

A Culture Of Success

A focus on employee development and workplace culture is helping Genius PVC Trade Frames create an environment where skills can flourish and careers can thrive in the industry.

"Today's workforce, regardless of age, wants more than just a job. They want to be valued, heard and supported – and get fairly paid for the job that they do," says Thomas Weston, the MD of Genius. "The key to addressing the skills shortage isn't just about finding fully trained individuals, it's about creating an environment where people want to learn and develop."

This philosophy has led Genius

to implement a comprehensive support system for its employees (pictured). The company has introduced an innovative and impartial employee assistance programme, providing 24-hour confidential support and advice for team members to get in touch with experts for whatever issues they might be facing. This commitment to employee wellbeing extends beyond traditional workplace support, recognising that personal welfare has a direct impact on performance.

"We've also recently rolled out extra holiday allowance based on length of service. It's about recognising and rewarding loyalty while ensuring our team

maintains a healthy work-life balance. These aren't just perks, they're investments in our team's wellbeing and job satisfaction."

The company's approach to skills development is equally forward. Rather than solely focusing on external recruitment, Genius is developing talent from within.

"If a business can train people correctly and provide them with the right tools and information, the skills themselves can be taught to and learned by novices. What's crucial is having the right people and the right culture in place alongside a good training regime," says Weston. [i](#)

Alarm Sounded On Part F Compliance

Owen Coop, the CEO of hardware supplier Carl F Groupco, has sounded the alarm on using disclaimers to avoid installing trickle vents as a means of complying with Part F of the building regulations.

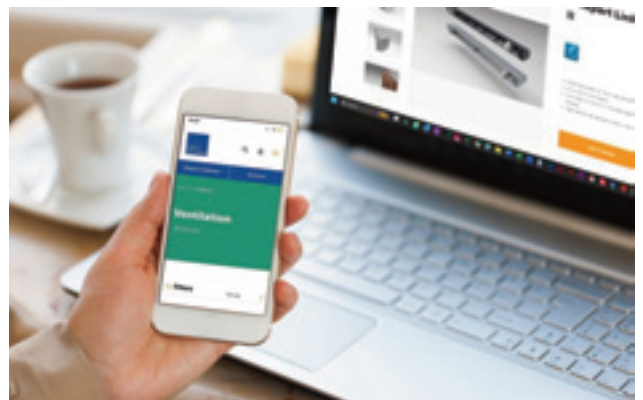
He says: "A recent report from RISA, which inspects window and door installations for compliance with FENSA requirements, notes instances of signed disclaimers being provided as a means of avoiding fitting trickle vents. It is very clear that these disclaimers are not valid. Installations will be non-compliant and installers put their businesses at real risk if they use them."

Owen cites guidance issued by the Ministry of Housing, Communities and Local Government and the Department for Levelling Up, Housing and Communities when the regulations came into force. "The guidance explicitly states

that disclaimers and indemnities would not cover installers." It reads: 'A disclaimer signed by the homeowner stating that they do not wish to have background ventilators or that they will be installed in

future is not a suitable way of complying with the building regulations. Work must comply and competent person schemes must monitor their registrants and take action against any registrant who is found to have carried out non-compliant work. Purchasing an indemnity policy is also not a suitable alternative to meeting the requirements of the regulations in full'.

The research from RISA finds that over a quarter of inspection failures are due to non-compli-



ance with Document F, which suggests the regulations are taking a while to bed in.

Owen offers reassurance, saying: "Here at Carl F Groupco, we're on hand to support our customers to ensure they comply with industry regulations. Our team is experienced so we can offer all the guidance, input and advice that's required."

Alongside valuable technical expertise, the company also offers a comprehensive range of trickle vents. [i](#)