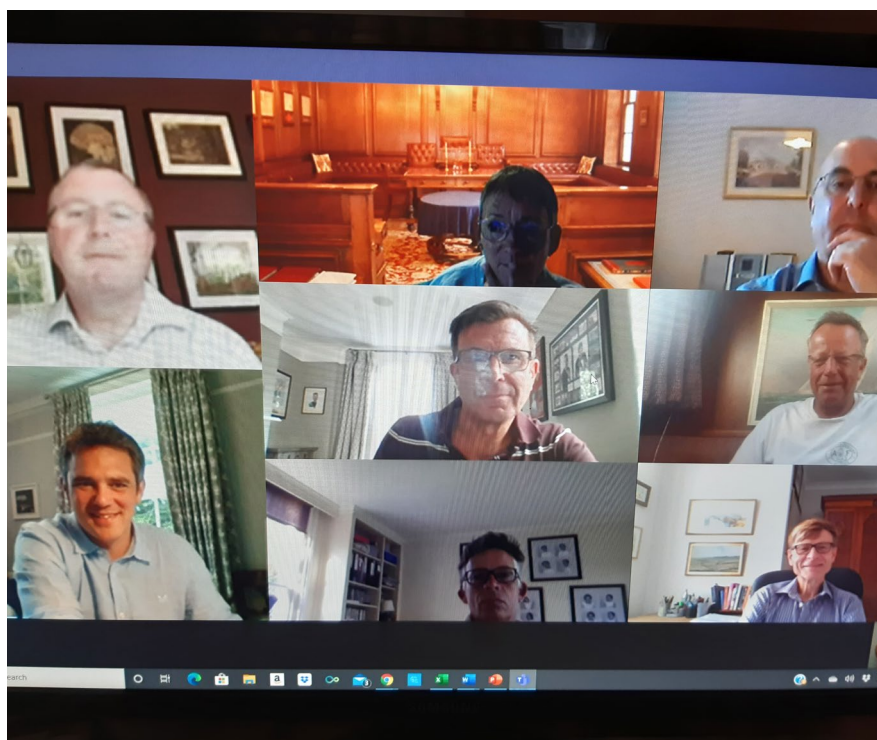


Bola Abisogun OBE

BOLA ABISOGUN OBE

The Worshipful Company of Chartered Surveyors 'WCCS', was brought to my attention by fellow Liveryman and Past Master, William Hill. I was deeply humbled when approached by William last year, to join the Company and further incentivised to do so by my supporters, Amanda Clack and Louise Brooke-Smith, both past Presidents of RICS. Thereafter and unsurprisingly, I felt obliged to join, as the common denominator from all three individuals, was that the WCCS had reached a point where diversity & inclusion, and better engagement with schools and 'hard to reach' groups (i.e. young people from the BAME community), featured greatly in future efforts and aspirations. Given that this particular ask fitted so well with my life's work in recognition of my many industry awards, recent honour by HMQEI and ongoing work with RICS, I felt uniquely positioned to bring my outreach capability and entire body of work to the Company; including my work with the GLA and the Mayor of London. In light of the above, and at the request of our current Master, John Woodman, I have elected to serve on the new Membership, Diversity & Inclusivity Committee and remain committed to supporting the sterling effort of the Education Committee. I am genuinely excited by the future trajectory of growth for the Company and intend to play my part in pursuit of these mission-critical objectives."

THE LIVERY IN LOCK DOWN



2020 will be a year that many remember but probably not fondly. This has been a very challenging time for all and it looks like this is going to continue for some time. It is hoped that all our Liverymen have coped well but it is likely that some of you have faced larger challenges. Please reach out if you feel the Livery may be able to assist. Our Almoner Lady Davies (Jenna), is, of course, available to help.

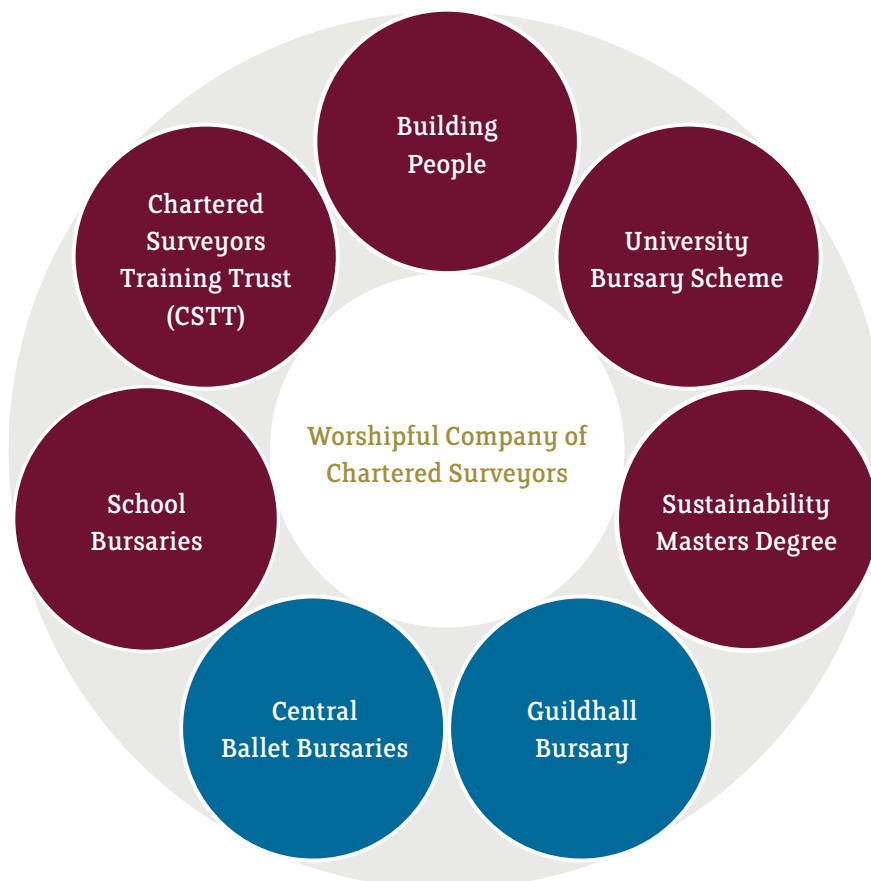
**Jenna can be contacted on
easonestates@yahoo.co.uk or
01825 790321**

The work of the Livery has continued throughout the lockdown. The Court and Committee meetings have been held using electronic means such as Zoom and MS Teams, which have been highly effective. The photo shows the Marketing Committee in action in July of this year. As the Master Ken Morgan says many events have been cancelled but hopefully 2021 will see normal resumption of dinners and social events.

THE EDUCATION PROGRAMME — “EDUCATING RITA”

Not exactly “Educating Rita” but the iconic film with Michael Caine and Julie Waters does have an echo to the education programme with creating opportunities for young people who would not otherwise be able to access the profession. An important part of the Company’s activities is the support for education. The following article explains the Company’s current focus and which organisations are being supported.

