



Rothschild in the Community

Review of 2012

“Combining business with humanity”

Extract from a 1924 letter from Siegmund Warburg to Lionel and Anthony de Rothschild, thanking them for teaching him about business and ‘the fine tradition of New Court, which combines business with humanity without neglecting either.’

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Welcome

“2013 sees the 5th anniversary of the establishment of the Rothschild in the Community (RiC) programme. During this time the number of participants from our London office has grown from just 38 employees in 2006/07, to over 300 colleagues in the current year who have been regular volunteers. This represents over 40% of our people in London.

But our programme is about much more than numbers of participants. We ensure that our volunteers make a tangible difference through their participation. We do this by creating long term and meaningful relationships with organisations within our local communities, with an emphasis on education and helping charities that work with disadvantaged individuals. These two cornerstone objectives of Rothschild in the Community remain those of the business' philanthropic activity over the last 200 years.

Today Rothschild in the Community continues to develop and does not stand still. We believe in presenting a spectrum of opportunity for our volunteers to ensure their full skill sets can be applied to their efforts. So we are pleased to now offer a blend of projects, providing a range of activity – from physical team building challenges to improve the environment; to using our knowledge of the world of work to guide young people who are making choices about their future careers; to developing capability in others by using our business skills. Collectively we make a demonstrably positive impact in all these important areas.

In London, the RiC programme works to support education and other charities across the Boroughs of Camden and Tower Hamlets. Tower Hamlets remains the third most deprived Borough in England and whilst Camden fairs better, it still features in the top 50.

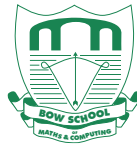


In 2013 we will be expanding the RiC concept internationally, with programmes being developed in Paris, New York, Zurich, Frankfurt and Milan. In addition, we will be building on existing initiatives such as the Rothschild Foundation in our South Africa office and our community volunteering in Leeds, Manchester and Birmingham.

I hope that you enjoy reading the story of Rothschild in the Community and will join me in celebrating those many individuals that have given their time to make the programme such a success.”

David de Rothschild, Chairman, March 2013

Our community partners in London



Rothschild in the Community continues the Rothschild tradition of taking an active interest in local communities.

Launched by David de Rothschild in January 2008, the RiC programme encourages UK staff to volunteer during work time for projects that have the potential to change people's lives.

At the heart of RiC lies a network of connections to schools and community organisations in economically deprived areas close to our offices. Over the last 5 years we have created a programme that is built on understanding needs and offering practical support.

Going forward, our volunteers will continue to work with our schools and established community partnerships. We will also provide new opportunities for our people to make a positive social impact through the use of their business expertise, skills and knowledge.

2013 will see the introduction of better recording and impact measurement of our activity and we shall be extending the reach of RiC to other Rothschild offices around the world.

What we do in London

Rothschild has a history of working with education.

Our volunteers participate in a wide range of activities in schools. These include mentoring schemes, skills sessions and work experience. We also support younger children with their reading and help them in their transition from primary to secondary level. We seek to develop students' confidence by broadening their horizons and help them achieve their goals in life by making better informed decisions about their careers.

We believe there is also a role for us to play in supporting leadership teams as they work to drive up standards. Rothschild is represented on the governing bodies of our three partner schools - Bow Boys School (Tower Hamlets), Regent High School (Camden) and Old Palace Primary School (Tower Hamlets). Some of our colleagues have also provided mentoring support to senior teachers.

Our wider volunteering programme has a focus on building relationships with community organisations that work to combat the effects of deprivation in Tower Hamlets and Camden, where our partner schools are based.

For example, in Tower Hamlets, RiC projects have been delivered in conjunction with the Bromley by Bow Centre, Providence Row, Tower Hamlets Education Business Partnership, Stepney City Farm and City Gateway – where we have organised a number of initiatives ranging from Christmas parties for service users, to helping to deliver English language training for unemployed women.

