

# NAVIGATING IMPORTANT MILESTONES

If you are an HR Professional or an expert providing advisory services impacting an organisation's people activities, or someone who leads an organisation operating in the field of human potential, then we would like you to know about us. Why? Because we are the Charitable Trust of The Company of Human Resource Professionals and our activities serve three key purposes.

1. To provide grants to smaller charities who focus on employability or improving workplace culture,
2. To provide bursaries to charities who are educating their staff and volunteers to enhance their services in relation to employability or workplace culture, and
3. Through this impact to achieve the ultimate accolade for the human resource profession which is the final promotion from Company without Livery Status to Worshipful Company. This will enable us to stand proudly as peers with the other 112 professions who have attained this status.

Clearly our overriding purpose is to deliver on our Objects (see Page 2) through prudent grant-making, partner recognition, or pro bono services. Can you or your organisation help us to achieve our three stated goals? Here is how you can help us.

\* **For an individual** it may be by a personal monthly or one-off donation of small or modest amounts upon which the Charitable Trust may be able to claim gift aid. This may include the opportunity to volunteer or fundraise for us and apply your Company's matched-giving scheme.

\* **For an organisation**, it may be by proposing the Human Resource Professionals Charitable Trust for a grant to support our work or participating in our awards to identify outstanding organisational practice in the fields of employability and culture. It could even be by matched funding where some firms match a donation or fundraising initiative by their employees.

Or maybe your firm wishes to demonstrate its ESG credentials by investing in our Charity which makes community investments to diverse and inclusive populations.

\* **There is also the option to become a personal or organisational patron of the Charitable Trust (see the back page).**

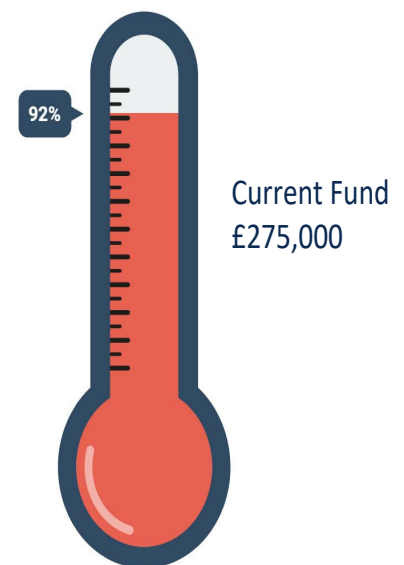
This publication tells you everything about our journey to deliver the best outcomes for our charity and our aspiration to attain the ultimate accolade of The Worshipful Company of Human Resource Professionals in a way that recognises both your personal contribution or that of your organisation. It also shares our grant-making since our formation in 2019, and our future plans.

Thank you for your support.



**Nikki Squelch**  
Chair of the Human Resource Professionals Charitable Trust

Target  
£300,000



## Fundraising Target

In order to achieve Worshipful Company status there is a mandatory requirement for the Human Resource Professionals Charitable Trust to hold funds net of grants of £300,000 at the time of application. This is a universal requirement for all Worshipful Companies. Can you help us?

## CONTENTS

**Page 1:** Message from the Chair of the Human Resource Professionals Trust

**Page 2:** About Us – Structure and Trustees

**Page 3:** About our work

**Page 4:** Supporter and Patron Recognition

## About the Company of Human Resource Professionals

The Human Resource (HR) Professionals Trust is registered with the Charity Commission and is an independent arm of the Company of Human Resource Professionals (the HR Company). So what is the difference?

The HR Company serves the following core purposes:

1. To advocate and promote the HR Profession
2. To help others into the profession and through the profession
3. Provide learning and personal growth through a common community and shared occupational beliefs. Examples include the HR National Leadership Programme and the NED for HR Leaders Programme (the latter with our professional partners).
4. To promote ethical business practices to support the individual, the organisation, the relevant business sector, and the City of London alongside the Lord Mayor.

It is led by a Master (effectively the Chair) and Wardens who set the strategy, finance, operational elements, and activities with full accountability to the Court (effectively the wider Board). The Company is accountable to the Court of Aldermen, led by the Lord Mayor, at the City of London Corporation and guided by a Sponsoring Alderman who sits on the Court and has oversight of the Company's activities and finances.

