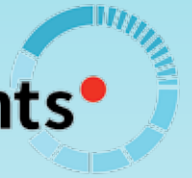


THIS YEAR...

Time & Talents

Impact Report
2014 - 2015



WE **SUPPORTED**
82 ORGANISATIONS



WITH
1,037
VOLUNTEERS



OVER
5,534
HOURS

ACROSS
141
PROJECTS

FOR
3,883
BENEFICIARIES

A word from the chair...

“ We are delighted to report another strong year for *Time & Talents* supporting employee volunteering in Westminster. As you will see in this snapshot of our activities, we have worked with a wide range of organisations from small businesses to international corporations and government departments. Those organisations have in turn provided invaluable expertise, skills and resource to 82 charities in the borough, working with many of the most vulnerable communities and individuals.

We are also delighted to note that 98% of the employee volunteers we surveyed thought that volunteering was a good use of their time and two thirds of respondents said that it had contributed to their professional skills. It is very important that our volunteering partnerships bring real tangible benefit to both partners and are not simply a question of ticking the box for good deeds!

Our role in brokering the partnerships is to ensure that goals are clear and compatible and that both parties understand what they want to get out of the engagement – whether a one off event or a long running collaboration. Congratulations to all those who have linked up through volunteering and a big thank you to the Time & Talents team for making it all work! ”

Ann Frye, Chair of Time & Talents



About us

Time & Talents initiates and builds sustainable partnerships between community groups and companies in Westminster.



Our strong ties with local charities, coupled with our pool of skilled employee volunteers, places us in a unique position to support those we work with in achieving their goals. Our members gain direct access to a wide network of organisations from all sectors, developing targeted, long-standing relationships that benefit all involved.

How Time & Talents help us

“ We’ve worked in partnership with Time & Talents for over ten years. They provide insight and information about what the local community really needs. This insight into the local community and their guidance help deepen our understanding of the relevant issues in our area.

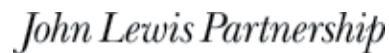


If you are new to corporate volunteering they offer a good option to help build your community programme and engage your employees – the benefits speak for themselves.

Time & Talents are approachable, flexible and have a very ‘can-do’ approach to their work. They are creative and know the community inside out.”

Anne Folan, Community Liaison Coordinator, John Lewis Partnership

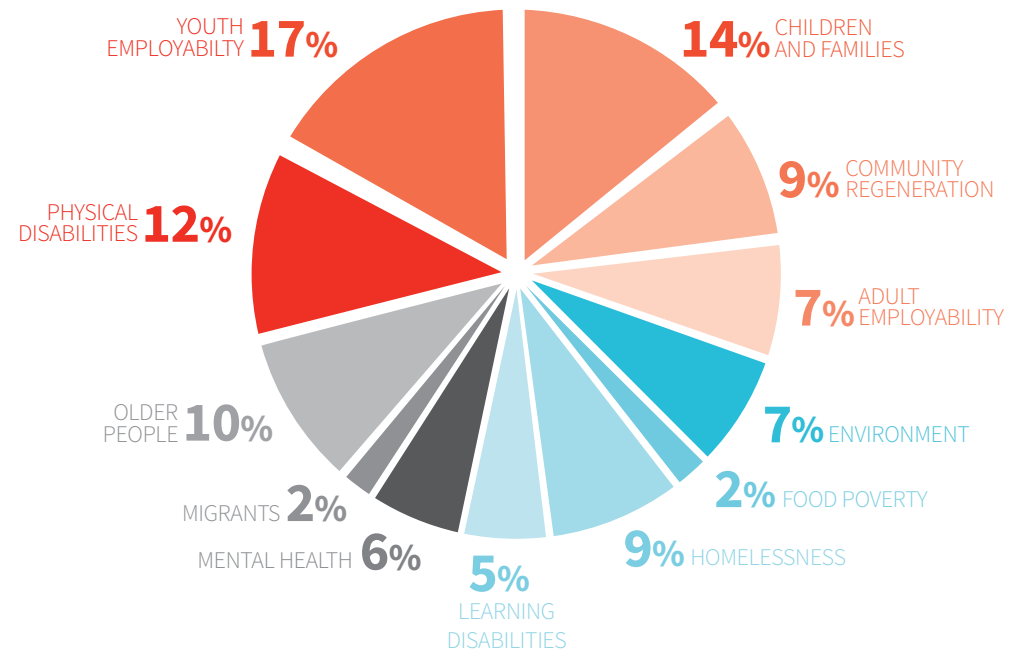
Our partners include:



Our impact

Time & Talents works with charities, schools and community groups from across Westminster, tackling a broad range of social issues. We like to ensure our impact is widespread and varied.

IMPACT DISTRIBUTION 2014 -2015



The percentages have been calculated from the total number of completed projects in 2014-2015

Our programmes

Each **Time & Talents** programme is designed to match our volunteer pool with different areas of community need.

