

HEART OF GLASS

SEEING THROUGH THE
GROWING TREND FOR GLASS

inside

Leading on EDI issues

Interview with
Instinct Hardware

Specifying
anti-microbials

Cutting-edge
access control

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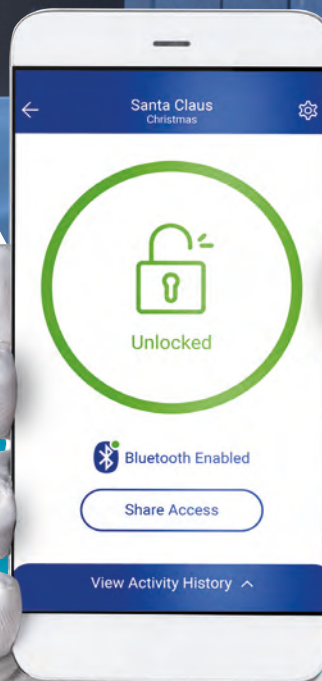
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ARCHITECTURAL TECHNOLOGY SHINES AT AWARDS

The Chartered Institute of Architectural Technologists announced the winners of its 2021 Awards recently.

The winner of the Award for Excellence in Architectural Technology Small to Medium was a residential build in a tricky position facing the River Great Ouse in Kings Lynn, Norfolk designed by Studio 11 Architecture. Winning the Award for Excellence in Architectural Technology Medium to Mega was the Rosalind Franklin Institute (the Franklin), a life science research and innovation facility on the world-leading Harwell Science and Innovation Campus.

Taking the top spot of Architectural Technologist of the year was Tom Gray MCIAT, who was praised as an ambassador for AT. Passionate about his work he is also involved in many extra curricular activities including

promoting the industry to students, becoming a mental health first aider and is a member of an EDI Taskforce.

Matthew Willemsen MCIAT was named emerging talent and two winners were chosen for The Student Award for Excellence in Architectural Technology: the Eco-Quarter Sustainability Hub by Craig John Gregory from Nottingham Trent University, and the Strawberry Hill Healthcare Village by Luke Williams at Nottingham Trent University.

Usman Yaqub FCIAT was the recipient of the Gold Award and the inaugural President's Medal went to Professor Sam Allwinkle in recognition of his work to enrich, progress and advance the discipline of AT.

Excellence awards winners in medium to mega category (top) and small to medium category (right).



NEW MD FOR IRONMONGERYDIRECT



Dominick Sandford has been promoted to managing director of Manutan's Traders Division businesses, IronmongeryDirect and ElectricalDirect.

The appointment follows current managing director, Marco Verdonkschot's promotion to chief operating officer for Manutan Group, where he will oversee the operations of all companies within the Manutan family, which includes IronmongeryDirect and ElectricalDirect.

Sandford brings with him over 20 years' experience in product and category

management, trading, supply chain, sales and marketing and a track record of leading high performing teams to deliver sales growth and strategy.

Since joining IronmongeryDirect in 2016, Sandford has progressed through the business in several roles, most recently as director and head of supply chain, merchandising and marketing.

On his new role, Sandford

said: "I am extremely honoured to receive this promotion and the opportunity to build on the very solid foundations that Marco has put in place over the last two years. I will continue to instil our company values to lead a successful and motivated workforce to grow and develop the businesses, underpinned with a best in class service for our trade customers."

GOVERNMENT APPOINTS NEW CHIEF ARCHITECT



The Government has appointed Sarah Allan as its new head of architecture. Allan (pictured above) replaces Andy von Bradsky who held the role for two years.

Allan was managing director of small site developer Solidspace for 10 years, spent eight years at Cabe latterly as head of urban design and homes and was a former built environment expert for the Design Council. She joined the Department for Levelling Up, Housing and Communities (DLUHC) previously known as the Ministry of Housing (MHCLG) in November.

Allan is an architect, urban designer and project manager with 25 years' experience helping public and private sector clients deliver residential projects. In her new role she will work on areas such as improving the design quality of housing and placemaking, working with chief planner Joanna Averley.

Averley said Allan's strong record as a client, adviser and architect will "contribute to the department's work to deliver design quality in the built environment".

Solidspace founder Roger Zogolovitch said the appointment was a "great move", citing her experience in MMC (modern methods of construction) and using land as a scarce resource will be "a real lesson to government". Solidspace's aim was to bring design flair to tricky small sites, something critics say the firm has done to acclaim.

The DLUHC is led by Michael Gove and is under pressure to align the planning system with the UK's net zero goals as well as finding a lasting remedy to cladding scandals.

Allan, who studied at Kingston, the Bartlett and the LSE, spent the first seven years of her career as an architect working on housing, cultural and commercial projects before moving to Cabe. After its abolition she joined East Hampshire District Council, leading the detailed design and construction of one of the government's eco town projects, Whitehill & Bordon. She then ran Field Work Enterprise, a community interest company advising local authorities and communities on design projects.

Speaking of her new appointment Allan said: "I am thrilled to have been appointed as DLUHC's new head of architecture, and I'm excited to continue the department's work to ensure high-quality design in housing and placemaking."

"I look forward to using my experience to support the work across central government to deliver beautiful homes and places that are fit for the future, prioritise the Government's net zero ambitions and level up the country."



Mike Freer at the campaign launch

GOVERNMENT LAUNCHES CAMPAIGN TO PUSH CREATIVE EXPORTS

The Department for International Trade has announced a new package of measures to support the UK's creative industries. The UK government is leveraging the creative industries as part of a major exporting drive, as it paves its way post-Brexit.

It is part of DIT's new "Made in Britain, Sold to the World" campaign, that provides practical export help and encourages creative businesses to sell their class goods and services globally. Exports generated by creative industries' services were worth £37.9bn in 2019 – nearly 12% of total UK service exports. Demand internationally is growing for UK products, particularly in Asia.

The DIT is developing an export strategy to drive an economic recovery and level up the entire country, which will be published later this year.

'The Design Economy', a Design Council report, estimates the contribution of design to total UK exports of goods and services to be £34bn. Meanwhile exports in 2019 from the architecture sector were worth £625m. There has also been a 49% increase in international work for UK architects since 2015. (RIBA, Business Benchmarking 2020)

Minister for Exports Mike Freer said the UK's creative industries are a force to be reckoned with. "We create, write, produce and code amazing products, and sell them to the world. The nation can be proud of our creative industries exporters, and the jobs they create in our economy."

"Along with trade deals, we are committed to helping our creative businesses fulfil their potential on the world stage, fuelling sustainable growth for British businesses and creating new jobs in every region and nation of the UK." [great.gov.uk](https://www.gov.uk/great.gov.uk)

ASSA ACQUIRES ARRAN ISLE

Arran Isle, the business that owns Mila and Carlisle Brass, was acquired by ASSA ABLOY Limited this autumn.

The transaction is subject to regulatory approval in the UK and Ireland, and customary closing conditions but the deal is expected to complete soon.

Carlisle Brass and Mila will continue to trade from existing locations, with no changes in the foreseeable future to management teams or operational activities.

Arran Isle's US operations were successfully divested in late 2018 to Patrick Industries, Inc., and the sale of its European businesses completes a journey for Arran Isle's shareholders that started in June 2013 with an MBO of the group.

Arran Isle's group board unanimously agreed that ASSA ABLOY is the natural new home for Mila and Carlisle Brass businesses, where they will benefit from the expertise, size and scale that can support their future development.



INDUSTRIAL ARCHITECT TOPS SECTOR LEAGUE TABLE

The leading architectural practice in the UK for the past 12 months is UMC Architects, according to market researchers Barbour ABI. The practice has topped the league table for 2021 with a total just over £740m across 30 projects.

UMC Architects specialises in industrial projects with significant experience in distribution and logistics, energy and waste, transport, manufacturing, food and drink and specialist commercial projects. Its most recent project was a design for two new industrial units at Marsh Barton Industrial Estate, Exeter (pictured above).

RPS Group Plc came second on the league table with 12 projects valued at £711m, followed by Hawkins Brown Architects with £704m across 18 projects.

The research shows a total value of projects for all practices of £18,634m and a total number of projects at 562.

Allies & Morrison Urban Practitioners topped the league table in September with two projects awarded to them at a value of £245m. Their biggest project of the month was the Pall Mall Bixteth Street office development. BPD took second place for September winning three projects worth £135m.

Other Barbour research on contract awards showed a resumption of normality and above average levels in September. A sector which saw drastic improvement in terms of contract awards was the hotel, leisure and sports sector with contract awards having grown by 88%, although still working back towards average levels after being so heavily affected by COVID-19. According to Barbour ABI's data, in August the sector had a value of £199.4m in contract awards, this figure rose to £375m in September, showing the sector is getting back on its feet after a turbulent 18 months.

UK DOORSET WINS INTERNATIONAL DESIGN AWARD

The FinBolt Triple Door Set from Finfort has scooped the top prize in the interiors fittings category in The SBID International Design Awards.

The SBID awards are viewed as one of the most sought after interior design awards in the global design calendar and attract entries from across the world. The awards recognise design excellence in interior design, fit-out and product. They are judged by industry experts for technical content and aesthetic creativity before being put to a public vote. There are 17 categories for interior design, 12 for product design and fit out has five.

The FinBolt Triple Door Set was the interiors fittings winner, chosen for its ultra-security, convenience and craftsmanship. It is a set of three compact, recessed door locks suited to period or modern wooden doors. It includes two FinBolts, one at the top of the door and one at the bottom, simultaneously automatically deadbolting with a soft closing action and a third manual deadbolt. Lockguards come in a choice of size and finish, with optional internal and external door pulls.



DOORS AND HARDWARE CITED THE MAIN REASON FOR VISITING FIT SHOW IN SPRING



Organisers of FIT Show, the UK trade show for the glass, glazing and components industry, have announced strong visitor appetite for its event planned for

spring next year, when the GAI will be a key exhibitor.