Educational Funding Programme



CHARTERED SURVEYORS TRAINING TRUST (CSTT)

The CSTT was originally created by the Company and whilst it had been sold to UCEM it has recently been reformed as a Charity and renewed its long association with WCCS. The principal object of CSTT is to deliver Advanced Apprenticeships in Surveying which meet the needs of employers and young people and fulfil the requirements of the relevant sector skills council and Learning and Skills Council. There are three key objectives to the future activity of CSTT

- 1) Stimulate interest in young people in the built environment
- 2) To link people to the right educational pathway
- 3) To support those who need an extra helping hand

As an organisation all young people assisted must have a barrier to overcome which prevents them from accessing the industry on their own and provide progression to MRICS.

After an initial pilot, CSTT is now committed to rolling out My Environment My Future (MEMF) as a schools' outreach programme aimed at GCSE Geography students. Lesson plans are provided free of charge to schools and local employers are identified to enrich the delivery of the existing “Urban Environments” module of the GCSE with the use of local case studies, support of competitions and providing role models. Before completing the program 90% of students felt it was unlikely that they would consider careers in the Built Environment, compared with almost 25% saying they were likely to consider the Built Environment and a total of 65% were open to the idea after MEMF.

The following Case studies of individuals who have benefited from CSTT amply demonstrate the excellent work being achieved and why funding our charity programme is so important.

DARYLL'S STORY

I came in to contact with CSTT through my studies with UCEM whilst studying the Level 3 Surveying Technician Diploma. CSTT enabled me to undertake functional skill testing to ensure my English and Maths were to the standard required due to my low GCSE scores from ill health in my younger years. I was accepted on the course with the 6 years' experience I had as a Property Manager. CSTT saw me through my functional skills whilst having regular meetings with me on a quarterly basis throughout my education either face to face or via telephone call whilst monitoring my progress records from UCEM and during a period of my time via email which I will touch on below.

I was assigned an Apprentice Co-Ordinator, who offered valuable support throughout my studies. They were the front for my access to vital disability equipment which CSTT funded along with my apprenticeship. During my time studying I faced significant challenges with my health and disability. The support plan CSTT created ensured that I had the right support and access to specialist equipment that meant that my studies were unaffected. I also had to deal with a death in the family and once again the CSTT team stepped up with great support via emails and telephone calls.

Without all this assistance, I do not believe I could have finished the course with a pass let alone the Distinction I graduated with. CSTT celebrated each of my achievements with me as if they were their own and it gave the morale boost I needed.

If I had to recommend CSTT, I would in a heartbeat, even more so to potential students with disabilities like I have. Without their support, I believe I would have lost hope to pursue a career as a surveyor and obtain a diploma and AssocRICS accreditation with RICS.

Note from Editor. Daryll's journey through his course and the overcoming of his difficulties is an inspirational story and whilst Daryll was happy to share many of the details of his disability we felt that you should know these were significant and we are delighted he succeeded with support from CSTT.



YAS'S STORY

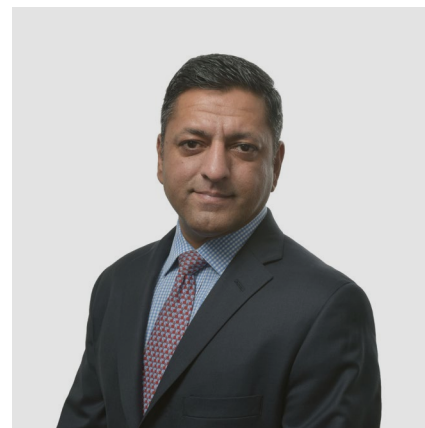
I had left school at the age of 16 with average grades. I was working in the family business and therefore having great secondary education grades was not considered important as I was expected to work in the family cash & carry business. The breakdown in my parent's marriage, and acrimonious divorce resulted in my life changing overnight and resulted in me being cut-off from all future ties to the family business, which was the life changing moment for me.

I always had an interest in property and researched how I could become a Chartered Surveyor via the RICS. They sent me a booklet titled "How do you measure up being a Chartered Surveyor", which directed me to a section about the Chartered Surveyors Training Trust supported by The Worshipful Company of Chartered Surveyors. This provided financial and academic support to young people from disadvantaged backgrounds a route into property via a YTS apprenticeship training scheme (the patrons were Gerald Eve and Delva Patman).

I contacted the CSTT and was advised the apprenticeship intake for the year 1987 had closed and I should re-apply in the following year. Being stubborn, I did not take "No" for an answer. Thankfully they conceded and invited me to come down to London for an interview which was successful with my own YTS placement. Everything happened within a week and I moved from Cardiff to London on my own at the age of 16, with my property apprenticeship placement with Barnardo's

(charity) for 2 years. During this time, the CSTT paid for me to attend college one day a week at Vauxhall College of Building and study for a BTEC First and BTEC National Diploma in property, which I successfully passed.

At the end of my 2-year apprenticeship scheme, Barnardo's Property Department employed me full-time and financially sponsored me to attend University one day a week to study BSc Honours course in Estate Management at North East London Polytechnic. In 1997 I graduated with a BSc Hons in Estate Management (2:1 upper honours). I successfully completed my APC at Jones Lang Wootton and qualified as a Chartered Surveyor in 1999. I can honestly say that I would not be where I am today if it was not for the CSTT. I owe a great gratitude of debt and hold the organisation in high regard. I have unofficially always acted as an ambassador for the organisation by offering my experience to young people who approach me and seek my advice on how to get into property.





REECE'S STORY

I have always had an interest in the construction industry but with no avenue of entry. The CSTT provided that opportunity.

My journey with the CSTT begins with having no direction or idea of what I wanted to do. Re-joining secondary school part way through Year 9 after living in Spain for six years, I had limited choices of GCSEs. By the time I finished my GCSEs in 2012, I was in the top half of the class. Scraping through my secondary school years, meant I had an even smaller choice of subjects at sixth form. Leading me to pick subjects I had no passion for and the idea of university not being on the radar.

After completing my first year of sixth form, I knew an apprenticeship was the way forward and always having an interest in the construction industry, the CSTT provided me with the opportunity. And I joined the CSTT in August 2013. Being able to 'earn whilst you learn' and in a field that I was interested in appealed to me. Discovering that there was a Quantity Surveying apprenticeship programme available that results in a degree sold it.

The CSTT provided the support and training necessary to undertake the apprenticeship and project work concurrently. I was fortunate enough to have found a great employer, Arcadis – formerly EC Harris, that facilitated the training and development and continues to support apprentices today. The CSTT helped with the interview preparation and assessment day in landing my first full-time employment job.

My apprenticeship has not been without its ups and downs but signing up and sticking to it was one of the best decisions I have made to date. For this reason, I am a huge advocate for apprenticeships. I have been fortunate enough to have worked on some great projects and worked with like-minded and influential people. In this industry, most people are always willing to help and provide support towards apprentices and graduates.

Without the opportunity and support from the CSTT, UCEM and my employer, I would not have got through the apprenticeship and likely still trying to find a career and industry I believe in.



