

# Scaffolding Insider

NEWS | FEATURES | COMMERCIAL | HEALTH & SAFETY

MARCH 2024

## KINGS OF THE CASTLES

Restoration after nearly a thousand years

### TRAILBLAZERS

Two women leading the way

### SCAFFEX24

Three events: one big day

# SCAFFOLDING & ACCESS EXPO | 2024



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## Schedule:

- ◆ 8:00am – 4:00pm EXPO **FREE**
- ◆ 9:00am – 4:30pm CONFERENCE **FREE**
- ◆ 6:30pm – 01:00am BALL & AWARDS

## SPONSORS AND EXHIBITORS 2024



## From the Editor

The construction industry is in an interesting phase at the moment, and of course the scaffolding and access sector is feeling the impact. While construction activity in some areas is on the up, housebuilding in particular has slowed down dramatically. Meanwhile, latest figures show that the sector as a whole is short of skilled workers, and NASC members themselves have reported that recruiting skilled workers is a real challenge right now.

In our feature on apprenticeships on page 7, we hear how one company believes that being committed to taking on apprentices is the only commercially-sound way of ensuring that it has the right people with the right skills to take the business forward.

It's not always that simple, of course, with quite a variation in availability of high quality college courses and good candidates. With a view to helping members recruit well more broadly, NASC is in the process of launching its new Talent Solutions which are designed to present members with all the tools they need to recruit quickly, efficiently and well. There's a webinar all about this new offer from NASC – see page 14 for more details.

Recruiting the right people is being made even more challenging than it needs to be thanks to such a low level of recruitment of women into the sector. Excluding half the population seems a strange way to maximise talent acquisition. But there are some shining lights in the industry who are leading the way and we talk to a couple of them in our feature on page 15. Pulling more women into the sector is a complex and multi-faceted issue but one thing is for sure – if girls can't see women in these roles, then there's very little chance that it will seem like a possible career. It is up to everyone to take the bold steps needed to demonstrate that scaffolding can be a career for everyone.

Our cover story this month looks at two fascinating projects as two NASC members help with the restoration of ancient Welsh castles: Caerphilly Castle and Coity Castle. The scaffolding and access sector has such incredible breadth when it comes to the projects it is involved in, and such brilliant specialists delivering their highly skilled services. I love reading about these projects, as do our readers, so if you have a project you're particularly proud of, please do email in.

There's much more news to read and also the latest information on Scaffex24, which will bring three brilliant events together on one big day: a conference, an exhibition and the gala dinner and awards. Read more on p12 and get your tickets booked as soon as you can. It's in the beautiful city of Belfast, a short hop over the water and probably a lot quicker to get to than many other UK destinations.



I hope you enjoy the issue.

**Nick Campion**  
Editor

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# NFB FORMALLY ENDORSES NASC MEMBERSHIP STANDARDS

Following a comprehensive review of NASC’s Membership Charter and audit process, National Federation of Builders (NFB) now endorses NASC membership standards. NASC members are regularly audited to ensure that the operations of the contracting scaffolding or access business are sound, and also that the yard and site operations are of the highest standard.

Clive Dickin, CEO of NASC, commented: *“For almost 80 years, NASC has published highly respected guidance, and audited its members against that guidance, with proven results published in the annual safety report. NFB has now formally recognised this, and now endorses these standards and encourages its members to prescribe the most recognised and tested standards for scaffolding and access.”*

NFB is committed to improving standards across the construction industry and this endorsement builds on their work. In an exchange of letters, NFB has confirmed that it is *‘confident that NASC offers the highest standards in scaffolding and access across several areas, not least safety, and that using NASC contracting members is in the best interests of the builders, contractors, and house builders it represents’.*

Richard Beresford, Chief Executive of NFB, commented: *“We are pleased to be supporting a trade body that adopts a clear, open, and transparent approach to its rigorous membership standards. We are committed to helping ensure that NFB members, and the industry at large, reduce the risks for all working on a construction site and following our review of NASC’s processes, procedures and gold-standard technical and safety guidance, we are confident that using*



Richard Beresford

*a NASC member will do just that. Just as we ask clients to trust in the NFB Standard, so we are pleased to trust in the NASC standard.”*

NFB and NASC will work closely to promote good scaffolding and access procurement and use in the coming months, ensuring clients, principal contractors and their supply chain are fully appraised of the risk of working at height and how to mitigate this using quality suppliers.

**Just a sample of the 1400 NFB members that now endorse NASC standards...**



- R G Carter Construction Limited
- McLaren Construction Ltd
- Deeley Group Ltd
- Henry Boot Construction Limited
- John Turner Construction Group Ltd
- EQUANS Regeneration Limited
- Simpson (York) Ltd
- C G Fry & Son Ltd
- J S Bloor (Services) Ltd
- Meldrum Construction Services Group Ltd

## Palmers handed first investment

The British Business Bank has unveiled a landmark £500,000 debt finance deal from its £130 million Investment Fund for Wales, injecting vital capital into Deeside scaffolding firm Palmers.

The Investment Fund for Wales was established to enhance the availability of early-stage finance for small and medium-sized enterprises (SMEs) throughout Wales. The fund aims to drive sustainable economic growth by supporting innovation and creating local opportunities for new and growing businesses across Wales.

Palmers Scaffolding calls itself one of the oldest scaffolding companies in the UK, with a rich history dating back to its formation in 1888. With well over 200 employees, Palmers has consistently been ranked among the top 10 UK scaffolding contractors. The firm has seen a steady increase in turnover, from £12 million in 2020 to £23 million in 2023, and is on track to reach £31 million in 2024.

The company plays a crucial role in major infrastructure projects across the country, including the £32 billion Hinkley Point C



(left to right): Dave Tindall, senior investment manager, British Business Bank; Rhodri Evans, fund manager at FW Capital; Michael Carr, chief executive of Palmers Scaffolding

Nuclear Power Station project in the South West and various high-profile industrial and construction contracts in the North East and London. Michael Carr, CEO of Palmers, said, *“Large infrastructure projects like those at Hinkley Point are our lifeblood, but we needed a significant amount of working capital for us to bring together everything we needed once we were brought on by the BYLOR Joint Venture to take part in the construction.*

*“We’re really pleased that we got the support needed from the Investment Fund for Wales and FW Capital, meaning we could hit the ground running with the project and bring our expertise to bear on what is one of the biggest projects of its type ongoing in the UK right now.”*

# Liddiard tackles high security refurb



Liddiard Scaffolding Ltd, based in Petersfield, is erecting the scaffolding necessary for the refurbishment of BAE Systems' Broad Oak facility in Portsmouth. The meticulous renovation of an office complex which houses government and defence operations brings stringent security measures and complex operational requirements.

The company is facilitating safe access for window replacements, internal refurbishments, and the installation of a temporary roof for weather protection during roof surface replacement.

The project is large scale, with a building perimeter stretching 138 metres and ten lifts installed. Sections of the scaffold reached up to 35 metres, going through the warehouse roof, necessitating meticulous planning to ensure structural integrity and safety.