When FIT Show opens its doors at the NEC next May, organisers are anticipating record levels of visitor numbers as it brings the industry back together for the first time since 2019. Over 80% of exhibition space has already been allocated.

Organisers have observed a broadening of the types of visitor to the exhibition, as well as a change in reasons for attending

and the products that they want to see. Installers (over 25%) top the main companies who have pre-registered, closely followed by fabricators (12%), glaziers (11%) and builders/property developers (9%). The broad mixture of categories includes merchants, architects and local authorities.

Doors remain the number one product that visitors will be attending to see. Bi-fold doors just top the list (5%) with an even spread of appetite for

aluminium doors, windows, composite products, hardware and furniture.

Reinforcing the importance of face-to-face business and the appetite to get back to live events, the main reasons pre-registrants have highlighted as their reasons for visiting include: to see new products and equipment (24%) and to meet suppliers, customers and network (23%).

www.fitshow.co.uk



CPA economics director, Noble Francis

STRONG CONSTRUCTION DEMAND BUT SUPPLY HIT BY PERFECT STORM

The Construction Products Association (CPA) has revised construction output growth up for 2021 from 13.7% to 14.3% since its previous forecasts, but also revised down growth for 2022 from 6.3% to 4.8%.

There is real doubt as to whether there is sufficient capacity in the whole construction supply chain to enable demand. Skills shortages, product availability and cost inflation, HGV driver shortages, the impacts of energy cost rises, and delays at ports are all expected to make up an unprecedented number of constraints on growth.

The CPA's forecasts show the infrastructure sector to be the

key driver of construction growth for the year ahead as it is less affected by supply-side issues. Private housing is also forecast to grow in the first half of 2022.

In the commercial sector, activity on the fit-out and finishing of new and existing offices, retail and leisure buildings, plus changes in use of existing commercial developments into residential and warehouses, remains strong. Again, however, skills shortages remain a key constraint. While demand for new high-profile, grade A office space appears to be robust as corporate clients move into new office space aimed at fewer employees and increased space per worker, new investment is lacking in mid-range office space and in retail.

CPA economics director, Noble Francis, warned of the effect on smaller businesses:

"The biggest impacts of the supply constraints are on the small construction firms who have less visibility over demand going forward. Plus, they have less ability and resource to plan and purchase in advance. It leaves their business more exposed to availability issues and their cash flow exposed to sharp rises in costs."

BIG 5 FOLLOWS FIRST FACE TO FACE EVENT WITH ONLINE EVENT

In September 2021, doors opened for The Big 5 at Dubai World Trade Centre welcoming back the global construction industry face to face for the first time in two years.

This was followed by The Big 5 Online Reconnect Days held virtually from

16-17 November, giving the community the opportunity to learn, connect and network online. Panel discussion topics included net zero, women in construction, value engineering and the embracing of the next generation of architects.

www.thebig5.ae



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CROFT SHOWS MINERAL COLLECTIONS AT DECOREX



Croft was exhibiting this autumn at Decorex, the home interiors and design trends show.

The firm was promoting its limited edition Mineral Collection – a finalist in the SBID International Design Awards. Each Mineral handle has its own individual, colour-bearing veins giving a uniqueness

to every item. It includes Tigers Eye and Jade in matt and gloss (pictured above).

Decorex was held at Olympia in October followed by a virtual event in November. Other architectural ironmongers exhibiting included The Beardmore Collection. www.croft.co.uk

CODELOCKS EXPANDS INTO EUROPE WITH STRATEGIC NEW HIRE



Codelocks has appointed Eddy van der Vegte as the new general manager Codelocks EU, (CLEU). Eddy (pictured) has over 15 years' experience in the door hardware and access control sector and will be challenged with continuing to develop the Codelocks brands across the European Union.

Codelocks established CLEU to supply continental European customers during the Brexit disruption. However, in order to fully promote Codelocks' expanding product portfolio and meet increasing customer

demand the company's long-term plan had always included significant investment.

Colin Campbell, managing director of Codelocks, believes Eddy is the right person head up the European team. "Eddy's experience makes him perfect for this role. He has developed and set up numerous sales teams and business units in countries across Europe during his career, building tremendous market knowledge and relationships with global access control partners in the process. I'm confident he has the ability to develop Codelocks EU in line with our ambitious expansion plans."

Commenting on his new appointment, Eddy said he is delighted to be joining a fast-growing global company. "I believe that Codelocks has fantastic potential for growth in Europe and I'm looking forward to bringing Codelocks' advanced access control solutions to a wider audience."

Eddy holds qualifications in economics, management and marketing, has trained in The Netherlands, California, Italy and Germany, and speaks five European languages (and is learning a sixth). In his spare time, he likes playing squash, mountain biking and hiking in Enschede in The Netherlands, where he lives with his wife and three children.

GEZE UPDATES FIRE CPD

GEZE UK has revised its RIBA-approved CPD on fire doors. The *Specifying, Installing and Maintaining Ironmongery for Fire Doors* has been completely updated and includes new visuals and updates to regulations all in GEZE's new branding.

The CPD explains what fire doors are, identifies their various components, how they work, the standards and regulations which surround them and why smoke is so dangerous. It incorporates the latest statistics for England, Wales, Scotland and Northern Ireland. It is intended for Chartered members of RIBA but is also suitable for facilities managers, property managers and architectural ironmongers and completely updates the previous version.

The 40 minute seminar covers all the relevant standards and regulations and is included in RIBA's core curriculum: Design, Construction and Technology and Health, Safety and Wellbeing for the General Awareness knowledge level. It can be presented in person or virtually via a variety of online platforms and at a time to suit, usually lunchtime but breakfast seminars or afternoon sessions can be accommodated.

RIBA Chartered Architects are obliged to undertake a minimum of 35 hours a week to maintain their competence.

Other presentations offered by GEZE UK, include *EN 16005 – Safeguarding Pedestrians from Accidents at Power Operated Doorsets*; *Designing Effective Natural Heat and Smoke Ventilation*, and *Removing Barriers to Access*.

To find out more or to book a CPD seminar, email: cpd@geze.com or visit www.geze.co.uk/en/services/trainings-and-seminars-cpd.

LORIENT JOINS IFSA

Lorient is the latest company to join The Intumescent Fire Seals Association (IFSA). IFSA is a trade association dedicated to the science and application of intumescent-based sealing materials for the passive fire protection industry. The Association provides technical advice and guidance on all matters relating to fire door seals, smoke seals, glazing seals and all penetration/gap sealing problems.

www.ifsa.org.uk/members/



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3 March 2022

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GAI TALK...



Simon Forrester,
GAI chief executive

Admittedly, everyone's perception of time is a bit skewed by the odd world we've been living in recently. But even I was surprised when I realised that I've been in post as chief executive of the GAI now for a year. It feels like just yesterday I arrived – and yet, it also feels like I have been part of this industry forever, as it has woven itself into my life, my learning and my loyalty.

This first anniversary provides a suitable moment to reflect. And I think overall, my feeling is that I came to the Guild at exactly the right time – a point when the organisation and its members were still getting to grips with the impact of the pandemic and were at a major crossroads. Everyone agreed on the need to modernise, to innovate and to 'pivot' towards a more commercially agile membership body.

We didn't waste any time. We launched the new strategic plan for the GAI and IAI, merging into a single, stronger body. And in the face of huge new societal expectations, policies and legislative changes affecting all parts of the built environment value chain, the GAI stepped forward with confidence.

We are now extremely well placed to capitalise on the post-Grenfell agenda of competence and professional accountability, the new building safety regime and the renewed understanding of the value of true technical integrity. The message is getting heard: this industry, its products and services, keep people alive and safe, and the importance of the Registered Architectural Ironmonger needs to be better recognised.

The GAI has already made good progress over the last 12 months to expand its influence, its technical support, its education programme and its potential markets and networks. There are exciting times ahead, and I'm delighted that the executive committee continues to support me, my great staff team and our whole network of volunteers across the world, to deliver on our promise to "do more, better".



LOOKING TO THE FUTURE: GAI TO EXHIBIT AT FUTUREBUILD 2022

The GAI will be exhibiting at the event, taking place at the ExCeL, London on 1-3 March 2022, and will be showcasing the projects and products shortlisted for the AI Specification Awards.

These awards mark the 40th anniversary of the AI Specification Awards. The shortlist for the Jubilee Award, an exclusive award for this year only to commemorate 60 years of the GAI, will consist of projects that have previously won an AI Specification Award.

The other project award categories are: commercial and hospitality; public health and education; residential; and international. There is also two product specific awards for Product Design and Innovation, with separate categories for mechanical and electronic.

Join the GAI on its stand at the show to view the shortlisted products and projects. www.futurebuild.co.uk

■ GAI RELAUNCHES MEMBER MEETINGS

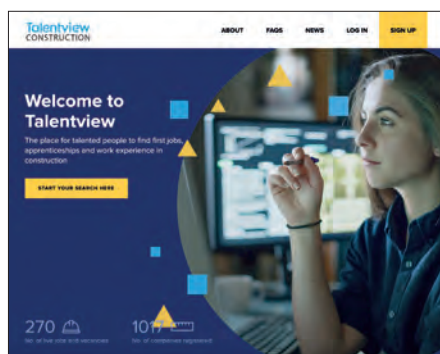


The GAI has restarted face-to-face member meetings. Since September, Community Hub Meetings – previously known as branch meetings – have been hosted across the UK and have covered topics including legislation and standards relating to 1* and 3* security cylinders, access control and acoustic and fire seals.

There are 12 Community Hubs in total including two international hubs in GCC and Hong Kong. Scotland is the newest Community Hub, chaired by Allegion's Andy Crichton, which hosted its first meeting in September and featured presentations from the Guild's Simon Forrester, and Andrew Syms of HOPPE (UK) on ironmongery and security.

Community Hub meetings are open to all GAI members and attendance can be used by RegAIs to earn CPD points. www.gai.org.uk/events

GAI SUPPORTS NEW PLATFORM TO PROMOTE CAREERS IN BUILT ENVIRONMENT



The GAI is encouraging members to utilise a new early careers platform to help attract the next generation into the sector.

