**George Joseph – What Works**

**Sophie Scott** 00:00

Hi, my name is Sophie Scott and welcome back to What Works, the UCL PALS podcast where we talk about life and work and careers and how we cope with all these things. There's been a big COVID shaped hole in What Works series of podcasts and I'm restarting it now. I am restarting with an interview actually did with George Joseph from PALS. I recorded the interview this time last year. Then I promptly got unwell with COVID and it never saw the light of day. So for Black History Month, we are restarting the What Works podcast with this interview with George Joseph. I have to apologise for some of the audio on this. I seem to have at my end of the call been dealing with a microphone which I'd inexplicably wrapped in a sock and kept hitting with sticks. So, I do apologise for this.

**George Joseph** 01:06

Okay, it's up to you. I have done a fair amount of these in my time, and in recent years. It's interesting that we're now in Black History Month and my father was one of the black activists in the early years. He took part in supporting the Brixton Five. I don't know if you… And actually defending them, he was one of their representatives. And he was quite active. So recently there was this thing about the Windrush and my sister and I saw a photo of him. It just brought back these childhood memories of the 60s and seeing George. He's now passed on. And seeing him after all these years still circulating in British history, it was quite an eye opener because my grandkid, my oldest grand kid is now 21 and he was quite keen. “I saw granddad on the telly: and that sort of thing. And so, it wasn't a big thing then. And now for Black History Month, these things are part of black people's history in the British community and British society, I suspect. We’re reliving in most of it.

**Sophie Scott** 02:41

Could you tell me a bit more about your dad?

**George Joseph** 02:44

All right. So my dad, my parents came here in the early 50s. They left me at 18 months old in the Caribbean, in Trinidad in the Caribbean and they came here. So I was probably the youngest. Well, I was the youngest at the time and then they came here and had a few more kids. So my mum actually was the one who went to work and he went to further education. He was a policeman in the Caribbean and went on to do a law degree, and eventually ended up becoming one of these barristers, who had a little space in Greys Inn Hall, that we had a privilege to visit once and only once, as well as seeing him in his wig and robe and things, probably once, so it wasn't a regular thing. But we'd see him on the odd occasion in these marches and I would have attended these sort of trips up to Brixton and Hyde Park, where he would have done most of his talking, and that sort of thing. By the way, he's George Antony Joseph Senior and I'm Georgia Anthony Joseph Junior.

**Sophie Scott** 04:14

And you were saying about the Brixton Five. Can you tell us a little bit about that story?

**George Joseph** 04:19

Those are the guys who… Darcus Howe was one of them. He’s the first one that springs to mind because at the time, my parents had separated like most people from the Caribbean who came here around the time my parents did and sent for their kids. For some reason, they couldn't hold it together. At one point my mum said, because he became educated. And so I remember Darcus being a sort of supportive uncle. When he got involved in some issue they had in Notting Hill Gate, because these were the black predominant areas and Afro Caribbean people would have settled in these areas. I knew Darcus being a sort of supporter of George's cause and George supporting his cause. Obviously in the 60s and early 70s, England was a totally different place. London was totally different. We had something that was called an Afro Caribbean community. It was totally different to now, where we talk about the Afro Caribbean community but it was more community than it is now. It’s a more diverse group of people rather than the community in my opinion. I'm sure there are people who would probably disagree or probably point me in a different direction where that is concerned. But Darcus Howe, the late Darcus Howe… It’s amazing how when you talk about these people, you remember he's passed on and she's moved on and they have died and it just shows where I am in this world now, how old I am considering because… George was one of these, I can't even remember the name of the… The BBC has got loads of stuff about George and Sonia Chang and people like that. Sonia Chang was one of my stepmothers. She was my stepmother because George eventually married her and started a new family. But George was one of these sort of Caribbean intellectuals who hang around with another Trinidadian who was a writer and considered, they said… It's amazing how these things can't spring to mind when you're talking about them. CLR James. CLR James was one of George's teachers in the Caribbean and when they came to England in the early 50s, they met up but then CLR James did not have the sort of academic prestige, and so he himself George, his nephew, Darcus Howe, they used to hold like Sunday and Saturday classes, where they would teach black kids like myself and others about black history and that sort of stuff. So, George was pretty much part of that sort of environment. Another Caribbean fellow who was involved with George was Ivan van Sertima. He is also now dead. And he used to be my teacher. He actually worked at SOAS, not far from our building. Van Sertima would have taught the likes of me, and others, my younger sister and others, on a Saturday evening; we'd have held black identity classes, it was called at the time. George was pretty much involved in the black power movement and helping to defend black people when they got into trouble with the government. Well, not so much the government but mainly the police. The government, as you know, at the time were Wilson government and people like that, who had a different look on this emerging sort of intellectual people from the Caribbean. It is strange that I can now talk about George and I use the term intellectual because not until he actually died and people like van Sertima died, would they really be credited. We couldn't call them intellectuals until somebody else, until the white establishment called them that. Because George was involved in in putting together stuff like the Racial Equality Act for this country. The very first one, George was pretty much at the forefront. I've got an image of him in Brixton, a picture of him in Brixton and that was the one that was recognised by my grandson who saw him first and then started phoning everyone to say, I saw granddad on the telly. He was in one of these protests, but he was trying to calm the situation down by telling them, we're putting together this Act to deliver to the Wilson government. I remember that sort of thing happening. I was only probably about 12/13 at the time, if that old, but they were trying to get to talk to the people as well as negotiate some sort of peace with the government with regards to homes, having space for black people from the Caribbean to call their home, or for them to settle in parts of London at the time. It is quite strange to talk about these things and see images of George still being posted and people still want to know more about him. George and Sonia had taken part with it from some sort of organisation and pretty much tried to form housing associations for black people. Again, it’s something that we don't have as much as we had in those days. So it is quite strange to see how the community has evolved. I now have grandkids that say to me, “Well, Granddad, I am brown and you are black.” I say, “Okay, I understand that you're brown, sweetheart.” That's the nature of us. For Black History Month, this is where we are.

