THE HERALD

the Newsletter *of* the HR Company

"Putting People First in the World of Work."

Edition 25 – December2023

INSTALLATION DINNER

The Company of HR Professionals held its 9th Installation Dinner at Grocers Hall on Wednesday 11 October 2023 at which Stephen Sidebottom was installed as Master, Nicki Auret was appointed Senior Warden, Richard Higginson took the role of Middle Warden and Heather Greatrex stepped into the Junior Warden role.

The Company also welcomed 5 new Freemen and Members who declared at the ceremony prior to the dinner.

All those present enjoyed an excellent evening of fellowship and conversation. The evening was not without some unexpected aspects, including the attendance of a fire engine on not one, but two occasions! Fortunately the drama took place during the early reception part of the evening and did not impact on the dinner itself!

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HR Leadership Programme 2024

We are planning to run our 5th National HR leadership programme in 2024,with the planned start date in March.

Please can I ask you all to:

- Consider if there anyone in your own team that would benefit from participating.
- Reach out to your networks to recommend the programme and to encourage participation.

For More Information Click Here

Introducing the Master and Wardens

Master 2023/24 – Stephen Sidebottom

Stephen is the Master of the Company of HR Professionals, a Freeman of the City of London, and a Fellow of the Chartered Institute of Personnel and Development. He is a past President of the City HR Association.

Stephen is a global business leader who combines executive and non-executive roles focused on building high integrity, high performance organisations. He has lived and worked in the UK, Asia, and the Middle East, and has extensive global emerging markets experience.

Stephen started his professional career as a banker before doing an MBA at London Business School and transitioning into HR, working primarily in global banking. He led the people aspects of Nomura's acquisition and subsequent integration of Lehman's European business in 2008, before becoming Global Head of Business HR at Standard Chartered Bank.

Stephen is the Chair of the Institute of Risk Management and has been leading the establishment of the Global Energy Alliance for People and Planet as its Chief People and Operating Officer. He has over 30 years' international experience of building organisations across financial services, professional membership organisations, and charities, and in both private and public sectors.

Senior Warden – Nicki Auret

Nicki is currently the HR Director of ICBC Standard Bank PLC and has been a member of the Company of HR Professionals since 2020

Middle Warden – Richard Higginson

Richard is currently the Reward Director for People's Partnership and joined the Company of HR Professionals in early 2017

Junior Warden – Heather Greatrex

Heather is currently a Director of Executive Action and has been a member of the Company since early 2019

Don't forget to sign up to the Company's WhatsApp Group for reminders of events and opportunities

The Company's WhatsApp Group is available to all members and is a great way to have an informal chat and catch up with other members of the Company. We also use this to advertise forthcoming events and provide reminders. If you have not already joined the group but would like to sign up you are more than welcome - just use this link.

New Members of the Company

The Company continues to grow from strength to strength and during 2023, the Company has welcomed 48 new joiners. They are:

Cliff Jones	Freeman		Katie Clifford	Freeman
Amandeep Singh Kang	Freeman		Louise Redmond	Freeman
Michelle Boothroyd	Freeman		Reg Amoah	Member
Matthew Blake	Freeman		John English	Freeman
Amanda Foncette	Member		Stacey Kingshott	Freeman
Alexandra Kitching	Freeman		Simon Rodgers	Freeman
Benjamin Black	Freeman		Roberto Rossi	Freeman
Victoria Shaw	Freeman		Scott Maynard	Freeman
Rachael Hanley-Browne	Freeman		Siobhan Monaghan	Freeman
Joanna Thorpe	Freeman	(from Associate)	Robbie Whitfield MBE	Freeman
Maire Sloman	Freeman	(from Associate)	Maggie Pedder	Freeman
Babajide Daniel	Member		Christopher Talbot	Freeman
Mark Dibble	Member		David Blackburn	Freeman
Juanita Foley	Freeman		James Moore	Freeman
Annette Saunders	Freeman		Neil Carberry	Apprentice
Louise Clements	Freeman		Christine Weston	Freeman
Uma Cresswell	Freeman		Philip Smith	Freeman
Jon Stewart	Freeman		Paul Griffiths	Freeman
Greg Bloomer	Member		Prof. Nelarine Cornelius	Freeman
Louise Hayward	Freeman		Caroline Paxton	Member
Gordon Whyte	Freeman		Nicole Chapman	Freeman
Stuart Gee	Freeman		Charles St.Aubyn	Freeman
Catherine Murray-Jameson	Freeman		Martin Corfe	Freeman
Holly McDonagh	Member		Rear Admiral Jude Terry OBE	Honorary Freeman
Zeus Patel	Member			

The Company is delighted to welcome all those who joined the Company in the last 12 months.

