



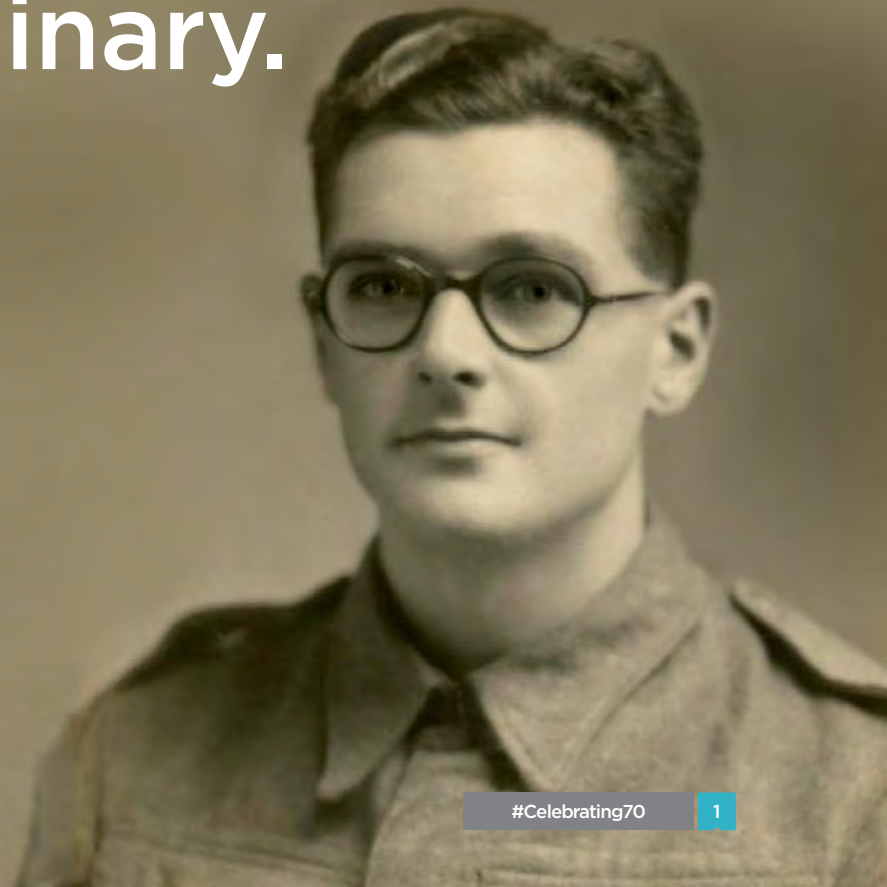
**WOODHEAD**  
GROUP

**Building Strong Foundations**

Our story so far...



Building an excellent reputation takes years. Maintaining that reputation for seventy years takes something extra-ordinary.





# 1946 – 1955

## COMPANY FACT FILE

Management – Bob Woodhead  
Premises – Church Street Edwinstowe

Loaf of bread - tuppence.  
Pint of beer - ninepence  
National average house price - £1,940

## IN THE NEWS

The House of Commons vote to nationalise coal mines in the United Kingdom.

Edwinstowe House becomes the local Area Headquarters for the newly created National Coal Board.

Edwinstowe House was later to become a crucial part of the Woodhead story.

The Woodhead story is deeply rooted in Nottinghamshire's Sherwood Forest where generations of Woodheads, skilled craftsmen, joiners, cabinet makers and wheelwrights, have lived and worked since the time of Elizabeth I, and probably long before. In her book 'Elizabeth to Elizabeth, Four Hundred Years of the Woodhead Family', Robert (Bob) Woodhead's widow, local historian Mrs. Margaret Woodhead, traces the family history, discovering that this family has been synonymous with innovation, skills, fairness and an entrepreneurial spirit for centuries – and it still is.

---

*'Woodhead – Those who live at the head of the wood'.*

---





Technology Entrepreneurship Centre, University of Nottingham



Designed by Bond Bryan Architects

### Early Enterprise and Entrepreneurism

In the 1880's Richard Morris Woodhead teamed up with Frenchman M. Angios to manufacture 'Safety Bicycles' on Raleigh Street in Nottingham.



### Pioneering

This pioneering venture over 130 years ago sparked a tradition of enterprise and innovation. In the Company's 70th anniversary year Woodhead returned to the site of the old Raleigh Factory to build the iconic Technology Entrepreneurship Centre for the University of Nottingham, a building fit for the next generation of Nottinghamshire entrepreneurs and innovators.

### Innovation

The Woodhead family's enthusiasm for innovation is inherent. Bob's father Herbert claimed to have owned the first motorbike in Edwinstowe. In 1935 when Bob began his joinery apprenticeship in Chester building wooden bus and van bodies, his mother bought him a motorbike ensuring regular trips home to see the family in Edwinstowe!

### Military Service

In 1939 the Second World War intervened. Bob was called up for military service. Poor eyesight meant he was deployed to the Royal Corps of Signals, serving in Scotland, Iceland and Brussels. Meanwhile Herbert's brother Ernest, who had been running a joinery business from the workshop at the family home 'Forest View' on Church Street Edwinstowe, died.





*“There’s the tools, there’s the workshop, it’s yours if you want it.”*

Herbert Woodhead

**Beginning the Business**

At the end of the War Bob returned home to Forest View to take over his Uncle Ernest’s joinery workshop, some hand tools and a motorbike with a sidebox.

There was little capital, but there was wood in the workshop. Local deaths meant coffins to be made. In the post war years there was no shortage of repair and maintenance jobs to keep a good joiner busy while also studying for City and Guild exams at Mansfield Technical College, and ‘courting’.

Margaret Cowan returned to Edwinstowe from Teacher Training College, and decided to learn bell ringing. Her teacher, Bob Woodhead made a lasting impression.

The bells of St. Mary’s Church Edwinstowe rang out for Margaret and Bob’s Easter wedding on 10th April 1950 and the couple moved into Church Street. Margaret raised the family (Mark, David and Hilary), taught part time, looked after the home and baked Bob’s favourite apple pies. Bob began to build the business, and build the Woodhead reputation for fair prices, customer satisfaction and first class workmanship.

It was Uncle Ernest’s old motorbike and sidebox which kept the business on the road in the early years, and there were always Raleigh bikes in the Woodhead family fleet, including one which underwent an innovative transformation.

# 1956 – 1965

**COMPANY FACT FILE**

Management – Bob Woodhead  
Premises – Church Street, Edwinstowe

- Projects:
- Repairs and Maintenance
  - Funerals
  - Merchant Supplies
  - Minor Works

Loaf of bread - fourpence ha’penny  
Pint of beer - ninepence ha’penny  
National average house price - £2,530

**IN THE NEWS**

President John F Kennedy is assassinated.  
  
Nottingham Playhouse opens on Wellington Circus.

Over half a century later a Woodhead project to enhance visitor experience and reduce energy usage at the Nottingham Playhouse was Highly Commended in the RICS East Midlands Design through Innovation Awards.





“Working there was like being part of the family.”

Millie Gorman

Today 70 years later Bob’s business has grown into a multi award-winning 21st century Company led by a new generation of the family, and still at its heart are the same strong Woodhead values: teamwork, trust, respect, responsibility and honesty.

Recruiting and Growth

With a growing reputation for quality work Bob needed to recruit. He offered apprenticeships, training and a good wage, a Woodhead tradition which continues today. His apprentices were local and loyal. They came; they learned; they worked together; they stayed - and they still do.

Winning Team

Peter Rhodes began his carpentry and joinery apprenticeship in April 1954, became a Founding Director in 1978 and retired in 2008. Together with Ellis Ward and Winston Otter, Bob created a winning team. Bob’s son, Managing Director David Woodhead, has gone on to create a new 21st Century multi award-winning team.

Building the Team

The business grew and so did the team. Eric Rose began working for Bob while still at school; he was offered an apprenticeship and became “an outstanding man of all trades.”

In the 1960’s skilled craftsmen, Brian Holmes, Alan Kitchener, George Burbidge and Bob Buckingham joined the Company. Mick Thraves, worked at the pit, but spent his spare time at Woodheads then went full-time responsible for plant, machine and vehicle maintenance until his retirement almost half a century later.

Bob was “a stickler for time”, he worked long hours, so did his team, but during the half hour lunch break after the sandwiches there was usually time for a quick seasonal game of football or cricket in the yard.

Team Building

As the team grew there were other team building activities. Christmas get-togethers, bonfire parties and trips out, including one to see The Rolling Stones. There was a football pools syndicate and later a premium bond syndicate.

The Office

Sisters Madeline Evison and Millie Turley worked in ‘the office’, a beamed dining room in the old cottage where the family ate their meals, with an open fire, a radio and a large black telephone. Answering it was a nerve-wracking ordeal for Millie who’d never used a telephone before!

The Woodhead children played in the yard. Hilary liked to draw, play on the typewriter and hide under the desk.

Early Construction Projects



Workplace Romance

Peter Rhodes went to adjust the heavy wooden drawers at the local chemist’s shop. The girls knew he ‘fancied’ the chemist’s assistant, and suggested it was time to pluck up courage and ask her for a date. He did. Peter and Madeleine, the chemist’s assistant were married in 1963 and they’re still together 53 years later.

“Sawdust so high you couldn’t walk through it.”

Peter Rhodes

Loyalty

Retaining staff was a challenge as the Nottinghamshire coal mines became “gold mines” but the majority of Woodhead’s workforce remained loyal.

Crisis Point

The Suez crisis meant fuel shortages but the business needed transport and Bob invested in a new Commer Karrier. Many years later it failed the Goods Vehicle Test because of problems with the wooden base. Bob’s apprenticeship spent making wooden bus and van bodies in Chester ensured he had the skills needed to repair it himself.

The Old Joinery Workshop

The workshop was heated by an iron pot stove, useful for burning offcuts and mistakes before ‘the gaffer’ spotted them! The planing machine filled the workshop with dust particles. Bob saw the problem and solved it by investing in electric dust extractors. Creating the best possible safe working environment was important to Bob, and continues to be a Woodhead priority.

Much of the early work was carpentry for funerals and as the undertaking side of the business increased so did staff involvement.

Millie accompanied mourners to view loved ones in the Chapel of Rest. Half a century after beginning her working life at Woodheads Millie still attends funerals on their behalf, recording the names of mourners.



Customer Focused Approach

Customers called at the yard to buy building materials, screws, nails and putty, handfuls of it scooped from a barrel. Millie recalls the smell of linseed oil, and the “hand cream effect” - smoother, softer skin.

On Sundays when customers called (usually just at lunch time) Bob would leave his meal to serve them, invariably with a piece of glass for a broken window. Occasionally customers borrowed the Woodhead wheelbarrow to get purchases home, fortunately its distinctive ‘squeak’ made it easy to identify and reclaim when it stayed away too long!