## New pay rates announced

The Construction Industry Joint Council (CIJC) has announced the new pay rates applicable from 1 April 2024. These changes have been made to reflect the changes in the levels and qualification ages for the National Minimum Wage and the National Living Wage.

The rates see the basic rates of pay range from £446.16 per 39-hour week for a General Operative to £572.52 for the Craft Rate. Apprentice rates are between £257.40 in Year 1 to £572.52 on completion of apprenticeship with NVQ2.

Employers should note that if an apprentice is in the second or final year of training and aged between 19 and 20 then the National Minimum Wage must apply. For apprentices aged 21 and over and in the second or final year of training the National Living Wage must apply. These are enforceable by HMRC. From 1 April 2024 the National Minimum Wage for apprentices aged 19 to 20 is £8.60 per hour and the National Living Wage for someone aged 21 and over is £11.44 per hour.

## Build cost inflation flattens for Taylor Wimpey

Taylor Wimpey, the country's second biggest housebuilder, has seen build cost inflation almost disappear so far this year.

The firm said the prevailing underlying annualised build cost inflation on new tenders was now running at 1%. This, they said, had then been pinned down to zero when taking into account savings arising from their value improvement programme. This compares to underlying build cost inflation in 2023 of 8.5%.

Announcing year-end results that saw operating profits halve, Chief Executive Jennie Daly said: "During 2023, we continued to focus on using the levers within our control to reduce cost, including retendering of site phases and a full review of specification to identify savings without impacting health and safety, quality or customer satisfaction."

"Driving increased operating efficiency, cost savings and value improvement will remain a key focus for our business, but we will also continue to invest in areas that matter for the long-term success and sustainability of the business to ensure we are poised for growth from 2025, assuming a supportive market."



Jennie Daly

The firm predicted UK completions this year would be 9,500-10,000 homes - down from last year at 10,848, and 2022 when there were 14,154.

**Taylor  
Wimpey**

## RAAC relocation in Aberdeen

Hundreds of people living in council housing in Aberdeen are being told to leave their homes because they contain reinforced autoclaved aerated concrete (RAAC) panels. The city council is writing to tenants after a structural engineer's report recommended they be relocated because of fears the concrete panels could fail.

Last year, a survey of thousands of homes in the city found RAAC panels in around 500 homes in the city's Balnagask area. Officers are currently exploring options for the long-term viability for the site, which include remedial works or demolition. Councillors have just accepted a recommendation from council officers that tenants be permanently rehomed.



## BT Tower to be converted

A revolving restaurant could reopen in the Grade II-listed BT Tower after it is converted into a hotel following hotel giant MCR's purchase of the building from BT Group for £270 million.

The 177-metre tall structure, originally called the Post Office Tower, was completed in 1964 and was London's tallest building until 1980. A further section of aerial rigging brought the total height to 189 metres. The tower was covered in microwave aerials that carried communications across the UK and also housed a rotating restaurant with panoramic views across London.

Technological changes have gradually rendered the tower's original role in Britain's telecommunications network obsolete. Its microwave aerials were removed more than a decade ago.

## New measures to tackle CIS fraud

In a bid to root out widespread fraud within the Construction Industry Scheme (CIS), the government has announced stringent measures set to take effect from next month.

This ambitious crackdown aims to close a £300 million loophole exploited by organised crime gangs. The 'gross payment status' provision under CIS is at the heart of the issue, allowing subcontractors to bypass tax deductions at source. While this facilitates cashflow for legitimate businesses, it has also created fertile ground for criminal activity. Gangs have exploited this system by submitting fake invoices and channelling money through intricate subcontractor chains, resulting in millions in unpaid VAT and CIS deductions.

To combat this, the government has mandated VAT compliance for obtaining or retaining gross payment status. This requires subcontractors to demonstrate adherence to VAT regulations, making it increasingly challenging for fraudsters to operate. NASC will issue guidance to members to ensure they adhere to these new measures.

### N.I. construction costs soar

The cost of Northern Ireland's biggest construction projects has soared by £2.45bn. The anticipated cost of 77 capital projects has reached a combined £8.08bn, up 44 per cent from the £5.63bn they were priced at in 2019, according to a report by the Northern Ireland Audit Office (NIAO).

### Stewart Milne Group owed contractors £153m

The Stewart Milne Group collapsed last month owing suppliers and subcontractors £153m. The housebuilder also owed the Bank of Scotland £107.9m. Administrator Teneo said so far 1,375 unsecured creditors had come forward but more are expected despite little chance of them seeing any of their money.

### Kier returns to FTSE

Kier Group has returned to the FTSE 250 Index after a five-year absence. London Stock Exchange indices producer FTSE Russell announced on 28 February that the contractor would re-enter its list on 18 March after the implementation of its next review. Companies in the FTSE 250 are measured by market capitalisation.

### Two scaffolding companies go

London-based BCM Scaffolding Services Ltd and Bristol's Scaffteq West Ltd have fallen into administration. Collectively employing over 100 people, these two firms were part of the Saferise Scaffolding Group. It is believed that the companies' financial difficulties were due to the withdrawal of support from their finance company.

## NG Bailey chief retires

NG Bailey Chief Executive Officer David Hurcomb has announced his retirement after 14 years at the helm. He will retire in May and be replaced by Jonathan Stockton, who has held several senior roles including Chief Financial Officer and Chief Operating Officer.

Hurcomb said: "It has been a huge honour to have played my part during my time as Chief Executive in the ongoing success of what is a truly fantastic family-owned business.

"I am immensely proud of the many remarkable highlights and achievements there have been over the years, and it has been a pleasure to have worked with so many talented colleagues."

# THE VALUE OF APPRENTICESHIPS

You wouldn't have to speak to many scaffolding company bosses before you heard about the challenges they face regarding apprenticeships at the moment. Whether it's uncertainty about maintaining incoming work in order to support apprentices, access to apprenticeships and colleges to work with, limited courses with sector-specific knowledge, or simply the perception that apprenticeships are more trouble than they're worth, there are very mixed feelings out there. In construction as a whole, there has been a 5% decrease in apprenticeship uptake in the last 12 months – and this is in an industry that is already crying out for skilled workers.

