



# JAMES FREW

SINCE 1911



## James Frew Newsletter

Issue 10 / December 2025



JAMES  
FREW  
SINCE 1911

GasSure

# Look! Frews Talking



**Roddy Frew,**  
Managing Director

I'm delighted to present our latest edition of the James Frew newsletter, a celebration of the achievements, milestones, and progress we've made over the past 12 months.

Inside, you'll find highlights from across the business, stories of personal and professional growth, and a look back at our key moments that have shaped our year. From welcoming new apprentices to honouring long-serving colleagues, this issue offers a meaningful insight into the heart of our company.

As we move into the final months of the year, I'd like to take a moment to reflect on the progress we've made and the people who continue to shape our journey.

This year, we said goodbye to several long-serving colleagues who have retired after many years of dedicated service. Their commitment and contributions have left a lasting impact, and I thank them sincerely for everything they have done. I wish them all the very best in their well-earned retirement.

At the same time, we have welcomed a new cohort of modern apprentices who joined us in August. It's always inspiring to see fresh talent stepping into the business, bringing new energy and ideas. Our graduate apprentices continue to impress, with several achieving outstanding results and making meaningful contributions

across business units. We're especially proud of those who were recognised as Modern Apprentice of the Year, an achievement which reflects not only their hard work but also the support and mentorship they've received from their teams.

Our business continues to grow, and with growth comes opportunity. We're expanding our capabilities, strengthening our teams, and building on the solid foundation laid by those who came before us. It's an exciting time, and I'm confident that together, we'll continue to achieve great things.

**I am really  
looking forward  
to a successful  
and prosperous  
2026.**



## Return of the Mack

**We were delighted to announce the appointment of Gordon Mack to the Board as Operations Director this year.**

Gordon has embraced the values of the James Frew Way and worked innovatively and productively to embed these values within all aspects of his work. Gordon joined the organisation back in November 2020, initially as IT Manager. Gordon quickly impressed and in May 2022, was promoted to Head of Operations within our MIE (Maintenance, Installations and Electrical) business unit.

Gordon has led significant change within MIE through the development of staff, implementation of fresh approaches and business processes, and introduced new work streams which have helped transform the business unit.

Managing Director Roddy Frew said: "I am delighted to welcome Gordon to the James Frew Board of Directors. He is well equipped to contribute positively to the work of the Board and together with Andrew, Alan and myself, as a team, we can continue to improve, enhance

and grow James Frew Ltd and in doing so, ensure a bright future for the company."

Gordon said: "I am thrilled to be given the opportunity to join the Board of Directors at James Frew. Over the past few years, I have gained a very good understanding of how we operate across all business units. I have always believed in respectfully challenging current practices and process to try and find a more effective and efficient way of doing things, and I hope to continue this work in my new role."

Roddy added: "We are constantly looking to innovate and identify new ways to boost productivity and improve efficiencies and we have demonstrated this recently through a number of technology led initiatives. I firmly believe this approach has helped separate ourselves from our competitors, and I am looking forward to working closely with Gordon to progress these opportunities as we advance forward."





## JOBS AWARDED



### Air Source Heat Pumps and Hot Water Cylinder Annual Maintenance Measured Term Contract

Start August 2025 started for a 2-year period with options to extend for a maximum of 3 additional years.

Scope of works covers annual service and reactive maintenance to 175 properties with Air Source Heat pumps and annual service of 315 properties with unvented hot water cylinders

**Client** Southside Housing Association

**Project Manager** Alan McKeegan



### Full Internal Refurbishment Works 262Nr Properties Various Locations

The works comprise new heating & plumbing installations; electrical re-wire; new kitchens & bathrooms/wetrooms, including floor coverings; loft insulation and re-decoration.

**Value** £3.07M

**Client** South Ayrshire Council

**Project Manager** Alex Dunn

**Project QS** Derek Havlin



### Gas Central Heating Servicing & Maintenance with Air Source Heat Pump Servicing & Maintenance Measure Term Contract

North Ayrshire, East Ayrshire & Dumfries & Galloway  
Approximately 3500 properties.

Start April 2025 for a 5-year period with options to extend for 2 further years.

**Client** Cunninghame Housing Association

**Project Manager** Derek Blair



## JOBS AWARDED



### 15No – Twechar Housing

Twechar housing is the first Passivhaus development for East Dunbartonshire Council. James Frew Ltd are undertaking the full M&E package for Morgan Sindall. Works are due to start in February 2026 completing in September 2026.

**Value** £777,000

**Client** Morgan Sindall

**Project Manager** Tim Killips/David Martin

**Project QS** Pamela Affleck



### Supply and installation of Kitchens & Bathrooms

Start September 2025 for a two-year period with options to extend for a maximum of 3 additional years.

Scope of works are to supply and installation of kitchens and bathrooms for tenanted properties in the Inverclyde area. Estimated number of installations 80 per year.

**Client** River Clyde Homes

**Project Manager** Alan McKeegan





## JOBS COMPLETED



### Girvan Library

Re-modelling of SAC Social Work offices at 17 – 19 Knockcushan Street, Girvan to create new community library facilities. The works included internal downtakings and strip out, including structural alterations to form new internal layout; new timber floating floors; new metal stud partitions and wall linings to existing internal & external masonry walls; new suspended ceilings; new aluminium external doors & screens; new timber internal doorsets; new floor coverings; new fitted furniture (kitchen units, computer desks, shelving, etc); new decoration; complete new plumbing, mechanical & electrical installations; new carpark works.

**Value** £900K

**Client** South Ayrshire Council

**Project Manager** John Paul

**Project QS** Derek Havlin



### Calton Village Phase 2 Glasgow

The works comprise full plumbing and heating installation to 98nr new build properties. Contract also includes extension to gas-fired district heating network installed by James Frew Ltd during Phase 1 works.

