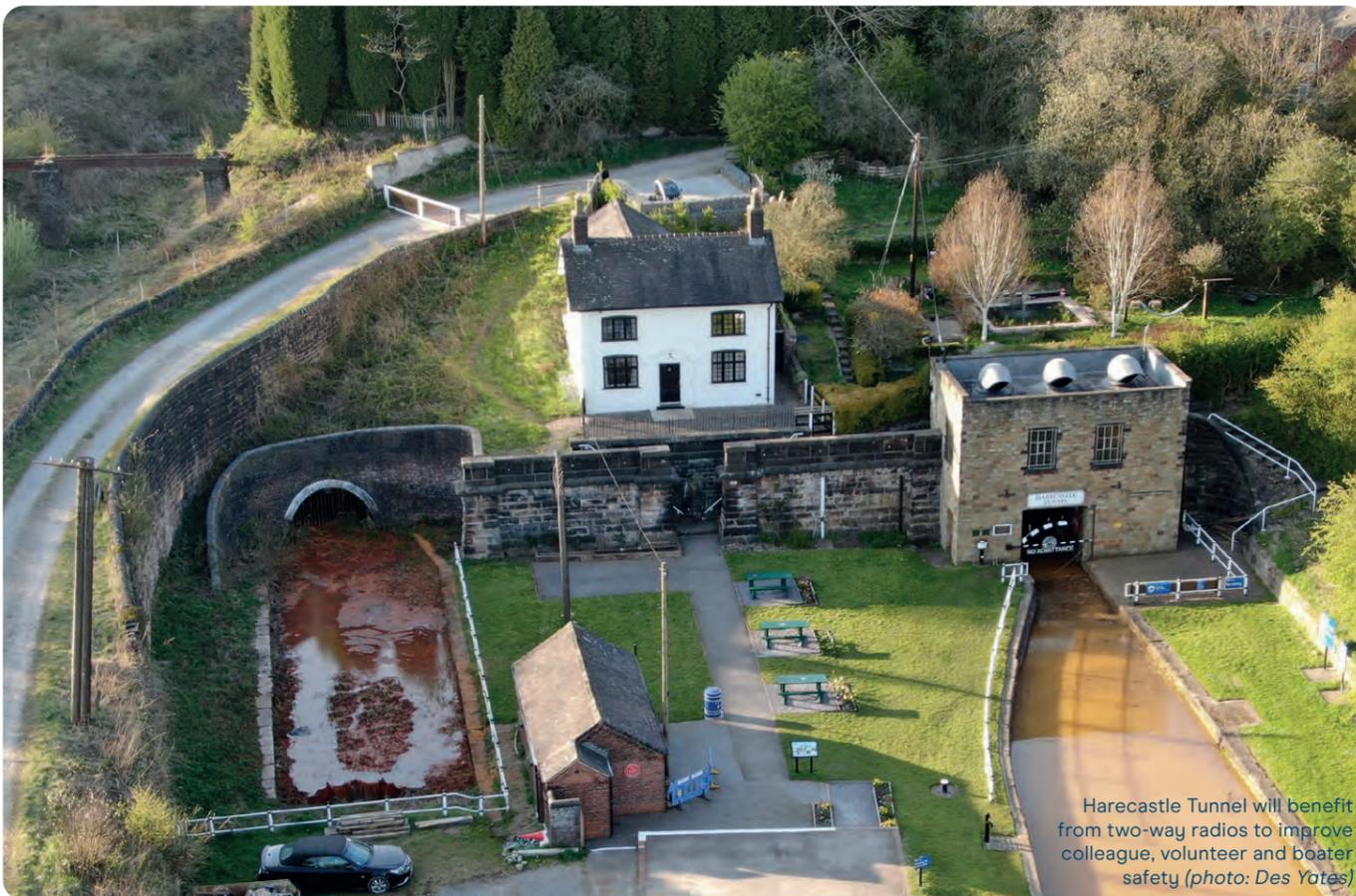




The Source



Safety Fund applications approved



Harecastle Tunnel will benefit from two-way radios to improve colleague, volunteer and boater safety (photo: Des Yates)

FORTY-SIX APPLICATIONS were received for 'Steve's Safety Fund' in June, ranging from a new way to communicate important safety messages to making site inspections safer.

A panel of colleagues from different regions and functions reviewed the applications in detail before making decisions on grants of more than £600,000 to help implement the safety improvements, with a commitment from all applicants

that they will be fulfilled by the end of the financial year.

Finance director and chair of the Safety Culture Steering Group, Steve Dainty said: "I've been blown away by the response to the safety fund and I want to thank all those who applied.

"We were delighted to get such a variety of submissions. All 46 applicants are practically demonstrating that safety really is the responsibility of everyone at the Trust."

The variety was impressive. One was for the modest cost of supplying two-way radios at Harecastle Tunnel, Trent & Mersey Canal, and Frankton Locks, Montgomery Canal, where mobile phone coverage is patchy, to improve the safety of colleagues, volunteers and boaters.

Others included upgrading the inflatable safety gates in West Midlands, producing training videos on the vital maintenance checks required under Provisions and Use of

Inside:

What is this?

Your chance to win a £25 gift voucher
See page 6



My work, my life:

Phil Hancock
See page 3



Let's Reconnect

See page 5



Work Equipment Regulations (PUWER) and improving compliance with the Health & Safety Executive's Lifting Operations and Lifting Equipment Regulations (LOLER).

