



The Worshipful
COMPANY of PAVIORS



Prospectus



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About the Company

The Worshipful Company of Paviers is one of the City of London livery companies that have their foundation in the ancient guilds that regulated the standard of work and conditions of employment for craftsmen and apprentices working within the City. Today, the situation of the livery companies has altered, but many are still very active.

Objectives

The principal objective of the Paviers Company is 'to further the craft of paving; that is the planning, design, construction, maintenance and management of all paved surfaces'. The Company also aims to foster and strengthen its reputation and links with the City of London, with all professions and trades associated with the craft of paving and relevant educational and charitable organizations, and to promote the well-being of its members and their families. The Company seeks to fulfil these aims by charitable gifts, personal service and the promotion of excellence.

Membership

Whilst the Paviers Company no longer controls the standards of the City's street-works, a high percentage of its liverymen are directly connected with the highways industry, as contractors, consultants, materials and equipment suppliers, or academics. Other professions represented include:

- Other types of engineering
- Building
- Architecture
- Surveying
- Development
- Legal and financial services



The Paviers at the Lord Mayor's Show

Activities

Members of the Company enjoy a range of social activities that encourage fellowship. These include formal dinners and the ability to entertain guests in the traditional surrounds of the various livery halls. Members are encouraged to participate in the wider activities of the City of London and to support various charities and charity events. There are a number of societies within the Company whose activities are diverse and purposefully informal to enable members to get to know each other in a relaxed atmosphere.



Company Origins

Formation

Records of the Paviers date back to 1280, when Paviers were first made responsible for the repair and cleaning of London's streets and pavements. The trade included 'gong ferming', the emptying and cleansing of privies, a profitable business carried out in appalling conditions. In 1302, four Paviers were appointed as Surveyors of Pavements to regulate the making of pavements; further surveyors were appointed in 1311, not all of whom were Paviers, and this led to conflicts of interest between guilds.

Ordinances

In 1479, the Company's Ordinances were approved by the City Corporation giving it formal authority over the 'craft or mystery of paving'. Its activities included not only the regulation of the skill but also charitable support of poorer brethren. In 1515, the Lord Mayor placed the Company number 56 in the order of precedence of livery companies. The Company flourished until the early 19th century when its control of street works and industry practices diminished.

Grant of Livery

In 1889, the Company revived and it received a modern Grant of Livery in 1900. Since then, the Company has prospered, supporting the paving industry and playing an active part in the civic life of the City. The Company provided six Lord Mayors and twelve Sheriffs during the 20th century and, in 2010, Pavier Michael Bear was elected Lord Mayor.

Modernization and Royal Charter

During 1999 and 2000, the Company undertook a comprehensive review of its Ordinances, Rules and Standing Orders and modernized many of its practices. In 2003, the City of London's Court of Aldermen approved the restated and updated Ordinances. Later the same year, the Company petitioned Her Majesty the Queen for a Royal Charter of Incorporation, some 330 years after an unsuccessful petition to Charles II in 1673 which, for reasons not now recorded, was vetoed by the Court of Aldermen. A Royal Charter was granted on 11 February 2004.

Paviers' House

In 2010, Paviers' House was opened in the grounds of The Charterhouse, some 344 years after the Company's previous property was burnt down in the Great Fire of London.



The Charterhouse



Meeting room in Paviers' House with the Royal Charter displayed on the wall



The Present Company

Members

Although it has roots in mediaeval London, the Worshipful Company of Paviers is a thoroughly modern livery. The Paviers Company, as part of the wider livery movement, wishes to attract liverymen who have reached the higher levels in the professions and industry, but also men and women who are starting out on their chosen career paths. The Company offers membership as a 'freeman' to younger candidates of outstanding ability who may eventually enter the Livery. It also welcomes applications for apprenticeships and admission to the Livery through patrimony.