We do encourage you to spread the word about the Company and what we do to friends and Colleagues in the world of HR and do put them in touch with the Clerk or Assistant Clerk.

Membership and Fellowship

Different types of Membership Levels in the Company

The Company now offers several different membership levels to encourage more participation and enable individuals at an earlier stage in their career to get involved.

Apprentice – This is a limited level open to those at the very early stages in their career. The world of Livery and Guilds traditionally has always been about ensuring good quality training and career development and in the 12th century, when Guilds were first formed, this resulted in apprentices being bound to an Apprentice Master to learn their trade, be it a baker, a fishmonger or similar. This meant that any trade within the square mile was assured to be of good quality. In today's society the Company of HR Professionals follows this long established tradition and allocates a 'mentor' or Apprentice Master in old terminology to support our apprentices at the early stages of their careers.

Associate Member – Our Associate Members are all currently participating on the Company's National Leadership Programme or have completed the programme in the previous year. Associate membership lasts 2 years before the individuals are offered the opportunity to become either a Member or a Freeman of the Company.

Member – This is the most recently introduced membership level and is aimed at those individuals working in the world of HR who are fairly early in their career but also fairly experienced and established. It is anticipated that individual might remain at Member level for approximately 3 years, before moving to Freeman level.

Freeman – This level is aimed at established HR Professionals and those members who have been with the Company over 3 years.

Honorary Freeman – This is a limited membership level for those working in the profession.

The only difference between the Freeman membership level and the other levels is that: A Freeman can vote at Common Hall, a Freeman can be elected as a Court Assistant and finally the Company will support a Freeman to gain their Freedom of the City of London.

There is no hard and fast rules as to whether someone should join as a Member or a Freeman and the potential members is encouraged to think of a level when chatting with a representative of the Membership Committee during the applications process.

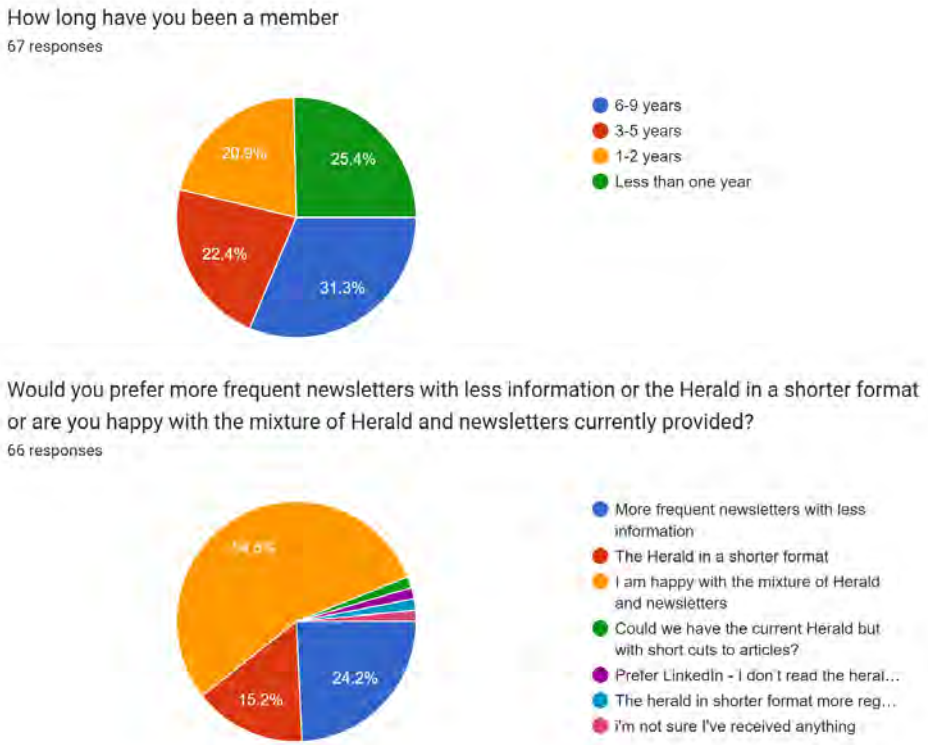
All categories of membership are invited to get involved in all aspects of the life of the Company including joining committees, assisting in fundraising, attending events, representing the Company at external events etc, and it is hoped that all members will engage as much as possible in the life of the Company.

Survey of Members

You may recall that we undertook a short survey of members to find out a little bit more information on what the Company is doing well and what we need to think about doing more of or better.

We had an excellent response with over 33% of the Company participating. The Clerk is currently trawling through the responses which will help to inform a number of decisions going forward.