It is a requirement that the Charitable Trusts of livery companies are independent from the Court and their day-to-day activities, so the Charity is governed by separate Trustees. What is their purpose and remit?

## The HR Professionals Charitable Trust and its Trustees

It is the duty of the Trustees to govern the Charitable Trust, to ensure the safety of the Charitable Trust's funds, and to make prudent decisions in both their grant-making and professional advisors including their investment managers. As well as reporting on the finances and performance of the fund, it is also their duty to assess the impact of their grant-making on the organisations receiving awards. The Charity's objects - as approved by the Charity Commission - are the advancement of personnel management for the public benefit through:

- Advancing education and training in developments in the practice of Human Resources, including methodologies to promote effective workplace culture.
- Awarding prizes for innovation or excellence in human resource practice which support humanity at work.
- Awarding bursaries and grants to support developments in workplace culture and other aspects of people management which improve working lives. This would be for the benefit of charities, community groups and other not-for-profit organisations.

- Providing benevolence to charities who facilitate employment or re-entry into the workplace via training or the provision of tools and resources.
- Supporting the City of London Corporation and the Lord Mayor of the City of London with their initiatives which create employment or improve working lives.

Our Charity Registration Number is 1183708. Please find below the Trustees of the Human Resource Professionals Charitable Trust

### The Trustees

#### Trustees: The Human Resource Professionals Charitable Trust



Chair - Nikki Squeelch  
Experienced People  
Engagement & Charity  
Leader, Consultant.



Sathyah Kamalanathan  
Senior HR Leader



Ranjani Kearsley  
Senior HR and  
Investment Leader



Sian Keall  
Solicitor  
Partner, Employment and  
Business Immigration and  
Board Member



Geoff Morgan  
Past Master Firefighter  
Retired HR Leader



Alexandra Kitching  
Senior Pensions & Benefits  
leader



Jonathan Traynor  
HR Leader  
Head of HR Services,



Dr Ian Wingfield  
Human Resource Professional,  
Clerk (Communicators) and  
Government Affairs Strategist

### Beneficiaries of Grants from the Human Resource Professionals Trust

A key driver in Trustee decision-making is to uphold high standards of Diversity, Equity, and Inclusion and to ensure that investment strategies are compliant with Environmental, Social, and Governance (ESG) principles. To this end, grants have been made to diverse charities that might not attract funds from larger organisations. Here are some of the organisations that have been supported by the Trust covering employability, social mobility, neuro-diversity, and Severe learning difficulties.



Young bakers from Jubylee Bakes are recognised for their quality produce.

## Who we have supported in the past:



### The Impact of our Charitable Donations

Here are how some recipients have benefitted from our grants.

**Jubylee Bakes**, a West Sussex charity which delivers "special bakes by special people" recently secured a grant towards their training for their young people and helpers. This was invested in Health and Safety Training and First Aid for almost all their 20 bakers and the supervisory team that support them. A Past Master from the HR Company was delighted to witness their certificate giving ceremony in March 2024.

**The Talent Tap** is a social mobility charity who work with 16-24 year old students in the most socially deprived areas across England. Providing advice and mentoring alongside residential work experience, the Talent Tap strengthens employment potential, empowering its students to stride beyond the barrier of socio-economics and geography. Granted £2,500 towards the development and improvement of their mentoring software, the award supported nearly 80 mentorships.

*"The Talent Tap has shown me that it's OK to dream big and want a great career, and has shown me what it takes to make that happen"* Thomas

*"I've been helped to portray the best version of myself to not just business professionals, but to everyone I come across in life"* Miray

**Parkfield Lighthouse** is a long-standing Teeside mental health charity. The charity's drop-in centre provides a community hub and was awarded £1000 to support service users prepare for re-employment. There was some limited success with this pilot, and, with agreement, the charity trialed cooking classes and healthy eating sessions as the stepping stone to conversations to improve confidence for job-readiness.

**Key4Life** is a charity that offers programmes to young offenders and those at risk to improve their emotional resilience and avoid re-offending. The Charitable Trust was pleased to award £1,800 to help cover employability support for 30 individuals. This support included one-to-one sessions with employment advisers, CV writing, interview skills, and support to meet with prospective employers.

*"My life was going nowhere – same old circles and dead ends. Key4Life has worked miracles – they pulled me out of a dark hole and put me on the ladder to making my life great again"* Brad.

