



REFLECTIONS ON ROOFING

- Challenging Stereotypes
- Case Studies
- Information and Next Steps



WOMEN IN ROOFING

WOMEN IN ROOFING Directors



Livia Williams MBA FIoR

Langley UK, Head of Learning & Development
Co-founder and Director Women in Roofing
YouthBuild UK, Trustee
Institute of Roofing, Former Vice-Chairman

Livia has over 19 years' experience working in the construction industry. She has held several high-level, strategic business and charitable roles which have allowed her to have a significant impact in shaping the diversity, fairness and skills agenda in the roofing sector as well as promoting collaboration in its supply chain and across other construction sectors.

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Livia has a wealth of experience, knowledge and expertise in developing skills, career and training programmes which support employers with inclusive recruitment practices. She has led on several national, multi-million pound projects supporting roofing contractors to access training and qualifications and school students to access information and apprenticeships.



Denise Cherry MIoR

Co-founder and Director Women In Roofing
Group Training Officer, Yorkshire Independent Roof Training Group
Former Chairwoman of UK Roof Training Groups
Former Board Member of Roofing Industry Alliance

Denise has over 20 years' experience working in construction, in both the public and private sectors. She has held several highly strategic roles in the roofing industry and her work has focused on inspiring, educating and supporting a range of people from a variety of backgrounds into work and careers. With her valuable expertise on funding Denise led several projects,

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having a great impact on upskilling and qualifying the workforce, improving employability, apprenticeships, and helping firms to reap the tangible benefits of a diverse and inclusive workforce.

As a Training Officer, Denise assists over 100 companies with training and development activities, delivering training worth almost £350,000 over 2 years.



Dr Claire Griffiths
Editor at Roofing Today

ROOFING
TODAY

www.roofingtoday.co.uk

Foreword

The UK roofing sector has a lot to offer anyone thinking about a career in construction. The Construction Industry Training Board recently published research into how many roofing personnel there are in the sector and how many extra recruits will be needed. The Construction Skills Network report for 2018-2022 found that there are almost 46,000 roofing operatives currently in the sector and that over the next 5 years an extra 590 people will need to be brought into the industry each year just to keep pace with demand.

That there is a need for more skilled and qualified roofers then is clear. But what sort of rewards can you expect if you decide on a career in roofing?

Well, another study found that a roofer under 25 years old can expect to earn around £592 a week. While a more experienced roofer of 34-49 years old earns an average salary of around £42,000. Of course, many trained and qualified roofers go on to start

their own businesses – on average about seven years after they finish their training – and then the sky's the limit! There are many very successful, thriving roofing businesses across the UK, from the busy sole trader, to large, national contractors employing hundreds of people.

I hope, then, it's obvious that there are many opportunities for employment and significant earnings in UK roofing. But, what's it like to work in the UK roofing sector?

Firstly, you don't necessarily have to work on a roof - 'on the tools' - there are many jobs in roofing that will never involve setting foot on a ladder! A quick look on LinkedIn will show you that jobs in roofing companies range from specifying, estimating, purchasing, invoicing, organising work calendars, the workforce and training - through to management, customer relationships, quality control, marketing, bids and tender writing, and business development. Most include a

mixture of office-based work and site visits.

Of course, many of the people carrying out these roles have also worked on the tools. But, again, there's a huge variety of roofing disciplines and you can plan to specialise in one or several of them.

You might find that you develop an interest in heritage roofing, learning historical craftsmanship and conservation skills. Perhaps you have a passion for the environment and would want to become a specialist in sustainability and renewables, such as solar roofing or green or blue roofs. Or you might find that there's strong regional demand in your area for slate roofing or clay, or commercial metal roofing, or flat single-ply roofs. There really is a hugely exciting array of different specialities!

Yet, there's no two ways about it – UK roofing is a white, male-dominated sector. There are no official statistics about how many women or ethnically

diverse people there are in the sector. That's because there are too few for the Office for National Statistics to measure – less than 2% of the total workforce, which is even less than the 11% across the construction industry generally.

That's not to say there are no women or ethnically diverse people working in roofing. The sector is changing along with the rest of society. Diversity, inclusion and equality are already familiar principles in the sector, not least with the founding of Women in Roofing in 2015, which has done much to raise awareness and promote these values.