In the wake of official statistics showing that job vacancies in Q3 of this year hit the highest levels since records began, a new survey of young adults looking for work in the UK reveals that just 14% are very confident of finding suitable career opportunities this year and 46% believe that it is harder now to find such opportunities compared to before the pandemic. The research from Talentview Construction (TVC) – an early careers initiative supported by government – suggests a generation of young people who might not get to see the best career options available to them.

It is estimated that the construction industry needs to recruit more than 217,000 new workers between now and 2025 to support its current activity. This demand is only likely to accelerate, as an estimated 500,000 UK-born workers are set to retire in the next 10 years.

Careers advice to young adults is also falling far behind industry needs. Just 16% of respondents to the survey said they had received any information about careers in the built environment when they were at school or college.

TVC was launched at the end of September to help candidates to browse opportunities in construction by signing up to alerts for job and training opportunities and building their own online profile.

Employers can use the site to showcase their business to new recruits and upload their early career vacancies. They can also search for suitable candidates and directly contact students and apprentices, as well as connect with schools, universities and colleges.

Simon Forrester, chief executive of the GAI, said the GAI will support these initiatives and will use Talentview to promote opportunities available in the door hardware industry.

"The Guild has a long history of attracting, supporting and educating new entrants into our sector. However, very few young people know that careers like this exist. Schemes like Talentview Construction will really help – making it much easier for colleges, employers and young people to make the right connections at the right time, leading to more apprenticeships, traineeships and entry level jobs in construction.

Add vacancies at www.trs-system.co.uk/construction and view opportunities at <https://talentview.org/construction>

SAVE THE DATE 2022

- **Education Awards**
3 March 2022
- **Future Build**
1-3 March 2022
- **AI Specification Awards in conjunction with the RIBA**
5 May 2022
- **FIT Show**
May 10-12 2022

GAI HELPS TO SHAPE COMPETENCY STANDARDS FROM DESIGNERS AND SPECIFIERS

The GAI has joined two steering groups focussed on improving competency of wider construction professionals specifying building products.

As members of the Competence Steering Group's Working Group 7 (WG7) and the PAS 8671 standard steering group, the GAI will be representing the building products sector to help shape the competency frameworks for those working with fire safety products including principal designers, architects and engineers.

The recently published BSI Flex 8670 standard provides an overarching framework for competence of individuals and as part of this specific Publicly Available Specifications (PASs) have been created for the duty holder roles identified under the Building Safety Bill: the principal designer (PAS 8671), principal contractor (PAS 8672), and the building safety manager (PAS 8673). As these three roles will have overarching responsibility for activities relating to building and life safety during a building's design, construction and operation, including refurbishment and maintenance, they will require enhanced competencies above any discipline-related competencies.

One of the proposed measures in the new PAS 8671 standard is for the principal designer to establish a Change Control Plan and record design changes within it.

Douglas Masterson, technical manager at the GAI, says: "The potential introduction of a Change Control Plan and ensuring that even the smallest specification change is documented is something that will be welcomed by not just architectural ironmongers, but the whole building products industry.

"Being part of wider industry groups like PAS 8671 and WG7 allows the Guild to raise awareness not only of the time and financial investment of the companies that write in-depth product specifications, but also the technical knowledge and experience of those producing specifications and schedules, only for them to frequently be changed and substituted with alternative products, that aren't necessarily like-for-like, often due to last minute pricing decisions."

The GAI has been part of Working Group 12 since its inception in 2018. Earlier this year, Masterson became co-chair of the group. As a result of its contribution, it has been asked to join WG7 which is working on the competency for building designers.

OPINION...

EQUITY, DIVERSITY AND INCLUSION: WE'RE ALREADY BEHIND



Sharon Newport on how diverse, equitable, and inclusive cultures are created by good leadership

Research from across the globe tells us that diverse, equitable, and inclusive cultures are more creative, more effective at navigating conflict, and more profitable, and more successful in delivering sustainable solutions.

Yet, it is commonly misunderstood that creating diversity alone is a worthy step. Diversity doesn't create inclusion or equity without specific actions

// Cultivate your courage and step forward in your integrity"
Sharon Newport

and behaviours behind it. In fact, that approach can create more harm than good. We must recognise EDI as a larger concept with multiple layers of strategy and education required. When implemented well, there will be ROI across the entire organisation.

EDI is also a deeply personal. If you ask your staff or customers: "how does EDI personally impact you?" it is likely that everyone will define it differently. You will hear that it makes some nervous, or they are interested in learning more. A few may even share their family's history of bigotry and their commitment to breaking that pattern. You will also hear about their gay or transgender relatives, their disabled child, or their interracial or multi-cultural marriage or family that you never knew they had. You may also hear from those who are a first, such as the first black leader or openly gay leader, and how hard it has been to be a first, but they will not be the last, and they will make it better for future leaders.

EDI teaches us that there are systemic frameworks in our environment and in our behaviours that are unconscious and invisible to us. This means our impact on others is happening unconsciously as well, and in EDI we are committed to becoming more conscious about our impact. Good intent is great, but impact is what matters with each other and in our organisations.

We must first begin with ourselves as leaders who are learning.

As part of your first steps on this journey, the CEO and the leadership team should take thoughtful and

meaningful steps to explore their own perspectives and goals. This includes getting support from experts to help prepare as leaders who model the way for the organisation. Like all strategic and cultural change that is holistic, it must come from leadership.

Lead with empathy

Empathy is deemed to be one of the most important qualities of leadership. Empathy helps us attune to others and get a glimpse of what someone else is feeling. It also supports our discernment around meeting people where they are and leading with greater compassion.

Cultivate your courage

Cultivate your courage and step forward in your integrity. This is part of brave and compassionate leadership that is intrinsically rewarding. It takes a conscious effort and will require support and skill to change old patterns and show up differently. Embrace this opportunity and experiment in steps.

As a GAI member recently pointed out to me, ironmongery is over 700 years old with a rich history behind it. There is so much to be proud of as a member of GAI and in this pivotal moment in our modern history, with the pandemic and uprisings around racial and social injustice, you have an opportunity to change the future of the sector for the better. The question isn't 'why should we do this?', but 'what happens if we don't?'. ■

Sharon Newport, CAE, is the former executive director of Door Security & Safety Foundation, and former Interim CEO for DHI – Door Security & Safety Professionals. She is now an organisational consultant specialising in cultural transformation, including diversity, equity, and inclusion. Sharon also serves as adjunct faculty at Georgetown University's Institute of Transformational Leadership. For more information visit www.sharonnewport.com.

OPINION...

LEADING LIGHTS



Colin Campbell talks about the importance of employee mental health

and how a GAI member benefit has given him the tools to support his team

Mental health is an issue that, directly or indirectly, is likely to affect most of us during our lives. But, unlike many physical illnesses, mental health problems are often invisible to others and don't get the attention they deserve.

At Codelocks we were very aware that during lockdown, with staff working from home, the situation was exacerbated. Some employees suffered from a feeling of remoteness and lack of engagement with the outside world. And, when you're only communicating via Teams and Zoom meetings, it can be harder for colleagues to spot the signs of mental struggle, or for individuals to open up about their feelings.

I wanted to put stronger measures in place at Codelocks to protect our employees' mental health, so I welcomed the opportunity to attend a talk from the Lighthouse Club at a the GAI members day. The Lighthouse Club provides emotional, physical, and financial wellbeing support to construction workers and their families and offers mental health first aid training to GAI members.

The talk from Lighthouse Club team gave me some great ideas of how to put in place measures to support mental health. One of the first things we've done is create a clearly defined

mental health policy and made sure that everyone understands it. I want our employees to know that we take their mental health seriously, and to feel safe and secure in coming forward if they are struggling. And I also want to have clear policies in place so that employees understand what counts as a mental health issue – including a specific policy around the menopause, which is often overlooked.

Even the strongest minded people can suffer from mental health issues. None of us are immune. To support the Codelocks team I am pleased to say we've taken the Lighthouse Club up on its mental health first aid training courses – just one of the GAI member benefits. We have booked two staff members onto the training, a flexible, two-day online course which delivers:

- An in-depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support.

I feel that having people within the company that are sensitive to mental health issues and confident in being able to deal with them is a part of our responsibility as an employer. The training is free, but we've made a donation, as the Lighthouse Club is a charity, and receives no public funding.

Membership of Lighthouse Club is just one of the benefits of being part of the GAI. Besides the CPD training and technical updates, GAI Business Services offers help with HR, legal health and safety and tax issues that are worth the membership alone. For me, the Lighthouse Club membership is one of the best examples of how the GAI is working to support its members – by shining a light on the serious issue of mental health in the industry. ■

Colin Campbell is managing director of Codelocks.
www.lighthouseclub.org

MEET A MEMBER...

Raj Jagdev DipGAI, RegAI,
commercial director, Phoenix



Diploma in 2020 which I gained a wealth of knowledge from, and am now a Registered AI. This not only helped me with scheduling, but also taught me about the latest building and fire regulations ensuring the correct hardware is being specified.

What do you love about this industry and what are the frustrations/challenges. What would you change if you could?

One of my favourite things would be the community hubs. When attending these events organised by the GAI, you truly get value learning in depth about new and existing products on the market. It's a brilliant way to network, not to mention the venue is a pub which always goes down a treat! The challenges would be customers not doing their research or failing to request technical advice before ordering, and dealing with those dreaded returns!

How do you spend your spare time?

Socialising with my friends and family. I enjoy travelling to new countries anytime I can – Dubai is next on my list. After being in lockdown for so long, I now appreciate the occasional nature walk too!

Tell us about you and the company?

I joined Phoenix in 2014 which was set up by my father over a decade ago. The company has been growing year on year since and this was a great opportunity for me to join and become a part of this exciting journey.

How did you get into this industry?

