

Charitable Giving Policy

Overview of the Paddington Partnership Community Programme

The Paddington Partnership Community Programme is a bespoke corporate community involvement service delivered by the Paddington Partnership. Established in 2004, the Community Programme supports local businesses - who subscribe to our services - to build relationships with charities, community groups, schools and social enterprises on their doorstep.

Our purpose is to increase awareness amongst businesses and their employees of the opportunities available to them to provide help and support throughout the Paddington community and to deliver meaningful, rewarding volunteering that brings benefits to all involved. The Community Programme principally achieves this aim by organising one-off team challenges and longer-term skilled volunteering opportunities for subscribers' employees. Since March 2020, the Paddington Partnership Community Programme has also offered virtual volunteering opportunities for subscribers' employees, enabling our members to retain and develop their connection to and support of the Paddington community whilst working remotely.

The Community Programme also channels donations of unwanted items e.g. office furniture and IT equipment from subscriber companies to charities, schools and community groups and identifies opportunities for companies to support charity events and enterprises, and vice versa. For example, by inviting businesses to donate raffle prizes or by inviting charity representatives to be guest speakers at corporate events.

How we provide financial support to the Paddington Community

Other than paying fees directly related to delivering volunteering activity for large national campaigns, the Paddington Partnership Community Programme does not make direct financial contributions of its own to charities. It is for our subscribers to decide how they support the local community. The role of the Community Programme is to help facilitate, broker and celebrate this activity.

We recognise the tight budgets that many of our charity partners operate under and we endeavour to offer support indirectly and in kind. Our Community Programme Manager is in regular contact with groups as we plan volunteering events with them and this ongoing dialogue means we remain informed as to the financial priorities and needs of charities, schools and community groups in the area.



Tishman Speyer volunteers paid for equipment they used supporting environmental projects at King Solomon Academy.

When donations accompany volunteering

- Volunteer teams participating in practical projects often contribute financially towards the cost of equipment for activities e.g. plants for Great British Spring Clean events. Where teams are hosting a lunch or tea party, they will purchase the ingredients or refreshments. For many charity partners, schools and community groups, this monetary contribution is critical to enabling an event or activity to go ahead.
- On occasion, volunteering events may lead to donations being made to the host charity either by individual volunteers or by subscriber companies. Any such donations, whether financial or of material items, are made entirely at the volunteer/member company's discretion without obligation.



We signpost companies looking to offer financial support to local events and causes, including the popular annual dragon boat race at Merchant Square.

The Paddington Partnership

Financial or material donations

- Signposting and making charity introductions for Community Programme subscribers who express specific interest in offering financial support to local causes e.g. by adopting a local charity of the year, hosting a donation point or participating in a sponsored event where a charity is the beneficiary e.g. dragon boat racing. Direct introductions are made at the request of subscriber companies, as opposed to beneficiaries, to manage the high volume of requests businesses receive and adhere to companies' CSR and corporate giving policies. We do not promote individual charity fundraising campaigns either by contacting our subscriber companies directly for financial contributions or by featuring campaigns on our website or social media.



Companies frequently support charity collections e.g. of non-perishable items for the Foodbank and toiletries and clothing for homelessness charities.

- Finding recipients in the local community where good quality, unwanted items from subscriber companies can be donated e.g. office furniture and IT equipment. Making these donations is a sustainable, ethical choice. They result in cost savings for charity partners in not having to purchase items, whilst businesses avoid having to pay disposal fees and waste going to landfill is reduced. We may promote campaigns from local charity partners for material items (not fundraising campaigns for financial contributions) via our website/social media and/or by approaching subscribers directly. Any donations of material items made following an approach by The Paddington Partnership is entirely at the discretion of our member companies.
- The Community Programme supports subscribers to host donation points in their offices; collecting essential items such as food, clothing and toiletries for local charities.
- Notifying subscriber companies with spare capacity or function rooms, when charities are looking for meeting or event space. Vice versa, we promote community spaces to our subscribers when they are looking to hold events and functions; providing an important revenue stream for local community groups.

- Inviting Paddington businesses to donate raffle prizes or purchase tickets to attend small scale Paddington-based charity fundraising events; by promoting opportunities on our website and social media.
- Occasionally Paddington Partnership employees choose to make an individual donation to a local charity e.g. by purchasing raffle tickets at a fundraising event, donating sponsorship money or contributing to a Crowdfunding campaign. This donation is at the discretion of individual colleagues and is not claimed back from the company.

Charity fees

- Where charities are our suppliers or contractors, we will respect their charitable status and not apply pressure to secure preferential or discounted rates and fees.
- Some charities charge a per head fee for volunteering activities to take place using their land or expertise. The Paddington Partnership understands that for many charities this fee enables them to provide the requisite supervision, expertise and equipment to deliver volunteering activities for our subscribers. Where The Paddington Partnership arranges large scale volunteering activities attended by multiple companies to celebrate national campaigns, such as the Great British Spring Clean or Silver Sunday, any such fee will be paid directly to the charity by The Paddington Partnership. For smaller, bespoke volunteering activities for individual teams/companies, any per head fees will be paid by the member company. The Paddington Partnership will ensure any costs associated with volunteering activities are made clear at the point of the activity being proposed to members.
- Where a partnership arrangement is possible, The Paddington Partnership may work directly with a charity/supplier (such as Canal & River Trust) to provide an annual contribution or partnership payment to facilitate volunteering days using the charity's land/property, staff time or expertise.



Colleagues at Merchant Square asked for our guidance on where to donate some Easter chocolate treats at the height of the first lockdown.

The Paddington Partnership



Paddington Central kindly donated Christmas hampers to members of the Out & About Club in 2020.



British Land paid a fee to volunteer at Meanwhile Gardens to use their equipment and benefit from the expertise of their community gardener.

Who the Paddington Partnership Community Programme works with

The Paddington Partnership Community Programme supports approximately 40 charities, schools and community groups. We undertake careful due diligence on charities we work with to ensure that all donations (of time, gifts and money) address genuine local need. We do not support causes which discriminate against any individual because of a protected characteristic, as defined under the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Gender, Sexual Orientation).

How we report on charitable giving

- We track all volunteering activity throughout the year and use this data to prepare annual reports for our subscriber companies. The reports document the number of colleagues who have participated in volunteering, volunteer time, number of beneficiaries and any financial donations.
- We produce an annual infographic, shared on our website and social media, which reports on all our activity, including charitable giving levered through the Community Programme.
- We regularly share good news stories on the Paddington Partnership website. Where subscriber companies have made significant donations of time, gifts or money, these contributions are celebrated in articles on the website and on associated social media channels.

Last updated August 2021.

The Paddington Partnership

If you would like further information about the Paddington Partnership Community Programme, please contact the Community Team on volunteer@thisispaddington.com or call 020 3145 1207.



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