Margaret Woodhead’s father thought the family would like a pet, and one afternoon he arrived with a puppy. It was a large breed. Bob soon insisted he’d seen nervous customers hesitating at the gate and decided the dog was bad for business. Margaret wasn’t convinced but the dog was rehomed! Early evidence of the Woodhead customer focused approach.

Keeping it in the Family

The Company’s strong family culture meant that existing employees often introduced other members of their families to the business - they still do.

A Job for Life

In 1965 Don Wilson started to work at Woodheads, recommended by his Uncle Derek Lawrence, an electrician working with Bob. Half a century later Don, now a Site Manager, still works for the company.

Apprentices - A Driving Force

In the 1960’s Bob told Eric Rose, a school leaver learning his trade, “I need you driving.” Bob paid for six lessons and drove him to Newthorpe for his test. Eric failed. Bob persevered, paying for three more lessons and another Test. Eric passed, good news for him, and for Bob’s business.

Investment in people has always been part of the Woodhead culture. Today the Company has a well-deserved reputation for training and nurturing talent through the companies B.I.G. Initiative with skills passed on to the next generation and investment in those seeking innovative solutions to industry challenges through the Woodhead ‘Good to Gold’ Programme.

It was the Woodhead commitment to training which inspired the Company to achieve successes in the Investor in People accreditation leading to gold awards in 2014 and 2016.

Woodhead Pay – No Half Measures

In bad weather when work on site had to stop other employers halved pay. Bob didn’t. He honoured the full hourly rate. A regular reliable wage was a rarity, and Bob’s reputation as a “good gaffer” brought young apprentices and skilled tradesmen to the yard asking for work. As the Company celebrates its 70th anniversary Bob’s son David enjoys his own reputation as a “good gaffer”.



# 1966 - 1975

## COMPANY FACT FILE

Management - Bob Woodhead  
Premises - Church Street, Edwinstowe

### Key Projects:

- Repairs and Maintenance, Nottinghamshire County Council
- Heritage and Conservation:- Southwell Diocese - Vicarages, St. Mary's Church Edwinstowe. Thoresby Estate, National Trust
- Hempsall's Farm
- Domestic Housing

Loaf of bread - ninepence

Pint of beer - one shilling and tuppence

National average house price - £4,975

## IN THE NEWS

Construction begins on Nottingham's Queens Medical Centre.

The UK Government declares a State of Emergency as 47,000 dock workers go on strike for a pay rise to their £11 per week.



### Extensions at the Old Yard

As the business grew so did the premises; a perfect opportunity to introduce the next generation of Woodheads to the nitty gritty of a construction site.



Exam papers.

### Monkey Business

One day when Millie stepped outside the new purpose-built office she was amazed to see a monkey sitting in a cherry tree in the garden. The girls tried tempting it down with a banana until worried staff from the nearby Children's Home arrived and reclaimed their escaped pet.

### The Working Day

Joinery and carpentry apprentice Don Wilson worked four days a week 7.30 a.m. to 5.00 p.m. doing bench work, site work, school maintenance and grave-digging in local churchyards for Woodhead funerals. He also studied one day and two nights a week at West Notts. College; long shifts, but qualifications were valued and exam successes always meant a pay rise.

### A Day at the Auctions

In 1967 Bob decided he needed another lorry. He and Mick took a trip to the Government Surplus Auctions at Ruddington. There were bargains to be found by a savvy pair of buyers. Bob put in successful bids on two Commer Karriers - one was "a runner" the other needed a new engine but 'Magic Mick' could fix it! Mick arranged to bring a tow bar to the yard after his shift at the pit, and with Bob and Eric (who'd passed his driving test) they planned to drive the lorries home.



Crash Bang Wallop!

By the time Mick arrived at the yard with the tow bar Bob had got fed up of waiting. Keen to get the job done he'd set off with two drivers and a rope. On the way home the lorry on tow (no engine = no brakes) went into the back of the lorry towing it.

Lessons were learned.

A Local Legend

According to legend, Robin Hood and Maid Marian were married at St. Mary's Church in Edwinstowe, a Grade II Listed building dating from circa 1175. Bob and Margaret had met ringing the bells in the tower and when crumbling mortar joints were discovered there Church Warden Bob had the right team. The first job was erecting secure scaffolding with safety toe-boards and guardrails. Safety was a Woodhead priority then, and it still is.

Herbert Staniland, Winston Otter and Brian Holmes set to work, skilled bricklayers with heads for heights and all at the top of their game!



Getting the Job Nailed

Back in the workshop Don Wilson was making six wooden packing cases a day for Dosco, a mining equipment manufacturer. By preparing a cutting list, and planning what timber was needed Don squeezed twelve hours work into a nine hour shift, but it was “hard graft gripping a claw hammer all day”.

Bob saw how he could improve things and installed ‘air guns’ to fire in the nails. The job was transformed. Seeking innovative solutions was, and still is, the Woodhead approach to problem solving.

Building the Brand

The ex-government lorries were painted grey but when they joined the Woodhead fleet Bob gave them a make-over, distinctive olive green bodywork and black mudguards.

Bob didn't need to advertise, his reputation brought in the work, but the repainted vehicles were on the road promoting the Woodhead brand.



Bob's bicycle project.



Bob's Bicycle Project

The Woodhead yard was the scene of many projects, some crucial to the business, some with a distinct flavour of “messaging about and experimentation.”

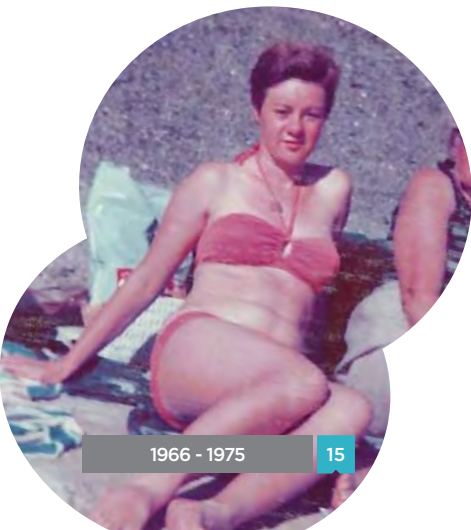
Bob was keen to try new things, it's a family trait. Perhaps his bicycle project had something to do with the Raleigh Bicycle branch of the family, or perhaps it was that inherent Woodhead quest for a challenge which inspired Bob to put a motor on his Raleigh.

The job involved a 105E starter motor, a modified output shaft and a vee belt pulley fitted by 'Magic Mick' and the team. They settled on a high amp push button system (letting go of the button meant the motor was no longer powered), safer than a fixed switch, and between them the job was done. Bob went out on the bike and ran out of battery in the middle of the forest. The energy it took to pedal the heavy modified bike back home was much more than if he had pedalled the whole journey.

Babes in the Wood

Sisters Millie and Madeline from the office also rode bikes, peddling to a secluded suntrap in Sherwood Forest to spend their half hour lunch break in skimpy bikinis topping up their tans.

One afternoon, a few minutes before they were due back at work and just starting to get dressed a convoy of army lorries all full of soldiers came trundling through the forest. The girls hid in the undergrowth until the soldiers had passed. They were late back that day.



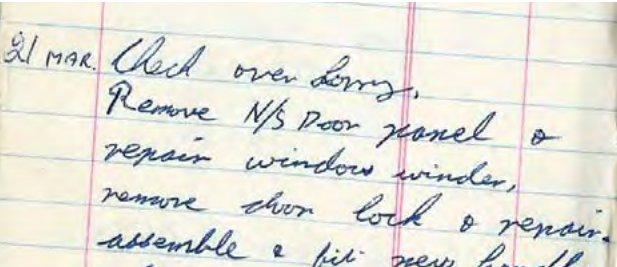




Laying drainage channel.

### Industrial Work Rate

In the local village of Walesby, the team built new poultry houses at Hemsall's Farm consisting of 26 concrete bases 200ft. long, 45ft. wide, one course blockwork, brickwork and drainage. The first one took three weeks. The team developed a system and the last few took eight days. Lean Construction even in those days!



### On the Road

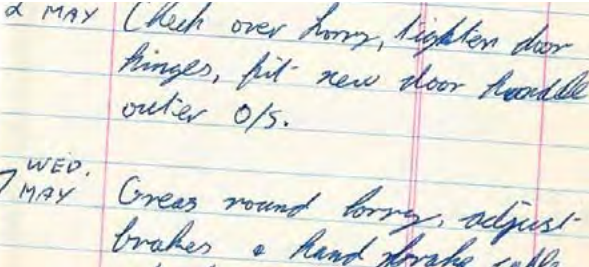
Despite fuel shortages, strikes, electricity rationing and petrol price increases Bob was open for business with lorries on the road five or sometimes six days a week, checked, serviced and safe, in the best Woodhead tradition. Every one, every day, home safe.



Herbert Staniland with power float.

### Power Float Perfection

To ensure the best possible finish to the concrete surfaces Bob invested in a petrol-driven power float. Timing was crucial. The concrete had to be left to harden sufficiently to take the weight of the machine and the operator before the power float could be used. Long days – and evenings!



### Testing Times

With the introduction of mandatory testing for goods vehicles the Woodhead lorries went regularly to the Test Centre at Watnall. When Bob saw the price of pre-test repairs he knew there was a better way. "We'll build a pit and do our own repairs". They did, and with Mick the vehicle maintenance was efficient, regular and recorded in the work book. Another effective Woodhead solution.



### Buried Treasure

Over the years Woodhead teams have unearthed some significant finds, this was the first. Originally thought to be a piece of broken machinery, it was later identified as a bronze age axe head in exceptionally good condition dating from 1200 BC. It's now in Mansfield Museum.



### Building a Trusted Relationship

With a shared passion for heritage and conservation and several successfully completed projects Woodheads and the National Trust were building a happy working relationship. When the local landmark tall chimney stacks on the period cottages in Clumber Park started crumbling the Trust called in Woodheads.

There were eight octagonal stacks 6ft high x 12ft wide rising from a 45 degree slate roof, to be dismantled. Terracotta flue liners were to be replaced, stacks 'tied' into two and a half tons of concrete, hoisted up in a sling by the barrow-load from the ground.

Another job to be proud of; finished a week early, still there and still looking good.



# 1976 – 1985

## COMPANY FACT FILE

Management – Bob Woodhead – 1978  
Premises – Church Street, Edwinstowe

Company incorporated 1978  
1978 – Bob Woodhead, Peter Rhodes  
and Margaret Woodhead  
1979 – David Woodhead, Peter Rhodes  
and Margaret Woodhead  
1985 – David Woodhead, Hilary Woodhead,  
Peter Rhodes and Margaret Woodhead

### Key Projects:

- Minor Works: Nottinghamshire County Council
- Heritage and Conservation (Vicarages and The National Trust)
- Repairs and Maintenance
- Housing

1980 Turnover £279K

Loaf of bread – 33p

Pint of beer – 55p

National average house price – £23,596

## IN THE NEWS

SAS Assault on the Iranian  
Embassy in Knightsbridge.