Steve added: "I'm pleased to say that we approved the vast majority of applications, colleagues have been informed, and I'm looking forward to sharing with you the improvements which will be made to our workplaces as a result.

"Please remember that safety is the number one priority for us all, every day – this fund doesn't replace the ongoing need to raise safety issues with your line manager and via *LogIncident* – so please continue to step up, speak out and share ideas!"

New mass movement asks us to #ActNowForCanals

WITH ONE IN eight people not having access to private outside space, canals have become everyone's back garden and have been a lifeline for so many during the pandemic.

But we know that looking after these precious spaces is costly and takes many hands, far more than we can manage on our own. That's why we are now asking for everyone's help to make canals in their area blue, green and better.

Together we can bring nature back to our towns and cities and deliver health,

happiness and wellbeing to millions of people.

We believe that no other UK charity brings so much free, open and accessible blue and green space to the doorsteps of so many people. And we want to keep it that way.

So please share our call for everyone to **#ActNowForCanals**. People can join us to take part in vital nature surveys, raise funds, volunteer or just clear up litter.

Every small action taken can make a huge difference.



Help make your area blue, green & better
#ActNowForCanals



Canal & River Trust
Making life better by water

Take our 10-minute Sense in Nature survey

When's the last time that you had the chance to stop and take note of the nature and wildlife on our waterways?

Why not pause for a moment and spend 10 minutes immersing your senses in nature by your local canal to let us know what you can see, hear, smell and feel?

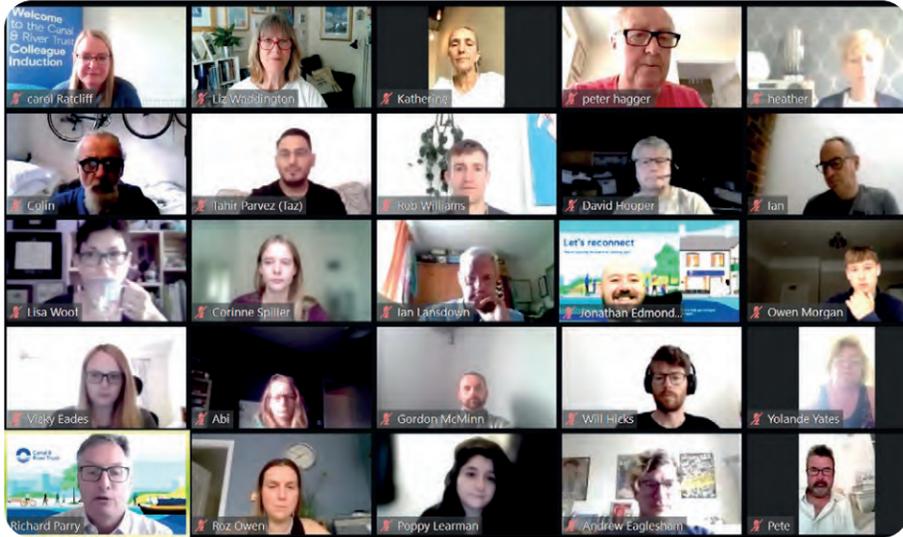
"Using your senses in this way will help you gather much needed environmental quality data," says senior ecologist Paul Wilkinson, "It's the perfect reason to take some time out and connect with nature, boosting your wellbeing while doing so."

To complete the Sense in Nature survey visit: *Act Now For Canals/Sense in Nature survey* on our website.



News

Another very positive induction held online



FOR THE SECOND time in as many weeks, we welcomed new colleagues via our one-day online induction course, described by one as ‘one of the best company inductions I have ever attended.’

Chief executive Richard Parry welcomed the new 38 starters with his introduction outlining the Trust, its history, governance, funding – and how the money is spent.

Once again regional engineer Neil Owen explained how we care for our assets and afternoon breakout discussions were led by Rachel Hayward (boating), Nicky Lister (brand), Edd Moss (volunteering), and Peter Birch and Naomi Kempton (environment and heritage).

The day was rounded off by internal communications manager Jonny Edmondson who explained our various internal communication channels and how we tell our stories.

Our new colleagues found the day ‘informative’ and ‘extremely useful’. One commented that while all the day’s activities were excellent in illustrating the breadth of our work, Richard’s presentation was probably the most useful, adding: “It was really refreshing to hear a chief executive deliver a presentation that was not full of meaningless management-speak.”

The induction programme is run by organisational development specialist Carol Ratcliff and administrator Collette Cox.

Rundown apartment turns into ‘jewel in the crown’

A REFURBISHMENT PROJECT became a labour of love for the team involved.

Beech House is a Grade II* listed former canal office, built in 1806, at the junction of the Llangollen and Ellesmere canals, and is now divided into five residential units.

Unit four, in the middle of the building, needed significant refurbishment and repair. So our property building consultancy team specified and managed the works, with input from principal architect Pete Chowns and heritage advisor Kate Lynch.

The contractors, respecting the heritage significance of the building, became genuinely interested in the refurbishment.

Senior building surveyor Stephen Hough explained: “It became a labour of love for them. So much so, that the foreman even spent his own time at weekends turning new cupboard knobs to match the originals, using timber that had been removed as part of the repairs.

