



The SPAB William Morris Craft Fellowship Information Pack

“The SPAB Fellowship is an utterly unique immersive experience. The time spent witnessing craftspeople at work over the last six months has been inspiring. The enthusiasm, knowledge and dedication they have for their conservation crafts has made me even more committed to further my education and training.” Tom Skinner, Conservation Builder and 2022 Fellow

The following information should help you and your employer decide whether the Fellowship programme is right for you.

Please email Fellowship Officer Pip Soodeen with any questions, to apply in alternative format, and to be put in touch with a past Fellow before submitting your application: philippa.soodeen@spab.org.uk

Contents

- p. 2 Key Fellowship Information and Dates
- p. 3 Typical Programme Content
- p. 6 Practical Information
- p. 7 Application Information
- p. 10 Notes for Employers
- p. 11 Fellowship Guidance Notes
- p. 13 Our past Fellows



Key 2024 Fellowship Information and Dates

27th September 2023	Application deadline
20th October 2023	Successful candidates invited to interview
30th November 2023	Pre interview drinks Candidates and their partners are invited to the SPAB offices to meet current Fellows, the interview panel and other candidates
1st December 2022	Interviews
mid-March 2024	Fellowship start date
Block dates	Block I: mid-March to mid-May (9 weeks) (7 weeks back at work or millwright placement) Block II: July and August (8 weeks) (7 weeks back at work or millwright placement) Block III: mid-October to early December (8 weeks)
Bursary	Regular Fellowship bursary of £7,000 bursary paid monthly over the 6 months of training Additional Millwright training bursary of £3,750 paid monthly over the 9 months of training



Typical Programme Content

The majority of the programme is undertaken through visits to working sites, guided by experts, instead of formal lectures or submissions.

In the first two blocks, Fellows experience traditional materials, skills and repair techniques in workshops and on site through visits, arranged by the SPAB.

The third block is tailored to the individual interests and hands-on training needs of each Fellow.

You will be required to keep an up-to-date notebook recording your daily visits, the details of who and what you see, repair methods, etc.

Two elements will recur throughout the programme:

- the philosophy of repair and
- excellence in craft skills

Careful and Considered Repair

“A building’s fabric is the primary source from which knowledge and meaning can be drawn.” The SPAB Approach

Essential to the SPAB Approach is the retention and care of historic fabric. Fellows will engage with crucial issues relating to methods of repair and the key dilemma facing those concerned with historic building work: restoration versus repair; when to keep and repair what survives and when to renew.

Fellows will begin to understand the decisions involved as they spend time with craftspeople known to advocate a repair approach. Over the course of the programme, Fellows will see a number of solutions and viewpoints and develop their own conclusions about the best approach for old buildings.

Excellence in Craftsmanship

Traditional building skills used to be passed from generation to generation, but that seldom happens now. This has led to a gap in the sector’s awareness on the best ways to look after old buildings. The Fellowship allows craftspeople to see a range of approaches, and witness first-hand the value of skilled repairs, particularly:

- excellence in executing repairs such as the insertion of new stone into decayed stonework, or the skilful scarfing of new and old timbers; and
- fine craft skills in the context of renewal such as new carved stonework and woodwork.



Outline Syllabus

Subject to opportunities available on site, the programme aims to expose the Fellows to the following subjects:

The history and traditions of building: An introduction to building development and the traditions of vernacular British building.

The materials of building: The origins and processing of materials central to traditional building and historic building repair demonstrated via visits to brickyards, quarries, sawmills and other sites.

Lime	burning, mixing; use in pointing, bedding, plastering
Stone and slate	the characteristics of different stones; quarrying and working methods
Timber	the growth of timber in managed woodland; its seasoning and conversion; modern methods of drying
Brick and tile	the distinction between the production, use and properties of hand-thrown and extruded or machine-moulded bricks/tiles
Mortars	the properties of mortars; their constituent materials; preparation, use and analysis
Various	visits to roofers, lead casting, glassworks, forges, etc.

