



THE WORSHIPFUL COMPANY
OF SECURITY PROFESSIONALS

25
Years



The First Twenty Five Years

The Founding Fathers

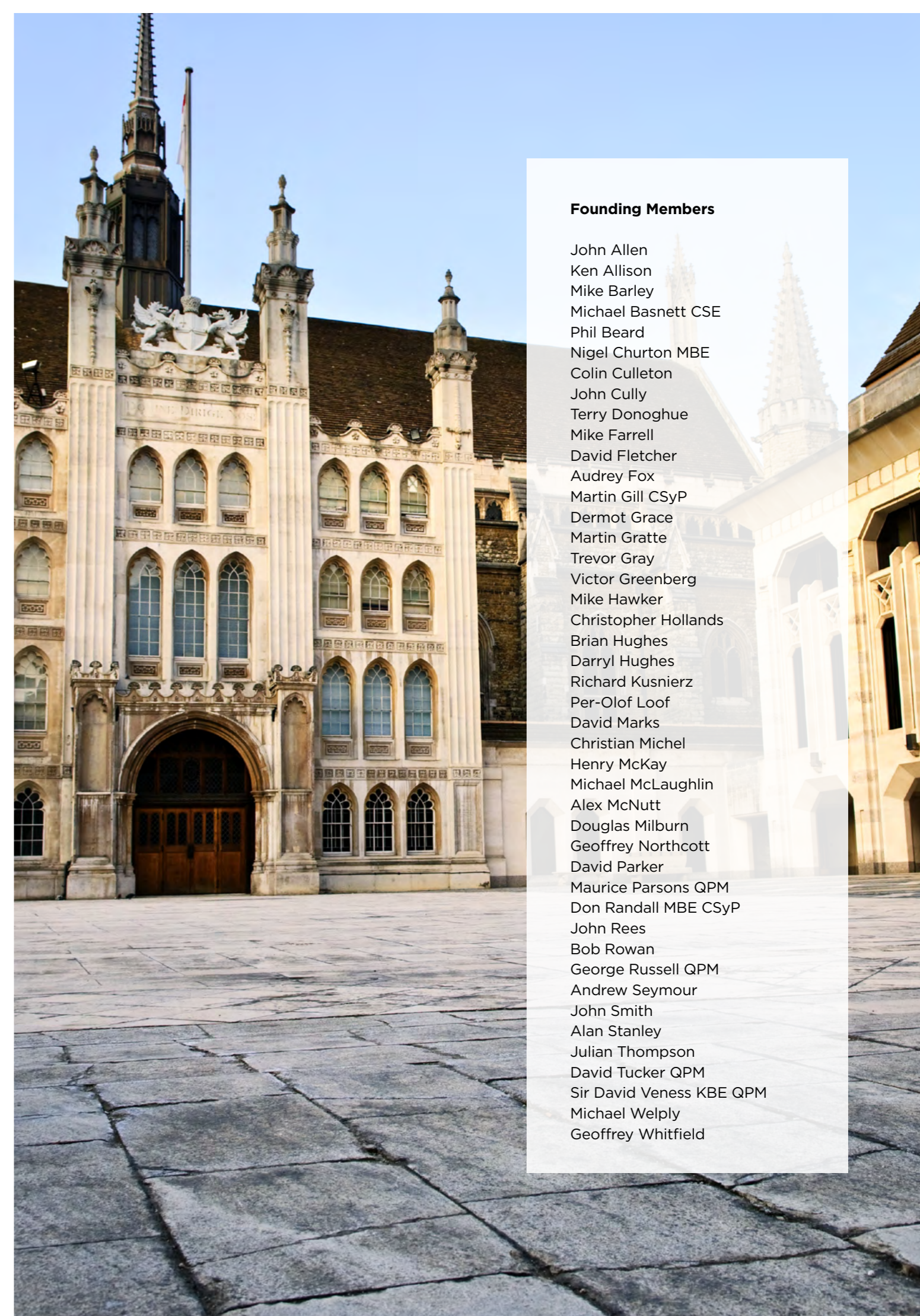
A debt of gratitude is owed to the Founding Fathers of the Worshipful Company of Security Professionals, John Purnell GM QPM DL, Steve Neville OBE and Roy Ramm for having the foresight, skills, ability and tenacity to achieve the founding of the Company.

