



CityHR

# CityHR

## Membership

CityHR



[www.cityhr.co.uk](http://www.cityhr.co.uk)



Room 209.11 - 12  
Tokenhouse Yard,  
London EC2R 7AS

# What members say about us...

“

*My HR team, and I as an individual have derived immense value from being a member of City HR – I strongly recommend membership to any financial services firm. The three most valuable aspects of membership for me are, in no particular order:*

- *Quality regular virtual and in-person events, webinars, roundtables – often tailored to different parts of financial services HR teams – CPOs, data or comp or talent specialists, junior to intermediate colleagues and always with insightful speakers and discussion.*
- *The sense and value of being part of a strong community – meeting and networking with other HR professionals and exchanging experiences is very rewarding.*
- *A super-extensive biennial benchmarking survey across countless people-related topics, from reward strategy, to the structure of HR, to recruitment, talent management, ED&I and future trends – the results and insights of this survey have really had an impact on our business in terms of how we have, for example, enhanced certain benefits or changed policies and approaches.”*

**Andrew Grant, Head of HR, Natixis UK**

*City HR provides a great opportunity to learn, keep up to date with latest developments and to have a collective voice on some of the key changes facing Financial Services. It gives organisations and their Chief People Officers the ability to have a network to leverage and share best practice and a sounding board for ideas. It also provides development opportunities for those looking to broaden their career, which are well received and valuable.*

**Sue Maple, Group Head, HR, TPICAP**

+simmons  
simmons

Helaba  
Landesbank  
Hessen-Thüringen



LSEG



MUFG



UBS

ING



# Who is **City HR?**



Founded in 1973, we are the professional body for HR in organisations and sectors that support the City of London



Not for profit, we are governed by member-led board and shadow board



We have c.150 firms as our members covering everything from Banking and Insurance to Fintechs and Fund Administrators



Collectively our members represent c.2/3 of the employees that work in the City of London

Cynergy Bank

LAZARD

TPICAP

# What members say about us?

“

*As HR professionals, we have an incredible opportunity (and responsibility) to elevate the people agenda in our organisations – to evolve the world of work to be more human, more fit for purpose for today's and future world. Over the last 50 years, City HR has played a significant role in providing members with opportunities to connect, to learn, to share, and through this, to influence and shape people practices in organisations – in the UK and beyond. Today it remains a cutting edge network. The topics that are covered are incredibly versatile; I often feel that the Team have a unique ability to anticipate trends, and at all times they have a very accurate perception of what's most relevant for the community. The content is world class, and vendors and presenters are too.*

*For a number of years since joining, our Team has used the content on many occasions and it helped to shape our HR strategy, influence our Board and our leadership teams.*

*Lastly, the people you meet through this network is what makes it extra special; I truly appreciate how many opportunities we have to connect/interact in different ways (i.e. online, in person).*

**Yulia Dmitrieva, Head, People and Culture,  
International, Standard Bank Group**

*City HR is an exemplary association, dedicated to advancing the field of human resources in financial services. The Association is committed to fostering professional growth of its members, sharing best practices and provides invaluable networking opportunities. For me and my firm, being a member has been priceless in terms of the sense of community, receiving guidance from the many focused special interest groups, and being able to participate in surveys like the City HR Benchmarking Survey, which helps ensure we have the latest up to date developments/best practices.*

**Vanessa Trigg, Head of HR, GIB**

# What we do!

We provide our members with the tools, expertise, best practice and networks to support the challenges facing their business. Our agenda is driven by, and on behalf of, our members.

# 1

## **LOBBYING AND CONSULTATION ON PEOPLE AND CULTURE ISSUES**

We support our members through lobbying and representation on people issues, contributing to the national HR agenda on generic issues and dedicating specialist resource to people matters which affect the City and Financial Services. We do this through market-wide collaboration, commenting on – and – distributing latest government, legal and regulatory mandates and providing thought leadership.

# 2

## **RESEARCH, BEST PRACTICE AND KNOWLEDGE SHARING**

In partnership with our amazing Associate and Affiliate member organisations, we regularly research and share best practice across all aspect of the People and Culture agenda.

# 3

## **SKILL BUILDING AND CAREER DEVELOPMENT**

We seek to provide our members and their teams with training support as well as actively seeking out opportunities for career development, such as mentorship programs, networking events, and professional certifications irrespective of where you are in your HR journey.

# 4

## **REFERRALS TO SPECIALIST HR PROVIDERS**

At City HR we have created a comprehensive network of trusted professionals, fostering strong relationships within the industry. We understand the unique needs and challenges faced by our members and tailor our recommendations to match their specific requirements, always ensuring a personalised approach.

