

THE MASTER CERTIFICATE SCHEME

Demonstrating excellence in the Baking Industry



The Worshipful
Company of Bakers



The Livery Companies Skills Council
In Collaboration with
The City and Guilds of London Institute

**City &
Guilds**



ABOUT THE SCHEME

The Worshipful Company of Bakers is the second oldest Livery Company in the City, tracing its origins back to 1155, remaining as relevant and active today as ever.

Since 1815 the Company has promoted the baking industry with training and education initiatives, including involvement with degree courses at the National Bakery School at London South Bank University, and other universities and colleges. It provides in-service training for bakers through the award of bursaries in United Kingdom and abroad, and works with secondary school teachers. The Company supports work with primary children in East London through initiatives, such as 'Grow Your Own Playground'.

In 2026, the Worshipful Company of Bakers took part in the Master Certificate Scheme for the first time.

The Master Certificate Scheme

The Master Certificate Scheme, in partnership with City and Guilds, is a recognition of excellence in industry, and aims to promote career progression from Apprentice to Journeyman to Master level. It supports and recognises academic courses, in-service training and experience, as well as helping others in the industry.

ASSESSMENT

The scheme has three levels:

Apprentice 2+ years experience

Journeyman 7+ years experience

Master 15+ years experience

A panel of representatives from the Worshipful Company of Bakers will assess all applications.

Following successful submission of all relevant documentation and supporting information, candidates for **Apprentice** and **Journeyman** will receive their Certificate carrying the signature of the Master of the Worshipful Company of Bakers.

Successful candidates at **Master** level will receive a certificate signed by both the Master of the Worshipful Company of Bakers and the Chair of the Livery Companies Skills Council (LCSC).

AWARDS CEREMONY



The 2027 Awards ceremony will take place in Spring 2027 at the Mansion House, home of the Lord and Lady Mayors of London

REQUIREMENTS FOR CERTIFICATION

In order to qualify at any of the three levels, applicants should submit a portfolio of information and evidence in line with the guidelines below.

3 CRITERIA FOR ALL APPLICATIONS

A **Curriculum Vitae** outlining the professional experience and expertise of the applicant;

Photocopies or scans of all relevant **certificates**;

Two satisfactory references illustrating the applicant's proficiency, reliability, good character and contribution to the baking industry. The referees must be known to the applicant professionally.

References for applicants at Journeyman and Master levels should include evidence of mentoring, sharing of skills, leading by example etc.



APPRENTICE



CRITERIA

- A minimum Level 2 qualification;
- A minimum of 2 years' experience in craft or technical baking;
- Evidence of Continuous Professional Development, for example current certification in Food Safety and Hygiene
(see *Appendix 1* for examples of suitable evidence);
- Be in training or undertaking a course leading to a relevant Level 3 qualification.



JOURNEYMAN

- A minimum Level 3 qualification or a completed Apprenticeship or 5 years' experience;
- A minimum of 7 years of appropriate employment within the industry;
- Evidence of ongoing Continuous Professional Development over the course of their career to date, including relevant formal courses, short courses and private study;
- Evidence of teaching and training, mentoring, and supporting students and other co-workers;
- Current membership of at least one professional or trade body related to their area of expertise and practice.

CRITERIA

MASTER



- A minimum Level 4 qualification OR at least 15 years' relevant experience;
- Significant current experience in the bakery industry;
- Evidence of teaching, training and supporting students, staff and colleagues within their sphere of excellence;
- Be a proprietor, manager, educator, director or experienced craftsperson;
- Evidence of ongoing Continuous Professional Development over their career to date, including any training relevant to their current role;
- Current membership of at least one professional or trade body related to their area of expertise and practice;
- OR Licentiatehip of the City and Guilds Professional Recognition Award (or by the panel of assessors).

FAQS

HOW MUCH DOES IT COST?

Applications are free of charge,

If applicants are successful, their attendance at the Ceremony is free of charge, courtesy of the Worshipful Company of Bakers.

Candidates must meet their own travel costs

HOW DO I APPLY?

Please send details of your selected candidate(s) and supporting documentation to theclerk@bakers.co.uk by **19th December 2025**

WHO SHOULD I CHOOSE?

The Master Certificate Scheme celebrates excellence, encourages career progression and recognizes the very highest levels of skill and experience. If you have a member of staff who goes the extra mile, and who deserves to be one of the first to receive this very special award, nominate them now.

HOW MANY AWARDS WILL BE MADE?

As this is a new initiative for the Worshipful Company of Bakers, in 2026 it is anticipated that 3 awards will be made. We hope the scheme will expand in future years.

APPENDIX 1

Examples of Acceptable evidence

Some examples of the type of evidence that may be submitted as part of an application.

- Certificates of courses attended;
- Evidence of mandatory training, such as Health and Safety, Moving and Handling, etc.;
- Photographic evidence of examples of work;
- Evidence of private study, such as collections of articles, reflections on practice etc;
- Documentation from work appraisals, 1-1 meetings etc.
- Positive feedback from a variety of sources, such as online reviews, customer feedback.

N.B. For individuals who have been part of the industry for a number of years, it will be possible to ascertain this evidence by means of an interview, although the requirement for a current CV and references still applies.





**THANK YOU
FOR YOUR
CONSIDERATION**