Having registered their intent to form the Guild of Security Professionals at The Chamberlains Office at Guildhall – the first step in becoming a Livery Company – the Founding Fathers approached 12 influential and senior people within the Security Industry for a briefing at Guildhall. Following a presentation from Steve Neville and John Purnell, they committed to becoming Principal Founder Members:

Principal Founder Members

David Burrill; Neil Dobbs; Robert Dunley; Peter French MBE; The Hon Simon Imbert; Derek Kemp; Ray Le Monde; Sir Neil Macfarlane; Allan McDonagh; Richard Monk CMG OBE QPM; Steve Neville; John Purnell; Roy Ramm; Una Riley; Ian Robertson; Ken Wood.

Each of the Principal Founders committed to approaching their individual senior contacts with the intent of increasing the membership to a minimum of 50 Members who would be known as the Founding Members.



Founding Members

John Allen
Ken Allison
Mike Barley
Michael Basnett CSE
Phil Beard
Nigel Churton MBE
Colin Culleton
John Cully
Terry Donoghue
Mike Farrell
David Fletcher
Audrey Fox
Martin Gill CSyP
Dermot Grace
Martin Gratte
Trevor Gray
Victor Greenberg
Mike Hawker
Christopher Hollands
Brian Hughes
Darryl Hughes
Richard Kusnierz
Per-Olof Loof
David Marks
Christian Michel
Henry McKay
Michael McLaughlin
Alex McNutt
Douglas Milburn
Geoffrey Northcott
David Parker
Maurice Parsons QPM
Don Randall MBE CSyP
John Rees
Bob Rowan
George Russell QPM
Andrew Seymour
John Smith
Alan Stanley
Julian Thompson
David Tucker QPM
Sir David Veness KBE QPM
Michael Welply
Geoffrey Whitfield



A Journey Through Our Company's History

Trade and craft associations have flourished all over Europe for many centuries but the City of London companies, now collectively known as the Livery, are unique in their survival, number, and diversity.

The social and economic conditions which gave birth to the original Guilds have long since been overtaken by the development of industry and commerce, but livery companies still flourish today as living institutions, fostering their trade in a wide context, serving the community, and embracing modern skills, professions and diversity.

On 25th August 1999, three security professionals attended a Dinner with The Worshipful Company of Firefighters. As a Liveryman of the "Firefighters", Steve Neville had long held an ambition to form a Livery Company for the Security Profession and invited John Purnell and Roy Ramm to attend.

On seeing the Firefighters in full dress uniform toasting the Queen, John and Roy discussed why the Police had never formed a Livery Company. Steve persuaded them that a Livery Company made up of members from the wider world of security would be of far more attraction and benefit.

All having agreed on the concept, Steve Neville and John registered The Guild of Security Professionals with the Chamberlain of the City of London the next day in August 1999. On the 18th November 1999 they had their first

meeting to plan the establishment of a Guild. For it to progress and be recognised by the Court of Aldermen the following conditions had to be met: it had to have a sponsoring Alderman; it had to have sufficient paying members (50+) to provide confidence that the Guild would survive, and it had to have no less than £10,000 in its General Fund.

The inaugural meeting of the Guild, with 62 Founder Members, took place on 27th March 2000 with Sir Neil Macfarlane elected as Founder Master and Steve Neville as his Deputy.

The City had proposed that Mr Deputy, Philip Willoughby JP LL, would act as Mentor to the Guild and Sir David Brewer, CMG JP LL, became the sponsoring Alderman.

The Guild held its first dinner at Drapers Hall in September 2000.

Under the direction of the 1st Lady of the Company, Una Riley, the Windsor Herald designed a Coat of Arms, and the Guild formed an association with the Chapel Royal of St Peter ad Vincula at the Tower of London, with its Chaplain becoming our Honorary Chaplain in 2008.

When the Guild, in January 2004, petitioned the Court of Aldermen for elevation to a Company without Livery, it had to meet the following conditions: no less than £30,000 in its General Fund, and no less than £150,000 in Charitable Funds.

On the 6th January 2004, the Guild became a recognised Company of the City of London without Grant of Livery.

When the Company without Livery, in February 2008, again petitioned the Court of Aldermen to be admitted as a full Livery Company they had to be satisfied that, for the previous 4 years, it had: no less than £60,000 in its General Fund, and no less than £300,000 in its Charitable Fund.

Having satisfied these conditions, the Company did subsequently petition the Court of Aldermen on the 15th January 2008, and The Worshipful Company of Security Professionals was declared to be the 108th Livery Company on the 19th February that year. Past Master Peter French MBE was presented with the Company's Letters Patent by the then Lord Mayor, Alderman Sir David Lewis, on the 2nd May 2008; then followed a celebration luncheon at the Guildhall at which the Coat of Arms was slow marched with great ceremony into the Guildhall before the assembled guests and supporters.

