



The William Morris Craft Fellowship

A unique training programme in building conservation for craftspeople organised by the SPAB since 1987

“The amazing opportunity to travel as a Fellow means I can learn from talented craftspeople and professionals with a diverse range of skills”

Ben Hornberger, carpenter, 2015 Fellow



The Society for the Protection of Ancient Buildings

37 Spital Square London E1 6DY. Founded in 1877 T: 020 7377 1644 W: spab.org.uk E: info@spab.org.uk
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Background

The William Morris Craft Fellowship is a training programme designed to broaden the skills and experience of trained craftspeople involved in historic building repairs. Launched in 1986 by a group representing major conservation bodies, with the backing of David Linford specialist conservation building contractor, it is the only programme of its kind for outstanding craftspeople.

The programme was devised to meet a growing demand from those responsible for historic buildings for trained craftspeople who also have a highly developed sympathy for and wide understanding of traditional buildings and the range of skills needed to repair them. This is as relevant today as it was 30 years ago.

The majority of the programme is undertaken through visits to working sites, guided by experts. There are no 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, to structures of every age, size and style. The third block is tailored to the individual interests and training needs of each Fellow.

The SPAB favours a hands-on approach, giving Fellows chance to develop their skills in their own craft and to try others, such as timber framing, millwrighting, thatching, blacksmithing, pargeting, flint knapping and stone masonry. On site, Fellows are encouraged to debate traditional building construction, causes of decay, repair techniques and use of materials.

The approach is especially relevant to people who will rise to positions of responsibility on site, where they will pass on their knowledge and enthusiasm to fellow craftspeople. Successful candidates will be inspired and inspire others to develop their own craft skills to new levels of excellence. In this way the Fellowship programme is helping to raise the standard of building conservation skills and enhancing the status of all craftspeople employed on historic building sites.

For the building companies fortunate enough to employ a Fellow there is the direct advantage of having a specially trained craftsman on site, as well as tangible evidence of a serious commitment to conservation when tendering for and administering major historic building contracts.



SPAB Fellowship – millwright training 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 2020 Fellowship, the SPAB is delighted to offer a unique opportunity for one Fellow to develop their understanding of wind- and water-mills alongside additional skills needed for their 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 in 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 craftsmen or craftswomen 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 your application, please get in touch. Closing date 1 December.



Notes for Candidates

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

The Course:

The Fellowship is an intensive six month training programme run in 3 blocks of 2 months

Block I mid March – mid May, Block II July – August and Block III mid October – early December.

Fellows, except for those interested in the millwright training opportunity,* return to work in between blocks.

During the first two blocks the group travels the country together. The final block is spent on individual placements chosen by the Fellow in discussion with the Fellowship Officer.

Attendance during the block is full time, usually away from home and may often involve weekend working. It is not possible to combine blocks with work or other forms of study.

*Applicants interested in the millwright training opportunity will not return of their usual place of work between Fellowship Blocks. Instead, an arranged period of work with millwrights and associated trades will be in place for them in these periods. This must be agreed before acceptance of a Fellowship place. There will be an additional bursary allowance to cover a Fellow whilst he or she is on this directed period of work.

Eligibility:

We welcome applications from craftspeople, who show a proven commitment to their craft, in any trade employed in the repair of historic buildings – on site or in workshops or studios. 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. SPAB cannot guarantee that it will be able to sponsor any applicants with their visa applications. Applicants 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 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.

Funding Regular Fellowship:

There is no course fee. Training and administrative costs are borne by the SPAB with the support of funders (listed separately). In addition, each successful candidate will receive a non taxable bursary in the region of £6,500 paid in equal monthly payments from March to November inclusive. As some of these payments will fall whilst Fellows are back at work Fellows have to budget whilst “off block” to ensure that these funds are available once the programme resumes. Candidates should note that the grant is a contribution towards Fellows’ living and travelling expenses, it will not cover full expenses of the six month programme and most Fellows need access to extra funds.

It will be up to you to come to an agreement with your employer to release you for the full six or, for the millwright training opportunity, nine months and to continue to pay your wages. Fellows’ circumstances and arrangements with employers vary widely. Please show them the Notes for Employers.

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.

Funding Millwright Training Opportunity:

Fellows taking up the millwright training opportunity will receive the Fellowship bursary in monthly instalment plus an additional bursary allowance to cover them whilst on the directed period of work between blocks.



Application Process:

The SPAB recruits Fellows on merit and is 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).

Candidates are selected by interview following a written application. Apply by submitting a completed application form (available on the SPAB website) by 1st December to: "Fellowship Application" SPAB, 37 Spital Square, London, E1 6DY or by e mail to philippa.soodeen@spab.org.uk.

8 or so candidates will be selected for interview 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.

Interview:

Interviews are held at the SPAB offices in mid January with an informal evening beforehand to meet the previous year's Fellows, 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. 3 or 4 Fellows are usually selected each year.



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
- have the ability to 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.

