

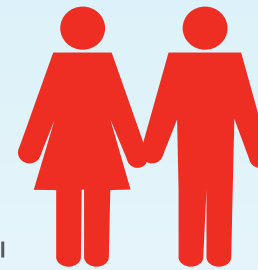
THIS YEAR...

Time & Talents

Impact Report 2019-2020



WE **SUPPORTED**
48 ORGANISATIONS



WITH
1,467
VOLUNTEERS

ACROSS **270**
PROJECTS



OVER
5,290
HOURS



FOR **12,340**
BENEFICIARIES



A word from the Chair...

“ We are delighted to report another strong year for **Time & Talents** supporting employee volunteering in Westminster. In this impact report we offer a snapshot of the 270 activities that have allowed a wide range of organisations – from global companies to government departments – provide invaluable expertise, skills and resource to 48 organisations. Over 5,290 hours they brought support to more than 12,000 individuals in the most vulnerable communities.

We are also delighted to note that 94% of the employee volunteers we surveyed thought that volunteering was a great way to give back and offered them valuable experiences. Two thirds of the participants thought volunteering contributed to their professional skills, improved work relationships and offered the opportunity to gain a better understanding of the challenges faced by local communities. This shows that we continue to bring value to both charities and businesses by organising volunteering activities tailored to achieve the goals of both parties. Congratulations to all employees who have contributed their working days to volunteer in the community and a big thank you to the **Time & Talents** team for making it happen. ”

Laura Cordingley, Chair of One Westminster



About us

This year **Time & Talents** has increased corporate-community engagement tremendously in Westminster. Established in 1996, Time & Talents continues to facilitate successful sustainable partnerships between the borough's businesses and charities.



Our strong ties with One Westminster's extensive network of more than 200 local community organisations, coupled with our pool of skilled employee volunteers, places us in a unique position to make a huge difference to the lives of disadvantaged people living in the borough. Our members gain direct access to a wide network of organisations from all sectors, developing long-standing relationships that benefit all involved.

How Time & Talents helps us

“ Since 2012, Time & Talents has helped orchestrate PIMCO’s Global Month of Volunteering for our London based colleagues. The Time & Talents team has been instrumental in connecting PIMCO with local charities and identifying engagement opportunities that have made a significant impact to the local community. ”

Carolina Leite, Senior Associate, Corporate Responsibility Purpose, PIMCO



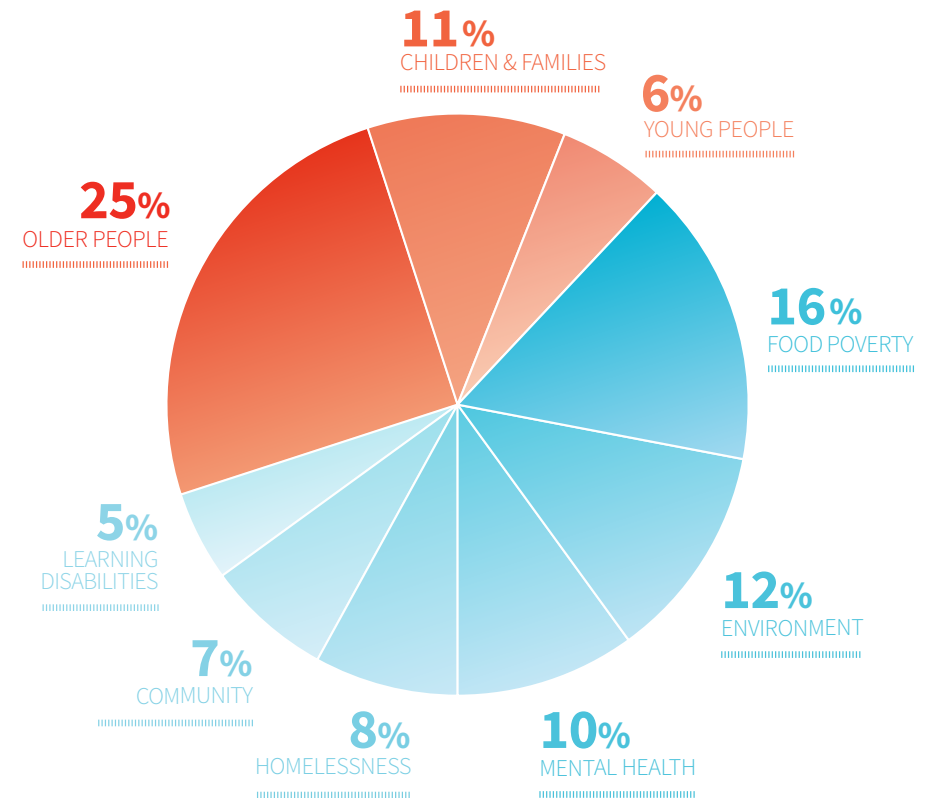
Our partners include:



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 2019 – 2020



The percentages have been calculated from the total number of completed projects in 2019-2020

Aligning impact with UN Sustainable Development Goals

Time & Talents' volunteering options can help organisations seeking to set up a corporate responsibility strategy to align with the United Nations' Sustainable Development Goals (SDGs). These offer a universally recognised framework with which to tackle the most pressing issues of our time.

When requested **Time & Talents** tailors employee volunteering to match business that will make an impact in the community, the environment and the workplace. By assigning SDGs to volunteering projects **Time & Talents** enables employers to measure the impact of their workforce on society.



“SDGs are an easy way for employers to align social responsibility goals to community need.”

Paola Pagliarin, Time & Talents

By aligning responsible business goals to SDGs, **Time & Talents** can help organisations understand their employees' interests and encourage staff engagement to achieve a more sustainable future for all.

This year **Time & Talents** revealed an increase in employee volunteering support to projects for the environment, homelessness, young and older people.

Employer-supported volunteers have supported food banks with food collections and distribution, taken part in outdoor activities with environmental regeneration projects, helped reduce isolation with social engagement and digital inclusion activities, and supported employability and mental health projects.

Overall corporate support saw a strong focus on the following SDGs:

GOAL 1: No poverty

GOAL 2: Zero hunger

GOAL 3: Good health and wellbeing

GOAL 10: Reduced inequalities

GOAL 11: Sustainable cities & communities

GOAL 13: Climate action

GOAL 15: Life on land

Through assigning SDGs to volunteering activities, **Time & Talents** helps employers to monitor engagement more easily and to better inform their stakeholders about their responsible business efforts. By being more transparent, **Time and Talents'** programme partners build trust and strengthen the reputation of their brands.



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 effect change in the community. In this way, we have provided key support for charity staff, such as training workshops and trusteeships. Our volunteers also work directly with disadvantaged members of the community on issues such as unemployment, isolation or literacy.

This year we delivered 79 skill-based volunteering activities with 202 volunteers helping with employability and IT-support sessions, and preparing food at community hubs.



Practical



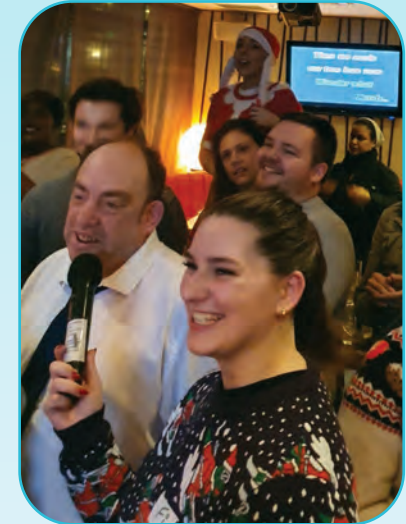
Supporting charities with manual tasks, such as painting and decorating, or gardening and environmental regeneration, improves communities where there is limited capacity and resource: an active, teambuilding approach to volunteering.

This year a third of all corporate volunteering has been in practical and environmental activities that contributed to 92 projects.

Social engagement

Many members of the Westminster community struggle with social exclusion, isolation and loneliness. Employee volunteers provide a vital stream of support by engaging with people through social activities and events to promote social cohesion and integration.

This year our volunteers have been supporting 42 projects including tea dances for older people, breakfast clubs and afternoon tea parties, arts and crafts workshops, befriending vulnerable adults, organising outings and sports days.



Employability

Our local network of colleges, homeless centres and charities that provide employment services benefitted from workshops and employability sessions where corporate volunteers gave insights into various career options based on their professional experience. Strong outcomes were also achieved by tailoring projects to the interests and experience of the volunteers and the learning objectives of individual charities.

