

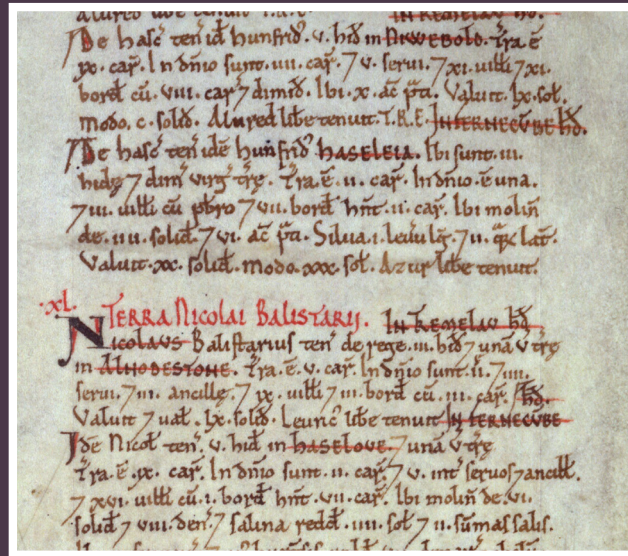
The History of Ashorne Hill





Ashorne Hill Through The Years...

This is an extract from the Domesday book for Newbold Pacey,
Warwickshire formerly known as Niwebold.

