



# THE HERALD

*the Newsletter of the HR Guild*

Edition 12 - July 2019

## WE ARE CHANGING AND WANT YOUR INVOLVEMENT

Freeman and Court assistant Richard Higginson will shortly join the editorial panel of the Herald and we invite other members who have an interest in helping us produce this newsletter. In addition to this, and the first of these is included today, will be a regular article supplied and written by members and/or organisations who have something to say in the people space. Please, if you are interested and want to help or just have an idea for inclusion in the next or any future Heralds, please contact in the first instance the assistant clerk at [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk).

Featured in this edition:

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## SUMMER DRINKS JULY 1st 2019

A large number of our members, their guests and friends of the Guild attended our first ever summer drinks. This event, which was sponsored by one of our corporate partners Workday, is the first of its kind for us and replaces the usual summer dinner. The intention of varying our events is to ensure we have a balance between more formal events and events which are a bit more relaxed and priced accordingly. Blessed with great weather, live music and the wonderful catering and setting of Stationers' Hall, almost 150 attended what we hope will be a regular feature of our annual calendar.



Members and guests enjoying the Summer Drinks Party at Stationers' Hall

## JUNIOR WARDEN AND FREEMAN

Prior to the summer drinks the court were delighted to install Freeman Andrea Eccles as Junior Warden and made a number of loyal and long standing members Freeman of the Guild. A full list is detailed below:

- ❖ Sally Hopper
- ❖ Ian Nicholson
- ❖ Lyn Watson
- ❖ Linda Henry
- ❖ Sallyann Brookes
- ❖ Chris Woodman
- ❖ David Greenhalgh
- ❖ Nicola-Anne Foster
- ❖ Stephen Sidebottom



The new Freeman being sworn in by Master Danny Harmer



Andrea Eccles, following her investiture as Junior Warden of the Guild

**Save The Date**  
**16th October 2019 Installation & Dinner**  
**Barber-Surgeons' Hall**

# THE AUTISM EMPLOYMENT GAP

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On the 16th January the Guild held a talk on Maximizing Neurodiverse Talent in the Workplace and we were delighted to have as our guest speakers Dr Brett Heasman from DARE and Jon Spiers the CEO of Autistica. The talk was both insightful and very well received and as a follow up we asked our distinguished speakers to write an article that we could share with the wider membership.

## **Autistic people possess valuable skills...but businesses are missing out on them**

There are about half a million autistic adults in the UK. Autism covers a very broad spectrum of abilities and challenges, but because autistic people may communicate and express themselves in unique ways, underlying talent is rarely given the chance to flourish. Indeed, research evidence shows that many autistic people often outperform neurotypical people in many work-relevant ways, including spotting patterns in complex data, concentrating on difficult tasks for long periods, avoiding 'groupthink', maintaining very high standards of integrity, loyalty and honesty, approaching problems logically and rigorously, and creative problem solving.

But employment rates among the autistic population are startlingly low: only 16% of diagnosed autistic adults are thought to be in full time employment. Companies are missing out on a potentially vast talent pool that in many cases could make a real difference to the bottom line. And in the current employment context, when finding skilled, loyal staff is becoming ever more challenging, autistic people ought to be part of every company's hiring strategy.

The skills that many autistic people have could bring commercial potential in a wide range of situations and sectors. There's growing interest in autistic employment from companies in fields such as banking, software and cyber-security but the potential goes far wider. By making small changes to the way you recruit, assess and support staff, your company could see a significant improvement in performance and profit, as well as supporting one of the most disadvantaged communities in society today. In some cases, the results can be extraordinary.

## **Accessing autistic talent is not difficult but requires expert guidance**

The best ways to attract and retain autistic talent are not yet fully understood, but research suggests some no-cost or low-cost changes could go a long way to allowing businesses to access the talent that they're missing. We all know, for example, that traditional interviews screen for people with good interview skills, not those who are best at the job. That problem disproportionately impacts autistic people, given they can find social situations more challenging than typical applicants: the result is that less obviously, because autistic stereotypes are not representative, identifying roles that might be best performed by autistic people is not a trivial exercise. Doing so requires real expertise.

## **Introducing DARE: Discover Autism Research and Employment**

DARE is a globally unique joint initiative by national autism research charity Autistica and academics at University College London. DARE provides bespoke, expert advice on identifying roles and developing recruitment and retention processes that help businesses implement a comprehensive neurodiversity strategy to maximise autistic talent. DARE uses the latest measures from the frontier of research to generate powerful insights on employee aptitudes across the spectrum, organisational culture, and the adjustments used and barriers faced in maximising the talent of autistic employees. Our systematic approach to gathering data underpins an ongoing research programme generating insights, tips and training for companies of all sizes and sectors. Companies can also carry out more in-depth, bespoke research through DARE at a fraction of the cost of commissioning a stand-alone study or evaluation.

For more information on DARE and autistic employment, contact Dr Brett Heasman on [dare@autistica.org.uk](mailto:dare@autistica.org.uk) or visit [www.autistica.org.uk/dare](http://www.autistica.org.uk/dare)

## KEY GUILD & LIVERY EVENTS

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### Annual Networking and Educational Event - People\_Tech

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As part of a relationship that the Guild has in place with HR Consultancy LACE Partners – of whom Aaron Alburey is founder – we have been able to negotiate some complimentary tickets to an annual networking and educational event they run called ‘people\_tech’.