**Value** £1.75M

**Main Contractor** McTaggart Construction

**Client** Wheatley

**Project Manager** Tim Kilips

**Project QS** Billy Jackson



## JOBS COMPLETED

### Dumfries Ice Bowl De carbonisation M&E and Fabric Upgrades

The renovation of Dumfries Ice Bowl was part of a 4.4m decarbonisation programme for D&G Council. James Frew was employed to carry out the commercial strip out and installation of the new pipework, ASHP's and chillers at Dumfries Ice Bowl to a very tight deadline in the summer break of the ice hockey season. The main contract works were completed in October to allow the Solway Sharks to get back in to training for the upcoming fixtures.

**Value** £1.8M

**Main Contractor** Ashleigh (Scotland) Ltd

**Client** DGHP

**Project Manager** Evan Peat

**Project QS** Billy Jackson



### Ashleigh Stanecastle, Irvine

The project at Stanecastle comprised of 29 homes for North Ayrshire Council. James Frew was employed to carry out the installation of the plumbing and heating. The properties all have ASHP's providing the heating and hot water ensuring energy efficiency for the tenants.

**Value** £420,000

**Main Contractor** Ashleigh (Scotland) Ltd

**Client** North Ayrshire Council

**Project Manager** Ross Millar

**Project QS** Pamela Affleck





# Big lift at Haycocks

Pupils watch in awe as giant portakabin arrives.

There was plenty of excitement at Haycocks Primary School, where our team carried out essential upgrade works.

The project involved replacing the school's old basement plant room with a brand-new modular unit (Portakabin), fully fitted with boilers, calorifiers, and everything needed to provide heating and hot water to the school. Due to the size of the Portakabin and restricted access at the site, a huge crane was brought in to lift the new plant room into position. Quite a spectacle for everyone watching.



Recognising what a memorable moment this could be, Site Manager David Downie decided to get the pupils involved. Dressed in James Frew hard hats and high-vis vests, the children looked the part and were more than ready for action. They even led a countdown for the big lift, cheering as the Portakabin was carefully lowered into place.

The pupils absolutely loved the experience, and it gave them a glimpse into the exciting world of construction and engineering. It wasn't just a fun day, it was also a great way to show the next generation the important work that goes on behind the scenes to keep their school running safely and efficiently.

The team enjoyed sharing the moment with the pupils just as much as the pupils enjoyed being part of it, making this project one to remember for everyone involved.



## SMART ENERGY SOLUTIONS TEAM REPRESENTS AT ARRAN SHOW

James Frew Smart Energy Solutions team, Jim McKay and Martin Bonar, proudly represented James Frew at the Annual Arran Show. Hosting a stall, they engaged with members of the local community to discuss all things renewable, from Air Source Heat Pumps to eco-friendly heating systems and energy efficiency.

The event was a fantastic opportunity to showcase the sustainable home solutions we offer, and the team enjoyed a day filled with insightful conversations and genuine interest from attendees.

**Martin Bonar shared his thoughts on the day:** "It was a really positive day, we had lots of interest and came away with some promising leads to follow up on."



## SAC FUNDAY

We had a fantastic time at the South Ayrshire Community Funday, back in May this year where our GasSure girls, Katy and Heather, were joined by two of our second year Modern Apprentices, Joe and Sean. It was a busy day full of energy, with lots of great conversations as visitors stopped by to learn more about James Frew, the services we provide, and the exciting apprenticeship opportunities we offer.

The kids were loving the colouring competition featuring our very own Flameish, this is an event that we look forward too, its always very well attended and with it being free it's great for community spirit.

**GasSure Team Leader Katy said:** "It was great to see our Modern Apprentices confidently engaging with visitors, sharing their own journeys, and helping others understand what a career at James Frew can look like. They were fantastic ambassadors for our apprenticeship programme."



## ARDROSSAN HIGHLAND GAMES

Our team had a brilliant day at the Ardrrossan Highland Games back in June this year, spreading the word about our smart energy solutions, from solar panels to air source heat pumps, and shining a spotlight on our exciting partnership with Octopus Energy!

The sun stayed out, the event was well attended, and our team were busy all day chatting with visitors and answering questions. The kids got stuck into our colouring competition for a chance to win a cuddly pink octopus, which quickly became the star of the show!



# Smooth Operator



## Dylan masters the art of plastering

Dylan Thomson recently took part in a hands-on plastering course, and his performance didn't go unnoticed. From the moment the training began, he showed a real enthusiasm for learning, staying fully engaged throughout and embracing every opportunity to improve.

The course trainer was quick to highlight his commitment, noting that he made noticeable progress in practical skills over the duration of the course. It's always encouraging to see our team members take initiative and make the most of development opportunities, and this was a great example of that in action.

Training like this not only strengthens individual skills but also adds valuable experience to our wider team. Well done Dylan for the hard work and positive attitude!



**OUR COMMITMENT TO DEVELOPING THE SKILLS AND EXPERTISE OF OUR TEAM IS A TOP PRIORITY.**



## Wavin skills boost with James Frew

**Recently, we partnered with Wavin to host two comprehensive training sessions for 20 operatives, including Modern Apprentices and plumbers' mates, aimed at enhancing their knowledge and practical abilities.**

The training focused on the installation of gutters, rainwater pipes (RWPs), soil and waste systems, and HEP20 fittings. This hands-on experience, guided by Wavin's expert trainers, provided valuable insights into industry-leading products and installation techniques.

These sessions are a vital component of the James Frew Academy programme and beyond, reinforcing our commitment to equipping our team with the skills and knowledge to deliver the highest standards of workmanship.