**Sophie Scott** 11:53

Excellent. It’s a fantastic story about your father that I had no idea. What an important and incredible story. That's extraordinary.

**George Joseph** 12:02

Well, it's not something people are interested in. We've got a lot of issues still to sort out in the UK, you know, to be harking back to 1962 and 1963 but that’s the history that some of us have and we can't always shake off.

**Sophie Scott** 12:33

It's important to keep telling these stories as well. Particularly, I've got very interested in how quickly, up a generation, you sort of lose contact with what people's lives could really be like and then we just tend to view them through our own version of what we think things must have been like then. It's so useful and important to actually hear actual stories of somebody, the things they did that were and unusual at that time. It's not just everybody in the past wearing a silly old hat is it. Your dad had an amazing story and I think we probably could just talk about him for an hour but what I would like to do George is to kind of go to you and you growing up. So when you were a kid, what did you want to do? What were things that engaged you and interested you?

**George Joseph** 13:34

As a child, Sophie, I was told that my father was a policeman and I came to this country at the age of six. So my father was a policeman when I was born and whatever. I’m now going to England, and when you arrive, your father is a law student. So you have to do something on that level. I had these sort of ideas. My sisters, I was the only boy for a long time, but I have three sisters ahead of me and one after me and then a brother came along. I was told that I have to do something. This is the age of five/six in the Caribbean, that you have to do well in school. So for me, I thought the pressure was on early until I came to came to England. My early memory is having one of these sailors that my sisters and I made friends with, he lifted me up because I was the youngest, and he lifted me off, bringing me down the stairs. My older sister instantly recognised our parents. I didn't know these people at all. The sailor the handed me over. Straight away, it was for me… I was no longer… That's when I knew I was no longer the youngest because they met us in Southampton with a pram, and another baby so I no longer was the youngest. I had to hit the ground running in England. It was one of those things where you had to do good in school because my sisters were all academics and eventually became teachers and lecturers and things like that. To some extent I was quite interested in a number of academic lifestyles but when my parents’ marriage broke down and George was no longer living with us, things changed drastically. That's why all of a sudden, I had a certain amount of freedom to do as I wanted to do because my mum, bless her, she couldn't keep control of everything. I remember even now when I talk with my oldest sister and probably when I discuss this with her, I remind her that she taught me to tell the time and taught me my timetables and things like that. I was home schooled quite early in life because they were all a couple of years ahead of me and they knew instantly what they wanted to do but I had this dream of coming to England and being the youngest and I will have the opportunity only to arrive here to be whatever I wanted to be, only to arrive here to the reality that I am not the youngest and I can't be what I want to be. I have to be whatever the system or whatever the parents said. Mind you, I did do reasonably well in school. I don't know if you remember GCEs and that sort of stuff. You're probably too young for that, but I do have a number of those and whatnot, plus whatever knowledge I gained from the streets. Finding myself working in PALS isn't really an eye opener for me. I've been around academics for quite a while. It's just that the academics I've been around, quite a lot of them came from very working class backgrounds as opposed to academics who had a different quality of life. As a child, I had ambitions of doing something in academia, but I didn't know what it were. As I said, when my parents separated, I found a free time and had friends who had that sort of free time and it all went my way.