BUILDING PEOPLE

Building People (BP) is a social enterprise with three founding partners being the Company, Chartered Surveyors Training Trust (CSTT) and University College of Estate Management (UCEM). The organisation is a technology platform that connects people to opportunities across architecture, engineering, surveying and construction (the Built Environment).

Building People has a simple plan: to create one place that brings together the disparate diversity and inclusion / skills and employment activities across the Built Environment; Integrate with the websites of others; Add value by connecting people to content and opportunities without disrupting user journeys; No duplication or reinvention and Measure and report on the social value these activities generate.

The current progress is that BP have brought together almost 1,000 different organisations/initiatives that help individuals find work, learning and/or support opportunities (e.g. work experience, mentors, networking groups), and also help employers diversify their workforce.

The next phase for BP is to further develop the capability of the website in support of CSTT requirements. This enhanced functionality will enable CSTT users to access people (mentors), courses/ training, events and work opportunities (jobs, apprenticeships, internships, work experience/placements) specific to surveying (in its broadest context), as well as pan-industry aggregated content focused on diversity, social value and careers.

BP have also recently created the Building People Communities (a 'network of networks' focusing on providers that work with diverse audiences: young people, women, ex-offenders, BAME people, LGBTQ+ individuals and ex-military personnel).

The partnership with UK Construction Week has seen the delivery of three webinars with organisations focusing on youth, ex-military and LGBTQ+ audiences and asking the question, 'Are we in danger of reinstating a flawed status quo?' A further three are planned for June/July with ex-offenders, BAME and women-focused providers. Feedback has been very positive, with the recent LGBTQ+ webinar described as "enjoyable" and "great and informative", an average attendance of 45 people and high levels of participation in the polls run during the webinars.



Reading Real Estate Foundation

EXTENDED UNIVERSITY BURSARY SCHEME – THE “BIG IDEA”.

One of the most exciting WCCS initiatives in many years is without doubt the evolution of the Big Idea into a significant new bursary scheme. This will provide financial assistance and comprehensive mentoring, enabling a cohort of able students from disadvantaged backgrounds to enter our profession.

We are operating the bursary in partnership with Pathways to Property, part of the Reading Real Estate Foundation which promotes Surveying to schools throughout the UK and offers guidance and assistance to students attending Reading University.

Students who express an interest are invited to apply for a funded week long summer school held at Reading University in July, which is a comprehensive Real Estate induction and opportunity to meet practising surveyors from sponsor firms. This is followed by work experience and the opportunity to apply for a bursary to study at Reading, though the WCCS bursary will be available for study at any UK University.

Pathways to Property undertake an invaluable introduction and vetting role which ensures that selected students meet our sponsorship criteria namely: -

- 1) Disadvantaged backgrounds i.e. free school meals, single parent families, low income households.
- 2) No direct family property connections and first generation to University
- 3) UK wide applicants and opportunity to study at any UK University.
- 4) Student commitment and intent as shown through summer school and work experience.

A key part of the scheme is for WCCS to provide mentoring throughout each student's time at University and beyond, ideally with a combination of established Surveyors and Freemen to 'buddy' up, providing support and work experiences.

The bursary available is a significant, £10,000 pa for 3 years of study. The premise being that each student will take a loan to cover fees and the bursary will cover living costs so they will not need to work to earn and can concentrate on their studies improving the chances of a positive outcome.

It is our intention to develop close relationships with the selected students, involving them in our activities and providing regular updates on their study and career progression. In doing this we not only enable greater diversity within our profession, we are also investing in Liverymen of the future.

We are delighted to introduce the inaugural students of the WCCS Bursary scheme:-

Sophia Piatto

Real Estate

Reading University

Roshanna Roberts

Planning & Real Estate

Manchester University

Roshan Pandey

Land Economy

Cambridge University

Dylan Bedi

Real Estate

Nottingham Trent University

An additional student from the Pathways programme is being sponsored by the Sydney Smith Fund to study Real Estate at Sheffield Hallam University.

We will introduce each student in future articles and any Liveryman wishing to engage with the programme in any way, be it financial or mentoring please contact Clwyd Roberts Chair Education Committee at pogles101@gmail.com



SUSTAINABILITY MASTER'S DEGREE

To be known as The Worshipful Company of Chartered Surveyors IDBE Scholarship, the Company is in partnership with the Cambridge Institute for Sustainability Leadership (part of Cambridge University), to provide a scholarship for a Master of Studies in Interdisciplinary Design for the Built Environment.

The University of Cambridge Institute for Sustainability Leadership (CISL) is a globally influential Institute developing leadership and solutions for a sustainable economy. CISL's Rewiring the Economy framework shows how the economy may be "rewired", through focused collaboration between business, government and finance institutions, to deliver positive outcomes for people and environment in pursuit of the UN Sustainable Development Goals (SDGs).

As part of the LE Sutton Fund, an annual award will be made to a surveyor or university graduate to undertake a research project on a subject of current

interest which will help foster a better understanding of the built environment. This partnership will maximise the benefit of this award and hopes to result in outstanding projects in this key area which affects us all.

COORDINATION

Our proof of concept integrator model is a partnership with the Chartered Surveyors Training Trust (CSTT) and brings together 44 different pieces of content from 28 providers, evidencing how – in one place – users (students) can access fragmented resource focused on one profession (surveying). We have developed this model with the plan to 'reskin' the site for other providers, meaning that more organisations can access greater and streamlined functionality for a fraction of the price of developing it themselves.

The second adopter of this integrator model is the Construction Industry Council's Roadmap for Change website, where content is hosted by Building People, enabling more people to find resource through its aggregation in the 'powered by Building People' platform.

SCHOOL BURSARIES & SCHOOLS LIAISON

The Company maintains close and regular contact with each of our four affiliated schools, Robert Clack School, St. Saviour's & St. Olave's School, Archbishop Tenison's School Academy and Central Foundation Girls School. Each school has two members of the Education Committee allocated, whose role is to ensure a clear understanding of their needs and accordingly allocate our menu 'offer' be it careers, business and drugs awareness programmes, building visits, pastoral care etc.

Our top priority is ensuring that years 11, 12 & 13 students in each school are fully aware of the opportunities of a career in the property industry and we now have in place a proven system which ensures this. In the new academic year each school is invited to send pupils to a Property/Law careers evening held in early November at the offices of CRS Speechly in the City where presentations are made by apprentices, graduates and RICS members detailing each of their career paths.

In 2019, 65 students attended the presentations, Q&A and the refreshments that follow which is when those who have a genuine interest come and have a chat. The most common request is for work experience and this February 18 one-week placements through WCCS members were arranged.

Those who seek to pursue a built environment degree are invited to apply to our bursary scheme and in the academic year commencing 2019, 3 of our 4 bursary students are studying a combination of Real Estate, Urban Design & Planning. The fourth is pursuing a business studies degree. The work placement also leads to apprenticeship opportunities which are normally pursued direct between the student and business.

Below we hear from some of our placement and bursary students.

Hannah Ignacio from Robert Clack School spent her placement week at DTRE in the West End said...