Scaffolding Insider asked Emma Lunnun, Training & Recruitment Manager, Connect Scaffolding, why the company continues to take on so many apprentices. She commented: *"Long-term, it's just a commercially wise decision – it's much better to take on an apprentice and help them grow within the business instead of making expensive recruitments later. You also then gain loyal employees who understand the company, its values, its processes and so on. Our successes tend to be home-grown. Apprentices are the future of the company – for example, we have people who did their apprenticeships six or seven years ago who are now managing sites. We want to invest in people's careers from the start."*

Connect Scaffolding has 25 apprentices. Emma says it was a bit harder to recruit for a while, especially after colleges were shut during Covid – and then having to deal with the complications of getting existing stalled apprentices through – but things are improving now. She adds: *"Something new for us is employing more people with CSCS green cards, so they have a bit of site experience and already know that this is the kind of industry they want to be involved in."*

Regarding recruitment, Emma says there is still a lack of understanding among parents and children regarding just what the scaffolding industry can offer. *"We are trying to change minds and show children some of our amazing projects, explaining how it's a good, long-term career with good money and that scaffolders will always be needed. It's professional, skilled and well trained. The kids are often surprised to learn all this."*



Jack Kirkcaldy

One young apprentice who has taken his opportunity in both hands is Jack Kirkcaldy from i-Scaff Access Solutions Ltd. Ross Brown, the director of i-Scaff, was doing some voluntary painting works at a local YMCA building when Jack approached and asked if he could help as he was out of work due to Covid. Ross was

impressed by his work ethic and his eye for detail and after the day, they swapped numbers.

Jack found some work in an Amazon warehouse but after a couple of months, Ross got back in touch and asked him if he would like to join i-Scaff. Jack says: *"He called on the Friday and I quit Amazon on the spot and began with i-Scaff on the*

*Monday. After six to eight months labouring, they asked if I wanted to do the apprenticeship and of course I said yes."*

That was two and a half years ago and Jack is very happy at the company and in the industry. He comments: *"I'd heard about scaffolding but I didn't think it was something I'd ever get into – but speaking to Ross made me sit up and take notice. It's a physical job, can be outside or inside, you get to travel, the pay's decent... and that's exactly how it's worked out. I've enjoyed the work and also the problem-solving and overcoming challenges. The books definitely help but you're always learning on every job."*

*"When I left school, I knew I'd not want to be sat behind a desk all day, and I really like the physical aspect of the job. The craic with the lads is great too, and everyone at i-Scaff is willing to help and teach you. So long as I'm fit, I'll keep going."*



***"Long-term, it's just a commercially wise decision – it's much better to take on an apprentice and help them grow within the business instead of making expensive recruitments later."***

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# SCAFFOLDING WALES' GREATEST CASTLES

## - a thousand years on

By Phil Royle

From the eleventh to fifteenth century, when the majority of Welsh castles were constructed (either by Norman invaders or English monarchs), to now up to a thousand years later in 2024, scaffolding – in one form or another – has played a crucial role in these unique historic buildings.

During the construction of medieval castles, scaffolding was essential for building tall walls, towers and other structures. TG20 and modular systems were a few centuries away, so it was rudimentary wooden scaffold structures that were erected around the castle perimeter to provide access for workers and materials.

Nowadays, things are a bit different. Gone is the oak, elm, ash and birch and in comes the steel, bespoke, CAD-designed, 3D drawing backed, NASC compliant scaffolding, being skilfully erected to maintain and repair these wonderful Welsh icons of a bygone era.

As you might expect – and judging by how many fall into rack and ruin – these ancient monuments require regular, eye-wateringly expensive maintenance and repair work to turn back the time on weathering, wind damage and of course ancient conflict damage itself.

Scaffolding these days is erected to provide safe access to facilitate maintenance tasks such as repointing stonework, replacing damaged stones and repairing roofs – often done under the luxury of a temporary roof for weather protection from the infamous Welsh elements.



The pillaging and siege warfare might be over for these castles but the fight continues – against the passing of time, the elements and even the heavy footprint of the tourists who pay in their droves to go around them.

Conservation teams from Cadw, the Welsh Government's historic environment service, and organisations across Wales call on high-quality scaffolders to erect safe scaffolds to access every part of the structure safely, allowing for repairs, cleaning, and preservation efforts, while keeping the public safe in the process.

Below we can see a couple of lovely examples of recent NASC members storming these Welsh castles with their scaffolding structures fit for a king!

## Spartan Scaffolding, Caerphilly Castle

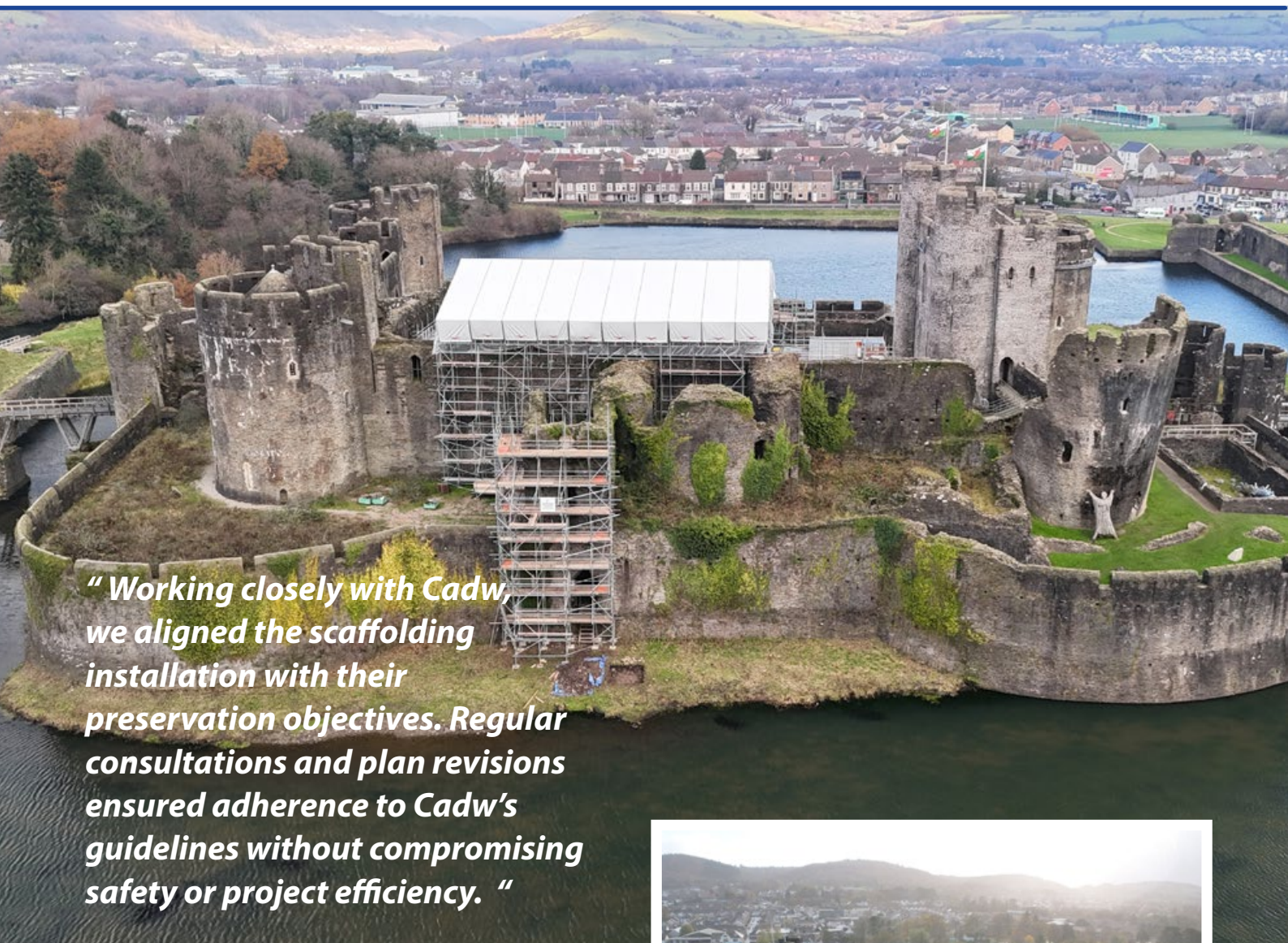
The South Wales (Ammanford) Spartan Scaffolding Ltd team recently completed a significant scaffolding installation project at Caerphilly Castle in Wales.



