

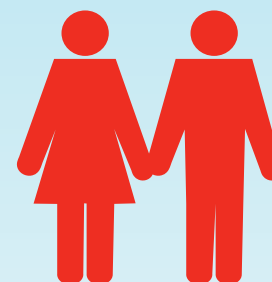
THIS YEAR...

Time & Talents

Impact Report
2017 – 2018



WE **SUPPORTED**
68 ORGANISATIONS



WITH
931
VOLUNTEERS



OVER
4,038
HOURS

ACROSS
156
PROJECTS



FOR
7,849
BENEFICIARIES



City of Westminster

ONE
WESTMINSTER

A word from the Chair...

“We are happy to report another strong year for **Time & Talents**’ support of employee volunteering in Westminster. As you will see in this snapshot of our activities, we have worked with a wide range of organisations including local businesses, government departments and international corporations. These organisations have, in turn, provided invaluable expertise, skills and resources to 68 charities in the borough, working with many of the most vulnerable communities and individuals.

We are also delighted to note that 96% of the employee volunteers we surveyed thought that volunteering was a great way to give back something to the community and offered them invaluable experience. Two thirds of the participants thought volunteering developed their professional skills, improved workplace relationships and gave them the opportunity to gain better understanding of the challenges faced by local communities. Such feedback shows that we continue to bring value to both charities and businesses by organising volunteering activities specially 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 significantly increased corporate-community engagement in Westminster. Established in 1996, we continue to facilitate successful sustainable partnerships between businesses and charities in Westminster.

Having secured a contract with Westminster City Council last November, we are fast becoming the ‘place to go’ for employee volunteering for Westminster.



Our strong ties with One Westminster’s extensive network of more than 100 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 corporate partners 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

“The **Time & Talents** programme enables our company to align our CSR goals with community needs and at the same time offers our employees a wide range of volunteering activities to support local charities, for example, gardening, tea parties and craft sessions. Whatever we get involved with makes a big difference and strengthens team spirit.”



Nick Hart, Head of Corporate Social Responsibility,
Turner (CNN, Cartoon Network, TCM)

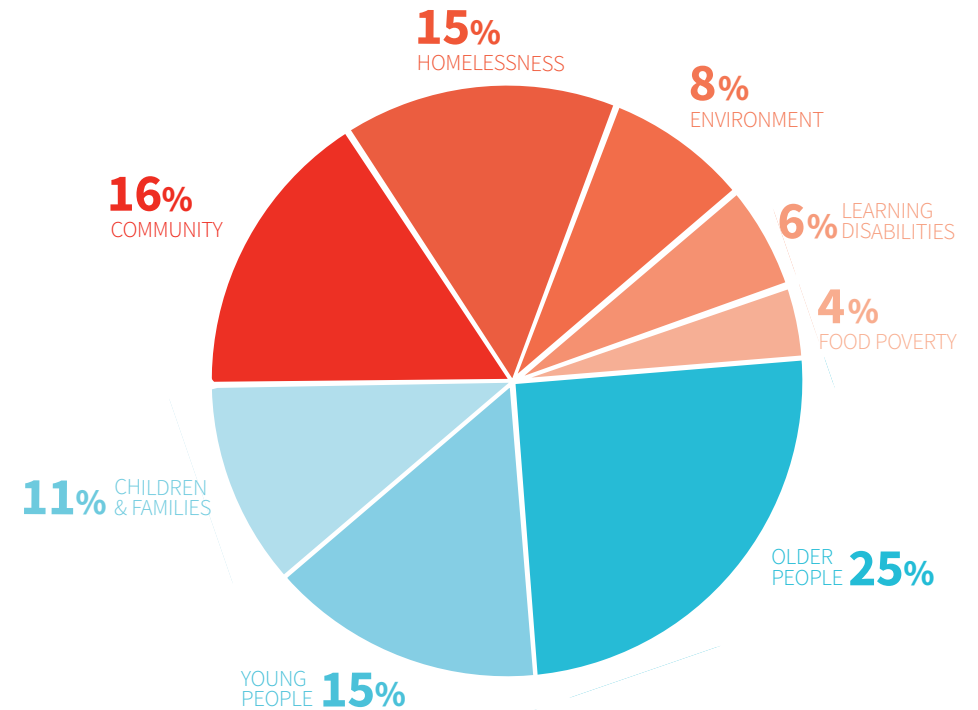
Our partners include:



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 2017 – 2018



The percentages have been calculated from the total number of completed projects in 2017-2018

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 peer mentors, training workshops and trusteeships. Our volunteers also worked directly with disadvantaged members of the community on issues such as unemployment, isolation and literacy.



This year we delivered 84 skill-based volunteering activities with 435 volunteers who supported charity staff, food banks and community hubs.

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 resources; an active, teambuilding approach to volunteering.

This year more than a quarter of all corporate volunteering involved practical and environmental activities.

Organisational support

Employee volunteers provide professional skills by sharing their expertise to train charity staff and volunteers. Through topical workshops and training sessions employees can provide crucial support that small local organisations would otherwise be unable to access.

This year we facilitated one-to-one peer mentoring, professional workshops in marketing, project management, trusteeships and advisory roles, business management, book-keeping, IT and web support.



Skills for Schools

Our local network of schools and colleges benefitted from employee-led workshops and employability sessions focused on providing insights into various career options, such as using foreign languages at work and money skills workshops. We ensured strong outcomes by tailoring projects to the interests and experience of the volunteers and the learning objectives of the school.

This year we placed 137 volunteers in 30 sessions that benefitted 1,600 students.

Trusteeship programme

The **Time & Talents** trustee placement programme has completed its second successful year, working in partnership with Pacific Investment Management Company (PIMCO), a global financial services organisation. So far, we have recruited and trained 11 employees that have been appointed as trustees in local charities, community groups and schools.

“We cannot thank **Time & Talents enough for finding us a new trustee. She has brought fresh skills and created new partnerships that have further expanded our service.”**

Deqa Salad, CEO, Hear Women

Case study: American Express

Time & Talents in partnership with American Express delivered a high impact 'Women into Financial Services' event for Westminster students. Fifty students from three secondary schools in Westminster - City of Westminster College, Paddington Academy and Westminster Academy - were hosted at AmEx offices where 44 employee volunteers gave the students a tour of the office and delivered workshops in client services, finance, marketing and technology.



The aim of this event was to inspire and encourage young women to consider careers in financial services, as this sector continues to be male dominated. The young women gained both insight into the different job opportunities available to them and received useful answers to their questions about potential career options.

“Sharing personal experiences and answering questions can really help students understand the range of opportunities out there in the world of work and American Express did a brilliant job in doing so with a successful outcome.”

Ricardo Vega, Enterprise and Employability Coordinator, City of Westminster College



“Getting to know the different jobs women can have within the business and what the job is like was very useful.”

Student at City of Westminster College

“Wonderful for female students to see confident young women talking about working in the corporate world.”

Martin Stritter, Teacher of Business & Economics, Paddington Academy

Case study: PIMCO

As in previous years, we facilitated a tailored programme of activities for the London staff of the Pacific Investment Management Company (PIMCO), which runs an annual Global Volunteering Week. Over six days in July 2017, **Time & Talents** supported 93 PIMCO employees to volunteer over 290 hours on 16 projects in Westminster.

These projects included serving breakfast to the homeless, painting a community hall, delivering skilled workshops on project management and providing employability support, playing music with people with learning disabilities and helping with children's activities.