**Technical Sales Manager at Wavin, James McLees said:** "I would just like to say on behalf of myself and Steve it was a pleasure coming down to attend and passing on product knowledge on all Wavin's product portfolio to the Plumbing Modern Apprentices. The engagement was really good, and I hope they all took away something that may help them along the way with their careers with James Frew."

## Trade test success for Aaron and Matthew



**Aaron McDonald**



**Matthew Laverie**

**We are delighted to share the news that SVQ3 Carpentry and Joinery Modern Apprentices Aaron McDonald and Matthew Laverie have both passed their trade test and are now time-served joiners at James Frew.**

Aaron from Erskine, and Matthew from Ayr, started in August 2021 and have worked within various business units at James Frew and gained a broad range of relevant experience and off-the-job training in order to complete all aspects of their Modern Apprenticeship.

**Managing Director Roddy Frew said:** "I was thrilled to learn that both Aaron and Matthew passed their trade tests with flying colours. Trade tests are not easy, and require Modern Apprentices to work calmly and productive under pressure. Aaron and Matthew."

Modernisation Manager Alex Dunn said: "Aaron and Matthew are another two success stories for The James Frew Academy. Their work is of a high standard and they are making an excellent contribution to our operations. They are growing into skilled tradespeople and it is great to watch!"



## Congratulations to Sam Crozier, now a fully qualified electrician!

**We're thrilled to announce that Sam Crozier has officially passed his trade test and is now a qualified electrician at James Frew!**

His recent success in the FICA (Final Integrated Competence Assessment) a rigorous test of electrical knowledge, practical skills, and real-world application marks a major milestone. Passing this assessment is no small feat, and it's a clear reflection of Sam's commitment and capability.

Now, as a qualified electrician, Sam is ready to take on new challenges and contribute to exciting projects across residential, commercial, and renewable energy sectors. His achievement is not only a personal triumph but also a testament to the strength of our apprenticeship programme and the support provided by the wider team.

Well done, Sam, we're proud to have you on board and excited to see what's next in your career!







## From Classroom to Craftsmanship

### Welcoming the Future of Joinery and Plumbing

In August, we proudly welcomed six new Modern Apprentices into the James Frew Apprentice Academy, two plumbers and four joiners, each beginning an exciting journey into their chosen trade.

At James Frew, we're passionate about providing meaningful apprenticeship opportunities. We believe that investing in young talent is not only vital for the future of our industry, but also for the continued growth and success of our business. Modern Apprenticeships offer a unique blend of hands-on experience and structured learning, and our Academy is designed to nurture that potential from day one.

Our newest recruits have already shown

great enthusiasm and a strong commitment to learning. Over the coming months, they'll be working alongside experienced mentors, gaining practical skills, and building the confidence needed to thrive in their roles.

These Modern Apprentices aren't just learning a trade, they are future ambassadors for James Frew. Through their development, they'll carry forward our values of quality, professionalism, and community engagement, the James Frew Way.

We're excited to support them every step of the way and look forward to seeing the impact they'll make in the years to come. Welcome to the team!

## Celebrating our Apprentices of the Year

**We're proud to celebrate the achievements of three outstanding individuals who have gone above and beyond in their apprenticeships at James Frew.**

At this year's Apprentice Awards, Sonny Mullen, Sean Blair, and Ryan Gaffney were each recognised for their dedication, skill, and growth in their respective trades.

- ➔ **Sonny Mullen** was named Apprentice of the Year for Plumbing, impressing with his technical ability and commitment to learning.
- ➔ **Sean Blair** earned the title of Apprentice of the Year for Electrical, showing consistent excellence and a strong work ethic throughout his training.
- ➔ **Ryan Gaffney** took home Apprentice of the Year for Carpentry and Joinery, standing out for his craftsmanship and attention to detail.

All three were delighted to receive their awards. These awards are a testament not only to the apprentices' hard work but also to the strength of our training programmes and the support provided by mentors across the business. We're excited to see what the future holds for Sonny, Sean, and Ryan, and we're confident they'll continue to make a lasting impact in their trades.

**Congratulations to all three!**



**SONNY MULLEN**



**SEAN BLAIR**



**RYAN GAFFNEY**

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about our  
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# With **Frew** all the way

As we turn the page on another successful chapter at James Frew, we're proud to celebrate the dedicated colleagues who are stepping into well-earned retirement. Each of them has helped shape our company's story, and this newsletter is our chance to honour their contributions, their commitment, and the lasting impact they leave behind.



## John Barbour

**After an incredible 40 years, John Barbour has officially retired from James Frew Ltd.**

John began his journey with the company back in 1984 on the YTS government program, he then starting as a young apprentice plumbing and heating engineer. Over the years, he steadily progressed through the ranks, gaining a wealth of knowledge and experience along the way.

His dedication and commitment to the company never wavered, and in 2022 he was deservedly appointed as MPS Head of Operations.

Throughout his four decades at James Frew, John became more than just a colleague, he became a mentor, and a trusted friend to many. He played a vital role in shaping the careers of those around him including our apprentices, and has left a lasting impression on the people he worked with.

Managing Director Roddy Frew said "I have known and worked with John for 35 years. Starting off as his apprentice, promoting him off the tools in the early 2000s. He has been a key member of my team and has hugely contributed to the success of the Company. His loyalty, work ethic, knowledge and indeed friendship will be a big miss to me. Hopefully, he can now set his alarm clock a touch later!"

As John embarks on his well-earned retirement, we extend our thanks to him for his years of service. He will be missed, but we wish him all the best. Enjoy every moment, John, you've earned it!

## Wishing Stormy a Happy Retirement

**In May this year we said goodbye to our much-respected auditor, David Stormonth, or as most of us know him, Stormy, as he retires after 7 fantastic years with James Frew.**

Stormy has been an integral part of the team, known for his wealth of experience, high standards, and unmistakable cackling laugh. Over the years, he worked closely with our engineers and apprentices, always ready to share knowledge and offer support.