Craft skills: Visits to a variety of trades in the field of building repair and conservation such as: stonemasonry and carving; carpentry, joinery and wood carving; roofing; plaster and mortars; millwrighting; plumbing; glazing; lead conservation; iron and metals; painting and decorating.

Specialist conservation skills: Topics might include wall paintings; sculpture/monuments; decorative plaster; carved timber; paints and metalwork.

Analysis of building defects: Visits aim to give an appreciation of the agents of decay as well as likely causes of structural problems such as movement in buildings; spreading roof structures; poorly bonded rubble masonry; rusting iron cramps; failing buttresses; decay of bonding timbers.



Repair techniques: An introduction to the range of repairs e.g. provision for movement; reforming lost connections e.g. tie beams, wallplates; stabilising bulging walls; grouting; repair of timber with carpentry techniques, judicious use of steelwork or glues/resins; surface repair of stonework and brickwork.

The professions: Roles of the architect or surveyor, the structural engineer, the quantity surveyor and conservation officer.

Administration of conservation: Roles of government agents, local authorities, amenity societies, voluntary bodies, church systems, grants, listing and legal controls.

SPAB Repair Course: The Fellows will join architects, builders, craftspeople and others on a course of lectures and visits which the Society has run since the 1950s.

Millwrighting Opportunity

Millwrighting has been identified on the 2023 Heritage Crafts Red List of Endangered Crafts as a 'critically endangered skill' and the SPAB recognises the urgent need both to train new millwrights, and to encourage and equip experienced craftspeople to work on mills.

The SPAB offers a unique opportunity for one Fellow to develop their understanding of windmills and watermills. This is not a complete millwright training programme or apprenticeship, but a way for an experienced craftsman to develop additional skills and knowledge needed for a mill's maintenance and repair.

The selected Millwright Fellow will follow the Fellowship programme for Blocks I and II but will spend Block III exploring millwrighting and related skills in more depth. They will also be offered mill-based work placements in between blocks, providing a nine-month full-time programme of learning. The bursary for this Fellowship place will reflect this additional commitment.

We are looking for craftspeople in any relevant trade who have an interest in mills, and in using and extending their skills to repair and maintain them.



Practical Information

Accommodation

The Fellowship officer will often be able to help arrange accommodation for Fellows during Fellowship blocks with local contacts of the Society (who may often be previous Fellows or Scholars). Otherwise, Fellows make their own arrangements with friends and family, camping B&Bs or other accommodation. Fellows are provided with contact details of past Scholars and Fellows who will be willing to help wherever they can.

Travel

The Fellowship will be demanding. There is a lot of travel; you will be away from home most weekdays and sometimes at weekends. If chosen, you will be travelling with two or three other Fellows during the first two blocks of the programme and it is most important that you get on well with people. We hope that at least one of the Fellows chosen will have the use of a car, which will allow the group to travel together for the first two blocks and share the costs and the driving. Sharing a vehicle is preferable though not always practical. In recent times Fellows have often converted their vans to provide sleeping accommodation.

Supervision

The day-to-day running of the programme is the responsibility of the Fellowship Officer with whom Fellows have regular contact to provide feedback and discussion over past and potential visits. Fellows might hear of useful visits from hosts while they are on site and this can often feed into the planned programme.

Fellows also have contact with a volunteer mentor (usually a past Fellow) whose role in broad terms is to enable them to get the most out of the Fellowship experience. Such contact will vary from year to year depending on the needs of the individuals. Many individual hosts also provide useful support and feedback along the way.

Overall responsibility for the Fellowship lies with the SPAB's Education and Training Committee (E&TC). Fellows present and critically analyse one or two of their visits at E&TC or smaller subgroup meetings, where their progress is discussed and their notebooks reviewed.



Application Information

Eligibility

Craftspeople from any trade who show a proven commitment to working in the heritage sector, the will to inform others through their work, and the potential to excel in their trade.

