

Our Community agenda

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£7.414m

Total contribution to the community this year.

Introduction

This year, Deloitte's total contribution to the community was £7.414 million, calculated using the London Benchmarking Group Model. We are proud to have achieved the highest contribution to the community amongst the Big Four professional services firms for the second year running. The maturity of our Community Investment programme, which has been operating for 10 years, demonstrates our credentials as a leading exponent of corporate community investment best practice.

Disability Sport

The Deloitte Foundation is investing £1.7 million over five years to develop Disability Sport at a grass roots level in the UK. With matching commitments from Government bringing the total investment to £3.4 million, this is one of the largest programmes of its kind in the UK. We are doubling the bursaries

Felicity Coulthard, winner of silver medal in grade II freestyle equestrian at this year's Paralympic Games in Beijing



awarded to talented disabled athletes to enable them to combine sporting progression with their academic studies, under the SportsAid Talented Athlete Scholarship Scheme (TASS). We have also created a ground-breaking website, www.parasport.co.uk, to encourage disabled people in the community to research and become actively involved in the right sport for them and ideally to progress to become competitive in their chosen sport.

Phil Lane, Chief Executive of the British Paralympic Association said: "At grass roots level there is a need to create opportunities for those embarking on their first steps to sporting achievement; we also need to help those with talent who want to progress to a higher level of performance. Deloitte's investment is enabling us to do just that". We are delighted that this summer, 33 members of ParalympicsGB's record-breaking team for the Beijing 2008 Paralympic Games had been supported by Deloitte in their sporting careers. It shows significant investment in grassroots sport can quickly lead to those athletes realising potential on the biggest global stage.

"We are proud of the fact that we are helping these young people combine both a sporting and academic career," said Heather Hancock, Managing Partner, Brand and Innovation. "Being an elite athlete is costly but for a disabled athlete there are additional cost hurdles to overcome. For instance, it costs these students more to travel anywhere, find the right coaching, and get specialised equipment. So, it is a tremendous achievement for promising athletes to realise their potential in sport at the same time as they gain their academic qualifications."

Blind football, RNIB



33

Deloitte-funded athletes qualified for Paralympic Games in Beijing 2008.

"The support I have been given through TASS is a tremendous boost to my ability to train. It has given me opportunity, opened a few doors and broken down barriers that allow me to now train at a much higher level than previously."

Deloitte TASS athlete and Beijing Paralympian Richard Fox, 20 - GB Cerebral Palsy Football Team

Our Community agenda

2,000

The number of people who have already completed the Deloitte employability course across the country.

Employability Skills

We know that the employability skills of school and college leavers can fall short of employers' expectations: many of our clients have shared their frustration with us about this trend. We wanted to make a practical contribution. Deloitte's award-winning Employability Skills initiative represents a £2 million investment to address this challenge. Since 2001 we have been working with employers, training consultants, further education colleges and the UK Government to design and deliver a course that will provide young people with the skills, attitudes and behaviours they need to secure and sustain employment. More than 2,000 people have already completed the Deloitte employability course at colleges across the country, with thousands more enrolling each year thanks to a major expansion of the programme made possible by the Deloitte Foundation.

The scheme will benefit up to 40,000 young people across the UK over 5 years. Deloitte partners and employees are supporting students on employability skills courses by delivering workshops on business topics such as interview skills, CV writing and presentation skills.

Frank Byrne of HSBC said "We were very impressed by the students' positive attitude and their willingness to learn. The employability skills training that they had received at college enabled them to fit into our organisation and workplace culture".

Enhancing employability skills

16 year old Sam Lambeth has always wanted to be a Police Officer. So when he left school he decided to enrol on a Public Services course at Stratford College alongside a Deloitte Employability Course: "I've really enjoyed the employability skills course. At first I wasn't sure why we needed to learn these softer skills, but as the course has gone on I've realised just how important they are. My confidence has grown a huge amount. I would definitely recommend doing this employability skills course to others – it's **made a huge difference to my life** and I'm really looking forward to my future now that I've left college".

Shirley Alabaster, Trainer at Solihull College

"The Deloitte course has made a real difference in enhancing the employability skills of our students. We have seen each of them develop in confidence, particularly in their communication, presentation and interviewing skills. Our local employers have commented on how successfully the Deloitte Employability Skills course has enhanced the professionalism of our learners."

The Deloitte programme has also involved some excellent, innovative lesson plans and enjoyable activities that have engaged all the learners. Stephen Bennion, an external consultant and Lead Ofsted Inspector, awarded the session a 'Grade 1, outstanding lesson'. In his comments he remarked: "This was an outstanding lesson because of the very good progress made by students in learning and **reflecting deeply on their learning**. Their attainment was high, much higher than you would expect at level 2".

Fundraising and payroll giving

During 2005-2007, we appointed the British Heart Foundation (BHF) and Leukaemia Research as our national charity partners, as voted for by employees and partners across the UK. Our people raised more than £1 million for each charity during the two year partnership through fundraising events, payroll giving and matched funding from the firm.