City Activities

Members are encouraged to be active in their support of City of London activities, including support for the Lord Mayor and the Sheriffs, recognizing the important commercial and ceremonial role of the City within the United Kingdom.

Charities and Education

The Paviers Company is strongly driven by charitable objectives. It maintains and develops charitable funds used for both educational and social purposes. It also supports City charities and those associated with the industry.

Promotion of Excellence

A major aim of the Company is to retain close links with the paving industry. Since 1995, the Company has made awards for paving excellence and to individuals for lifetime contributions to the industry.

Affiliations

The Company has links with the frigate HMS Argyll, the Third Battalion Princess of Wales's Royal Regiment and 29(R) Squadron of the RAF. In 1995, the Company established The Museum of Roads and Roadmaking at the Amberley Industrial Museum. This is designed to raise awareness of the history and technology of highways, particularly amongst young people.



HMS Argyll



Paviers' float at the Lord Mayor's Show

Social Activities

The Company offers a wide programme of social events, and many of these encourage participation by liverymen's partners and families. The programme includes dinners, meetings and visits, and the opportunity to participate in events like the Lord Mayor's Show or helping to develop the Amberley Museum. A major annual social event is a banquet held at the Mansion House. Liverymen can participate in specialized activities, such as the Liverymen's Committee, Luncheon Club and Golfing Society, all of which provide the opportunity for members to socialize with each other.



Liveries and the City

City of London Corporation

The Corporation of the City of London is a local authority, with all the normal responsibilities which that implies. However, the formalities and tradition of the City precede any Local Government Act. The City is made up of 27 wards, each of which elects an Alderman to serve on the Common Council that controls the City of London Corporation. Aldermen are independent and not affiliated to a political party, and are elected by the ward council members. The Lord Mayor and two Sheriffs are elected by the liverymen of the City livery companies, who are summoned twice each year to attend Common Hall at Guildhall: once to elect the Sheriffs and once to elect the Lord Mayor. This privilege is unique to the livery companies.

Livery Companies

There are over 100 livery companies within the City of London and they form part of the City's history. Many are over 500 years old, but new ones are still being formed. They vary considerably in size, in wealth and in procedures. Whilst many of the older livery companies are founded on trades no longer in demand, they have in general adapted to modern times and needs. For example, the Fan Makers Company now includes those working in the air-conditioning business. Some new companies, such as the Architects and the Solicitors, are very trade or profession-orientated. About one third of the companies have their own hall. The remainder, including the Pavors, are 'itinerant' – although Pavors' House does include an office and meeting room, together with use of the facilities at the Charterhouse. A benefit to the 'itinerant' companies is for members and their guests to be able to dine in a variety of different livery halls. All companies devote considerable effort to charity, with both gifts and personal service, and a number of schools have been founded and continue to be supported by livery companies. The senior liveryman of a company is known by various titles, including 'Master', 'Prime Warden' and 'Upper Bailiff'.

Livery Activities

There are some ceremonies and obligations common to all companies. Early in his year of office, the Lord Mayor invites the senior liveryman of each company to dinner at the Mansion House. This gathering enables the endeavours of the livery companies to be brought together with a common purpose. The Lord Mayor's Show takes place each year, and maintains the tradition of 'showing' the new Lord Mayor to the citizens of London during a drive to the Law Courts to swear the Oath of Allegiance. Many livery companies and other City organizations join in to show support.



The Lord Mayor's Show

Every spring, the United Guilds' Service takes place at St Paul's Cathedral. Each livery company is allocated pews for its Master, Wardens and as many liverymen as can coax a ticket from the Learned Clerk. Attendees hope for an inspired address, but will certainly witness a colourful procession: a 'bundle' of beadles (one for each Alderman), over a hundred Masters in varied and colourful gowns, the City Marshall resplendent in scarlet uniform and plumed hat, the Sword Bearer, the Mace Bearer, plus the Lord Mayor in full regalia. All liveries have the ceremony of the 'loving cup' at their dinners, although the detail of who stands and which way they face does vary. The principle is that the assembled company partake in a common drink of fellowship. This has led to many Masters gifting their livery with loving cups. The Pavors have a number of such cups, in addition to other silverware and artefacts which have been presented to the Company.