Candidates should have completed their apprenticeship or qualified with either:

- NVQ/SVQ Level 2 or 3 or equivalent from a Centre of Vocational Excellence, or
- an equivalent qualification in traditional building skills from a recognised authority, or
- be able to demonstrate equivalent experience in their chosen craft

Eligible overseas candidates are welcome to apply provided that they have good spoken English and a UK base for the duration of the programme. Please note that the offer of a SPAB Fellowship is subject to the applicant providing evidence of their right to live and work in the UK. The SPAB is not a registered sponsor body for the purpose of visa applications. Applicants from outside the UK and Ireland should check their eligibility for a UK visa before applying to the scheme. Please check the [UK government website](#) for more information.

Self-employed applicants are especially encouraged to seek additional financial arrangements over and above the value of the Fellowship bursary and to carefully programme their work in between the Fellowship blocks.

Employees should seek agreement with their employer for release for the full six months, or, for the millwright training opportunity, for the full nine months. It is down to the applicant to negotiate terms for release and treatment of wages during their time away on the programme. Fellows' circumstances and arrangements with employers vary widely from full to partial to no payment.

To find out more about the financial implications of the course it is essential to speak with the Fellowship Officer who will put you in touch with recent past Fellows.

Employed applicants: please show your employer the **Notes for Employers** on p. 10 of this Information Pack.



Interviews

Interviews are held at the SPAB offices with an informal evening beforehand to hear from the current Fellows, meet the interview panel and a few SPAB staff members. The interview panel consists of six or so people, drawn from the SPAB's committees and staff. It always includes past Fellows. Three or four Fellows are usually chosen each year and candidates are generally notified within a week after interview whether they have been successful or not.

Selection

Principally the panel look for candidates who:

- satisfy the eligibility criteria listed above
- demonstrate a high degree of competence and enthusiasm to engage with other trades and professions
- are enthusiastic about old buildings
- are willing to learn (or reflect on and question what they have been taught at college or on site), ask questions, and work through difficult ideas
- can get on with other Fellows and work as a team for the full duration of the programme. The personal interaction of the Fellows makes all the difference to the success of the programme in any given year
- are sociable (they visit a large number of people who have often gone to considerable trouble to prepare for them, and who are giving their time voluntarily)
- are prepared to spend long periods including some weekends away from home
- preferably have previous experience of working with old buildings
- are reasonably fit, as the programme is demanding both physically and mentally
- have a permanent UK base for the duration of the programme
- are prepared to contribute to the SPAB and spread its principles after their Fellowship concludes

The panel look for Fellows who will take the very fullest advantage of the unique opportunity offered by the programme and will commit themselves 100 per cent to it for the whole period.



Apply Online

Before applying, please email Fellowship Officer Pip Soodeen at philippa.soodeen@spab.org.uk to be put in touch with a past Fellow. This helps applicants gain a clearer understanding of what to expect from the Fellowship, if their application is successful.

Please apply via the [application form](#) on the SPAB website by **27 September 2023**.

If you have any other questions before you apply, or would prefer to apply in a different format, please contact Pip.

Around eight applicants will be invited to interview, from which three or four will be selected and offered a Fellowship.

We are committed to eliminating discrimination and encouraging diversity in the sector. We particularly welcome applications by people from backgrounds under-represented in building conservation (such as those from a disadvantaged socio-economic background, women and black and minority ethnic communities).



Notes for Employers

“I have no doubt that the Fellowship recognises and supports the very core of Craft skills, it is a valuable asset in these modern times where such skills do not always gain the recognition that they deserve.” William Fuller, Fullers Builders Limited

We hope that you will consider encouraging one or more of your employees to apply for the William Morris Craft Fellowship.

It is a prestigious award which will reflect well both on the individual Fellow and the firm that employs them. It is therefore important that applicants show dedication and potential to achieve high standards in their trade.

We recognise the problems of releasing good people at busy times of the year, which is why the programme allows the Fellow to return to his/her employment at regular intervals. It is most important that the Fellow completes the whole programme in one year, and you will be asked to sign a declaration (at the bottom of the application form) agreeing to release him or her for the full period.