This renowned medieval fortress – one of the largest castles in Europe and a striking example of concentric castle architecture – is now managed by Cadw under strict governance and regulations.

The primary goal for the Spartan Scaffolding team was to facilitate access for essential restoration work on the castle's facades, towers and walls while adhering to Cadw's stringent preservation guidelines.

When it came to the scaffolding design, Spartan's approach involved customising the scaffolding to fit the intricate architecture of Caerphilly Castle. So advanced 3D modelling tools were used to create a detailed scaffold plan, ensuring minimal impact on the historic structure while providing safe access for restoration activities.



***“ Working closely with Cadw, we aligned the scaffolding installation with their preservation objectives. Regular consultations and plan revisions ensured adherence to Cadw’s guidelines without compromising safety or project efficiency. ”***

Spartan carefully selected non-corrosive and non-damaging scaffolding materials to meet Cadw’s preservation standards. This precaution aimed to prevent any adverse impact on the castle’s stonework during the restoration process.

In order to maintain Cadw guidance, a detailed structural analysis was conducted to guarantee the scaffolding’s ability to withstand dynamic loads associated with the restoration work. Calculations considered load distribution, wind resistance and stability to ensure the safety of both workers and the castle. It was quite a unique challenge for the team.

Speaking about the project, Spartan said: *“Working closely with Cadw, we aligned the scaffolding installation with their preservation objectives. Regular consultations and plan revisions ensured adherence to Cadw’s guidelines without compromising safety or project efficiency.*

*“The project’s unique challenges included the age and environmental exposure of Caerphilly Castle. Detailed site surveys assessed the impact of weathering on the structure, and measures were implemented to minimise potential damage during scaffolding installation. This approach highlighted our ability to adapt to and overcome site-specific challenges.*

*“The successful completion of the scaffolding installation at*



*Caerphilly Castle underscores our commitment to delivering complex projects while adhering to strict preservation standards. Our emphasis on customised design, appropriate material selection, and thorough structural analysis showcases our ability to address unique challenges and contribute to the preservation of cultural heritage.”*

Given the Welsh castle’s immense popularity as a tourist destination, managing public access during the construction projects work was crucial to safety on site. And this is something Spartan were fully on board with, with temporary barriers, clear signage and coordination with local authorities and Cadw’s on-site teams to ensure the safety of visitors and workers. A great example of safe scaffolding on one of South Wales’ most historic landmarks – now in a better state than ever for the public to enjoy for decades to come.



PICTURE CREDIT: © Crown copyright (2024) Cadw.  
Aerial drone photography by SUMO GeoSurveys.

## Enigma Industrial Services Ltd, Coity Castle Conservation Project

When it came to providing safe scaffolding access for the preservation works on another of Wales' infamous castle

fortresses – the twelfth century gem that is Coity Castle near Bridgend, nestled in the valleys of South Wales – this prestigious project called for a large-scale, specialist services provider. Long-standing NASC members, Enigma Industrial Services Ltd, were chosen.

The huge scale, £1.8m conservation project run by Cadw and served by experienced main contractor John Weaver (Contractors) Ltd, incorporated many types of vital conservation work. This included structural pinning, re-pointing, re-building of sections of ancient masonry, consolidating battle and weather-scarred wall tops and inserting missing lintels. It was a huge undertaking, with national pride at stake.

Prior to any temporary works taking place, all conservation access project work on the ancient site was meticulously planned with CAD drawings and 3D photogrammetry, creating preliminary plans for the external scaffold structure for the client and main contractor to approve.

Such a measured approach ensured the sloping ground within the historic castle moat could safely support the scaffolding load without exceeding or damaging the critical structural integrity.

Enigma delivered a bespoke solution that required the bare minimum of foundation excavations, thus reducing the risk of compromising any below-ground archaeology on this

important site of Welsh heritage.

Working seamlessly with Cadw, John Weaver (Contractors) Ltd, Davies Sutton Architects and Civil and Structural Engineers, Mann Williams, the Enigma in-house design and engineering team provided a tailored scaffold solution using buttresses and bridging scaffold beams across the moat.

It is normal practice on such heritage projects to prevent the monument stonework from becoming damaged, and a screw tie system with internal hooks was fixed into mortar joints. Additionally, plan girders were installed to further limit the number of physical ties into the historic structure.

Throughout the project, Enigma liaised with the client to provide beneficial access solutions that helped the project team to work in a safe and controlled manner without disturbing groundwork covering ancient ruins. By planning deliveries to site and implementing transport plans, and by phasing materials delivery and installing safe walkways, they also limited any possible ground damage.

The end result was a scaffold of scale, purpose, safety, and to budget which was admired by those lucky enough to visit the site and see it in person – and one which left no significant lasting marks on the castle, which is now preserved for future generations to enjoy.

### Do you have a project that you're particularly proud of?

We'd like to hear from you, email us at [editor@nasc.org.uk](mailto:editor@nasc.org.uk) with a summary of the project and maybe it too could feature in Scaffolding Insider.

# SCAFFEX: THE EVENT THE INDUSTRY DESERVES

Friday 29 November 2024: the new biggest day in the scaffolder's calendar. This is the day that sees the inaugural Scaffex, NASC's spectacular new event for all in the scaffolding and access industry. It combines a conference, an exhibition, awards and gala dinner, all held in the outstanding Belfast International Conference Centre. It promises to be the busiest – and best – day of the year.

The Scaffex24 event is sponsored by Layher Ltd (UK). Sean Pike, Managing Director, comments: *"The scaffolding and access sector is such a pivotal sector and for many years it has amazed me that there has not been a dedicated exhibition or conference that truly is all about scaffolding and access. So when the opportunity arose for Layher to be the Principal Sponsor of Scaffex24, 25 and 26, I was only too pleased to support the event. I am excited to see some great names involved and I am sure the conference will be engaging - not to mention the excitement of the wonderful winter ball. Layher will see you all there."*



## Conference

A trailblazing Scaffolding and Access Conference will be held with speakers drawn from across the industry discussing the needs of the UK scaffolding and access market and providing crucial insights into the sector to help scaffolding and access companies get ahead. Whether you are a seasoned professional or new to the industry, the ScaffEx24 Conference offers a fantastic opportunity for learning, networking, and discovering the latest advances in scaffolding and access solutions.