“The colour scheme is in line with the original colour palette of the 1800s, part of which we have



Beech House, top / to r exterior before, exterior after, bottom / to r hallway before, hallway after

conserved for future generations – including some 1914 graffiti.

“While the building’s heritage significance has been at the forefront, we’ve added modern requirements and comfort such as insulation and secondary glazing, so the property now has an outstanding energy rating.

“It’s a great example where the old can be polished with a splash of modern, making this unit Beech House’s jewel in the crown.

“It will now be let to generate much needed income, and we propose to work on the next vacant unit with the care and drive to match that of unit four – watch this space!”

Richard’s reflections

We have to talk about safety...

THIS MONTH’S front page has safety as our main story, as we tell you about some of the good things that the Safety Fund is supporting, with thanks to all those colleagues who took the time to identify how their work could be made safer and make a submission to the fund.

Health & safety *has* to permeate everything we do. Despite the focus we’ve put on it since the start of the year, we must face the hard fact that our general safety performance is still heading in the wrong direction.

It is distressing whenever anyone suffers harm at work, and 14 colleagues, contractors, and volunteers have been in that unfortunate position since the start of April.

That’s more reportable injuries than we’ve ever had, as a Trust, at this point in the year.

Each incident is quickly investigated, to establish what happened and how we can ensure such risks are averted in future.

In every case, the executive team receives a presentation from the senior manager accountable so that we can test and endorse the follow-up actions being taken.

We must find a turning point before we head towards the winter – when we know that conditions introduce more risks as it gets darker and colder – and together make sure we achieve our common objective of a safer workplace for us all.

As well as our Safety Fund, since April we’ve launched our Safety Improvement Plan (up on Gateway), held focus groups to capture input from across the Trust, and reiterated



Richard joined NW regional director Daniel Greenhalgh to welcome Steve Rotherham, Liverpool City’s Metro Mayor to the South Docks / to r Steve Rotherham, Richard Parry and Daniel Greenhalgh

our message to speak up about safety.

With LogIncident widely used we are recording more positive interventions and near misses and we can now capture details from safety walks and safety conversations. This still leaves the onus on each of us to apply our learning consistently, always mindful of the risks we face and how to mitigate them in everything we do.

Our new health & safety director, Anne Gardner-Aston, joins us in September and we look forward to adding her leadership to our effort; but this isn’t about the difference one person will make, however experienced they are. It’s about each of us owning our role in making the Trust a safer place.

Next month also sees the return of our Trailer on Tour events, and that provides the perfect opportunity to talk about the issues we face in our roles; our basic responsibility to keep ourselves and each other safe must be at the centre of the conversations we have. I look forward to joining as many sessions as I can to hear from you.

Rare newts make themselves at home

IN DECEMBER 2019 thirty students from Gloucester College formed a human chain to fill a newly dug pond with buckets of water from the Gloucester & Sharpness Canal as they created bespoke habitat for great crested newts at Saul Junction.

Wales & South West ecologist Laura Mullholland is happy to report that the pond is flourishing, and newts have moved in. Thanking volunteer development coordinator Caroline Kendall, community & youth events coordinator Max Ward, craft operative Ray Reynolds and team leader Dave Clements for their help in making the pond happen, Laura explained: “The great crested newt is a European protected species and now, thanks to the Trust and the college, we have contributed to the continuation of its survival.”

The ‘build a pond’ project, supported by players of People’s Postcode Lottery, was completed by Gloucester College foundation studies students, who have mild learning



Flashback to 2019 as Wales & South West’s community & youth events co-ordinator Max Ward and ecologist Laura Mullholland form a human chain with students from Gloucestershire College to fill the new newt pond with water



The flourishing pond in 2020

difficulties. They cleared the site, built fences, dug out seven tonnes of earth and landscaped the new newt home.



Support for Trust vision scores well in pulse survey

PRIDE, ADVOCACY and support for our vision scored well in last month's pulse survey, when we asked 600 colleagues (a third of our workforce) and 600 volunteers to share their experiences at the Trust.

Most scores showed only a small change since the recent full survey in March, with overall colleague engagement not moving significantly at 65%.

However, we saw a dip in the score for motivation – perhaps understandable 18 months into the pandemic, with many wider effects still at play.

Having focused on improving our safety culture, it was pleasing to see that 79% of colleagues said managers

demonstrate commitment to health & safety and lead by example.

Please continue to step up, speak out, and share ideas on how to improve our safety performance and culture.

The survey results show just how important it is we act, and we encourage you to continue to explore the full March survey results, create actions based on these and focus on them in the months ahead.

If the results haven't been shared with you, please speak to your line manager.

Thank you to everyone who completed the survey. Our next one will be in the autumn.



Pulse survey June 2021

Canal & River Trust
Making life better by water

We invited a third of employees and 600 volunteers to share their experiences in our latest pulse survey and here are the results.

Employee engagement 65%



Volunteer engagement 69%



What's important next?

We will be reviewing the commentary provided from the pulse survey and feeding this into plans where we can.

It's important we all continue to review the full survey from March in our teams and create to help improve engagement and we step up, speak out, and share ideas on how to improve our safety performance and culture.



My work, my life

Phil Hancock

Asset inspector, East Midlands



MY ROLE IS to monitor the waterways for change.

I'm watching faults that we're aware of, to see whether there has been any change, and looking out for new ones. I also check work that's been carried out to make sure faults have been rectified.