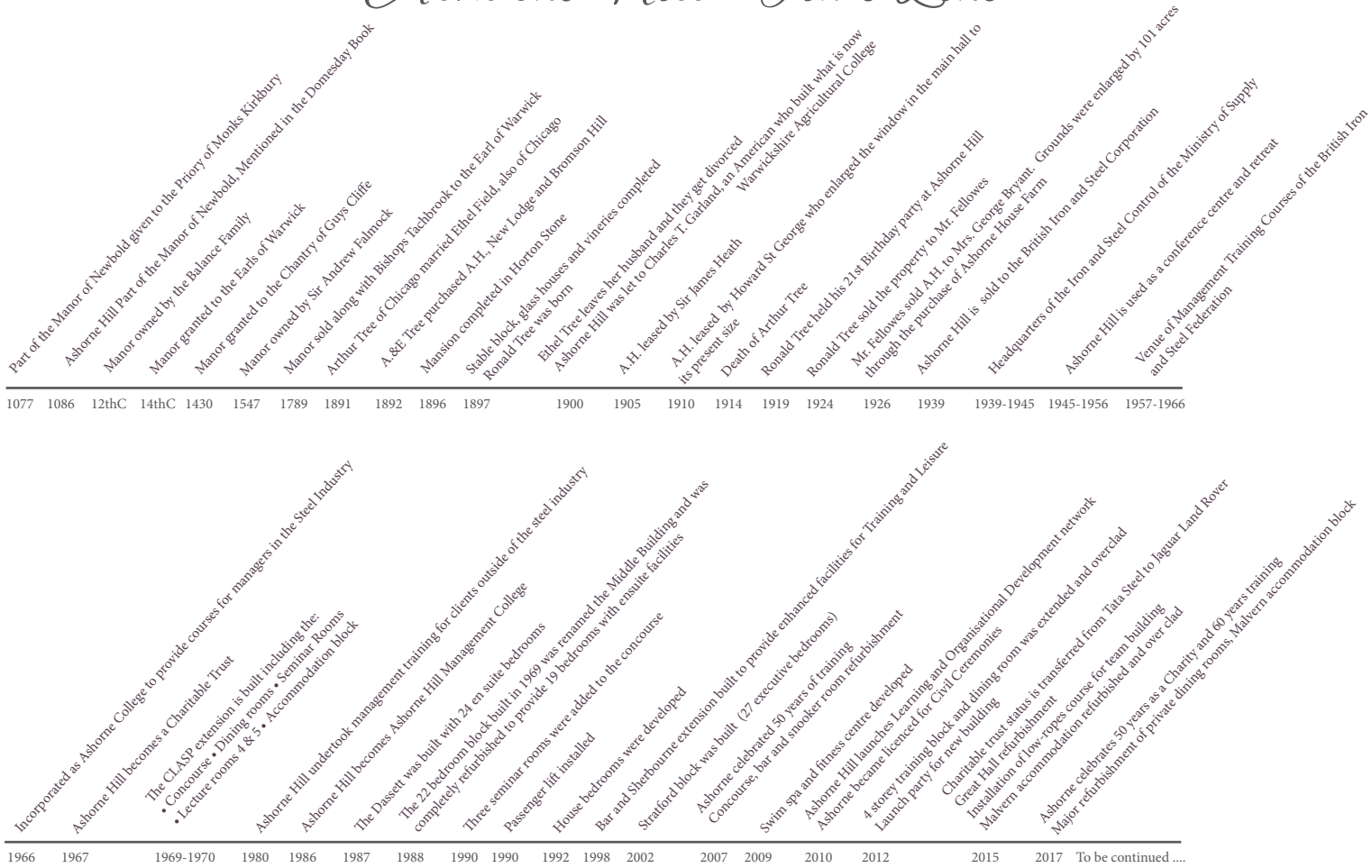


From Hascoit, the same Humphrey holds 5 hides in NEWBOLD PACEY. There is land for 9 ploughs. In demesne are 4 ploughs, and 5 slaves; and 11 villans and 11 bordars with 8½ ploughs. There are 10 acres of meadow. It was worth 60s.; now 100s. Alfred held it freely TRE. From Hascoit, the same Humphrey holds HASELEY. There are 3 hides and half a virgate of land. There is land for 2 ploughs. In demesne is 1 [plough]; and 3 villans with a priest and 7 bordars have 2 ploughs. There is a mill rendering 4s., and 6 acres of meadow, [and] woodland 1 league long and 2 furlongs broad. It was worth 20s.; now 30s. Azur held it freely. NICHOLAS the crossbowman holds of the king 3 hides and 1 virgate of land in AILSTONE. There is land for 5 ploughs. In demesne are 2 [ploughs], and 4 slaves and 3 female slaves; and 9 villans and 3 bordars with 3 ploughs. It was and is worth 60s. Leofric held it freely...



Ashorne Hill - History

Ashorne Hill - Time Line



Illustrations.

ASHORNE HILL.

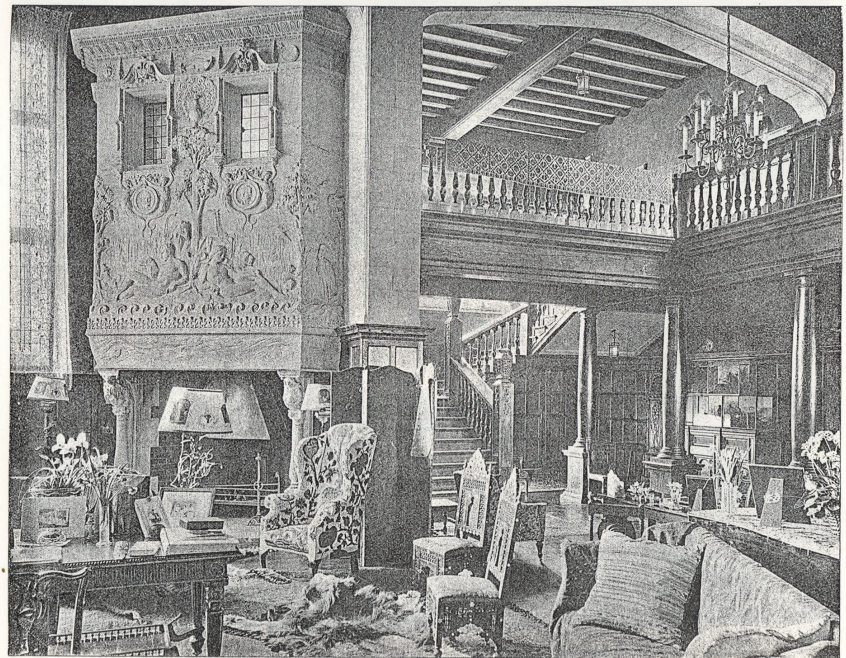
HIS house stands on a hill about five miles from Leamington, and commands views over Stratford-on-Avon, Warwick and its Castle, Chesterton Mill, said to be by Inigo Jones, and Edge Hill, where the quarries supplying the walling stone, of which the house is built, are situated. The dressed stone is from the Milton quarries, and this, though at first rather yellower than Bath stone, tones with the weather so that it harmonises well with the grey and brown of the walling. The tiles are local red ones.