There will be presentations around four key areas:

- The state of the scaffolding and access sector, with industry figures detailing the challenges and opportunities
- Training and education, with leaders from organisations such as CITB, CISRS and training providers covering everything from COTS to Masters
- Scaffolding procurement – how to select, procure and use the perfect scaffolding or access solution for your project
- Business development – a focus on how to pull in new business to help your company survive and thrive.



## The Venue

ICC Belfast is located at the heart of Belfast. The conference centre is within walking distance of all major city centre attractions and accommodation, and incredibly easy to reach by air, train and road.

The city itself has iconic buildings, museums and galleries, vibrant nightlife, and you don't have to go far for stunning coastal views: there's something for everyone to explore during their visit that will make their Belfast experience one to remember.

**The Conference, for its inaugural year, is FREE. But you must register.**



## Exhibition

Explore the latest innovations in scaffolding and access from the UK's top suppliers and service providers to the scaffolding industry. Learn about cutting-edge products and services that are shaping the future of the industry. This is your opportunity to speak to all the important players in one place.

\*There are still a few spaces available for exhibitors but as Scaffolding Insider goes to press, space is 80% sold out, so please email enquiries@nasc.org.uk as soon as possible if you are interested in this unique opportunity to get in front of hundreds of scaffolding and access company decision-makers.



## Ball and Awards

The NASC Annual Ball and Awards is famous throughout the industry and this year's night of celebration promises to be another spectacular event. As well as a chance to let your hair down, it is also a really important opportunity to recognise industry excellence and outstanding achievements.

More details about how to enter the Awards will be released soon but it is guaranteed to be free to enter and there will be a straightforward application process to ensure the Awards are accessible to as many companies as possible.

With only 750 tickets available and the event being a sell-out every single year, do act fast to reserve your places. The cost of £290 per ticket drops to just £205 each for members.

### KEY DATES:

**27 March:**

Conference registration opens

**22 April:**

Gala ball tickets on sale

**22 May:**

Awards entry opens

Go to

<https://nasc.org.uk/scaffex24/>  
to register for the conference  
and find out more.

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# NEW WEBINAR TO ADDRESS RECRUITMENT NEEDS

On 4 April 2024, NASC will host a webinar to introduce its brand new Talent Solutions Portal. This portal has been developed in direct response to members telling NASC how difficult it is to recruit high-quality staff at the moment, and it was introduced to members by NASC's Training and Careers Manager Henry Annafi at the recent round of regional meetings.

To support the launch of the portal and the Talent Pack by NASC, this webinar will explain everything about both the portal and the pack, including how members can make best

use of this resource to help them recruit the brightest and best in the industry.

Members should receive a link via email to register for the seminar and are very much encouraged to do so, in order to learn about the tools NASC has developed for members to pick up and use straight away in their recruitment activities.



## NEW VIDEO TO SUPPORT MANUAL HANDLING ADVICE

For those scaffolders working on site, manual handling of scaffolding equipment is almost 100% of their work, so there can be no more important aspect of the job than making sure that manual handling technique is safe and correct, thus preventing injury and accidents.

With this in mind, NASC has created a brand new SG6 video to replace the previous much-loved video that supported manual handling risk reduction across all areas of scaffolding and access. The new video uses state-of-the-art digital animation in order to generate realistic environments and situations that members can relate to. The new video will be available shortly and at a huge discount to NASC members.



This is the beginning of NASC's journey into digital video, with plans to create further educational and training resources that are accessible, relatable, clear and instructive. The organisation is grateful to the Health & Safety Committee, Alan Harris and Steve Kearney for their diligent work on this important project.

## REGIONAL MEETINGS ROUND-UP

NASC has recently completed its tour of the UK to meet members and share all the latest NASC news and discuss the current challenges and opportunities in the industry. At the meetings in Bristol, Coventry, Bury, London and Edinburgh, members heard an update on NASC's business plan activities, how the organisation is supporting members to engage with existing and new clients, how to make the very most of NASC membership when it comes to winning new work – and how to explain to clients why choosing a NASC member is so vital.

There were discussions around the importance of the NASC Audit, which has no equivalent that matches the depth and breadth of standards. NASC also updated members on the new registered mark, which prevents members being misrepresented, and also the production of a new leaflet that can be used by members to promote the high standards and values that they adhere to as members of NASC.

NASC also announced that the National Federation of Builders (NFB) has formally recognised the standards NASC espouses, and is now promoting the use of NASC members to its building and contracting membership as a way to ensure they choose a company which will have the highest standards of safety and efficiency.

## BASE PLATE GUIDANCE UPDATED

Following exhaustive testing by NASC's contracted, UKAS-accredited testing centre, plus a review by the NASC Technical Committee and the Chair of the Board of Directors, NASC has issued its findings regarding base plates and updated its TG20 guidance.

This update confirms that the widespread use of varying thicknesses of base plates, which has been happening for many years, has resulted in zero reported failures. If you have any questions about the updated guidance and you are a NASC member, please email [enquiries@nasc.org.uk](mailto:enquiries@nasc.org.uk) or log on to the e-portal to see the updated guidance.

## NEW LEGAL AND DEBT ADVICE SERVICE LAUNCHED

NASC has launched a new helpline that is designed to help members navigate both legal and debt challenges. This Legal & Debt Advice Service provides 30 minutes of free advice very quickly and from an experienced and qualified professional from a legal and insolvency practitioner team.

Simply call NASC on: **020 7822 7400** or email [enquiries@nasc.org.uk](mailto:enquiries@nasc.org.uk) and the organisation will get in touch with you as quickly as possible to put you in touch with the experts. This valuable service is for NASC members only.

# YOU HAVE TO SEE IT TO BE IT...



International Women's Day

International Women's Day (IWD), which was held on 8 March 2024, is a global celebration of the social, economic, cultural and political achievements of women. Each year, this day serves as a powerful reminder of the progress made towards gender equality and highlights the work that still needs to be done.

In 2024, the campaign theme 'Inspire Inclusion' emphasised the importance of diversity and empowerment in all aspects of society. Research figures vary but it's estimated that just 5% of tradespeople in the construction sector are women, while around 14% of the entire construction workforce in the UK is female.

Reflecting this year's IWD campaign theme of inclusion, we hand over the rest of this article to two of the remarkable women who have made their mark in our sector and whose presence among the 14% makes it all the more likely that girls pondering their possible future careers will see enough trailblazers out there to know that this is something they could do too.

## Anita Singh, Technical Director, Layher UK



Anita Singh

### Who or what influenced you as a child in terms of your career?

No one in my family or family friend circle made a career in civil engineering or engineering in general, as far as I know. Considering my performance and interest in Maths, Physics, Technical Design and Chemistry, one of my teachers influenced my

decision to explore my career in engineering by completing my higher education course in surveying followed by my university education in Civil Engineering.