Business outcomes

- For the fourth year running, 100% of PIMCO staff enjoyed volunteering and will do so again
- Employees had the opportunity to give back to the community through projects that benefitted 700 local residents

Community impact

- 297 hours were provided with expertise that added tremendous value to 10 charities
- PIMCO contribution and cost-savings to charities was in excess of £40,000

“For many years, **Time & Talents** has been a trusted advisor as we've built our hands-on and skills-based volunteer opportunities, plus ongoing strategic corporate citizenship programming. Since our partnership began, PIMCO has maintained strong volunteer engagement in our London office; our colleagues are keen to share their time and skills to benefit the local community.”

Sarah Middleton, Senior Vice President, Global Corporate Citizenship and the PIMCO Foundation

Case study: Department for Transport

The Department for Transport (DfT) helped a local group of young people with learning disabilities increase their confidence in travelling around London by delivering two 'Travel with Confidence' workshops to young people from the Caxton Youth Organisation.

The workshops enabled the young people to voice their concerns about travelling on public transport and from this DfT gained a better understanding of their needs. DfT employee volunteers also demonstrated how to use a ticket machine and explained the Transport for London (TfL) travel app.

Business outcomes

- DfT volunteers increased their knowledge and understanding of the challenges that people with learning disabilities face daily when travelling on public transport.

Community impact

- 20 young people directly benefitted from the support of DfT volunteers who ran practical workshops about travelling safely and respectfully on public transport. The young people also contributed illustrations to the TfL 'Mr Men in London' campaign.

“I thoroughly enjoyed volunteering as a representative of DfT. Originally, I got involved to help build the evidence base for DfT on better accessibility in transport (and to have some fun volunteering), but by the end of the second workshop I had gained more confidence in stakeholder management, leadership, and communication. The group were fantastic and I'd love to meet them all again in the future.”

Alfred Casson, Department for Transport employee

“The volunteers have been really helpful. They are able to bring resources, knowledge and information we wouldn't have otherwise.”

Rosemary Swainston, lead Youth Worker for Caxton's Independence Programme

Employer benefits

Through **Time & Talents** our employer partners establish strong links with a wide network of third-sector organisations. Thanks to our parent charity, One Westminster, we are able 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.

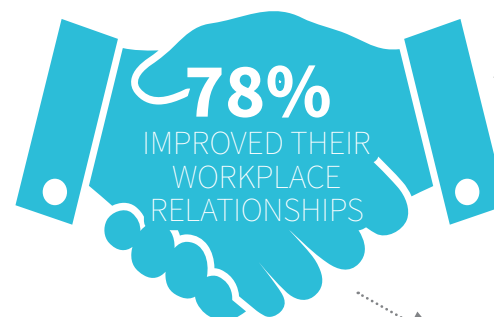
As well as providing on-going support to those in need in the community, **Time & Talents'** employee volunteering programmes also help to nurture and develop the skills of our volunteers. Employees can take on a wide range of responsibilities beyond their day-to-day roles by running workshops, planning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

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 your organisation.



Employee volunteering survey results

Of **170** respondents:



Testimonials

“Working with **Time & Talents** has helped us increase our employee volunteering activity across Westminster. Events such as Volunteers’ Week have brought in new volunteers, who are then taking on more active roles in some of the ongoing volunteering projects we support.”

Anne Folan, Community Liaison Coordinator John Lewis Partnership

“The session was really fulfilling, it was great to meet new people and do something completely different. It has made me want to volunteer more often.”

Hannah Thomason, Data Planner, Proximity London Volunteer



“This was a fun and worthwhile experience where I could immediately see the direct impact on the community.”

Shal Sharma, Deputy Finance Director, Regent’s University volunteer

Aims for 2018 – 2019

“**Time & Talents** has enjoyed a 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.

In partnership with Westminster City Council, we are developing our role as the ‘place to go’ for employee volunteering in Westminster and aim to grow the capacity of small charities and reach more people in need.

We will be strengthening partnerships with key community organisations, ensuring we are fully aware of the community’s changing needs and supporting 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 and together make real headway in improving business and community sector awareness, and the delivery of Westminster’s ‘City for All’ social value strategy.”

Paola Pagliarin, Corporate Partnerships Manager, Time & Talents

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