Royal Charters, granted by the sovereign on the advice of the Privy Council, have a history of dating back to the 13th century. Their original purpose was to create private or public corporations (including towns and cities) and to define their privileges and purpose. Nowadays, though Charters are still occasionally granted to cities, new Charters are normally reserved for bodies



that work in the public interest, such as professional institutions and charities which can demonstrate pre-eminence stability, and permanence in their particular field.

In 2009 the Company petitioned the Privy Council for a Royal Charter and Her Late Majesty, Queen Elizabeth II, approved an order instructing the Lord Chancellor to affix the Great Seal to the Worshipful Company's charter on 15th February 2010 to become RC000836.

Recognition of the Worshipful Company of Security Professionals had been 800 years in gestation and the Company is proud to stand alongside its ancient and modern fellow livery companies in support of the Lord Mayor and Court of Aldermen. The Company celebrated this exciting landmark at Mansion House on the 12th March 2010, when the Lord Mayor, Alderman Nick Anstee, presented the Royal Charter to the Master, Stephen Parsons MBE DL.

As it was formed after 1926, The Worshipful Company of Security Professionals is classed as a Modern Livery Company. There are now 111 Livery Companies.

The Worshipful Company of Security Professionals is now one of the largest livery companies by membership, with a dynamic group of young members, apprentices, freemen, and liverymen, boasting a total membership of over 500.

Past Masters of the Guild, The Company and The Worshipful Company

The Guild of Security Professionals

Sir Neil Macfarlane	January 2000 - 2002
Stephen Neville OBE	June 2002 - 2003

The Company of Security Professionals Petition Granted 6th January 2004

Una Riley	June 2003 - 2004
Michael Welply	June 2004 - 2005
Trevor Gray	June 2005 - 2006
John Purnell, GM QPM DL	June 2006 - 2007

The Worshipful Company of Security Professionals Petition Granted 19th February 2008 - Royal Charter Granted 15th February 2010

Peter French, MBE	June 2007 - 2008
The Hon Simon Imbert	June 2008 - 2009
Stephen Parsons MBE DL	June 2009 - 2010
Don W. Randall, MBE CSyP	June 2010 - 2011
Nigel Churton, MBE	June 2011 - 2012
Gerald Moor	June 2012 - 2013
Brian Hughes	June 2013 - 2014
Barrie Stewart CSyP	June 2014 - 2015
Stuart Seymour CSyP	June 2015 - 2016
Ian Mayes, KC	June 2016 - 2017
Stephen Anderton	June 2017 - 2018
Phillip Hagon, QPM	June 2018 - 2019
Michael Barley	June 2019 - 2020
Yasmeen Stratton	Sept 2020 - 2021
Stephen Emmins	July 2021 - 2022
Paul Miller CSyP	June 2022 - 2023
Russell Penny	June 2023 - 2024

The day to day running of the Company is managed by the officers of the Court and the Court Assistants



Officers of the Court from 5th June 2024, our 25th Year

Michael Thwaites
Russell Penny
Susan Jones
Wesley Harper
Andrew Knights
Josef Khan

Master
Immediate Past Master
Senior Warden
Middle Warden
Junior Warden
Treasurer

Honorary Court Assistants

Andrew Knights
Richard Sweetman

Court Assistants

Stephen Anderton; Rob Atkin MBE; Jeremy Batchelor, JP; Frederick Carter; Crawford Chalmers; Ian Crossley; Peter French MBE; Richard King; Paul Lavery; David Lee JP; Michael Lees; Michael Messenger CBE LVO QMP DL; Tim Molden; Claire Palmer. Don Randall MBE CSyP; Paul Ramsey; Tilly Sherwood; Barry Stewart CSyP

Welfare Officer Jeremy Batchelor JP
Safeguarding Officer Richard King
Stewards Paul Lavery, Trevor Yexley, Chris Watson

Honorary Chaplain The Rev Canon Roger Hall, MBE

Clerks and Beadle

Adrienne Harper Clerk
Tricia Boswell Assistant Clerk
Paul Craycraft Beadle

Serving Past Master's on Court

Michael Barley, Yasmeen Stratton; Steve Emmins; Paul Miller CSyP

Past Master's Emeriti

Stuart Seymour; Brian Hughes; Gerald Moor; Nigel Churton, MBE; Stephen Parsons, MBE DL; The Hon Simon Imbert; John Purnell, GM QPM DL; Trevor Gray; Una Riley; Steve Neville, OBE;