Alton Towers theme park  
opens in Staffordshire.

## A Chip Off the Old Block

As a child Bob's son David played in the joinery workshop and the yard. As a teenager he worked on site with the craftsmen who'd watched him grow up. David graduated in Building Surveying from Leicester Polytechnic and went on to work in London.

Hilary grew up working occasionally in the Office at the old yard. One summer Bob offered her a full-time holiday job but Hilary wasn't keen. By the time she decided she ought to take up his offer he'd given the job to someone keener!

---

*“He was like his Dad, same mannerisms and temperament. I thought... he'll make a good gaffer.”*

---

Alan Kitchener

Hilary graduated from Leicester in Business Studies and Marketing and went on to work for an American aerospace engineering company in Watford.

## Taking the Company to the Next Level

In 1978 Bob decided it was time to take the business to the next level. The Company became Robert Woodhead Limited. He appointed his wife Margaret and his former apprentice, respected employee and trusted friend Peter Rhodes as Founding Directors.



## Not all About Work

Woodheads wasn't all about work, and it still isn't. There were Christmas parties at the Miners' Welfare Club, with food and professional entertainers - and an occasional excuse for fancy dress.





A Nautical Flavour

Clumber Park Lake had a problem. The National Trust needed a company with a team who could row a boat, understand drain layouts and lay bricks. Woodheads had the perfect pair for the job - Alan Kitchener and Herbert Staniland.

Cross Dressing!

The same pair discovered a bag of women's clothing during a house renovation. When Bob arrived to check on progress he found two hefty 'ladies' in hats demolishing an internal wall.

*"We had a lot of fun working at Woodheads... couldn't wait to get back for the next day."*

Alan Kitchener

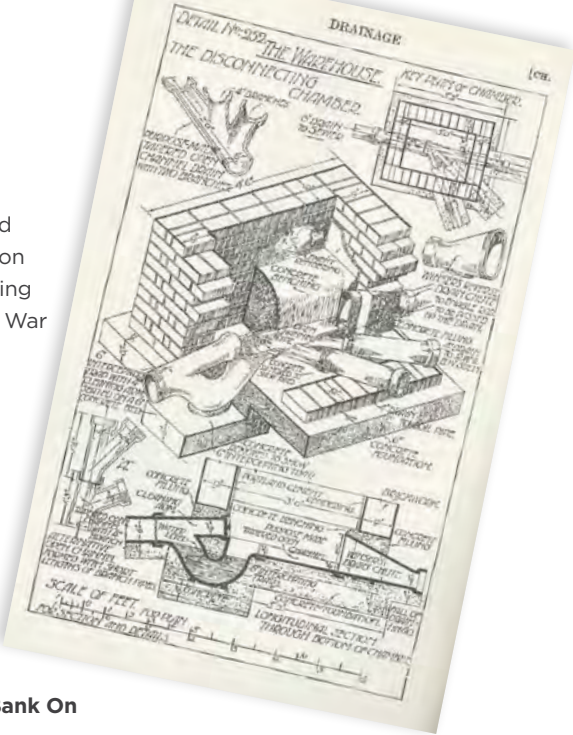
Design Flair

Local private house building projects provided regular work. Design flair using complex arches needed a team of skilled carpenters, joiners and bricklayers. Woodheads had that team and delivered many textbook domestic housing projects.



Minesweeping

Herbert had served in the Royal Navy on Minesweepers during the Second World War and seemed well qualified to row a boat across a lake but he missed his footing climbing out of the boat and fell in!



A Reputation to Bank On

With a workforce of around thirty staff paid in cash, Millie, four foot nine and three quarters and weighing in at seven stone, walked to the bank with a cheque every Friday and came back with a carrier bag full of money. The job had the potential for trouble; there never was any, but had there been she was well prepared - Millie did Judo!

One Friday Bob was delayed, the wage cheque wasn't signed and staff needed paying. The Woodhead reputation at the Bank was so good, that the Manager handed the cash over to Millie anyway. Bob called in later and signed the cheque.

A Goodbye Kiss

At the beginning of January 1979 Bob and Margaret drove Hilary back to Leicester for the new academic term. Hilary recalls that Bob, not usually a demonstrative man, kissed her goodbye.



# The End of an Era

## Robert Woodhead

9th January 1919 – 10th January 1979

Bob's sudden and unexpected death from a heart attack shook the family to its foundations. Bob's friend and colleague Peter Rhodes arranged a 'Woodhead' funeral. The Bells in St. Mary's Church tower tolled for Bob as an unprecedented number of family members, friends, customers, associates and local people filled the Church to pay their last respects to this remarkable much loved man.



# A New Era

Life changed dramatically for the family and for the business following Bob's sudden and unexpected death.

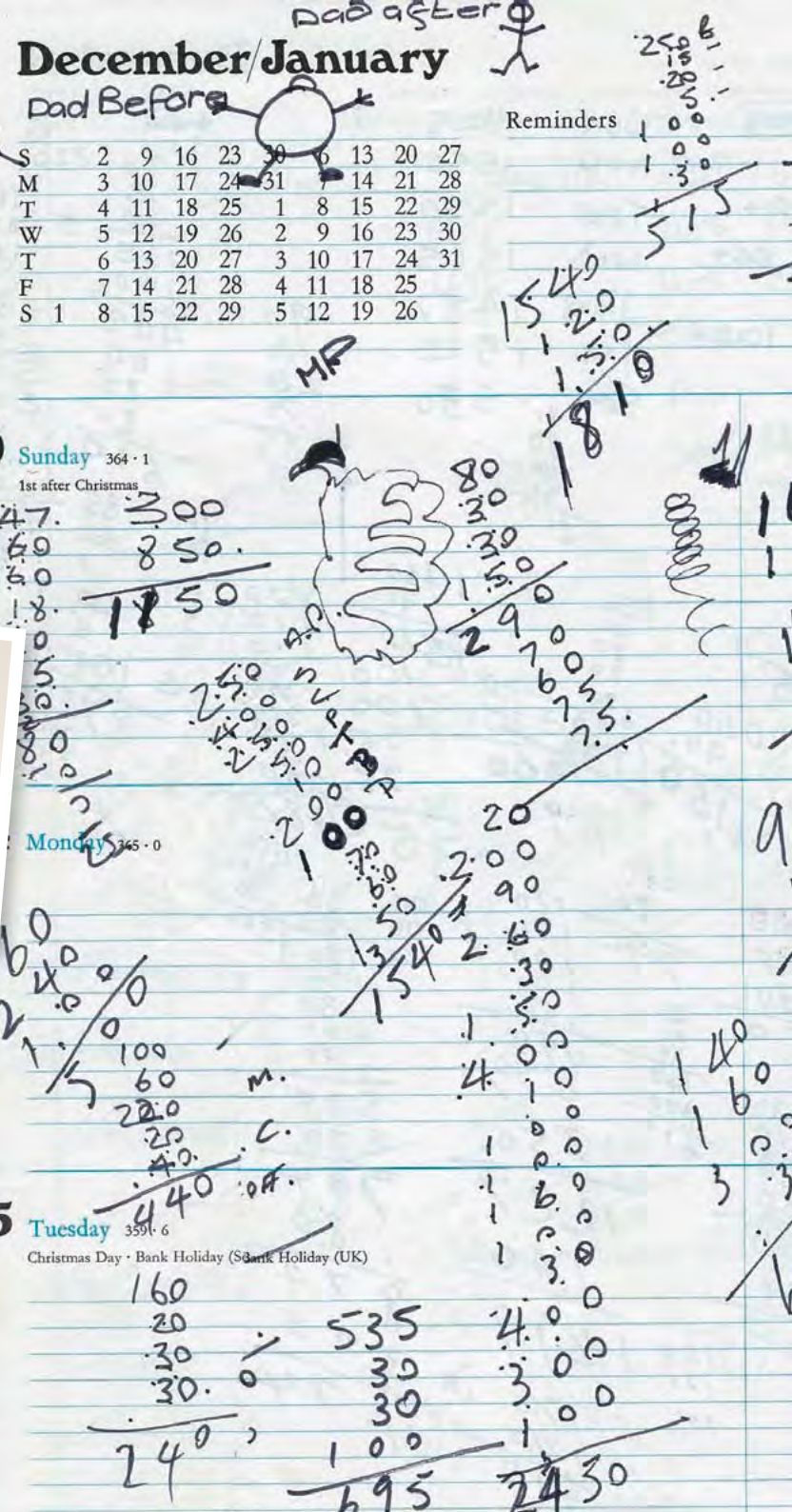
## A New Managing Director

David became Managing Director straight away, initially driving to and from his job in London to help run the business.



## Coming Off the Tools

Peter Rhodes continued as usual to record his work in a Boots scribbling diary, although there was nothing usual about 1979. After the death of "the gaffer" Peter moved from a joiner's bench to a director's desk seven days a week in charge of minor works and the undertaking business. Long shifts.



My first impression of their offices on Church St was one of fascination and interest. The building and its rooms had a old world appearance, quaint and compact. Not much room with everyone in close contact and it all seemed to work very well. I felt comfortable and was pleased to be part of the team.

Henry Lloyd's first impression.

## Subcontractors and Suppliers

After Bob's death the new Management Team continued to recruit and work with exceptional people. Subcontractor Noel O'Regan came to lay an area of massive reclaimed 'grave-stone style' slabs at Clumber Park for the National Trust. Noel did a great job and the happy working relationship continued until his retirement.

Creating enduring mutually beneficial relationships with subcontractors and others in the supply chain has always been an important part of the Woodhead culture.

## Hilary Woodhead (later Cheshire) Joins the Company

By 1982 Hilary was definitely keener to join the Company than she'd been in the school summer holidays. She became the full-time Finance Manager. Hilary also managed HR and Marketing and was later responsible for Information Technology.

## Pleased to be Part of the Team

In 1984 freelance Quantity Surveyor/Estimator Henry Lloyd returned from London to his Nottinghamshire roots to join Woodheads.

The cosy office and warm welcome at Church Street meant he instantly felt at home. He also stayed until his retirement.

"There was always something exciting happening."

Hilary Cheshire, Finance Director



- The National Trust
- Thoresby Estates
- Welbeck Estates (MoD)
- Morton Estates
- Southwell Diocese
- Crown Estates
- Dosco and Hollybank
- Private home owners
- Bealby Farms
- REXCO

Local people had always bought materials for building projects from Woodheads. 'Arrow Builders Merchants' incorporated in 1983, at the same time as Robert Woodhead (Holdings) Limited, put this service on a professional footing. Phil Hunter came as Manager, Sid Brocklehurst looked after yard stock and Shaun Davis drove the lorry.

As the speculative development of 30 homes in Edwinstowe came to a conclusion Alan Kitchener who had worked for Bob for many years, wrote to the Local Council suggesting that the development be named after Bob Woodhead, a man so many people had known and respected. The Council agreed.