“work experience proved truly valuable as I was able to learn how the work environment differed from that at school and also discover the many different paths you could take within property”



It is testimony to Hannah that following her week, DTRE have offered to increase the number of placement places next year.

Of our school's bursary students....

Mirald Cufaj from Robert Clack school is entering his second year BSc Real Estate at Nottingham Trent having attended many Livery schools events and two work placements at Savills. He says

“My first year at Nottingham has introduced me to different aspects of Real Estate which have further motivated me to achieve my ambition of becoming a Chartered Surveyor. I thank and express my gratitude to the Livery for the bursary which will helped me achieve my ambition”



Cindy Duong and Sion Asfaw, both from St Saviours, have just completed their first year studying Urban Design and Planning at Westminster & UCL respectively. Cindy highlighted,

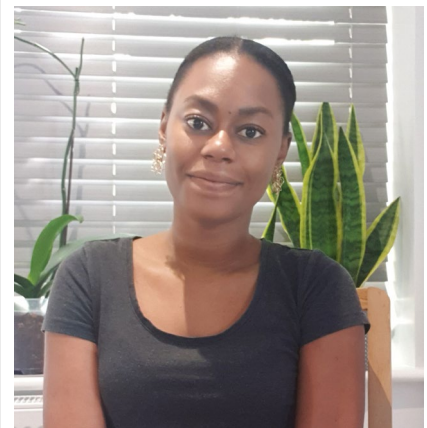
‘an amazing experience meeting new people, learning so much in a short period and especially getting to know London through frequent site visits”



“highlights of the year were a trip to Porto to learn about the design of open spaces and the opportunity to quiz the deputy chief executive of Crossrail on their approach to Urban Planning”.

Both Cindy & Sion are being mentored by the West End office of Gerald Eve courtesy of Liveryman Hugh Bullock.

Louise Harris is a shining example of all we hope to achieve with our schools & bursary programme. Louise, a student from St Saviours, graduated from Westminster in 2013 with a 2.1 in Property and Urban Development and qualified MRICS in 2016. After a period within the BT Management Department we are delighted to announce that Louise has been appointed Senior Estates Surveyor at University College London.



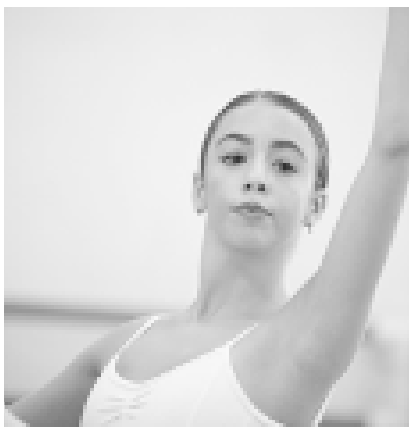
CENTRAL SCHOOL OF BALLET

Founded in 1982, the School is one of Europe's leading centres for dance training, which is shortly to move to Southwark. Central runs a wide programme of outreach work to encourage and broaden participation in dance. The Company awards four bursaries of £2,100 each to the school each year. The photographs are of Final year students Irena Cashman, Joe Watson and Olivia Trevelyan Richards who have directly benefited from WCCS bursaries.

The students commented:-

"I would like to thank The Worshipful Company of Chartered Surveyors for your support throughout the year. Whilst the year has been unpredictable, your unwavering support has brought security and comfort. It has been invaluable in allowing me to expand my experience and training, and in releasing some of the financial pressure of studying in London. Since [Herbal Hill] shut alongside the gyms, it also allowed me to buy necessary equipment to continue my training from home".

"I am so incredibly grateful for the wonderful opportunity and kindness from the Worshipful Company of Chartered Surveyors. [Your] award has been an honour and a privilege. It has really helped me with my accommodation costs, transportation and buying pointe shoes and uniform – [enabling me] to perform and train to the best of my ability. I am more than grateful for your generosity in selecting me for this bursary.



Photographs by ASH Photography

GUILD SCHOOL HALL



GUILDHALL SCHOOL FOR MUSIC COMPETITION BURSARY

The Company has supported the Guildhall School for Music for some time and many will have been to the annual competition of the finalists in the Barbican.

In addition to sponsoring the £1,000 Chartered Surveyors Prize, an annual bursary of £5000 is also awarded. This year's recipient of the bursary is Cathryn Nuta.

**If you have an interest in education the Company really needs your help. Anyone interested please contact either Clwyd Roberts or the Company's Deputy Clerk, Amanda.
clerk@surveyorslivery.org.uk or
amandajackson@surveyorslivery.org.uk**

CHARITY UPDATE

PLEASE HELP!

Of course, financial giving is a major part of our charitable work but equally important is the amount of time which our Liverymen give in a constant, enthusiastic and energetic way. For those who are actively involved through the committees or our educational programmes or fundraising, the Company is extremely grateful.

Donations from the Livery itself were down last year with approximately £15,000 raised. This is a very small sum compared with the size of the Livery, equating to about £43 each. We really need to increase this so we are able to reach our ambitions. At present we provide 23 bursaries but we would like to raise this to 100 nationwide. It would be brilliant if many more could give, either on a regular monthly or annual basis.

The Charitable Trust receives donations from the Livery and is also endowed by regular fund-raising events and activities undertaken by the Livery, either on its own or in partnership with others. It is the intention of the Trustees for the Charitable Trust to continue to grow it in size in order to extend its reach and increase giving to chosen causes. However, the Trustees also are aware that donations are made for immediate use. Therefore at least fifty percent of the proceeds from fundraising events, regular donations and bequests from the Livery and from investment income is given in grants to a number of charitable causes selected by the Trustees. The remainder goes to reserves to build further investment income.

Liverymen have in the past left generous legacies to the Charitable Trust which have been extremely gratefully received, allowing the Trust to be effective over the last 40 years. Leaving a lasting gift to allow someone who may not have previously been able to join the profession



is something the Trust supports and for which it will continue to provide. We have been supplied with the relevant legal wording and advice, which we are able to pass on. Please consider this opportunity, and so help meet our aims to grow our bursaries and welcome many who would have not been previously able to join the real estate and built environment world.

Please donate directly to the charity account and email the Deputy Clerk who will send you details for Gift Aid. amandajackson@surveyorslivery.org.uk

Bank details Account name: Company of Chartered Surveyors
Sort code: 600173
Account number: 00216719

NEW FUND RAISING INITIATIVE

The Fund Raising Committee will be approaching individual companies to secure their commitment to the support of individuals identified by Pathways to Property and 'adopt a student.'

Members of the Livery are asked to consider whether their company would be willing to engage with the programme or if they are aware of clients who we could approach to discuss the programme.

While we appreciate that these are difficult times for the industry and budgets will be tight, we are equally aware that many companies are looking to increase their CSR initiatives and collaboration in this programme is a simple and effective way to demonstrate their commitment to the agenda for social responsibilities.