Honorary Court Assistants Emeriti

John Cully, Henry McKay, Richard Monk, CMG OBE QPM, John Troon, Trevor Vaughan, MBE Roy Penrose OBE QPM

Honorary Liverymen of the Company

Sir Michael Bear; The Lord Carlile of Beriew, CBE KC; General The Lord Dannatt, GCB CBE MC DL; Jeffery Evans; Sir Ronnie Flanagan, GBE QPM; Peter French MBE; Sir David Garrard; The Hon Elizabeth Green; The Revd Canon Roger Hall MBE; The Honourable Mr Justice Hilliard; General The Lord Houghton of Richmond, GCB CBE ADC; Alderman Vincent Keaveny; Alderman Alastair King; Sir David Lewis; Alderman Ian Luder, CBE JP; Alderman Professor Michael Mainelli; Sir Neil MacFarlane; Andrew Marsden MStJ; General Sir Gordon Messenger, KCB, DSO & Bar, OBE, ADC; The Lord Mountevans of Chelsea; Steve Neville OBE; Alderman Dr Andrew Parmley, MusM Hon FGS; John Purnell, GM QPM DL; Mr Neil Redcliffe, JP; Una Riley; Dr Phillip Willoughby, OBE JP; Dame Fiona Woolf, DBE; Alderman Sir David Wooton; Alderman Sir Alan Yarrow;



Committees and Working Groups

To enable the Court and Company to operate efficiently, several standing committees exist, each with specific functions, and each of which meet formally five times a year, in June, September, October, January and April. Other ad hoc meetings are regularly held as necessary.

The standing committees include the:

- Events and Communications Committee, chaired by Roy Cooper, and responsible with the Clerk, for the organisation of the Company events, and both internal and external communications.
The number and frequency of events is being reviewed with a view to enabling more to be able to attend.
- Finance and General Purposes Committee, chaired by Ian Crossley, and responsible for the financial affairs of the Company, agreeing budgets for events and working closely with the Treasurer.
- Membership Committee, chaired by Tim Molden, and responsible for the approval of applicants for membership of the Company, organising with the Clerk and the Events and Communications Committee, the New Members briefing, and Members and Freemans networking evenings.
Whilst this latter committee does meet in person, most of its work is carried out remotely with online meetings being the norm.
- Services Affiliates Committee is responsible for liaison with the various services affiliated to the Company, and for ensuring the Services Affiliates Lunch and military awards are organised each year.
- Young Members Committee, is responsible for engaging with the young members and with the Events and Communications Committee, organising affordable events pertinent to the Young Members.

Ad Hoc Groups, Working Parties and Sub Committees established by Court:

- Apprentice Management Group, is responsible for managing the Apprentices, ensuring each has an Apprentice Master and ensuring they complete their mandatory events. It is also responsible for organising Apprentice Events.
- Chartered Security Professional Working Group
Master Don Randall MBE launched the Register of Chartered Security Professionals (CSyP) in 2010 as a means of recognising and maintaining high standards in the security profession.
- Court Succession Advisory Group, chaired by the master of the year. Makes recommendations to Court on the Chairs of Committees, and the progression of Wardens to Master.
- Ordinance Working Group is responsible for ensuring the Ordinances are kept up to date, suggesting as necessary any amendments to Court for its approval.
- Sheriffs Award Working Group is chaired by the Junior Warden. Ensures that nominations for bravery are sought, advertised reviewed and assessed. Together with the Clerk it is responsible for ensuring the Sheriffs are made conversant of the nominations and later, it organises a review of the nominations with the Sheriffs.
- Security Dogs Awards Group chaired by Roger Kember and responsible for ensuring there are annual nominations for awards and judging of security dogs, military dogs and police dogs.
- Strategy Working Group chaired by the senior warden and responsible for overseeing the implementation of the Company strategy.



Military Affiliates

Listed in order of their affiliation

- 2004 The Royal Air Force Regiment
- 2007 The Royal Military Police
- 2009 The Royal Air Force Police
- 2012 3 Military Intelligence Battalion
- 2018 HMS Medway
- 2021 35 Engineer Regiment (EOD&S)



Awards

The Sheriffs Award for Bravery

Is selected and presented by the Sheriffs of the city of London and administered and run by the Company. Masters Steve Neville OBE and Peter French MBE introduced the City of London Sheriffs Award for Bravery after the 2005 London bombings, to annually recognise unsung acts of heroism, and the principal recipients' names are inscribed on the Honours Board at the Old Bailey as well as being recorded, together with the citation, in a book on display outside the Judges dining room. The Sheriffs award the principal recipient with a certificate and a cheque for £5,000 at the Annual Dinner, whilst their commendations for other acts of bravery are presented to the recipients by the Sheriffs at the Common Hall.