# 5

## **MEMBER NETWORKING**

Above all, members value the networking opportunities that City HR facilitates.

# Why join? Here are 10 great reasons!

## Virtual Exchange

A programme of webinars sharing insight, inspiration and practical know-how for HR Professionals in Financial Services. A full list can be found on our website.

## Several Networks/ Special Interest Groups

Aimed at fostering collaboration among member organisations and external experts, facilitating knowledge exchange, networking, and collaboration to advance aspects of the HR agendas. Our Networks and Special Interest Groups are perfect for your specialist HR colleagues. We have everything from EDI and ESG to AI! Check our website for details.

## Monthly Newsletter and Podcasts

Filled with the latest insights and updates on key People and Culture issues, our newsletter provides members with a one-stop shop for HR professionals direct to your inbox. Enjoy over a coffee!

## Biannual Benchmarking on HR practice and policies

City HR conducts a biennial benchmarking survey to provide people leaders in the Financial Services sector with insights into HR trends, aiding evidence-based decision-making on policies, including those related to the Employee Value Proposition. The survey is highly regarded as the definitive source for understanding HR activities and perspectives within financial institutions and broader City firms.

## Member Forums

Multiple times a year members are invited to an in-person networking event. Each offers a 90-minute presentation from different thought leaders and HR practitioners followed by the chance to unwind over refreshments.

## Best Practice Guides

We regularly produce position papers, toolkits and guides serving as a comprehensive resource to implement key HR initiatives. Recent examples include implementing a race equality strategy and setting up a people metrics dashboard. Check our [library](#) for details.

## City HR Annual Conference

The highlight of our calendar, each member organisation receives one free ticket to this much coveted annual event as part of their subscription and a discounted rate for further tickets.

## City HR's Trusted Supplier Network

A roster of suppliers that we have identified and validated for specific HR services relevant to the financial sector.

## City HR CPO Sunrise Symposia

An exclusive series of 90-minute, in-person, discussions with CPOs of City HR Member firms.

Each event starts with a 30 min. provocation, presentation or series of questions from a world-class thought leader in the People and Culture space followed by facilitated discussion.

Spaces are limited to facilitate deeper member connection and conversation.

## Curated list of world-class Associate Members

City HR is dedicated to providing its members with top-notch expertise across various aspects of the People and Culture agenda. By engaging world-class specialists and offering Associate Membership to select firms, we ensure that our members have access to a diverse range of expert skills and knowledge. This approach not only enriches our membership experience but also strengthens our community by fostering collaboration and innovation.



	Virtual Exchange	Benchmarking	Member Forums	Networks/ Special Interest Groups	Best Practice Guides	City HR Conference	Newsletter and Podcasts	Trusted Supplier Network	CPO Sunrise Symposia
HR Specialists	✓	✓	✓	✓	✓	✓	✓	✓	
HR Business Partners	✓		✓			✓	✓		
CPO, Head of HR	✓	✓	✓	✓	✓	✓	✓	✓	✓
Early HR Professionals	✓		✓	✓		✓	✓		



# Looking for like minded professionals?

## Join our Special Interest Groups

### AI

- The legal landscape – AI governance
- The use of AI across the employee lifecycle
- Implications for HR
- Skills – future of work
- Sharing and collaborating as thinking evolves

### EDI

- Learning from others
- Gaining deeper insights on topics
- Networking with peers and experts
- Sharing experience and best practices
- Raising your own profile and develop your career

### ESG

- An update from COP conferences and an introduction to decarbonisation
- ESG strategies and impacting change

### Legal & Regulatory Change

- The regulatory focus on non-financial misconduct;
- Governance and SMCR;
- Whistleblowing / psychological safety.

### People Analytics

- Technology enabled people analytics
- The role of HR as story tellers
- Combining qualitative and quantitative data insights

### People Analytics cont.

- Dashboards and the effective use of metrics
- Surveys and insights from statistics

### Resourcing & Assessment

- Recruitment and talent acquisition in any size organisation
- Skills, knowledge gap assessments and interventions to help meet business needs
- Assessment processes, centres or similar to attract and retain talent at any career level – graduates to senior leaders
- Preparing and reporting on organisational needs and more

### Reward & Compensation

- Regulatory and market updates – current and future
- Annual compensation outcomes – pay and bonus
- Annual insights
- What RemCo's are focussed on – interactions with RemCo

### Talent & OD

- Human Centred Leadership and Organisational Cultures
- Learning from progressive organisations on new ways to approach Talent Management topics
- Change management and effective strategies to align with business needs

### Women in Leadership

- Gender bias and raising awareness
- Career progression: mentoring vs sponsorship

**NEW TO 2026 – EMPLOYEE RELATIONS & HR OPERATIONS AND TECHNOLOGY**



# Looking for like minded professionals? **Join our Networks**

## **Early Career Network**

The Early Career Network is a great opportunity for individuals from any part of our City HR membership to network with each other, hear career stories from Senior HR leaders and to focus on practical ideas for their own career development.