For further information please contact Mickola Wilson on mickola.wilson@7dials.com
Clwyd Roberts on pogles101@gmail.com

FINANCIAL OVERVIEW

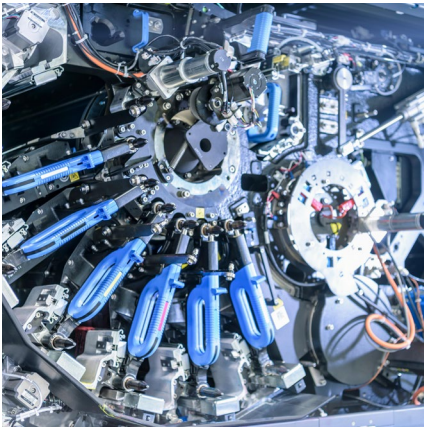


The Company's main income streams are from Quarterage, Fines and investment dividends; the Charitable Trust's income streams are from donations, fundraising events and dividend income. The total anticipated income for the financial year for the Company is estimated to be £170,000 which is required to cover the costs of staff salaries, costs associated with the maintenance of office facilities and storage and professional fees and official hospitality. The budget is tight and expenditure is carefully controlled. The total Charitable grants and bursaries made during the year have been £219,000. The value of the Charitable Trust investment portfolio current stands at £1,700,000.

We are fortunate that the current pandemic has not had an appreciable impact on income in the last financial year, as Quarterage income is "front loaded" with most received in the first 6 months of the financial year. Investment income has been maintained by the strength of the stock market earlier in the year which has off set the falls seen from March onwards. There has also been a reduced opportunity for official entertaining since lockdown in March, so the overall balance at the end of the year (30 September) was in line with the budget. No one can predict what the next 12 months will bring but the Company's overheads will remain the same for the most part and we hope that our income streams will also remain stable to enable us to maintain our efforts in education and charity and fulfil the ambitions of our 10 year Business Plan.

If you have any queries or questions on finance please contact either the Clerk Colin Peacock colinpeacock@surveyorslivery.org.uk or Amanda Jackson Deputy Clerk. amandajackson@surveyorslivery.org.uk

HOW DOES IT WORK



We know that we are Liverymen and we belong to the Worshipful Company of Chartered Surveyors. However, do you know when the Company was formed and how it operates as an organisation? The following is short summary of the governance of the Company.

Formed in May 1977 The Company is ranked 85 in the order of precedence of 110 Companies. The Company is governed by a Royal Charter ((2012) and Bye-Laws. The Bye-Laws set out the criteria for membership and governance of the Company. The Bye-Laws state

“The business of the Company shall be managed by a Court of Assistants. The Court may from time to time, and with the approval of the Court of Aldermen of the City of London, make such Ordinances as it deems necessary or expedient or convenient for the proper conduct and management of the Company and for the purposes of prescribing conditions of membership”.

The following summarizes some of the major governance aspects: -

- The maximum permitted number of Liverymen is 400. The maximum permitted number of Freemen who are members of the RICS is unlimited. No more than 40 Freemen (and

Liverymen) will be non-Chartered Surveyors at any one time. The Court may appoint Honorary Freemen and Liverymen.

- The Court of Assistants is the Company's managing body and makes all decisions in relation to the Company's activities, other than those delegated by it to the Company's committees. The Court consists of a Master, a Senior Warden, a Junior Warden, a Renter Warden, the five Past Masters who have most recently been in office as Master and Assistants below the Chair. All Court Members must be Liverymen of the Company. The Court must comprise no fewer than 10 members and no more than 30 (currently 28). The Court must meet at least quarterly including a meeting in June or July at which the Officers for the forthcoming year will be elected. The Master will preside at meetings and in his absence, the Immediate Past Master or another Past Master will take the chair. Six members of the Court will constitute a quorum. Members of the Court are automatically Trustees of the Company's Charitable Trust.
- The Master, the Senior Warden, the Junior Warden and the Renter Warden will be elected out of the Members of the Court at the Election Court held in June or July every year and will be admitted to office for a period of 12 Months.
- The Master (Ken Morgan) whilst in office is the Chairman of the Court and seen by the Livery movement and the world at large as its figurehead. He is expected to host all formal Company events and represent the Company as its ambassador at Civic events and at all other Livery and outside events.
- The Senior Warden's (James Bryer) year in office will prepare him for taking office as Master to whom he will offer support at all times. He will be expected to attend as many as possible of the Company's events both formal and informal as well as meetings of committees, of which he will be a member.
- The Junior Warden (Simon Camamile) will be an ex-officio member of all committees and will offer support to the Master and Senior Warden. He will be expected to support the tenets of fellowship and charity which are central to the Livery movement and actively seek to promote the success of the business plan.
- The Renter Warden (James Young) is appointed annually by the Court as a third Warden, to give those approaching High Office a three-year lead-in to Master.
- The Almoner (Lady Davies) is appointed by the Court from the Livery, whose role will be to promote fellowship within the Company and if asked to do so, will offer support and assistance to Liverymen for their personal welfare.
- The Clerk (Colin Peacock) is the Company's chief executive officer. The Clerk will undertake an outward facing role for the Company and, when required, will accompany the Master in the undertaking of his Civic duties and act as the Company's ambassador within the Livery movement, the property industry and elsewhere.
- The Deputy Clerk (Amanda Jackson), is the Company's Chief Operating Officer. She will be responsible for the day to day running of the Company's administration and such staff as the Company may from time to time employ. She will keep the Minutes of all Meetings and the Financial Accounts of the Company and will be responsible for the upkeep of the Company's records.
- Committees. The Court decides which Committees and Working Parties to appoint and at the back of Livery Life is a complete list of Committees and their membership. The Master will be an ex-officio member of all committees and working parties. The committees report to the Court.

If anyone would like to see the unabridged version, contact the Deputy Clerk Amanda.
amandajackson@surveyorslivery.org.uk

THE KEY TO SUPPORTING THE NEXT GENERATION IS FINDING THEM



The following is an article from the outgoing Master John Woodman which featured in the Estates Gazette on the 11/8/2020. Entitled "The key to supporting the next generation is finding them"

Having a good education is said to open the door to anything you want to do in life. Giving you the opportunity to follow your dreams, your chosen career and the ability to do better than the generation before yours.

However, the reality for many children growing up in the UK couldn't be more different. For some, they are simply unable to follow their dreams because their family cannot afford the books and materials they need for school, or the cost of a university education.

Livery Companies like the Worshipful Company of Chartered Surveyors, of which I am Master, stand for three things – education, charity and fellowship – and they have done so for the past 850 years. Since its inception in 1977, WCCS

has been a great advocate for young people's education and their route into a surveying or property-related career.

The Livery Company is made up of almost 400 members, and many are leaders of the property industry's largest firms, whose companies are already doing fantastic work in providing education and employment opportunities to young people.

It is keen to attract a greater number of leaders from across the industry who want to give something back to their profession and help shape the change the Livery Company is working towards.

WCCS has been instrumental in growing apprenticeships in the property industry. It set up the Chartered Surveyors Training Trust in 1983, has supported four inner-London schools for more than 15 years – Robert Clack School in Dagenham, St Saviour's & St Olave's School near Elephant & Castle, SE1, Archbishop Tenison's School Academy in Oval, SE11, and Central Foundation Girls' School in Bow, E3 – and provides funding for students through its university bursary. That bursary has funded 10 students through their university education, this year it grows to 14. I hope that by the WCCS's 50th anniversary in 2027, we will be supporting 50 students every year.