Some initial feedback so far is below:



People join for the Fellowship and network opportunities provided by membership of the Company.

Members like the black tie formal events but most certainly want more informal events at low cost.

We will provide more feedback once the Clerk has had an opportunity to fully analyze the information, but do watch this space as we try to respond to what you told us.

Finally, thank you to all those who expressed an interest in joining a committee of short term working group, or indeed volunteers to be an Apprentice Master. Don't worry we will be in touch!

Short Term Working Group

The first response to the survey is a request for anyone in the Company who wants to get involved in a small group who can identify potential venues and plan/support some informal networking opportunities for members. It could be a pub or a café or any other type of event the group can think of ...

If you want to get involved do get in touch.

To kick this off we have a space reserved at the Prince Regent Pub, 71 Marylebone High Street, London, W1U 5JN on Wednesday 28th February 2024. All Members and potential members are welcome! Pop in for a drink and stay and long or as short as you like.

Freedom of the City

Just a reminder that any Freeman of the Company can be 'sponsored' to become a Freeman of the City of London. 2023 was the first year that the Company was able to sponsor individuals to do this and so far we have 24 Freemen of the City and HR Professionals.

They are:

Nicola Auret	Omar De Barry	Linda Henry	Caroline Sheridan
Michelle Boothroyd	Andrea Eccles	Richard Higginson	Stephen Sidebottom
Sallyann Brookes	Heather Greatrex	Jacquie Leitch	Nick Skinner
Janice Caplan	David Greenhalgh-Todd	Dimple Mistry	Nicola Squelch
Steve Cave	Julie Harrison	Elizabeth Newton	Andrew Wilkinson
David Cox	Danielle Harmer	Uday Shah	Vitaly Zybin

Once approved you will be invited to make your Declaration as a Freeman of the City of London.

The Company has two Declaration opportunities booked at the Guildhall on Monday 19th February and Monday 9th September 2024. We have also booked to attend lunch at Ironmongers following the declaration with any guests.

So what does it mean?

The Freedom of the City of London started around 1237 as the status of a 'free man' or 'citizen', protected by the charter of the City of London and not under the jurisdiction of a feudal lord. In the Middle Ages, this developed into a freedom or right to trade, becoming closely linked to the medieval guilds, the livery companies. In 1835 eligibility for the freedom of the City was extended to anyone who lived in, worked in or had a strong connection to the City. The freedom that citizens enjoy has long associations with privileges in the governance of the City.

Whilst no longer carrying many substantive rights and largely existing as a tradition, the freedom is a pre-requisite for standing for election to the Common Council and Court of Aldermen of the City of London. The Lord Mayor of the City must first become an Alderman, and hence must also be a Freeman.

There are multiple routes to gaining the freedom of the City of London.

The original three routes to the freedom, via the livery companies, still exist. An individual can become a Freeman of a livery company and once a Freeman of a livery company, an application can be made to the Chamberlain's Court for admission as a Freeman of the City, which requires approval from Common Council. It is necessary to become a Freeman of the City to advance to the livery company status of 'liveryman', or to hold an office in a livery company. Liverymen have electoral rights in the City of London in voting for certain offices.

There is a long-standing tradition of the City admitting women to the freedom. Although they are now usually called Freemen as well, but historically the term was free sisters.

As you can see this is another important step for us as we move towards becoming a Livery Company. When we achieve this status, our Freemen members who are also Freemen of the City of London will be able to become Liverymen of what will by then be the Worshipful Company of HR Professionals.

Not forgetting that Freemen of the City have the traditional right to herd their sheep over London Bridge! The Worshipful Company of Woolmen organise an annual event to facilitate this normally in September. This is a very popular event and early booking is required!

If you are a Freeman of our Company and you would like to become a Freeman of the City of London then please do get in touch with the Clerk or Assistant Clerk who will be more than happy to support you.

Your Charitable Trust's Year in Review

Thanks to the many members of the Company of Human Resource Professionals who have set-up a direct debit this year, we have been able to support a record number of projects:

- The Talent Tap – a social mobility charity for young people, specifically supporting 85 mentoring relationships
- Parkfield Lighthouse – supporting employability training for those facing mental distress
- Key4Life – inspiring young offenders to develop skills for re-entry to the workplace, with closer ties with our pro bono volunteers for CV reviews and interviewing techniques.
- Clapton & Hackney Sea Cadets – our fantastic guards of honour at our events and supporting their training to enable employability.

Your support at the Charitable Dinner meant great support to the Military Wives Choir, and a wonderful donation in our name supporting the cross-livery initiative City Harvest. We were not able to support all applications this year and still need your help to give back and make a difference.