His determination to get things right and his commitment to quality and safety have left a lasting impact on the business. Stormy's contributions have helped shape how we work today, and he'll be missed.



## Neill Hamilton

**We recently said farewell to Neill Hamilton as he retires after an incredible 37 years with James Frew.**

Neill began his journey with the company as a gas engineer and steadily progressed to the role of Contracts Manager, dedicating the majority of his career to that position. More recently, he brought his wealth of experience to the Procurement team. Throughout his time here, Neill has been a constant and respected presence, working closely with countless colleagues, engineers, and clients, particularly across the Glasgow area.

Splitting his time between our Glasgow office and Stevenston Head Office, Neill's deep knowledge, unwavering commitment, and approachable nature have been truly valued by everyone fortunate enough to work with him.

His kindness, professionalism, and sense of humour have left a lasting impression on many of us, and he will certainly be missed around the business.

Wishing you all the very best in retirement, Neill, thank you for everything!



## Danny Gibson

**Danny Gibson joined James Frew in 1988 as a Trainee Surveyor and, for over 36 years he built an exceptional career within our MPS business unit.**

Supported early on by Director Hugh McKail and working under the guidance of Gordon Orr, Danny developed his skills while completing his HNC in Construction Surveying.

His dedication and leadership saw him progress through the company, culminating in his appointment as Operations Director in 2021. Danny played a key role in building strong relationships with our major partners and contributed greatly to the ongoing success of the business.

Managing Director Roddy Frew said: "Danny was a key member of my team, and his contribution to the success of James Frew Ltd cannot be understated."

Senior Quantity Surveyor Pamela Affleck added: "He was always generous with his time and supported the development of many within the team."

We celebrated Danny's retirement with a warm office presentation, gifts, and plenty of shared memories.

We wish him all the very best as he begins this next chapter and enjoys his well-earned retirement.

# With **Frew** all the way



## William Tennant

**In April, after an exceptional 31 years of service with James Frew, Technical Manager William Tennant retired, bringing a distinguished career with the business to a close.**

A seasoned and pragmatic Chartered Mechanical Engineer, William spent more than three decades applying his expertise in technical research, design, and the development of complex mechanical systems. His practical, solutions-focused approach consistently supported project teams in delivering best-value engineering solutions, earning the trust and respect of clients across a wide range of projects.

Managing Director Roddy Frew said: "William joined us in 1994 at our Lawmoor Street office in Glasgow and has witnessed enormous change over the years. He is one of only a few who remain from those early days and has been an integral part of my team, contributing to the evolution of our commercial projects, Building Services, and more recently Mechanical and Plumbing Services."

Reflecting on his career, William said: "I have thoroughly enjoyed my time with the company and the privilege of working with so many great people. I've worked on many interesting buildings and hope I've made a positive impact along the way. I will miss my colleagues greatly."



## Alex Webster

**After 14 incredible years with James Frew, we bid a heartfelt farewell to Alex Webster as he begins his well-earned retirement.**

Alex has been an integral part of the team, making countless contributions that helped shape both the company and the people around him. His unwavering commitment, strong work ethic, and genuine kindness left a lasting impression on everyone who had the pleasure of working alongside him. Always willing to help and never one to complain, Alex approached every role with a smile and quiet determination.

Managing Director Roddy Frew reflected on Alex's journey: "Alex joined us in 2011, brought in by Steve Lee, and quickly became known for clocking up the miles delivering parts to our Glasgow and Ayrshire gas engineers. He served in various roles over the years and was the definition of a working man—left school at 15 and worked every day since. I doubt you could count his sick days on one hand. My biggest regret is not knowing Alex sooner; he's an exemplar employee and will be missed by so many."

While nine grandchildren will no doubt keep him busy, we suspect Alex won't stay idle for long. From all of us at James Frew, thank you, Alex, for everything you've given over the years. We wish you every happiness in your well-deserved retirement.

## Farewell to Elaine Kean retires after 47 Years



James Frew team say a heartfelt farewell to one of James Frew's longest-serving and most cherished team members, Elaine Kean, who retires after an incredible 47 years of dedicated service.

Elaine joined the business straight from school and has been a constant presence through decades of change, growth, and milestones. Her loyalty, hard work, and positive spirit have made her a true cornerstone of the company.

Over the years, Elaine held a variety of roles across the business, always proving herself to be a dependable and hardworking colleague. Most recently, she took on a key role supporting our apprentices, a position she truly made her own. With her patient and encouraging nature, Elaine became a trusted guide for many young people starting their careers, offering not just practical support but genuine care and mentorship.

Her impact on the lives of those she worked with, especially our apprentices, will be felt for years to come. Elaine's warmth, wisdom, and ability to make everyone feel welcome have left a lasting legacy.

As she begins this new chapter, we want to say a massive thank you for everything she's given to James Frew. Elaine, you will be deeply missed, and we hope you enjoy every moment of your well-earned retirement!

## Farewell to Alan Tudhope – "Abba"

**After 16 dedicated years with James Frew Ltd, we say goodbye to Alan Tudhope, fondly known as "Abba," as he begins his retirement.**

Starting in the Modernisation Department in 2007, Abba's hard work and positive attitude quickly made him a valued team member. Following an operation, he returned in a supervisory role and spent the last 12 years leading the Install team with expertise and good humour.

We thank Abba for his outstanding service and wish him a happy, well-deserved retirement!





# Sponsorships



## ▶ JAMES FREW PROUDLY SPONSORS LOCAL TALENT TO GOLD!



We were delighted to support CSDA on their journey to the All Star World Championships in Orlando, Florida back in April this year.