The key to being able to support so many young people is finding them. We are working with our members' firms

to encourage people in those businesses to approach the schools they already know in their area and offer our schools programme to them.

We are also working with the other Livery Company schools and offering our schools programme to them. There are 4,188 secondary schools in the UK, and we would like to start making a dent in those.

The potential impact of these schemes on diversity and inclusion in the property industry is fantastic and we are of course not on our own in working with schools and providing entry routes into our profession. Pathways to Property, which was featured in EG's Talent special last month, is doing fantastic work and we have partnered with them to provide financial support to four of their students this year.

We have great plans for change at the WCCS and now is the time for action, not just for the livery company, but the industry as a whole.

John Woodman is Master of the Worshipful Company of Chartered Surveyors and Senior Partner of Hollis



NEWHAM SEA CADETS

The Company supports The Marine Society- Sea Cadets (MS-SC), specifically the Newham Cornwell VC Unit located in the London Borough of Newham, as one of its military affiliates. The Newham unit also supports a sister and offshoot unit at West Ham where the two units share staff. Additionally, support is given to the organisation nationally through provision of pro bono property advice. Court Assistant Hugh Bullock is responsible for finding appropriate advice from Liverymen and their colleagues for Sea Cadet units throughout the UK. We currently receive about 6 such requests a year.

The Newham Cornwell VC Unit is in a very deprived area of London, and has an average of 25-30 cadets, aged between 10 and 18 years. The history behind the VC in the name of the unit relates to John Travers Cornwell VC (8 January 1900 – 2 June 1916), commonly known as Jack Cornwell or as Boy Cornwell, is remembered for his gallantry at the Battle of Jutland during World War One. Having died at the age of only 16, he was posthumously awarded the Victoria Cross, the highest award for gallantry in the face of the enemy that can be awarded to British and Commonwealth forces.

The Company actively supports the unit through visits, presenting prizes, bursaries, hardship fund and donations.

Each year two cadets via bursaries are able to attend offshore training on the national MS-SC training ships such as the TS Royalist, TS Jack Petchey and TS Sir Stelios. These ships offer an range of unique sailing experiences such as navigation, working aloft, marine engineering and recognised sailing qualifications.

The Endeavour Award is presented to the cadet showing most input to the community and cadet events. The Master usually attends the parade and Unit evening and this year will present the award virtually in late 2020.

Currently, the Unit is hampered by a lack of a minibus to ferry Cadets from the Unit at Newham to the water at Victoria Docks, as well as taking cadets to courses at the national training centre in Crowborough. However, the good news is that with significant support from WCCS and a grant from MS-SC a new minibus will be available for the Sea cadet Unit use as soon as face to face meetings are permitted.

The Newham unit supports a sister and offshoot unit at West Ham; the two units share staff and, until recently, the Cornwell Newham Unit was able to lend or share its minibus.

HMS ECHO

Since our last update, ECHO has completed further UK based survey tasking and operated in support of Homeland Defence by monitoring Russian vessels that transit through the English Channel. More recently we have been had the challenging task of getting the ship's operating ability back up to speed following a 5 week maintenance package in Middlesbrough.

Two crucial events are due to take place in very short order. As you sit reading this we will be midst Commanding Officer's (CO) supersession. Sadly Cdr Warren's time as ECHO's Captain comes to an end, and he is superseded by Cdr Adam Coles. This takes place just in time for him to guide the ship into another period of Operational Sea Training, focused on readiness for deploying overseas. The ship and her crew will be put through numerous assessed peace and wartime scenarios and all packed into just one week. We will let you know how we get on in our Autumn edition along with a word from the new CO. Until the next edition we wish all at WCCS good health and COVID allowing see you soon.

May 2020 Newsletter



135 GEO

A military driving weekend that occurred just before lockdown ensured our soldiers were up to date on the various military and civilian vehicles the Squadron holds. Some members of the Squadron attended skiing courses in Austria gaining Army skiing qualifications.

Due to restrictions in training due to COVID-19, most training was suspended. However, the Squadron quickly transitioned to Virtual Drill Nights each week to ensure soldiers kept up to date with the Military Annual Training Tests as well as undertaking other training.

Whilst hot on the heels of our previous driver weekend this capability was seen as the Sqn's critical capability if it was called upon to aid in the COVID-19 situation. This was a virtual training event held in June, conducted using Zoom and presentations were given by our Motor Transport instructors. The Squadron also took part in a flag raising ceremony to commemorate Armed Forces Day, held in Epsom town centre.

Abridged article from W02 (QMSI)
Jerome Batterbee | Regimental Sub-Unit Support Officer | 135 Geo Squadron

SQN 7010

The current establishment is 94 with some 59 fully trained. The Squadron current mobilisations are supporting Op SHADER (the UK contribution against so-called Islamic State) which is an enduring commitment and the support of Op RESCRIPT (the UK Defence contribution to civil authority support requirements during the Coronavirus pandemic).

The Sqn's April and May working weekends were held as "virtual weekends" due to COVID-19 with all attending personnel working from home on skills maintenance tasks, exploiting the connectivity provided by a MOD version of MS Teams. Sqn members have also been using the lockdown opportunity to concentrate on professional military development through a range of online courses available to them via the Defence Learning Environment.

When the Sqn returns to normal activities at RAF Wyton is, of course, dependent on when and how Coronavirus restrictions are lifted. Our extra-curricular activities have been curtailed by COVID-19 but I anticipate they will pick up again in the future. Please pass on my very best wishes to all members of the Worshipful



Company and their families during these challenging times. The support of those members who employ reserves is greatly appreciated even more at present and I hope a positive business environment returns quickly for all.

ANDY FENNELLSquadron Leader
Officer Commanding 7010 Squadron

ENDEAVOUR AWARDS



The Company awards a prize annually to each of its Military Affiliates, to encourage outstanding service above that normally expected from a member of that unit. The exact criteria for the award are agreed between the Company and the Unit Commanding Officer at the time of the presentation. The recipient is chosen by the Unit Commanding Officer and each year the prize is presented by the Master, or one of the Court. The current recipients of these awards are:

Lance Corporal Forbes – 135 Geographical Squadron Royal Engineers (V): He was promoted to Lance Corporal on 10 November 2018 and has been a stalwart of the Junior Ranks Club. During 2019 he has constantly driving it forward from within the Squadron by volunteering for numerous activities, including recruiting and employer events. He often proactively completes high quality work without being asked.

In recognition of his recruiting efforts and strong support to the wider Squadron Lance Corporal Forbes has been awarded the Endeavour Award for 2019.

SAC Lou Elkington – 7010 Photographic Interpretation Squadron, Royal Auxiliary Air Force: As a member of The RAF Rowing Club, SAC Elkington participated in the World Masters Rowing Regatta held in Budapest, earlier this year. The 2019 regatta was 5-day event with over 3,500 athletes entered. Lou travelled ahead of schedule to allow time for some extra training at the venue which certainly paid dividends. She came home with two Gold medals in Double Sculls events and three second placings. When not competing at this level, Lou coaches' other members of the RAF Rowing Club. In recognition of her outstanding achievements, the Surveyors' Plate was awarded to SAC Elkington.