This year Time & Talents facilitated 61 professional volunteers in 33 sessions benefitting 348 job seekers from homeless centre and mental health charities.

Digital inclusion

With services increasingly available online only, digital inclusion within the community is becoming a priority for many organisations. Within the last year, volunteers from eight employers supported IT sessions at community hubs and day centres for older people, providing one-to-one support to almost 100 older residents with smartphones, tablets and other digital devices.

“ I really wanted to thank you indeed for today’s PC support. The two friendly volunteers were the most helpful and in fact the best ‘help’ that I have ever come across.”

Marlene, service user at Notting Hill’s Genesis

Case study: APAX Partners give back

Time & Talents organised a bespoke calendar of volunteering days for private equity firm APAX Partners so that its employees could get involved in a variety of activities and causes such as painting, gardening and outdoor equipment maintenance as well as social engagement activities. From May to October almost all employees at APAX Partners' London office took part in many charity projects supporting the most vulnerable and isolated members of the local community in central London. Eleven volunteering teams made a tremendous impact in supporting environmental regeneration, homelessness, children and young people, older and isolated people.

Business outcomes

- 85% of APAX Partners employees took part in Time & Talents volunteering activities
- 100% of APAX Partners volunteers enjoyed volunteering for team building and giving back to the community

Community impact

- 567 hours were provided that added tremendous value to six charities
- 677 people were supported directly by volunteers



Case study: DfT beats volunteer record

Since 2006, when the **Time & Talents** employee volunteering programme started, the Department for Transport (DfT) has steadily increased its employee engagement year on year. This year DfT staff volunteered at 46 community projects to support children's and young people's education and training, got involved in environmental regeneration, volunteered at mental health and homeless centres, and ran digital inclusion and social engagement activities for older and isolated people. This exceeds all their previous records for volunteering and was a good way to mark their 100th anniversary.

Business outcomes

- 94% of participants felt that they had a positive impact on the local community.
- 74% of participants developed stronger relations with colleagues as a result of volunteering

Community impact

- 2,657 Westminster residents directly benefitted from the support of the 272 DfT employees who volunteered 973 hours in support to 18 community organisations.
- "Thank you to all you amazing volunteers for coming out today and providing a fantastic spread for everyone here. We are all so grateful for this and everyone enjoyed the food and the atmosphere. The residents are still tucking into all the food."

Jim, Support Worker for Thames Reach

“ A very positive experience that helped raise my awareness about the challenges facing many households in my community! ”

DfT employee volunteer

Employer benefits

Through **Time & Talents** our employer partners establish strong links with a wide network of third-sector organisations. 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.