Finally, we promote volunteering for the improvement of our environment through projects with the London Wildlife Trust, which runs team-building activities at their sites across the capital.

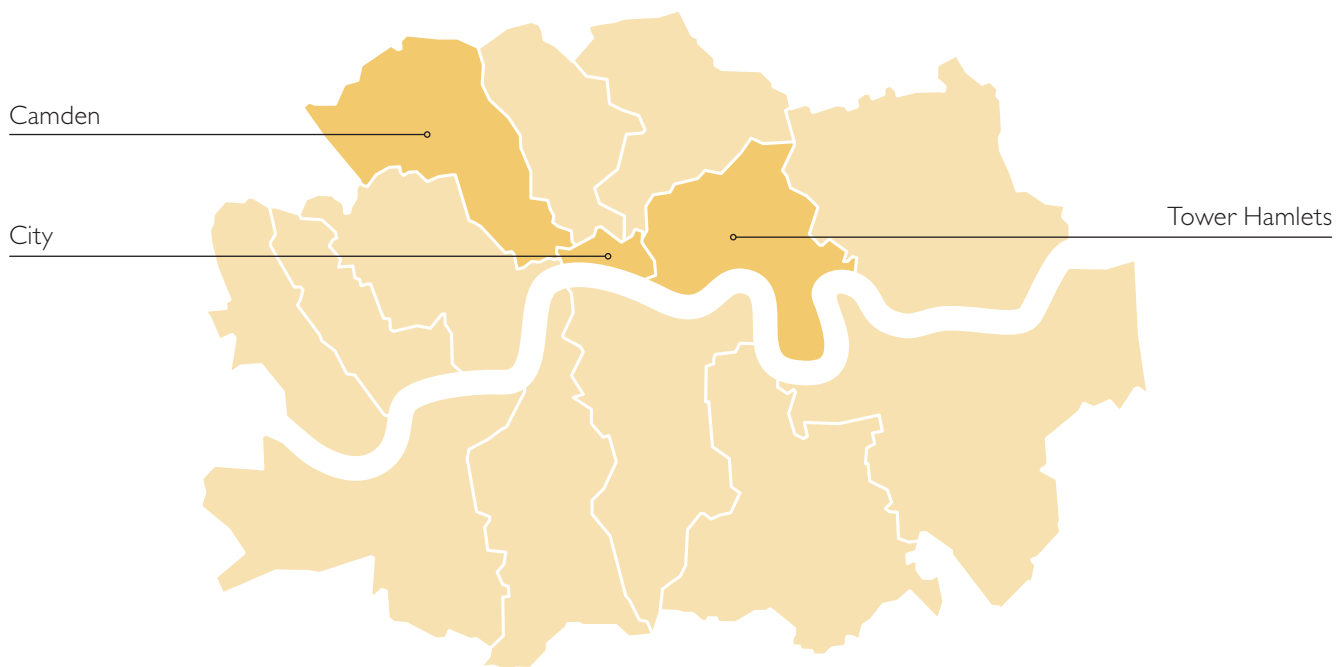
Where we volunteer

The City of London is surrounded by some of the UK's most economically-deprived communities.

In the Borough of Tower Hamlets, 66% of pupils qualify for free school meals against a national average of 18%. English is a second language for 64% of pupils in the Borough and in many cases it is not spoken at home.

Camden is typical of many parts of London in that it has areas of serious deprivation.

There are high levels of unemployment in both Boroughs and many residents believe that career opportunities in places like the City and Canary Wharf are not in fact open to them.



How we manage RiC in London

The RiC Programme is steered by a committee chaired by **Anthony Salz**, Executive Vice Chairman, and made up of a changing group of senior representatives of the bank. Environmental Management is overseen by a committee chaired by **Simon Linnett**, Executive Vice Chairman.

An RiC Executive Board, consisting of **Ravi Gupta**, and **Christopher Coleman**, both Managing Directors, provides additional support to the RiC Team.