Lieutenant Commander Phillips, Royal Australian Navy – HMS Echo: During 18 months on board Phillips has faced a diverse range of tasking from counter people-trafficking operations in the central Mediterranean, to high profile defence engagement and Russia facing operations in the Black Sea, NATO operations and of course lots of hydrographic survey work. Sharing responsibility for the coordination of these high intensity operations, the scale of the task would be daunting in the best of circumstances. The success with which he has adapted to unfamiliar organisational arrangements and work practices has revealed Phillips' to be an exceptionally dedicated and proactive officer. Phillips' professional output is matched by his contribution to the social aspects of ship borne life. A first-rate ambassador for the Australian Navy he is also a worthy recipient of the 2019 Endeavour Award.

MASTER LUNCHES

This year the Master has hosted a most successful series of more than 20 lunches for Liverymen. The first ones were held in the atmospheric Little Ship Club which overlooks the Thames at London Bridge and following lockdown in March there have been several more virtual lunches/meetings which have had the advantage of allowing Liverymen who live a long way from the City or even abroad to participate. And they have, from Hong Kong and Grand Cayman to name but two! The idea of the lunches has been for the Master to meet as many Liverymen as possible, tell them first-hand about the work the Company is doing and invite comments and ideas. The discussions at all the lunches, fuelled by a glass of wine or two, have been lively and informative and a number of new ideas have been promulgated. These include a wider participation in the affairs of the City civic which has resulted in an invitation to Alderman Alison Gowman, a property lawyer, to join the Livery and the Court and Liverymen at large are invited to register their interest in seeking election as Aldermen and members of the Court of Common Council; the possibility of offering training courses for Liverymen on the use of LinkedIn and Twitter, engagement with younger members of the profession and many ideas and pieces of advice on the best ways to grow and advertise the Company's enhanced bursary scheme. Lunches like these demonstrate the commitment of the Livery to the Company and the level of interest there is in its activities and the newly elected Master intends to continue holdings lunches later this year and into 2021 when, who knows, we might even be permitted to meet again in person for fellowship.



INTER COMPANY SHOOT

The annual inter Livery Clay Shoot is one of the highlights of the City of London Charity events. This year the simulated shoot was split over 2 days in September at the Holland & Holland shooting grounds based in Northwood Middlesex, edge of London.

There were in excess of 440 guns with teams of four representing over 55 Livery Companies. Each member of the team shoots 80 birds sporting 10 stands. The team then shoot together for the 80-bird flush. This year the Surveyors' Livery Team Captain was Master Ken Morgan and the team consisted of Robert French, Thomas Dunn and Jason Antill.

The day finished off with an outdoor field Lunch and in total a respectable 20th place for our team overall with a combined score of 229.

SHOW ME THE MONEY!

A windy but thankfully dry day graces us at the Guildhall for the gathering of the Livery Companies for the 16th Inter-Livery Pancake Race. A strong team was represented by the Chartered Surveyors, with Ken Morgan, David Reynolds, Helen Pickstock and David Mann, suitably attired as a large pound and dollar symbol, in the theme of the Lord Mayor's campaign – Green Finance!! And the race itself – the windy conditions added a challenge to the tossing element of the race, with more pancakes being dropped this year than in the entire history of the competition! The team however rose to the challenge and finished highly in the ranking, narrowly missing the finals. All good preparation for the 2021 event, when we will return in force to challenge for the coveted trophies!



FUTURE OF THE WORKPLACE

Liveryman James Young hosted this Webcast on the Future of the Workplace. The introduction was made by the Lord Mayor of London who used a phrase he had heard from Darren Coomer of "Repositioned Normality" as what we are all having to adjust to. This was followed by a fascinating presentation by Despina Katsikakis of Cushman & Wakefield on their research having interviewed 55,000 people around the world of their current experiences with the COVID lockdown. So far, the baby boomer generating were faring well with lockdown and were enjoying the flexibility of working at home and having the benefit of not commuting. While Generation Z is struggling with not having a good set up and missing the interaction with colleagues and the social activities in and out of the workplace.

PMA WEBINAIR – FIT FOR THE FUTURE

An event held by PMA and promoted by the Livery produced a very interesting discussion on recent data gleaned from Google search engine on visits to major firm's web sites in the property sector. They found a huge increase in residential and office based enquiries which was felt could translate into a quick recovery of both sectors later in 2020. Let's hope so!

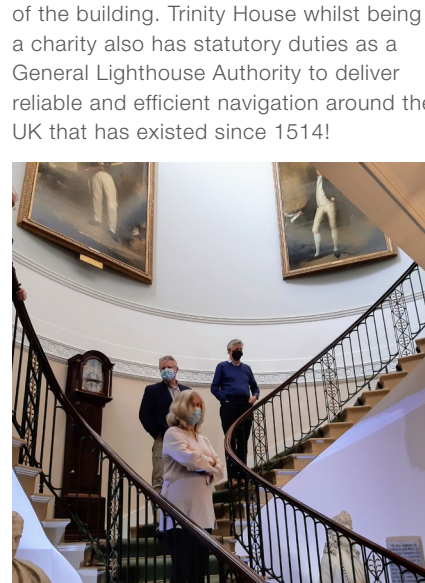
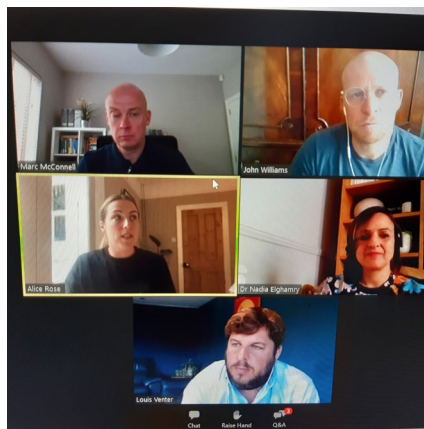
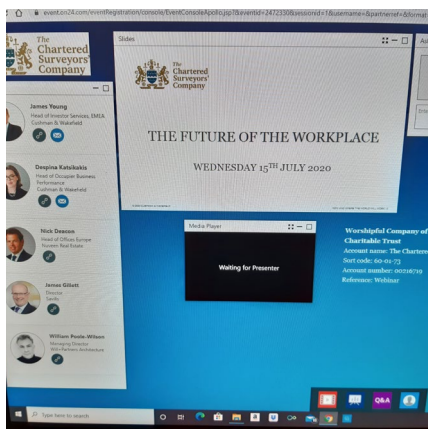
The PMA are running a series of excellent Web based events which can be found on their web site www.propertymarketingawards.co.uk in the Events and key dates section.