Lord Mayor's Charity

The Lord Mayor's Charity is different each year and is decided by the Lord Mayor, who appeals to the livery companies for support. The activities organized to raise money are usually very enjoyable. For many years, the Pavors have participated in a 'swimathon' to raise money for the Charity.



Paviors' House



The Worshipful Company of Paviers moved into a new home in 2010. The Company has a long lease on a Grade 1 listed property formerly known as 'The Master's Cottage' at Sutton's Hospital in The Charterhouse. The property has been refurbished and is now known as *Paviors' House*. The property provides accommodation on two floors. At ground level is the Clerk's office with two desks, computer and internet facilities, a toilet and shower-room, and a mini kitchen. On the second floor is a meeting room, with a table and chairs. The room also houses the Master's chair and an exhibition of some of the Company's artefacts. The Company's Royal Charter hangs in the room. The meeting room is available for the use of liverymen. The Company retains its very strong links with the Cutlers Company and Hall, where the archives continue to be stored. The Company also continues its policy of using the major livery halls for formal dinners.



Entrance to The Charterhouse from Charterhouse Square



Opening of Paviors' House by the Lord Mayor of London

The Charterhouse

The site of The Charterhouse was originally a burial ground for victims of the Black Death. In 1371, a Carthusian priory was established on the site by Sir Walter de Mauny, one of Edward III's senior advisers. Henry VIII's Chancellor, Sir Thomas More, frequented The Charterhouse as a young student, as it was an important centre of ecclesiastical learning. In 1535, the monastery was dissolved, as the monks refused to conform to Henry VIII's Act of Supremacy: some were executed at Tyburn. Both Queen Elizabeth I and King James I subsequently stayed at The Charterhouse. Thomas Sutton acquired the property in 1611. Sutton had held the position of Master of the Ordnance in the North and was involved in the coal trade. Advantageous property dealings and money-lending had enabled him to amass a considerable fortune, and he was said to be the wealthiest commoner in England. He used much of his wealth to endow a charitable foundation, based at The Charterhouse, to educate boys and care for elderly men, known as 'The Brothers'. John Wesley was a pupil at Charterhouse as was William Makepeace Thackeray. Charterhouse School moved to Godalming Surrey in 1872. The Charterhouse site was divided at that time, but the almshouses continue to this day to occupy part of the site.

Features

Features of the buildings are the Chapel and Great Hall, the latter retaining its Tudor fire-place and wooden screen. The buildings sustained much damage during World War II, and the woodwork of the screen in the Great Hall still shows scorch marks which were a result of an incendiary bomb during the Blitz. A music programme and other events are held at The Charterhouse and details of these are given on their web-site www.thecharterhouse.org.



Governance

Court of Assistants

The governing body of the Paviers Company is the Court of Assistants, which exercises general control, having regard to the objects of the Company and the Ordinances. The Court consists of the Master, the Upper Warden, the Renter Warden and 27 Assistants. Elevation to the Court is by election. Only candidates who have played an active part in the life of the Company will be considered. The aim is that persons of eminence, or those who have given special service to the Company, and who have the potential to become Master should be elected to the Court.

Master and Wardens

The Master for the year is supported by the two Wardens who, in normal circumstances, are expected to succeed to Master. Candidates for each position must be elected each year by secret ballot of the Court, each winning two-thirds of the votes cast. In addition, two Wardens-in-Nomination are elected.

Court Committee

The Court Committee acts as a cabinet. The Committee advises the Court and has a wide remit. It has particular duties in regard to accounts, trust funds and the Company's programme. The Court Committee consists of the Master, Wardens, the three immediate Past Masters, the Wardens-in-Nomination, two Assistants elected annually and the Chairmen of the four committees which carry out the work of the Company: Finance, Charity, Admissions and Marketing. In addition, the Chairman of the Liverymen's Committee is a non-voting member of the Committee.