Provost Marshal (Army) Sword

500th Anniversary of the Office of Provost Marshal (Army) was in 2011. To mark that anniversary the then Provost Marshal, Brig Eddie Foster Knight CBE CSyP, presented an impressive Sword for the Master to award annually to a member who has done most to promote and support the Company. First presented to Hon Court Assistant Roy Penrose, it has always been presented at the Annual Dinner by the serving PM (Army). A book detailing the recipients together with the citation was presented to the Company by Ray Williams.

King's College London

Annual Essay Prize KCL. Each year our Charitable Trust awards a prize to the MA student on the Society and Terrorism Course who, in the option of the course leader, has written the best essay during



the current academic year, which ends in May. The award was introduced in 2012 by the then Master Gerald Moor and is a core strand of the relationship the Company has with KCL; the others being the source of top-class Apprentices and our Young Members provision of student security career seminars. The prize winner, together with their tutor, are invited to attend the Installation Lunch.

Dog and Handler Awards

Annual Awards for Outstanding Achievement by a Dog and Handler introduced by Consort Angie Randall, are presented by the Sheriffs at Common Hall, and are in three categories:

- Civil Division Award
- Police Division Award
- Military Division Award



Military Affiliate Awards

RAF Regiment - NCO Leadership Award.

First introduced by Past Master Mike Welply in 2005. It is presented annually at the Installation Lunch to a non-commissioned officer of the RAF Regiment who has displayed conspicuous leadership and courage beyond the normal call of duty.

Following the tragic death of Liveryman Richard Flenley's Grandson Ben, Richard donated a silver trophy which he named the "Ben Flenley Memorial Bowl" and asked that it should become the RAF Regiment Award. 2024 will see the 20th year of our affiliation with the RAF Regiment.

RAF Police - Securing The Skies Award.

Initially sponsored by Computer Network Defence (CND). First presented in 2016 and now annually at the Affiliates Lunch, to a member of the RAF Police for outstanding work in support of operational duties. Selected by the PM (RAF) in close conjunction with the Master WCoSP.

Royal Military Police - The Colonel Herring Award for Excellence.

Awarded to an outstanding Military Police NCO. First presented in 2017 and now annually at the Affiliates Lunch. Selected by the PM (Army).

Colonel Peter Herring was a career Army officer in the RMP who retired in 1980 and became a much-respected National Chairman of the Royal Military Police Association. He received this presentation piece on his retirement. After his death in 1998, the family asked for it to be re-used as a trophy. The RMP Regimental Committee approved its use for the WCoSP.

HMS MEDWAY - Best Rating Award.

In October 2018 Commander Hugh Harris (then CO-Designate) identified a suitable piece of silver for an award to be presented to a Junior Rating from HMS MEDWAY. The trophy is held in the Ship's Wardroom and is presented on board, usually by the Captain. The Master presents the Company Certificate at a Company event, which the winner of the Award attends whilst in the UK.

3 MI Battalion - Best Unit NCO Award.

The 3MI Silver Cup is presented annually to the Best Recruit. The Award is decided and presented to the winner in December, usually at the Battalion Christmas function. The Awardee is then presented with the Company Certificate at the Service Affiliates' Lunch. The Award, which is kept at 3MI, is brought to the Lunch by the Battalion for presentation by the Master.

35 Engr Regt (EOD&S) - 'Hector's Shield' Award

was first presented in 2021 and is awarded annually to the JNCO who is considered to have made an exceptional contribution to the Regiment during the year. It is wide-ranging in scope. The winner may have shown outstanding leadership, innovative thinking, excellence in training delivery, reliable and enduring support to enable the Regiment to deliver its objectives/outputs, or it may be awarded for an act of outstanding selfless commitment.



Professional Standards in the Security Profession

Successful security management requires proven competencies across a range of technical disciplines including strategy, cyber security, risk and project management, leadership, regulation, communications, and reporting. Before 2010 in the UK, there was no independent professional qualification which was based on assessments carried out within the working environment. At that time there was no professional standard which had been universally recognised and which met the same levels of attainment as a doctor, nurse, chartered accountant, lawyer, chartered engineer or teacher.