Three or four Fellows are chosen and candidates are generally notified within a week after interview whether they have been successful or not.



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 generally 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.

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 tutor (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 Education and Training Committee (E&TC). Fellows present and critically analyse one or two of their visits at E&TC or smaller sub group meetings, where their progress is discussed and their notebooks reviewed.



Notes for Employers

We hope that once you have read the details of the scheme, including the programme content, 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 have achieved high standards in their particular trade. We will be looking for young men and women 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. The closing date for applications is 1st December so please do not delay a decision too long.

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.

The training costs are covered by the 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 as a contribution towards the costs of travel and accommodation where necessary. 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.



Programme

The programme aims to develop people that inspire others on site through their exceptional craftsmanship and to bring on leaders that will take on responsible roles on site thereby influencing others.

Teaching is largely based on site visits, with an emphasis on the practical approach. Where possible, under the guidance of experienced craftspeople, Fellows will be given the opportunity of “hands on” work. 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. This will be inspected by a mentor assigned to help you throughout the programme.

Two elements will recur throughout the programme: the philosophies of repair and excellence in craftsmanship. Topics covered and time allocated for any subject takes into account instructive work available on site at the time. The programme is also under continuous assessment and is modified in minor ways in the light of past experience.

Conservative Repair

Fellows will be given early exposure to the crucial issues relating to methods of repair. They must become aware that in their work they will constantly be 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.

The development of a Fellow’s understanding of the philosophy of conservative repair is best acquired by spending time early in the programme with craftspeople known to advocate this approach. Later it is also important that they are not shielded from different viewpoints. Only through such exposure will the Fellows develop their own opinions.

Excellence in Craftsmanship

Through exposure to craftsmanship 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:

- fine craftsmanship in the context of renewal – e.g. new carved stonework and woodwork
- excellence in executing repairs – e.g. the insertion of new stone into decayed stonework, or the skilful scarfing of new and old timbers.



Outline syllabus

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 and mixing

Stone and Slate – the characteristics of different stones and methods of quarrying and dressing. Visits to quarries are made in conjunction with visits to banker masons' shops to study the processing of stone.

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 and use.

Various – visits to lead casting shops, glassworks, plaster workshops, etc.

The Craft Skills

Visits will encompass a wide variety of trades in the field of building repair and conservation e.g.: 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; lintel problems



Repair techniques

An introduction to the range of repairs e.g. underpinning/provision for movement; stabilising bulging walls; grouting; repair of timber with steelwork, resins and carpentry techniques; surface repair of stonework and brickwork

These problems and solutions crop up frequently during the repair of old buildings and examples will be visited when opportunities arise. Such work will normally be under the supervision of architects, surveyors or engineers with considerable experience in the repair of historic buildings.

The Professions

Roles of the architect and surveyor, the structural engineer, the quantity surveyor, the inspectorate, 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, craftsmen and others on a course of lectures and visits which the Society has run since the 1950s.

Mentoring

Fellows will maintain regular contact and feedback to the Fellowship Officer, a mentor will meet the Fellows as necessary to discuss their progress. They will also attend meetings of the Education Committee and some of the Society's special events.

The final two-month block

Two months will be spent on sites chosen with the Fellows' 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. For example, a banker mason might spend time learning how to carve, or work alongside stone conservators;

a timber framer might spend time working with architectural joiners; they both might spend time gaining costings experience with a quantity surveyor.

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.



Key Fellowship Information

1 st December	William Morris Craft Fellowship Application deadline notify candidates before Christmas
Mid January	Pre interview drinks (partners invited), meet the previous years' Fellows, interview panel and other candidates at the SPAB offices the night before the interview Fellowship interviews (following day)
Mid March	Fellowship & Scholarship start date meet at the SPAB
Block dates	Block I: Monday mid March – mid May (9 weeks) (7 weeks back at work) Block II: early July – end August (8 weeks) (7 weeks back at work) Block III: mid October – early December (8 weeks)
Fellowship Bursary	approx £6,500 paid monthly over 9 months Millwright training with additional bursary.

Fellows 1987 – 2019

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	Mason	Hibbitt & Sons (Masonry) Ltd
	Craig Rodden	Mason	Historic Scotland
1997	Carl Bradford	Mason	The National Trust
	Paul Grinham	Carpenter/joiner	Wallis Ltd
	Steven Laing	Mason	Historic Scotland
	Derren Rose	Mason	Boden & Ward Ltd

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

The William Morris Craft Fellowship



Year	Name	Craft	Employed by
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 Ltd
	Callum Plews	Stonemason	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	Stonemason	Cadw
	Sean Henderson	Stonemason	Matthias Garn & Ptnr
	Matt Wilson	Bricklayer	Self employed



Fellowship Guidance Notes

Before accepting an invitation for interview candidates should be aware of the following requirements and confirm that they would be prepared to comply with them all upon accepting a Fellowship offer.

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.

The SPAB must be notified, prior to your acceptance of the Fellowship offer, of all known commitments during the Fellowship period (mid March – early December).

