

**IMPROVING
LIVES**

A YEAR IN REVIEW
2018 – 2019

**RAISING
ASPIRATIONS**

IMPROVING LIVES & RAISING ASPIRATIONS

DOES EXACTLY WHAT IT SAYS ON THE TIN – SINCE DECEMBER 2018 WE'VE BEEN SUPPORTING SIX SMALL CHARITIES THAT HELP VULNERABLE PEOPLE GET THEIR LIVES BACK ON TRACK.

WE'VE COMMITTED TO RAISING £500,000 BY NOVEMBER 2023 TO HELP THESE CHARITIES GROW AND EXPAND THEIR WORK IN TACKLING HOMELESSNESS, REDUCING POVERTY AND IMPROVING SOCIAL MOBILITY.

TAKE A LOOK INSIDE TO READ ALL ABOUT YOUR ACHIEVEMENTS THIS PAST YEAR IN RAISING MORE THAN £90,000 AND COMMITTING OVER 400 HOURS OF VOLUNTEERING FOR OUR CHARITIES.

AND DON'T FORGET TO TAKE A LOOK AT THE BACK PAGE FOR OUR LIST OF EVENTS IN 2020!



Suited & Booted

HELPING VULNERABLE
MEN INTO WORK



SUPPORTING FAMILIES
LIVING IN POVERTY

**Social
Mobility
Foundation** 

HELPING HIGH-POTENTIAL AND
UNDER-REPRESENTED STUDENTS
INTO THE PROFESSIONS

FOREWORD

When the Community & Environment Committee first started to develop Improving Lives & Raising Aspirations, the aim was to think long-term and to address some of the most challenging issues that blight our society; rising homelessness, entrenched poverty and stagnant social mobility.

We're delighted that now, almost one year on, we have developed strong relationships with our charities and that your support through fundraising, volunteering, and capacity-building, is making a real difference.

In this brochure, we take you through some of the memorable moments since we launched the partnership in December 2018. Your efforts have so far raised £90,000 which is an incredible achievement but there is still work to be done. With that in mind, we also look to the future and we are excited to share the 2020 fundraising calendar with you; please do get involved and help us to improve the lives and raise the aspirations of vulnerable people in London.

Partners and co-chairs of Weil London CR&I Community & Environment



Paul Hibbert



James Sargent



HELPING VULNERABLE
WOMEN INTO WORK

GLASSDOOR

PROVIDES A BED, FOOD AND COMFORT
TO THE STREET HOMELESS



SUPPORTING YOUNG PEOPLE
AT RISK OF EXCLUSION

WE HAVE LIFT OFF!



“ Suited & Booted has helped about 1800 clients prepare for their job interviews this year. We give them interview clothing and self-confidence, and over half of our clients were successful. We could not have done this without Weil's brilliant support and help. Together, Suited & Booted with Weil can really make a difference, and change people's lives. ”

MARIA LENN,
FOUNDER & CEO
SUITED & BOOTED

DECEMBER 2018

Partners and employees attended a 'Charity Market Stall' to officially launch **Improving Lives & Raising Aspirations**. Staff and board members of each charity were on hand to meet colleagues and tell them more about their important work.

We held our annual **Last Hour's Pay** campaign in which partners and employees are encouraged to donate the equivalent sum of their final hour's salary of the year. In just 48 hours, we raised **£17,000** which got us off to a fantastic start!

At the **Festive Party**, we announced that for every hour our people spend doing pro bono work or volunteering, the London Office will donate £1 to our charities. After a record-breaking year on the pro bono front, and another solid year of volunteering, this resulted in a further **£11,770** being donated which alongside a number of other fundraising activities brought the fundraising total to more than **£35,000** as we headed into 2019...

THE GREAT **Weil** BAKE OFF



JANUARY 2019

The start of 2019 saw the return of the **Great Weil Bake Off** with 17 enthusiastic bakers signing up to take part in this knock-out baking competition. Every month, around 50 colleagues congregate in Cafe110 to taste their colleagues creations and then vote for their favourites.





