

City & Guilds

Our Trustees, Fellows and Council



Trustees

The Trustee Board of the City and Guilds of London Institute serves a key role in the governance of City & Guilds.. The Trustee Board's primary responsibility is ensuring that City & Guilds pursues its charitable objectives and that it remains financially robust. The Trustee Board is comprised of members of the Council of the City and Guilds of London Institute who are elected to serve as Trustees. They represent a diverse range of industries, and bring a wealth of experience. Once appointed, they serve as Trustees for up to six years.

Ian Ailles

Ian holds a number of non executive and trustee roles across commercial, charitable and third sector organisations. Each of these has a key social purpose. Ian is a qualified Chartered Accountant with an executive background as CEO, COO and CFO in investment banking, travel and digital industries principally in the private sector and in private equity. His most recent executive role was as the first ever Director General of the House of Commons. Ian has previously worked extensively overseas and is a keen supporter of diversity of all kinds.

James Alexander

James is a seasoned transformation leader with in-depth operational experience advising and delivering strategic digital / data, structural, and people-centric initiatives for complex matrix global organisations across various industry sectors. With a strong reputation for change leadership (vision-to-delivery), customer focus, and people development, James's clients have included: bp; Visa; HSBC; J.P. Morgan; Lloyds Bank; UBS; and Her Majesty's Treasury. He joined as a Councillor and Trustee of the City and Guilds of London Institute in May 2023.

Kevin Baughan

Kevin became a City and Guilds of London Institute Councillor in 2017. He has had an extensive career in telecoms and in the application of new technologies and was latterly Deputy CEO at Innovate U.K. He was awarded an OBE for services to innovation and skills in 2020 and became Vice Chair of the Council in October 2021.

Frank Douglas

Prior to starting Caerus, Frank has held many senior HR roles - Executive Vice President for HR at Misys, Group HR Director for TfL and BT. Frank is also a Trustee at the Chartered Institute of Personnel and Development.

Chris Fenton

Chris is a Non-executive Director, trustee and advisor based on a commercially focused career in the private and public sectors. He is applying his experience to education and skills infrastructure sectors as a Governor at Middlesex University and on the Board of the apprenticeship provider, JTL.

Jane Gibbon

Jane was recently appointed as Chief People Officer at London Business School, and has previously held positions as HR Director at Just Eat, having previously been HR Director for Starbucks EMEA. Prior to that she has held senior HR roles at Tesco, McDonald's Europe and Yahoo. Jane has also co-founded Lift as You Climb UK and is a board member at Amaechi Performance Systems Ltd. She joined as a Councillor of the City and Guilds of London Institute in March 2019.

Dame Ann Limb DBE CBE DL FCG

Ann became Chair of the City & Guilds of London Institute Council in October 2021. Ann has dedicated a large part of her working life to education having spent 25 years in Further Education as a College Principal in Milton Keynes and Cambridge, and in the civil service where she had responsibility for the UK government's flagship digital initiatives, learndirect, UK online and gov.uk.

Andy Marchant

Andy's executive career was in banking, pensions and investment. He now holds a portfolio of roles including as Chair of Scottish Book Trust, Non-Executive Director at Lothian Pension Fund and Vice-Chair of the Scottish Firefighters Pension Fund. He has been a Trustee at City and Guilds since 2018 and is Chair of the Investment Committee and Pensions Sub-Committee and a member of the Remuneration Committee.

Richard (Dick) Palmer

Dick Palmer has worked in the education and skills sector for over 30 years, latterly as Principal of City College Norwich and currently as a Non-Executive Director in a number of independent training companies. He has been a City and Guilds of London Institute Councillor since November 2018 and recently has become Chair of the City and Guilds Group Foundation.

Stuart Russell

Stuart has an extensive career across the UK Civil Services in the arena of AI, Data, Technology, Cyber and National Security. Through roles such as Director of Digital Transformation and more recently Director of Future Technology, Stuart has a wealth of knowledge and experience in complex change strategy development and implementation, centred around transforming businesses through harnessing cutting edge technology. He joined as a Councillor and Trustee of the City and Guilds of London Institute in March 2024.

Ben Wiseman

Ben is a strategy and innovation leader who works with global organisations on building momentum for change.

Recently appointed as the leader of Deloitte's executive accelerator facility in San Francisco, Deloitte Greenhouse, Ben designs strategic conversations for c-suite clients. He has worked at London-based venture firms, including leading Marketing and Innovation at a global fintech start-up, and prior to that at a customer insights, strategy, and innovation agency in London and USA.

Ben is a Liveryman of The Worshipful Company of Merchant Taylors in the City of London. Ben also sits on the City and Guilds Foundation Committee and was co-opted on to Council in 2022.

Council of the City of Guilds London Institute

Council of The City and Guilds of London Institute has an integral role in the governance of City & Guilds.

Council of The City and Guilds of London Institute comprises approximately 70 individuals, who come from a wide range of backgrounds with a variety of specialisms and experience.

Council meets twice a year, and has four primary functions:

- Providing advice, guidance and support for City & Guilds
- Electing a chairman, vice-chairman, certain categories of councillor, honorary officers and members of the Trustee Board
- Conferring certain awards and honours, including Fellowship
- Jointly responsible for making changes to the Constitution

Through its role with City & Guilds, Council upholds our purpose of enabling people and organisations to develop their skills for personal and economic growth.