The RiC Team

Caroline Pyke, RiC Manager
(on Maternity Leave until August 2013)

Marcus Jamieson-Pond
Acting RiC Manager

Elena Walsh
Community Engagement Executive

What we are proud of

- We have increased annual volunteering rates from 5% of London staff in 2007 to over 40% in 2011 and 2012
- During 2012 we had a positive impact on the lives and prospects of well over 1,500 young people studying at struggling schools, including sustained engagement with at least 300
- We have become a trusted and valued supporter of a number of organisations, notably our school partners
- We have created a community involvement culture at Rothschild, with very high, if not universal, levels of awareness of the programme amongst staff
- We have achieved external recognition for our approach to community involvement, in the form of peer-assessed awards

2006/7

38 volunteers

Reading Partners scheme with
Bow School – managed by
Veronica Kennard

2007/8

135 volunteers

Rothschild in the Community
Manager appointed
April 2007

2008/9

257 volunteers

Rothschild in the Community
programme official launch
January 2008

Rothschild wins Lord Mayor's Dragon
Award for Community Involvement



Our community partners

The London office is pleased to provide volunteers and other help to a range of community organisations:

- Age UK, Camden
- Bow Boys School (Tower Hamlets)
- City Gateway (Tower Hamlets)
- Future First (with Regent High School, Camden)
- London Wildlife Trust (across London and Camden in particular)
- Old Palace Primary School (Tower Hamlets)
- Providence Row (Tower Hamlets)
- Regent High School (Camden)

RiC are supporters of/supported by:

- All Party Parliamentary Group on Corporate Social Responsibility
- Body & Soul
- Brightside Trust
- Business in the Community
- Hands on London
- Heart of the City (Corporation of London)
- Kids Company
- Teach First
- Tower Hamlets Education Business Partnership

2009/10

233 volunteers

Rothschild achieves a Business in the Community 'Big Tick' in recognition of the impact our schools programmes make on young people



2010/11

285 volunteers

Big Tick re-accredited



2011/12

293 volunteers

Community Engagement Executive appointed
November 2011

Big Tick re-accredited



One year of Rothschild in the Community in London

In 2012, the London office ran 31 projects in association with 15 community organisations. 332 Rothschild volunteers gave a total of 501 days of volunteering time



January

- City Gateway (Tower Hamlets) – ESOL classes commenced for 2012
- Schools Mentoring and reading partners projects continued from the previous academic year

February

- Bow School (Tower Hamlets) – Work inspiration, Head to Head interview practice
- Regent High School (Camden) – Future First, employability workshop

March

- Teach First – Coaching sessions with trainee teachers working in struggling schools
- Work experience for Regent High and Bow Boys

April

- London Wildlife Trust (Camden) – Team Challenge
- Providence Row (Tower Hamlets) – Breakfast Challenge
- Bromley By Bow Centre – ArtEast Project (Tower Hamlets)

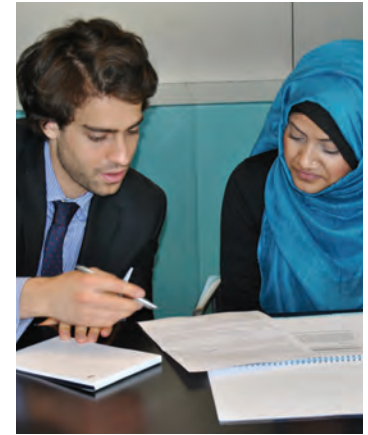


May

- London Wildlife Trust – Camley Street team challenge (Camden)
- Old Palace School (Tower Hamlets) – Careers Fair
- Bow Boys school – Tea Party for students at Rothschild offices

June

- Burbage Primary School – Team Challenge
- Regent High School – Future First, employability workshop
- Bow Boys – Understanding University competition for Year 8 mentee group
- Old Palace Primary school – Transition mentoring support



July

- Summer Festival Games – Bromley By Bow Centre and Old Palace Primary School
- London Wildlife Trust, Camley Street – team challenge