Other Committees

The Finance, Charity, Admissions and Marketing Committees each has a Chairman, appointed by the Court, a Deputy Chairman and, generally, two members appointed for three years and one member appointed for one year; the Master and Wardens are also members. The Editor of the Company magazine *The Pavior* is co-opted to the Marketing Committee. The Liverymen's Committee's purpose is to enable all newer members of the Livery to have an opportunity to take an interest in the activity of the Company, the City and its civic duties. There are 20 members, five of whom retire annually. There is no qualifying period for membership, and any liverymen can put their name forward for election. The Committee appoints its own Chairman, Secretary and Treasurer for three years.

Other Officers

The Court appoints a Clerk, who is the Executive Officer, and a Beadle, who is the ceremonial officer. The Court also appoints an Almoner, an Archivist and Stewards to welcome guests at the Annual Banquet and other functions. A Cellarer is responsible for purchasing and managing the Company's wines. A Chaplain is also appointed to provide spiritual guidance to the Company and its members.



The Master's full regalia



Liverymen's Committee meeting at The Charterhouse



From Liveryman to Master

Liverymen's Committee

The first step to progressing through the Company is to be elected to the Liverymen's Committee. Membership provides an opportunity to become more involved in the Company's activities.

Court

Assistants are elected by the Court. Those filling vacancies need to have been a member of the Company for at least five years. All candidates must be a fit and proper person to serve, have given good service to the Company and been active in support of its functions. It is desirable that they are below the age of 60 and have served on the Liverymen's Committee. In addition, the candidate should have the potential to become Master. Desirable qualifications that will be taken into account include Committee experience in the Company and eminence in the City, industry or profession. Candidates for election to the Court will be considered as 'active' if they have attended at least one of the four main functions in each of the last three years, are active in an associated society and have sponsored new members.



*Newly-installed gowned liverymen and freemen
with the Master*

Terms of Appointment

Assistants are elected to the Court for five years, renewable at the option of the Assistant for a further term of five years. At the end of 10 years, if not on the ladder to Master, the Assistant resigns and transfers to the Court Emeritus.

Progress to Master

There is a four-year ladder to Master, progress being by annual election by the Court for:

- Second Warden-in-Nomination
- First Warden-in-Nomination
- Renter Warden
- Upper Warden
- Master

The new Second Warden-in-Nomination is elected annually by the Court in a postal ballot in November. The candidate is recommended by the Court's Nomination Panel. The Panel may select any Assistant, regardless of seniority on the Court.



*Master and Wardens in full regalia
at the Installation*



Charities and Education

The Paviors Company is driven strongly by charitable and educational objectives. Each year, the Company makes charitable donations to a number of causes, and rewards excellence in activities associated with the craft of 'paving'. Around half of the money donated comes from the Paviors' Charity Trust Fund and the remainder comes from fund-raising events.

Charitable Giving

The Charity Fund of the Worshipful Company of Paviors has been at the centre of the Company's activities for many years. The main sources of income come through regular donations from the members of the Company, and through investments held in the Company's name. As with other livery companies, the Company supports City-related charities and its military affiliates. Thereafter, it aims to split its donations between construction industry-related charities and education relevant to the craft of paving, including awards for excellence.



Charity event at The Charterhouse



Presentation by the Master to charities of money raised by the Annual Golf Day

Support for Education

A significant part of the Company's charitable giving is expended on education. Financial support is provided for postgraduate students on courses related to paved surfaces. The Paviors' Laing Travel Award is made to a postgraduate civil engineering student at Imperial College. Awards are made for success in examinations at the Institute of Asphalt Technology. The Company works closely with the Construction Youth Trust to provide grants to encourage children in sixth forms to go on to study engineering. The Company sponsors City of London schools through prizes for physics. A bursary made to the Guildhall School of Music is part of the Company's aim to support the cultural dimension of the City. The candidates have all been of high calibre, and some have performed at Company dinners.