James Frew kindly sponsored the team's t-shirts as they prepared to compete on the Worlds Stage. CSDA had earned their place at this prestigious event through sheer hard work, determination, at competitions across Scotland and England back in 2023.

We're thrilled to share that CSDA didn't just compete, they won Gold! A truly incredible achievement that reflects their dedication and skills.

Two of the winning team members, Taylor Smith and Kaitlyn Murdoch, popped into the office to thank Roddy in person for his ongoing support and sponsorship over the years. We couldn't be happier to see local young people achieving such amazing success on a global platform.

Head Coach Siobhan Bryden said: "We are incredibly grateful to James Frew for their continued support. Your sponsorship helped make it possible for our dancers to compete on a world stage and ultimately bring home gold. The belief you've shown in our team over the years means so much to the girls and to all of us at CSDA. Thank you for helping dreams come true."

***Congratulations to everyone at CSDA, you've done Ayrshire proud.***

## ▶ A PROUD MOMENT WITH ARDROSSAN ACCIES RUGBY CLUB



We're delighted to share a special moment that highlights the strong and long-standing partnership between James Frew and Ardrossan Accies Rugby Club.

Our Managing Director was presented with a framed Ardrossan Accies rugby shirt, proudly featuring the James Frew logo a thoughtful gesture from the club in recognition of our many years of sponsorship and support.

The presentation was made by Club President Ali Cairns and Vice President Matt Hood, with Past President Mark Gibson also in attendance to celebrate the occasion. It was a meaningful way to acknowledge the positive relationship we've built with the club over the years, one rooted in shared values, community spirit, and mutual respect.

We're proud to support local organisations like Ardrossan Accies, and moments like this remind us of the impact that long-term partnerships can have. A big thank you to the club for this generous gesture. The framed shirt will take pride of place!



## ▶ SUPPORTING OUR LOCAL COMMUNITY THROUGH SPONSORSHIP



At James Frew Ltd, we believe in giving back to the communities where we live and work. That's why we're proud to sponsor local organisations that bring people together. You'll spot our advertising signs at Kilwinning Rangers Football Ground, Saltcoats Vics, Kilmarnock Cricket Club, Ardeer Bowling Club, Ardeer Thistle, and West

Kilbride Bowling Club, all fantastic venues that play an important role in their communities.

Our sponsorship helps these clubs and businesses continue the great work they do, and we're delighted to show our support for local sport and recreation.





# Sponsorships

## ► KILMARNOCK FC PLAYER OF THE YEAR AWARDS

Some of our team shared a brilliant evening at the Kilmarnock FC Player of the Year Awards, celebrating the team's achievements and enjoying a fantastic atmosphere with fellow supporters and sponsors.

Highlights included the Hall of Fame inductions and well-deserved awards across the youth, ladies, and first teams. The event was superbly organised, with excellent food and great company.

A proud moment for us as Roddy presented the Player of the Year award. Congratulations to Joe Wright on a well-earned win!

We're proud to be the Kilmarnock FC First Team Title Sponsors.



## ► OUR CONTINUED SUPPORT FOR THE TASS 2011 FOOTBALL TEAM



We're pleased to continue sponsoring the TASS 2011 Football Team. Supporting local youth sports is important to us, and we're proud to play a small part in helping these young players enjoy the game.

Craig Murphy, Coach and James Frew Mods Supervisor, said: **"Having James Frew's ongoing support makes a real difference to the team. It helps us provide the best experience for the players and keep them motivated throughout the season."**

We look forward to seeing what the team achieves this year and wish them every success.

## ► STEVENSTON CHRISTMAS LIGHT SWITCH ON – SELECTION BOX DONATIONS

We were delighted to once again support the Stevenston Christmas Lights Switch-On. This year, we donated another 500 selection boxes to help make the Santa's Grotto experience that little bit more magical for the local children.

Councillor John Sweeney and Melanie, pictured with our Managing Director Roddy, are both dedicated members of the Christmas Lights Committee, who work tirelessly each year to bring festive cheer to the community.

We're proud to play a small part in such a well-loved local tradition and to help make Christmas special for families across Stevenston.

Councillor John Sweeney shared: **"We're incredibly grateful to James Frew for their continued support. Donations like this make a real difference to local families and help keep the magic of the Stevenston Christmas Lights alive for our young people. It's fantastic to see local businesses getting involved and giving back to the community."**



## ► CELEBRATING 125 YEARS OF ARDEER THISTLE FC

Roddy was delighted to receive a framed and signed Ardeer Thistle FC strip, presented as a gesture of thanks for our support.

This sponsorship is especially meaningful as Ardeer Thistle marks its 125th anniversary, a proud milestone in Scottish football. It also reconnects us with the club after 30 years, when James Frew last offered support under former director Richard Frew.

Now in our 114th year, James Frew is proud to be part of this historic season and to continue supporting our local sporting community.





# Guiding the Future Workforce: James Frew at Careers Events



**We were delighted to attend two recent careers events to support young people in exploring future opportunities.**

Our Gas Compliance Manager, Kevin Kidd, represented James Frew at Linwood High School and St. Andrew's Academy.

Both events brought together numerous companies and organisations to guide pupils toward the right career path. During these sessions, Kevin engaged with many young people and their parents, providing helpful advice on apprenticeship opportunities at James Frew Ltd and explaining our recruitment process.



## James Frew Ltd Supports Annual Pensioners' Day Trip with Community Benefit Donation

James Frew has proudly supported Larkfield Housing Association's annual Soup and Blether pensioners' day trip by providing a community benefit donation to help fund this year's outing to Largs.

The much loved event brought together over 20 local pensioners for a relaxing day by the seaside, complete with a traditional fish tea and a stroll along the scenic Ayrshire coast.