MARATHONS

VITALITY HALF

Milosz Palej & Ilaria Olivero braved treacherous weather conditions to run the **Vitality Half Marathon** for **Glass Door** raising **£570**.

“ It was great to fundraise for Glass Door and take part in the Vitality Half, giving us the opportunity to regularly train with colleagues and make fundraising a team effort. ”

ILARIA AND MILO, WEIL

FIRST TIME EVER

Lily Hinton and **Kirsty Horridge** ran the London Marathon (their first every marathon!) for **Power2** raising a whopping **£5,000** - an incredible achievement!

HACKNEY HALF

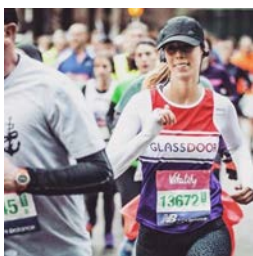
Paul Beckwith, Hannah Cooper, Kate McComiskey, Ilaria Olivero, Bryony Pearson, Cynthia Gao, Peter Olds, Milosz Palej & Brian Maher ran the **Hackney Half** for **Power2** raising **£1,400**.

VIRGIN SPORTS 10K

Malina Tatarova & Kavisa Thacker ran the **Virgin Sports 10k** raising **£400** for **School Home Support**.

ROYAL PARKS HALF MARATHON

Anthea Bamford, Maddy Cook, Hannah Cooper, Rosalind Meehan, Paul Beckwith, Kirsty Russell, Stefan Monaghan, Theo Taylor, Richard Noakes, Malina Tatarova, Olivia Metson, Emma Serginson & Kate McComiskey braved the rain and completed the **Royal Parks Half Marathon** to raise funds for **Power2** raising **£4,000**. Royal Parks takes in some of the capital's world-famous landmarks on closed roads and four of London's eight Royal Parks - Hyde Park, The Green Park, St. James's Park and Kensington Gardens.





“ The annual charity quiz is a Weil institution with which I have been involved since its inception in 2002. A great night where Weil staff and our charity partners don their best costumes to belt out cheesy songs and answer impossible questions all in the aid of raising much needed funds for the charity. ”

CHRISTINE HOWARD, WEIL

ANNUAL QUIZ

APRIL 2019

A night at the movies! Our **Annual Quiz** is the Oscars of the London Office social calendar, and this year more than 120 colleagues dressed up in their Hollywood best to answer movie-themed questions and sing their favourite soundtracks raising more than **£4,000**. A massive thank you to Quiz Queen aka **Christine Howard**, Quiz Master aka **Ed Gander**, & **Sue Cook**, **Maria Galluccio**, **Donna Hunn** & **Alison Janes** for helping organize.



DIY SHS

MAY 2019



“ This was a massive undertaking as you are going in and changing someone’s home which is a little overwhelming at the start. We were all out of our comfort zone but we met the challenge head on and had two happy families at the end. Was it hard work . . . yes. Was it stressful - yes at times! Was it challenging . . . yes. Did I work with others I don’t normally work with . . . yes. Was there team spirit . . . yes. Did I enjoy it . . . yes, yes, yes! Weil provides us with an environment to grow both professionally and personally, hopefully we have done the same for these families. ”

TEDDY HOLDSWORTH, WEIL

“ Absolutely fantastic experience and would not hesitate to do it again! ”

ANTIGONE BOOTH, EVENTS MANAGER



A team of twenty Weil colleagues took part in **DIY SHS** to complete the renovation of two single-parent family homes. DIY SHS is a powerful initiative which enables teams of volunteers to improve the living conditions for single-parent families living in poverty. By transforming their home, the aim is to create an environment in which the children feel safe, comfortable and have an inviting place to do their homework and subsequently thrive at school. After four months of planning, our teams arrived at the properties at 8am armed with three vans full to the brim with furniture, paint and equipment. With only ten hours to complete the makeover, the clock was ticking, so our teams set to work immediately on cleaning and painting. Meanwhile, other members of the team took both families out on separate day-trips around London to show them the sights and a fun day out.