VIRTUAL WINE

Following the cancellation of the claret tasting evening at the start of lockdown, Liveryman Jonathan Wallach organised a virtual wine tasting. As it was June most Liverymen had managed to master the art of Zoom and Jonathan had set up a tasting of 6 wines with James Franklin of Corney & Barrow. This was wine tasting with a difference. We had approximately 20 people signed up, who booked their place by ordering the 6 tasting bottles from Corney & Barrow. A large box of wine was delivered efficiently to your house prior to the evening. You might say far too much wine for a normal tasting but each of the 20 people hosted an event at home. James, our host for the evening ran through each of the wines in detail and enabled us to ask questions along the way. The commentary was excellent and our thanks go to Jonathan and Corney & Barrow for enabling the event.

LIGHTHOUSE'S EXPLAINED

At last, having endured the lockdown, an event to go to! A group of the Livery with masks and observing social distancing spent an interesting afternoon at the imposing neo-classical Trinity House just north of Tower of London. Trinity House in many ways resembles a Livery Company with meeting facilities, a Master, deputy Master but not Liverymen but Brethren. An excellent guided tour was provided by City guide Geoff Boyd, a font of all knowledge on the contents and history of the building. Trinity House whilst being a charity also has statutory duties as a General Lighthouse Authority to deliver reliable and efficient navigation around the UK that has existed since 1514!





MASTER'S END OF YEAR REPORT 2020

I recently caught-up with a good friend for a coffee. His office overlooks a building site and he wasn't slow to vent his frustration. "The thing is John", he explained, "it all seems to be planning, planning, planning with very little action. Then on some magical day, they decide to start work and before you know it, it's done!" Yes, I know, I could have given him a surveyor's summary of what takes place during that planning phase. However, I was too distracted because I realised what he had actually described, was my year as Master. Something that I had looked forward to for an age and it has rushed by in the blink of an eye. It has, of course, been an unusual year and I'm not sure that 12 months ago, there was a Major Works Project anywhere, with a contingency for a global pandemic. So much for 2020 vision! However, in adversity we can seek positives and fortunately, there have been many. For a start, I may be the only Master in the 43 years of this Company to end his year in office with a waist measurement no larger than at the start! Seriously though, through the trials and tragedies of lockdown, it has been both inspiring and educative to see how much progress we have made as a Company. I think the word 'Company' is crucial in this context. We often put the emphasis on 'what we do', but what makes our group so special, is how we do it, through fellowship and collaboration. As a Company, it has become apparent to me that we share a vision. This focuses on the future, not

just in terms of the immediate but for the benefit of the generations to come. We want to give as many young people as possible, insights into and opportunities within our world and I am delighted that it has developed further this year.

Originally, I thought it was our responsibility to spread the message, that Chartered Surveying is a brilliant career, into schools. I imagined us finessing the message, organising the school visits, and becoming professional missionaries! However, research identified that a number of organisations were already undertaking this work. As a result, rather than being first adopters, we should adapt our position and become a fulcrum for collaboration. This has been a great success, opening the door to a truly fruitful partnership with Reading Real Estate Foundation's 'Pathways to Property' scheme. Our members have already offered their help and Pathways will administer our bursary programme offering University degrees. I am hoping this initiative will ultimately be available to over a hundred young surveyors on a rolling basis, which will make a significant difference. The bursary will help young people through to qualification and is benefitting enormously from our members' contributions. I know that anyone reading this will agree that whatever stage we have reached in our careers, helping young people on their journey to become Chartered Surveyors, will be a wonderful legacy for us all. We have

also increased out ties with the British Property Federation and RICS. RICS also runs a school's programme. I sense that, rather than 'competing' in our separate endeavours we are all making a concerted effort to make this work together.

Any of you who heard me speak in those distant days of February, will know that my other passion is for diversity and inclusion in our industry. It is no secret that traditionally we have fallen short in our endeavours. However, we are now making much greater strides forward. This is a theme that will run and run and of note our 'Membership and Elections' Committee has been renamed. It is now the 'Membership, Diversity and Inclusion' Committee. I appreciate that actions speak louder than words but believe that this is an important statement and a constant reminder of our collective desire to make this a profession and Company open to all.

As we make our plans and strive to turn our dreams into a new reality, we keep our fingers firmly crossed, that they are in-tune with our current and potential new members. Fortunately, the numbers suggest we are going in the right direction. Even in this year when the social aspects of the Company have been so severely restricted, our membership has grown. I am hugely confident not just that we will meet our target of 400 members by 2027 but there will be a much longer queue of people knocking at our door.

My series of lunches began with some excellent and memorable sessions in the "Little Ships Club". By March these were no longer possible and reverted to lunches online, which was interesting to say the least! It was sad not to see more of you face-to-face, but a wonderful bonus to welcome members from Switzerland to Hong Kong. The result of each of these sessions were always positive. I heard your views, question's and creative ideas. I was encouraged to hear how much you care about our long-term future. You also spoke about your hopes and expectations for communication from the Company. I am a great believer in the appropriate level of relevant and clear communication. This has been challenging, given the lack of events and dinners, in updating you on progress and news. Suffice to say that work is afoot to improve all aspects of communication with our members and the outside world, electronically and in person.



By the time you read this, my tenure will have passed. I would be kidding nobody if I claimed my year was how I imagined it. Yes, I have missed the face-to-face events that have always provided such definite and positive landmarks during the year. Seeing the way we have come together during the pandemic, has demonstrated how deep our foundations lie and how resilient our Company has become. It has made me feel very optimistic about our future. We all know that the Livery is about more than social events and networking and in these recent months, have proved that beyond all doubt. Shakespeare suggested, "that the evil men do lives after us while the good is oft' interred in our bones". In our case, I beg to differ. The good that we do is not just heart-warming but also measurable and real. It will live long after us, which is its purpose.

It has been an incredible honour to serve you as Master and it will be even more of a pleasure to watch the Worshipful Company of Chartered Surveyors strengthen and grow in the years to come. A sincere and heartfelt thank you to every single one of you who has done your bit in making that possible.

John Woodman

CHARTERED SURVEYORS' COMPANY COURT AND COMMITTEES 2020-21

COURT

Ken Morgan
Master

James Bryer
Senior Warden

Simon Camamile
Junior Warden

James Young
Renter Warden

Lady Davies
Past Master

William Hill
Past Master

Anthony Joyce
Past Master

Digby Flower
Past Master

John Woodman
Past Master

Antonia Belcher

David Bianco

Hugh Bullock

Daniel Carter

Amanda Clack

Alderman Alison Gowman

James Gillett

Ann Heywood

Stuart Jenkin

David Jinks

Mark Larard

Sally Leonard

Neil Parlett

Duncan Preston

David Reynolds

Clwyd Roberts

Alistair Subba Row

Roger Watts

James Young

COMMITTEES

Finance and General Purposes Committee
Membership, Diversity and Inclusion
Charity Committee
Fundraising Committee
Marketing & Communications Committee
Education Committee
PMA
Freemen Group

If anyone would be interested in joining any of the Committee's, please contact either Colin Peacock
colinpeacock@surveyorslivery.org.uk
or Amanda Jackson
amandajackson@surveyorslivery.org.uk



THE CHARTERED
SURVEYORS' COMPANY

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