In 1985 Hilary Woodhead was appointed Director and Company Secretary. With typical Woodhead innovative flair she was keen to bring new solutions to office practice and Woodheads was one of the first small builders to embrace the age of computers. A Mini-Winchester PC with Franklyn Building System (FBS) accounting software arrived in the Church Street office.



'Mini-Wini' marked a giant leap forward in book-keeping but she was allergic to Millie. When Millie went near Wini crashed. The diagnosis centred on Millie's high levels of static electricity and the solution was simple. Millie didn't go near it!

ADVERTISING FEATURE



IT is a common fallacy that builders' merchants sell only to the building trade.

Although it's true that a large part of their dealings are with professional builders, an equally important section concerns the supply and service to the general public.

And, it's most decidedly to the benefit of the average DIY enthusiast to pay a visit to their local builders' merchants.

One such fast growing company, in the heart of rural Sherwood, is Arrow Builders' Merchants on Church Street in Edwinstowe.

They have been need  
operating since  
September 1955



**DERBYSHIRE  
PARK** MINERAL &  
MINING CO. LTD.  
Telephone WOTM. 757672  
Suppliers of all grades of  
SAND, GRAVEL, ROAD  
TOP SOIL

SUPPLIERS OF ALL HEAVYSIDE  
BUILDING MATERIALS FULL  
COMPREHENSIVE RANGE OF  
PLUMBING AND IRONMONGERY

NO  
ORDER  
TOO  
SMALL

**OR**

**TOO  
LARGE**



**SPECIALISTS IN BRICK AND BLOCK  
DELIVERY**

**DIRECT FROM FACTORY TO SITE**  
**MATERIAL PRICE AND ADVICE**

**WE'VE GOT IT ALL**

**ARROW BUILDERS MERCHANTS**  
12 CHURCH STREET, EDWINSTOWE  
Telephone 822492

1  
just  
iron  
base  
ney  
most  
sweet

You  
from  
catalog  
damp  
the lat  
room &  
Hunter  
with suc  
compan  
con. Mar  
Brick.  
Blocks.  
Drainage,  
and Ideal  
ford Sanita  
The list goes  
no order is t

Of course items like cement, bricks and slabs are all the service Arrow Builders will deliver any order £10 within a radius.

The versatility of the company is such that they are as well geared to the individual needs of the householder as to the demands of large building concerns. This can mean supplying, perhaps, a small item of plumbing on the one hand and tens of thousands of bricks on the other.

### Benefits to builders

The 'heavy' side of the business deals with the supply of bricks, blocks and building materials for the trade. Arrow Bu



CERTIFICATE OF INCORPORATION  
ON CHANGE OF NAME

No. 1740822

I hereby certify that

EIGHTGLOBE LIMITED

having by special resolution changed its name, is now  
incorporated under the name of  
ARROW BUILDERS MERCHANTS  
(NORTH NOTTS.) LIMITED  
Companies Registration

ARROW BUILDERS MERCHANTS  
(NORTH NOTTS.) LIMITED

Given under my hand at the  
Cardiff the 7TH SEPTEMBER 1983

7TH SEPTEMBER 1983

U. Chamberlain  
MISS O. CHAMBERLAIN

authorised officer



# 1986 – 1995

## COMPANY FACT FILE

Management – David Woodhead, Hilary Woodhead, Peter Rhodes and Margaret Woodhead

1993 – David Woodhead, Hilary Woodhead and Peter Rhodes

1994 – David Woodhead, Hilary Woodhead, Peter Rhodes and Alan Maisey

Premises – Church Street, Edwinstowe

1990 – Bilsthorpe

## Key Projects:

- Lady Rozelle's House – Thoresby Estate 1987
- Center Parcs 1987 onwards
- Sherwood Pines Visitor Centre 1993 – 98
- New Build Factory, Clipstone 1994

1990 Turnover £1.75m

Loaf of bread – 50p

Pint of beer – £1.09

National average house price – £59,785

## IN THE NEWS

Nelson Mandela released from prison after 27 years.

First UK Center Parcs holiday village opens in Sherwood Forest.

Center Parcs went on to become a key customer of Woodheads. In a partnership led by Bob Johnson and lasting over twenty years the Company completed work at all the UK Center Parcs locations.

# 1986

## Congratulations and Happy 40th Anniversary Robert Woodhead Limited

### Woodhead's-for 40 years

AN EXCELLENT reputation can be won in just a few years, but to maintain it for over 40, is a real sign of quality — and that is exactly what Robert Woodhead Ltd Building Contractors have done.

The company was set up just after the Second World War by Robert Woodhead in the family's workshops, just off Church Street, in Edwinstowe.

Through dedicated hardwork, Mr Woodhead quickly built the business into a major success.

On the death of Robert Woodhead in 1979, David Woodhead, a qualified surveyor, came back from working in London to team up with Peter Rhodes, who had been with the company for over 30 years.

Under David and Peter's guidance the firm has continued to prosper and maintain its superb reputation.

Woodheads are particularly well known for their repair and renovation work.

The company has an excellent reputation for providing high quality maintenance work with its close knit team of craftsmen.

Woodheads carry out work on a regular basis for a number of large clients and charitable public organisations.



## FORMULA

This combination of practical experience and technical know-how proved to be a successful formula in the years that followed.

## STOCK

The joinery workshops at Edwinstowe have a good stock of materials and the firm employs more than 20 full-time craftsmen whose skills cover joinery, plastering,

bricklaying, plumbing and in fact every aspect of the building trade.

In recent years the company has expanded into the field of speculative building and are about to successfully complete an estate of 36 houses in Edwinstowe.

They also specialise in architect-designed houses, which require a particularly high level of craftsmanship to build.

A fine example of Woodhead's workmanship has just been completed for Lady Rozelle in Thoresby Park.

The architect who designed the house was



### a sign of quality

### Advertiser's announcement





A Matter of Fax

With an ever increasing work-load Woodhead scored another first amongst local building companies when they invested in a Fax machine. Some years later, ever the innovators, Woodhead was the first local construction company to use ‘the Cloud.’

Bigger Than a Brick

The innovations continued with the first mobile phone. This hunk needed half the passenger seat in the plumber’s van. The technology would have been perfect for emergency call outs – except for the lack of a local mobile network! Now the Woodhead team are connected by super-fast Microsoft Lumia 950 company mobiles with an average download speed of 33.03Mbps.

‘Butterfields’

When Lady Rozelle (Daughter of the late Earl Manvers) and her husband Doctor Raynes wanted a new home, Woodheads, who already had an excellent reputation working for the Thoresby Estate, were the obvious choice.

The design was unusual, octagonal, with a distinctive louvered lantern on the roof – visible from the A614 at Perlethorpe.



Pelican's Perch

Joiner Don Wilson and apprentice Pat Boyle worked on the roof and in typical Woodhead fashion went the extra mile, creating a pelican out of rigid insulation material and placing it on top of the lantern. Lady Rozelle was delighted. She organised a grand housewarming, all the Woodhead team and their families came to the party and so did the pelican, retrieved from the roof and perched on Lady Rozelle’s grand piano.

Builders’ Tea

Builders’ tea was brewed on site using a calor gas heater. It was served ready laced with milk and sugar. The only choice was the method of delivery! Long tea (poured from a height) or short tea! Lady Rozelle’s tea was a treat, clean mugs, plenty of sugar and biscuits!



The team won a Craftsmanship Award for Lady Rozelle’s House.

Site Facilities

Over the years facilities on site progressed from primitive huts, sheds and Bob’s old caravan, to the heated and glazed comfortable portable cabins of today. Toilet facilities progressed from a bucket to portable flushing chemical toilet units complete with hand washing facilities, so desirable they’re occasionally stolen!

In Hot Pursuit

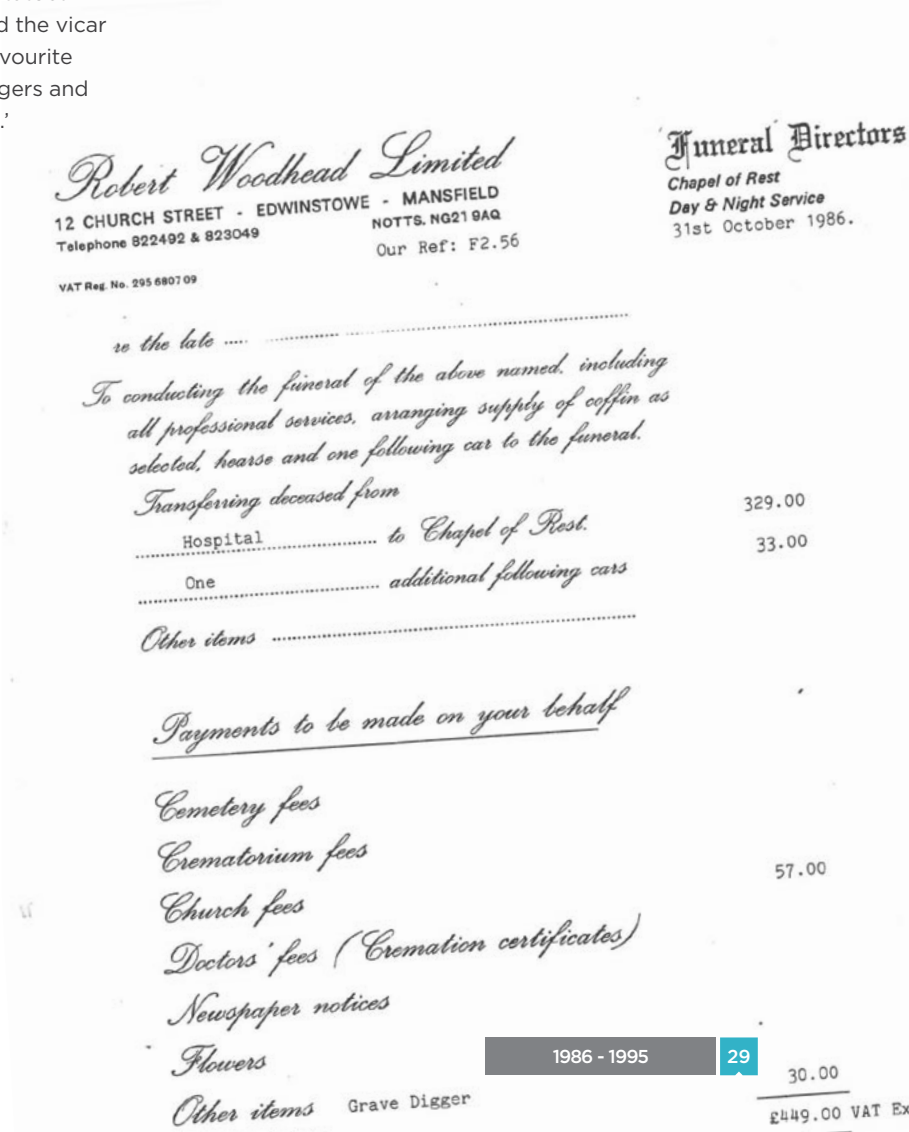
The stolen toilets were never recovered but a stolen Woodhead van was found abandoned in Inverness. David’s wife Laura flew up to drive it home. It was an unforgettable journey. Police from several Constabularies between Inverness and Edwinstowe spotted the van and went in hot pursuit. Intercepting Officers were naturally reluctant to believe the protestations of innocence from the driver of the ‘stolen’ vehicle.