The outside woodwork and that of the hall, staircase, gallery, and dining-room is of oak. The panelling of the drawing-room is painted. The ceiling was executed by Messrs. Jackson & Son, from designs by the architect. The carving of this room and throughout the house has been done by Messrs. Martyn, of Cheltenham.

The hall fireplace, which is 6 ft. high to the underside of the hood, is of Portland stone to the level of the height of panelling and above this of Beer stone. The two windows open into a small room with entrance from the gallery, and the front of the hood is designed to show the world with the waters under it and the heavens above.

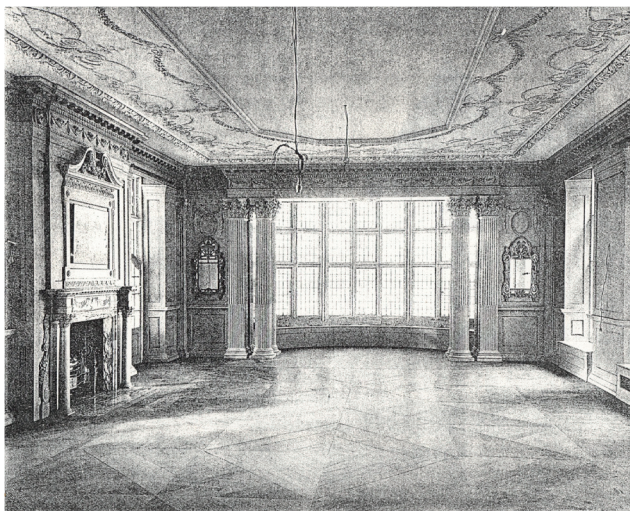
The contractors were Messrs. J. Parnell & Son, of Rugby; the clerk of works Mr. Chappell; and Mr. E. Goldie, 31, Upper Phillimore Place, Kensington, W., was the architect.

The plan of the house and interior of the hall were published in our issue for December 14, 1895.



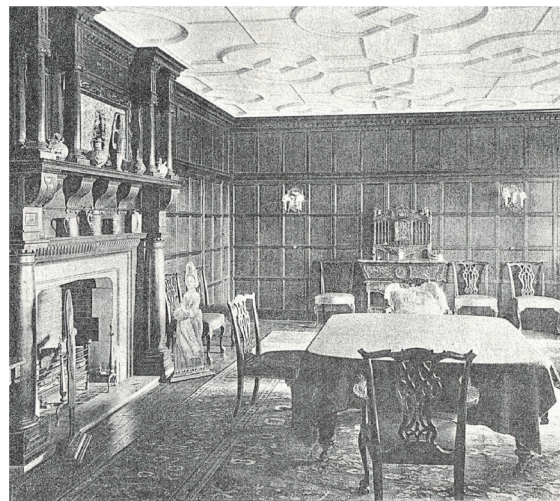
"ASHORNE HILL HOUSE," NEAR LEAMINGTON: FIRE-PLACE IN HALL, AND STAIRCASE.—MR. E. GOLDIE, ARCHITECT