Pre-existing commitments may incur the bursary forfeiture above.

Disciplinary procedures

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. Certain types of behaviour can result in a written warning. Examples of such behaviour are: lateness, poor timekeeping, swearing, abusive language, lack of application. If, after a written warning, further consultation is needed, the Fellow will be in danger of losing their place on the programme.

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 expected to act professionally and remain attentive at all times. 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 is available on request. 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 which extends to Scholars & Fellows. Injuries have to be fairly severe for the insurance to take effect, such as loss of life or limb and do not 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 Scholars' & Fellows' Blog for the SPAB website,
- attendance at the William Morris Craft Fellowship Trust's AGM (November time),
- attendance at the Fellows Presentation Lunch (generally in the November of your final Block),
- attendance at the Sponsor's Lunch (Fellows Debriefing – around March the year after your Fellowship)
- presentation to next year's applicants (February time) and
- giving some time, in future months, to promoting the SPAB and the William Morris Craft Fellowship Trust

The William Morris Craft Fellowship

Application form

Closing date: 1st December



Please do not extend this form beyond the 5 page format. Extensions / attachments such as CVs cannot be considered. Make sure that you read all notes in the Fellowship folder and contact **Pip Soodeen**, Fellowship Officer 01883 712318 or 07985 933860 or via email philippa.soodeen@spab.org.uk if you have any queries about the Fellowship. Return by e mail to the above or post to SPAB, 37 Spital Square, London E1 6DY

Title/Prefix

Surname

First name

Address

Home phone Home email

Name of employer

Address of employer

Work phone Work email

Date of birth (optional)

Driving licence Car owner Member of SPAB

Have you attended any SPAB courses? If so which.

Where did you hear about the SPAB Fellowship?

The William Morris Craft Fellowship

Application form

Closing date: 1st December



Trade/conservation skill

Education and qualifications

Institution name

Qualification gained

Dates (from – to)

Institution name	Qualification gained	Dates (from – to)

Employment

Employer's name

Work undertaken

Dates (from – to)

Employer's name	Work undertaken	Dates (from – to)

The William Morris Craft Fellowship

Application form

Closing date: 1st December



Where applying for the millwright training opportunity:

Give details of your interest in and any previous / existing involvement with mills and millwrighting

Give brief details of relevant hobbies/interests (incl. membership of other societies etc)

The William Morris Craft Fellowship

Application form

Closing date: 1st December



State why you are applying for the Fellowship, what you can contribute to it and give any other information you think will assist your application

The William Morris Craft Fellowship

Application form

Closing date: 1st December



Please give two referees who may be contacted before interview (at least on work connected)

Name	<input type="text"/>	Name	<input type="text"/>
Position	<input type="text"/>	Position	<input type="text"/>
Address	<input type="text"/> <input type="text"/>	Address	<input type="text"/> <input type="text"/>
Phone	<input type="text"/>	Phone	<input type="text"/>
Email	<input type="text"/>	Email	<input type="text"/>

Please give details of any disability you feel would prevent you from fully entering into the programme of which we should be aware and contact us to discuss how this may be overcome.

The Fellowship involves almost total commitment for six months (millwrighting – nine months), including many weekends away from home. I am able to make this commitment.

CANDIDATE'S UNDERTAKING

I have read the brochure and notes on the Fellowship and agree to the commitment required. I hereby agree to remain in the employment of for the duration of the Fellowship (subject to normal terms and conditions of employment), and attend all appointments made for me by SPAB during the course if my application is successful. I also agree to keep a daily record of my work on the course.

Signature	<input type="text"/>	Date	<input type="text"/>
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EMPLOYER'S UNDERTAKING

I have read the brochure and notes on the Fellowship.

On behalf of (employer), I hereby agree to undertake to continue to employ and honour any agreement reached over wages for duration on the Fellowship (subject to normal terms and conditions of employment). I also agree to release him or her entirely from work commitments during each of the three two-month phases of the Fellowship.

Signature	<input type="text"/>	Date	<input type="text"/>
Name (print)	<input type="text"/>		



Founding Committee 1986

Patrick Cormack MP Chairman, All Party Heritage Committee
Sir Jack Boles former Director General, The National Trust
John Bucknall SPAB Technical Panel **Peter Burman** Secretary, Cathedrals Advisory Commission & Council for the Care of Churches
Martin Drury Historic Buildings Secretary, The National Trust
Mary Giles Museums and Galleries Commission **The Duke of Grafton KG** Chairman, SPAB & Cathedrals Advisory Commission
Philip Hughes SPAB Technical Secretary **David Linford** Chairman, Linford Bridgemean Ltd **Brian Mymbery** Deputy Director, The Civic Trust **Maurice Mednoza** former Head of Ancient Monuments Directorate, Department of the Environment
Philip Venning Secretary SPAB **Gilbert Williams** Chairman SPAB Technical Panel **Peter Rumble** Chief Executive, Historic Buildings & Monuments Commission for England (English Heritage)