Saturday Girl

Melanie Bainbridge joined the company as a ‘Saturday girl’ in the Church Street office and sold building supplies from the yard. She remembers bonfire night parties, hot potatoes and toffee, and the vicar bringing his favourite fireworks, bangers and ‘jumping jacks.’

On Call

In true Woodhead tradition Melanie stayed on, taking over the funeral business from her father Peter Rhodes on his retirement in 2007. She’s on 24 hour call, organising traditional, humanist, civil celebrant, and ‘green’ funerals. Fashions and prices have changed, but the Woodhead reputation for care and compassion remains, ensuring that families continue to call on their services.





Room to Grow

By the end of the 1980s it became clear that the original premises in Edwinstowe could no longer accommodate the growing business. The Directors took a positive decision and purchased two acres of industrial land at Bilsthorpe from Nottinghamshire County Council for £34,000.



Edwinstowe Yard 1988.

Fond Farewell to the Old Yard

The old joinery workshop and yard, where projects were conceived, men kicked footballs and customers took sand home in a squeaky wheelbarrow, became part of the Company's past.

It became part of the future for three families (one of which was Hilary and Martin Cheshire) who moved into the three fine new homes built there by Woodheads.



New housing on former yard.

1990. Bilsthorpe: a New Chapter in the Woodhead story

Alan Maisey, Brian Holmes and the team built three industrial starter units on the land at Bilsthorpe; a new office and a workshop for Woodheads, and another workshop for rent.

Alan who joined the Company as Quantity Surveyor/Manager in 1988 went on to deliver many prestige projects for the Company and became a Director in 1996. Alan retired in 2011 but in true Woodhead tradition his son Mark is a member of the Woodhead team.

The nearby Bilsthorpe colliery closed, no longer the coal mine "gold mine" of the past. The spoil heaps, railway sidings and brickyard were reclaimed and Woodheads continued to expand. The workshop was converted to offices, and in a major reorganisation the Company expanded into the formerly rented out unit, adapting it into office space.

In 1993 Norman Hudson came to work for Woodheads for two days. He's still a valued member of the team.



Reproduced by kind permission of Bilsthorpe Heritage Museum.



*"If it hadn't been for the smaller jobs we wouldn't be where we are today."*

Norman Hudson, Minor Works Manager,  
Robert Woodhead Limited





Church Street, Edwinstowe



Bilsthorpe



Edwinstowe House



### An Elephant's Trunk in Sherwood Forest!

In 1993 work began on Sherwood Pines Visitor Centre for The Forestry Commission. The team arrived on site and discovered the wood they were to use had been stolen.

Concrete for the footings had to be pumped from the vehicle and delivered across the width of the foundations through a pipe - an 'elephant's trunk'. This wasn't the only time the company undertook an impressive concrete pour.



The foundations-pump 'elephant's trunk'



Sherwood Pines visitor centre

### A Fire in the Forest

Sadly within hours of Director Alan Maisey handing over Sherwood Pines Visitor Centre to The Forestry Commission, security staff at nearby Clipstone Colliery spotted flames rising above the trees. By the time firefighters arrived the flagship building was reduced to ashes.

### Rising from the Ashes

In 1998 Woodheads returned to complete a rebuild for the Forestry Commission. The thriving Sherwood Pines now welcomes many thousands of visitors each year.



### Fringe Benefits

When Fringe Electronics from Clipstone required a new high specification factory the Woodhead team, based a couple of miles down the road and with an excellent reputation, was ideal for the job.



Fringe Electronics Factory

### Constructing Excellence

The Latham Report, 'Constructing Excellence' was published in 1994, the first of two Reports into the Construction Industry. The Report marked the starting point for an agenda of innovative changes required to take the Construction Industry into the 21st Century.

The following year Glenn Slater was appointed to a new key role within the Company dedicated to Marketing and Business Development.

# 1996 – 2016

## The Transformational Years

### COMPANY FACT FILE

Premises – From Bilsthorpe to Edwinstowe House and Lincoln

Turnover from £5.5m to £40m

Loaf of bread – from 52p to £1.30

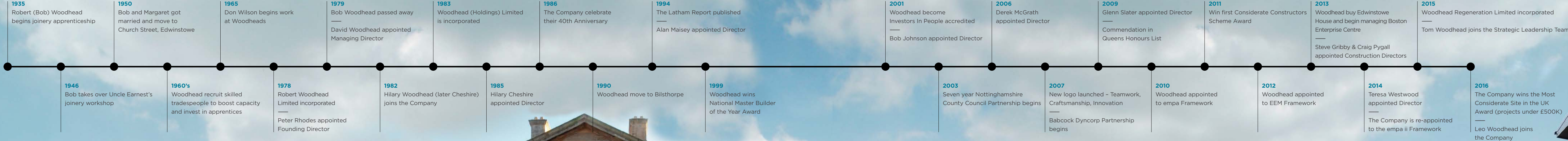
Pint of beer – from £1.78 to £2.87

National average house price – from £101,550 to £288,000

The late nineties marked the start of a transformational era for the company. The focus moved from smaller projects to partnerships and frameworks. A Strategic Leadership Team was formed, tasked with finding and implementing better ways of working to drive the business forward.







Cusworth Hall, Doncaster Borough Council

Hicks Lodge, Forestry Commission

Cross Street, L&H Homes



# Happy 50th Anniversary Robert Woodhead Limited

## Logo Refresh

To mark the Golden 50th Anniversary a new Woodhead logo, based on the signature of its founder Bob Woodhead was unveiled. Over the transformational years Woodhead were destined to enjoy many more 'golden' moments.



## A Transforming Identity

How our identity has transformed over time.



# Leadership and People Development

## The Right People in the Right Roles

Over the last 70 years the Woodhead workforce and the Strategic Leadership Team has grown and inevitably changed. It is the consistently successful recruitment and patient nurturing of the right people into the right roles which has progressed the business from that of a jobbing builder to a strong regional group of businesses.

The contributions of former Directors Peter Rhodes, Alan Maisey and Bob Johnson have been absolutely crucial to that growth.

## The 2016 Strategic Leadership Team

**David Woodhead** Managing Director since 1979.

**Hilary Cheshire** who joined the company in 1982 became Finance Director in 1985.

**Derek McGrath**, who came to the Company in 2002 in a temporary role to cover Hilary Cheshire's maternity leave became the Customer Engagement Director in 2006.

**Glenn Slater** who joined the Company in 1995 became the Business Development Director in 2009.

**Steve Gribby** who joined the Company in 2006 as a Site Manager became a Construction Director in 2013.

**Craig Pygall** who joined the Company in 2007 became a Construction Director in 2013.

**Teresa Westwood** who joined the Company in 2002 as Personal Assistant to David and Derek became the Considerate Management Director in 2014.

**Tom Woodhead** who joined the Company in 2012 became part of the Strategic Leadership Team in 2015.



David Woodhead

Teresa Westwood

Glenn Slater

Steve Gribby

Tom Woodhead

Hilary Cheshire

Craig Pygall

Derek McGrath



### Team-working Works

While the on-site teams delivered exceptional projects in Heritage, Housing, Education and Repairs and Maintenance the Leadership Team guided the Company through some turbulent times and delivered innovative responses to the industry challenges addressed in the Latham and Egan Reports.

As specialisms emerged four dedicated teams were established:

- Conservation
- Housing
- Public Buildings
- Repairs and Maintenance

Each with Team Leaders, Project Managers, Project Co-ordinators and Quantity Surveyors. Teams were matched to projects best suited to their skills and expertise resulting in every customer having the right team with the right experience for their project. Business Development, Human Resources and Finance Teams were also created to provide a network of support to project delivery teams spearheading the Company's ambitions for 20% year on year growth.

### The Egan Report - Rethinking Construction

As the 21st Century came into view the second of two seminal Reports was published addressing national concerns facing the UK Construction Industry. The industry-led Egan Report was critical of the effects of competitive tendering and challenged companies to aspire to a future driven by quality and partnerships with clients and supply chains. Moving away from the adversarial culture of lowest price to one of best value, and putting customers' needs at the heart of the process.

# Projects and Customers

### Creating Homes People Love

Woodhead re-entered the speculative housing market with a development of 3 and 4 bedroom houses and bungalows in the nearby village of Wellow.

### A Lovely Job

Spinney House was Woodhead's first £1m home. Director Alan Maisey recalls completing "a lovely job" despite the difficult single track access. The following year customer Gary Dutton called the team back to build a cottage in the garden. Repeat business continues to be a key component to the Company's growth.









# A Woodhead Winner

Local business couple Nigel and Ruth Walton wanted an outdoor swimming pool bringing in from the cold and an extension linking it to their cottage. Brian Holmes and his team ‘moved in’. Using reclaimed bricks, and English Oak, some salvaged after the great storm of 1987, the Woodhead team created a stunning award-winning extension.

The project went on to win the National Master Builder of The Year Award in 1999 elevating Woodhead to new heights. The prize included two new vans ensuring the Company’s continued expansion.

“Come to work dressed up tomorrow  
Brian, we’re going out.”

David Woodhead, Managing Director



A Team Celebration

### Too Much Bucks Fizz

The Award was presented by Cheryl Baker from ‘Bucks Fizz’ the Eurovision Song Contest winner. The Team were so ‘elevated’ by Cheryl they forgot to get a photograph!



### The Best Home in the Land

Chris Strazds and the team rose to the many challenges of an exceptionally difficult site and created a spectacular home which went on to win the coveted 1999 Daily Telegraph House of the Year Award.



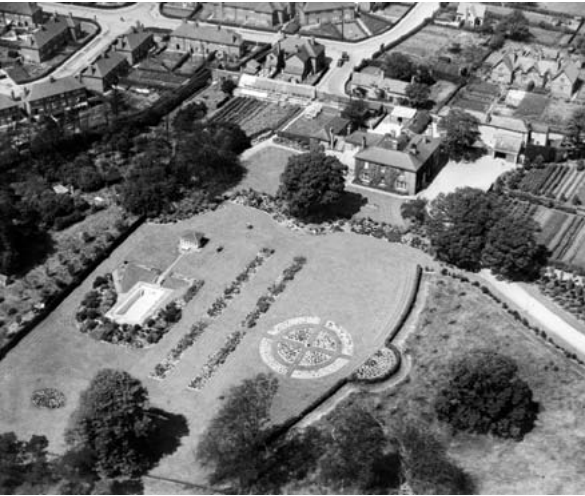
“If a job seems impossible it’s got  
‘Woodheads’ written all over it!”

