



# THE HERALD

*the Newsletter of the HR Guild*

Edition 15 - March 2020



## AGAINST ALL THE ODDS!

Guild Members and  
their guests enjoy the  
splendor of the  
beautiful Saddlers' Hall



Thank you to all those who felt able to attend the recent Guild dinner for our charity. Hardly scientific, but anecdotal evidence suggests that the recent dinner, apart from raising the second highest bidding total ever for our auction lots, seems to have been regarded by a lot of those attending as one of our best events. This success was made possible by the determination and support of our members and their guests.

It is often difficult in times of national crisis to think longer term, but the world of Livery and Guilds have endured through arguably even more difficult times than this. The Guild will not be thrown off course at this time as we are determined to push forward with our aims and objective of achieving Livery status. This is not just about our status in the world of Livery but our ability to make a real difference to the lives of those less fortunate than ourselves and, as evidenced at our recent event, our members are a determined bunch!

We were particularly pleased that our supporting Alderman and former Lord Mayor Sir Peter Estlin and his wife Lady Lindy Estlin were able to join us and take their rightful place at the top table.

Once all the accounting and costs have been managed, we will be announcing to the membership exactly what we have raised for our Charitable Trust. This fund raising, along with the generous support for the Trust from our corporate partners Workday, means that we are making real progress towards our financial targets for the Charitable Trust.

Many thanks once again.

## Featured in this edition:

- **Support and Fellowship for HR in this time of crisis..Page 1**
- **A Message from Lex Verweij - Chair of Pro Bono..Page 2**
- **Membership..Page 3**
- **Its All in the Mix - Growing the Court..Page 3**
- **Your Guild Needs You.. Page 3**
- **Dates for Your Diary.. Page 4**



Above: Guests take part in Heads & Tails which raised an amazing £1,500.00!



Above: Catrina Smith is presented with her certificate by the Master, Paul Hucknall, in honor of becoming a Freeman of the Guild

## SUPPORT AND FELLOWSHIP FOR HR IN THIS TIME OF CRISIS

The Master in his letter to the membership set out some of the ways that we as a Guild are doing things to help our members and support each other at this time. To this end we are setting up a fortnightly meeting via Zoom for all to join.

The purpose of the informal meetings is to provide our members with a safe environment in which they can share their experiences and approaches with peers and focus on their own wellbeing and that of their teams.

HR can be a challenging and lonely role, with huge responsibility. We are great at supporting others, but not always so great at looking after ourselves. This is an opportunity for us all to take some time to do just that. Also, there is a great pool of knowledge and expertise within the HR Guild, this is an opportunity to share that and to support others during this time of crisis.

The meetings will be scheduled in for an hour every other Wednesday, commencing 8th April from 12-1pm.

We recognise that there is no ideal time for such a call during this crisis, as our members continue to work hard to support their organisations and businesses. However, we wanted to ensure the timing helped support our own wellbeing by enabling us to take an hour within our working day to have our lunch, and to stop and reflect with other HR professionals.

Meeting invites to all of our members will be sent out by our Clerk.

We look forward to seeing you in the calls and please do reach out to any of us in the meantime, contact details below:

- Master, Paul Hucknall - paul.hucknall@quilter.com
- Senior Warden, Annette Andrews - aandrews1095@gmail.com
- Middle Warden, Andrea Eccles - AndreaEccles@cityhr.co.uk
- Junior Warden, Aaron Alburey - aaron@lacepartners.co.uk

---

## **A Message from Lex Verweij - Chair of our Pro Bono Committee**

---

The members of the HR Guild are strongly committed to “giving back” in the form of pro bono work. As a member of the HR Guild you have the resources experience around you to truly make that happen. We are very pleased to announce the start of our Pro Bono Committee. Drawing upon the valuable experience of our members, we commit ourselves to give back to society with our professional HR experience.

Since our kick-off in January we have now engaged with the Sea Cadets to modernise their cadet job market preparation training. The Sea Cadets deliver many recruits to our Royal Navy but many others rely on finding a job in the private sector and we will help them to be better prepared. The project is due to start later this month and while the COVID-19 restriction will delay us, we intend to continue working remotely where possible. We have several new initiatives underway and while the current projects are mostly focussed on helping the less well positioned job seekers, there are many more HR related initiatives we can think of together.