There is no course fee. Training costs are covered by the SPAB, sponsors (listed separately) and by the individuals and organisations providing the training. In addition, a bursary of £7,000 will be paid directly to the Fellow (£10,750 for the Millwright Fellow) as a **contribution towards** the costs of travel and accommodation where necessary. Additional funds beyond the bursary payments are usually required, estimated to be in the region of £4,000 to £6,000. The employer will have to reach an agreement with the Fellow over payment of wages and commitment during and beyond the programme.

Employers that are “in-scope” with the Construction Industry Training Board (CITB) may be eligible for grant support. The employer needs to have been registered for 12 months prior to receiving the grant payment which should be discussed with your local CITB advisor. Please ask if we can assist in any way.

Completion of the Fellowship programme also provides holders of NVQ level 3 training or equivalent.

The value of the Fellowship training is substantial for both the Fellow and their employer. The Fellows’ confidence, social skills and determination to do first-class work are recognised by their employers as soon as the Fellows return to work. Several contracting firms or organisations regularly send candidates because of the quality of the training the successful craftspeople receive.



Fellowship Guidance Notes

In accepting your Fellowship place, you should be aware of the following requirements and confirm that you are prepared to comply with them.

Attendance

Fellows are expected to attend all programmed visits unless serious unforeseen circumstances dictate otherwise. In these instances, you must notify the SPAB and the planned host at the earliest possible opportunity and request permission to absent yourself.

Failure to notify or turn up at visits may result in a written warning and the pro rata forfeiture of the Fellowship bursary (in the region of £30/day).

The SPAB must be notified, prior to your acceptance of the Fellowship interview, of all known commitments during the Fellowship period. Pre-existing commitments not agreed in advance may incur the bursary forfeiture above.

Conduct, Safeguarding and Disciplinary Procedures

Fellows are representatives of the SPAB and are expected to always act politely and respectfully and to thank each of their hosts.

Certain behaviour may be viewed as unacceptable and may result in a written warning and potential deduction of bursary. If such behaviour continues and requires further consultation, the Fellow may be in jeopardy of losing their place on the Fellowship.

Examples of unacceptable behaviour include lateness or poor timekeeping, swearing or abusive language, and lack of application.

While Fellows are not SPAB staff members, they will be expected to abide by the SPAB's Disciplinary and Grievance Policy, Safeguarding Policy and Misconduct Guidelines, which will be circulated to successful candidates.

Working

No professional work may be undertaken during the three blocks of the Fellowship.



Health and Safety

Fellows are deemed to be competent professionals who are conversant with health and safety issues on building sites. They must always act professionally and remain attentive. They should feel under no obligation to enter a site or climb a scaffold which they consider to be dangerous. They will receive a health and safety briefing during their first week and may consult the programme organiser or any member of staff in instances of uncertainty at any point in the programme. Accidents should be recorded onsite and reported to the programme organiser.

A great deal of driving will be undertaken over the course of the programmes and it is the obligation of the car owner(s) to ensure that their vehicle(s) is (are) road worthy and legal. It is the obligation of every Fellow not to undertake a journey unless they feel entirely fit to do so within the allotted time. The SPAB Driving on Business Policy can be provided too on request and Fellows should familiarise themselves with this. Difficulties experienced on site or *en route* to site should be reported to the SPAB as soon as possible.

Insurance

The SPAB carries limited personal injury insurance. This provides cover for the Society in the case of severe accident, such as loss of life or limb. It should not be assumed that a payment will be made in case of accident. **Nor does this insurance cover loss of earnings resulting from an accident. Candidates may wish to take out additional personal injury cover** or ensure that their current employers' insurance provisions will continue to cover them for the duration of the programme.