### What obstacles did you encounter in education and/or your career and how did you overcome them?

The world of engineering is traditionally a male dominated field, and you can observe this right from the start in schools. I was one of the very few females interested to take this great journey into learning about civil engineering. I haven't encountered any obstacles during my education or career - I feel like I have been fortunate enough to have the correct support system around me across my education and the career path I have chosen. The industry is opening more and more to the concept of more female presence and understands the value and benefit women can bring with them.

### Do you encounter challenges today based on your sex?

The main challenge I have frequently encountered is the initial perception of some individuals when they first meet me on a job: their initial reaction is to question my credibility as an engineer. This behaviour rapidly changes upon their

realisation of my skillset and competency within the temporary structure field. I do believe I have experienced this more than a male in my position.

This experience is rather fulfilling and rewarding as it fuels my determination and commitment to strive to achieve better on this career path.

### What qualities do you think you bring to your role?

As a woman in a senior leadership role, I am very proud to be part of the construction industry, specialising in the scaffold industry. I feel I have earned my position due to my consistent hard work and ability, as I always strive to be the best at what I do. I am a detail-focused leader who will always seek to do it right. Having gained valuable insight working closely with our customers over many years at Layher, I am perfectly placed to develop and grow a team of talented engineers in my role as Technical Director.

### What is it about your role that you so enjoy?

It is so varied; every day brings different challenges, fascinating projects and new connections with clients. I am currently leading the biggest change programme Layher Technical has seen in 25 years, implementing a new commercial process for technical design.

I am passionate about CPD and supporting our experienced team through continuous improvement and chartership to make sure Layher UK are at the forefront of new design innovations, such as the introduction of 3D scanning as standard.

### Your profession is still male-dominated: what else can be done to create opportunities for talented women?

Be more like Layher! Create a working environment that is welcoming, inclusive and actively seeks to employ a diverse team that can bring different experiences to make a team more rounded. It is essential that employers can demonstrate routes for progression for all and create an

environment to encourage success. I have benefited from mentorship and CPD to help me reach my full potential, as well as flexibility for family commitments, which is essential to keep talented women in the workplace.

**Is there something unique about the scaffolding sector that makes it slow to change when it comes to EDI?**

When anyone mentions scaffolding, most people would only think about the product and scaffolders installing it onsite but there are a variety of roles within the industry that contribute to completing a scaffold structure, such as the technical team designing the structures, operational department handling the material, accounts department, sales department etc – all of which provide career opportunities regardless of sex, origin and background.

Everyone working in this industry has the responsibility to change the perception of what it is like to work in scaffolding.

**What advice would you give a girl who is interested in doing your job – or another in this sector – when she’s older?**

I would advise the next generation of female engineers to show more confidence and not to be afraid to ask questions. Once you have decided what specific sector you would like to develop your career in, specialise in that subject and build your knowledge and experience as this will help you build your presence in the industry and give you the respect you deserve.

It can be quite daunting to take the first steps but use the available resources from the start. Approach the university career advisers. Make your profile on LinkedIn to create your presence online. At times it will be hard and there will be lots of challenges to overcome, which will help you improve your knowledge and build experience. If you want to advance your career in the scaffolding industry as a design engineer, I can assure you that this is the right time for you to do so. With the right experience, determination to make a difference and positive attitude you will succeed.

**Kellyanne Conway, Scaffold Operations Director, JR Scaffold Services Ltd**



Kellyanne Conway

**Who or what influenced you as a child in terms of your career?**

I was raised by a single parent and when I was younger my mum always had two or three jobs at the one time to support us and give us everything that me and my siblings wanted growing up. She instilled good

values in us, such as anything can be gained from hard work and commitment, and always pushed us to do our very best and go over and above.

**What obstacles did you encounter in education and/or your career and how did you overcome them?**

I can be a very confident person around my friends and family but can shy away from group situations – and when I am out my comfort zone, it still makes me nervous. Throughout the years I have grown with this through the help of John and Annemarie encouraging me and seeing potential for me to grow within the business.

**Do you encounter challenges today based on your sex?**

In the construction industry I know it is still very common for women not to be taken seriously and that it is still a male driven industry, although I do not find this within the JR Group. I think due to me growing with the company and the good ethics installed in the team in JR from the start (which are still very evident to this day), everyone has a voice and is heard, and we work together as part of a team.

I feel respected by every member of the team whether it be management or apprentices, male or female.

**What qualities do you think you bring to your role?**

Fairness, knowledge and understanding of the scaffolding sector, loyalty to JR.

**What is it about your role that you so enjoy?**

I enjoy all the different aspects of my role as no two days are ever the same; every day can have a new set of challenges and with some being new, it helps me expand my knowledge further.

**Your profession is still male-dominated: what else can be done to create opportunities for talented women?**

This is down to the individual and if women start to put themselves forward rather than still thinking it’s a male dominated sector, hopefully the percentages of women in construction roles will start to grow.

**Is there something unique about the scaffolding sector that makes it slow to change when it comes to EDI?**

We as a company do not receive any applications from women for roles within the scaffolding sector, apart from roles in the office; we at JRG would consider all applications no matter of sex.

**What advice would you give a girl who is interested in doing your job – or another in this sector – when she’s older?**

I would honestly say it isn’t always about your exam results – finding a career that you can excel in is a path that should be explored. Coming from starting as an office junior to working my way up to an Office Manager and on to Operations Director has been gained by my work ethic and dedication, as well as a good team of supporters, male and female.



# Services & Ancillary Products Members

If you're looking for a specialist service to support your scaffolding company, check out NASC's Services & Ancillary Products members below:

**360 Degrees Consultancy Ltd**  
Buxton SK17 6HX  
T: 07787 408544  
E: karl@360degreesconsultancy.co.uk  
www.360degreesconsultancy.co.uk

## **A** **ADI Scaffold Products Ltd**

Brierley Hill DY5 1TX  
T: 01384 483657  
E: sales@scaffoldfixings.co.uk  
www.scaffoldfixings.co.uk

## **All Aspects Scaffolding Ltd T/A All Aspects Scaffolding Safety Services**

Grays RM16 3HU  
T: 01375 893590  
E: info@allaspectscaffoldsafety.co.uk  
www.allaspectscaffolding.co.uk

## **Avontus Software Ltd**

Ely CB7 4WH  
T: 03303 801 349  
E: sales@avontus.co.uk  
www.avontus.com

## **B** **Beacon Group International Products Ltd T/A Leach's**

Hereford HR2 6BQ  
T: 01432 346 800  
E: sales@leachs.com  
www.leachs.com

## **Brady Corporation Ltd T/A Scaffoldtag**

Sully CF64 5AB  
T: 01446 725300  
E: customer.services@scaffoldtag.com  
www.scaffoldtag.co.uk

## **BWS Clearmind Limited**

Oldham OL3 5AY  
T: 07519 915 468  
E: bwsclearmind@gmail.com  
Bwsclearmind.co.uk