Douglas Campbell Rouse, Head of Corporate Partnerships, BHF said: "We have been extremely impressed and humbled with the level of expertise and enthusiasm with which Deloitte people have engaged in their charity of the year programme. The impact of the £1.016 million has made a massive difference to our charity in helping to keep more hearts beating through pioneering research, education and care initiatives".

Kate White, Director of Fundraising for Leukaemia Research said: "The money you have raised is helping the thousands of children and adults with leukaemia and related blood cancers. Every year 25,000 people are diagnosed; we want to give every one of them the best chance of survival. Thanks for your support".



Jo Westhead
Community Investment Manager



Cancer Research UK
Mobile Cancer Awareness Unit



JP Morgan Chase Challenge



NSPCC

For 2008 and 2009 the firm's national charity partners are Cancer Research UK (CRUK) and the National Society for the Prevention of Cruelty to Children (NSPCC). Our aim is to raise at least £1 million to fund the purchase and running of a desperately needed mobile cancer awareness unit for CRUK, and for the NSPCC to fund an online counselling service providing internet and SMS access for vulnerable children. Furthermore, we are delighted that our new charity partners have responded to our request to identify specific projects and targets that we are helping them achieve: it helps bring our support to life and engages our people even further in assisting these good causes.

Deloitte has been awarded the HM Treasury Gold Award for our Give As You Earn (GAYE) payroll giving scheme. We are proud to have been recognised for three years' running with this prestigious award.

We now have over 2,800 participants enrolled in payroll giving and in 2007-08, our people donated over £747,000 through GAYE (including £133,000 matched funding from the firm). Deloitte is among the highest performers in the UK among large company employers and this quality mark provides us with the highest recognition for our approach.

Lord Mayor's Appeal

Deloitte has been a platinum benefactor of the 2008 Lord Mayor's Appeal. This year the appeal benefits two charities: Wellbeing of Women, whose purpose is to fund research into obstetric and gynaecological health matters here in the UK; and ORBIS, set up to eradicate preventable blindness, primarily in the developing world.

As John Connolly, Deloitte UK Senior Partner and Chief Executive, said: "Deloitte is delighted to be a platinum benefactor of the 2008 Lord Mayor's Appeal. Each year we participate in a wide range of community programmes and we're pleased to support this year's Lord Mayor in his mission to invest in healthy lives, healthy vision and healthy futures".

Annual Flagship Charity Fundraiser

Despite torrential rain, 1,000 Deloitte runners assembled at Battersea Park this year for the 5.6km annual JP Morgan Chase Challenge charity run – raising in excess of £120,000 for Cancer Research UK and the NSPCC.

John Connolly, Deloitte Global Chairman and UK Chief Executive, gave a congratulatory speech to all runners after the race and David Cruickshank, Chairman commended them on their efforts. John Connolly added: "I'm continually amazed by the dedication and commitment of our people who make such a difference to the lives of others. I'm proud that so many Deloitte staff, 1,000 in total, took part in tonight's race and of the significant donations this will raise for the firm's national charities".

"The sense of pride for Deloitte and the **togetherness** of the Deloitte people was just awesome to watch." David Owen, Managing Partner, Consulting

Greatest achievement in building a successful long-term partnership

Deloitte was awarded a prize for 'Greatest achievement in building a successful long-term partnership' for its joint partnership with the BHF and Leukaemia Research, at the British Heart Foundation's (BHF) second Heart of Business Awards on 17 June 2008. In addition, Jo Westhead, Community Investment Manager at Deloitte, saw her efforts recognised with an award for 'Outstanding achievement as corporate charity champion'.

Jo said, "I am delighted to collect this award on behalf of everyone at Deloitte. We are thrilled with the amount we have been able to raise over the last three years for a truly worthwhile cause. Supported by a network of Community Investment champions across the UK, our people have shown an extraordinary level of enthusiasm and generosity in order to exceed all past fundraising and payroll giving records, making this our most successful national charity partnership to date".

2005/2007 national charity partners



2008 and 2009 national charity partners



£1m

The amount raised for each of our national charities, Leukaemia Research and BHF, during the two year partnership FY05 – FY07.

Our Community agenda

32%

The increase in our employee volunteer participation.

Corporate Challenge

Each year we enter teams into many external competitive fundraising events as part of our Corporate Challenge programme. We encourage our people to form teams to participate and we assist with entrance fees and Deloitte branded clothing. Previous events we have supported in this way include: The Times Young People's Leadership Challenge, the Manchester to Blackpool Bike Ride, the Leeds Abbey Dash and the gruelling Etape du Tour – the amateur stage of the Tour de France.



Ultra-marathon man

Ian Sharman, a Manager in Corporate Finance, London, endured one of the world's toughest, most brutal foot racing events – The Marathon des Sables, a 153-mile race across the Sahara. He completed the race in 13th position (out of 802 runners), almost four hours ahead of the next Brit; earning him the highest position by a British competitor in the history of the race. Participating in this contest has inspired Ian to push himself harder and see what else is possible. "It was the hardest physical and mental test I have ever undertaken. I am very happy with the result and hope it can lead to future success".

