

The SPAB William Morris Craft Fellowship



The SPAB William Morris Craft Fellowship Programme

The best thing about the format is the total immersion, for example there is always time to reflect, with other Scholars or Fellows or hosts. There is always opportunity to discuss thoughts and issues in a supportive and developmental way.

- Ross Buckley 2017 Metalworker Fellow

APPLICATION INFORMATION:

The following information should help you and your employer decide whether the Fellowship programme is for you. Please read it in conjunction with our Fellowship webpage and if you have any questions at all before you apply, would like to speak with the Fellowship officer or a past Fellow, or would prefer to apply in a different format, please let us know. Contact Pip Soodeen: philippa.soodeen@spab.org.uk

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<i>See who has passed through the Fellowship programme</i>	

KEY FELLOWSHIP INFORMATION:

14 September 2021	William Morris Craft Fellowship Application deadline
8 November 2021	Pre interview drinks (partners invited), meet last year's Fellows, the interview panel and other candidates at the SPAB offices
9 November 2021	Fellowship interviews
March 2022	Fellowship & Scholarship start date meet at the SPAB offices
Block dates	Block I: mid-March to mid-May (9 weeks) (7 weeks back at work or millwright placement*) Block II: July & August (8 weeks) (7 weeks back at work or millwright placement*) Block III: mid-October – early December (8 weeks)
Fellowship Bursary	Regular 6 month Fellowship approx. £6,500 paid monthly over 9 months *9 months full time Millwright training additional £3,500 bursary paid monthly over 9 months

TYPICAL PROGRAMME CONTENT

The programme is under continual review and sufficiently flexible to take advantage of opportunities that may arise at short notice. The topics you will see below are indicative of the subjects covered and will reflect the opportunities available on site in any given year. Fellows have the chance to feedback to the Fellowship officer to shape future visits in particular those in their individual third blocks.

Two elements will recur throughout the programme:

- the philosophy of repair and
- excellence in craft skills

Conservative repair:

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

Essential to the SPAB’s Approach is the retention and care of historic fabric. Fellows are exposed to the crucial issues relating to methods of repair. Constantly confronted by the central dilemma facing all those concerned with historic building work: restoration versus repair; when to keep and repair what survives and when to renew it.

Fellows will begin to understand the philosophical decisions involved as they spend time with craftspeople known to advocate a repair approach. No single solution is offered nor are Fellows shielded from different viewpoints. Only through such exposure and the course of their own work will Fellows develop their own opinions.

Excellence in craftsmanship:

Traditional building skills are seldom passed from generation to generation now, as they used to be. This gap in the sector’s awareness has caused the inappropriate treatment of many historic buildings. Through exposure to craft skills in a wide variety of disciplines, the Fellows will witness work of varying quality. The aim is to teach them to be inspired by the excellent and disturbed by the mediocre. Only through such experience will their critical faculties be sharpened as they learn to discriminate between the good, the bad and the indifferent. This theme will be present throughout the programme and should be experienced in two key areas:

- excellence in executing repairs such as the insertion of new stone into decayed stonework, or the skilful scarfing of new and old timbers.
- 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, etc.

Lime	burning, mixing and use of e.g. pointing, bedding, plastering
Stone and slate	the characteristics of different stones and methods of quarrying and dressing
Timber	the growth of timber in managed woodland, its seasoning, reduction and 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 lead casting shops, glassworks, forges, etc.

The craft skills: Visits will encompass a wide 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 covered might include: wallpaintings; sculpture/monuments; decorative plaster; carved timber; fabrics and wallpapers

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, steelwork, or resins; surface repair of stonework and brickwork

The professions: Roles of the architect and surveyor, the structural engineer, the quantity surveyor, the managing agent.

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.

The final two-month block

Fellows follow individual programmes on sites chosen with their own career needs and interests in mind, in consultation with the Fellow and his or her Employer. This period provides an opportunity for the Fellows to deepen their understanding of their own trade while broadening their experience.

Fellows undertaking the millwright training opportunity will have input into their final block focussing on the repair of mills and the skills associated with this.