It was quite the change from my previous job at Harrods. I went to work as a sales advisor for a large hardware manufacturer. Then starting out at Phoenix, I began learning about the products and distribution side of the business in the warehouse. Then worked my way up to sales and procurement over the years, building strong relationships with our customers and suppliers, whilst grasping all aspects of the business. I achieved my GAI



THE GREAT RETURN TO WORK: MEMBERS' EXPERIENCE

The GAI polled its members about its return to the office post lockdown

With lockdowns in the rear view mirror and furlough schemes ended the great return to work has been underway now for a few months. For many who had been working from home a return to the office was welcome; they missed the camaraderie with colleagues, the sense of routine and embraced the return to normality. Others were less keen: for them working from home brought flexibility and a better work/life balance and they were anxious about the risks and Covid protocols in place, as the virus is still very much with us.

However, the majority of the UK's largest employers are not planning to bring their teams back into the office on a full-time basis with 76% of businesses expecting hybrid working to become more common, according to a CBI survey. These findings are backed up by the Institute of Employment Studies. Its research found seven in 10 (73%) employees wished to adopt a hybrid work arrangement. The desired shift towards a hybrid model of work is also underlined in studies by the Chartered Institute of Personnel and Development

(CIPD): "Many employers were desperate for a return, especially for the face-to-face interactions that contribute to more effective working relationships. Many workers were also missing social contact. CIPD research found that 50% of those working at home through the pandemic said their work relationships suffered, and most workers with existing mental health conditions report that they worsened."

With this in mind we asked GAI members about their return to work.

Out of those polled 63 per cent were no longer working from home but just under half had hybrid working practices in place. Some had most staff back full time with a few employees still WFH.

When asked how they have found the return to work the responses varied along a spectrum that spanned from "difficult" and "strange to get back to normal" to "it's like nothing happened" and "business as usual".

The main changes noted were around how business was carried out in light of Covid measures and rising cases. "A number of my customers are still not seeing 'reps' and with

// Many employers were desperate for a return to face-to-face interactions and many workers were missing social contact"

Covid rates rising again in my area, customers are seeing staff having to self isolate so are cutting back on visitors again."

Another said that staff shortages on site was delaying projects.

Many companies have made adjustments to the way the business is run in areas around training, health screening, office space and technology.

"We have hybrid meetings with some people attending online and others office based," reported one member. "We have supported free flu vaccinations for all staff, amended our company handbook to include Covid protocols and risk assessments and we have a strict office sanitation policy for personal and public space. All employees are temperature checked twice per day."

Another reported that they are keeping staff well spaced out and maintaining good hygiene practice which includes washing and disinfecting hands, desk, phone, and PCs before starting work and again before leaving the building.

"We offer hybrid training now," reported another member. "Whenever we do in-house or external training we use Teams to reach those people working from home."

Time will tell whether health protection and hybrid working will become the standard practice for the workplace but currently research points to it being normal for now. ■

If any of these issues are affecting your business, the GAI member benefits include access to mental health first aid training with The Lighthouse Club as well as HR support. See www.gai.org.uk/Benefits

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CLEAR THINKING

A greater demand for natural light in buildings means the use of glass is on the rise. How is the AI industry responding to this trend? **Nicky Roger** sheds some light on the issue

// The use of glass has many benefits in the workplace, from the layout and functionality of the space, to the energy and mood it provides its occupants”

Catelyn Herman

The United Nations has declared 2022 the International Year of Glass. Glass is one of the oldest types of building material on the planet, having been around since 500 BC yet it is one of the most significant architectural innovations in global building construction.

The iconic skyscraper is perhaps the first glass structure that springs to mind when we think about glass buildings. The trend for building upwards continues and architects need to be able to call on glass companies at the forefront of new construction techniques to make building tall even more feasible, safe and environmentally sound. It means matching glass to the need for carbon-neutral buildings with eco-friendly features such as solar shading; double-skin facades; and windows that can open to reduce air conditioning overload. It also means innovations in automated vents in glass structures that open and shut intuitively to facilitate natural air flow and to expel warm air.

Down low

Not all architectural demand for glass involves high-rise developments, though. There is also growing demand for its use in niche and low-rise applications. Coupled with sustainability pressures and the rising demand to renovate and reuse existing buildings, it also creates more interest in windows and decorative glass in non-uniform situations. Add to this the post-pandemic workplace where internal space planning needs rethinking and you see a need for ever greater innovation and creativity in the use of glass.

Daylighting and access to views continue to be a priority for the design industry, in part due to their benefits to occupants. Employers seek office

ESSAR ENERGY CENTRE LONDON



A high end fit-out required Knex Architectural Ironmongery Ltd to deliver a combination of off-the-shelf compliant products and bespoke fabrications comprising 40 mixed timber

and glass door sets. "This involved the coordination of designing and manufacturing bespoke lock sets to glass doors and handmade leather pull handles to the clients specification," says Mark Tofield at KNEX. "The bespoke British made pull handles had leather stitched grips with the tone of the hide to match the mood of the interior. The client wanted a real minimal concealed look to the glass locks so these were fabricated again in the UK under very short time constraints."

spaces with glass, says Catelyn Herman, senior product manager, Glass Solutions, Assa Abloy, referencing studies that show natural light's ability to boost productivity, moods and overall wellbeing. "It's a misconception that glass offers only aesthetics and design enhancements," she says. "The use of glass has many benefits in the workplace, from the layout and functionality of the space, to the energy and mood it provides its occupants."

Another key trend is a demand for speciality high-performance products, such as electrochromics. "Electrochromic glass, or 'smart glass,' is emerging as a clear alternative to traditional," says Herman. "Electrochromic glass uses electricity to change glass from opaque to translucent and can be controlled manually or programmed to adjust according to the position of the sun. Aside from the

Below: Simonswerk has invested in glass door products



obvious reduction in energy costs from limiting the use of electrical lighting, automatic shading and design in glass curtain walls help reduce the load on a building's HVAC unit, further reducing energy use and costs."

Simonswerk is one company that has investigated and invested in glass door products more fervently in recent years due to the increasing demand to create more natural light in buildings with a view that this will inevitably bring about lower energy use to light the building. "The German government has an edict that all efforts should be made to create buildings that have as near to 70% natural light provided for all new buildings," explains Tim Goss, RegAI, national sales manager at Simonswerk UK. "This has been in place for several years now which saw Germany lead the way in Europe but it is now a practice that is followed

almost everywhere throughout the world. Its growth as a concept is only slowed by the cost and delicate nature of the product when budgeted against traditional plasterboard and timber building products.

"Open plan spaces in offices have assisted with this effort with less cellular office facilities being designed and the cellular offices that are needed have generally looked at glass for the walls and doors to maintain the 'natural light' feel to the building.

"There are two types of glass door, the framed glass door and the glass door blank. Both these offerings have light-providing properties but the framed glass door has the added features of providing heat and sound protection. Both types of glass door have, in our experience, to be fitted within a system that is built for the building and hinge and pivot products >>>



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LEONARDO GLASS CUBE

One example of innovative glass aesthetics is the conference and events centre Leonardo Glass Cube in Bad Driburg; GEZE fitted integrated all-glass systems (IGG) with the GEZE TS 550 IS floor spring. The GEZE IGG added freedom to the design of the glass façade, whose visual aesthetic was previously impacted by sliding fitting systems and profiles.

With the GEZE system the transparent glass façade has no visible technology elements. All-glass doors integrate the profile and sliding fitting system invisibly between the flush-mounted glass panes to create a consistent surface – with no visible or bulky parts on the glass surface. The high-quality surface offers completely transparent

and visual lightness. The entire window 'intelligence' is situated between the panes – thanks to a discreetly printed glass edge inside the pane, the technology behind it is practically invisible. This helps create a stylistically consistent façade design, no matter whether modular glass sliding walls, manual, or automatic sliding and swing doors made of glass or glazed single or double-action doors are used.

The flexible all-glass system can be used in all-glass façades in the interior or outside area, and in fixed and flexible partitioning wall systems, as a way to divide waiting areas in airports, or as partitions in conference and event buildings, shopping centres, banks, counter areas, or modern office wings.

// We see the use of glass growing in the UK as glass for entrance doors begins to move inside the building”

Tim Goss, Simonswerk

have to be specifically designed to cater for the systems available on the market,” says Goss.

The Simonswerk Variant VG is a bolt through clamping hinge that fits to the frame in the normal way enabling a glass blade to be the door. The Tectus TEG 310 is a gripping fitment that requires no drilling into the glass which enables easy replacement should the glass blade be damaged.

The use of glass as doors has created a number of specialist suppliers and installers such as partition companies who offer a glass partition as an option to their portfolio of products.

If sound-proofing is desired then the framed solution must be sought as the full glass blade option offers a lot less in terms of decibel reduction but the hinge in both instances is only the carrying element, attenuation is achieved by the seals and the frame design.

“We see the use of glass growing in the UK as glass for entrance doors begins to move inside the building,” adds Tim. “This material for doors is hampered by the need for fire screens and this has proved very difficult if not

Right: Alsecco Airtec glass system was specified by Wilkinson Eyre Architects for the Earth Sciences Building at Oxford University



impossible to achieve with a glass door blank, beyond 30 minutes. Fire lobbies to escape stairs, plant rooms, risers and WC lobby doors for privacy are still and will remain for the foreseeable future the domain of the timber or steel door product.”

Going big

According to a survey run in *Glass Magazine* ‘jumbo glass’ is a big current trend – a focus on larger windows and doors. Speaking in the magazine Mark Suehiro, technical director of architectural hardware at C.R. Laurence in the USA, explored the impact that trend has on hardware. “Hardware plays a crucial role as glass panels grow in scale, and it takes a toll as human strength is forced to rely on effective hardware to operate the large systems. So, how does the industry manage larger glass sizes

with growing demand for slimmer, more discreet hardware and ever-evolving building code requirements? This new generation of door and wall glazing systems requires increased functionality to accommodate higher carrying loads and acoustical concerns while maintaining beautiful aesthetics.