Skillshare

Whether volunteering as an individual or part of a team, employees use the skills developed through their careers to affect change in the community. In this way, we have provided key support for charity staff, such as peer mentors, training workshops and trusteeships. Our volunteers also worked directly with disadvantaged members of the community on issues such as unemployment, isolation or literacy.

This year we delivered 63 skill based volunteering activities, including mentoring relationships and workshops.



Practical



Supporting charities with manual tasks, such as painting and decorating, cleaning and clearing, or gardening and environmental regeneration, improves communities where there is limited capacity and resource; an active, teambuilding approach to volunteering.

This year we engaged 432 volunteers in practical volunteering activities.

Skills for Schools

Our local network of schools and colleges benefitted from employee-led workshops, classes and school trips. We ensured strong outcomes by tailoring projects to the interests and experiences of the volunteers and the learning objectives of the school.



This year we placed 122 volunteers across 9 different schools and colleges.

Perspectives on Partnership

Time and Talents' events programme encourages cross-sector collaboration between our employer and community partners. Networking events and committees, such as our Employee Volunteering Advisory Group (EVAG), provide important opportunities for our members to pool their knowledge and resources.

This year we facilitated five events covering marketing, project management, charity finance, networking and partnerships, and advisory groups.

Flagship programme

Our Flagship programme responds to specific community issues with a large-scale, sustainable approach. By targeting the right employers with the right skills, we delivered projects that harness the full potential of our partners.



This year's projects included a 10-week programme of financial literacy training for pupils of Quintin Kynaston

Academy, and the Victoria Mentoring Programme at Westminster City School, engaging four companies over an eight month period.

Case study: Victoria Mentoring Scheme

In September 2014 we launched our flagship mentoring programme, partnering four companies with Westminster City School in Victoria. Employees from AT&T, EDF Trading, Land Securities, and Microsoft provided one-to-one employability support to 20 sixth-form students. Mentors pledged more than 140 hours of volunteer time over an eight-month period, offering practical guidance to school-leavers based on their own experiences in education and the workplace.



In addition to the regular meetings, the mentees took part in four interactive workshops. These covered a wide range of topics such as coding, app design, presentation skills and interview techniques. The mentees also had the opportunity to visit an active trading floor, and the sky garden at the Walkie Talkie!



“The meetings have gone very well, and my mentee confirmed with me afterwards that he got a lot out of the experience.”

Mentor, Land Securities

“The students in Westminster City School have greatly benefitted from the mentoring programme. By working with a mentor, we have learned about the different pathways available to us, and have discussed what would be the most suitable. This has provided us with a much greater insight into our subjects and careers, clearing any misconceptions and better preparing us for the future.”

Student representative, Westminster City School

“Now my mentee’s exams have finished he’s looking at summer open days and internships, and has already been accepted by HSBC.”

Mentor, EDF



Case study: Brown Forman 'Introduction to Marketing' workshop

Effective marketing is an important tool for securing funding in a difficult economic climate. At the request of our community partners, **Time & Talents** and Brown Forman ran a free 'Introduction to Marketing' workshop, attended by staff and volunteers from 11 organisations.

The bespoke workshop covered many key issues affecting the Westminster community. Tips and hints on "research with no/low budget" were particularly well-received. The event provided an excellent opportunity for participants to access expert advice, share best practice and open dialogue with other community representatives.

Business outcomes

- Professional skills development, including presentation and leadership
- 100% of volunteers enjoyed the experience

Community impact

- Provision of expertise otherwise unavailable to attendees
- Estimated training cost savings of £250 per person

“ I thought it was very interesting and helpful for the work I am doing currently. The trainers were great and I especially enjoyed the exercise, which really got me thinking.”

Stephanie Hall, Westminster City Guides
Project coordinator

“ What an insight! I can really start some market research for my project. Thank you for sharing your expertise with us.”

Jasmin Ali, Westminster Community
Project Coordinator

Case study: PricewaterhouseCoopers Foodbank Donations and Gardening

Walterton and Elgin Community Homes (WECH) is a resident-controlled housing association in Westminster, set up by residents who campaigned against the sale of their homes to private developers.

A team of 13 volunteers from leading accountancy firm, PwC, transformed WECH's community gardens, giving them a full makeover for residents and visitors to enjoy. They carried out weeding, pruning and clearing. In addition to the gardening, the volunteers ran a food collection session for the local food bank. This activity secured a vital resource for the community, bringing in the most food they had ever received in one day.

Business outcomes

- 100% of volunteers feel the day was good for their personal development
- Two-thirds improved their self-confidence

Community impact

- £150 saved in gardening costs
- The most food ever collected in one day

“ We were all exhausted at the end of it, but had a really great day! ”

Volunteer Team Leader, PwC

“ I want to say thank you to you, Gina and the whole team. It has been great experience and I am pleased that we managed to make a difference.”

