



Fellows Broadsheet

The Institute of Hospitality Fellows Broadsheet is a thought-leadership article written by a member of our esteemed College of Fellows. Celebrating the wealth of professionalism, knowledge and expertise within our diverse, worldwide hospitality family. The Fellows Broadsheet is published exclusively for members.

The roots of the hospitality industry

Adam Hersey MIALD FIH, has been a member of the Institute of Hospitality since 2011 and has worked in the hospitality industry for 13 years.

He is currently Sales and Events Manager for Herbert Berger at Innholders Hall in the City of London (the square mile), the home of the Worshipful Company of Innholders.

In our latest Fellows Broadsheet, Adam explores the 'The roots of the hospitality industry'.

Originally established to protect and regulate the various trades which were carried out within the City, they evolved from medieval guilds, fraternities and loose associations of artisans and merchants.

Among the oldest are the Fishmongers' Company, granted their charter in 1272 AD, and the Goldsmiths in 1327 AD.

Today, there are 110 Worshipful Companies in existence. Many of whom still maintain livery halls within the City and who continue to play a key part in the ceremonial side of the City's activities. Including supporting the Lord Mayor and attending the lavish, annual Lord Mayors' Show, at which the newly elected Lord Mayor of the City of London pledges their allegiance to the British Crown.

Where did hospitality begin?

In hospitality, we are constantly looking at ways to progress, identify the next exciting guest experience, the newest food trend and hone best practice in management and service.

But do we really understand our industry's history, and the organisations that shaped it in its early years?

Livery companies

Delving into the fascinating world of livery companies and strolling past the 40 Livery Halls that exist in the City of London, you begin to understand the terms and traditions that were born in the past, and their historical significance to the hospitality industry.

Livery companies of the City of London have all played a crucial role in the establishment, licensing, regulation, and development of trades and industry, first within the City of London, and then beyond.



Most relevant

Arguably the two most relevant livery companies for the hospitality industry are the Worshipful Company of Innholders (WCI) and the Worshipful Company of Cooks (WCC).

Innholders Hall is the home of the WCI. The WCC also used the hall as their predominant home for over 100 years, as they no longer have their own hall.

Both Worshipful Companies played a crucial role in the development of Innkeeping (early hotels), in the case of Innholders, and cooks (Chefs).

Using a precedence system, based on financial and political power at the time of their formation, all the City's livery companies are listed in order.

The WCI is No.32 and was awarded its Royal Charter in 1514 AD and the WCC ranks No.35, and was given its Royal Charter in 1482 AD.

They both played their part in governing their respective industries from the 15th century. Ensuring that only those who were licensed, could trade legally.

Wages, labour conditions and industry specific standards, all fell under the livery companies' responsibilities. And under their Royal Charter, they still promise to report 'miscreants and their hotels' to the Crown even today.





Charity and training

The role of the modern-day livery company has changed. It now focuses more on charitable giving and supports charities such as Hospitality Action, Springboard, The Burnt Chef Project and Only A Pavement Away, to name a few.

The WCI also supports other initiatives such as Plunket foundation, Hoteliers Charter and the Licenced Trade Charity.

Today assistance is also provided through training grants.

There are a number of training programmes that are supported by both the Innholders and Cooks. Most notably, via the Master Innholders, who were formed by the Innholders in 1978. This was a way of re-establishing their links with the 20th century hospitality industry and promoting membership to leading hoteliers.

The Innholders scholarship programme and the Master Innholders Aspiring Leaders Diploma (MIALD), are all run and managed by the Master Innholders, and supported by the WCI.

Those who successfully complete the course are known as St Julian Scholars (SJS) named after Julian the Hospitaller, the Patron Saint of Hospitality.

The WCC have also recently developed their Level 4 Kitchen Management Programme, which is very similar to the MIALD mentioned above, but with a kitchen focus. The first group is due to finish in early 2023.

Heritage

The WCI and WCC, whilst not as prominent or at the cutting edge of their respective industries as they once were, nevertheless continue to play an important supporting role in our industry.

Their impact on the heritage of our great industry should not be underestimated, and indeed their histories offer a fascinating insight into the early development of what we see today.





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About the author

Adam Hersey MIALD FIH, has over 13 years in the hospitality industry. Having started as a Management Trainee at Luton Hoo Hotel, Golf and Spa in 2010, his career has seen him climb the operations ladder, starting in Conference and Banqueting, to Restaurant and Bar management through to Hotel Operations Management with the Vineyard Group and most Recently as General Manager.

Adam is currently Sales and Events Manager at Herbert Berger at Innholders Hall in the City of London.

His notable industry achievements include, being a member of the IoH College of Fellows, Regional Treasurer of the IoH South East Region, a Liveryman at the Worshipful Company of Innholders, Hospitality Action Ambassador, and alumni of the Master Innholders Aspiring Leaders Diploma (MIALD) and Reunion des Gastronomes.



Adam Hersey MIALD FIH

References

www.innholders.org.uk
www.cooks.org.uk
www.masterinnholders.co.uk
www.innholders.co.uk
The City White Book
The Innholders, Stephen Coote, 2014



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Further Information

- The charity Hospitality Action has set up a number of initiatives for staff health and wellbeing, such as the Employee Assistance Programme (EAP), an Advice Hub and a 24/7 hospitality helpline 0808 802 0282
- The Scottish Association for Mental Health (SAMH) has a longstanding commitment to preventing suicide and an accessible campaign hub. Further support can be sought from MIND, the mental health charity, and Hospitality Health
- The Pilot Light campaign
- Unite conducted a survey of professional chefs in London and found that those surveyed were working 48-60 hours per week, with 78% reporting injuries and near misses related to fatigue. Unite's survey also revealed that more than a quarter of chefs were using alcohol to get through their shift and 56% were taking painkillers.
- For more information, read The Staff Canteen
- Mental health and mental wellbeing are fundamental to the human, social and economical quality of life of individuals, families and communities and should therefore be considered as an intrinsic and vital part of public policy such as human rights, social care, education and employment. (World Health Organisation (WHO) European Declaration on Mental Health 2005)
- The HSE statistics in Great Britain 2022 reports 914,000 workers are suffering from work related stress, depression or anxiety (longstanding or new) and that 17.0 million working days were lost due to work related stress, depression or anxiety in 2021/22 (Labour Force Survey LFS)

Further reading

- You don't always have to be on cloud nine - Article: The Morning Advertiser
- Is the hospitality industry doing enough for employees' mental wellbeing - Newfoodmagazine
- Tackling mental health and wellbeing in the hospitality industry - Psdgroup
- Be Kind to your Mind - NHS quiz to explore your own mental wellbeing
- Five steps to wellbeing
- Guides for wellbeing
- The employment crisis in hospitality
- Friendships can be the key to good mental health - The Perfect Pairing report by BRITA Professional and The Burnt Chef Project

References

1. RSPH
2. Nestle Professional
3. NHS
4. The Burnt Chef Project