Suehiro advises that specifiers “look for hardware systems that are minimalistic but structurally sound and tested, or partner with a provider to custom-design and develop a glazing system tailored to your specific needs. This could mean larger bottom rollers for heavy sliding doors or luxury shower door hinges with higher carrying loads. In many instances, the installation process must be completely reconsidered with larger glass sizes, and it’s imperative that the hardware is not an afterthought for the glazier or architect. For example, with a narrow-framed door, is the selected hardware going to support a 200-pound piece of glass? Does a floor closer or hydraulic hinge need to be considered?

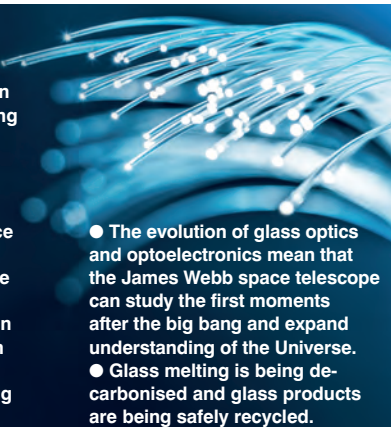
“There’s no question that glaziers continue to innovate in process and product choice to meet architects’ requests for slim, minimal hardware,” Suehiro says. “The more we learn about larger glass, the more product innovation we see, for example, testing panic handles that can bend with a glass panel.

Glass is here to stay in construction and innovation in hardware solutions is following suit. ■

WHAT DOES GLASS DO FOR US?

- Glass optical fibers are the backbone of the internet. Glassmakers have given us touch-sensitive covers for our mobile phones, revolutionising the way we communicate.
- Glass is the chemically resistant container material for many of today’s life-saving medicines and is playing its part in the world’s quest to deliver a vaccine to fight the COVID-19 pandemic. Strengthened glass containers have dramatically improved

- the reliability of the EpiPen treatment of life-threatening anaphylactic shock from severe allergic reactions.
- Glass sheets support solar cells and give clean energy; glass fibers reduce our carbon footprint by strengthening wind turbine blades, by insulating our homes and through carbon capture and sequestration (CCS); the vitrification of hazardous waste is making nuclear energy safer.



- The evolution of glass optics and optoelectronics mean that the James Webb space telescope can study the first moments after the big bang and expand understanding of the Universe.
- Glass melting is being decarbonised and glass products are being safely recycled.

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SOMETHING DIFFERENT

Simon Forrester meets Haq Meharban and Nil Chohan, directors of Instinct Hardware, at its Birmingham premises and talks bespoke design, British manufacturing and ethically sourced products

With over 32 years in the AI sector, and expertise in manufacture of handles in surgical or marine-grade 316 stainless steel, you'd expect Instinct to be a household name. But since it was first established in 1989, the decision was taken to, in Haq Meharban's words "be the secret weapon in the AI arsenal". Some of the industry's best-known products are in fact made by Instinct, but the purposeful policy of not stepping on AI's toes has meant the firm has remained in the background. Until now.

One of the sources of its longevity in the sector is its bespoke service. As Nil Chohan puts it: "With Instinct, difference is built in. You can come in with a rough sketch on a napkin, and we can work with you to turn it into a single handle, or even an entire product range for you to market under your own brand. Stainless steel is far less forgiving than brass to work with and requires a specialist skill set. Back when we were sourcing from overseas, our fathers had to go to the factories to show them how to deliver products to our standards."

Above l-r: Company directors Anthony Bansal, Nil Chohan and Haq Meharban

And coming from the jewellery industry as this reporter did, the 'bespoke versus off-the-peg' model is very similar to the issues faced by jewellery manufacturers: quality versus price, and asking the person selecting the item 'do you want something unique, or are you happy for your doors to look like one in the building opposite?'

How does this 'bespoke door jewellery' stand against lower cost alternatives? Haq responded: "We have resisted any request to cheapen the product or reduce quality or finish. That market is already well served by



// Many years ago we began to have concerns about overseas suppliers who approached us to manufacture on our behalf, both in terms of inconsistent quality and also their behaviour towards their workforce"

Haq Meharban



Above and left:
the new slimline sprung rose

Below: Bespoke levers on plates for a hotel project in Baku

Bottom of page:
A range of textures and finishes available from Instinct

cheap imports. It's easy to see where the money is spent (or not), and we are confident the market for a unique product will only grow.

"We've been very loyal to our customer base and have spent a lot of time educating them on the possibilities beyond the standard catalogue. They have returned that loyalty. It used to be 'you can have any handle you like, in mirror or matt finish'. Now we're producing handles in PVD, rubberised grips, polyester powder coated, ceramic inlays, and much more."

Constant discussion with clients and end users prompts much of Instinct's innovation. One example of this is that a client commented that stainless steel can feel cold to the touch, so Instinct developed warm-feel coatings that don't detract from the look of the handle.

An instinct for innovation

Instinct as a company was ahead of the game with an anti-microbial range (Coniarch) produced around 15 years ago in liaison with the Copper Development Association and Southampton University. Based on a 70:30 cupronickel alloy in round, oval and half-moon section, the system was trialled in hospital environments, but is now becoming popular in commercial and hospitality settings.

And the innovation continues. Haq and Nil were good enough to give me a 'scoop', explaining that Instinct is to

launch a slimline sprung ball bearing rose to meet BS EN 1906 grade 4. This new product offers one single lever for all locks, with an extremely slim rose. Currently going through fire testing, it will be available in the new year.

The business is coming out of the shadows. Haq: "We are responding to need. Our customers are keen to find unique products that meet their vision and are not afraid of paying a little more for something that will last. We want to educate the specifier and end user to demonstrate the value of buying well-made and ethically sourced products backed by British engineering, British innovation and know-how."

The drive has been to bring as much as possible within the businesses' scope of control, and this led us to discuss ethics in the sector. Instinct

has worked hard to address this.

"Everything comes from the UK or Europe so we can feel confident that it's ethically sourced," says Haq.

"Many years ago we began to have concerns about overseas suppliers who approached us to manufacture on our behalf, both in terms of inconsistent quality and also their behaviour towards their workforce. Instinct has re-focused the business within the UK, and over the past few years plans have been put in place to bring production, finishing and fulfilment within the company itself wherever possible."

The short term includes buying the polishing company that has worked with Instinct for years, and moving it onsite within their 68,000ft² factory. "Most of our production is now within the UK – we are proud members of the Made in Britain Scheme, and we are moving to source all our steel from UK mills," says Nil. "This will not only negate supply issues post-Brexit, but also strengthen the story around the provenance of our products."

So why the change of direction? "During lockdown we focused on R&D and took time to look at the business strategically," says Haq. "Our eyes are wide open, we want to meet the demands of a changing sector while remaining true to our fathers' vision of quality and excellence."

This second generation of company leaders has a new vision, new ideas, and uses modern processes to deliver a product that's just as different as you want it to be. ■

www.instincthardware.co.uk



PREPARING TO CONFORM

The CPI will be soon launching its verification process for companies that want to comply with the new Code for Construction Product Information (CCPI).

Amanda Long, chief executive of CPI, offers advice on how to prepare for verification

The Code for Construction Product Information (CCPI), launched by CPI Ltd, will help manufacturers drive higher standards in the presentation of construction product information, prioritising building safety.

Whether written in a brochure, a presentation, on a website or social media, the CCPI collective licenced mark provides assurance that verified product information can be relied on to be clear, accurate, up-to-date, accessible and unambiguous.

The Code has been developed as a direct response to Dame Judith Hackitt's independent review of Building Regulations and Fire Safety in



the wake of the Grenfell Tower disaster. The Code promotes urgent positive culture and behaviour change in the approach and management of product information by the construction product manufacturing industry. ■



LINKS

- www.cpicode.org.uk/wp-content/uploads/2021/09/CCPI-Preparing-for-the-Code-Information-Pack_September-2021.pdf
- www.cpicode.org.uk/wp-content/uploads/2021/09/Code-for-Construction-Product-Information-v1-0.pdf

- www.cpicode.org.uk/wp-content/uploads/2021/09/Code-for-Construction-Product-Information-Guidance_September-2021.pdf
- www.cpicode.org.uk/register-interest/

HOW CAN MANUFACTURERS PREPARE FOR THE VERIFICATION PROCESS?

Read our 'Preparing for the Code' guidance document.

Alongside our Code for Construction Product Information, CPI Ltd has also published a 'Preparing for the Code' information pack to help manufacturers gain a deeper understanding of the Code and prepare for the verification journey. The best way to prepare for verification is by reading this document.

Organisations should start to consider who they will elect as their Code Lead.

CPI Ltd will use a specially developed online CCPI Verification Portal to gather responses from participating organisations to demonstrate how they meet the requirements of the verification framework. Each organisation will nominate a Code Lead, this is usually the competent person who manages sign off of product information.

Organisations can start to collate necessary details for verification.

The verification process will require organisations to upload the necessary information, data, and evidence that shows how the organisation's leadership and culture, management systems, and product set(s) meet all eleven clauses of the CCPI. The Code Lead must complete a set of preliminary questions to tailor the survey and questionnaires for your organisation. To prepare for this first step organisations should begin to organise the following information:

- Standard organisation information – company name, company number, invoice details, company turnover.
- Organisation detail – number of employees, key organisational departments, organisation structure, etc.
- Email addresses for the survey – surveys will be sent to respondents by the Code Lead within each organisation. Minimum valid survey response levels are set automatically in the portal depending on the size of your organisation.

Responses will come back to the CCPI Verification Portal, so respondents remain anonymous within the organisation.

- Management systems – what systems you have in place for managing product information, the communication channels, the people responsible for product information, etc.
- Products – total number of product sets and products, how many product sets you will be registering, whether any products in the set are safety critical*, and evidence of certifications and declarations of performance.

In addition, when organisations register on the CCPI Verification Portal they will be required to declare their acceptance of conformance with Code for Construction Product Information, construction product regulations, the sale of goods act and consumer rights act, and CPI LTD terms and conditions.

**Safety critical* construction products are those that could cause death or serious injury if they were to fail.*

Organisations should start to consider whether their product information is up to date and aligned with CPI's eleven clause code.