My stretch includes the area north of Cosgrove on the Grand Union Canal up to Braunston, the Northampton Arm, Market Harborough Arm, Leicester Arm, and the River Soar up to the junction with the River Trent and the Ashby Canal.

On a typical day out on the bank, I download the appropriate file to my iPad and drive to a convenient parking place before starting my walk. The length depends on the number of locks on the stretch. If there aren't that many, I might walk up to 15km, there and back, but locks take more time to inspect and slow you up.

The iPad is linked to our database, so I'm notified of any previously reported faults or issues as I walk along. I can then compare them to the description we have, to ascertain any change, entering details as I go along.

Once a week I spend a day catching up on administration. The role has changed over the years,

from being pen and paper-based to using the latest technology.

No two days are the same. Any number of issues might crop up.

There are pros and cons about the work. It's lovely being out and about, watching the changing seasons, but the weather can be challenging.

Even with the best waterproof clothing, there are times I still get soaked, and my hands get numb in the cold weather. Likewise, the sun can sometimes beat down relentlessly in the summer.

Although there are training modules for the work, experience really counts. Knowledge of the different types of locks and what they look like empty, where culverts go, the way a certain structure changes in heat or in the depths of winter, when the land is soaked or parched, and so on, counts just as much as hypothetical learning.

What's the best part of the job? Seeing a defect that I've notified as needing repair or replacement, completed.

And the worst? Unfortunately, it's the regular (and unjustified) rudeness aimed at me from some canal and towpath users.

Life facts

- I joined the Trust in July 1989 as a chargehand plant fitter
- What matters to me most at work is taking ownership of tasks and enquiries and ensuring that they are successfully resolved
- My favourite place on the canal network is Devizes
- My idea of fun involves steam power
- I do my bit for the environment by suggesting suitable repairs as appropriate
- A recent box set I really enjoyed was Sharpe
- I'm happiest when I'm with my granddaughter and steam engines
- To relax, I get away from work and enjoy family time and steam engines. I'm currently building a live steam railway loco with my son, and for myself a 4" to a foot scale showman's steam road locomotive.



News

Heritage skills training gets a boost

THE TRADITIONAL HERITAGE skill of lime pointing has been given a major boost thanks to a special course run on the Peak Forest Canal.

Fifty colleagues and volunteers attended a series of day-long training sessions at Bugsworth Basin on the Peak Forest Canal.

North West heritage advisor **Judy Jones** said: "It's really important that colleagues, contractors and

volunteers understand the importance of maintaining our heritage structures with appropriate skills and materials.

"We have been granted Scheduled Monument Consent to repair washwalls in the upper part of Bugsworth Basin, so this seemed a perfect opportunity to combine this vital maintenance task with some specialised training."



From left: Kickstarters Tyler Williams, Mason Irving, Adam Peacock-Seddon and Dominic Lafrenz, lime skills trainer Mark Womersley and NW heritage advisor Judy Jones

MP meets youngsters playing a leading role on their local waterways



Kickstarters from Michael Hunter, Felix Burzynski, Evaleen Donnelly, Tom Sutton, Amber Sinkinson and April Castell with Jane Hunt MP for Loughborough

KICKSTARTERS IN East Midlands had the chance to explain to their local MP the work they're doing to improve Leicestershire's waterways for people and wildlife.

Loughborough MP Jane Hunt met with some of the young people who joined us in June and have already been busy building a special canoe access platform at Barrow-upon-Soar, making it easier for people to get onto and out of the water.

The Kickstart initiative is for people aged 16-24 who are claiming Universal Credit and at risk of long-term unemployment. Funded by the Department for Work and Pensions, it

supports young people to build their experience and help them move into sustained employment after the six month Kickstart-funded role.

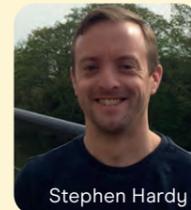
The new recruits, some of the 69 taken on nationally, will gain work experience in waterway management and customer service, canal and towpath care and a range of environmental projects.

Kickstarters have also joined our construction teams to learn heritage skills ranging from masonry, bricklaying and carpentry to canal bank protection and towpath resurfacing. Two more roles are in our digital marketing team.

Media stars



Lizzie Dealey



Stephen Hardy

News, **Max Ward** and **Stephen Hardy** (pictured) and the *i* newspaper quoted national communications manager **Jonathan Ludford** in an article asking: 'Why has this year been so deadly for swimmers?'

In other news:

Water safety dominated news coverage during July's heatwave as six people died in open water in one week, including four in Yorkshire & North East. Interviews on regional TV and radio stations around the country were done by Yorkshire & North East's partnerships & external relationships manager **Lizzie Dealey** (pictured) and regional operations manager **Steve Smith**. Other colleagues interviewed included **Claire Risino**, live on *GB*

★ *BBC Radio Gloucestershire* spoke to ecologist **Laura Mulholland** about the great crested newts making their home at Saul Junction – see page 2

★ *BBC1 North West* had a lovely piece on the restoration of Finsley Gate Wharf, speaking on site to heritage advisor **Bill Froggatt**. *BBC Radio Lancashire* spoke to project officer **Sarah De Nurtcheylo** about the transformation

In social media:



★ We've been promoting our #ActNowForCanals campaign across social media. The launch tweet was our top-performing of the week with an above-average 45,000 impressions.