After a physically and emotionally charged day, the teams managed to complete the renovations.



“ The Weil team has changed the lives of two disadvantaged families by doing a makeover on their homes. The children in both families now have beds to sleep in that are not broken, a desk to do homework on, comfortable seating and a home to be proud of. ”

LYDIA EDWARDS, SHS
CORPORATE PARTNERSHIP
EXECUTIVE



“ There are new opportunities for the kids, they have security and now sit at the table and talk to each other which they were not able to do before - my youngest daughter is now eating with a knife and fork. The kids are now proud of their home and have started to invite friends round. ”

PARENT



YOUTH DEVEL

JUNE-JULY 2019

“ The SHS Aspiration event was a wonderful opportunity to give primary school children early exposure to a corporate workplace and the path to becoming a lawyer. It was incredibly rewarding to see the students so engaged and enthusiastic after hearing about my journey and current role – they even made a card to say thank you to the Weil team! Being able to inspire the students at this stage of their lives was very fulfilling, and I hope that the academic and career choices the students make in the future are informed by this event. ”

MAX GORDON, WEIL

“ The five year partnership with Weil is an enlightened approach which recognises the need to provide unrestricted funds to charity partners and has the potential to achieve greater impact over a five-year period. We are grateful for support from Weil and look forward to working together to support additional disadvantaged families in the future. ”

JAINE STANNARD, CEO SCHOOL HOME SUPPORT



SHS ASPIRATION SESSION

Maddy Cook, Manjinder Tiwana, Imaan Gangi, Olivia Metson, Sarah Chaplin, Mark Aslett, Emma Robinson & Max Oppenheimer hosted 25 primary school pupils and their parents for an **Aspiration Session** with **School Home Support**. The Aspiration Sessions are designed to open the pupils and parents' eyes to the range of careers available in the legal profession and to build their confidence and self-esteem. This was the first of three sessions we hosted with SHS in 2019.

WEBINARS FOR SOCIAL MOBILITY FOUNDATION

We hosted the first of five webinars for **Social Mobility Foundation** which provided top tips on producing an eye-catching personal statement to high-potential young people from under-represented backgrounds. The webinars were hugely popular with **351** young people tuning in.

OPMENT



POWER2 PERSONAL DEVELOPMENT WORKSHOP

Imaan Gangi, Conor Campbell, Emma Serginson, Micaela Wing, Linda Robinson, Mark Aslett, Ed Hyde hosted ten young people for a 'Personal Development' workshop with **Power2**. The aim of the workshop was to improve the young people's approach to networking, broaden their horizons around potential career routes, and boost their confidence in a workplace environment.

" All our mentees need is encouragement, guidance and a recognition that even the most talented people must practice and prepare. SMF's partnership with Weil will ensure we can continue to support and inspire young people as they explore their future professional career that our nation's talent does not go to waste. "

MAREEN BIRRESBORN & AYESHA BEGUM,
SOCIAL MOBILITY FOUNDATION

" I learnt that there is more than one type of lawyer; more workshops with Weil will help my development. "

POWER2 YOUNG LEADER

" I really enjoyed this session particularly the negotiation part and the speed mentoring. This workshop will really help my development as I learnt so much from the day. "

POWER2 YOUNG LEADER

" It was a unique and challenging experience for Power2's Young Leaders. Personal experiences shared by Weil staff truly helped encourage the young people to set their ambitions high. The Weil team were brilliantly engaging in the negotiation task, supporting them to develop key skills including teamwork, communication and professional etiquette. "

LOUISE WILSON, ACTING CEO & DIRECTOR OF INCOME & ENGAGEMENT, POWER2

SOCIAL MOBILITY FOUNDATION'S E-MENTORING PROGRAMME

Hannah Cooper, Max Gordon, Mark Lawford, Kirstin Fyffe & Melissa Juskiewicz signed up to the **Social Mobility Foundation's e-mentoring programme**. The group have been sharing their experiences of the legal profession to high-potential young people from less-advantaged backgrounds.