## **Fintech**

- Learning from each other when scaling at speed
- Sharing experience and best practices in areas of governance, HR structures, policies and processes to mitigate risk
- Gaining deeper insights and ideas on topics of interest
- Connecting and networking with peers and experts

## **International Organisations**

- Managing employee relations issues across regions and employment law jurisdictions
- Global and local benefits structures – challenges, data and opportunities
- International resourcing – attracting talent and future proofing resourcing with technology led strategies
- Culture and engagement – creating a positive office culture whilst appreciating HQ culture and the overall company values

## **Insurance**

- Industry related talent and attraction
- Harnessing technology, leadership matters and improving culture
- Industry related regulation and legal matters
- Improving EDI with insurance

## **Small & Medium Banks**

- Regulation specific to the banking industry
- Risk – managing and mitigating risk in banking
- Retaining top talent in the industry and the war for talent
- Conflicts in the workplace
- Data – effective use of insights from people data and the role of HR

## **Wealth & Asset Management**

- Unique talent retention challenges
- Complex compensation strategies
- The role of HR during RFP processes
- A variety of HR related risks and challenges

# *We have something for everyone.* See our career development programmes.

Established  
CPO/ HR Leader

CPO Symposia

City HR Board  
Membership

Mid Career HR  
Professional

City HR Shadow  
Board

City HR Network  
Lead

CPO  
Accelerator

Virtual  
Exchange

Participation in one (or more!) of  
the 17 City HR Network and SIGs

Early Career  
Network

New to HR



## CPO SYMPOSIA

An exclusive series of 90-minute, in-person, discussions with CPOs of City HR Member firms.

Spaces are limited to facilitate deeper member connection and conversation.



## CPO ACCELERATOR

The "CPO Accelerator Programme" is a year-long, experiential, module-based learning initiative.

For a dedicated cohort of 30 participants, it is exclusively focused on preparing them to become impactful CPOs to meet the evolving needs of modern commercial organisations.



## EARLY CAREER NETWORK

The Early Career Network is a great opportunity for any of our members to network with each other, hear career stories from Senior HR leaders and to focus on practical ideas for their own career development.

# Leadership Opportunities...

## play a part in our future

City HR is committed to the ongoing development of the HR profession. As a member-led, member-run organisation, we have a range of leadership opportunities, perfect for HR practitioners across our member organisations looking for an opportunity to lead outside of their day-job.



### **CITY HR BOARD**

City HR activities are governed by our membership community. Representatives from our membership form our 12 person board.



### **CITY HR SHADOW BOARD**

The City HR Shadow Board comprises of senior HR practitioners and market experts who are elected annually to represent the membership.



### **NETWORK/ SIG LEADER**

Our Networks and Special Interest Groups are all co-led by our members. These roles provide a fabulous leadership opportunity!

## Our Charity Partners...

At City HR, we believe in making a positive impact not just within the HR profession, but in the wider community. That's why we are proud to support two exceptional charities whose missions inspire us and align with our values.



**LORD  
MAYOR'S  
APPEAL  
CHARITY**



# Become a **member today!**

Joining the City HR community is easy. Simply visit our website or contact us directly (via [info@cityhr.co.uk](mailto:info@cityhr.co.uk)) to learn more about membership options and how to get started.

Member organisations pay a nominal annual subscription for all of their employees within the HR function. This covers the operating costs of the Association and enables City HR to deliver a range of services which are either free (i.e. contained with the subscription) or heavily subsidised.

Fees are based on the number of UK employees in your organisation.



Based on number of UK employees

(all prices are exclusive of VAT and refer to 2026 prices)



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# Interested in hearing more?

Reach out to us, we'd love to hear from you!



[www.cityhr.co.uk](http://www.cityhr.co.uk)



City HR Association Ltd.  
Room 209  
11 - 12 Tokenhouse Yard  
London EC2R 7AS



[info@CityHR.co.uk](mailto:info@CityHR.co.uk)

# CityHR

A group of four people (three men and one woman) are in a modern office setting. Two men are standing and looking at a laptop on a white table, while a bearded man and a woman are seated at the table, also looking at laptops. The background features a white brick wall with some charts and a large window. The entire image is overlaid with a semi-transparent purple filter. The text 'CityHR' is prominently displayed in the center in a white, bold, sans-serif font.

# CityHR