The Great Hall



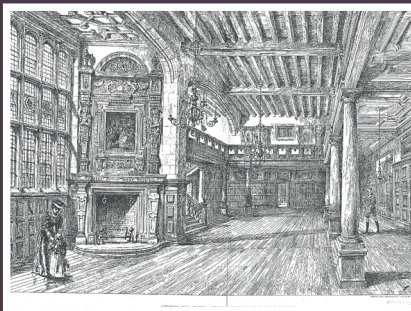
"ASHORNE HILL HOUSE," NEAR LEAMINGTON: DRAWING-ROOM, LOOKING INTO BAY.—MR. E. GOLDSIE, ARCHITECT

The Charlecote Room



"ASHORNE HILL HOUSE," NEAR LEAMINGTON: DINING-ROOM.—MR. E. GOLDSIE, ARCHITECT

The Dining Room (Now Reception)



Sketch of Great Hall

Ashorne Hill's link to famous female aviator

Many people have taken some form of tenancy at Ashorne Hill over the years and it is fascinating to learn about their lives.

One such tenant went by the name of James Heath who was born in 1852 and educated at Clifton College. He later became a Conservative MP for North West Staffordshire between 1892 and 1906 and was created first Baronet of Ashorne Hill in 1904 where he resided at the Ashorne Hill Manor House until the expiration of his lease in 1910. During his time at Ashorne Hill he took the title of 'Sir James Heath' and in his spare time became the Vice President of Leamington Cricket Club. In 1927 at the age of 75 he went on to marry 'Lady Mary Heath' who became a famous Irish pilot, supporting her on flying trips well into his eighties.

Lady Sophie Mary Heath

When the young Sophie Mary Peirce-Evans was one year old, her father John Peirce-Evans bludgeoned her mother Kate Theresa Dowling to death with a heavy stick. He was found guilty of murder and declared insane. His daughter was taken to the home of her grandfather in Newcastle West where she was brought up by two maiden aunts, who discouraged her passion for sports.



She earned a degree in science from the University of Dublin. As Sophie C. Elliot-Lynn she was a member of the Great Britain Women's Athletics Olympic team and a key force in founding the English Women's Amateur Athletic Association in 1922. She was Britain's first women's javelin champion and set a world record for the high jump. She wrote *Athletics For Women and Girls: How to be an Athlete and Why* in 1925. She was also a delegate to the International Olympic Council in 1925, when she took her first flying lessons.

By 1927, her first husband had died – found drowned in the river Thames - and she was free to marry Sir James Heath, who was over forty years older than her.

Lady Heath qualified for a private, or 'A' flying licence, but the International Commission for Air Navigation had revoked women's rights to earn a commercial, or 'B' licence, in 1924.

Lady Heath fought the ban and the commission agreed that if she attended flight school and passed the test, she would be granted a commercial licence. Once Lady Heath had her private licence, she spent every weekend competing in air races, often winning them. She also made attempts at altitude records, and was the first woman to take a parachute jump from a plane, landing in the middle of a football pitch while a match was in progress.

Sir James Heath and Lady Heath were married in 1927 and James agreed to buy his bride a new turquoise blue plane to match her favourite stone. The day before their marriage, in October, she had taken the plane up above London to establish an altitude record of 19,000 feet, yet London society sniffed and dubbed her a gold-digger.

Then and now...





The War years

ASHORNE HILL

1940-43



IN BELLO PATRIAE
VIS FERRUM
IN PACE FACULTAS

DANCING

9 p.m. to 2 a.m.
to the
Signals Swingtet

WHIST DRIVE

in the
BILLIARDS ROOM
From 9.30 p.m. onwards.

OWNERSHIP

The sale of the house and
land to the British Iron & Steel
Corporation Ltd

July 1939

DATE 21st July 1939

DATE 21st July 1939

MR. E.G.F. BRYANT

MR. E.G.F. BRYANT

and others

-to-

-to-

BRITISH IRON & STEEL CORPORATION
LIMITED

BRITISH IRON & STEEL CORPORATION
LIMITED

CONVEYANCE

of Freehold property situate in
the Parishes of Salford, Salford
and Salford in the County
of Lancashire

CONVEYANCE

of Freehold mansion house and land
known as Ashorne Hill, Herbold
Perry, Warwick

1939 - 1945

In 1939, when war appeared imminent, the British Iron and Steel Federation decided to seek an evacuation centre. In July 1939 Mrs Bryant sold Ashorne Hill to the British Iron and Steel Corporation, and a trading company was formed by the British Iron and Steel Federation to handle commercial transactions, such as central import or raw materials on behalf of the industry.