Further Obligations

In addition to the above terms, by accepting a Fellowship offer candidates agree to:

- act politely and write thanks to each of their hosts
- keep a sketchbook journal of their visits
- periodically contribute to social media including a blog post for the SPAB website
- attend at the William Morris Craft Fellowship Trust's AGM
- attend at the Scholarship & Fellows presentation
- present to next year's applicants
- give some time, in future months, to promoting the SPAB and The William Morris Craft Fellowship



William Morris Craft Fellows 1987 – 2023

(2020 programme postponed to 2021)

Year	Name	Craft	Employed by
1987	Andrew Makinson	Carpenter	The National Trust
	Anne Stenhouse	Stone conservator	Stonecraft Conservation
	Ray Stevens	Carpenter	Salisbury Cathedral
	Gwyn Watkins	Stone carver	English Heritage
1988	Michael Painter	Carver stone/wood	Linford-Bridgeman
	Martyn Clarke	Carpenter	English Heritage
	Andrew Lawson	Mason	Exeter Cathedral
	Andrew Bradley	Mason	English Heritage
1989	Caitriona Cartwright	Mason	Salisbury Cathedral
	Peter Dunwell	Carpenter	A E Houghton Ltd
	Charles Smith	Mason	English Heritage
	Robin George	Mason	The National Trust
1990	Alun Walker	Blacksmith	English Heritage
	Bernard Bartrum	Flintknapper	S G Bartrum Ltd
	Thomas Maude	Mason	St Blaise Ltd
1991	Miranda Mason	Bricklayer	A E Houghton Ltd
	Gwylm Pritchard	Carpenter	Cadw Welsh Historic Mons.
	Benedict Biltcliffe	Mason	English Heritage
1992	Torquil McNeilage	Conservator	Herbert Read Ltd
	Thomas Flemons	Mason/conservator	Cliveden Conservation Ltd
	Andrew Chamberlain	Mason	Linford-Bridgeman Ltd
	Tim Meek	Bricklayer	Self-employed
1993	Steven Hillier	Carpenter/joiner	Ernest Ireland Ltd
	Gwynfor Olsen	Mason	Cadw Welsh Historic Mons.
	Billy Silcock	Mason	DOE(NI) Historic Mons.
	Allan Smith	Mason	Historic Scotland
1994	Graham Campbell	Mason	Historic Scotland
	Andrew Johnson	Carpenter/joiner	Tankerdale Ltd
	Harvey Layzell	Mason	J Layzell & Sons
1995	Mark Fowler	Carpenter/joiner	St Blaise Ltd
	Sarah Pennal	Mason	Salisbury Cathedral
	David Watts	Bricklayer	The National Trust
1996	Neil Brooks	Carpenter/joiner	The National Trust
	Hannah Hartwell	Carver stone/wood	St Paul's Cathedral
	Paul Hibbitt	Mason	Hibbitt & Sons (Masonry) Ltd
	Craig Rodden	Mason	Historic Scotland

The William Morris Craft Fellowship



1997	Carl Bradford Paul Grinham Steven Laing Derren Rose	Mason Carpenter/joiner Mason Mason	The National Trust Wallis Ltd Historic Scotland Boden & Ward Ltd
1998	Michael Brennan Janet Darby Kenneth Shilliday Andrew Ziminski	Carpenter/joiner Signwriter/decorator Mason/carver Mason/conservator	St Blaise Ltd National Trust NI Env. & Heritage Service Minerva Stone Conservation Ltd
1999	Tom Dunbar Richard Jordan Beverley Pound Danny Ralph	Thatcher Roof tiler/slater Stone conservator Mason/carver	Dunbar & Bunce Amber Roofing (Midlands)Ltd Nimbus Conservation Ltd Historic Scotland
2000	Lee Godfrey Julie Haddow Matthew Hammond Erik Ramsay	Stone carver Plasterer/decorator Stonemason/carver Stonemason/carver	York Minster St Blaise Ltd Self-employed Historic Scotland
2001	Helen Bower Matthias Garn Ben Newman	Glazier Stone carver Stone carver	Norgrove Studios Dick Reid's Workshop Stonewest Ltd
2002	Gary Brookes Piers Conway Gordon Potter	Mason/carver Mason/carver Mason/carver	St Blaise Ltd Self-employed Historic Scotland
2003	Michael Goulding Jack O'Brien Niall Tonagh	Stonemason Stonemason Mason/drystone waller/letter cutter	S&J Whitehead/Linford St Blaise Ltd Self-employed
2004	Steven Harper Fiona Jones Stephen Steele	Stonemason Plasterer Carpenter/joiner	Laing Traditional Masonry Ltd Self-employed Traditional Carpentry & Joinery
2005	Edward Crane Mark Geleta Michael Grady	Carpenter Carpenter Plasterer/bricklayer	James Crane Ltd IJP Building Conservation Ltd Self-employed
2006	Andrew Allan Charles Jones Ulrike Wahl	Stonemason Stonemason Stonemason	Laing Traditional Masonry Ltd Historic Scotland Stonewest Ltd
2007	Simon Ebbs Gail Haddow Gabriel Langlands	Stone conservator Plasterer Carpenter/framer	Skillington Workshop Ltd Haddow & Fay Ltd Self-employed
2008	Jeremy Allen	Engineer/Millwright Fellow	Self-employed