Mentoring – the best of both worlds

Each month, hundreds of our people take part in long-term mentoring programmes operated across the UK, including our continually popular secondary school mentoring and number and reading partner schemes. We offer a number of ways for our people to get involved, with our focus being to enable our people to use their skills and expertise to help disadvantaged communities. The firm offers our people a half-day per month – a total of 6 days a year – for approved volunteering projects.

London-based mentor Chris Goodgame, a director in Corporate Finance, explains why volunteering through Deloitte pays almost as many developmental dividends to him as it does to his mentees. Chris takes his mentees on tours of our London campus, introduces them to colleagues and partners and helps them prepare résumés, job applications and develop interviewing skills. "In return," explains Chris, "I gain a completely different – and much more diverse – perspective on the world." Chris finds his mentoring experiences rewarding in other ways, too. He says: "In particular, I was really pleased when one of my former mentees went on to university last year – and told me that he wanted to continue our arrangement, even though he's finished school".

The Fresh Futures Mentoring Programme, in partnership with Tower Hamlets College

Abdi Bahdon is 18 years old, studying A-levels in Psychology, Sociology and English Literature (mentored by Chris Goodgame)

What were your main aims and reasons for joining the mentoring programme?

"My aim was to meet new people who could bring me new ideas about the industry and the world of work. I can gain experience and also at the same time, they can learn from me and I can learn from them."

What have you learnt from being mentored?

"My mentor taught me how to become independent, how to stand up on my own two feet. How to look at life from a different angle and take every opportunity that comes my way, even if it is minor thing."

What would you say to a prospective mentee?

"If you think that you are struggling, or you are having any problems with your work, organisation, or you don't really have an idea of what university you want to go to, I would advise you to get a mentor and talk to them. It would be a great help. I think that having a mentor is not really hard work, but it takes commitment."



Community days

We work in partnership with Community Service Volunteers (CSV), to deliver our Community Days programme nationally. We support our people to make a visible contribution to the local community. Our Community Day programme gives groups of up to 200 people the chance to help out on a variety of community and environmental projects. These projects are incredibly popular with our people, as they give them an opportunity to give back to their local communities with an increasing focus on sustainability and regeneration.

In 2007/08, 2,238 Deloitte employees volunteered 16,068 hours on 126 community projects over 35 community days, representing a 32% increase in our volunteer participation from 2006/07. Many of our volunteers revisited venues and sites they had worked on previously, which highlights our focus on building sustainable partnerships through volunteering.

Consulting make a huge contribution to the community in just one day

In a single day last year, over 300 employees from Deloitte's Consulting practice contributed 2,121 hours to more than 20 different community projects, including primary schools, disabled charities, a psychiatric charity, an environmental project, and a young women's project.

Employees who took part in the day reported that it helped to improve their teamwork and 90% said that they felt positively about the firm as a result (source: CSV feedback).

"I thoroughly enjoyed doing something different with my day and supporting an amazing team"
Elga Long, Consultant.

CommunityMark

This year, Deloitte was awarded the CommunityMark by Business in the Community – we were one of only 21 companies to receive this honour.

The CommunityMark is a new national standard that publicly recognises companies that are the best investors in their communities. This national standard is endorsed by government and the voluntary sector, and supported by HRH The Prince of Wales, president

of Business in the Community. Its aim is to improve the impact that community investment has on business and society. Successful CommunityMark companies have passed a rigorous, independent assessment of how they invest in and work with their local communities, including scrutiny by their employees and community partners.

Deloitte Chairman, David Cruickshank, received the CommunityMark award on behalf of Deloitte at 10 Downing Street on 7 July 2008. We were awarded the CommunityMark because we demonstrated a long-term, high-level commitment to investing in our communities. We were also recognised for following good practice and for making a real difference.

Contribution to the arts

This year, Deloitte has invested in a five-year partnership with the Royal Opera House, making us one of their top three commercial sponsors. Deloitte's support is enabling the Royal Opera House, a world-class venue and a registered charity, to stage an annual innovative festival aimed at a younger and more diverse audience.

The first Deloitte Ignite festival was staged in September 2008. Curated by Wayne McGregor, it included contemporary work from artists including Julian Opie and Ravi Deepres and dance performances from Wayne McGregor Random Dance with children from the South and East of England.

Tony Hall, Chief Executive of the Royal Opera House said: 'I'm thrilled that Deloitte has made this significant investment into the arts at the Royal Opera House. They have come on board as one of our major sponsors for an exciting new initiative. Deloitte Ignite is all about bringing a new audience into the Opera House – young professionals who are currently under-represented here – and offering something contemporary and different to inspire them to become excited about opera and ballet'.

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One of only 21 UK-based companies to be awarded the CommunityMark by BITC.

36,180

Total hours contributed for volunteering.