David Woodhead, Managing Director

### The Story of Edwinstowe House

Following the demise of the UK coal industry Edwinstowe House, the former North Nottinghamshire Area Headquarters of British Coal, was transferred to an agricultural / property developer before being sold on to new owners, North Nottinghamshire Training and Enterprise Council.

In 1999 Woodhead’s Director Alan Maisey delivered an ambitious three phase development at Edwinstowe House for North Nottinghamshire Training and Enterprise Council. The refurbishment work transformed the original Georgian house and three wings (added by British Coal), into a Centre for Business Excellence with new office accommodation, conference facilities and reception area. A project that was to shape the Woodhead story in years to come.



Aerial view of Edwinstowe House circa 1938 (Britain from the Air).



K-Panels

Woodhead identified an opportunity for growth within the innovative offsite manufacturing sector and responded with K-Panels Limited. The new Company championed structurally insulated panels (SIPs) and advanced Timber Frame building solutions bringing a seamless approach to projects. The fun packed launch included Sumo wrestling and a bathtub racing event. K-Panels delivered fast, sustainable, low carbon, energy-efficient buildings with reduced waste and went on to win the Mansfield 2020 Innovation Award in 2007.

Innovation at Center Parcs

Sherwood Forest was the home of the first UK Center Parcs Holiday Village. Their neighbours were ideally situated for close collaboration.

Having pioneered the introduction of Structural Insulated Panels (SIPs) to the UK Woodheads offered them to Center Parcs who were keen to use the innovative system for its villages. Using panels created offsite meant it was ‘business as usual’ for the Parcs during construction.

Director Bob Johnson provided crucial leadership to this long term successful project which had a significant impact on the business. Woodheads went on to deliver 200+ new build villas in Parcs throughout the country during a twenty-year working relationship.

*“Bob Johnson was amazing on the project, a great negotiator and ambassador for the Company. Center Parcs valued him for his imaginative solutions to complex problems and above all for his drive and determination.”*

David Woodhead, Managing Director

Rooky Tooky Nick Nack

Construction required the use of a special quirkily named Canadian tool – the unforgettable ‘Rooky Tooky Nick Nack’.

SIPs Success

A decade later Woodhead delivered Cross Street, a Code for Sustainable Homes Level 5 development in Gainsborough for Longhurst Housing Association using SIPs panels. Post completion monitoring exceeded expectations.



Mission Impossible

At Center Parcs Woodheads successfully completed several ‘impossible’ challenges, including extending a swimming pool while the existing pool remained open to swimmers!



*“Center Parcs was a major platform in the Company’s growth - instrumental in our selection on the Nottinghamshire County Council Partnership.”*

Glenn Slater, Business Development Director

A Reputation for Innovation

Both Woodheads and Longhurst Housing Association enjoy reputations for innovation and when Woodheads introduced Longhurst to SIPs they were impressed. They appreciated Woodhead’s experience delivering TEK Haus villas for Center Parcs and commissioned an affordable housing pilot scheme to demonstrate the benefits of SIPs in a traditional domestic environment.





Building Homes - Rebuilding Lives

Woodheads don't just talk about their values, they drive everything they do. They deliver more than just buildings for Framework (a charity enabling homeless people to live independent lives) they sponsor events, fundraise and offer work experience to service users.



After two weeks work experience in 2010 Jerzy was offered a full-time job - he's still part of the Woodhead team.

Heritage and Conservation

Throughout the transformational years the Company's expertise and experience in heritage and conservation continued to develop.

The specialist Woodhead Heritage Team delivered award-winning projects for a number of key customers on many historic sites and buildings.



Welbeck Abbey Clock Towers

David Woodhead and Henry Lloyd recall standing in an outhouse in 1999 examining a sorry selection of rescued pieces of wood which had once been the former clock towers at Welbeck Abbey, a Grade II Listed Building.

Henry's price was accepted and the timbers and canopy were carefully restored in the joinery workshop using old photographs and drawings before being lifted back carefully into place by a crane.

K-Panels - A Stepping Stone

Faced with a 95% drop in orders during the recession the decision was made for K-Panels to cease trading and put all resources into the core Woodhead business. In a Company not afraid of failure the K-Panel experience was regarded as having been a vital stepping stone into sustainable housing, which raised the Woodhead profile in the sector and led to the birth of Woodhead Regeneration.

The Great Builder Bake Off

The Team are Bake Off 'experts' having held their own Great Builder Bake Off inspired by the hundreds of cupcakes produced for events and celebrations over the years. They noticed that during the recent Great British Bake Off Crème de la Crème, filmed at Welbeck Abbey, cameras frequently zoomed in on the 'Woodhead' Clock Tower.



The same standard of baking wasn't quite achieved.

Reproduced by kind permission ©National Trust Images/Dennis Gilbert

Southwell Workhouse

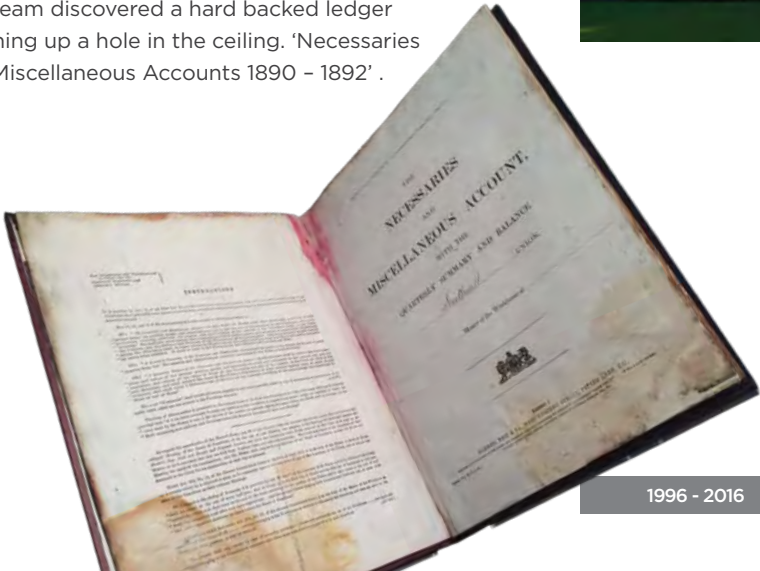
The National Trust's flagship project, restoration of this 19th Century Grade II Listed building, was another project trusted to Woodheads. Don Wilson and the team were based on site for eighteen months, vital for close collaborative working with the architect and customer. Sourcing materials and specialist supply chain partners for conservation projects is an essential skill. For the Workhouse special thick glass was sourced from Poland. Dozens of brick samples were sourced, examined and eliminated before specially made bricks, an exact match to the originals, were commissioned.

*"I cycled up 'Paupers Lane' on Saturday and the workhouse looked absolutely stunning"*

Leigh Rix, Project Director, National Trust

More Buried Treasure

The team discovered a hard backed ledger patching up a hole in the ceiling. 'Necessaries and Miscellaneous Accounts 1890 - 1892' .



Cusworth Hall

In 2005 Woodheads secured the contract for the major restoration of Cusworth Hall, a fine 18th Century Grade I Listed building. The project went on to win the FMB Master Builder of the Year Award 2007.





What Customers Say

For seventy years customers have been saying “Thank you” to Woodheads. Some, like Julie, Assistant Curator of Cusworth Hall during the restorations, keep on saying it!

*“I get a Christmas card and a letter every year from Julie, she remembers what a great job we did and how committed the whole project team were.”*

Don Wilson, Site Manager

Bolsover Castle

Simon Butler and his team delivered an award-winning phased conservation project at Bolsover Castle, but mid project they encountered a big surprise.

*“The Castle had a wedding booked. The team really pulled together. Working seven days a week meant we got the scaffolding down in time for the Bride and Groom’s big day.”*

Simon Butler, Conservation of the Historic Built Environment Advisor

Heritage Skills – Teaching the Next Generation

Woodheads have been offering apprenticeships for almost 70 years. Their ‘Apprentice for the Day’ scheme held in collaboration with Construction Skills and Education Business Futures focused on heritage skills. A group of 14 to 16-year olds were given hands on experience of leadwork and stonemasonry and other heritage skills at the historic Kelham Hall.

*“This country’s blessed with historic buildings of great value and beauty we need to make sure we can maintain them for the future and we need young, skilled and enthusiastic people to do that.”*

Mark Spencer MP Sherwood Constituency, Nottinghamshire



Bolsover Castle, English Heritage

Lincoln Castle Revealed and the Heritage Skills Centre

Lincoln Castle is one of England’s most treasured historic buildings. Custodians, Lincolnshire County Council, placed their trust and their Castle in the safe hands of the Woodhead Heritage Team.

The extensive programme of work brought Lincoln Castle to life like never before through immersive interpretation, and compelling architecture of unrivalled historical significance.

- The project consisted of three major phases:
- The Heritage Skills Centre, The first new build within the grounds of the Castle for over 100 years.
  - The Conservation of Lincoln Castle Walls, Observation Tower, Lucy Tower and Bath House.
  - The refurbishment of the Prison, and new build Subterranean Magna Carta Vault. The new home of Magna Carta and The Charter of the Forest.

A Spell-binding Discovery

A perfectly preserved green ‘Witch Bottle’ dating from circa 1700s was unearthed at the National Civil War Centre, Newark. Magical concoctions of hair, urine and fingernails were believed to keep evil spirits at bay!



Witching Bottle - found at the National Civil War Centre, Newark.

Buried Treasure

Excavations came to a halt and the archaeologists were called in when the team discovered a limestone sarcophagus three metres below ground level, an extremely rare find of national significance.

Removing the sarcophagus was a delicate operation requiring Home Office approval and archaeological supervision. The BBC’s One Show and media from around the globe followed the story. With the mission accomplished successfully the team returned to work keeping the project on programme.







## Lincoln Castle Revealed - A Royal Seal of Approval

In June 2015 Lincoln Castle Revealed was officially opened by Her Royal Highness The Princess Royal. The Heritage Skills Centre and Lincoln Castle Revealed have broken all the Woodhead records for awards, gaining in excess of 10 accolades to date in sustainability, conservation and tourism.

### Project Impact:

**Over 237,000 visitors** since opening (April-October 2015)

**+29%** visitors in Q1 2015 compared to the same period in 2014

**7,021** have engaged in the learning programme (April-August 2015)

**4,307,887** digital impressions during the launch week (Twitter: @LincolnCastle)

**1,467 TripAdvisor reviews** (April-October 2015)

*\*Lincoln Castle Revealed Marketing and Engagement Report November 2015*





Lincoln Castle, Lincolnshire County Council



Pinfold Lane, North Kesteven District Council

# Innovation, Investment and Improvement

## Innovation in the Office

The technology at Woodheads is like the rest of the team, loyal, reliable and long-serving. But with a growing turnover Hilary decided it was time the accounting system took a step up to the next level. Welcome to Red Sky DEMA, which served the Company well right through to 2015.

## Investing in People

In 2001 the Woodhead team achieved the Investor in People Standard, a rare accolade in the construction industry with barely 5% of construction companies accredited.