And that's why this booklet has been produced; to inspire and encourage everyone with an interest in roofing as a career, no matter what their background is. The people featured in this booklet show that there are no barriers to becoming part of the sector. In fact, there are plenty of people who will support you, help you and cheer you on! All you have to do is take the next step.



WOMEN IN ROOFING



Lynn Street

Sales and Marketing Manager at Midland Lead Ltd
Director of Women in Roofing

Lynn has been in the roofing industry for over 20 years. Working for both roofing manufacturers and distributors, she has experience with all aspects of the roofing supply chain from specification, manufacturing, contracting and supply.

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Experienced in sales and business development Lynn is also skilled in negotiation, budgeting, business planning, and customer relationship management. She is a strong marketing professional and graduated from the University of Derby.



Kate Whatley

Director of SPV Group Ltd
BA Hons Degree in Business Management & NEBOSH
Director of Women in Roofing
Vice Chair of the Institute of Roofing, Midlands Region

Kate Whatley is a founder of the SPV Group Ltd, specialists in roofing, cladding and building refurbishment. She is commercial director, holding overall responsibility for all administrative and financial aspects of the business, as well as sales, marketing, community liaison and business development.

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Kate is very passionate about her job and has held nearly every role in the business, learning from some inspiring individuals, and enjoying a rewarding and interesting career. SPV has been shortlisted and won several industry awards.



Abbie Glover

Apprentice at The Roofing Corporation Limited

With a keen interest in sport, Abbie Glover loves being active and outdoors and so, she says, roofing is a perfect fit for her.

Abbie, who is 19 years-old, originally had a job in retail when her friend told her about a roofing apprenticeship vacancy that had come up in the contractors that she worked for in the office. Abbie was really enthusiastic about the opportunity, but wanted to find out more. She tried out two taster days in roof slating and tiling at Leeds College of Building (LCB) to learn more about the skills and training that would be needed, and the job prospects in the longer term.

"Roofing is such a different environment to retail! It's outside and feels like there's more freedom. Everyone's friendly and there's no bickering!" says Abbie.

Taken on as a first-year apprentice at The Roofing Corporation Ltd in Swallow, Lincolnshire, Abbie starts at LCB in September 2018,

studying for a level 2 NVQ in Roof Slating and Tiling. The NVQ involves 20 weeks of training in college over 2 years. Travelling to Leeds on her training days will be a long and costly slog for Abbie, being a 150 mile round trip. "It would be easier if more colleges offered roofing and I could go to one nearer where I live", says Abbie, but fortunately, her training is sponsored by manufacturers, Langley Waterproofing Systems Ltd who are keen to see Abbie succeed as a female roofer.

Abbie is the first woman apprentice we've sponsored," explains Mark Dunn Head of Training at Langley. "We want to help females along the way and keep them interested and engaged. We don't want them to leave the industry for lack of support", he adds.

Langley is supporting Abbie and her employer, which is a Langley approved contractor,

by providing PPE, flat roofing tools and short training courses

On the job training

Apart from the days she will spend at college, Abbie's on-the-job training has often been by pairing with third year apprentices, Joe Turner and Jae Osborne, who are showing her the ropes. A typical day starts at 7am in the yard where Abbie helps to load up the truck with materials for the job they're working on. She takes a lunch break on site and finishes by 4.30pm. If it's raining, snowing or too windy to work on a roof, Abbie will be taught new skills in the company's workshop, such as slate cutting.

"It's hardest learning about all the different types of roofing The Roofing Corporation do", says Abbie. "It's not just slating and tiling, it's also flat roofing: GRP (fibreglass), and Reinforced Bituminous membrane (RBM), lead work

and heritage roofs. But to me, it's all really interesting and I'm enjoying it and working for Chris Miller, who is so knowledgeable, is great. I feel like I'm in the right place to learn all I can."