**Sophie Scott** 18:43

So what did you start… Have I got this right, did you box for a while or have I completely made that up?

**George Joseph** 18:52

You didn’t make that up. That's pretty factual. You didn't make that up. Again, that was part of the rebelliousness. I don't think I had a deprived childhood of having your own way. As I said, my father had to concentrate on what he had to do. He had a new family. My mum was always working, so I had spare time on my hands. So I found myself in the gym quite early in life and eventually went through the different stages, went to America for a bit and did reasonably well. But when I came back to England, I came back to England to spar with one of the then contenders for a world title fight. And after a couple of training sessions with him, everything went reasonably well. I had a young daughter at the time and I sat on this wall and she was saying to me, “Come down here, come down here,” so I jumped off this wall and I felt this twinge in my knee and that was it. I had one operation then another and then another and eventually that more or less ended any chances of taking that career further, but over the years it's not something that my family gave 100% support to. In the sense that they always think you should be doing better, you ought to have done better, you ought to be doing something else and here we are.

**Sophie Scott** 20:55

So, you were boxing for a while and it sounds really, I mean that must have been quite a big thing for you because it's an absolute tyranny isn't it, sporting as a career, one injury away from everything ending.

**George Joseph** 21:12

That’s what it's like for most people, any sporting individual. That's all it is. The fitter you get, the more prone you become. With the boxing, you have to be there and, in those days, you had to be seen by promoters, as opposed to being seen by cameras and the TV networks and things, you had to be seen by promoters because we're talking about days not like now where everyone has a camera and everyone can end up being on a YouTube channel and all that sort of stuff. We’re talking about days where you had to impress people who physically saw you. You had to be in their face and once you’re injured, that's it nobody sees you if you can't walk for a couple of weeks or you can't train for a couple of months. Nobody sees you; nobody knows you. Everybody thinks, well he dropped out. There’s another 100 guys we can find up and down the country to take his place. Even telephone calls weren't readily available in those days as it is now. I don't miss the fight game even though I was reasonably good at it. I've got a few trophies somewhere about the house that my grandkids play football or cricket with and that sort of stuff but it's not a big deal for me. As I grew older, I realised I missed the dedication to the training and keeping fit and how important that was but participating in the fight game and running around with people who are in that, I don't miss it.

**Sophie Scott** 23:13

So what did you decide to do when boxing was sort of taken from you?

**George Joseph** 23:19

I did a couple of jobs. I worked with the council for a bit. I didn't particularly like the whole office set up and eventually I went on to train as a driving instructor and did that for a number of years.

**Sophie Scott** 23:50

George, I have to stop you there. I do know that you weren't just a driving instructor. You taught some very interesting people how to drive. Now I'm going to insist, I mean what happens in the driving lesson obviously stays in the driving lesson, but what was it like teaching Boy George how to drive?

**George Joseph** 24:10

I think you’ve got it slightly wrong. Not Boy George. I saw Boy George every week with the Bros boys. But George was around because he wasn't famous yet. I think Karma Chameleon wasn't even on the airwaves yet and he used to cycle around. He used to cycle around like an oddball in Swiss Cottage where I work and every so often… But he was quite an outgoing character, so everyone used to stop and talk to him. And I would have gone down to Swiss Cottage to pick up one of the Bros boys, Matt, and we’d have seen George and George would've seen him coming out with the flat. Then the next young man who was living in that area was the Bronski Beat guy, so I knew those guys from teaching people to drive, from BSM. At the time it was called BSM, the school. Those guys were around the Swiss Cottage area. They had flats. Eventually I think George bought a house in Hampstead. So these guys were basically around there, but I taught somebody much more famous than that. I taught John Draper to drive. When I eventually got the job at PALS, I taught John Draper to drive. He was also a good student. They're all good students and they passed first time.

**Sophie Scott** 25:57

That’s a credit to you. That's a credit to you. Can I just very quickly ask you about teaching Matt from Bros. Was at their peak? When I was, I was just about to go to Polytechnic, I was working in London when Bros really went very, very famous and suddenly they were everywhere and people were absolutely… I was a little bit older than the girls who liked Bros, but you couldn't sort of miss it. It was like a madness.