To provide additional accommodation for the Corporation, Federation and the Iron and Steel Control which was established by the Ministry of Supply at the outbreak of war, various buildings of timber and steel construction were put up on the most suitable sites in the gardens and grounds adjacent to the mansion house. Six dormitory and four office buildings, a recreation and dining hall, and forty garages were erected.

In addition the central yard of the existing stable block was enclosed to provide the main office accommodation for approximately 600 and living accommodation for 30 men and women.

The remaining 300 were housed in rented and requisitioned houses and hotels in and around Leamington Spa, Warwick, Wellesbourne and Stratford-Upon Avon. Warwick Castle was used as additional office accommodation. By December 1945 virtually all the departments which had been evacuated to Warwickshire, had returned to London. The Statistics Department remained at Ashorne Hill until December 1946.

Post War

1946 +

Immediately after the war, a few Iron and steel conferences were held at Ashorne Hill and the estate was used on occasions as a holiday resort by some of the members of the London staff of the Federation and Corporation. By 1947 the conferences organised by the iron and steel and allied industries had increased appreciably and it became apparent that there was considerable advantage to the industry in having such a place available. As Ashorne Hill became known as a Conference Centre, applications were received from firms and organisations throughout the United Kingdom. By 1958 more than 30000 delegates from across the country had attended meetings and conferences at Ashorne.

In May 1957 Ashorne Hill became the British Iron and Steel Federation Management College. This was the beginning of a long history at Ashorne Hill of managerial training and groundbreaking work with the heads of industry.

Even then, as now, members of the management courses could spend much of their time working in groups on both up-to-date techniques of management and recent technical developments within the industry, assessing application, co-ordination, development and organisation. During this time Ashorne Hill began running courses for Assistant Departmental and Departmental Managers in the Iron and Steel industry. Other courses including Systems Analysis, were conducted in the house and the old stable block, now known as the Old Quad, was converted in to 36 bedrooms.



1960s



In 1966 Ashorne Hill became a private company limited by guarantee and was later granted charitable status. It had its own Board of Governors, drawn from the steel industry and Universities.

In the late 1960s an unfortunate incident occurred and one of the buildings was destroyed by fire, but fortunately no casualties resulted.

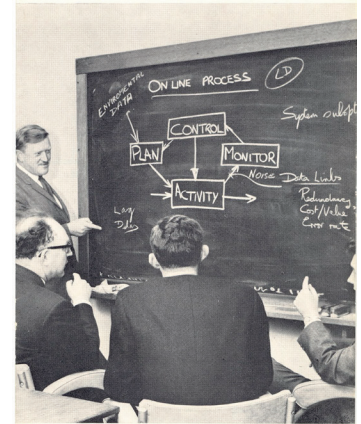
In Reception above the fireplace there is a Latin quotation which reads as follows:-
'In bello patris bis ferrum In pace facultas'

Which in translation means 'Iron is the Nation's strength in war time and its resource in peace'



The 1960s was a time of change for British industry. The main reason for this was the advent of the computer. Ashorne Hill ran courses training members of the Steel industry in the running of up-to-the-minute computer systems.

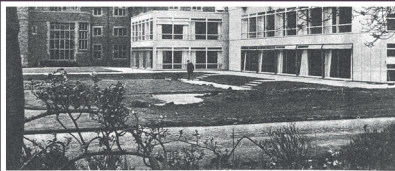
Systems Analysis Courses 1967



1970s

During the 1970's a plan was put in place to build an extension to the house, using the latest technology from British Steel, after a number of outbuildings were demolished in the 1960s.