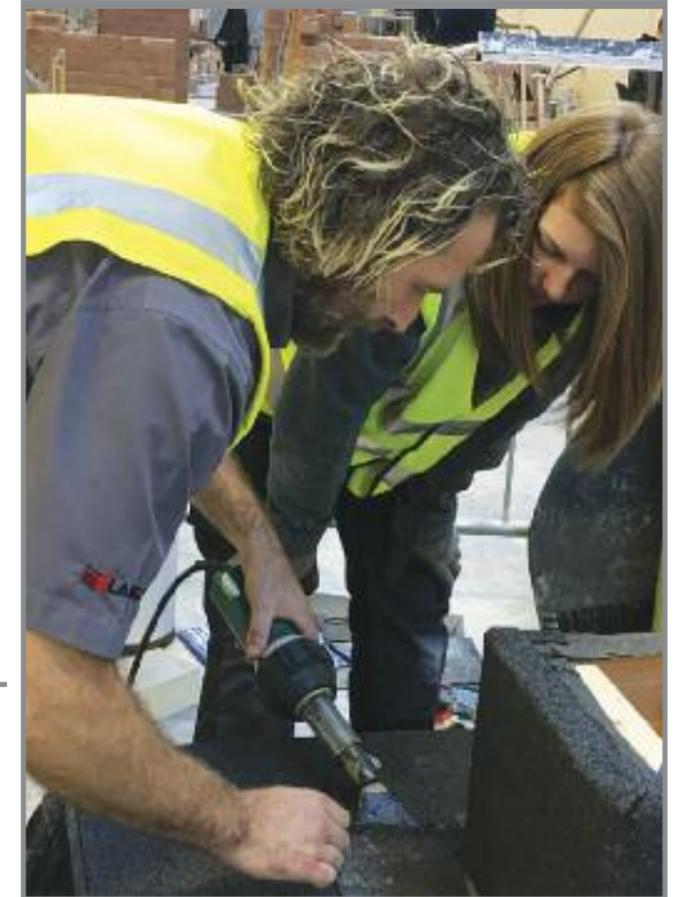
Abbie says she's had lots of comments from family and friends about her choice of career: "Most young girls don't think about roofing. I think if they did, there would be plenty who wanted to apply. Schools should do more to tell girls about careers in the trades and construction generally."

Without much information or encouragement, Abbie admits she was a little unnerved to begin with by the prospect of working in such a male-dominated industry: "I was put off by it being a group of lads at first. But they soon involved me in what they were doing and now I

"I was put off by it being a group of lads at first. But they soon involved me in what they were doing and now I think they prefer working with a girl as part of the team."

think they prefer working with a girl as part of the team. I've proved I'm just as strong as them and can carry as many tiles as them, so there's no problem there. The hardest part is keeping warm and coping with the weather. I wear lots of layers! Also, I'm really tired at the end of the day. I don't go out now after work in the week."

"It's worth it though," says Abbie. "I'm looking forward to learning more at LCB and being able to tackle more on my own without being shown. I'm also looking forward to the summer when it's a bit warmer to be working outdoors. I might even get a suntan!" she adds.



HOW TO FIND OUT MORE ABOUT ROOFING APPRENTICESHIPS

- Go online at www.citb.co.uk/bconstructive/
- Contact your local construction college
- Do a college apprenticeship taster day
- Do some work experience with a local roofing contractor



Simeone Johnson

Owner of SJ Roofing and Maintenance



All roofers have to get used to working at height. Even contractors mostly working on houses usually work two or three storeys high. But for Simeone Johnson, owner of SJ Roofing and Maintenance in North Sea-facing Scarborough, accessing the town's exposed three-, four-, or even five-storey properties is a regular occurrence.

"You definitely need a head for heights working in Scarborough!" jokes Simeone. "Sometimes, you have real problems getting access. It's a case of not losing your nerve and working out the safest way to do the job without it costing the client a fortune", he adds. Looking at the town's architecture of Victorian gothic-style turrets, dizzyingly high slate roofs and attic eeries perched precariously on Scarborough Bay's steep cliff sides, Simeone is probably downplaying the issue.

And that seems characteristic of this self-effacing, modest man. Simeone, 30, only

fleetingly mentions the tough start he had in life, which left him fending for himself at the age of just 15 years-old. He was forced to leave school in order to earn a living and got a job labouring for roofer, Andy Weir. "The wages were just £10 a day when I started and it was really physical work," says Simeone. "But I learnt a lot from Andy, it was good experience."

After a decade of labouring, Simeone decided he wanted to take work on for himself. "I always had a plan of what I wanted to do", he explains, "I didn't feel like the companies I worked for always cared about customers or outcomes. I thought there's no reason I can't run a roofing business too and do it better!"

"Customer satisfaction is important to me. It's hard work anyway, so why not put in that bit more extra effort and make

sure you do a great job? It's loads better having your own business! I feel free and don't have to rush jobs," he adds.