**George Joseph** 26:26

Absolutely. Absolutely. The first lesson was that I had to meet them. He was going to come because in those days, they had to come to the driving school. The driving school was on Finchley Road, so I turned up to see Bros and whatnot. You know me, in those days I was just out of the boxing lark and I was really fit then. Then this bloke turns up to me and says, “I am the bodyguard.” I'm looking at him and I say, “You’re the bodyguard to whom?” “To your student.” “No, you're not.” He's going to come along. So when I told him, “No, you're not going to come along,” he didn't give me much opposition. He wanted to come along and bodyguard. So Matt came along all gently and we drove around Mill Hill because that's where he took the tests and whatnot. But we used to have this entourage all the time. So eventually Matt became more comfortable with me talking to him and his, at one stage I think for the first lesson, the manager came and the bodyguards and other people came. I said, “I’m forever looking in the mirror rather than talking to Matt and we're not going to get this right,” so eventually they started falling back until there were just two cars following us rather than… Because they were a big thing in those days. They were altogether just after he learned to drive or he passed his driving test, I would say about two months later down the road, the band broke up whereby the drummer left. But he was a nice guy in general and he still is. Yeah, they're all nice. But out of all of them who I met casually. I met the guy from Bronski Beat who I don't know what he's doing now. But George was always friendly and always approachable. And obviously George Michael was part of the scene at the time as well. So I did have a few lessons with George Michael but that was just for him to get used to the new car he had bought at the time rather than… But all of this is because of where I was working from. This is not because I put myself about. I worked at Finchley Road at the time and these guys hung out and lived in Highgate and Swiss Cottage. At some point, they were all going to pass through. Without wanting to name drop and things like that, a colleague of mine from that very same office at the time taught Sade at the time and she was living in Swiss Cottage at the time. It was that sort of stuff. So it sort of ages me that sort of thing. It ages me. From the highlights of having your photos taken and people surrounding you because of your physique and whatnot. Then you continue having cameras and people because on the day Matt passed his driving test that was a bit of a fiasco as well. Some kids caught whiff of it and they left the school in Mill Hill and they came out and photographers came out but he managed to still pass the driving test despite all of that attention.

**Sophie Scott** 30:21

Well done him and that’s a credit to you for you.

**George Joseph** 30:24

He's a nice guy as well. In general he was, and I hope he still is.

**Sophie Scott** 30:31

I saw that recent documentary about them and it was actually very touching. It was good to see them.

**George Joseph** 30:37

Yeah, someone told me about that. I suspect they're both nice guys. I have never met the twin brother, I never met Luke, but I’m sure they’re both good guys.

**Sophie Scott** 30:51

Without wanting to sound… Did you go straight from the driving instructing into coming to what was then the psychology department or was there another kind of route that took you in that direction?

**George Joseph** 31:06

Pretty much that's the route I took, because again, the area where the driving school was based, quite a lot of people lived and worked within that area. I remember one of your previous colleagues, Howard Steele and obviously Peter, the Anna Freud was quite a prominent place for these people. Howard Steele and his wife being Canadians, they needed to not to learn to drive but to get the driving licence. So I met them through that process. I didn't teach Peter to drive. Howard Steele and his wife went through the driving process with me to get their British licence. That's where it all took off. Because I was told of this position. I came into the building to meet Howard Steele one day and it felt familiar, it felt right. When he took me down to the workshop and I met people, I think he had a project going on in the workshop, you would probably remember the workshop was the entire basement. So, I went down to the workshop and I saw the workshop and I saw familiar things from my school and secondary school days, where I was reasonably good at chemistry and things like that. I said, “I recall this knowledge,” and I started talking to a couple of the guys in there. Eventually that's what happened. When a vacancy turned up with the technicians, I applied for it. Bob Audley hired me as a junior technician at the time to not just one particular person, but to the entire department. In that sense, I was exposed to everyone and everything they were doing. So I've worked on the fifth floor, I know what goes on the fifth floor at the time, I would have gone up there to work with Henry Plotkin in his experimental stuff, and Celia, and people are that. Then I’d come down to do things for Peter who was on the second floor at the time before he moved over. So eventually, whilst the money wasn’t great, I saw it as an opportunity for me to revise and revive some of the skill and regain some sort of educational status. Because whilst I was doing that, I went out and did a social work degree and worked with a probation service for a bit, whilst

still working at UCL. I did all of this while I was working. I say all, but I did it while I was doing this job at PALS. I did the degree with de Montford University, and obviously started doing some social work in the probation service, and that's up here to Luton, where I live, and eventually combining the two until it got too much to be doing both. I no longer do any work for the probation service. I simply just come in to UCL.