On the 21st May 1970 The Right Honorable Lord Melchett, then the chairman of the British Steel Corporation, opened the four-storey extension. The building provided catering facilities, dining rooms, seminar and lecture rooms. Stelvetite plastic-coated steel was used extensively for cladding the interior walls of the buildings.



Mending of the old and new - a view across the college grounds.

Management college gets a £350,000 new look

A £350,000 extension to Ashorne Hill, the Warwickshire country house which since 1957 has been the management college for the British steel industry, was opened today, Thursday, by Lord Melchett, chairman of B.S.C.

The new buildings, its two and three-storey blocks, provide modern lecture rooms, syndicate rooms for seminars, study-bedrooms, additional offices, dining rooms and accommodation for domestic staff. They replace war-time accommodation.

A traditional steel-plate construction at the occasion unveiled by Lord Melchett. Courses run by the college are aimed at the steel industry's management development process and are aimed at helping to achieve and maintain standards of management above those international competition.

The governors of the college are now from the B.S.C. and private sector: the industry and the Iron and Steel Industry Training Board, co-opted members of the board come mainly from the universities. The present chairman of the governors is Mr. W.F. Wright, a deputy chairman of the

A feature of the new four-storey block forming the main part of the extension is the college. It is a large lecture hall equipped with a computer link and sound and projection apparatus. It can be divided into two main lecture halls.

The gallery surrounding the hall of the mention - it was built in 1897 - has been continued into the four-storey block to provide a link with the new directing staff offices, teaching, dining, and recreational facilities.

Magnificent view

The four-storey block is split into two lecture rooms, six directing staff offices, four seminar rooms and two dining rooms, with a large concourse providing a magnificent view across the pleasant gardens of the mansion and the surrounding countryside.

Warriner Nixon bats, used both for accommodation and teaching purposes.

B.A. Gillett has provided 22 study bedrooms to a high standard in the new two-storey block. Another two-storey block houses domestic staff.

Stelvetite plastic-coated steel has been used extensively for cladding interior walls of the buildings. The 100 ft. deep disused well of the mansion has been covered and the reconstructed wellhouse is now used to dissipate a transformer for power supply.

The Principal of Ashorne Hill, which was opened as a management college in 1957 by the former British Iron and Steel Federation, is economist Mr. A.J. Oliver.

With the recruitment of additional lecturers it is hoped to expand the range of courses. The college currently provides in each year three fortnight courses for middle managers, together with senior management courses lasting six weeks, and a number of other courses covering subjects such as industrial relations, staff relations, industrial policy and safety manage-



ASHORNE HILL COLLEGE

The Management College of the British Steel Industry

THE INTRODUCTORY MANAGEMENT COURSE

The Second Course will be held from February 21st to May 20th 1972, the Third Course from September 18th to December 16th 1972.

This new twelve week course has been designed to give young men or women on the threshold of managerial careers a firm basis for their subsequent development. The typical member will have had extensive technical training; many will be graduates but a few exceptionally able men without a degree or its equivalent will be accepted. The course will provide a grounding in the fundamentals of management at the time when the individual's managerial responsibilities are beginning to grow and he needs to see his specific responsibilities both as a whole and in perspective. In short it is intended to provide basic knowledge, and to inculcate the attitudes of professional management.

The core of the course is a section dealing with the achievement of organizational purposes. This will follow foundation studies of the environment in which the industry operates, and human behaviour in organizations. There will also be a detailed examination of decision making, and accounting. In addition to this common core, members will make individual studies in the areas of Management (including Management of Change); Industrial Relations; Quantitative Methods or an Environmental Study.

There will be weekly individual or paired tutorials, as well as small group seminars and exercises, in addition to the more formal teaching. Extensive reading and the regular writing of papers form an essential part of the course, which will last for 13 consecutive weeks, although the middle week, which is used for individual projects, will not involve residence in the College, and no charge is made for this week.