Volunteer Team Leader, PwC

Employer benefits

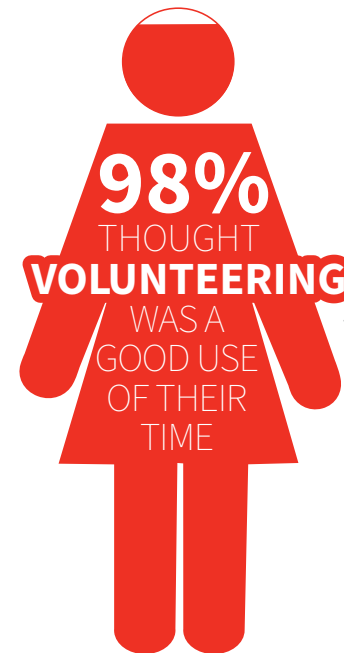
Through **Time & Talents** our employer partners establish strong links with a wide network of third-sector organisations. In 2014-15 alone we connected local businesses with 83 different community organisations in Westminster and the surrounding boroughs. Our unique position within parent charity One Westminster allows us to reach a broad range of small- to medium-sized charities – organisations that stand to gain the most from corporate volunteer support, but might otherwise be unable to access it.

As well as providing on-going support to those in need in the community, **Time & Talents'** volunteering programmes also help to nurture and develop the skills of our volunteers. By running workshops, planning projects, problem solving and teambuilding, employees can take on a wide range of responsibilities beyond their day-to-day roles.



Employee volunteering survey results

Of the **185** respondents:



Testimonials

“ If you are new to working with the charity sector, Time & Talents is a great partner that allow you to quickly build a presence in the community. They have helped us to develop important relationships with local charities and provided support to us as an organisation, making the projects you want to happen a reality. Time & Talents has established a number of important relationships for PIMCO with the Westminster community; support that we find invaluable.”

Emma Taylor, Chair, PIMCO Charity Committee



“ Working in partnership with Time & Talents aligns with our corporate vision to create an aspiring city. The partnership allows us to create all opportunities where our staff can deliver our core values in an environment where both colleagues and the community benefit from the interaction.”

Sarah Bennett-Jones, Lead Commissioning Officer, Westminster City Council

“ Our relationship with Time & Talents has been invaluable in a myriad of ways, not least in unlocking relationships and partnerships with grassroots community organisations here in Westminster. The partnership has enabled us to find creative, innovative, needs-led projects to participate in, and the team provide brilliant ideas and concepts for the development of corporate volunteering in Westminster.”

Philip Barron, Corporate Responsibility Manager, Land Securities



Aims for 2015 - 2016

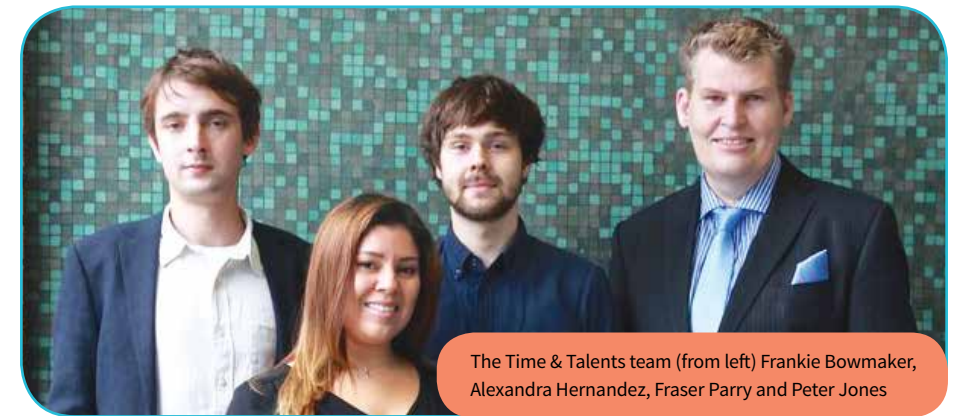
“ Time & Talents has enjoyed a fantastic year of growth - the breadth and depth of expertise in our volunteer pool has led to increasingly ambitious projects with a wide range of impact on the Westminster community. This year we comfortably achieved our target of 1,000 volunteers, a 25% increase on 2013 - 2014

In 2015 - 2016 we will take several steps to develop our impact:

- Use our increased volunteer pool to reach more people in need. We will be targeting mental health issues, drugs and alcohol addiction, migrants and refugees, and food poverty in Westminster.
- Develop more in depth evaluation of how our volunteers affect change in the community. We will strengthen partnerships with key community organisations to measure the long term benefits of Time & Talents' support.
- Grow our capacity building function for small charities. We will expand our Perspectives on Partnership events programme, peer mentoring portfolio, and skillshare workshop series

To make this happen, we are targeting a 50% increase in volunteer numbers. With 1,500 skilled employees on board, we will make real headway in addressing key social issues in the City of Westminster.”

Frankie Bowmaker, Partnerships Manager, Time & Talents



The Time & Talents team (from left) Frankie Bowmaker, Alexandra Hernandez, Fraser Parry and Peter Jones