How to get involved!

Please continue to donate here – one-off, via your employer, or set up a direct debit.

Find out more about how your support has helped the above projects through being introduced and completing a case study template.

Apply to join the Court's new fundraising committee – particularly those who may have fundraising experience. We have a huge £90,000 target to help us achieve the next stage of Livery status and need the ideas and support of many to get there. For example, lead a City Bridge Walk, host a quiz night and any other ideas!

Your Human Resource Professionals Charitable Trust Needs You!

Giving back is a key principal of the Company. Our Company's Charitable Trust is one way by which to fulfil this principle. 2023 has been a remarkable year for the Trust because of your support! Through your generosity we were able to support six small charities and City Livery initiatives in line with our charitable objectives. We made some changes to our website application process and received a record number of applications.

As we move into 2024, we are now seeking for a new Trustee to join us with the key aim to help better define our Grant-making process through helping to develop our Grant policy and processes. We meet 5 times per year and estimate that this role will need around 3-5 extra meetings and extra volunteer time to review and develop the policy and procedure, with our support.

Are you, or do you know anyone, with experience in developing grant-making policy? This could be someone who is a member of your own company's Foundation or ESR committee, or perhaps a development opportunity for a colleague.

Could you please consider and share this trustee request?

Any questions, please email Chair - Nikki Squelch - nasquelch@hotmail.com

Become a trustee. We are looking for a trustee with the knowledge, skills and experience of awarding grants to help assure and improve our grant-giving processes. This may be suitable for someone you know too, perhaps from your CSR committee.
Please email nasquelch@hotmail.com if you want to apply or need further information on any of the above.

Best wishes for the season!

Pro Bono

The Pro Bono group has had an incredibly busy year and has delivered a number of successful webinars for small charities. These have all been online and lasted one hour. The webinars have included masterclasses on Recruitment and Selection and Performance Management to name a few and these virtual events can now be run again in the future for other charities if requested.

The Committee is also currently working with the Army Cadets to look at how young people can describe the transferable skills they learn from participation in a youth organization in an interview situation. This project is very much in the early phase but is an important area and one the Company is delighted to be involved with.

The Committee also developed a HR Health Check, which was piloted by a charity called 'We Hear You'. The CEO gave it a ringing endorsement and it forms another opportunity for the Company to give back.

Become A Capel Manor College Governor, Help Change The Environment and Support People into Employment

Capel Manor College is London's only environmental and land-based college. We deliver further and higher education courses at six campuses around London, manage an organic farm and two zoos, and open many of those facilities to the public including over 30 acres of gardens at Capel Manor House in Enfield. Around 3000 students, being a mixture of school leavers and adults studying from foundation to degree level, undertake courses in horticulture, arboriculture, animal management, landscaping, floristry, and conservation. We also offer a range of specialist courses in saddlery and shoemaking.

Capel Manor plays a vital role in the green agenda for the capital, equipping the next generation with the skills and knowledge needed to help preserve and protect London's wildlife, parks, and green spaces. We work in partnership with the Royal Agricultural University, The Royal Parks, the Royal Veterinary College. and several City of London Livery Companies.

We are a diverse college that strives to be outstanding in everything we do. This role would see you sharing and developing your knowledge, whilst positively influencing Capel Manor's students, staff, and London's green future.

We are committed to being open and fair and we value diversity so are keen to involve people of all ages and cultural backgrounds. It is important to us that we reflect our student body and the communities we serve.

The role is hands-on in shaping the strategy and ethos of the College. Although unpaid, as a Capel Manor Governor, you can attend public and private events at our London campuses where you will enjoy our award-winning gardens, zoos, organic farms (and produce) and can embrace nature in all its educational forms.

We are happy to hear from people at any stage in their career and are seeking some specialist knowledge to support the board and senior leaders in relation to people and HR which remains a significant gap on our current board. With a recent Ofsted rating of 'requires improvement', a completely new leadership team and a new Chair taking over early next year, it is important the board develops its own contribution towards success.

The College has a programme of committee meetings each term, and there are four full board meetings each year sometimes with a campus tour. Capel Manor's Governors tend to devote around 10 hours each month, some attending meetings in person and others via remote engagement. There may also be opportunities if you have the speciality skills we need but cannot commit to a full board role.

If you are interested in working with Capel Manor, please contact Freeman of Company James Bryan for an initial informal discussion.