August

- Graduate intake - 2 day volunteering programme. Employability skills workshops and LWT conservation project

September

- Bow School and Regent High School – mentoring started for academic year
- London Wildlife Trust – Secretarial team challenge
- Providence Row – Olympic Voices project

October

- London Wildlife Trust – Information Team challenge
- Old Palace School – painting team challenge



November

- Regent High School – Future First employability workshop
- Hands on London – Wrap Up London coat collection
- London Wildlife Trust – Camley Street Bee Project started

December

- Bromley By Bow Centre – Working Wonders Christmas party
- Kids Company – Present Wrapping
- Old Palace Primary School – Bowling trip
- Body & Soul – Christmas decorating project
- Providence Row – Breakfast and lunch club



Case study: Summer Festival Games Old Palace Primary School

On 6 July 2012, 47 Rothschild volunteers spent the day at the Bromley By Bow Centre, where we helped to organise and run an event for all of the children at Old Palace Primary School, located next door.

Old Palace is close to the Olympic Park in the East End and the project was devised to give the children a sense of connection to London2012, given that very few of them had the opportunity to attend.

Every child in the school took part in a series of games and activities. Whilst there were no world records set, there were a lot of smiles and plenty of effort from the children.

“One child said that it was the best day ever”

Natalie Davis, Old Palace School



Case study: London Wildlife Trust

100 years of The Wildlife Trusts

In 1912, Charles Rothschild held a meeting to discuss his radical idea about saving places for nature. This meeting led to the formation of the Society for the Promotion of Nature Reserves, which would later become The Wildlife Trusts. It signalled the beginning of UK nature conservation as we know it. 100 years later, in 2012, more than 100 Rothschild volunteers spent time working on London Wildlife Trust (LWT) nature reserves across the capital.

Conservation projects had support from teams from Human Resources, Information Services, Secretarial Support and Global Financial Advisory. In addition, our new Graduates spent a day at a LWT site as part of their induction training.

“It was fantastic to be able to make a truly tangible contribution to a project that has such a positive impact on people’s lives”

Rothschild volunteer

Bee Project

Also in 2012, we established the Bee Project Working Group, which is supporting the development of a programme to teach bee keeping and woodland skills to young offenders.

A small number of our people are working with LWT’s Camley Street site staff, Camden Youth Offending Team and the Corporation of London, to explore social investment funding models that may support LWT further. It is hoped that the Bee Project will ultimately become a social enterprise and has the potential to work with 90 young offenders each year. If successful, there is potential to deliver the project in other locations in London.



Case study: School mentoring

Bow Boys School, Regent High School
and Old Palace School



School mentoring has been at the heart of our programme and remains a key element of RiC volunteering efforts. Since 2007, more than 200 children aged 13-16 have been involved in a mentoring relationship with Rothschild staff.

We currently provide regular support to almost 100 Senior School children at Regent High School and Bow Boys School, through monthly meetings and on-line support.



In 2012, we also ran a series of workshops for Regent High School with the education charity Future First, and funded their alumni network which reaches 750 pupils. We also provided work experience placements to 20 students from both schools to help them to gain a better understanding of work and their potential careers.

Also in 2012, we introduced the Brightside web platform for our mentoring partners to use that provides thousands of useful articles and activities linked to careers.

We have Governors at all three partner schools to further enhance the links and support Old Palace School through Reading Partners, Transition Partners and by organising events such as the Summer Festival Games. We also fund reward trips – at Christmas, the 18 children with the best attendance were taken bowling by Rothschild volunteers.

“Mentoring is a guide to succeed in life”

Student mentee, Bow School

Case study: Providence Row

Developing a new relationship with a homelessness charity

Providence Row is a homelessness charity in Whitechapel, a short walk from the City. It works with over 1,500 people each year, signposting them to services that help them get off and stay off the streets.