**Sophie Scott** 35:01

How did you find the work with the probation service? I've done a tiny little bit of work with prisons. And after that, it just made me think I want to do a lot. This was just before the lockdown. And after that, I thought, there are so many different things we could be doing differently here and we should be paying a lot more attention to this as a society. So what was it like for you?

**George Joseph** 35:24

I was based at one of the so called bail hostels. I would have gone in there three evenings a week, and eventually, it became so demanding that I was doing this, like four evenings a week. I would have taught the guys social skills, I would have taught them practical back-to-work skills, so it was rewarding, but then every so often, you'd find bureaucracy gets into the way. These are already guys who struggle to uphold the laws of society. Then I’ll turn up one evening, and say, “Well, I can't have you use that jigsaw or that bandsaw because the health and safety aspect of it and because of the nature of your offending ways. We have to be mindful, and we have to restrict.” So, while they were trying to get us to get these guys to rethink, and that's the word that's been used quite a lot to rethink rather than rehabilitation, rethink your position. It started getting really technical, in the sense of teaching these guys. From my experience, most of these guys simply need some guidance in their lives, some structure in their life. And to some extent, when you come across a 40 or 50-year-old young man who is considered to have whatever personality disorder and when you get talking to him, he cannot spell the word ‘book’, as another human being you feel you have to connect with that person and try to get them to know why they behave the way they do and help them to try and uphold society values. So it became harder and harder rather than a simple straightforward role as it was meant to be. So, eventually I had to give that up but it was always fun and rewarding. It was always rewarding to help people in that way.

**Sophie Scott** 37:54

And what was it like, because you've now been in the psychology department and now PALS, we became this bigger structure, what's that been like in terms of the changes? How has that been as a journey for you?

**George Joseph** 38:10

The changes have been pretty straightforward because the administration has more or less, if I can use the term, grew up with the administration. Here we are. I remember when you were post grad. I was so happy when you took on that role. I was so pleased. I was tempted to send you an email to say, “Well done Sophie, I know you are going to excel in this role.” I'm really glad. I can say we actually grew together. When John’s role changed from what it was to what it is, I was really pleased. And Peter. I remember when Peter used to be in the building, he and Julia Curl, and they were instrumental people in helping me especially Julia. She signed quite a lot of the training I had to go on to for my social work degree and that sort of stuff. Julia was very instrumental in it and Peter. The changes that came around that brought PALS about is for me is just an evolution of another stage. We just have to go through this. I'm quite glad to see that people like yourself, John Draper, Peter are still around, and actually changing the face of PALS and changing the face of the department. The whole workshop thing I miss because, again, I like the practical part of what we used to do in the workshop, i.e. building things, but gone are those days. I have to, from time to time, remind myself that whilst I have all this desire to build things, it is more important for me to send a report or write a report out rather than spend all these hours in the workshop building something. But those days have gone but they were good days, it was so good. And where we are now, I think it's also good, that the department has evolved to the big dinosaur it is.

**Sophie Scott** 40:41

I think one of the things that is really worth bearing in mind is that we have a kind of cultural belief that like scientists are white men in white coats, and they're old, and on their own in a laboratory doing something. But science is always a community of people working together, even if someone is doing stuff apparently on their own, they're never doing it on their own. There is always collaboration, and there's always a wider range of people involved. It’s really, I think, important that we, and a lot of people have argued this in terms of how we should look at the history of science, because we portray it that way but it's never like that, there will always be other people working in those laboratories. It's really, I think, important to continue acknowledging this because even nowadays, sometimes TV people will ask to come and film in the laboratory. I’ve got an office, not a laboratory. They’re not going to see test tubes! Even then, I'm not here doing this on my own, all of the technical stuff is absolutely reliant on a whole community of people in the building. In just a general way, it's easy to focus in on the sciences if that's the only thing that happened, the only thing that matters, but it's a community of work, isn't it?