## **C** **Cactus Security**

Herne Bay CT6 9AS  
T: 01227 365 000  
E: info@cactussecurity.co.uk  
www.cactussecurity.co.uk

## **Carney Consultancy Ltd**

North Shields NE30 1JE  
T: 01912 963 652  
E: info@carneyconsultancy.co.uk  
https://www.carneyconsultancy.co.uk/

## **Citation Ltd**

Wilmslow SK9 5AR  
T: 0345 844 1111  
E: hello@citation.co.uk  
www.citation.co.uk

**Clarke Health and Safety Consultants Ltd**  
Liverpool L16 4PN  
T: 0151 722 8268  
E: markclarke207@btinternet.com  
www.clarkehealthandsafety.com

## **Computer and Design Services Ltd T/A SMART Scaffolder**

Broadstone BH18 8AX  
T: 01202 603031  
E: sales@smartscaffolder.com  
www.smartscaffolder.com

## **Coveredinsrinkwrap Ltd**

Gloucester GL4 4PJ  
T: 07391 2705046  
E: rene@rye.group  
https://rye.group/

## **Croner-i Ltd**

London SE1 8NW  
T: 07970 016 674  
E: philip.chapman@croneri.co.uk  
www.croneri.co.uk

## **E** **Easy Inspect Ltd**

Epsom KT17 2JJ  
T: 0203 576 1278  
E: info@easy-inspect.co.uk  
www.easy-inspect.co.uk

## **Ensise Ltd**

Gravesend DA13 0QB  
T: 07743 364 260  
E: john@ensise.co.uk  
www.ensise.co.uk

## **F** **Falconbridge Site Security Ltd**

Nottingham NG16 5AZ  
T: 01773 776 996  
E: office@falconbridge.co.uk  
www.falconbridgesecurity.co.uk

## **Footprint WFM**

Belfast BT9 7GQ  
T: 02890 767 002  
E: ciaran.boyd@footprintwfm.com  
www.footprintwfm.com

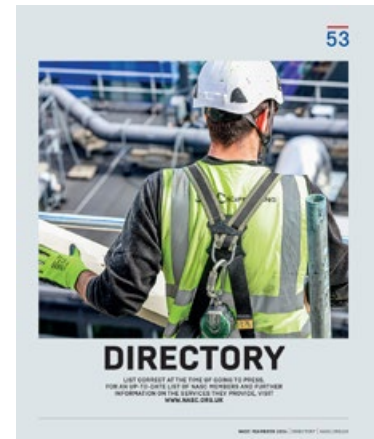
## **G** **GLWOOD LTD (Glenwood Construction Debt Recovery)**

Glasgow G51 1PR  
T: 0141 465 9016  
E: contact@glwood.co.uk  
https://www.glwood.co.uk/

## **GPS Services**

Horley RH6 8JZ  
T: 07854 697789  
E: info@gps-services.uk  
www.gps-services.uk

# NASC



## **H** **Height Industries Ltd**

Salford M6 8QN  
T: 07860 472300  
E: enquiries@heightindustries.co.uk  
www.heightindustries.com

## **Houlihan Safety Services Ltd**

Hornchurch RM12 5BB  
T: 07930 606 665  
E: houlihanassociates@googlemail.com  
http://www.houlihan safetyservices.co.uk/

## **Hydrajaws Ltd**

Tamworth B77 1AG  
T: 01675 430 370  
E: sales@hydrajaws.co.uk  
www.hydrajaws.co.uk

## **I** **Industrial Textiles and Plastics Ltd**

York YO61 3FA  
T: 01347 825200  
E: mv@itpltd.com  
http://www.itpltd.com

## **iPhorms Ltd**

Macclesfield SK11 7HG  
T: 01625 464 238  
E: nigel@iphorms.com  
www.iphorms.com

## **J** **JMAC Safety Systems Ltd**

Stockton-on-Tees TS18 2PJ  
T: 01642 563 696  
E: sales@jmacsafetysystems.co.uk  
www.jmacsafetysystems.co.uk

## **J S Safety Associates**

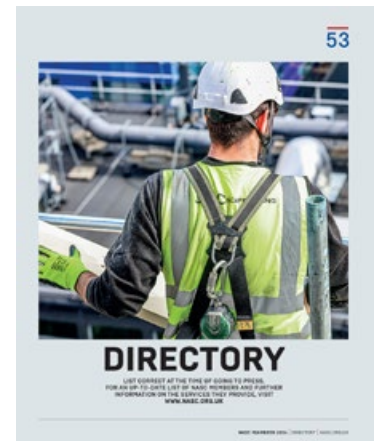
Welling DA16 2EP  
T: 07792271308  
E: jsaoffice@gmail.com  
www.jsafetyassociates.com

## **K** **KEWAZO GmbH**

Garching bei München D 85748  
T: +49 1577 8497982  
E: info@kewazo.com  
www.kewazo.com/

# Services & Ancillary Products Members

(continued)



## L

### Lakeside Industries Ltd T/A Alto Access Products

Redditch B98 7SE  
T: 01527 500 577  
E: sales@altoaccess.com  
www.altoaccess.com

### LDS Hire & Sales Ltd T/A G-Deck

Leicester LE2 5NG  
T: 0116 251 0352  
E: office@gdecking.com  
www.gdecking.com

### Lynch Scaffolding System Limited

Swansea SA5 4NB  
T: 07875 239216  
E: lynchscaffoldingssystem@gmail.com  
http://www.lynchscaffoldingssystem.co.uk

## M

### Mark Parkin

Wreton YO18 8HE  
T: 014474 96256626  
E: me@markparkin.com  
www.markparkin.com

### McCarron Coates Ltd

Leeds LS27 0BZ  
T: 0113 298 3489  
E: luigi@mccarroncoates.com  
www.mccarroncoates.com

### MOR1X Business and Consultancy

London SW14 8HX  
T: 07555 800700  
E: des@mor1x.co.uk  
www.mor1x.co.uk

## N

### NexGen Insurance Solutions Ltd

East Malling ME19 6BJ  
T: 01732 496 000  
E: enquiries@nexgeninsurance.co.uk  
https://nexgeninsurance.co.uk/

### Nicholas James Health & Safety Solutions Ltd

Dartford DA1 2EN  
T: 01322 472995  
E: enquiries@nicholasjamessafety.com  
www.nicholasjamessafety.com

## O

### Osborn Scaffolding Services

East Sussex TN22 4LA  
T: 07935 748 683  
E: osbornscaffolding@gmail.com

## P

### Portman Finance Group

Northampton NN4 7SL  
T: 01604 761 276  
E: info@portmanassetfinance.co.uk  
www.portmanassetfinance.co.uk

## Q

### QSCL (Quintessence Safety Consultants Ltd)

Burnley BB12 6AQ  
T: 07432 032 443  
E: dave@quin-safe.co.uk  
www.quin-safe.co.uk

## S

### Safety & Access Ltd

Nottingham NG6 8WA  
T: 0115 979 4523  
E: safe@safetyaccess.co.uk  
www.safetyaccess.co.uk