James Bryan – james.bryan@capel.ac.uk
www.capel.ac.uk

HR National Leadership Programme

The HR National Leadership Programme was established by the Company in 2018 as an executive education programme for HR professionals. It is rooted in individual learning and reflection; and led by experienced HR professionals. It has been developed for:

- Senior HR leaders who want to round out their experience and have more impact as part of anexecutive team,
- Up and coming HR managers/leaders looking to develop themselves for larger roles in the future, and
- Successful HR Directors who want to build their professional network, connect into wider external professional debates and bring new perspectives about people issues into businessstrategy discussions.

The programme combines masterclasses and mentoring sessions to form a core curriculum based on the latest thinking in the key learning requirements of high- potential HR professionals.

Delegates will participate in masterclasses delivered by experts in their field and will be mentored by senior HR professionals, who will provide personal insight and individual development support throughout the programme.

This is a one-year programme offering access to a network of senior HR Directors and specialists, all of whom are thought leaders in their field. The programme will be delivered remotely, through webinars and a leading-edge mentoring portal; there will also be opportunities for attendees to meet in person throughout the year and to participate in our wider membership events.

To find out more information please scan the QR code or have a look on our website at www.hrprofessionals.org.uk/hr-leadership-programme/

If you have any questions please contact Mary on info@hrguildleadershipprogram.org.uk

Associate Members of the HR Company receiving their certificates for completion of the HR Leadership Programme.

Company Burns Supper Jointly with Master Mariners and Scriveners

Thursday 18 January 2024

We are delighted to announce that the Company of HR Professionals will once again hold a Burns Supper jointly with the Honourable Company of Master Mariners and the Worshipful Company of Scriveners.

The Supper will be held in the RAF Club, 128 Piccadilly, London, W1J 7PY on Thursday 18th January 2024.

The event is a Black tie event but Highland dress and Tartan is extremely welcome.

The event promises to be very entertaining with the traditional elements of a Burns Supper.

The event includes a sparkling wine reception, three course dinner with wine and port followed by Coffee with Shortbread and tablet.

The Cost is £100 per person.

Please do book your places to ensure you don't miss out on this excellent event. Closing date for booking is 8 January 2024.

Booking Link

HR Company Declaration Lunch with Freedom of City Declarations

19 February 2024

The HR Company will hold a Freeman and Member Declaration Lunch at Ironmongers' Hall on Monday 19 February 2024. The Ceremony will take place at 1200 prior to Lunch at the Hall.

In addition, Freemen of the Company who are attending the Freedom of the City Declaration Ceremony at the Guildhall will also join this lunch.

This event is open to any Member of the Company and their guests. The cost of the lunch is £68.00 per person.

For full details and booking please click here.

Informal Networking and Drinks Evening

28th February 2024

One of the requests they came out of the recent survey was for more informal and low cost events. As a result of that we have booked a room at the prince Regent 71 Marylebone High Street, London W1U 5JN on Wednesday 28th February 2024.

We look forward to seeing and meeting lots of members on the 28th.

For full information and booking please click here. Booking is not essential but helpful.

Company Events Diary 2024

Date	Day	Time	Event	Venue
January 2024				
18-01-24	Thurs	1830	Burns Supper	RAF Club, 128 Piccadilly
February 2024				
19-02-24	Mon	1200 -1430	Monday Lunch and declarations	Ironmongers' Hall
28-02-24	Wed	1800 -2130	Informal networking and drinks (private room booked)	The Prince Regent
March 2024				
15-03-24	Friday		United Guild Service and lunch	St Pauls
April 2024				
24-04-24	Wed	1830 -2200	Charity Fundraising Event	Vintners' Hall
May 2024				
TBC			Informal event	TBC
June 2024				
10- 06 -24	Mon	1200 -1430	Monday Lunch and declarations	Ironmongers' Hall
July 2024				
03-07-24	Wed	1830 -2200	Summer BBQ	Doggett's Coat & Badge
September 2024				
09-09-24	Mon	1200 -1430	Monday lunch with declarations	Ironmongers' Hall
October 2024				
09/10/24	Wed	1830 -2200	Installation Court Dinner	Vintners' Hall
November 2024				
09-11-24	Sat	0800 - 1500	Lord Mayors Show	City
December 2024				
TBC	Mon	1200 -1500	Festive Lunch	Ironmongers' Hall

Membership

Nominations for new members can be made by supplying the contact details of the nominee in the first instance to the Clerk of the Company at info@hrprofessionals.org.uk
Applicants are welcome to apply Online by visiting our website on
www.hrprofessionals.org.uk

Twitter Account

If any HR Company Members would like to tweet or re-tweet Guild news or events, the twitter handle is @guildhrprofs Company of Human Resource Professionals

The Company of HR Professionals, PO Box 2647, Kings Langley WD4 4EP

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