WOMEN @WEIL

DRESS FOR SUCCESS APPRENTICE CHALLENGE – AUGUST 2019



“ I wanted to see first-hand the inspiring work of DFS. I saw the importance of the initiative in supporting the charity’s efforts in helping vulnerable women into employment. Both local buyers and shop volunteers seemed to appreciate our efforts! ”

AMEDEA KELLY-TAGLIANINI,
WEIL

“ We were delighted with the Apprentice Challenge. It was certainly competitive for the volunteers as they worked hard to achieve results each day. Most of all it was fun and they helped to raise important funds that will benefit our core work of supporting vulnerable women. ”

FIONNUALA SHANNON,
EXECUTIVE DIRECTOR, DRESS
FOR SUCCESS GREATER
LONDON

Manjinder Tiwana, Marloes Zaman, Imaan Gangi, Lyroudia Ariadne, Hayley Lund, Kavisa Thacker, Sarah Chase, Amedea Kelly-Taglianini, Reena Gogna, Rina Kaur, Sue Cook & Ilaria Olivero took part in the inaugural **Dress for Success Apprentice Challenge**. In teams, they spent an afternoon at DFS’ boutique store in Kensington, which receives donations of high-end fashion garments from local women - all sales go towards supporting DFS’ core work. Due to limited capacity, DFS is able to open the boutique for only three days a week. To help drive more sales in August, we piloted this new initiative which was sponsored by **Women@Weil**. Five teams took part, on different days, with the aim of generating the most sales in a single afternoon. Teams worked tirelessly at sorting the stock room, hanging and ironing clothing and selling and interacting with customers. The teams generated sales of **£1,779** which is enough to support nine women into employment.



HARVEST COLLECTION



SEPTEMBER – OCTOBER 2019

Paul Beckwith, Lara Machnicki, Jacqui Lombardi, David Shipton, & Sarah Chaplin rolled up their sleeves and helped **Glass Door** for their **Harvest Collection**. These are donations received from local schools, community groups and businesses which are used to feed the homeless during the winter months.

“ I spent the day at Glass Door helping to sort and organise mountains of boxes (literally!) of food donations collected from within the local community which is used to feed the homeless at the Glass Door shelters. It was great to get involved and see first-hand what excellent work they do. ”

JACQUI LOMBARDI, WEIL

BREAKFAST ROUNDTABLE

With **Power2**, we hosted a breakfast roundtable for businesses on social mobility. We welcomed Sonia Blandford, Professor of Education (UCL) and founder of Achievement for All, spoke about her book *Born to Fail*.

TOUR OF THE GARRICK CLUB

Fiona Haigh, Nicholas Krendel, Christine Howard & Candice Lambeth attended a tour of the Garrick Club for **Suited & Booted**.

SLEEP OUT IN THE SQUARE

OCTOBER 2019

“ It was important to get involved in Glassdoor’s Sleep Out in the Square because I wanted my children to see how fortunate we are. We take much for granted, warmth, comfort, and it is important to have true compassion towards those less fortunate than us. ”

AMANDA HAYES, WEIL

“ Our first year working with Weil has been fantastic. Weil’s hospitality provided the environment for productive team away days and we were delighted that Team Weil gave up the comfort of their beds in our Sleep Out, raising over £5,000 to provide shelter and support for people affected by homelessness. ”

LUCY ABRAHAM, COO GLASS
DOOR HOMELESS CHARITY



Amanda Hayes, Rob Powell, Bryony Pearson & Rhys Williams joined more than 300 people to take part in **Sleep Out in the Square** to raise funds for **Glass Door**. The team were well aware that the experience of sleeping outside for one night, while being safe in the knowledge that they have homes to return to, could in no way feel like anything even as remotely close to the relentless hardship one must feel when being street homeless. However, their experience did offer a tiny glimpse into the harsh realities of sleeping on the streets all night – the constant noise of traffic, the cold hard floor, and the sheer brightness was a shock to the system. They were also lucky that it didn’t rain! The team raised **£5,100**.