★ Our 'Sense in Nature' survey post performed significantly above average on *Facebook* with a reach of 83,400

★ A picture of our light-hearted dog walking signage was featured on the @NoContextBrits Twitter feed. Our reply received 150,000 impressions and 730 likes.

★ We shared a photo of *BBC Radio 6* presenter Shaun Keaveny supporting our #PlasticsChallenge. This tweet had an above-average 80,800 impressions and over 150 likes.

Plan now, enjoy later

Pension matters



TYPE 'HOW MANY jobs does an employee have in their lifetime' into a search engine, and various numbers come up, anything from about six to fifteen.



by Claire Livesey, HR services manager

Whatever the figure, it is likely that most of us will collect a number of different pension schemes during our working lives.

Keeping track of these schemes is important to plan effectively and maximise income for retirement. According to research published by the technology platform *Unbiased*

Do you have a 'forgotten' pension?

in December 2020, over **1.6 million pension pots** worth nearly **£20 billion** remain unclaimed.

Fortunately, it's fairly easy to find old pension schemes. Start by making a list of your past jobs and companies that you have worked for. See if you can find paperwork at home for all of these – pension providers are required to send you an annual statement and if you can't find anything, the Government has a free and easy to use service to help identify old employers and pension providers – find out more at www.gov.uk/find-pension-contact-details or call the Pension Tracing Service on



0800 731 0193.

Once you have tracked down all your old pension schemes, you may

want to consider transferring them into your current workplace one. Some people like to do this to give them more control and a better idea of what they might have as their retirement income in the future.

Transferring all your schemes into one is not for everyone and there are some restrictions placed on certain types of plans, however if you would like to find out more, contact our scheme administrator, Standard Life: www.standardlifepensions.com/canalrivertrust or call the customer services team on 0800 634 7479 (have your plan number ready to quote).



Trust staff are doing their bit: Check out the back page...

How are you reconnecting? Part II



LET'S RECONNECT IS reconnecting colleagues and volunteers all over the Trust. Details of the activities available are on the Let's Reconnect Teams channel and on Trust-ED.

And here's another whistle stop tour of a few of them. Don't forget to let us know how you're reconnecting.



An amazingly hot day for yoga at Pontysyllte Aqueduct reconnected colleagues from Wales & SW, North West and beyond / to r Mark Evans, Anna Finn, Caitlin McHugh, Peta Hearn, Abbi Cooper, Clare Parsons and Ani Sutton



The NW waterside mooring team reconnected at Acton Bridge, Trent & Mersey Canal / to r Leanne Higham, Kate Holloway, Judith Smith, Debi Jones, Jackie Self and Clare Cope



Reconnecting and saying farewell at a retirement breakfast for Ian Priest were / to r Lee Bates, Stephen Snell, Paul Cartwright, Alan Ward, Chris Holdsworth, Kevin Perry, Barry Ketley, Tony Duffield, Barry Tapscott and Gemma Hessey foreground / to r Ian Priest and Aaron Atwal



Legal & governance met up in Birmingham to do some weed clearing and litter picking and said: "It was great to meet up in person for the first time since March 2020. After a hard(ish) day's work, we took the opportunity to get together in the evening for a team meal to say farewell and welcome to our leavers and new starters. A team meeting the following day, where we talked about our experiences of home working and how we will make it work for us, rounded off a lovely couple of days catching up. Thanks to WM volunteer leader Beth Houghton for facilitating the day." / to r Tom Deards, Lucy Barry, Helen Sillitto, Catherine Ness, Alex Newborough, Tracey Townsend, Scott Lo and Jo Readman



When Group Accounting reconnected at Temple Newsam, Leeds, there was a picnic, some cricket and four – yes four – puppies! / to r Jessica Jenney, Lyndon Burgan, Tom Cousins, Sarah Light, Grace Brooks, Matt Norval, Kim Walker, Holly Richardson, Laura Muscroft, Debbie Megyery, Suzanne Doyle and Joanne Toomes



Business Boating / to r Ellice Nelmes-Adams, Georgina Wood, Louise Porter, Alistair Staton, Richard Beardsley, Ruth Noon and Tammy Plant, met up in Stratford on Avon, walked down the canal, saw a couple of business customers on the way, enjoyed lunch and topped the day off with mini-golf



Some members of the Estates team met up at Trent Lock / to r Kate Holloway, Vivienne Blackburn, Steve Robinson, Fiona Twells, Jeff Peake and Sarah Collier



West Midlands colleagues and volunteers met up at Minerva Wharf. Area operations manager Aaron Atwal said: "It was a brilliant day, the picnic was a great success, and we even had the pleasure of Julie Sharman and Richard Parry joining us. The weather held out for most of the day, but the little down pour didn't stop us from having a load of fun and catching up after such a long time."



Glasson Dock Lock project team reconnected / to r Carl Johnson, Richard Spencer, Mike Bailey (James Fisher Diving Services), Terence Halliwell, David Hennessey and Bill Froggatt



Tai Chi session at London Docklands with / to r Iona Kay, Nabih Asif, Sonia Blackett, Eashani Haria, Sarah Lee, Poorna Balaji and teacher Hanna Luna



Wales & South West colleagues had a day of kayak and stand-up paddle activities at Gloucester Docks



After trying SUP paddle boarding, our little friend Well-B had a look around the museum and was delighted to see some of the stock in the gift shop (Photo: Gill Harrison)





News

Digital toolkit published to encourage youth engagement

A MONTH-LONG focus to encourage young people to get involved in waterway restoration is under way.