The powers granted by the Royal Charter gave the Worshipful Company of Security Professionals an obligation to create and maintain such a Register of Chartered Practitioners in security practices, and to establish such conditions for qualification and registration as may be desirable.

In 2010 the Register of Chartered Security Professionals was created, with successful applicants becoming Chartered Security Professionals who earn the right to use the post-nominal CSyP. The Register provides a means of recognising and maintaining high standards, and for providing on-going proficiency for individuals throughout the Security profession.

Today the Register of Chartered Security Professionals is recognised across the UK and beyond, including by the Security Industry Authority (SIA), the Centre for the Protection of National Infrastructure (CPNI) and membership organisations including the Association of Security Consultants (ASC) and the International Professional Security Association (IPSA).

The Chartered Security Professionals Registration Authority (CSPRA)

To define the requirements of what skills and levels of attainment are required to become a Chartered Security Professional, the Court of the Company created the Chartered Security Professionals Registration Authority (CSPRA) to be responsible for the Register. The CSPRA is a full Committee of the Court, and its operation and make-up are defined in Schedule 2 of the Company's Royal Charter.

The CSPRA operates the Register in conjunction with the Security Institute, who have been appointed as its Administrators. Together, the CSPRA and the Security Institute have developed the detailed requirements for the Register of Chartered Security Professionals, so that applicants not only have to demonstrate a very high level of professional competency, but they must also comply with a Code of Professional Conduct, a professional disciplinary code, and complete continuous professional development each year.

Successful applicants are described as Chartered Security Professionals and may use the post-nominal CSyP.

For the purposes of the Register, the term Security encompasses the protection, guarding or defence of people, their property (real or intellectual) and the Realm. That protection extends to threats posed by crime, terrorism, or business malpractice. It is the business of dealing with the risks presented by such threats and the creation of a response and defence to them, and it also includes everything that works towards the provision of protection, guarding or defence, including intelligence gathering, research and information technology.

Timeline

26/08/1999

The Guild of Security Professionals registered at the Chamberlains Court

18/11/1999

The first of the planning meetings was held

27/03/2000

The inaugural meeting of the Guild took place with 62 founding members
Sir Neil MacFarlane elected as Founder Master
Mr Steve Neville OBE elected as Deputy Master
Mr Deputy Philip Willoughby was the Mentor to the Guild
Sir David Brewer, CMG JP LL became the sponsoring Alderman

Sept 2000

The Guild held its first dinner at Drapers Hall

2000

The Windsor Herald designed the Coat of Arms
An association was formed between the Guild and the Chapel Royal St Peter ad Vincula
The Chaplain of the Chapel Royal became the Honorary Chaplain to the Guild

6/1/2004

The Guild petitioned to the Court of Aldermen and became a Company without Livery

15/1/2008

The Company of Security Professionals petitioned to the Court of Aldermen to become a full Livery Company

19/2/2008

The Worshipful Company of security Professionals was admitted as the 108th Livery Company

2/5/2008

PM Peter French, MBE was presented with the Letters Patent
A celebratory lunch was held at the Guildhall where the Coat of Arms was paraded around the assembled members and guests

15/2/2010

Royal Charter granted by HM Queen Elizabeth II

12/3/2010

Royal Charter presented to Master Stephen Parsons, MBE
at the Mansion House

Charitable Trust

The Worshipful Company of Security Professionals Charitable Trust is a registered charity No. 1088658. It operates under the relevant Charities Act(s) and is regulated by the Charities Commission. It was formed under a Deed of Trust on 27th March 2001 and is managed by the Trustees who are appointed from the membership of the Company with one being the current Master (or nominee) of the Company known as the Ex-Officio Trustee. Of the appointed Trustees not less than five must be non-Court members. Trustees are appointed for 2 years; they may be re-appointed but cannot serve for more than six consecutive years.

Through the generous support of Company members and Sponsors, the WCoSP Charitable Trust thrives and supports an impressive range of benevolent, educational, welfare and cadet activities.

Full details can be read in a separate brochure.

Apprentices

The WCoSP Livery Apprentice Scheme focuses on encouraging the participants to engage and learn about the security profession and security-based organisations, with the aim of enabling Apprentices to begin developing career skills whilst also obtaining an understanding about the City of London, the London Livery and their history and traditions. It does this by creating opportunities for the Apprentices to experience as many different events, both Security and City based, and to find out about as many different roles and functions as possible. The philosophy being that the more the Apprentices see and experience the broader their horizons will become.