"We're delighted to support Larkfield Housing Association and help give something back to the older residents of this community," said Area Manager Alan McKeegan. "It was great to hear that the group enjoyed a fantastic day out without cost being a barrier."



## Govan Housing Donation Supporting Our Partners in the Community

We're delighted to share that James Frew has donated £200 to Govan Housing Association, one of our valued social housing partners, to support their upcoming charity football event.

Our Glasgow Area Manager, Stuart Orr, was pleased to hand over the donation, helping to support an initiative that brings the local community together while raising funds for a great cause.

At James Frew, we're proud to continue building strong relationships with our partners, not only through the work we do day to day but also by supporting the community projects that matter to them.



Organised by the dedicated team at Larkfield Housing Association, the annual trip has become a popular fixture in the local community calendar.

James Frew continues to collaborate with housing associations and community organisations across Inverclyde and beyond, reinforcing its long-term commitment to supporting local people through practical assistance and meaningful investment.



## Supporting Community Wellbeing with Bridgewater Housing Association

We were proud to support the Community Wellbeing Event hosted by Bridgewater Housing Association on Wednesday, 31st July 2025. A fantastic initiative aimed at bringing people together and promoting health, happiness, and connection within the local community.

As part of our contribution, James Frew donated brand-new toys to help bring some extra joy to the event's youngest attendees. These toys were included in the children's raffle.

It's a small gesture that we hope will make a difference. Showing our continued commitment to supporting the communities we work in.

By all accounts the day was a success well done to Bridgewater Housing Association.



# Beat the Boss 2025

Welcoming our new Modern Apprentices with a twist!



We were thrilled to be welcomed at Ayrshire College's Ayr Campus for our annual 'Beat the Boss' event. A fun and interactive icebreaker designed to welcome our newest plumbing and joinery Modern Apprentices.



This year's event saw six new Modern Apprentices take on our Senior Management Team, including Managing Director Roddy Frew, in a series of light-hearted, hands-on challenges. While the competition was fierce, the real aim was to break the ice, build connections, and make our apprentices feel part of the team from day one.



## THE CHALLENGES

The day featured three creative and skill-based activities:

### Straw Bridge Challenge

Teams built bridges using only straws and masking tape, testing their design and teamwork skills.

### Pipe Bending Challenge

A precision test to bend copper piping to a perfect 90-degree angle.

### Lock & Hinge Challenge

A race to fit locks and hinges with accuracy and speed.

Each challenge encouraged cross-trade learning, with plumbing apprentices trying their hand at joinery tasks and vice versa, a great way to foster mutual respect and understanding across disciplines.



## THE RESULTS

And now, the moment you've all been waiting for... who took home the bragging rights?

Much to the apprentices' dismay (and the bosses' delight), Roddy Frew claimed victory, winning both challenges and proudly taking home two trophies, which we're sure are now sitting proudly on his desk!

We also want to give a special shout-out to two stand-out apprentices:

**Mitchell Tudhope** (Plumbing)

**Robbie Cromie** (Joinery)

Both were recognised for their outstanding effort and enthusiasm and were each presented with a DeWalt drill, generously gifted by Cameron Bell, Head of Learning & Skills: Construction Technology, Trades and Renewables at Ayrshire College.







christians  
against  
poverty

## CAP Money Course

At James Frew, we're proud to continue investing in the future of our workforce through the James Frew Academy. As part of our commitment to developing well-rounded Modern Apprentices, we've embedded vital life skills training into our programmes including financial education.

Through our ongoing partnership with Christians Against Poverty (CAP), our apprentices recently completed the CAP Money Course, a practical and empowering programme designed to help participants take control of their finances. The course covers essential topics such as budgeting, balancing income and expenses, and managing debt skills that are increasingly important in today's economic climate.

**Roddy Frew, Managing Director of James Frew, added:**

"Modern Apprentices are the future of our business, and we're proud to support them not just professionally, but personally. The CAP Money Course is a valuable addition to our

Academy programme, and the feedback from our Modern Apprentices has been fantastic."

**Nathan Payne, trained CAP Money Coach who delivered the course, praised the apprentices' engagement:**

"It was a pleasure working with the group at James Frew. The apprentices were enthusiastic, asked great questions, and really took the content on board. It's clear they appreciated the opportunity to learn practical financial skills that will benefit them for years to come. We believe prevention is better than cure, and this course helps reduce financial stress before it starts."

We're proud to offer this kind of financial education to apprentices and even prouder to see how well our young people are responding to it.



## Megan's Space Mental Health Training

Megan's Space Delivers Powerful Mental Health & Wellbeing Training at James Frew.



As part of our ongoing commitment to supporting the wellbeing of our team, James Frew recently welcomed Megan's Space, a local mental health charity, to deliver dedicated training sessions focused on mental health and emotional wellbeing.

The sessions were attended by both our Modern Apprentices and office staff, and the response was overwhelmingly positive. The training provided a safe and supportive space to explore topics such as emotional resilience, stress management, and how to seek help when needed. It also encouraged open conversations around mental health something we're proud to promote across the business.

Staff and apprentices alike engaged fully with the sessions, sharing that they found the experience beneficial, insightful, and empowering. Many commented on how valuable it was to take time to reflect on their own wellbeing and learn practical strategies to support themselves and others.

We're incredibly grateful to Megan's Space for their time, compassion, and expertise. Their work is making a real difference in our community, and we're proud to support their mission to improve mental health awareness and support for young people.







# RORY MCKENZIE — TESTIMONIAL —

Team James Frew had an unforgettable day at Trump Turnberry, joining the celebrations for Kilmarnock FC player Rory McKenzie’s testimonial golf event.

From a fantastic start with four birdies in the first five holes to the final putt, it was a day full of highlights, even if the prizes eluded us this time!