Simeone knew that getting qualifications would help his progress and saved to pay for his training. Already very experienced, he completed the Onsite Assessment and Training (OSAT) route to gain a level 2 NVQ in Roof Slating and Tiling, as well as specialist lead work training through the Yorkshire Independent Roof Training Group, which organised funding.

Even owning his own business, it's still hard work – Simeone describes his average working day as starting at sunrise and finishing at sunset – long days in the summer, but they're necessary to make up for the short winter days and times of bad weather when work is impossible. "You acclimatise to the cold and heat. You keep

going, although I don't like sweating in the summer doing heavy work, I prefer the cold", says Simeone.

On the plus side, all those sunrises and sunsets are beautiful to see, Simeone says. He also enjoys the diversity of people he meets in his job, working outdoors and the fact that his job keeps him fit.

But he knows roofing is not always easy for young people to get into: "I feel roofing is overlooked as a trade in construction. More promotion should be done, it's not offered in the same way as other trades. It can be hard to find out about and there's not a lot of information available. People don't realise how much goes into a roof. It's a very skilled job that you need to train for, but unless you come into it through a family business, it can be hard to know how to get your first job and training."

"I thought there's no reason I can't run a roofing business too and do it better!"

Now, with his own roofing business, Simeone has plenty of work mostly through word-of-mouth recommendations in Scarborough, and regularly works weekends to keep up with demand. "I'm happy to get enough work and maybe employ a few more people as I get older," says Simeone, who currently has one employee. "But, I'd like to take on more specialist, bespoke work too. I want to do the level 3 training at Leeds College of Building and take on more conservation work. I really enjoy my job, but I love doing the more challenging and creative work."

Simeone's inspiration is the roofer Matthew Timby of Timby Traditional Roofing who has specialised in heritage roofing and created many unique and imaginative designs in slate and lead. Simeone's enthusiasm for this kind of work is obvious when he describes his current job, restoring a long lead box gutter on a 17th century, grade II listed, Georgian home in Scarborough's Old Town.

"You don't know what you're going to find with these old buildings", Simeone recounts, "when we stripped back the old, leaking gutter much of the brickwork and timber needed replacing too. It can be hard telling clients they'll have to pay for the extra work, but once it's completed that lead work will last for years to come, and that's good to know: my work will probably still be there in a hundred years' time!"

HOW TO START YOUR OWN BUSINESS

- Gain plenty of work experience
- Get qualifications and training
- Build up your contacts
- Have a long-term plan
- Talk to your bank
- Get advice
www.gov.uk/browse/business



Lauren Pollitt

Roofer at Wythenshawe Community Housing Group



Lauren Pollitt is a member of that elite, but rare group of women of who are fully qualified roofers, working on the tools.

Part of a dedicated team of six roofers (one of three teams) at Wythenshawe Community Housing Group (WCHG), Lauren spends her working days re-roofing domestic properties as part of a 20 year programme using mainly Redland's Mockbond and mini Stonewold concrete tiles.

So what has inspired this 28-year-old woman to become a roofer?

"I actually started in the office as an admin assistant in the Human Resources department at Wythenshawe Community Housing Group", explains Lauren. "Then a job vacancy came up for a roofer's labourer. I loved the idea of working outdoors and being active. I've always been into sports and I like to keep fit so I decided to apply and give it a go."

Lauren was successfully appointed to a 6 month contract as a labourer, which was then extended to 12 months. Lauren said "On my second day on site, the site supervisor took me aside and demonstrated some leadwork he was doing. That was it, I was hooked!"

After being offered a permanent job, Lauren

organised training from the Yorkshire Independent Roof Training Group and the Roofing Industry Alliance, to fast track her roof training through the OSAT route, which meant she was taught and assessed onsite by a qualified assessor.

Lauren's acceptance as part of an otherwise all-male team hasn't all been plain sailing: "When I first started the lads thought I must be a plant. It wasn't just that I am a woman, but that I'd started in Human Resources – they thought it must be like in Undercover Bosses where you're sent to spy on the workers!" says Lauren.