Working to encourage sixth-formers to follow a career in engineering



Handing out certificate of achievement to a sixth-form student at Cambridge Heath College

Important note

The Charity Committee of Paviors allocates funds to its *chosen recipients* and, due to lack of administrative resources, is unable to respond to external unsolicited requests.



Promotion of Excellence

Paviors' awards are given for outstanding contribution in fields relating to the Company's objectives.

Paviors' Medal for Excellence

This award was established in 1999 and is awarded annually to an individual for excellence in innovation or a lifetime contribution to the 'craft of paving'.

Paviors' Award

This was established in 2000 to recognize excellence in the design, construction and management of paving in the United Kingdom. It is awarded annually in the context of the Street Design Competition run by the journal *Local Government News*. Certificates are awarded to the client, designer and constructor of the paving in the winning project, together with a commemorative plaque to be displayed on site.



Paviors' Award for excellence in paving

The Master's Medal

This came into being in 2001, when the Court accepted a proposal by Past Master Peter Gell. The proposal was that an award be made to a Liveryman for service to society (including but not necessarily for educational and charitable endeavours on behalf of the Company) and that it be made annually unless otherwise decided by the Master. Funds were provided for the first four recipients to make a £1,000 donation to a charity of their choice.

Craftsman Certificates

In 2011, the Paviors introduced Craftsman Certificates to recognize excellence in achievement by craftsmen who have gained their skills through a vocational route. Three levels of certification are made: Apprentice, Journeyman and Master Pavior.

CIHT/Paviors Photographic Competition

The Paviors sponsor an annual photographic competition in conjunction with the Chartered Institution of Highways & Transportation.



Craftsman Certificate recipients with the Master



Programme of Events

The Worshipful Company of Paviers undertakes a full programme of social, educational and charitable events each year. The Paviers' year starts in March with the installation of the new Master. The installation ceremony and service of dedication have, for many years, taken place at the church of St Martin within Ludgate, with supper afterwards at Cutlers' Hall. A number of events are then held throughout the year in which liverymen can participate.

Social and Fellowship

Paviers meet in the spring and autumn for a Livery dinner at one of the City's great livery halls with colleagues and guests. A less formal Livery event is held around Midsummer's Day. A family event is held at the Paviers' Museum of Roads and Roadmaking within the Amberley Museum complex in Sussex. Normally, each year, a technical visit is made to a London construction site of interest. Early in each calendar year, Paviers hold their Common Hall, which provides an opportunity for liverymen to hear and question officers of the Company. A highlight of the year is the Annual Banquet at the Mansion House, at which the Lord Mayor is the principal guest.



Livery dinner



Vintage cars on display at a special event outside the Paviers' Museum of Roads and Roadmaking at Amberley



Student from the Guildhall School of Music and Drama entertains guests at a livery dinner

City of London Activities

Throughout the year, liverymen are encouraged to participate in the wider activities of the City of London. Liverymen can participate in elections for the Lord Mayor and Sheriffs, and can attend the United Guilds' Service held at St Paul's Cathedral. Paviers have for many years participated in the Lord Mayor's Show in November. The Paviers' float, normally pulled by a steamroller, is a popular exhibit.