**George Joseph** 41:54

It is. I've been wondering recently, you may recall, Jim Chambers, and John and Roger Bunce and characters like that. I had Jim come to visit me in the department recently. I took him into Botany and showed him what the workshop has become, and it broke his heart because Jim is an instrument maker. He was quite keen on showing me all the skills on the lathe and milling machines and things of that nature. When he heard that I’m giving the lathe away, I'm giving the big equipment away, he was quite, “This is part of my legacy. This is part of my history. And there you are giving it away. And I taught you.” For a few minutes whilst talking to him, I realised that he was a little disappointed in me, or probably quite a lot disappointed in me. Because, as you may recall, I was the junior member of all the technicians, so I was the one who would run around. If a chair needed moving, I would go up and move it. So when Jim turned up, Jim turned up with the expectation that George, you're in charge, and you're looking after everything, but I was the one to break the bad news that everything has to change, and we have to get rid of all the mechanical stuff. I'm going to get a 3D printer in this room, and the MRI needs this and the MRI needs that. He just couldn't get his head around it. Jim is 85/86, you may have seen him at Bob's funeral. He hasn't lost any anything, any of his faculties but he is reasonably frail. For some reason, he thought the workshop would have remained and he thought by having me in place now, that legacy would have continued, only for me to tell him, “No, we are going a different route.” So to some extent, this is a part of how life just changes.

**Sophie Scott** 44:21

I think that's true, but I think it's also true that you've carried on his legacy because it still couldn’t carry on without a completely functioning group of expert technicians. We’re still as reliant, just the technology changes, doesn't it?

**George Joseph** 44:35

Absolutely. It is quite difficult to some extent for me to convince some of the technical people that we have that the entire division depends on their knowledge, whereby I think with a bit of shyness and other personal issues, they tend to hide away as opposed to the technicians should make themselves part of people's project and wanting to be involved which is what we were encouraged to, which is what I was encouraged to. I remember being told that today you can be doing this with Pete Hall but then tomorrow I want you to erect some scaffolding in the car park so that the Animal House can get its feed up and things, how are going to go about it. From doing something, listening to Peter, assisting Peter in recording songs and whatnot, to going out there the next day and building scaffolding, it was just one of those and still is one of those interesting jobs. It’s hard to convey that to someone who just hasn't been part of that sort of environment.

**Sophie Scott** 46:01

Well, I'm glad to hear that it's still interesting. I think it's still obviously completely essential. And I think we we've achieved a great deal over the last 30 years. That's when I started my PhD 30 years ago. It remains an interesting and technically complex, very fascinating place to work. One of the reasons why people don't tend to leave, because it’s a good place to work. It’s kind of big enough that there's enough going on that no two days really are the same, are they?

**George Joseph** 46:34

Absolutely. No two days for me is the same. Because I can go into the building today this morning, and it's all calm. And by evening, you know, we have a situation whereby a delivery of rats been left in corridor and everyone’s panicking. Who's going to move them? And why are they there in the first place? No rats in the building. You have to explain to people, they're laboratory rats, they're not rats from the gutter. They’re nice clean rats and it's an oversight by whoever the technician is. You can get a message, one of the cleaners came around at 11 o'clock and, and there was a yellow bag with needle. You know, we do experimental work. It’s an unfortunate situation that the 11 o'clock cleaner actually came across that that bag of waste, which is confidential and to some extent medical waste and sometimes things go wrong. The way it's changed to some extent, there isn't just one phone call you make, you have to send three or four emails to pacify or to reassure as much people as possible that a breach hasn't taken place. It's just an oversight by one individual. And it becomes so much more of a diplomatic role. When I try to explain things like that to Roger or Jim, they just don't seem to get their head around it. Bless them, in a funny way, I love these guys. But we have to move on from that way of thinking, we have to make sure that we keep everybody reasonably safe in the building and reassuring individuals is a big part of the role now.

**Sophie Scott** 48:40

I am going to start wrapping that up now, George. I really can't thank you enough for doing this. It's a fascinating story, and what a fascinating history as well for your family. Again, I'm delighted that we're getting to do this for Black History Month, but also, I'm delighted because none of the science that we ever talk about would be possible if it wasn't for somebody, and a whole team of people, making sure that anything can actually happen in the building and can happen safely and to do so, so charmingly. So thank you so much, George. Thank you very, very much. I'm going to stop recording now. I just want to say bye and thanks again.

**George Joseph** 49:14

Thank you, Sophie. Thank you for having me. I really appreciate it. Thank you. Bye. Good.

**Sophie Scott** 49:27

Thanks for listening. This has been What Works. My name is Sophie Scott.