After successfully completing their Apprenticeship, the Apprentice graduates to become a Freeman of the Company by Servitude and can then claim the Freedom of the City of London by Servitude, quite an achievement for someone in their early twenties.

The Apprentice Scheme was originally created in 2008 when the Court of The Worshipful Company of Security Professionals agreed to admit Apprentices into the Company. The development of the Scheme was led by one of the Company's Principle Founders, Past Master Emeritus and Honorary Liveryman John Purnell, who then became the Apprentice Master to our first Apprentice, George Bignold. He graduated to become a Freeman of the Company at the Installation Court on 4th June 2013 and is now a serving Officer in the British Army.

The Apprentice Scheme was reviewed and updated in 2012 by Past Master Stephen Anderton and Honorary Court Assistant Emeritus Roy Penrose. The review created a modern and vibrant scheme with a clear set of objectives and requirements. The management of the

updated scheme was to be overseen by the Apprentice Management Group, a new Court Working Group which under the inspirational leadership of Roy Penrose, as the first Chair of the AMG, the Apprentice scheme was transformed into the scheme that we have today.

Over these 11 years the WCoSP Apprentice Scheme has grown to the extent that it is now regarded within the Livery Movement as one of the most successful and forward-thinking Livery Apprentice Schemes. A lot of people have put a lot of hard work in to make this happen. The AMG is supported by a team of Apprentice Masters (Liverymen and Freemen of the Company/City of London) who are allocated an Apprentice on a 1 to 1 basis as a mentor. The scheme simply would not have been as successful had it not been for the contribution of these individuals.

There has also been excellent support from the rest of the Company not only Court, but the Standing Committees and the Membership who are willing to facilitate events. Thanks, must also be reordered for the support of the schemes Sponsors initially SSR Personnel and then National Monitoring and Members who give us access to facilities & locations. In terms of the numbers, 81 Apprentices have been Inrolled by the Company; 9 Apprentices have resigned prior to completing their Apprenticeship. (A drop out rate of 10.7%); 38 have successfully completed their Apprenticeship; 34 are still Apprentices; 31 are Freemen of the Company (One has transferred to a different Livery) of whom 8 have become Liverymen and one a Court Assistant and Chair of a Standing Committee. This is a retention rate of over 80% of completing Apprentices.



Whittington Course

The Whittington Course evolved from an original idea by Sir David Brewer (former Lord Mayor of the City and sponsoring Alderman of the WCoSP), to provide children from different backgrounds with an insight into the many and varied employment and career opportunities in the City of London.

In adopting the title of the Whittington Course, it was Sir David's intent to remind the youngsters that irrespective of background, through hard work and diligence in their exams and through correctness in their way of life, they too, like Dick Whittington, could aspire to some of the many and varied employment and career opportunities in the City of London and even to the City's highest positions.

The Course provides the participants with a taste of modern-day business life whilst linking traditional City values a sense of history and authority. Since its inception in 2002, The Whittington Course has allowed hundreds of participants the opportunity to visit and experience the City of London and a taste of where their career could take them and to invigorate a sense of aspiration. Several of the Whittington Alumni have gone on to become Apprentices of the WCoSP and have established their own careers within the City.

COVID 19

The COVID 19 pandemic affected the WCoSP in the same way it did all other livery companies, businesses, and individuals.

The Master of the day, Michael Barley, formed a COVID Working Group which helped keep the Company functioning during this period of our history,

Dispensation was given by the Rt Hon The Lord Mayor to hold Court meetings online, rather than in person within the City of London. The WCoSP not only held Court meetings virtually, but also the committee meetings. A number of virtual events were organised and these included a virtual Spring Dance, a tour of London on a tourist bus, whisky, gin and wine tasting and a magic show.

We even held a hybrid meeting for the installation of our Master Yasmeen Stratton, with some able to attend the event live, whilst others watched online.

Whereas it was anticipated that membership numbers would fall during the pandemic, the reverse was the reality.

The Strategy

The WCoSP is governed by its Royal Charter which was granted on 15th February 2010. It was considered by the Court that to ensure the Company worked within the parameters of The Royal Charter a strategy should be developed that reflected the Charter.

A strategy was developed and accepted by the Court in 2011 and whilst it remains extant today, a review was conducted in 2020 with the Court adopting a revised strategy in 2021.

This new strategy also sets out the Company's vision, viz:

'To be an inclusive organisation for security professionals; to raise standards of excellence through education and fellowship; to further our charitable endeavours and to support the Lord Mayor and the City of London Livery.'