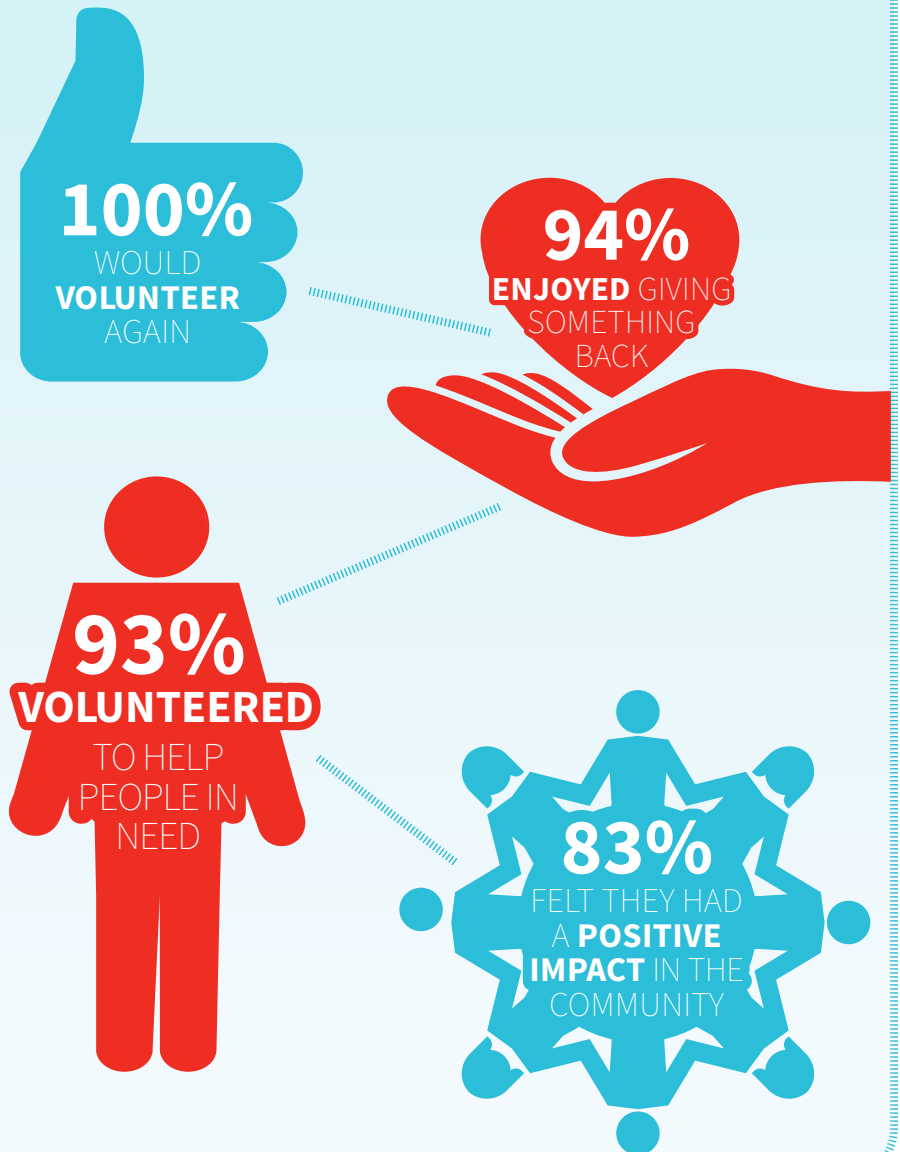
As well as providing on-going support to those in need in the community, **Time & Talents'** programme is tailored to increase employee engagement, offering opportunities for learning and development, benefitting staff health and wellbeing. The volunteering activities we organise are aimed to nurture diversity and inclusion, to help improve colleagues' work relationships and develop volunteers' skills.

Giving something back to the community also improves staff morale, while recognition for high quality and high impact volunteering gives employees a strong sense of fulfilment that helps retain great talent in every organisation.



Employee volunteering survey results

Of **161** respondents:



Testimonials

“**Time & Talents** helped us further increase the numbers of employee volunteers by organising dedicated volunteering projects throughout the year. The variety of activities on offer attracted new people and encouraged previous volunteers to continue contributing their time and skills to the projects we support.”

Anne Folan, Community Liaison Coordinator Victoria, John Lewis Partnership

“Not only was this a great way to foster good team relationships with my colleagues, it was a wonderful opportunity to see and contribute (in a small way!) to the wider community.”

Volunteer, Regent's University



“It was great to have the freedom to come up with social activities to run with the service users at the day care centre. **Time & Talents** was really helpful in the run up to the session, and the staff at the centre also helped to make the afternoon a success!”

Volunteer, Department of BEIS

Aims for 2020 – 2021

“**Time & Talents** has enjoyed another fantastic year of growth - the breadth and depth of expertise of our professional volunteer pool has led to increasingly ambitious projects that have made a significant impact on the Westminster community.

As our role as the ‘place to go’ for employee volunteering in Westminster is now firmly established, our aim is now to grow the capacity of small charities and reach even more people in need.

We will be strengthening collaborations with key community organisations, ensuring we keep fully abreast of our community’s changing needs to enable effective partnerships with those businesses that share the passion to address key social issues in Westminster.

Playing a leading role in facilitating corporate engagement and networking, we will encourage collaboration across all business networks, as well as involving government departments and Westminster City Council, to improve business and community sector awareness and the delivery of social value for Westminster’s ‘City for All’ programme.”

Paola Pagliarin, Corporate Partnerships Manager, Time & Talents

The **Time & Talents** team (from left) Eshita Unadkat, Alexandra Hernandez, Paola Pagliarin and Quoc Truong.