Rothschild volunteers have given support to a range of the Centre's activities, such as the launch of a film about the experience of the Olympics on homeless people, where we helped to prepare and serve food. We also volunteered at Providence Row at Christmas, having funded the 1,000 breakfasts they cook each week during the month of December 2012.

We are also working with the charity's Fundraising Manager to develop new ideas for fundraising products and coaching her in the best way to approach other businesses. Our RiC Team are also advising the CEO on how to maximise some of her existing corporate relationships and helping to make new connections for her.

We hope that by combining our business knowledge, connections and volunteers, our support can become more significant.

“We have had some of the best volunteer days at Providence Row with Rothschild”

Dom Gates, Providence Row



Rothschild in the Community awards

To celebrate 5 years of Rothschild in the Community, we are making three awards to people who have really made a difference to the lives of others.

The Awards have been judged by Ravi Gupta and Christopher Coleman of the Rothschild in the Community Executive Board and the Winners acknowledged at the RiC 5 Year Celebration Event.

Rothschild in the Community Employee Award

Nominated by the people of Rothschild



Winner

Nick Strong, Director, Debt Fund Management

“I would like to nominate Nick Strong for the Community Awards. Over the years, he has been heavily involved in the Community programmes, having helped set up the Mentoring programme for students at Regent High School in 2005. Since then, he has been committed to mentoring the boys and he is still involved in it, despite all of the other work demands on his time. He has been a keen helper in the Community programmes at Christmas, such as the kids parties and the Olympics party in the summer of 2012. He has also been a member of the RiC Committee for a full term in 2009/10 and uses most opportunities to promote Rothschild in the business as well as the wider community”.

Alina Addison, Managing Director, Merchant Banking

Rothschild in the Community Partner Award

Nominated by our Community Partners and Schools



Winners

Veronica Kennard, Head of Information Centre

Alistair Allen, Director, Global Financial Advisory

“Veronica takes a calm approach with all her mentees and understanding their challenges. Also, she goes the extra mile for her mentees. I particular remember when Veronica came regularly to school at 8.00am and sometimes before she caught a flight to meet with one of her mentees who struggled with history and gave her extra lessons so she could catch up with the subject – that’s dedication”.

Liban Mohammed, Regent High School

“Teach First would like to nominate Alistair Allen who has been a volunteer coach for three years, supporting three Teach First teachers to overcome the challenges they face in their schools. Teach First teachers are exceptional graduates who teach in schools in deprived communities to help raise the aspirations, achievement and access to opportunities of the children they teach. Alistair has used his professional skills to help these teachers develop their ability to deliver the best possible education to over 500 pupils”.

Katy Miller, Teach First

Rothschild in the Community Team Award

Chosen by the RiC Executive Board

Winner

M&A1

Congratulations to M&A1 who, as a team and as individuals, regularly take part in RiC activities and are a shining example of volunteering in action.

In 2012, M&A1 team members took part in London Wildlife Trust projects; attended Future First employability days; mentored at Bow and Regent High schools; acted as a School Governor; provided help at Christmas for present wrapping with Kids Company; participated in the Summer Festival games at Old Palace School; worked on the social enterprise model for Camley Street and helped at Providence Row events. Team members also provide practical support to the RiC team and often promote events throughout the rest of the business.

The RiC Executive Board would like to highly commend the following nominees who are active supporters of Rothschild in the Community in London.

Rita Ajuga; Helen Birkett; Kerry Clark; Melissa de Fry; Ed Duckett; Peter Everest; Lara Fisher; Ravi Gupta; Gary Handley; Donna Hindle; Tessa Johnson; Greg Jones; Koralia Kubowicz; Peter Lane; Dan Matthews; Roland Oakshett; Shankari Rupan; Mazdak Sanii; Nicola St Louis Porter; Arvind Tewari; Jacqueline Tibbetts; Gavin Orde; Melissa Watkins; Rowern Wong.

Rothschild Charities Committee

Supporting communities through grant making

The Rothschild Charities Committee was established in 1975 to consider the many requests made each year for financial support.