The Code for Construction Product Information has been built on the principle that product information must be Clear, Accurate, Up-to-date, Accessible and Unambiguous. Organisations can therefore prepare for the code by internally reviewing whether their current product information mirrors the Code's eleven clauses. Please read the Code for Construction Product Information and the Code Guidance documents for further details.

Registration for verification will open towards the end of 2021. However, organisations should register their interest now to receive updates ahead of the launch.



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GAI Diploma

This GAI Diploma builds on the product knowledge already gained in the Certificate in Architectural Hardware and seeks to bring application through developing scheduling skills. The course imparts how to write accurate hardware specifications and have confidence in discussing ironmongery requirements with clients.

CPD Programme

The CPD programme is the single most important way that those who have attained the GAI Diploma can develop their abilities and set themselves apart as architectural ironmongery professionals and become a Registered Architectural Ironmonger (RegAI).

Fire Door Inspection Scheme (FDIS)

FDIS provides education which is essential for anyone working with fire doors and escape doors. Transforming knowledge and understanding about the critical role of fire doors and how they can save lives and protect property.

Find out more at gai.org.uk/education



Bodmin Jail's transformation into a hotel and visitor attraction included 400 doorsets designed to recreate the original cell doors

Cornwall's 239-year-old Bodmin Jail has been converted into a glass-roofed hotel. London studio Twelve Architects designed the crumbling landmark's adaptive reuse, and much of the original Grade II-listed building was preserved – most of which has been derelict for the last 60 years. The jail, which sits on the edge of Bodmin Moor, closed in 1927, has a grizzly history, having been the site of over 50 public hangings since its construction in 1779.

CLIENT:
Mallino Developments
ARCHITECT:
Twelve Architects
MAIN CONTRACTOR:
CField Construction
DOORSETS:
Dorplan

Former cell blocks were transformed into bedrooms



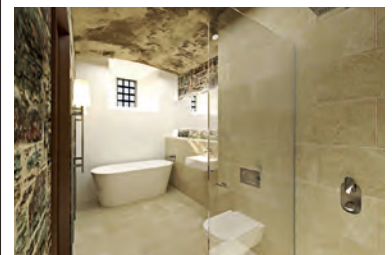
As well as a hotel, Bodmin Jail has become a visitor attraction and teaching facility for local schools and universities. An immersive theatre space and 'Dark Walk' experience will retell the prison's history during the 18th and 19th century, and the individual stories of prisoners will be shared through art in the hotel's bedrooms. Bodmin Jail's new lease of life started when a holidaying businessman fell in love on sight and was determined to give it fresh life.

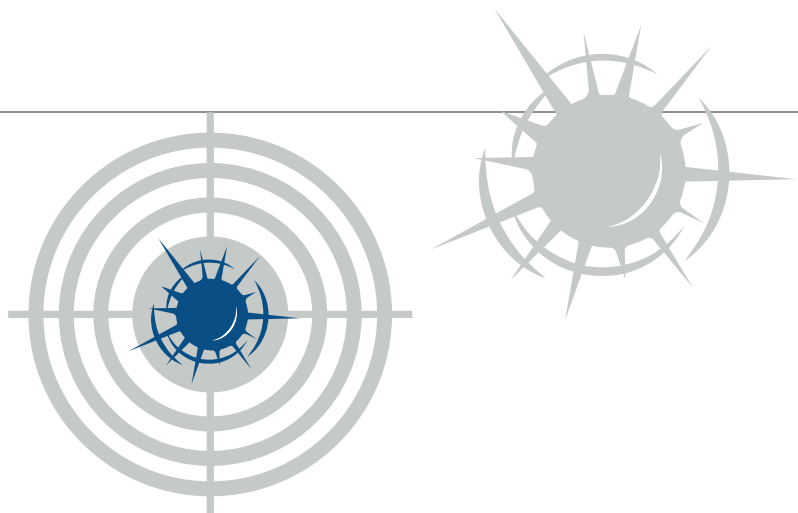
The result was the transformation of the Grade II-listed ruins to create a modern, 70-bed hotel and visitor attraction that also paid homage to its history. The former jail, built by prisoners of the Napoleonic Wars in 1778, was destined for demolition after its closure in 1927. But the walls were so thick that when it was laced with dynamite the resulting explosion only succeeded in bringing down the roof.

Its abandoned cell blocks were turned into 63 guest rooms, framed by the weathered stone walls that once kept prisoners captive, while a glazed roof over the hotel atrium retained the "magical natural lighting qualities of the ruin," says Twelve Architects.

// This project recreated the look of original cell doors while meeting modern fire regulations and acoustic requirements"

This project recreated the look of original cell doors while meeting modern fire regulations and acoustic requirements. Dorplan worked closely with the architect and contractor to design around 400 doorsets. The majority were painted dusty grey, RAL 7037, or an arresting lemon yellow, RAL 1012. Over-height cell doors had inlaid beading and grooving to create a panelled effect, and matt black ironmongery was used to recreate the look and feel of the iron originally used. In some cases original doors were taken and given a new lease of life by skilled craftsmen. A range of NFR, FD30S and FD60S doors were supplied, with acoustic performance included on bedroom doors. Concealed versions of key safety features, such as closers, were utilised to complete the protection package. The result was striking, yet high-performing, doorsets that fitted perfectly into this sympathetically-modernised building. ■





TOUCHY SUBJECT

The demand for antimicrobial hardware was pushed up when Covid made hygiene an issue in settings beyond healthcare, and with the return to work that need is on the rise again. So what should you be specifying?

Covid changed so many things. But one of the chief shifts we have seen in architectural ironmongery is the rising demand for anti-microbial products and door hygiene. This is not just in healthcare settings where anti-infection products are nothing new. The pandemic created a need for anti-microbial products in far more prosaic settings than just hospitals, even more so with the 'great return to work' now underway. Using a door handle is like shaking hands with thousands of strangers so everyone is looking to offer protection to those who pass through their space.

This places a responsibility on specifiers and therefore means they need to be armed with reliable product knowledge. Daniel May, director at Consort explains: "We're at a point where decision makers are under pressure to keep building hygiene standards as high as ever before. And outside of the clear-cut hygiene measures, it's understood that more can be done throughout the building design process, with architectural hardware selection at the core of decisions."

"Door hardware is the first touchpoint when entering, exiting or navigating a building, and can be one of the

most bacteria-ridden. Yet, the latest in hardware advancements could give facility managers an edge in the fight against infection."

How do you know what to specify?

There have been many products flooding the market making claims about their ability to fight pathogens. Such has been the prevalence of new products offering antimicrobial benefits that the GAI now advises: 'any company who is making any claims that their product kills the Covid-19 virus MUST ensure they have solid evidence of the product's efficacy against it.'

A good place to start is with copper and silver. Both have longstanding proven anti-microbial properties in nature, but what about when they are used in ironmongery?

Secusan® from HOPPE is one example. An antibacterial and antimicrobial surface for door and window handles, it provides active protection against the spread of germs and bacteria, immediately and permanently suppressing the growth of pathogens on the handle, thanks to a coating that contains silver ions. Silver destroys the cell membrane of the germs and therefore blocks cell

respiration and cell ingestion.

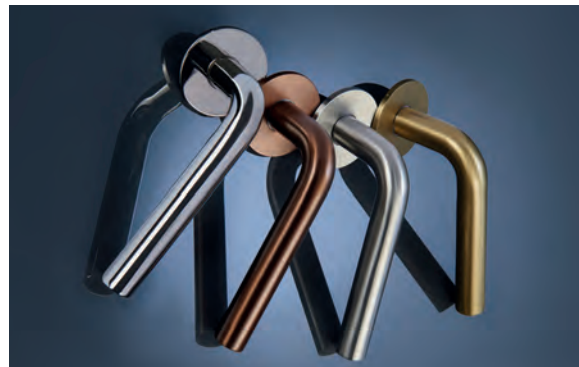
HOPPE claims independent tests have shown that SecuSan® reduces the growth of germs in this way by more than 99%.

Copper is also a powerful antimicrobial. Touch surfaces made from solid antimicrobial copper are used in hygiene sensitive environments around the world. In a laboratory setting, multiple studies demonstrate that copper kills 99.9% of pathogens in as little as one minute. Clinical trials in a variety of hospital wards around the world have shown a continuous reduction in viruses and bacteria of greater than 80% on copper surfaces compared to non-copper equivalents. The largest clinical trial to date is a two-year study by the University of Virginia at a local hospital. The trial monitored HCAI levels in two wards – one with copper products installed, and one which remained unmodified. Both these studies were then compared against a baseline of historic data on HCAI transmission at the hospital over the same length of time. The copper wing had 78% fewer HCAs when compared to the baseline period. In comparison, no changes in rates of HCAI were observed in the unmodified hospital wing.

Further evidence that copper can kill Covid-19 has emerged in the last year. A study in February 2021 by Professor Bill Keevil at the University of Southampton concluded that copper could kill Covid-19 in minutes. The methodology used in this test simulated the viral load typically found from a touch (dry) or sneeze (wet) on hard surface materials.



Premium levers from Consort





One established product is Contego from Allgood: a range of ironmongery and door hardware, made from a 70% copper-nickel alloy, it was used in the prestigious Francis Crick Institute. Contego has the same antimicrobial performance as 100% copper. The alloy is one of 500 copper alloys classified as public health antimicrobial products in 2008 by the (now defunct) Copper Development Association (CDA) and validated by the EPA.

Ben Dean, managing director at Dortrend, is keen to stress the integrity of its product Touchclean, a nano based technology that removes organisms on contact and continues to suppress microbial growth. It uses UV light with added silver. "We have 'real world' testing. One of our real world settings was application to a sheet instead of what most solutions do which I would describe as a drop test (they have simply tested the actual liquid in its liquid form). It is something specifiers should look out for."