As part of our close working relationship with the Inland Waterways Association's Restoration Hub, we launched Waterways Restoration Youth Engagement Month – the first of what we hope will become an annual event.

We produced a digital toolkit for restoration groups full of useful information, case studies, templates and links, to help support their work in engaging with younger audiences.

We also arranged a series of small youth engagement events in partnership with local restoration groups, including the Buckingham Canal Society, Lancaster Canal and Wendover Arm trusts.

Mita Desai, programme manager for the Young Trustee Movement, is joining us to give a

half-day workshop to volunteers involved in waterway restoration. It will focus on the importance of involving young people in decision-making roles, by taking a closer look at case studies and discussing the barriers, challenges and opportunities that may crop up.

Throughout the month we have encouraged restoration

groups running youth focused events to share their photos. Check out the hashtags #PowerOfYouth #WeDigCanals on the Canal & River Trust Restoration Facebook Group.

For more information or for a copy of the toolkit please contact Kathryn.woodroffe@canalrivertrust.org.uk.



Explorer Scouts who helped clear overgrown vegetation at Hincaster Tunnel, Lancaster Canal, take a well-deserved break

Specialist stone masons hang around at Dundas

SUSPENDED ON ROPES 40 feet above the Avon Valley, a team of stone mason conservators carries out specialist repairs to Dundas Aqueduct.

An inspection of the 18th century Grade I listed structure found that exposure to the elements had left its mark on the Georgian Bath stone mouldings.

Heritage & environment manager, Wales & South West, Morgan Cowles explained: "After a leak was discovered in 1954, it was taken out of use and completely drained, allowing people to walk along its 140m length. Happily, it was repaired and rewatered in 1984 and has since taken on a new life.

"Although an extensive restoration was carried out in the early 2000s, the elements continue to take their toll on

the fragile carved and decorative detailing. We have a duty to conserve the aqueduct for future generations and making sure it survives for another 200 years."



(Photo Anna Barclay)

Competition time What is this?



Last month's winner

Last month's picture was from the picture of the museum gift shop display on page 4 and the lucky winner of the £25 gift voucher picked at random was hydrographic surveyor **Jack Scott**

How to enter

- This is somewhere in this month's *The Source*. Tell us what it is and which page it's on and you could win £25
- Send your answer by email to: liz.waddington@canalrivertrust.org.uk
- Or text the answer and your name to: 07710 175445
- Closing date: 6 September 2021
- The winner will be picked at random from all the correct answers



News in brief



Restoration of wharf gives major boost to textile town

THE £2.9 MILLION restoration of a historic canal wharf is set to bring major benefits to the former textile town of Burnley.

As reported in previous issues of *The Source*, the derelict Grade II listed stone buildings at Finsley Gate Wharf, Leeds & Liverpool Canal, have been sensitively restored to modern standards while carefully conserving their unique heritage value. The former trading wharf, canal offices and yard have been transformed into a community heritage and learning hub, café bar, restaurant, function room, guest house and garden.

The restored complex is set to bring major economic and cultural benefits to the town, just as the arrival of the canal did more than 200 years ago.



Pictured at the official re-opening of the wharf buildings are l to r Glen Davidson and Lee Shepherd (directors Finsley Gate Wharf) and NW regional director Daniel Greenhalgh

Trust receives green recovery grant

THE TRUST HAS been awarded a £1.7m grant from the second round of the Government's Green Recovery Challenge Fund.

The grant will help us create a Green Recovery network across 50kms of West Midlands canals.

Seven SSSIs (Sites of Special Scientific Interest) will be enhanced, a 20km community orchard planted between Birmingham and Wolverhampton and canals around the Commonwealth Games sites improved, helping to make it the greenest games ever.

The canal project will also form a partnership with the Council for Learning Outside the Classroom, supporting 500 schools with environmental learning, to inspire the next generation.

Eight new environmental roles and four apprenticeship opportunities will also be created. Local authorities in Walsall, Wolverhampton and Worcestershire are part of the partnership.

Trust welcomes active travel announcement

THE DEPARTMENT FOR Transport's announcement of increased funding for infrastructure upgrades to support the active travel boom included towpath enhancements in the package of works.

Working with Sustrans, the Trust has been allocated £2m to improve 9km of towpaths that form part of the National Cycle Network and improve access and barriers in other locations.

During the current financial year, improvements will be made along towpaths in Chester (Shropshire Union Canal), Dudley (Birmingham Mainline Canal), Long Itchington and Leighton Buzzard (both Grand Union Canal).



Get in touch at
liz.waddington@canalrivertrust.org.uk
with your news



Canal & River Trust people

Your news



Keith Douce



Simon Moreton



Jim McKeown



Fernando Quintana and Mike Wheeler



Steve Foulds



Theodore Stanley

Death In Service

It is with great sadness that we report the death of direct services craft operative **Keith Douce** on 13 July 2021. He was 63 and had completed 45 years' service earlier this year.

Keith started his career as a canalman on the Birmingham & Fazeley Canal, before moving onto the Coventry & Trent & Mersey canals.

After completing the multi-skilling course, he became a very highly skilled fitter of lock gates, following in the family tradition, as his father and two brothers all worked for British Waterways and the Trust.

Our sincere condolences to his wife Wendy and children Charlotte and Sam.