Typical beneficiaries continue to include organisations concerned with elderly people, healthcare, social welfare and education. In the financial year to March 2012, a total of £200,000 was donated to various charities. A total of 250 donations were made.

Going forward, the Charities Committee is encouraging employee's personal fund raising efforts by placing an emphasis on co-funding, or matching, the monies raised by Rothschild people, rather than simply making donations to direct applicants, as has been the case in previous years.

Core Charities – London

In addition to many regular and unsolicited appeals, Rothschild continues to support a core group of charities, which has been agreed by the Charities Committee, chaired by **Nicholas Wrigley**, Executive Vice Chairman.

- Association of Jewish Ex-Service Men and Women
- Broadway
- City Gateway
- Drug Abuse Resistance Education
- Help for Heroes
- London Symphony Orchestra
- Maytree Respite Centre
- Rehabilitation for Addicted Prisoners Trust
- Spitalfields Music
(Learning and Participation Schools Programme)
- Stepney City Farm
- Wednesdays Child
- World Jewish Relief

Charity of the Year (Adopted Charity)

The adopted Charity for 2012/13 is the Beacon Community Cancer and Palliative Care Service.



Friends of The Beacon
**Beacon Community Supportive
& Palliative Care Centre**

Rothschild and the environment

At Rothschild, we are mindful that our working practices will have an impact on the environment

As an organisation in the financial services sector, the main ways that we can minimise this impact are through the efficient operation of our offices and by ensuring good working practices and behaviours in the way that we do business.

Our Environment agenda has been given more weight with the establishment of a dedicated Environment Committee, chaired by Simon Linnett, Executive Vice Chairman.

Also in 2012, the business launched a new intranet site to talk to the London office about environmental matters, as well as the new Rothschild in the Community pages.

Rothschild and the Environment - doing business seriously



Plans for 2013

The business has developed a carbon reporting tool that is currently being tested and will be rolled out to the UK offices in the early part of 2013. This will allow us to better report our environmental impact and carbon footprint at the end of the 2012-13 financial year.

In addition to the rest of the UK, the RiC team are establishing a methodology for reporting our environmental footprint across our main offices in Paris, New York, Zurich, Milan and Frankfurt.

We are also developing a network of Environmental Champions in the London office, who will act to implement better working practices. Our first annual "Green Awareness Week" will take place in April 2013. It will encourage people to think about climate change and to consider what they can do to reduce their impact on the environment within the business.

Rothschild are members of Business in the Community's Mayday Network. www.maydaynetwork.com



Rothschild in the Community 2012 by numbers

In 2012, we ran 31 projects with 15 schools and community organisations. 332 Rothschild volunteers gave 501 days of volunteering time.

Number of children directly supported in 2012	
Reading Partners	10
Transition Partners	8
Gifted and Talented Mentoring	105
Work experience	20
Future First workshops/alumni network	800
Head to Head interview practice sessions	35
Careers advice workshop for non-partner schools, led by Rothschild Graduates	15
Office visits	130
Summer Games	420
Christmas trip	18
Total	1561

% of staff group that volunteered in 2012	
Managing Director	15
Director	28
Assistant Director	41
Manager/Assistant Manager/Associate	34
Analyst/Executive/Staff	58

Financial year (ends 31 March)	Number of individual volunteers
2006/07	38
2007/08	135
2008/09	257
2009/10	233
2010/11	285
2011/12	293
2012/13	282 (first 3 quarters)

If you have enjoyed reading this booklet, please feel free to pass it on to a colleague.

To contact the Rothschild in the Community team, email **elena.walsh@rothschild.com**

Please contact us to talk about how you can get more involved in the programme, or let us know if you would like to include a story in our regular internal newsletter, or on our Rothschild in the Community intranet pages.

Look out for the **Volunteering Questionnaire** that will appear in your in-box during March 2013.



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*Cover image: Illustration from 'Poèmes'
by Philippe de Rothschild, 1950-1954
(The Rothschild Archive)*

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