Chris Mamas of Poole, Waite and Co warns specifiers to guard against claims being made for hardware's proprieties especially copper and nickel. "Test evidence is being misrepresented on anti-viral

performance between different alloys of Cu/Ni which basically depends on the Cu concentration of the alloy of interest."

Real world criteria

Allgood CEO, Alistair Higgins, says it is essential to assess products according to their performance in real-world environments. "Many antimicrobial ironmongery claims are based on compliance with international standard ISO22196. This standard involves a lab test with very high ambient temperature (>35C) and humidity (>90%). The HSE advises that indoor working environments should be maintained at around 23C and 50% humidity, so – unless you are specifying a steam room – this undermines the application of ISO22196 inside buildings.

"The question for specifiers is 'would this work in my building?' Ask for either laboratory test evidence where a product performs in typical indoor conditions or, better still, results where it has worked in the real world itself."

Touchpoints have become a touchy subject but by doing your homework and looking for integrity in materials and evidence you're better equipped. ■

Copper hardware was used throughout The Francis Crick Institute

// The question for specifiers is 'would this work in my building?' Ask for evidence where a product has worked in the real world"



10 TOP TIPS FOR SPECIFYING ANTIMICROBIAL PRODUCTS

- If using an anti-microbial or anti-bacterial coating such as silver or titanium dioxide check with the manufacturer how robust the coating is against wear and tear, and also check if there are any cleaning agents which may decrease the efficacy.
- If your client prefers anti-microbial protection as part of the material or which is embedded within then consider copper, copper alloy or nylon with embedded agents.
- Be aware there are currently NO existing EN or ISO standards which relate to the anti-bacterial and anti-microbial coating of hardware. All existing standards relate to laboratory tests which do not reflect real-world environments including temperature and humidity.
- If specifying a product, check if there are any reference sites where the product has been used, and any analysis available from this on its efficacy.
- If you are being asked to specify product as part of an overall touch-free solution consider other products such as electro-magnetic hold
- open devices or door automation in respect of door controls. Never specify any products which hold open a fire door unless they are electro-magnetic and covered under the relevant harmonised/ designated standard.
- Consider the impact of access control on assisting with a touch free specification for locking.
- Consider the specification and supply of relevant ancillary products such as grab rails and washroom products with anti-bacterial or anti-microbial coatings to complete a specification.
- When specifying new solutions which claim to offer anti-microbial protection, take care not to use untested products on fire doors.
- Consult industry guidance such as GAI Specifiers Guide on Ironmongery in a post pandemic world.
- Be very careful what claims you make when promoting or specifying anti-bacterial and anti-microbial furniture in respect of Covid-19 unless you have solid evidence.



BACK TO THE OFFICE

One of the most talked-about refurbishments in the City of London for a headline law firm is now being reoccupied by the client. The fit-out of 100 Bishopsgate by architect Sheppard Robson features a polished mixture of collaborative and private workspaces separated, where appropriate, for client-facing and more discreet work along with recreational and dining areas all designed to suit how a workforce operates in a post-pandemic world.

The 24,000m² office scheme, completed in January 2021 after a five-year project by Sheppard Robson's interior design team ID:SR, is the HQ of one of London's most prestigious law firms at the corner of Bishopsgate and Camomile Street in the heart of the square mile.



Franchi helps a return to work in upscale city refurbishment

Main picture: high end finishes was part of the brief; above: meeting space; below right: bronze pull handles were used throughout

The space, as well as offering prime grade contemporary office space, has been designed for post-covid ways of working. For example, additional sculptural staircases were installed to connect the clients' floors and ease access, reducing peak time pressure on lifts in the building and, by facilitating movement between teams as well as floors, fostering the collaborative, collegiate culture the firm wishes to engender.

"Part of our brief was to create a welcoming, calm, seamless client experience, while at the same time offering the flexibility to accommodate clients and large groups for events," says ID:SR's Sarah Laurisch. "The spaces and finishes had to cater to the variety and vitality of the activity that

// The spaces and finishes had to cater to the variety and vitality of the activity that takes place within the office"

takes place within the office. High end finishes and elegant detailing impart a sense of comfort and care throughout, converging workplace with hospitality."

Sheppard Robson chose to partner with door hardware specification specialist Franchi to produce an ironmongery schedule that would convey the right message of understated authority and modern functionality. The two companies have worked together on a number of high-end developments and worked closely with the design team to imagine, design, and deliver the solution on this scheme. The specification was extremely detailed and refined – from lock solutions for optimal security, through to the smallest details like tailor-made cabinet handles in the meeting rooms. The centrepiece of the hardware scheme is a suite of bronze pull handles, which provide a functional but arresting opening solution that forms a design thread right the way through the offices.

Franchi's specification team is very experienced in working with architects and designers in the super-prime residential and commercial market in the capital and beyond and has collaborated with Sheppard Robson on many high-end schemes previously.

Franchi was established in 1970 in by Guerrino Franchi, and the business that bears his name is still family owned and run by his son today. In 50 years, the company has built a reputation for providing expert ironmongery specification and scheduling service. The company now also operates a premier design studio at Design Centre, Chelsea Harbour. ■



GAI TECHNICAL

GAI members can avail of a wealth of technical information which is all available on the GAI website.



1. Technical Briefings

Regular briefings on relevant industry topics. Everything from BIM to BS and EN standards to UKCA Marking are covered.

2. GAI Guides to Standards

A library of over 20 guides to the most relevant British and European standards which impact the ironmongery industry.

3. Quarterly Technical Review

This publication which is updated each quarter provides the proposed timetable for changes, amendments or revisions to BS and EN standards, as well as keeping members informed on any new relevant publications or consultations.

4. GAI Specifier's Guides

A complete set of eight guides relating to ironmongery and access control product for the Construction industry. These are aimed at assisting all who are involved in the specification process from the architect, architectural technician, interior designer, M&E consultant right through to the specifying architectural ironmonger. Topics covered include ironmongery in a post-pandemic world, the internet of things, accessibility, access control and ironmongery for fire and escape doors.

5. BIM Product Data Templates (PDTs)

A series of 34 templates which are available for GAI members to populate with product information to create Product Data Sheets – this will assist with having your product ranges “BIM ready”.

6. RIBA Approved CPDs

The GAI now have ten CPD presentations which have been approved by RIBA and these are all available to GAI member companies for their architects and specifiers. These cover a broad spectrum of topics from accessibility right through to internet of things. As these have been approved by RIBA they are all worth double points to RIBA members.

For further details contact GAI Technical Manager Douglas Masterson on technical@gai.org.uk



The access control market is galloping ahead. Here **Douglas Masterson** covers key points from the GAI CPD Cutting Edge Access Control issued this year

Access control is of huge importance to the security and hardware industry. Its purpose is to ensure that authorised people are free to move around designated areas of a building at arranged times. Its benefits include reducing security risks and key issues as well as enabling audit trails.

Access control has moved forward rapidly over the last few years, particularly with work habits changing due to increased home working, improvements in internet connectivity and the ability to use mobile phones for more and more functions. More functions are being added to software

packages on a continual basis. Some of the features now available include:

- **Time zones** – These are set so that credentials are only allowed access within the set time zones.
- **Graphic Interface** – Allows images to be uploaded on the system which can include floor plans and images.
- **Access rights** – Permissions a user has to access areas of a building, which can include time zones, etc.
- **Audit trails** – A security-relevant chronological set of records, and/or destination and source of records that provide documentary evidence of the sequence of activities that have affected

at any time a specific operation, procedure or event of a device.

- **Anti-pass back** – A feature that can be used to prevent users from passing their credential back for another user to borrow and to stop users entering an area by simply following or tailgating another user.
- **Live roll call** – Fire roll call systems are used to automatically identify the location of all people within the premises with pinpoint, real time accuracy.
- **Count areas** – Ideal for car parking spaces, it counts the number of cars entering and leaving a car park and can even show vacant spaces
- **Lockdown** – Used to lockdown

either a system or individual doors, such as in a terrorist situation

● **Buddy system** - A procedure in which two individuals operate together as a single unit so that they are able to monitor and help each other, ideal for security to ensure that officer's patrol in pairs around a building, particularly when the building staff have vacated the building at night.

Smartlocks

One type of locking which is becoming more and more popular is the 'electronic escutcheon' otherwise known as a "smartlock". This is an electronic access control solution allowing multiple doors to be linked to each other but not online to a computer. They are powered through a battery which can have up to a three-year lifespan and have flexibility in that they can be used with a number of locks including multipoint locks. The programming can be done a number of ways including by PC, downloaded via a handheld terminal, downloaded by card, by Bluetooth using a mobile phone or via wi-fi using Cloud technology.

Wireless access control

Wireless access control locking is also increasingly popular and is available through battery driven locks that allow access via RFID card, fob, PIN, mobile phone or biometric fingerprint. These have the advantage that they are relatively easy to fit or retrofit, the system can be expanded easily, and they can be supplied with software and programmers, or more recently cloud and app based software. They also allow for remote opening if connected to Wi-Fi. They are suitable for timber, metal and glass doors in both swing and sliding door configurations and are available in various sizes, types, finishes and shapes.

Mobile phone technology can now be used thus removing the need for cards or fobs. Near Field Communication 'NFC' can also be enabled giving a more secure connection between the phone and the lock. Most apps require you to open the app after unlocking the phone thus giving an extra level of authentication to increase security.

Wireless access control can be used at home using apps to assign users and home connection set up can use an existing wi-fi network, Bluetooth or a separate hub and existing wi-fi network plus Z-Wave or Zigbee technology.

Reading technologies

Reading technologies are an area that have grown more rapidly with improved and quicker response times using Bluetooth and Cloud based products. Reading credentials now have more products being introduced on to the market with credentials being built into them with Smartlocks being a typical example.

There are a number of different technologies for authentication that can be used to gain access within an access control system. Each technology has a different level of security from the lowest such as a common PIN code through to medium such as a token or card, right up to the highest such as biometric readers.