Retirement

Best wishes for a long and happy retirement:

Jim McKeown, site maintenance supervisor, North West, after 40 years' service

Long service

Congratulations and thank you for your service:

35 years

Steve Foulds, direct services site supervisor, infrastructure & programmes, started on 11 August 1986

Simon Moreton, West Midlands asset inspector, infrastructure & programmes, started on 11 August 1986

Dale Webster, operative, Yorkshire & North East, started on 18 August 1986

Leavers

Goodbye and good luck:

Sheli Ali, Commonwealth Games coordinator, West Midlands, after two years' service

Carol Buchan, towpath fundraising coordinator, strategy, engagement & impact, after two years' service

Bradley Cahill, moorings sales manager, investment & commercial, after five years' service

Alex Collard, student hydrographic surveyor, infrastructure &

programmes, after a year's service

Fay Dell, HR administrator, after two years' service

Tom Greedy, M&E technician, after 18 years' service

Victoria Hall, organisational development administrator, HR, after five years' service

Iman Hassan, student placement engineer, infrastructure & programmes, after a year's service

Emily Hayes, senior estate surveyor, investment & commercial, after 13 years' service

Terry Hodges, team leader, North West, after 20 months' service

Elizabeth Houghton, volunteer leader West Midlands, after 18 months' service

Jack Ingram, operative, London & South East, after eighteen months' service

Veronica Lette, customer service administrator, London & South East, after a year's service

Kate McKenna, licence support advisor, customer service support, after five years' service

Paul May, moorings sales manager, investment & commercial, after three years' service

James O'Malley, direct services advanced craft apprentice, infrastructure & programmes, after three years' service

Hannah Pasquet, event officer, infrastructure & programmes, after two years' service

Joanne Readman, senior lawyer, legal & governance, after four years' service

Cameron Ross, construction apprentice, infrastructure & programmes, after two years' service

Peter Savage, conservation apprentice, infrastructure & programmes, after two years' service

John Shimwell, direct services construction manager, infrastructure & programmes, after 23 years' service

Shaun Swain, operative, Wales & South West, after five years' service

Kiran Tiwana, data engineer, strategy, engagement & impact, after ten months' service

Clare Turberfield, customer service administrator, West Midlands, after five years' service

Louise Tweddell, brand manager, strategy, engagement & impact, after two years' service

Janet Tynan, direct services workshops manager, infrastructure & programmes, after 19 years' service

Starters

Welcome:

Nabih Asif, STEM leader, London & South East

Aaron Batsman, waterways environment apprentice, infrastructure & programmes

Anna Birt, skills & learning coordinator, Wales & South West

Melanie Chilton, campaigns & marketing manager, strategy, engagement & impact

Vicky Eades, analyst partner, finance

Andrew Eaglesham, team leader, London & South East

Hannah Fagan, assistant hydrologist, technical support

Nathan Harrison, direct services M&E technician, infrastructure & programmes

David Hooper, ICA/SCADA technician, operations support

Heather Kinvig, licensing ranger, East Midlands

Katie Logan, community & youth events coordinator, East Midlands

Laura Malcolm, direct services technical administrator, infrastructure & programmes

Owen Morgan, student placement engineering technician, infrastructure & programmes

Rosalind Owen, customer service administrator, East Midlands

Stephanie Parsons, technical administrator, operations support

Tahir Parvaz, community engagement manager, West Midlands

Andrew Pearce, direct services M&E technician, infrastructure & programmes

John Penny, West Midlands senior project manager, infrastructure & programmes

James Ryan, Microsoft Power Platform developer, IT

Karen Seth, people director, executive

Chloe Sibley-Morgan, information governance advisor, legal & governance

Edward Taylor, assistant hydrographic surveyor, infrastructure & programmes

Colin Upton, customer service operative, London & South East

Robert Williams, ecologist, Wales & South West

Joseph Williamson, operative, North West

Katherine Best, Ian Dixon, Peter Hagger, Andrew Holley and Yolande Yates, fundraising team leaders, strategy, engagement & impact

Heather Caunt and Peter Hanson, fundraisers, strategy, engagement & impact

Civil Partnership

Congratulations to:

Senior water engineer **Mike Wheeler** and Fernando Quintana celebrated their Civil Partnership at Islington Town Hall on 16 July 2021

Birth

Congratulations to:

Recruitment specialist **Samantha Gulliford** and her fiancé Rob Stanley on the birth of their son Theodore Tony Stanley on 19 July 2021. Theodore weighed 8lb 9oz and is brother to Parker.

Trailer on Tour is nearly here

TRAILER ON TOUR – our mobile roadshow running in September – is a great opportunity to talk about how together we can make the Trust a great place to work. And it's almost upon us.

As well as being the chance to get together, to shake off the past 18 months and have conversations about what's important in your working life, members of the executive and regional directors will share their thinking on the changes ahead. There will also be time for networking and a phone champion to help you with network or password issues.

You have already received an email with a full breakdown of dates and locations inviting you to guarantee your space at an event near you. There will be reminders in the weekly To Do List email and on the All Trust Teams channel.

So book your place, come along, and grab yourself some Trailer on Tour goodies.



Keep up with all the news...

If you leave the Trust, you can still get *The Source* free by email. Contact the editor: liz.waddington@canalrivertrust.org.uk or on 07710 175445.