"I had to prove myself – but it's no different for a man, you still have to do that. The first day I joined the team I was put on picking up nails into a bucket, the second day I was setting up the ladders. It wasn't until the third day I was allowed on the tools," Lauren recalls. "They were shocked that I could climb a ladder as fast as them – I'm

quite competitive! I can knock in a nail in one hit, just like them; I can carry as many tiles as them. I work hard," she adds.

You're that girl we see on the roof

"Now, they are a big part of why I love the job. Working in teams, they get me through the day, they make each day different. When you're tired at the end of the day, you're freezing, your fingers are numb, they keep you going.. I'm accepted now and get asked down the pub with them at the end of the week. We have a laugh. I give as much banter back as I get, but I'm pretty easy-going, we talk about all sorts. They confide in me, share their secrets and I give them relationship advice!" Lauren says.

Lauren might now be accepted by the team, but she still has to deal with the attitudes of the wider industry. She recounts the time when a delivery driver

was dropping off a load of materials. She went to help unload them until the driver stopped her, saying she couldn't do it because she's a girl. "You have to be tough sometimes", Lauren says. "I told him, this is my job and you're not stopping me doing it. I just got on with it."

"You get lots of comments in summer, when you're not hidden by all of your kit. People drive past and slow down to stare at me. They come out of the houses we're working on sometimes and ask me about my job. Even at the weekend I get people coming up to me saying 'you're that girl we see on the roof'."

But perhaps attitudes are changing in the younger generations. For Lauren's two children, who are 8 and 10 years old, the fact that their mum is often recognised on a local roof is a source of pride. "They think I'm the cool mum," Lauren says. "I was working on the same road as their primary

"They think I'm the cool mum - the little boys think I'm indestructible!"

school not long ago and they got lots of comments from their schoolmates. The little boys think I'm indestructible!"

"For them, it is quite hard. As roofers we do condensed days, starting at 7.30am working until 5pm, Monday to Thursday. The school's breakfast club doesn't open until 7.30am so it means I have to start half an hour later every day. I make the time up with an extra day a month, but still the girls are up and out early. I think the sacrifice is worth it though. It teaches them a good work ethic, they see me working hard and getting on," says Lauren, who is now aspiring to promotion as a qualified roofer with WCHG.

Lauren's unsure whether either of her daughters would follow

her into roofing. She's been into her children's school to explain what the role of a roofer entails, and encourages the girls, as much as the boys, to consider it as a career. From Lauren's point of view, it is the lack of visibility that holds girls back from going into roofing. "I think roofing needs to be advertised as an apprenticeship option much

and sheer gumption that Lauren possesses that has helped her: "I was going to ask around before I did this interview; you know, survey what other people think of me as a woman in roofing", she says. "But then I thought, what's the point? I don't care what they think. I love roofing and I want to stay in it!"



HOW TO BECOME A ROOFER

- Get trained and qualified
- Look for job vacancies online
- Look at roofing contractors' websites
- Send your CV to local roofing firms
- Tell contacts, friends and family you're looking for a roofing job

more. I wasn't aware that there was a skill shortage, or how to go about finding a company that would take me on as an apprentice."

"Another problem for women in roofing is the workwear; it's all designed for bigger men. It's really important to have kit, such as gloves, that fit properly to do the job," Lauren says.

"Yet I know more women would do really well and succeed in roofing and love it," Lauren adds. "Most women like to keep in shape - roofing offers a very healthy lifestyle – you end up doing more than your 15,000 steps a day!"

Like many women breaking into male-dominated industries, it is the enthusiasm, determination



Lucy Hill

Managing Director at R L Lovatt Limited



What strikes you about the managing director of roofing business, R L Lovatt Ltd, when you first meet, is her energy and vibrancy. Lucy Hill has a no-nonsense, get-things-done air about her, notwithstanding that she had a baby only five weeks before our interview.

And that's a first impression that Lucy, 28, has had reason to develop in the last 4 years, as the head of the Bury-based roofing firm. Overseeing a workforce of 70 roofers, dealing with roofing contracts valued in the millions, Lucy has had to earn the respect of her work colleagues: "It's been the hardest part of being a woman in a male-dominated industry", Lucy explains. "The men assume you know very little about roofing. As time goes on, they realise they shouldn't underestimate me."

Lucy found her way into roofing through accountancy. After A-levels she trained to level 3 in accountancy and then was faced with a decision. Should she pursue a career in accountancy or join the family roofing firm? Lucy had always helped her Mum in the office and enjoyed it, so eventually decided to commit to the family business. "I just knew I could push the business a step

further. Lovatt's has been passed down four generations. I knew I could take it to the next level and business is now booming."