## Seeking the Next Challenge

Teresa Westwood, having come from an HR background was keen to develop the Company's commitment to Investors in People.

## Bucking the Trend

During periods of recession Leadership Teams have to make difficult strategic decisions and in many companies investment in staff training is identified as a 'cut back' area. In a brave decision which bucked the trend Woodhead increased investment in staff and training. Teresa and the team accepted the challenge of the new Bronze Silver and Gold Investors in People (IIP) accreditations, taking the Company to Silver in 2013.





Golden Christmas

Investing in people brought clear benefits to individuals and to the Company and the team launched ‘Going for Gold’ within the Company as they chased the coveted Gold IIP standard. A year after launching the initiative Woodheads received the Gold Accreditation and enjoyed a ‘golden’ Christmas party.



Golden Era

In 2016 the Company maintained their Gold Investor in People status with an unprecedented 185 points out of a maximum possible 196, the highest score the Assessor had ever recorded. In typical Woodhead style the Team is already looking at the challenging new Platinum Award!

Taking the Supply Chain from Good to Gold

While Woodheads had grown with a clear strategic plan others in their supply chain had grown to ‘keep up’.

The ambitious ‘Good to Gold’ programme was designed to help the Company’s supply chain and employees improve and grow. Woodheads were the only small to medium enterprise (SME) to be shortlisted for interview following an application for funding from the UK Commission for Employment and Skills.

The news that they had been selected to receive the £187,070 funding was a great ‘stand out’ moment for the Team.

The programme focused on effective management, leadership practices, business planning, culture and values. Eighty-four supply chain businesses engaged with the programme and the feedback was fantastic.

The ambitious project led to Accreditation by the Institute of Leadership and Management. The team are already considering how they could roll out the course to a wider audience.

Considerate Constructors Scheme

The Considerate Constructors Scheme was set up by the UK Construction Industry in 1997 to improve the public image of the industry and ensure safety for everyone in and around the site.

The CCS fits well with the Woodhead culture, with Site Managers respecting local communities and always considering the wider implications sites have on neighbours and the environment.

Considerate Alchemy

In 2011 Site Manager Robert Chadwick won Woodhead’s first Considerate Constructors Scheme Award for Abbey Road Children’s Centre, putting the site in the top 2.5% of registered sites in the country.

Gold

In 2016 Site Manager Peter Winson won a coveted Gold Award for a small Northamptonshire site where Woodheads delivered a housing project for Spire Homes. The site was also runner up in the Most Considerate Site Award (under £500,000). Site Manager Eddie Johnson won a Bronze Award at the same ceremony.



Silver

In 2015 Site Manager Paul Pygall won a Silver Award for a Derby Homes project when the Team worked with Derbyshire Wildlife Trust installing swift boxes on properties and raised money for local community group OSCAR (Osmaston Community Association of Residents) when stakeholders donated for on-site advertising.

The Team also took exceptional care to keep local cyclists safe from site traffic.

Simply the Best

In 2016 Site Manager Tony Robinson won another Gold Award for a housing project in Denton Green, Nottingham. The site was praised for its partnership working and for providing opportunities to twenty people to work on site building their skills and experiences. This site achieved the highest score ever awarded to a Woodhead project (45/50) and won the Most Considerate Site in the UK Award for a project under £500,000.

Rule Breakers for the Right Reasons

A comment piece by John Pinchbeck on Woodhead’s considerate approach published in the Sleaford Target put smiles on lots of faces.

Breaking News

In 2016 the Company became an Associate Member of the Considerate Constructors Scheme.







# Over 70 awards and commendations in 70 years

## A Selection...

1989

**Lady Rozelle's House**  
Craftsmanship Award

1999

**Nigel and Ruth Walton's House**  
(Pool Enclosure)  
National Master Builder of the Year Award

1999

**The Daily Telegraph**  
House of the Year Home Building  
and Renovating Awards

2002

**Southwell Workhouse**  
Construction Craftsmanship Award

2007

**Cusworth Hall**  
Master Builder of the Year Award

2010

**4P's Awards for Excellence**  
in Local Government  
Nottinghamshire County Council Partnership

2013

**Highfield House**  
RICS Conservation Commendation

2013 - 2016

**Lincoln Castle Revealed**  
and the Heritage Skills Centre  
10+ awards and commendations including:  
RIBA - RICS - SCALA - CIOB - NFB

2013 - 2014

**Cross Street Eco Town Development**  
4 awards including NFB - CIOB - Lincolnshire  
Energy Awards

2015

**Scape Repairs and Maintenance Framework**  
National Federation of Builders Collaborative  
Working Award In Partnership  
with Nottingham City Council and  
Nottinghamshire County Council

2016

**Marble Hall**  
(Former Rolls Royce Head Office)  
Celebrating Construction Awards,  
Heritage Category

2016

**Considerate Constructors Scheme**  
National Most Considerate Site Award  
(under £500k)

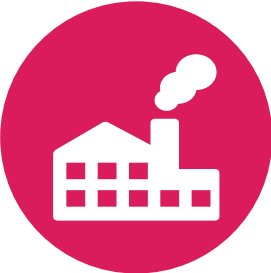


Considerate Management System

Director Teresa Westwood and her team offer a concept which sets Woodhead apart. The Considerate Management System (CMS) ensures the business has the resources to be successful in the long term by attracting, retaining and developing the very best people. The CMS ensures compliance with laws, executes administrative processes and policies that protect, promote and add value across the company.

Lean Construction: Delivering More With Less

Woodhead’s commitment to Lean construction, offers customers efficiency benefits by adopting a fabric-first approach, minimising waste, time, resources and materials. The Lean project management method provides the flexibility needed to cope with delays and unforeseen events resulting in multiple projects delivered to tight deadlines with high levels of customer satisfaction.



Production



Manufacturing



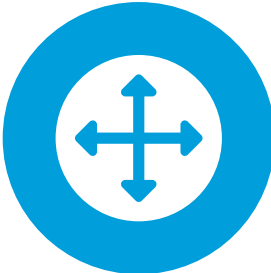
Inventory



Time Management



Talent



Motion



Defects



Transportation

# Partnerships and Frameworks

Going the Extra Mile - A Tradition

The Latham and Egan Reports called for partnership working, a concept requiring trust and respect, values which have always been at the heart of the Woodhead culture.

In 2003 Woodhead began a successful seven-year partnership with Nottinghamshire County Council delivering School and Library projects, Youth Centre Improvements, Children’s Centres, Out of School Clubs, Sure Start and Pre-School Schemes.





Celebrating Seven Successful Years

# WORKING TOGETHER TO IMPROVE LOCAL LIVES 2003-2010



## DELIVERING OVER 1,500 JOBS COUNTYWIDE

**700** SCHOOL PROJECTS

**300** RESPONSIVE  
CALL OUTS

**250** DDA COMPLIANCE  
WORKS

**200** SPECIAL  
ADAPTATIONS

**120** CHILDREN'S CENTRE,  
OUT OF SCHOOL CLUB,  
SURE START &  
PRE-SCHOOL SCHEMES

**60** YOUTH CENTRE  
IMPROVEMENTS

**30** LEGIONELLA  
COMPLIANCE WORKS

**30** LIBRARY  
IMPROVEMENTS

### Working Together to Improve Local Lives

The partnership ended in 2010, delivering some impressive statistics and was Highly Commended in 'Best Private Sector Partner' Category of the National 4P's Awards for Excellence in Local Government.



### Many Extra Miles

Going the extra mile has always been part of the Woodhead culture. Site Manager Robert Chadwick went many extra miles for one pupil at Heymann Primary School during an extension and refurbishment project.



### Acute Lymphoblastic Leukaemia

A child at the school had acute lymphoblastic leukaemia, a condition with massive implications if exposed to dust. Robert liaised with the school, the parents and the hospital, all recognised by the Macmillan Nurse as "above and beyond".

*"What Bob Chadwick did to ensure the health and safety of that little boy was incredible."*

Lynda Noble - Headteacher, Heymann Primary School



The Babcock Dyncorp Partnership

In 2008 Woodhead established a new key eight-year working partnership with Babcock Dyncorp, a Company providing construction management services to the Ministry of Defence.

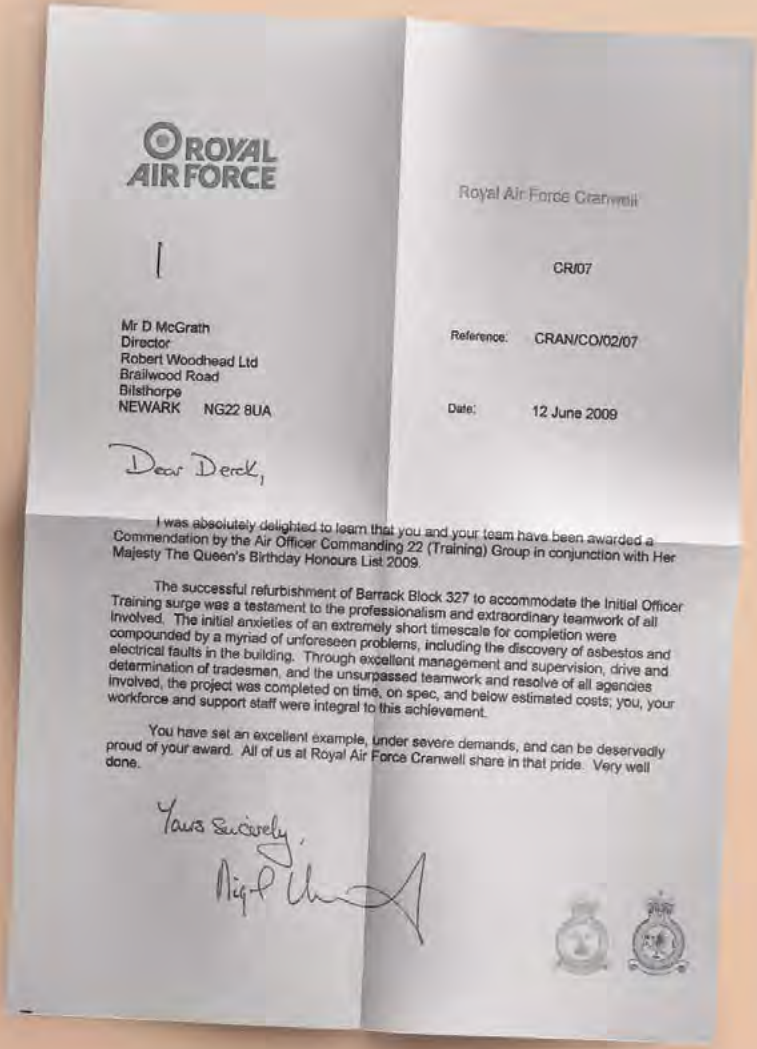
Director Derek McGrath took a crucial role in this exceptionally successful long term partnership. During the life of the Babcock Dyncorp Framework Derek and the team delivered over 350 successful projects in highly complex secure environments; everything from barrack blocks and control towers to five star dog kennels complete with underfloor heating for serving military dogs.