This is not just a committee doing this work, it is about connecting all members to pro bono projects. While the current situation with COVID-19 is likely impacting your day to day work as HR professionals, we still encourage you to reach out to [audrey.j.smith@talk21.com](mailto:audrey.j.smith@talk21.com) for the current Sea Cadets project if you have experience and/or company resources to share for the design and delivery of training around job seeker preparation. You can also reach out to [lex.verweij@gmail.com](mailto:lex.verweij@gmail.com) to share your interest in and ideas for pro bono work in general.

## MEMBERSHIP

---

As you should be aware, we operate a quarterly renewal process and recently we have been encouraging those due to renew to move to a direct debit approach – eventually we hope that all members will pay in this way. A further development in the medium term is to move to one annual renewal but we will keep you up to date with moves to this new approach.

Membership renewals are hardly a priority for people at the best of time, but our financial security is dependent upon the fees for membership so here is some guidance:

- It is understood, particularly for our members who are perhaps not part of a large organisation, that payment at this time may be more problematic
- A plea – do not cancel your membership because of temporary issues
- If you need an extension or a different approach to paying your annual membership cost, please just contact us
- We will work with our members who remain committed to the Guild but may be experiencing temporary difficulty.

The Court has committed itself to several developments regarding membership, not least increasing our numbers significantly over the next few years and the chairman of the membership committee, Freeman Andrew Trapnell describes some of the work of this very important committee elsewhere within the Herald.

## IT'S ALL IN THE MIX - Growing the Court

---

A recent but hugely important development has been opening the Court membership to the wider membership and ensuring that the Court assistants are elected from our own membership but also that we accelerate progress towards achieving a more diverse and balanced Court. Diversity and balance across a whole range of indicators, age, experience, gender and ethnicity. To this end we have recently invited from the membership, nominations for the role of Court assistants and newly elected Court members are as follows:

- Julie Harrison
- Vitaly Zybin
- Lex Verweij
- Stephen Sidebottom
- Steve Shaw

The Court officers are always keen to hear from members, their thoughts on possible new Court assistants and indeed whether they themselves may be interested in supporting the Guild in this way or through any of the other committees – particularly the pro bono group.

We will in future editions of the Herald be profiling each of the new Court assistants.

P.S. Come on people if you don't feel represented or the Court is not reflective let us know and put yourself or someone else forward!!!!!!

---

## YOUR GUILD NEEDS YOU! - Freeman Trapnell, Chair of the Membership Committee

---

As a new Guild, the HR professionals has focused on certain core activities to ensure that these become established and embedded. For example, obtaining Charitable status for our Trust and embarking on the second cohort of our Leadership Programme. The Guild has also established a number of Committees to focus on specific Guild activities. This is where we need your help.

The Membership Committee has started to look at encouraging membership of the Guild. At a recent meeting, the Court agreed to recommendations of the Committee to:

- a) Have a very broad definition of Human Resources to allow membership of the Guild for all of those having some association with our profession;
- b) To have a reduced membership fee for those in the early years of their career;
- c) To have an 'apprentice' category for those just embarking on an HR career.

If any members of the Guild wish to help with the work of the Membership Committee or any of the other Committees, then please do get in touch with the Clerking team at [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk)

## Events Diary at a Glance

Date	Event
20th April 2020	Court Meeting
22nd June 2020	Court Meeting
7th July 2020	Summer Drinks Party - Being held at HQS Wellington
21st September 2020	Court Meeting
12th October 2020	Installation Dinner- Venue to be confirmed
November 2020	Common Hall - Date and venue to be confirmed
7th December 2020	Court Meeting

### Support

**Please do not forget we are setting up a fortnightly meeting via Zoom for all to join. The meetings will be scheduled in for an hour every other Wednesday, commencing 8th April, from 12-1pm.**

### **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)

### **Guild of Human Resource Professionals**

7 Bell Yard • London • WC2A 2JR

T: 01353 363 863 • E: [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk) • W: [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)