Since October 2014, when there was a change of shareholders and Lucy became managing director, the business has not only doubled its workforce, but also doubled its turnover. Lovatt's has taken on many apprentices, three of them this year. Under Lucy's leadership, the business has also extended its range of roofing skills, from originally offering mainly pitched roofing, to now being qualified as approved contractors for Protan membranes on flat and green roofs, for Polyroof in liquid applied roofing and undertaking new build and repair and maintenance contracts for schools, housing associations, letting agents and local councils. Boosting the skill set of the business means that Lucy can now increase the number of tender opportunities the company can bid for.

"Generally, the new business we have won has been because we can offer the whole package. A letting agent or school will usually have a mix of roof types and they want a roofing company that can repair or re-roof them all to a high standard."

It's not only spotting new opportunities for the business that takes up Lucy's time. Her working day can include completing PQQs for tenders, buying in materials and negotiating prices, doing accounts, wages, planning the company's calendar of work and allocating staff, developing and organising training, including looking after the apprentices and making sure they are progressing.

Along with all that, Lucy is planning for the future too. "We currently do a lot of new build work," says Lucy, "and this area of work is booming at the moment. So, from next year, I'm setting up a dedicated new build section, with a manager in

charge. We're also hoping to extend the services we offer for R&M work to a 24 hour call out service so that we can respond quickly when it's needed."

That's all meant learning a lot about new areas of work for Lucy, areas that she wishes she'd been able to gain some insight into at school: "I'd like to have learnt more about how businesses function at school. It would have been great to have learned more about how the construction industry works and the exciting opportunities available, not just for boys, but for girls."

"If I could say anything to girls at school, it would be don't presume that just because it's a male-dominated job, that you can't be successful; you can!"

It's often said that role models for people in industries where they are under-represented are really important. For Lucy, she looks to another managing director of a North West-based roofing business, Sheila

"If I could say anything to girls at school, it would be don't presume that just because it's a male-dominated job, that you can't be successful; you can!"

Swindells. Sheila took over W. Swindells & Son when her husband William died in 1983. Up until that point, Sheila had been a housewife looking after their two children, Diane and John who were 8 and 10 years old at the time. With the help of her loyal staff, Sheila learnt the trade, keeping the finances on track and making sure the work was done. "I did it for my children," says Sheila. "The company had been in existence



since 1885, passed through the generations of my husband's family. I was determined that the opportunity would be there for my children if they wanted it when they grew up." And both children, now adults, are indeed part of the thriving St Helens' business. Meeting Sheila a few years ago on a Marley Eternit trip, Lucy was impressed by the sheer determination Sheila possessed to continue the business and make it succeed.

And now Lucy has a similar motivation, to ensure that RL Lovatt's continues to grow and prosper and possibly be passed on, in time, to her baby daughter, the fifth generation of her family.

RUNNING YOUR OWN BUSINESS

- Look for role models that will inspire and possibly mentor you
- Believe in your own success!
- Learn all you can about every role in your business
- Build your customer base and contacts
- Find out about how the industry works



Vicki Wilkinson & Chloe Guy

Director and apprentice at Templar Roofing Ltd



spent three months labouring: “I’d rather do something outdoors,” says Chloe. “It is physically demanding, but I just get stuck in. I don’t want the lads to not want to work with me, so I make sure to do my bit. Thankfully we use hoists on the bigger jobs anyway, so I don’t think not being as strong as the men is an issue,” she adds.

some provided by the roof trade associations to broaden her experience. Just as Vicki intends to take the reins of the business from her father, Chloe has been shadowing the company’s current supervisor, and sees her future in a similar role. Between them, Vicki and Chloe look set to prove a formidable sister act indeed.



Sisters, Vicki Wilkinson and Chloe Guy are women on a mission! They’re preparing as the next generation to take on family-firm, Templar Roofing based in Wakefield, West Yorkshire.

Vicki is already a director of the firm and has gained massive experience in the business’s back office functions, but now she is getting up to speed with the hands-on aspects of roofing before she takes over the reins from her father, Martin Adwick who is planning to move towards retirement in the next few years.