Biometric reading technologies are viewed as being at the cutting edge of security technology. It is the measurement and analysis of the unique physical or behavioural characteristics used to recognise humans. It works by unobtrusively matching patterns of live individuals' data in real time, against enrolled records. Biometric data is initially read with an 'enrolment' reader and the data is then 'encoded' into a template which is usually stored in an access control database or on a smartcard for later use. The encoding process ensures that the data cannot be reproduced from the template, only compared against a recently read sample for a pass/fail result. Biometric sensors are either contact (i.e., the user needs to touch the sensor) or contactless (i.e., the user does not touch the sensor) technologies.

In large scale systems fingerprint readers have transferred gradually over to facial recognition using HD camera technology from the CCTV systems linked to the access control. The following features are all relevant in this area:



// As it gives a high level of security and is contactless biometric technology is being rapidly adapted"



● **Digital On-boarding** – this is the integration of digital information into access control systems which use AI-Powered identity verification. This has become a feature of many different offerings from manufacturers. This can be completed remotely meaning someone can be added to a system in advance.

● **Geo-Fencing** of areas which is when invisible perimeter lines are set up in a system so an alarm is activated if someone crosses these lines into an area where they should not enter.

● **3D facial recognition** has become a part of people's lives from their mobile phone unlocking, and this technology has become common in access control systems as a method of contactless access control.

● **Face Recognition Vendor Test (FRVT)** has a system of testing the speed a system can recognize a face when approaching a reader and allow or deny access to the user. Most systems can do this in less than 2 seconds.

● **Biometric Passports** are becoming the norm now so security through airports has increased with verification, in some airports the screening is checked again at the boarding gate to the aircraft.

● **3D Matrix Face recognition software** takes multiple spots on a person's face and creates a digital signature which can be stored as a reference in a database, using digital onboarding. It can deal with facial hair changes or the wearing of hats and glasses. The system can have RFID cards or mobile phones linked to the account so a higher level of security can be achieved, and the ID card can't be given to another person for access.

As it gives a high level of security, is user friendly and contactless, biometric technology is being rapidly adapted to make buildings more accessible and still give a high level of access control.

Access control is one area which moves quickly in our ever-changing world. ■

The Specifiers Guide to Access Control and The Specifiers Guide to the Internet of Things are available from the GAI website.

NEW PRODUCTS >>



CODELOCKS ENHANCES DESIGN OF KITLOCK

Codelocks has expanded its KitLock range with a new keyless access control solution for storage cabinets and lockers. The KL1000 G3 comes with all the features of the KL1000 Classic Plus including private and public functions, 24hr auto-unlock countdown timer and up to 20 user codes. As the KL1000 G3 shares the same fittings and fixings, existing KL1000 installations can be easily upgraded and retrofitted.

The new KitLock, enhanced with a key override function, allows key holders to access the locker in the event of a forgotten code or emergency.

Codelocks suggests the KitLock range is ideal for the hybrid return to work where a greater demand for

controlled storage access solutions could be required, such as cabinets and lockers that may be allocated on both short- and long-term basis. The range is also suitable for schools and hospitals.

This lock also meets business needs for less person-to-person contact, including administration by facilities management.

The KL1000 G3 comes in two finishes – silver chrome and black chrome. It can also be enhanced with the Slam Latch for fast 'push shut' closure. It allows locker doors to be instantly locked, with no need to turn the lock handle to secure the locker. Slam Latch works on wooden and steel lockers and cabinets.

www.codelocks.co.uk/g3

SCRIGNO EI30 BRINGS FD30 RATING TO SLIDING DOORS

Scrigno has extended the fire resistance characteristics to its Essential sliding door models, without compromising the minimalist aesthetics.

The Scrigno EI30 from Boss Door Control is a 30-minute rated FD30 sliding door kit. It features all the time-saving pre-assembly characteristics of the Scrigno Essential range but can be used

with fire doors up to 120kg in weight/44mm thickness. Other door thicknesses can also be accommodated as specials. This now means that space-saving sliding doors can be used in settings where a fire door is required, such as on an integral garage or in three storey homes.

The Scrigno FD30 Essential fire-rated sliding door system from Boss also can be supplied with necessary accessories like an automatic self-closing mechanism, so that it works in any domestic setting. The system has been fully tested by an accredited test house to BS476 Part 22: 1987.

The Essential EI30 pocket door solution allows the door to sit flush with the wall since it is especially designed for use in the most popular 125mm stud walls. Additionally, the architrave-free system makes for a sleek and discreet finish to the door. Boss Door Controls was established in 2009 to offer a comprehensive range of door closers backed with market leading specification expertise. Now the company also offers a full range of Fortessa door furniture, Label door automation solutions, and Scrigno pocket door systems.

www.scrigno.co.uk



NORSEAL LAUNCHES NEW AIR GRILLES

Norseal is now offering the easy to fit air transfer grilles as part of its specialist range of fire protection products. The Mann McGowan Pyrogrille 100 has been tested in fully operational FD30 and FD60 doors, stud walls and ducts. They are fitted without a hardwood liner making them cost effective and simple to fit.



The Pyrogrille 100 range from Norseal is Certifire-approved to provide resistance to fire and hot smoke of up to 60 minutes in doors and walls. The door grilles have been tested in fully operational FD30 & FD60 doors to EN1634.1 and BS 476 22.

In everyday operation Pyrogrille Air Transfer Grilles allow free passage of air but in the event of fire the intumescent in the frame and slats expand to many times their size to stop hot and cold smoke and fire. Manufactured by Mann McGowan using high performance intumescent slats spaced 12mm apart, the finished units are a slimline 25mm and 38mm, making them suitable for most applications. Available in sizes up to 600 x 750mm size for doors and 600 x 690mm for walls as standard and Norseal can provide specials in 1mm increments available on request.

www.norseal.co.uk

BORG LOCKS LAUNCHES NEW HEAVY DUTY RANGE

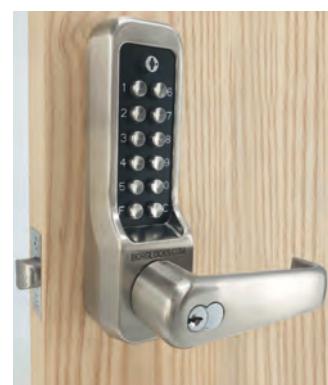
Borg Locks has issued a new heavy duty lock range, the BL7000 ECP. The series is suited to retrofit or heavy duty upgrade solutions as it shares the same fixing points as the Simplex Unican 1000 & 5000 as well as the BL5000 series. The range also features a free turning lever/knob handle and an 8mm spindle bar, which only engages if the correct code is entered.

The BL7700/7800 ECP models have a built-in key override in the lever/knob handle; rotation of the key engages the lever/knob handle, and is for use with potentially heavily sprung third-party locks. The keypad lever/knob rotates freely and only engages with the clutch and 8mm spindle drive once the correct code of key is entered. All BL7000 ECP are supplied as standard with the optional free passage function and are actuated from the keypad side, this allows users to pass through the door without the need to enter the code each time making

it ideal where access control is not always paramount.

All BL7000 models are available in the stainless-steel finish for internal or sheltered external environments. Another option is the upgraded black Marine Grade Pro 2 surface coating, which has been extensively salt spray tested in excess of 1,000 hours.

Tel: 01708 225700





GAI RIBA APPROVED CPDs

The GAI have created ten CPD presentations which have all been approved by the Royal Institute of British Architects.

As they are RIBA approved this means that architects will be able to receive double learning points for attending a presentation of the CPD.

These CPDs are all available to member companies to purchase and deliver to their architects and specifiers. These can also be delivered online.

For further details including pricing please contact Douglas Masterson, GAI Technical Manager on technical@gai.org.uk

The following CPD presentations are available:

- Ironmongery specification in a post-pandemic world
- Installation of fire door assemblies and associated ironmongery
- Ironmongery and the impact of the environment
- Ironmongery and the impact of the Internet of Things
- Ironmongery and security
- Ironmongery and accessibility
- Ironmongery for fire and escape doors
- The specifier's guide to access control
- Ironmongery for specialist applications
- An architect's guide to door hardware

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CLASS ACT

Kingston University London Town House has been named the best building in the UK in 2021

The winner of the RIBA Stirling Prize 2021 – the Oscars of architecture – is Kingston University London Town House.

The £50m build was designed by Grafton Architects who won the 2013 RIBA competition to design it. It is the Dublin-based practice's first built project in the UK although its medical school at the University of Limerick was shortlisted in 2013. The studio was recently awarded the 2020 RIBA Gold Medal, while its founder Yvonne Farrell and Shelley McNamara won the 2020 Pritzker Architecture Prize. *AIJ* featured a profile of the practice in its Winter 2019 issue.

Designed to act as "the university's front door," the six-storey building was also designed to make students

The internal courtyard (below) and the Town House exterior (above)

// This highly original work of architecture... is a progressive new model for higher education"

Sir Norman Foster

feel like they belong, as half the students at Kingston are the first in their family to attend university. The result is a building incorporating a covered internal courtyard, a multi-floor library, open auditorium, dance studios and a studio theatre, as well as a range of informal learning spaces and two publicly accessible cafés. It has a series of external balconies and walkways, culminating in a rooftop garden with views across Kingston and the River Thames to Hampton Court.

While more than half of the space is open plan, secluded corners allow for private study and group work. Sliding walls make for a flexible ground floor space. The door hardware was provided by Williams Ironmongery, including pull handles, lever handles, hooks and door stops.

Town House was modelled to BIM Level 2 protocols, with much of the building constructed from precast concrete. It is rated BREEAM Excellent for its many sustainability features.

Architect Sir Norman Foster, who was the head of the 2021 RIBA Stirling Prize judging panel, commended the Town House for its versatility, calling it "a progressive new model for higher education".

"In this highly original work of architecture, quiet reading, loud performance, research and learning, can delightfully co-exist," said Foster + Partners founder Foster. "That is no mean feat. Education must be our future – and this must be the future of education."

The build won the Stirling Prize from a shortlist that contained a mosque and a housing development in Cambridge, a bridge in Cornwall, a museum in the Lake District and a housing block in London. ■



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