Rory has been a loyal servant to Kilmarnock FC for 14 years, making an incredible 365 appearances.

Our Managing Director, Roddy Frew, shared: “I was delighted to accept an invitation from Rory’s testimonial committee to sponsor his one-off No. 7 testimonial strip. He is an exemplar pro, and nobody deserves a testimonial more than Rory, so proud to have the James Frew name associated with this celebration.”

## Shirt Winners

As part of our ongoing partnership with Kilmarnock Football Club, we love giving something back to the fans.

Each year, when the new strips are released, we run a competition on our Facebook page giving two lucky winners the chance to win both the home and away kits. We were delighted to congratulate this year’s.



# New Partnership Kicks Off: James Frew Sponsors Morton FC Training Wear



We’re proud to announce a new partnership with Morton Football Club, this year becoming their official training wear sponsor as we continue to expand our operations across Inverclyde.

Having opened our Greenock branch in recent years, we’ve built a strong relationship with the club and have been pleased to support them in various ways. This new agreement marks an exciting step forward in that partnership.

Our team has worked closely with Morton FC to assist with essential stadium repairs, including resolving long-standing issues with piping behind the Main Stand. Our quick response and collaborative approach helped restore services and deliver much-needed upgrades over the summer.

Andrew Fogarty, Operations Director, shared: “We are delighted to partner with Morton FC. We work collaboratively with almost all of the housing associations and social landlords in Inverclyde and we are growing our operations in the area; including boiler replacements, solar PV installations, air source heat pump installations, and multi-trade reactive maintenance. We are confident that this new partnership with Morton FC will increase our brand awareness in Inverclyde and help us reach more customers.”

We’re excited to support Morton FC as they head into the 2025/26 season and look forward to seeing the impact of this partnership both on and off the pitch.



# Leading the Way

## An inspiring afternoon at the DYW Leadership Lunch

Our team had the pleasure of attending the Developing the Young Workforce (DYW) Leadership Lunch yesterday at the stunning Brig o' Doon, a truly inspiring afternoon focused on leadership, growth, and future potential.

The event provided a fantastic opportunity for our apprentices to engage with Roddy Frew firsthand about his journey from the tools to management, asking about his own transition into leadership and the lessons he's learned along the way.

The keynote speakers, Billy Bowie and David Smith from Ashleigh, shared powerful stories about resilience, ambition, and the importance of strong leadership in shaping successful careers and businesses.

It was a brilliant afternoon that highlighted the value of investing in young people and encouraging them to think about their future leadership potential. We're incredibly proud of Sonny, Sean, and Bradley, not just for their achievements, but for their eagerness to learn and grow.



We were proud to be joined by our Modern Apprentices of the Year:

### Bradley Watters

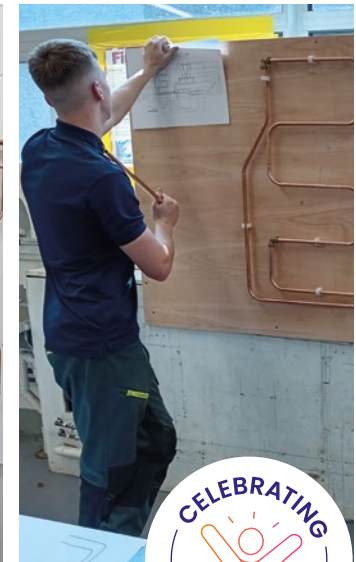
Nominated for SNIPEF's 1st year Apprentice of the Year

### Sonny Mullen

Plumbing

### Sean Blair

Electrical



## Coby McCann competes at prestigious national event

We are incredibly proud of Coby McCann, our talented apprentice, who took part in the 2025 Scottish Plumbing Apprentice of the Year Competition in the Copper Work section.

Held annually, this competition brings together the best plumbing Modern Apprentices from across Scotland, all demonstrating their skills and precision in a challenging, timed environment. Coby's selection alone is a testament to his hard work, commitment, and the high standard of training provided through the James Frew Apprenticeship Academy.

Coby represented James Frew with professionalism and pride, showcasing the talent and potential that makes him a credit to the company and the wider industry.

Lecturer Brian Thomson said: "Coby is a great lad, his attitude towards the competition and training beforehand was high level! Coby represented James Frew with confidence, commitment, and professionalism, qualities that make him a real credit to both the company and the wider trade".

### Managing Director Roddy Frew added:

"We're incredibly proud of Coby and what he has achieved. Opportunities like this are key to developing the next generation of talent. Coby has shown what's possible through hard work and commitment, he's a great example of what our apprenticeship programme is all about."

**Well done, Coby! We're all incredibly proud of you!**





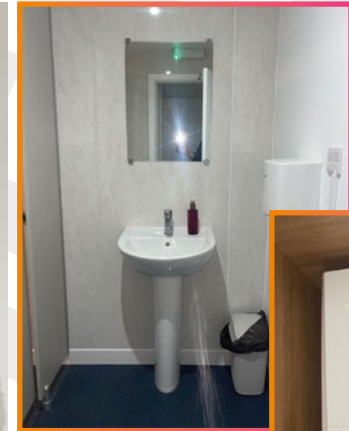
# A Few small changes, a big difference

James Frew supports Freedom Fighters' mission to create a safe haven



Earlier this year, we were approached by Derek Moir from Freedom Fighters, an organisation dedicated to supporting individuals struggling with addiction.

His vision was to create a safe haven, a place where people could find help and hope. Once we heard his plans, we knew we wanted to be involved.



John Dougall, led the project alongside a team of James Frew apprentices. When we first visited the site, it was just an empty shell. But with hard work and collaboration, that changed quickly.

