

<b>Committee(s):</b> General Purposes Committee of Aldermen – For decision	<b>Dated:</b> 05/07/2022
<b>Subject:</b> Petition of the Guild of HR Professionals for Company without Livery Status	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	3, 10
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N</b>
<b>If so, how much?</b>	<b>N/A</b>
<b>What is the source of Funding?</b>	<b>N/A</b>
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	<b>N/A</b>
<b>Report of:</b> Mr. Remembrancer	<b>For Decision</b>
<b>Report author:</b> James Edwards, Remembrancer's Office	

### Summary

This report notes the assessment made by the Magistracy and Livery Sub Committee of the Guild of HR Professionals' petition to be recognised as a Company without Livery and recommends that the General Purposes Committee of Aldermen approves the petition.

### Recommendation

The General Purposes Committee of Aldermen is recommended to approve the Guild of HR Professionals' petition to be recognised as a Company without Livery.

### Main Report

#### Background

1. On 9 September 2014 the Court of Aldermen recognised the Guild of HR Professionals as a Guild of the City of London.
2. A recognised guild that has functioned satisfactorily for at least four years can seek to be recognised as a City Company without Livery.<sup>1</sup> For the Guild of HR Professionals, this milestone accordingly fell in September 2018.
3. The Guild has petitioned the Court of Aldermen to be recognised as a Company without Livery, and has presented supplementary documents including a business plan, nominal roll, financial statements and ordinances, among other documents.
4. The Guild's petition and related documents were considered by the Magistracy and Livery Sub Committee at its meeting of 9 June 2022, when the Sub Committee resolved that the Guild's petition to be recognised as a Company without Livery be approved.

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<sup>1</sup> City of London Corporation, *Guidance Note – Formation of New Guilds/Companies*, 2020.

## Assessment against Conditions

5. The Guidance Note approved by the Magistracy and Livery Sub Committee on the formation and progression of guilds and companies sets out nine criteria against which a Guild seeking to be recognised as a City Company without Livery should be assessed. These are:
  - (i) its trade, craft or profession must not already be represented among the Livery Companies (previously demonstrated at Guild stage);
  - (ii) it must demonstrate a commitment to the Civic City and, where relevant, wider London; as well as demonstrating its commitment or future plans in respect of charity, education and finance;
  - (iii) the majority of members of the Company must always be persons engaged in the trade, craft or profession of the Company. Evidence of its efforts to foster the trade, craft or profession must show beneficial results. The petition should be accompanied by a list of members, showing that the membership of the Company is demonstrably reflective of the composition of the trade, craft or profession of the Company by criteria such as age, gender, ethnicity and any other relevant personal characteristics;
  - (iv) its meetings should be held within the City of London boundaries but it is not necessary for their office to be based in the City;
  - (v) it must consist of a body of persons fit and proper to be created a City Company and which normally can show that it has some City connections. The reason for the strong City connection is that they are expected eventually to be recognised as Livery Companies which still form a vital part of the civic constitution as it is their liverymen who participate in Common Hall and form the electorate for the election of the Lord Mayor and Sheriffs and other City officers;
  - (vi) it must have a total membership of not less than one hundred;
  - (vii) its annual corporate income and invested charitable and educational funds must be adequate to enable the Guild to foster its trade, craft or profession effectively (see figures below);
  - (viii) it must supply satisfactory evidence that its efforts to foster the trade, craft or profession (in addition to furthering technical education) have produced beneficial results; and
  - (ix) a comprehensive business plan must be presented when petitioning for Company status with four years' audited accounts (this should be updated when seeking full Livery status).
6. The evidence supplied by the Guild of HR Professionals in its petition bundle appears to demonstrate that the Guild has met the above conditions. Adherence to the first criterion is easily demonstrated, while the Guild's commitment to the civic City seems clear, with the Guild participating in pan Livery initiatives as well as in other events such as the Lord Mayor's Show and United Guilds Service.
7. Regarding the third criterion, the Guild's policy of limiting membership of the Guild to those who are engaged in an HR role or provide specialist HR services means that almost all of its members are engaged in its profession. The membership breakdown included in an annex demonstrates that the Guild has a parity between male and female members, and makes significant efforts to

foster diversity and inclusion. The fourth criterion is met, as, COVID aside, Court meetings and other formal events are held in the City.

8. Regarding criterion v., the Guild demonstrates its City connections through the background of its members in a range of City businesses, its connections with the Livery, a number of whom have written in support of the Guild's petition, and support for mayoral and livery initiatives. Its membership of 153 satisfies the sixth criterion, while its charitable assets of £160,703 and guild assets of £80,125 meet the baseline financial requirements for progression set out in the Guidance Note. The accounts have been scrutinised by the Chamberlain's department with no causes for concern arising from the accounts as presented.
9. Efforts to promote and uphold the profession are set out in the Guild's petition bundle, and include the work of its Pro Bono Committee, National HR Leadership Programme and mentoring efforts. This satisfies the eight criterion. The submission of a business plan within the petition bundle and submission of four years' worth of independently examined or audited accounts satisfy the final criterion.
10. At its meeting of 9 June 2022, the Magistracy and Livery Sub-Committee discussed the documents presented by the Guild of HR Professionals and resolved that the Guild's petition to be recognised as a Company without Livery be approved.
11. The General Purposes Committee of Aldermen is accordingly recommended to grant the Guild of HR Professionals' petition to be recognised as a Company without Livery.

**James Edwards**

Office of the City Remembrancer  
020 7332 1202

[james.edwards@cityoflondon.gov.uk](mailto:james.edwards@cityoflondon.gov.uk)