A Bombshell and Great Green Bikes

The Team recall a scary moment when work came to an abrupt halt while a bomb disposal unit dealt with an unexpected find at one location. They also recall ‘team bikes’, a great ‘green’ Woodhead style solution to getting around large military bases.

Her Majesty the Queen’s Birthday Honours

Derek McGrath played a key part in ensuring the Company exceeded the customer’s expectations throughout the partnership. Site Manager Andy Mason and the team did such an exceptional job at RAF Cranwell that Woodhead were awarded a Commendation in conjunction with Her Majesty the Queen’s Birthday Honours List 2009.



empa (East Midlands Property Alliance) Framework – Social, Economic and Environmental Value



Our Partnerships are progressive, productive, and positive, crucial to mutual success

The successful Nottinghamshire County Council partnership led to more partnered work. Robert Woodhead Limited was selected on the Minor Works and the Repairs and Maintenance Framework in 2010. The Frameworks were procured by a consortium of Local Authorities (Scape) in the East Midlands to improve the delivery of property services to their communities, delivering social, economic and environmental value on every project.

The Repairs and Maintenance Framework enabled contracts with Nottingham City and Nottinghamshire County Council, delivering 24/7 365 reactive, planned and preventative works to public buildings across Nottinghamshire. The Repairs and Maintenance Framework won the National Federation of Builders Award for Collaboration.

In 2014 Woodhead were re-appointed after a robust procurement exercise to the empa ii (Innovation & Improvement) Minor Works Framework in the Nottinghamshire and Lincolnshire regions.

*“We’re not just builders. We work with our supply chain, clients, schools and communities, doing things that will last for generations, making a difference to leave a lasting impression.”*

Teresa Westwood, Considerate Management Director





In 2010 'Woodhead One' was launched to promote the Company's dedicated repairs and maintenance offer.

#### Woodhead One Delivers

Over the life of the Scape Repairs and Maintenance Framework Woodhead delivered 38,455 responsive projects, 24,718 planned projects and 823 minor work schemes, keeping public buildings across Nottingham and Nottinghamshire safe, open and compliant.

#### Gentlemen in Waiting

Director Steve Gribby's work on this Framework was exceptional. He recalls a proud moment liaising with Palace security when their Royal Highnesses The Duke and Duchess of Cambridge visited Nottingham. A Woodhead team was standing by suited and booted for the occasion, ready to deal with any urgent repairs and maintenance issues.

#### 'Wayne Manor' Maintenance

Team member Terry Lane got a big surprise when he responded to a maintenance call out at Wollaton Hall. He arrived to find himself on location at 'Wayne Manor' where a Batman movie was being filmed. Batman's powers weren't up to replacing a door handle - but Terry's were! He quickly got the problem sorted and the cameras rolling again.

#### Efficiency East Midlands Framework (EEM)

In 2012 Woodhead were selected as contractor partners on the Efficiency East Midlands (EEM) Framework, (now known as EM Build). The Framework has contributed to substantial growth in new-build affordable housing for the Company.

#### Woodhead Living

In response to the increase in housing work the Company launched 'Woodhead Living.'



#### Biggest Council Homes Building Programme for a Generation

In 2013 work began on Nottingham's biggest council homes building programme for a generation, delivering sustainable homes for the future on sites in Bestwood Park, Aspley, Top Valley and St. Anne's. Woodhead Living delivered phase one and went on to secure future phases in 2016.



#### Bolsover B@Home Partnership

Through EEM Framework Woodhead Living are building over 100 energy efficient homes for Bolsover District Council.



#### Building Aspirations

This partnership is about more than houses. There'll be 200 training events and over 50 work experience and apprentice opportunities.

*"It's about raising standards, building aspirations and delivering high quality energy-efficient homes in partnership with Bolsover District Council."*

Glenn Slater, Business Development Director



# A Momentous Decision

In 2013 the Company was fast outgrowing the Bilsthorpe premises and the Directors were considering renting office space in part of the refurbished Edwinstowe House when the opportunity arose to buy the entire property.

Woodhead Directors made a momentous decision.

**Staff in 2013 = 73      Staff in 2016 = 140+**

*“An opportunity not to be missed.  
A platform for growth.”*

Hilary Cheshire, Finance Director



*“Woodheads are driven by an  
interest in gadgets and technology,  
always looking for the next new  
thing, keeping ahead, seeing how  
we can improve what we’re doing.”*

Tom Woodhead, Business Services Manager



## Woodheads Returns to its Roots

Being based at Edwinstowe House, with office space, meeting rooms, conference facilities, a restaurant and plenty of free parking, has changed public perception of the Company and been instrumental in its meteoric rise.



## Boston Enterprise Centre

The move created some exciting opportunities to further diversify the Company with the concurrent acquisition of Boston Enterprise Centre which Woodhead Enterprise manage on behalf of Boston Borough Council with Tom Woodhead, third generation of the family, as Group Business Services Manager.

## Setting Down New Roots in Lincolnshire

In 2014 Woodhead cemented the Company’s strong commitment to Lincolnshire customers and many local projects by opening a Lincoln office at The Terrace and celebrating with a special cake. The expansion enabled the Company to grow its Lincolnshire customer base further, including Bishop Grosseteste University, Greenwood Academies and Lincolnshire Police.



## Going ‘Full Cycle’

As Woodheads celebrate their 70th anniversary they are excited to be back working on the former site of the Raleigh factory in Nottingham, building the Technology Entrepreneurship Centre, their fourth project for Nottingham University. The iconic building reflects the industrial heritage of the area and takes the Woodhead story ‘full cycle’, back to the Woodhead innovator who first manufactured ‘Safety Bicycles’ on Raleigh Street. A new generation of Woodhead innovators have installed their first project-based time-lapse camera to capture the construction.



*Reproduced with kind permission of Bond Bryan Architects*

## Keeping the Wheels Turning

Pedaling towards the future Woodheads recently joined the ‘Cycle to Work Scheme’. Director Craig Pygall and Estimator Matt Keetley, whose commitment was crucial to securing the Technology Entrepreneurship Centre Contract, cycled to work to train for a 400 miles in four days challenge, raising money for Woodhead’s chosen charities of 2016, St Mary’s Church Edwinstowe and The Princes Trust.



# Our Values Drive Everything We Do and How We Do It

## Perfectly Positioned for a Positive Response

For 70 years the Woodhead culture had been based on the family values of teamwork, trust, respect, responsibility and honesty - values closely aligned to the concepts outlined in the Latham and the Egan Reports.

### Teamwork

- Find ways to motivate those around you
- Show commitment to working together as a team
- Give your support and your encouragement to others

### Trust

- Have trust and faith in others and strive to earn their trust and faith in you
- Trust is the foundation of our future success
- Remember that trust is painstakingly built and quickly destroyed

### Respect

- Gain the respect of others by earning it rather than demanding it
- Respect each other's knowledge, abilities and values
- Show respect to colleagues through punctuality

### Responsibility

- Commit to not letting people down
- Take responsibility for understanding your role and your goals
- Be prepared to initiate action where it is needed rather than waiting for your managers or others to do it

### Honesty

- Work with transparency and honesty within the team through a no-blame culture
- Create a climate of openness with all the people we work with
- Be honest with yourself about your strengths and weaknesses

**'The way we behave is our brand'**

# Planning for the Future

## Still Growing

In 2014 and again in 2016 Woodhead were named in the top 200 fastest growing Companies in the East Midlands.

To mark the 70th anniversary and promote the three core areas of business in 2016 the Company will launch a suite of new identities:

**WOODHEAD**  
GROUP

### Creating a Better Experience for All

The Group is owned and operated by a new generation of the Woodhead family focusing on three key business areas:

**WOODHEAD**  
CONSTRUCTION

**WOODHEAD**  
ENTERPRISE

**WOODHEAD**  
REGENERATION

**WOODHEAD**  
CONSTRUCTION

teamwork • craftsmanship • innovation

### Making Building a Better Experience for All

Woodhead Construction (Robert Woodhead Ltd) has a number of distinct specialisms enabling us to offer our customers dedicated teams.

**WOODHEAD**  
LIVING

smart • sustainable • simple

**WOODHEAD**  
HERITAGE

consult • conserve • restore

**WOODHEAD**  
IMPROVE

build • maintain • repair

**WOODHEAD**  
EDUCATION

improve • educate • inspire

**WOODHEAD**  
ENTERPRISE

support • develop • grow

### Making Business a Better Experience for All

Woodhead Enterprise Ltd has offices in Nottinghamshire and Lincolnshire.

Specialists in commercial property management, meeting & conferencing space, serviced & virtual offices, training, and business support services.

**Edwinstowe House**

A centre for business excellence located in the vibrant village of Edwinstowe in the heart of Sherwood Forest.

**Boston Enterprise Centre**

A contemporary enterprise hub situated in the historic market town of Boston.

**WOODHEAD**  
REGENERATION

listen • care • create

### Spaces People Love for Life

Committed to rethinking housing delivery which means revitalising neighbourhoods whilst answering the nationwide housing need, delivering social, economic and environmental value within the community.

**WOODHEAD**  
HOMES

inspired • living • spaces

A Home You Will Love for Life



# Construction 2025

This strategy document sets out how government and the Construction Industry will work together to put Britain at the forefront of global construction by 2025. With reforms in the planning system and support for the industry with key initiatives, 'Help to Buy' and 'Funding for Lending,' an exciting future is predicted for a company built on the right foundations. The strategic leadership team (pictured) are committed to creating a company:

- With inspirational **LEADERSHIP**
- Which is **SMART**, technologically advanced
- Able to recruit, retain and invest in great **PEOPLE**
- Ready for **GROWTH** to drive the economy
- That innovates for **SUSTAINABILITY**



## The Next Generations

The third generation of the family have been represented for some time, first by James Woodhead, Bob's great nephew, who having completed a joinery apprenticeship is now a Trainee Site Manager. James' brother Tom Woodhead was later recruited from a background in Information Technology and is now Group Business Services Manager and part of the Strategic Leadership Team.

In this the 70th anniversary year, they were joined by Leo Woodhead, Bob's grandson, who returned to the UK with his partner Amber and their young son Xavier following ten years in Australia to take up the post of Sales Manager for Woodhead Homes.

The foundation is laid... Our story continues...





This book is dedicated to the memory  
of our founder, Robert (Bob) Woodhead.

David and Hilary wish to thank all Directors,  
Staff, Customers, Consultants, and Supply  
Chain Partners past and present for their  
contributions to the Company and to  
this book. Their memories, passion and  
commitment has enabled us to tell our story,  
in celebration of our 70th Anniversary.

Explore more of our history visit  
[www.woodhead-group.co.uk](http://www.woodhead-group.co.uk)



Creating a Better Experience for All

Author: Chrissie Hall

# Building for the Future

Our story continues...