THE COURSE IS DESCRIBED IN DETAIL OVERLEAF

Nominations, on the College's Nomination and Personal Details forms, should be sent to Mr. H. B. Hunter, Ashorne Hill College, Leamington Spa, Warwickshire by -

22nd November 1971 for course IM/2 and 1st May 1972 for Course IM/3.

Course Brochure - 1972



During the 1970s Ashorne Hill was deemed to be an important and prominent place, so much so that during the period of IRA bombing in the late 1970s there was a bomb scare which resulted in the delegates and staff having to be evacuated for fear of an explosion.



1980s

This newspaper clipping was taken from Steel Works News in 1984.

The article mentioned 23 participants that took part in a management course at Ashorne Hill, the course was made up of two, four week modules. Senior management development officer John Headford said, "The aim of the course is to develop the individual while increasing his or her job knowledge and skills. The main emphasis is on group problem solving, decision making and achieving results. The tasks are demanding but flexible enough to cater for the varying capabilities of the course members."

One of the members reflected on the course, "A vast amount of ground was covered using different modes of transport with various set tasks to complete on the way involving climbing abseiling and other techniques!" The purpose of the exercise was to increase confidences and awareness, improve problem solving and develop team leadership skills.

MANAGERS JUMP TO IT

FOUR middle managers from Stockbridge and Tinsley Park were among 23 participants from throughout the corporation to benefit from a recent management course at Ashorne Hill College.

Management accountant Mark Bodley and project engineer Brian Heathcote from Stockbridge along with metallurgy shop manager David Hepworth and training officer Roy Farden from Tinsley Park spent four weeks at the college to complete the first half of a two part course. The second half will be held over four weeks at the beginning of next year.

Senior management development officer John Headford said: "The aim of the course is to develop the individual while increasing his or her job knowledge and skills. Course members face real problems and experience the immediate satisfaction and inflation resulting from team and individual efforts."

Results

"The main emphasis is on group problem solving, decision making and achieving results. The tasks are demanding but flexible enough to cater for the varying capabilities of course members."

Whilst at the college, individuals study many different aspects of management. Topics covered include business objectives, planning, management accounting and industrial relations.

Members attend seminars and lectures, and recent guest speakers included Steve Best, director, industrial relations, from BSC's head office and Ken Clark, the national officer for the firm and Steel Trades Confederation.

Course member Roy Farden told the NEWS: "This is the last time the course will be held in its present format. In the future, it will be modified to one single four week period, together with shorter specialist modules."

"One of the major benefits I think the course offered was the chance to mix with managers from other parts of BSC and compare different management styles and methods of working."

"Another highlight was the opportunity to participate in an outdoor exercise covering a full weekend."

"Although not too much can be disclosed as it might give an unfair advantage to future participants, I can say that the exercise required a lot of stamina, organisation and planning in order to complete the tasks involved."

He added: "A vast amount of ground was covered using different modes of transport with various set tasks to complete on the way involving climbing, abseiling and other similar techniques. The purpose of the exercise was to increase confidence and awareness, improve problem solving abilities and develop team and leadership skills. Everyone agreed on completion that it was a tremendous and valuable experience to have taken part in."

In 1987 the Dasset accommodation block was completed adding a further 21 bedrooms to Ashorne Hill's offering.



Kitted-out to cope with the arctic conditions, jubilant course members with pack retrieved from a nearby lake

1990s

MANAGEMENT CAREER DEVELOPMENT

GRADUATE MANAGEMENT COURSE

It is never too early for the graduate to start basic management training. The course is designed to introduce some of the key knowledge and skills, such as management theory, interpersonal skills, negotiating techniques, commercial and business awareness, personnel and industrial relations. It includes theory and practical activities and current business situations are discussed.

PERSONAL DEVELOPMENT FOR YOUNGER MANAGERS

Complements the GDM course by emphasising the practical aspects of managing.