All Guild members will be eligible to attend this event, which is based at Illuminate at the Science Museum, on **Thursday 10th October.**

People\_tech will bring together senior HR professionals with some of the latest technology providers in the market to discuss and debate some of the key themes from a recent whitepaper LACE produced with input from our own Master Danny Harmer called HR On The Offensive.

Each Guild member is also eligible to receive a complimentary copy of the whitepaper, which discusses how HR Teams need to ‘step out of the shadows’ and position HR as one of the drivers of differentiation for each business.

**If you’d like to take up this option of a complimentary ticket then please use this link:**

[www.eventbrite.co.uk/e/people-tech-2019-tickets-66167337287](http://www.eventbrite.co.uk/e/people-tech-2019-tickets-66167337287) to register your place. The exclusive code for HR Guild members to register is **HR-Guild**.

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### Installation and Dinner - Barber-Surgeons' Hall- 16th October 2019

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Installing a new Master is an important part of the Guild and we hope that you and your guests will be there to welcome our new Master, Paul Hucknall. This year we will be holding this event at the Barber-Surgeons' Hall.



This is the first time that we have held an event at this prestigious Hall. The history of the Barber-Surgeons' Hall dates back to the 1440's but it has been rebuilt twice, firstly following the great fire of London in 1666 when most of the building was destroyed and again on 9th December 1940 when the Hall and surrounding area was almost totally destroyed by incendiary bombs. On 13th May 1969 the new Hall was

opened by Her Majesty Queen Elizabeth the Queen Mother who graciously accepted the Honorary Freedom of the company.

I think you will all agree that this is a wonderful setting for the Installation and we would like to advise you all that the booking for this event is now open. If you would like to book your tickets please do so through our online booking system via the link below:

[www.hrprofessionals.org.uk/installation-annual-dinner-booking-form/](http://www.hrprofessionals.org.uk/installation-annual-dinner-booking-form/)

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## Treloar's Gala Dinner at the Mansion House

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### An Invitation From Treloar Trust | Working For Students With Disability

#### Treloar's upcoming Gala Dinner at the Mansion House on Tuesday 17th September 2019

Treloar's is a remarkable School and College in Hampshire which provides education, care, equipment and opportunities to some of the UK's most physically disabled children and young people. Founded in 1907 by the Lord Mayor of the City of London, Sir William Purdie Treloar, Treloar's has been at the forefront of disability education and care for over 110 years and is one of the largest and most highly respected non-maintained provisions of its kind in the UK.

I am pleased to confirm there are still tickets available for the Gala Dinner. We would love for your company to attend. Please note also that you do not have to purchase a table of ten – individual tickets are available.

To book your ticket, please complete and return the attached ticket application form, call the events team on 01420 547447, email [events@treloar.org.uk](mailto:events@treloar.org.uk) or visit our online ticket shop:  
[www.jumblebee.co.uk/MansionHouse19](http://www.jumblebee.co.uk/MansionHouse19)

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## Lunch Following the Election Of The Lord Mayor at Stationers' Hall

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### An Invitation from Stationers' Hall:

#### Wednesday, 2nd October 2019

The Master and Wardens of the Stationers' Company would be delighted if you and your members would care to join them at Stationers' Hall for lunch following the Election of the Lord Mayor on Wednesday, 2nd October 2019.

Drinks will be served in the Court Room from 1.00 pm and a three-course lunch with red and white wines and a glass of port at 1.30 pm. The charge is £67 (inc. VAT).

We will require final numbers and dietary no later than Friday 14th September.

**To make a booking please contact the assistant clerk, Debbie Alder-Bentley at  
[info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk)**

Please note: The Guild will be invoiced after the event for your booking and we will then invoice you for payment.



## *Events Diary at a Glance*

Date	Event
September 2019	New Members & Networking Evening - Date and venue to be confirmed
17th September 2019	Treloar's Gala Dinner at the Mansion House
23rd September 2019	Court Meeting - Guildhall
30th September 2019	HR Guild National Leadership Programme - End of First Year Celebration- The Guildhall
2nd October 2019	Lunch Following the Election Of The Lord Mayor at Stationers' Hall
10th October 2019	Annual Networking and Educational Event - People_Tech at the Science Museum
16th October 2019	Installation & Annual Dinner - Barber-Surgeons' Hall
November 2019	Common Hall Meeting - Date and venue to be confirmed
12th December 2019	Christmas Carol Service - at St Martin-within-Ludgate followed by Christmas Lunch at Stationers' Hall (optional)

### **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 Guild at [info@hrprofessional.org.uk](mailto:info@hrprofessional.org.uk)

**Applicants are welcome to apply Online by visiting our website on**  
[www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)

### **Twitter Account**

If any HR Guild Members would like to tweet or re-tweet Guild news or events, the twitter handle is [@guildhrprofs](https://twitter.com/guildhrprofs)

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