In addition to the small grant, Key4Life are connected with the Pro Bono Committee who are providing key mentoring support to their programmes.

**Clapton & Hackney Sea Cadets** aims to give individuals an experience that will help them grow into the person they want to be in a safe and friendly environment. We were able to award £1000 to support their youth members and young volunteer leaders to increase and enhance their employability skills through a wide variety of courses. The courses supported up to 30 individuals to gain self-confidence, to apply for paid work and to improve their self-discipline and self-worth to attend work.

The HR Company also offers **free places to charities on the HR National Leadership Programme** which resulted in us being named a Charity Champion in the Lord Mayor's Appeal 2022 Impact Report.

# Recognition for our Charity Supporters and Patrons

Charity Supporters and Patrons will not only help us make more impact to our grant beneficiaries but will lead to the Human Resource Profession standing amongst all other “trades” as a Worshipful Company. For any individual or organisation contemplating giving their support, we cannot thank you enough as your contribution will have a double benefit to our charity fundraising target and those who we seek to help.

Here is how you can contribute to this aim.

- 1. Individuals** can make a one-off gift to the Charitable Trust or sign-up for regular giving.
- 2. Organisations** can either match donations made by their employees to the Charitable Trust or make a one-off donation or perhaps support the Trust over three successive years.
- 3. Organisations can become a Partner or Patron** of either The Company of Human Resource Professionals or The Human Resource Professionals Charitable Trust depending on the level of visibility that they seek for their contribution.

Any donation above £1000 will be gratefully acknowledged by the Chair of the Charitable Trust as a much appreciated **Special Gift**. Individuals or organisations which donate £10,000 or more will be recognised as a Patron and acknowledged via the Patrons Board which will be displayed at all HR Company main events.

**Patron status also has the following additional benefits**

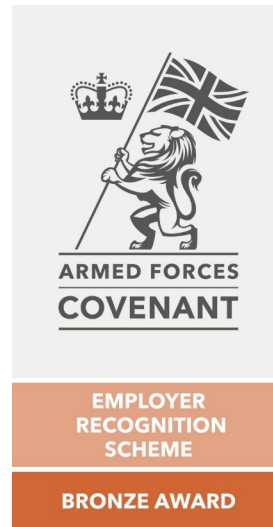
## Patrons Scheme

The Company's Trust offers Patron status to all individuals and organisations donating £10,000 or more. Patrons receive the following benefits:

Opportunity	Patrons
Acknowledgement on printed collateral for events including menu cards, programmes etc;	✓
Acknowledgment in the Master's or Warden's Speech and relevant events	✓
Free attendance at formal events and dinners (c.£125 average cost)	Two places in the year of donation
Acknowledgement in each Herald (The Company e-zine);	✓
Acknowledgement in a supporters section of the Company's website with organisation details and link	✓
Included in the annual Partners and Patrons board displayed at all formal events and the permanent version in due course	✓

There is a further Corporate Partner Scheme available via The Company of Human Resource Professionals which is for organisations who provide expert services to the profession and wish to have a highly visible on-going alliance with our community. Corporate Partners can specify if they'd like part of their sponsorship to go to the Charitable Trust. Full details are available from Karen Fulton, the Clerk, on [clerk@HRprofessionals.org.uk](mailto:clerk@HRprofessionals.org.uk)

Finally, donations to or patronship of either the Human Resource Professionals Charitable Trust or the Company of Human Resource Professionals enables us to support other vital entities including the Armed Services or the City Livery Harvest Van and here are recent awards conferred upon us for such contributions.



Recent Awards to the HR Company

Thank you for considering how to support the Human Resource Professionals in our journey to deliver more to beneficiaries and to achieve the ultimate accolade for our profession that of elevation to The Worshipful Company of Human Resource Professionals.

For further details please email [Clerk@HRProfessionals.org.uk](mailto:Clerk@HRProfessionals.org.uk) and you are welcome to direct your enquiry to any of the following who would be delighted to hear from you

**Master, Stephen Sidebottom (2023-2024)**  
**Chair of the Human Resource Professionals Charitable Trust, Nikki Squelch**  
**The Clerk of the HR Company, Karen Fulton.**

*The Human Resource Professionals Charitable Trust is a CIO registered organisation with the Charity Commission with the registration number 1183708*



The Military Wives Choir at the Charitable Trust Dinner July 2023.