The Lord Mayor's Show



Societies

There are a number of societies within the Paviors Company, open to liverymen, and each with its own calendar of events. The *Luncheon Club* provides a good opportunity to meet other Paviors in an informal atmosphere. There are normally four lunches each year at various venues in London. In the summer, the Club organizes a summer day out, with guests, at a notable venue within easy reach of London. Members can attend the Gala Evening at the Guildhall School of Music and Drama. The climax of the year is the ever popular Christmas Dinner at Cutlers' Hall. The *Golfing Society* provides the opportunity for liverymen and their guests to play four times a year at some outstanding courses, such as Swinley Forest, St George's Hill and Tandridge. The Society also participates in inter-livery competitions. Golfers of any handicap are welcome. The Paviors' *Wine Circle* was formed originally to advise the Company on wines to lay down for enjoyment at future Livery dinners. In addition, the Circle meets several times a year for wine tastings by its members at various wine merchants' cellars. There are also sailing and shooting sections in which liverymen can participate.



Luncheon Club day out at Hatfield House



A Master of Wine introduces a tasting for the Wine Circle

Court of Assistants

In addition to its formal meetings, the Court of Assistants holds some dinners throughout the year. Court members can also attend a short break away, often in Europe, which has traditionally been organized by the current Master.

Charities and Educational Events

The Livery participates in a number of charity events throughout the year. These include the inter-livery 'Swimathon' to raise money for the Lord Mayor of London's chosen charity and the inter-livery clay pigeon shoot. The Golfing Society have organized a charity golf day in recent years at Woburn. A number of other ad hoc charity events are held, including a sailing day and charity walks. One of the final events of the Paviors' year is the Paviors' Lecture. Liverymen are encouraged to attend all of these functions.



Paviors at the 'Swimathon'



Prize-winners at a Golfing Society event



Application Procedure

Membership

The Company welcomes candidates for membership who are interested in furthering the objectives of the Company and able to support its activities with both time and money. The membership of the Company comprises apprentices, freemen and liverymen. Apprentices are individuals between the ages of 14 and 20, and must start when the applicant is no older than 17. Freemen and liverymen must be over 21 years of age. Freemen may participate in the activities of the Company, except for attending the Annual Banquet and the two main Livery dinners (other than as a guest).

The Application Process

An applicant to be a liveryman, if accepted, must first become a freeman; a successful applicant can subsequently apply for the Livery. Applicants for apprentice, or their sponsor, should contact the Clerk for details of the application procedure. The application process for freemen and liverymen consists of the following steps:

1. All candidates must be sponsored by a liveryman of at least one year's standing and must have attended at least one event organized by the Company: candidates for liveryman must have attended a formal Livery dinner.
2. The candidate's sponsor should write to the Clerk, stating the suitability of the candidate to be considered for election to the Freedom and Livery of the Company, with a short CV. When this preliminary application has been considered by the Admissions Committee and approved, the Clerk will be authorized to issue a formal form of application, and the applicant, together with the sponsor, will be invited to a meeting of the Admissions Committee for interview.
3. a) *Candidates for Freeman*
Following this meeting, a recommendation will be made to the Court and, if successful, the applicant for freeman will be invited to attend a Court meeting to be invested in the Freedom of the Company by the Master.
b) *Candidates for the Livery*
Following the Admissions Committee interview, candidates attend by arrangement to receive the Company Freedom from the Clerk, and then must attend at the Guildhall to make an application for the Freedom of the City of London. When this application has been approved by the Court of Aldermen, a further attendance at the Guildhall is required to receive formally the Freedom of the City. When the Freedom of the City has been conferred, the applicant will be elected to the Livery when a suitable vacancy occurs, and invited to attend a meeting of the Court for formal investiture.

Fees

The 'fine' on entry is more for a liveryman than a freeman: generally both pay the same annual subscription and contribution to the charity fund.

Contact

Further information can be obtained from the Paviers' Clerk at:

Paviers' House
The Charterhouse
Charterhouse Square
London EC1M 6AN

Email: Clerk@paviors.org.uk
Tel: 020-7253-2220

Further Reading

More information about the Worshipful Company of Paviers can be found at:

www.paviors.org.uk

More information about livery companies in the City of London can be found at:

http://www.cityoflondon.gov.uk/Corporation/LGNL_Services/Leisure_and_culture/Local_history_and_heritage/Livery