As a director, Vicki knows that she has to prove her knowledge of roofing to the company’s workforce: “The buck will stop with me when I’m in charge”, says Vicki. “When we get a job, I need to know if there’s something wrong, I need to be able to spot any mistakes and make sure they’re put right before we hand over to the client. The workforce have to know that I know my stuff and will keep driving up quality!”

Vicki’s father, Martin set up the business 5 years ago, when he was made redundant, after

notching up more than 30 years’ roofing experience. The company specialises in commercial and industrial roofs, mostly flat roofing, and Vicki puts its success down to the quality of relationships they’ve built up with clients, contractors and suppliers.

It’s the first time I’ve done it solo

Templar Roofing’s latest job, roofing the new £3.8 million Visitor Centre at the Yorkshire Sculpture Park as sub-contractors of William Birch Construction, has given Vicki the opportunity to see a project through from start to finish. She measured and priced the roof, selected the materials that would be used, negotiated prices, ordered and purchased them – and then oversaw the project. “It’s the first time I’ve done it solo,” says Vicki. “The roofing details are a challenge, working out the best way to

approach them and coming up with the best solution, but I think it’s all clicking into place and I’m getting to grips with all the various materials, not to mention roofer’s jargon!”

Her background working in the accounting centre of wholesale, national publication distributor’s Smiths News is particularly useful organising the business: estimating jobs, doing the wages, sending out and chasing invoices and setting up new jobs, timing them with the weather and schedules – especially important – in order to avoid delay penalties.

As Vicki continues learning the ropes, she is focusing on cementing relationships as the key to maintaining the business: “Most customers know who I am now. I have established relationships with them and learnt as much as I can about their businesses, and what makes them tick. It all helps in achieving excellent

customer service and to keep our own business running smoothly.”

Vicki has also worked as a Construction Ambassador in recent months, going into schools to speak to students about a career in the UK roofing sector. She says, “The children ask what the conditions are like. A lot of them think it must be hard for women. I tell them that’s not the case and try to get a few examples of women in different job roles across, so that they know there are lot of opportunities for both boys and girls.”

Currently specialists in flat roofing, Vicki’s plans are to steer the company into offering pitched roofing too over the next few years. She looks forward to continuing the family business and becoming a safe pair of hands for her father to entrust it to, alongside her sister Chloe.

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The plan is for Chloe to specialise in supervising the hands-on roofing work of the business. She has already

For Chloe, it’s the team spirit and her acceptance as part of the team that she really appreciates about the job so far. “The lads look after you. We all co-operate and work as a team and have a joke together. I love the banter, it’s all really good-humoured and helps you get through the day.”

Now Chloe is beginning a two-year apprenticeship at a CITB centre, where she will do blocks of studying and practical learning, in between working, to gain a NVQ level 2 in Flat Roofing. She is also attending as many specialist short courses as she can, some with manufacturers and

TAKING OVER THE FAMILY BUSINESS

- Plan ahead
- Learn all you can about your business’s offer
- Know your customers and what makes them tick
- Gain a thorough knowledge of the business’s finances
- Take it step by step



The Maureen Johnson Rising Star Award

A new award for young people aged 25 or under working in the roofing sector has been launched in 2018 by Women in Roofing, called the Maureen Johnson Rising Star Award.

This annual award has been launched in tribute to Maureen Johnson who sadly passed away in 2017. Maureen was well-known and widely-respected as the director of

Weatherproof Asphalt Ltd, a board member of CITB and chairwoman of the London Roofing Training Group.

At a time when it was very unusual for a woman to be a leader in construction, Maureen Johnson trailblazed equality and inclusivity in the 1980s roofing sector, earning for herself the fond sobriquet of 'The Fairy Godmother of Roofing'.



The Rising Star Award is for those whose record reflects ongoing and exceptional growth and increased levels of leadership and responsibility.

To find out more and nominate a candidate for the Rising Star Award visit Women in Roofing at www.winr.org.uk.

The 2018 Nominees...

Sara-Mae Jordan – Apprentice Slater

Sara-Mae has worked on conservation projects from day one.

Her first job was to work away from home for 10 weeks on a Grade I listed Long House on Dartmoor. This involved Sara-Mae being involved with research on how the roof was originally laid, as the slating was removed approx 70 years ago. She learnt how to lay the roof to 3 1/2 pin and regional, traditional detailing. Since then she has worked on listed places of worship across the country, stately homes and a listed Victorian coach house in Wales. She has also learnt

how to lay slating to thirds and vernacular valleys.