CROSSWORD SOLUTION

Across: 1) Caen Hill 5) Tanned 7) Picky 8) Medal 10) Edible 11) Waterway **Down:** 2) Hint 3) Stoppage 4) Windlass 5) Tackle 6) Dredge 9) Lice

The **Source**

Do you have a story?

If so, please contact the editor: Liz Waddington, Editor, The Source – 07710 175445
Liz.Waddington@canalrivertrust.org.uk





Contact the editor with news of your charity activities, hobbies and other achievements outside work



Back to you

Locks, steps and two worthy causes...

SETTING OUT ON 9 September from the Firefighter's Memorial opposite London's St Paul's Cathedral, a group of pals from The Maverick Drinking House in Amblecote, will walk 167 miles back to the pub along the Grand Union Canal, raising money for two charities.

As well as four West Midlands Fire Service fire fighters, the group of walkers includes our own West Midlands operative **Mark Lewis**.

Mark explains: "We're walking in aid of the *Fire Fighters Charity* and

Anthony Nolan (saving the lives of people with blood cancer). We'll be walking around the clock, mainly along the Grand Union Canal towpath, and hope to finish the journey in under 72 hours."

Although the group has been fundraising for many years – holding charity cricket matches, quizzes and raffles – this will be the most challenging, and possibly last long-distance event. If you wish to support them uk.virginmoneygiving.com/Team/LocksStepsandTwoWorthyCauses



WM operative Mark Lewis will walk 167 miles from London to Stourbridge along the Grand Union Canal

Hedgehog creeps in for a snooze

THIS DELIGHTFUL GUEST was found curled up asleep in M&E supervisor Steve Tanner's shredding bag one morning.

Steve explains: "I'd opened my office door the previous evening when I went out to watch the International Space Station go over – and it must have sneaked in."



Team completes challenge at Let's Reconnect event

THE COMMERCIAL water development team joined a Let's Reconnect WalkFest on the Oxford Canal to complete the last eight miles of a charity challenge.

The five colleagues set off in March to walk, ride or paddle 20 miles a week until they had covered all 2,000 miles of the network.

Taking part were head of water development **Darren Letfley**, water sales account manager **Lesley Inwards**, water sales administrator **Helen Cook**, and business



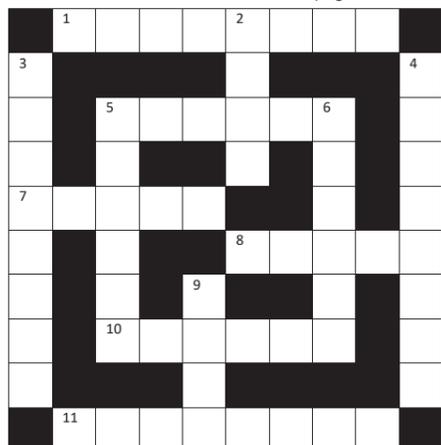
development managers **Maurice Bottomley** and **Kane Horton**.

Raising £600 for *YoungMinds*, mental health charity during their endeavour, they also took the opportunity to log some Logincidents and contribute to a safety walk.



Quick Crossword

Thank you once again to licence support advisor Ellie Bridgwood-Hill who has compiled another quick crossword for us. Solution on page 7.



- ACROSS**
- Flight of locks on the Kennet and Avon (4,4)
 - Sun-kissed (6)
 - Fussy, particular (5)
 - A disc for race winners or war heroes (5)
 - OK to eat (6)
 - River or canal (8)

- DOWN**
- Clue, tip or suggestion (4)
 - Temporary canal closure for repair (8)
 - The key to operate lock paddles (8)
 - In football, intercept and take the ball (6)
 - Remove silt from a waterway bed (6)
 - Nits (4)

l to r Peter Walker, Carmen Chatten, Darren Letfley, Kane Horton, Sarah Barsley, Lesley Inwards and Maurice Bottomley (not pictured Brian Casey, and Stuart Mills who waved them off at Thrupp)

Trapped seal returns to the wild

A SEAL WHICH got trapped at Tees Barrage has returned to the wild, thanks to the rescue efforts of colleagues working with the RSPCA.

The female seal, spotted swimming around the white-water rafting course, was being monitored by the barrage team.

Yorkshire & North East team leader Lee Butler says: "Seals often follow fish in behind the gates but can usually

find their own way out. When she appeared to get distressed, we called the RSPCA."

The team decided to drain the water overnight so that divers could open the gates. Krissy Raine from the RSPCA said: "It was nice to see her happily leave, apparently in good health with no injuries. I am so grateful for the assistance of the Trust – it was a fantastic team effort."



Kyle Gale from Tees Active closing the outfall penstock gate after the seal went through back into the River Tees

Catchy caption



This month's picture was sent in by **Paul Clegg** and shows **Jamie Beardmore** carrying out wash wall repairs at Bosley.

Last month's winner

Last month's winner was finance analyst **Steve Flint** with

"I can assure you Simon, I am not a cat..."

How to enter

- Email your witty caption to: liz.waddington@canalrivertrust.org.uk
- Or text your caption and name to 07710 175445
- Closing date: 6 September 2021

And that's all folks, the Catchy Caption picture folder is completely empty!

Please send us your funny or unusual pictures, which we always try to use if appropriate. Email them to liz.waddington@canalrivertrust.org.uk. Please send them at original or actual size. Don't resize them. Thank you for your help.



Win a £25 gift voucher