James Frew played a key role in transforming the space. We installed a new boiler and pipework, fully fitted the bathrooms with toilets and wash hand basins, and completed all associated pipework and wet wall installation. It was a true team effort, with various trades coming together to make Freedom Fighters the incredible facility it is today.

This project was particularly meaningful because of the purpose behind it. We were honoured to contribute to something that will make a real difference in people's lives. It was a

privilege to be invited back to see the finished space and attend the official open day, where we heard inspiring stories from the founder and the dedicated team behind the scenes.

John Dougall shared his thoughts on the experience: "This project was more than just a job, it was about creating a space that will genuinely change lives. Seeing our apprentices and team come together for such an important cause was something I'll never forget."

Roddy Frew, Managing Director at James Frew, shared: "Such an Inspirational project. We are proud to have played a part in creating a space that will provide hope and support for those who need it most. Projects like this remind us why collaboration and community matter."

**At James Frew, we're proud to support initiatives that strengthen our community, and this was truly something special.**



# Google

## Google review winners

Reviews ★★★★★

### Congratulations to our first review winner of the year!

A huge congratulations to Sheena, our first Review Winner of the Year! A loyal GasSure customer since 2020, Sheena was thrilled to win and shared her appreciation for the excellent service she's consistently received from James Frew.

Katy from our GasSure team was delighted to present Sheena with a £100 Amazon voucher as a thank-you for her feedback.



**Sheena**  
2025



Good communication prior to visit. Easy to change appointment date if unsuitable. Engineer, Michael Reilly turned up on time and there were no issues. Emailed me the report and outcome of my visit, delighted with the service.

### Congratulations to our second review winner of the year!

A huge congratulations to Christine McBride, our second Review Winner of the Year! A loyal GasSure customer since 2021, Christine was thrilled to win and expressed her gratitude to James Frew for the excellent service she's always received.

Murray Harrison was delighted to present Christine with a fantastic £100 All-in-One voucher, a well-deserved reward!



**Christine**  
2025



Great service, engineer came in good time, carried out the Annual boiler service – he was friendly and professional and had been to the house before. So great he remembered us.

## Helping Bradshaw Nursery Grow Their Garden



**At James Frew, we're always proud to support our local community.** Especially when it involves helping young minds grow and thrive. So when Bradshaw Nursery reached out through one of our colleagues, Lauren Ferguson-Kelly, whose child attends the nursery, we were thrilled to get involved.

The nursery was working on a fantastic garden project to create outdoor tables and planters, giving children a space to learn, play, and explore in nature. When we heard about their plans, we were more than happy to help.

We donated a selection of materials including plastic piping, pallets, and wooden reels, which will be used to bring the garden to life. The children were especially excited to see Paul and Steve arrive and unload the supplies from the van, a lovely reminder of how meaningful small acts of support can be.



## James Frew Donates to CEIS Ayrshire

**We're proud to share that we recently made a generous donation to CEIS Ayrshire, a local charity dedicated to supporting underprivileged young people aged 16–24 across North Ayrshire.**

CEIS Ayrshire is opening a new construction training workshop, offering hands-on courses in joinery, painting & decorating, bricklaying, and plumbing. These practical sessions not only teach trade skills but also build confidence, teamwork, and self-belief in young people who've faced barriers to education and employment.

To help make this vision a reality, James Frew kindly donated materials, ensuring the workshop is fully equipped for success.

**"This support means everything to the young people we work with. It's more than just materials, it's an investment in their future." CEIS Ayrshire**





### From apprentice to master tradesman, Gary's journey with James Frew is one of dedication, skill, and family tradition.

Starting in 1990 as a Modern Apprentice Plumber, Gary followed his brother Les into the business. Interviewed by Davie Gaw and mentored by plumbing legends like John Frye and John Barbour, he quickly made his mark.

After a short break in 1999 to work with AMW Plumbing & Heating, Gary was persuaded to return, and he's never looked back. His work ethic and craftsmanship have earned him the respect of colleagues and clients alike.

Now celebrating 25 continuous years of service, Gary's legacy lives on through his son, Gary Jnr, who is proudly in his third year of a Plumbing & Heating Modern Apprenticeship with James Frew.

Managing Director Roddy Frew said: "Gary is a first-class tradesman with a work ethic that is second to none. A tremendous achievement."

### Francisco "Cisco" Baena has reached an incredible milestone of 25 years with James Frew.

Originally from Madrid in Spain, he joined the company in January 2000 and has been instrumental in delivering high-quality plumbing and heating installations across Scotland.

Working under Contract Manager Tim Killips for most of his career, Cisco is admired for his reliability, craftsmanship, and loyalty. Tim shared: "Francisco has taken every challenge in his stride, from commercial projects to new builds and refurbishments. A respected member of the team."

**Congratulations, Cisco and Gary, on this fantastic achievement!**

## Celebrating a major milestone



This year, we proudly marked a significant achievement as our fourth-year cohort of modern apprentices successfully graduated from the programme. Each individual has shown exceptional commitment and resilience throughout their apprenticeship journey. Their accomplishments reflect not only their hard work but also the unwavering support of everyone who contributed to their development. We couldn't be prouder of how far they've come, and we look forward to seeing what they achieve next in their James Frew journey.



## Talent on Tap SNIPEF Plumbing and heating association

### Duo named SNIPEF's apprentices of the year

**We are pleased to announce that two of our apprentices have been recognised as SNIPEF's Apprentices of the Year.**

Second-year plumbing and heating apprentice Bradley Watters and fourth-year apprentice Ben O'Neill both received the

certification, reflecting their commitment, skill, and continued development within their roles.

This achievement highlights the hard work they have demonstrated throughout their training and the dedication they bring to the business.

We are extremely proud of both apprentices and look forward to supporting their continued progress and success.



# James Frew Newsletter

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