### Scaff Lab Ltd

London N1 7GU  
T: 07955 244190  
E: tony@scafflab.co.uk  
www.scafflab.com

### ScaffGap Ltd

Hornchurch RM12 5BB  
T: 07930 606665  
E: scaffgapltd@gmail.com  
www.scaffgap.co.uk

### Scaffmag

Grimsby DN31 3AT  
T: 01472 476 024  
E: sadmin@scaffmag.com  
www.scaffmag.com

### Scaffolding & Access Safety Consultants Ltd (SASC)

Seaview PO34 5JP  
T: 01983 613 666  
E: tony@sascfsafety.co.uk  
www.sascfsafety.co.uk

### Scaffolding Access Inspections Ltd

Merstham RH1 3DB  
T: 07784 739773  
E: rick@sainspections.co.uk  
www.sainspections.co.uk

### Simian Risk Management Ltd

Warrington WA3 6FW  
T: 0345 602 2418  
E: hello@simian-risk.com  
www.simian-risk.com

### SJB Safety Services Ltd

Antrim TN28 8SE  
T: 07902 011 622  
E: sjb.safetyservices@yahoo.com  
www.facebook.com/SJBsafetyservices/

### SP Group Global Ltd

Middlewich BT41 2SJ  
T: 0289 442 8611  
E: accounts@s-pgroup.com  
www.s-pgroup.com

### SpanSet Ltd

Middlewich CW10 0HX  
T: 01606 737494  
E: customerservices@spanset.co.uk  
www.spanset.co.uk

### Stay Safe Scaffold Products

Wareham BH20 4SP  
T: 01929 552 625  
E: info@ntgroup.co.uk  
www.scaffoldgate.co.uk

### StrikeSoft Ltd

Ware SG11 1PH  
T: 01920 823740 E: sales@strikesoft.co.uk  
www.strikesoft.co.uk

## T

### The Fuel Store Ltd

Birmingham B7 5AL  
T: 07825 277446  
E: partneships@thefuelstore.co.uk  
https://thefuelstore.co.uk/

### Towfloatwork Ltd T/A ScaffFloat

Penryn TR10 9LH  
T: 01326 702 260  
E: sales@scafffloat.co.uk  
http://www.scafffloat.co.uk/

### Training in Mind

Birmingham B43 6BP  
T: 07545 080 011  
E: traininginmind@outlook.com  
https://traininginmind.info

## V

### Vertex Training & Consultancy Ltd

Manchester M25 1PY  
T: 07920 557 234  
E: hello@vertexscaffoldingssafety.co.uk  
www.vertexscaffoldingssafety.co.uk

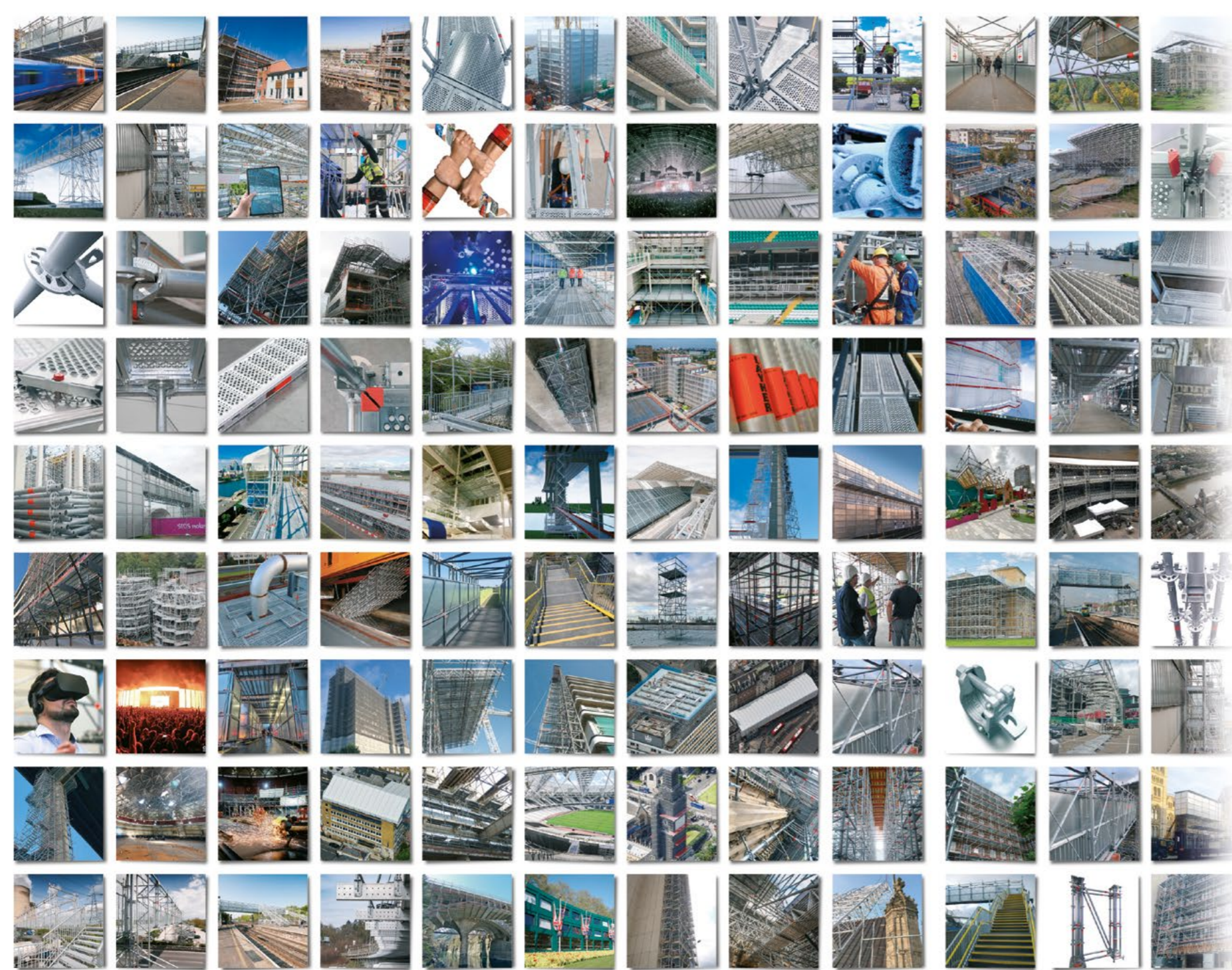
## W

### Winters Safety Services Ltd

Glasgow G68 0GL  
T: 01236 728290  
E: winters.safety@virgin.net  
www.winterssafetysservices.co.uk

### Worldwide Scaffold and Access Ltd


King's Lynn PE30 4DJ  
T: 01553 674 044  
E: tony@wwsa.co.uk  
www.wwsa.co.uk



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75 years,  
Layher has focused  
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not imitation.

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and future of  
system scaffolding.



 The past, present  
and future of  
system scaffolding

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