The strategy is built on six pillars:

- Fellowship
- Charity
- Education
- Diversity, Equality and Inclusion
- Finance
- Communication

Within each of the pillars are several key priorities that show what we have in place or could be within our reach to assist our charitable endeavours. The Senior Warden is responsible for ensuring that the strategy forms part of their plans for when they become Master. The strategy will be reviewed every five years to ensure that we continue to work to the goals and objectives established by the principal founding members.

Diversity Equality and Inclusion

The Worshipful Company of Security Professionals is an inclusive company, one where we want to reflect the communities where we live, work and play. We are committed to be a company without bias, where everyone feels heard and respected, regardless of their race, gender, age, or any characteristic. The Company welcomes diverse life experiences and heritages. We believe that when people feel respected and included, they can be more creative, innovative, and successful.

What have we accomplished?

With determined effort over the past five years, we have a thriving young members population that is diverse and inclusive of many protected characteristics that has resulted in greater gender parity and ethnicity.

In 2020, the Company welcomed the first woman of colour as Master of the Worshipful Company.

In 2021, Court unanimously accepted 'to support and promote an inclusive culture. To acknowledge diversity, convey respect to all people and be sensitive to differences'. A sixth pillar, DEI was incorporated to the company strategy.

Through the Ordinance Working Group we have reviewed and continue to review all documents beginning with our Ordinances, to ensure they are gender neutral.

Our Standing Committees have DEI representation through the Chairs, many with nominated champions.

Events & Comms have an accessibility paper, ensuring that event venues are accessible and make reasonable adjustment for those with limited mobility, sight or hearing.

At the Installation in June 2023, the Master shared the aims to progress our efforts with Equality, Diversity and Inclusion; to support the work among various organisations regarding violence against women and girls and promote our Apprenticeship Scheme.

We have started the journey, but there's still much to do.

This year we will announce a DEI Statement and Charter. An expression of the commitment of the company to reinforce our actions to members and guests, and a strong message to assure sponsors who are interested in working with progressive and responsible partners.

We believe that attracting a wider pool of talent to engage with our Livery Company will assist in building a City of London fit for the future. To support this, we commit to create an environment free of bias and unlawful discrimination; promoting dignity and respect for all and where individual differences and

contributions of everyone are recognised and valued.

The Livery Climate Action Group

The Livery Climate Action Group (LCAG) has been set up in response to the City of London Corporation's own Climate Action Strategy that sets an ambition for the whole Square Mile of the City of London and aims to have all its occupiers, residents and businesses committed to having net zero greenhouse gas emissions by 2040.

<https://www.cityoflondon.gov.uk/services/environmental-health/climate-action/climate-action-strategy>.

This includes Livery Companies. The WCoSP is proud to have signed up to this Group.

The Future

The Company has thrived over the last 25 years, and everything is in place for it to continue to do so, not just for the next 25 years, but for the foreseeable future.

A legacy the WCoSP will support is to sponsor a Young Entrepreneur Award for a security or safety professional, to be awarded in April of each year, recognising the determination and efforts of those who make a difference in the sectors we represent. We will invite the winner to be part of the Company, and to exclusive private member events, so that we can support them by introducing them to our membership.

Membership continues to grow with the diversity of those members being varied and many. Our Charitable Trust has demonstrated its ability to support members of our industry

who have fallen on hard times, and the continued generosity of the membership ensures that it is able to do so.

That support is encapsulated in the work of the Security Benevolent Fund a Reserve Fund in the Charitable Trust, that seeks to provide timely intervention into the lives of those that just need some additional help. This can be varied: a security Officer who dies tragically leaving behind a young family, those that work full time but care for aged family, instant medical support for those dependants where it will make a huge difference.

In 2024, as part of our 25th year legacy the Company has sponsored the Young (under 30) Entrepreneur Award for those operating in the Security and Safety sectors to be recognised by our own members and our aim is to broaden the knowledge of their achievements and provide a supporting hand.

Our support for the Worshipful Company of Hackney Carriage Drivers annual Euro Disney Tour for Children with life threatening illnesses. The development of our Apprentices and Young Members sectors, who embody the future whilst learning the traditions of the past. CSAG continues to ensure that planning of future wardens and masters is reviewed and runs smoothly.

We are a respected Livery Company within the City of London and will continue to uphold the traditions of the Livery and support the Lord Mayor, the Sheriffs and the Corporation of London.

With a lot of help from others that was gratefully received, this history was compiled by Michael Thwaites, Master 2024.



25 *Years*
ANNIVERSARY

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