A first week of outdoor activities is run as a well-equipped specialist centre, where the resident experts, together with Ashorne staff, help to develop team membership skills in a challenging environment.

The second part - 3 days at Ashorne - builds on the outdoor experience to consolidate members' ability to work in teams (1 week and 3 days)



Open Learning outside course time.

PERFORMANCE AND PRODUCTIVITY

This course exists to help Sted to improve its overall performance, especially in terms of meeting the more demanding needs of both our customers and our shareholders.

The shift and section managers who typically attend come from a wide range of departments and functions. They are helped to see how they can enhance quality, productivity and profitability by their actions.

In particular they acquire a range of personal skills and increased understanding of commercial factors, industrial relations and management as well as augmenting their ability to use the meeting systems and micro-computers. (4 weeks)



Paul Rankley is negotiating role play exercise.



Ashorne Hill staff - 1990s

During the 1990s several large building and refurbishment projects were undertaken. In 1990 three new seminar rooms were added to the concourse building.

In 1992 a project began to renovate rooms in the main manor house to become executive bedrooms, Ashorne Hill now boasts seven bedrooms in the original building.

1998 saw the development of the bar and Sherbourne extension which was built to provide enhanced facilities for both training and leisure. The extension of the Sherbourne suite now allows a capacity of 150 theatre style.

Course brochure for Graduate and Young Manager - 1990s



Ashorne Hill refurbished bar - 1998



Rear elevation of the Sherbourne



Construction of the Sherbourne

2000s



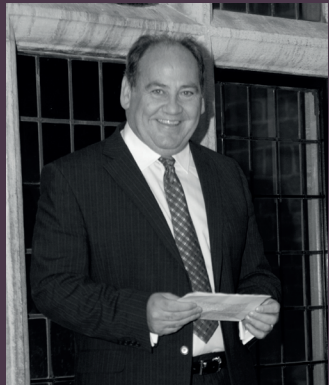
A whole new chapter for Ashorne Hill began with the creation of Ashorne Hill Conference Centre and i2i Training & Development as two new brands under the Ashorne Hill Management College umbrella. Aiming to serve all markets, not just steel, AHCC had a clear focus on providing excellence to the conference centre market, and i2i focused its professionalism on the design and delivery of training.



Specialising in team building



Ashorne Hill Celebrates 50 years as a training provider.



John Carson joins Ashorne Hill as Managing Director in 2004.

Ashorne Hill wins National Training Awards - (2009)

Ashorne Hill Management College and steel giant Corus were delighted to have won two prestigious Training Awards in a ceremony that took place at the National Motor Cycle Museum in the West Midlands on October 1st 2009. The 'Felt Leadership' training programme won both a 'Regional Training Award' and the prestigious 'National Training Award'.

The collaborative application was made for the 'Felt Leadership' course, a unique programme designed after the need for radical new safety training was highlighted by Corus Managers. Together Ashorne Hill and Corus developed a unique training programme that, for the first time, gave employees responsibility for managing their own safety improvements.



UK Winner 2009
National Training Awards



2010s

Ashorne Hill embarks on £2.4m refurbishment (2011 - 2012)

The refurbishment project included a kitchen extension along with an extension to the main dining room including a paved patio area.

The refurbishment saw the dining room that previously seated 100 diners, turned into a beautiful space including a mezzanine level. The extension enables Ashorne to seat around 200 guests, while the mezzanine level allows Ashorne Hill to provide an alternative catering service to the hundreds of delegates that pass through the doors each week. The interior was completely transformed into a welcoming space perfect for dining and private functions.

A new staircase was created in the Concourse area opening up the new entrance to the main dining room. A beautifully laid patio is being built overlooking the wonderful grounds and is perfect for a drinks reception with outdoor lighting showcasing the true beauty of the Grade II listed manor house.



Ashorne Hill's charitable status is transferred from Tata Steel to Jaguar Land Rover.(2015)



Refurbishment of the Great Hall (2015)



Ashorne Hill became licensed to conduct Civil Ceremonies in 2010.



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