Councillors' values in action

Councillors share our values of inspire, improve, achieve and trust. These are the pillars which underpin the work and actions of our organisation.

In addition, individual councillors may also engage in advisory work with members of the Executive Team, or work with other committees and groups which support City & Guilds.

Becoming a councillor

There are four ways to become a councillor:

- **Ex-officio councillors**
Ex-officio councillors are chosen by virtue of another position they hold. There are two processes for electing ex-officio councillors:
 - The three vice-presidents, the treasurer, and two joint honour secretaries are elected by Council upon the recommendation of the Nominations Committee and the Trustee Board
 - Other ex-officio councillors automatically gain a seat on Council because of another position they hold – such as Lord Mayor of London, President of the Royal Academy of Engineering, President of the Royal Society and Chairman of the Royal Society of Arts
- **Appointed councillors**
Appointed councillors are selected either from the 18 highest donating Livery Companies, or from the City of London Corporation.
- **Elected councillors**

The Council elects Members from The City and Guilds of London Institute (Honorary Members or Fellows) to join the Council, following recommendation from the Nominations Committee and the Trustee Board.

- **Co-opted councillor**

Co-opted councillors are elected by Council upon the recommendation of the Nominations Committee and the Trustee Board.

Council structure

Ex-officio councillors:

- Vice-Presidents x3
- Treasurer
- Joint Honorary Secretaries x2
- Lord Mayor of London
- President of the Royal Academy of Engineering
- President of the Royal Society
- Chairman of the Royal Society of Arts

Appointed councillors:

- Representatives from the 18 highest donating Livery Companies over a five-year period
- One representative from the City of London Corporation

Elected councillors:

- 28 individuals from a range of backgrounds and industries

Co-opted councillors:

- 15 individuals from a range of backgrounds and industries

Fellows of The City and Guilds of London Institute

In 1892, The City and Guilds of London Institute (CGLI) established Fellowship to honour the historical connection to Imperial College London and the professional accomplishments of its graduates.

Today, Fellows are from a wide range of industries from around the world.

To be considered for Fellowship, candidates must exemplify excellence by embodying our core values of inspire, improve, achieve and trust. Fellowship is bestowed upon leaders and innovators who have had an impact on their industry or in education.

Fellows help to contribute to our success by acting as ambassadors and offering their knowledge and expertise.

An honourable asset

Fellows' long-standing partnership and professional expertise have added to the Group's strengths since Fellowship was introduced over 120 years ago. As an embodiment of excellence, Fellows continue to contribute to our success and uphold our values.



Fellowship Diploma Presentations - March 2015

Who are Fellows?

Fellows are leaders of industry who have achieved remarkable success in their respective fields. Generally, they hold senior roles such as CEOs, board members or specialist employees.

Fellowship is conferred upon those who have:

- Made outstanding professional achievements
- Given distinguished service to City & Guilds
- Enhanced the profile of vocational education and training

Industry

- Chief Executive Officer
- Managing Director or Board Member
- Specialist employee with high-level responsibility for a particular part of the organisation

Education & Academia

- Vice-Chancellors
- Principals
- Heads of departments
- Specialists whose work has seen exceptional results

Government & Public Sector

- Holder of senior office in the military (likely to be 1-star or above)
- Police, fire, prison, health or Civil Service
- Member of Parliament or working peer

The work of Fellows

Fellows form a strong network of experts who help City & Guilds and our companies to achieve our aims. Their advice and support is an integral component of our success.

They are able to offer advice through the advisory positions they hold on internal committees and advisory boards.

Fellows hold advisory positions:

- On Council of The City and Guilds of London Institute
- As senior stakeholders in advisory committees
- As speakers at the Yearly Meeting
- As speakers at the annual Fellowship lecture
- On round table discussions
- As speakers at seminars and conferences
- As liaisons with public and private sector organisations

Who can become a Fellow?

Individuals are not able to apply to become a Fellow. Fellows must be nominated for the honour. There are two ways the nomination can occur:

1. Individuals may be nominated by sponsors, who must themselves be Fellows, Honorary Fellows, members of Council of The City and Guilds of London Institute, Honorary Officers of The City and Guilds of London Institute, or senior staff from approved delegated authority. Individuals must be known personally by their sponsors

2. Invitation through Council of The City and Guilds of London Institute

Fellowship events

A programme of Fellowship events is organised throughout the year. For more information please contact FCGI@cityandguilds.com.

Contact us

The City & Guilds of London Institute. Registered charity in England and Wales 312832 and in Scotland SC039576.

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About City & Guilds

Since 1878 we have worked with people, organisations and economies to help them identify and develop the skills they need to thrive. We understand the life changing link between skills development, social mobility, prosperity and success. Everything we do is focused on developing and delivering high-quality training, qualifications, assessments and credentials that lead to jobs and meet the changing needs of industry.

We work with governments, organisations and industry stakeholders to help shape future skills needs across industries. We are known for setting industry-wide standards for technical, behavioural and commercial skills to improve performance and productivity. We train teams, assure learning, assess cohorts and certify with digital credentials. Our solutions help to build skilled and compliant workforces.

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