She has completed 'Pre-1919 Working on Conservation & Restoration' projects and attended various workshops looking at timber roof details and the repair of sash windows. She has also recorded vernacular roofs.

Sara-Mae helps to deliver training and works on a school programme to present an introduction to slating element to year 10 and 11 school children. She also delivered training on slating on a course for Historic England.



The 2018 Nominees...

Abigail Mormone – Estimating and Supply Chain Control M&J Group

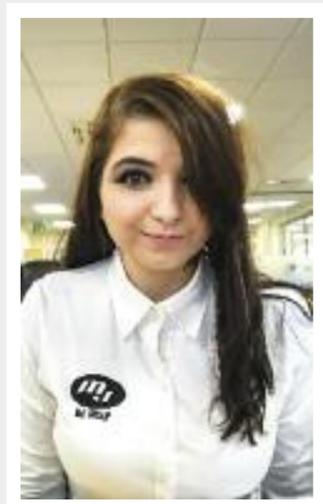
Without too much in the way of formal training, Abbi joined M&J Group in December 2016 as a telephone receptionist.

Abbi was taken on in a junior role, but she has used her own initiative, observed what is going on around her, volunteered to take on more responsibility, and then approached the company directors with such professionalism that she could not fail to be noticed and fast-

tracked through the business. She now works in the Estimating department directly assisting both the Head of Estimating and Head Buyer (who in turn oversee a department of almost 30 estimators and surveyors). Abi has become an integral part of this and whilst now undertaking formal estimator training, she is invited into senior management meetings to present on specific subjects.

Her supply chain knowledge and the database she created initially for herself, has become a cornerstone of the Group's efforts, particularly in M&J's recent CIF assistance to over 130 academies.

M&J have no doubt that she will not be satisfied for long as an estimator and as her knowledge and confidence grows, they say their challenge and aim is to keep her at the M&J Group, and provide the career path that she so clearly wants and deserves.



Holly Morton-Parker – Senior Sales Administrator Proteus Waterproofing

Holly started working in the roofing industry, at flat roofing manufacturer, Proteus Waterproofing in June 2015.

Holly has completed her Level 2 Business Administration Apprenticeship, and her role progressed to that of Sales Administrator. She is now undertaking a Level 3 Leadership and Management Apprenticeship, is the Senior Sales Administrator and leads a team of three.

Holly has developed her knowledge, ability and confidence immeasurably since she started at Proteus and is an integral part of the team, trusted to carry out whatever is asked of her in an efficient manner.

The challenges Holly has faced include the requirement to learn, at a technical level, about the company's full range of liquid flat roofing products and bituminous membranes. She has had to develop an understanding of the build-up of roofs, the broad concepts of roof design, compliance with Building Regulations and the skills needed to carry out complex calculations.

Furthermore, she has had to develop a strong administrative skill set, excellent customer service skills, and an intimate working knowledge of the firm's bespoke order processing and finance system; all from a starting point of absolutely no work experience.



Proteus says they suspect Holly has found being not only the youngest member of the team that she leads, but also the youngest member of the office staff overall to be her greatest challenge to date.

The attribute that sets Holly apart from others, more than any other, is her attitude to her own learning and development; her eagerness to always know more, to push harder, and to take on more responsibility. She is fearless!



WOMEN IN ROOFING

NEXT STEPS

Go Construct

<https://www.goconstruct.org/>

This excellent website gives a whole range of information for people looking to enter the construction industry, together with information for employers.

GoConstruct also run the Construction Ambassador Programme, where trained Ambassadors are matched to event requests from schools and other organisations promoting jobs in construction.



Built Environment Skills in Schools

<http://www.beskillsinschools.co.uk>

This site is an excellent resource for those seeking to promote the Built Environment with schools. Advice and tools are freely available including a video of 99 low cost ways to engage with schools.

<http://bit.ly/2H7r1LJ>



CITB

www.citb.co.uk

The Construction Industry Training Board (CITB) website offers a wealth of information about construction companies, and includes details of apprenticeships on offer and how to apply for them.



Bconstructive

www.citb.co.uk/bconstructive/

This CITB BConstructive website has lots of useful information about becoming an apprentice in any construction trade.



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