SPAB Fellowship – millwrighting opportunity

Millwrighting has been identified by the Heritage Crafts Association as a ‘critically endangered skill’ (HCA Radcliffe Red List 2019) and the SPAB recognises the urgent need both to train new millwrights, and to encourage and equip experienced craftspeople to work on mills.

Therefore, within the forthcoming Fellowship, the SPAB is delighted to offer a unique opportunity for one Fellow to develop their understanding of windmills and watermills alongside additional skills needed for a mill’s maintenance and repair.

This is not a complete millwright training programme or apprenticeship, but a way for an experienced craftsman to acquire additional knowledge and specific skills, enabling them to work on mills with confidence.

The selected Fellow will follow the Fellowship programme for Blocks I and II but will be expected to 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. There is more information in the notes for candidates. If you have any questions or would like to discuss this further, please get in touch.

NOTES FOR CANDIDATES

Please read this carefully before filling in your application form, which includes a **section to be signed by your employer**.

Application:

Fellows are selected by interview.

Eight or so candidates will be selected for interview following submission of the application form below and will be given the names of one or two former Fellows to contact.

It is important that applicants contact and ideally meet, at least one past Fellow to gain an accurate impression of the Fellowship and what it entails personally, professionally and financially.

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 low socio-economic background, women and black and minority ethnic communities).

Who should apply:

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 particular 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 first consider their eligibility for a UK visa by consulting the UKVI website, which can be found at: www.gov.uk

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 or, for the millwright training opportunity, nine months. It is down to the applicant to negotiate terms for release and treatment of wages the 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](#).

Interview:

Interviews are held at the SPAB offices with an informal evening beforehand to hear from the previous year's 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
- 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 argue 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, the programme is demanding both physically and mentally
- have a permanent UK base for the duration of the programme and
- are prepared to contribute to the SPAB and spread its principles after their Fellowship

Above all 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.

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 & family, camping or B&B etc. 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 hard work. 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.

Supervision:

The day to day running of the programme is the responsibility of the Fellowship Officer with whom Fellows have regular contact in order 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 control of 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.

Apply online

Before applying please also read the: [**FELLOWSHIP GUIDANCE AND OBLIGATIONS**](#)

Apply online for the 2022 William Morris Craft Fellowship and submit by **14 September 2021**: [**www.spab.org.uk/content/apply-fellowship**](http://www.spab.org.uk/content/apply-fellowship)

If you have any questions before you apply, or would prefer to apply in a different format, please let us know [philippa.soodeen@spab.org.uk]

If you would like to chat to someone who has lived the experience we can also put you in touch with a past Fellow.

NOTES FOR EMPLOYERS

We hope that once you have read our [Fellowship webpage](#), and this [information pack](#), 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 must show dedication and potential to achieve high standards in their particular trade. We will be looking for applicants who might expect to be promoted to supervisory positions on site or in workshops not too long after completing the programme, though this is not essential. We recognise the problems of releasing good people at busy times of the year, which is why, as a result of close consultation with the building industry, we have produced a programme that will allow 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 / organisations providing the training. In addition, a bursary in the region of £6,500 will be paid directly to the Fellow (£10,000 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 £2,000. The employer will however 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, access to the [CSCS](#) Heritage Card.

The value of the Fellowship training should not be underestimated. 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. A number of contracting firms or organisations regularly send candidates because of the quality of the training the successful craftsmen 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 unforeseen circumstances dictate otherwise. In these instances, you must notify the SPAB & 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.

DISCIPLINARY PROCEDURES:

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 his/her place on the Fellowship.

Examples of unacceptable behaviour are: lateness or poor timekeeping, swearing or abusive language, lack of application.

The SPAB Misconduct Guidelines are available on request. Whilst Fellows are not staff members they will be expected to abide by the spirit of these guidelines.

WORKING:

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

HEALTH & SAFETY:

Fellows are deemed to be competent professionals who are conversant with health & safety issues on building sites. Most importantly they are always expected to act professionally and remain attentive at all times. Additional Covid precautionary measures must also be adhered to. 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 & 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 has been provided to you online 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.