The William Morris Craft Fellowship



	Dave Davies Innes Drummond Mark Wirtz	Carpenter Stonemason Leadworker & roofer	Self-employed Historic Scotland Nicholas Prins, Ireland
2009	Andrew Beattie Karl Grevatt Stuart Savage	Stonemason Carpenter Stonemason	Laing Traditional Masonry Ltd Ward & Company Historic Scotland
2010	John Fowler Phillip Bruggy Tom Beeby Philip Russon	Plasterer Stonemason Carpenter Leadworker	Hayles & Howes Ltd Stonewest Ltd James Crane Ltd Lincoln Cathedral
2011	Paul Agar Emlyn Harris Kenny McCaffrey Thomas Soare	Plasterer Stonemason Stonemason Stonemason	Fuller & Sons: Fullers Builders Ltd Canterbury Cathedral Historic Scotland Matthias Garn & Partner
2012	Emily Hale Samantha Peacock Callum Plews	Bricklayer Stonemason Stonemason	Self-employed Wells Cathedral Stonemasons Ltd Stirling Stone Ltd
2013	Tyrone Oakley Jamie Miles Johnnie Clark	Leadworker Plasterer Stonemason	Laing Traditional Masonry Ltd JM Conservation Historic Scotland
2014	Eoin Madigan Tom Massey Alex Gibbons	Stonemason Carpenter/framer Cob builder	Self Employed Self Employed Self Employed
2015	Emma Teale Ben Hornberger Joe Coombes- Jackman	Conservator Carpenter/framer Blacksmith	Skillington Workshop Ltd Self Employed Hall Conservation Ltd
2016	Lizzie Hippiisley-Cox Peter McCluskey Heather Griffith Thomas Evans	Stained Glass Conservator Roughcaster / Roofer Stonemason Stonemason	Self employed Self employed Historic Environment Scotland Coe Stone Ltd
2017	Gregor Alcorn Jack Clare Dale Perrin Paul Walters	Stonemason Stained Glass Conservator Carpenter/framer Plasterer	Historic Environment Scotland Holy Well Glass Ltd Self employed Just Lime Ltd
2018	Ross Buckley Nazar Dmiuterko	Metalworker Stonemason	Graham Filer Engineering Ltd Cliveden Conservation Ltd

The William Morris Craft Fellowship



	Gary Holliday	Stonemason	Durham Cathedral
2019	Sam Matthams Luke O Hanlon Sean Henderson Matt Wilson	Carpenter Dry stone waller Stonemason Bricklayer	Self employed Cadw Matthias Garn & Ptnr Self employed
2021	Toby Slater Thom Taylor Tom Skinner Oliver Beatson	Carpenter/millwright Conservator/Bell founder Conservation Builder Carpenter	Self employed Self employed Self employed Historic Env't Scotland
2022	David McFerran Daahir Mohamed Owen Bushell Steve Hogarth	Carpenter Plasterer Sign writer/shingle maker/millwright Bench joiner/rope access conservator	Self employed Self employed Self employed Self employed
2023	Jack Buchanan Dan Cheetham Kate Longworth James Osborne	Stonemason Carpenter/millwright Bricklayer Blacksmith	Historic Env't Scotland Self employed Self employed Self employed