TOUR DE WEIL 2019



FASTEST WOMAN IN WEIL

Amedea Kelly-Taglianini
9.48K



FASTEST MAN IN WEIL

Patrick Brendon
12.29K

We joined colleagues in Frankfurt, Hong Kong, Munich, Paris, Silicon Valley & Washington, D.C. for **Tour de Weil 2019**. Across all offices, 192 individual colleagues cycled on static bikes for 15 minutes at a time to collectively travel 1,946 kilometers which is the equivalent distance of cycling from London to Frankfurt – then back again – then to Paris – quite a feat! More importantly, the event raised funds for amazing charities which deliver crucial services to vulnerable people across the world including **Glass Door in London**.



IMPROV LIVES

5

MENTORS
SUPPORTING
YOU PEOPLE
VIA SOCIAL
MOBILITY
FOUNDATION

351

NUMBER OF
YOUNG PEOPLE
JOINED FIVE
WEBINARS
HOSTED BY
SOCIAL MOBILITY
FOUNDATION

57

VOLUNTEERS

79

NUMBER OF
YOUNG PEOPLE
DIRECTLY
SUPPORTED
THROUGH
VOLUNTEERING

ASPIR

ING

£91K

RAISED

2

FAMILY HOMES
TRANSFORMED
VIA DIY SHS

420

VOLUNTEERING
HOUR

3

CHARITIES
WORKING
TOGETHER
TO PROVIDE
WRAP-AROUND
SUPPORT
TO MUTUAL
BENEFICIARIES

22

FUNDRAISING
EVENTS

10

VOLUNTEERING
INITIATIVES

RAISING ACTIONS

GET IN 2020 INVOLVED

WHEN

On Demand

1 April

June

5 July

August

EVENT

Skydive

(charity of your choice)

Office Quiz *(all charities)*

Ed Gander will be back as our esteemed compere for a firm favourite in the London Office social calendar.

Retro Tennis *(all charities)*

Dress up in retro 80's tennis attire and take part in this fun round robin tennis tournament. Only wooden rackets allowed!

Broadgate Tower Run Up *(charity of your choice)*

Climb up all 35 floors of the iconic Broadgate Tower! Open to people of all levels of fitness and all ages (from eight years old onwards).

Distances include:

1 x ascent

3 x ascents – 1/4 (vertical) mile

6 x ascents – 1/2 mile

12 ascents – one mile

Apprenticeship Challenge *(Dress for Success)*

In small teams, spend an afternoon in DFS' boutique fashion store to interact with customers and drive sales.

It's a new year and a new decade, so why not try something new? In addition to the events listed, if you're interested in any challenge events (running, cycling, swimming) please get in touch with Sue Cook.

WHEN

EVENT

4 & 5 September

Walk with Weil (*charity of your choice*)

Fancy a walk around London? A newly created event by Weil that offers a chance to see London from a different angle.

The Capital Ring route covers the entire perimeter of Central London. Participants have the option of completing the whole route (78 miles) or part of it (40, 20, 10 and 5 miles available). Family, friends, children, pets welcome!

October

Sleep Out in the Square (*Glass Door*)

Join more than 400 people by sleeping outside from 9.30pm until 6am in Duke of York Square, Chelsea. Participants in previous years have found it be an enlightening, eye-opening and humbling experience that offers just a tiny glimpse into the harsh realities of sleeping on the street.

October

Tour de Weil (*all charities*)

Our inter-office cycling competition – last year colleagues from Frankfurt, Hong Kong, Munich, Paris, Silicon Valley and Washington, D.C. took part in this static-bike challenge.

Weil