COVID GUIDELINES:

A separate set of procedures is issued with your briefing documents aimed at minimising the risks of contracting or spreading the Covid 19 virus. These will be reviewed and updated as circumstances and Government guidance changes. You should be prepared to comply with these and the subsequent revisions for the duration of your Fellowship programme.

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 the following obligations:

- to act politely and in a manner befitting a William Morris Craft Fellow at all times and to write thanks to each of their hosts,
- to keep a sketch book journal of their visits,
- periodic contribution to social media including a Blog for the SPAB website,
- attendance at the William Morris Craft Fellowship Trust's AGM (November time),
- attendance at the Scholarship & Fellows Awards Presentation TBC,
- attendance at the Sponsor's Lunch TBC (Fellows Debriefing - around March the year after your Fellowship)
- presentation to next year's applicants and
- giving some time, in future months, to promoting the SPAB and The William Morris Craft Fellowship.

William Morris Craft Fellows 1987 – 2021 (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
	Gwilym 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 Craig Rodden	Mason Mason	Hibbitt & Sons (Masonry) Ltd Historic Scotland
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
	Dave Davies	Carpenter	Self-employed
	Innes Drummond	Stonemason	Historic Scotland
	Mark Wirtz	Leadworker & roofer	Nicholas Prins, Ireland
2009	Andrew Beattie	Stonemason	Laing Traditional Masonry Ltd
	Karl Grevatt	Carpenter	Ward & Company
	Stuart Savage	Stonemason	Historic Scotland
2010	John Fowler	Plasterer	Hayles & Howes Ltd
	Phillip Bruggy	Stonemason	Stonewest Ltd
	Tom Beeby	Carpenter	James Crane Ltd
	Philip Russon	Leadworker	Lincoln Cathedral
2011	Paul Agar	Plasterer	Fuller & Sons: Fullers Builders Ltd
	Emlyn Harris	Stonemason	Canterbury Cathedral
	Kenny McCaffrey	Stonemason	Historic Scotland
	Thomas Soare	Stonemason	Matthias Garn & Partner
2012	Emily Hale	Bricklayer	Self-employed
	Samantha Peacock	Stonemason	Wells Cathedral Stonemasons
	Callum Plews	Stonemason	Ltd Stirling Stone Ltd
2013	Tyrone Oakley	Leadworker	Laing Traditional Masonry Ltd
	Jamie Miles	Plasterer	JM Conservation
	Johnnie Clark	Stonemason	Historic Scotland
2014	Eoin Madigan	Stonemason	Self Employed
	Tom Massey	Carpenter/framer	Self Employed
	Alex Gibbons	Cob builder	Self Employed
2015	Emma Teale	Conservator	Skillington Workshop Ltd
	Ben Hornberger	Carpenter/framer	Self Employed
	Joe Coombes-Jackman	Blacksmith	Hall Conservation Ltd
2016	Lizzie Hippisley-Cox	Stained Glass Conservator	Self employed
	Peter McCluskey	Roughcaster / Roofer	Self employed
	Heather Griffith	Stonemason	Historic Environment Scotland
	Thomas Evans	Stonemason	Coe Stone Ltd
2017	Gregor Alcorn	Stonemason	Historic Environment Scotland
	Jack Clare	Stained Glass Conservator	Holy Well Glass Ltd
	Dale Perrin	Carpenter/framer	Self employed
	Paul Walters	Plasterer	Just Lime Ltd
2018	Ross Buckley	Metalworker	Graham Filer Engineering Ltd
	Nazar Dmiuterko	Stonemason	Cliveden Conservation Ltd

	Gary Holliday	Stonemason	Durham Cathedral
2019	Sam Matthams	Carpenter	Self employed
	Luke O Hanlon	Dry stone waller	Cadw
	Sean Henderson	Stonemason	Matthias Garn & Ptnr
	Matt Wilson	Bricklayer	Self employed
	Toby Slater	Carpenter	Self employed
2021		Conservator/Bell founder	Self employed
	Thom Taylor	Builder	Self employed
	Tom Skinner	Carpenter	Historic Env't Scotland
	Oliver Beatson		