

GIVINGTIME

England & Wales · Charity number 1176752

Details

Status Registered

Legal form CIO

Registered 2018-01-19

Register [View on the Charity Commission register](#)

Contact

Address 2 Abinger Road
London
W4 1EL

Phone 07788387382

Email admin@givingtime.org.uk

Website www.givingtime.org.uk

Activities

Objects: THE OBJECT OF THE CIO IS TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS

Activities: Our purpose is to support young people make the transition from education into the workplace, by delivering a professional coaching and volunteering programme. Our Priorities are Work Readiness (preparing young people for the world of work, not as it is today but for the world of work tomorrow) and promoting greater connectedness and community building through volunteering

Classification

- **How:** Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment
- **Who:** Children/young People

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31		£20	£1,120	-
2024-08-31		£40	£837	-
2023-08-31		£48	£470	-
2022-08-31		£6	£733	-
2021-08-31		£14	£525	-

Trustees

Name	Role	Appointed
Jeremy Mark Russell Foster	Chair	2019-03-11
Advaita Rishi Seth		2025-08-07
Annalisa Claire Alexander		2019-09-12
Louisa Charlotte Mukherjee		2025-08-07
Samuel Anthony Isaacson		2025-04-22

GIVINGTIME

England & Wales - Charity number 1176752

Accounts

Report of the Trustees for the period ended 31 August 2025

The trustees of GivingTime present their annual report and accounts of the charity for the period from 1 Sep 2024 to 31 August 2025 and confirm they comply with the requirements of the Charities Act 2011 and the charity's constitution.

Our Purpose

GivingTime is a coaching and volunteering charity where **time is our currency**.

Our volunteer coaches give their time as **thinking partners** for young people, and in return, those young people give their time in their community to a cause that matters to them.

Through this simple exchange, we **build confidence**, **uncover strengths**, and **foster human connection** - equipping young people to navigate a dynamic world while strengthening the communities they serve.

Our coaches meet young people where they are - listening without judgment, asking questions that expand thinking, and encouraging self-care.

We don't instruct; we partner.

How we work

GivingTime works in partnership with UK state secondary schools to provide adolescent students (aged 14-18 years old) with free one-to-one professional coaching sessions.

Students who apply to the GivingTime programme are paired with experienced professional coaches who volunteer their time to provide up to six coaching sessions online.

In return for the coaching, students commit to at least six volunteer hours to a cause that matters to them and their community.

The GivingTime programme operates entirely on a voluntary basis; schools, young people, coaches and organisations volunteer their time free of charge.

Why GivingTime?

Post pandemic and against a rapidly changing geopolitical landscape with economic uncertainty and rapid technological advancement, this is a challenging time to be an adolescent, trying to forge a path for themselves. There is so much information available and so many choices that it can be overwhelming.

The life-stage of adolescence brings a number of challenges; biological, cognitive, psychological, social. GivingTime uses coaching as a tool to positively impact the cognitive and psychological challenges of adolescence. Through coaching, young people learn about their strengths, the

importance of their actions and start to discover their own values and beliefs which enables them to become more self-aware, confident and resourceful.

The GivingTime programme empowers young people to discover their own resourcefulness and priorities through coaching. They learn to connect to and relate to others and, through volunteering, they start to contribute to something that is bigger than themselves.

Review of Activities and Achievements

■ GivingTime programme - Coaching

In the period from September 2024 to August 2025 the GivingTime programme was operational in 10 schools (7 new schools) and involved 64 students and 18 coaches of whom 1 was new to GivingTime this year. Of the 64 students, 10 completed fewer than 2 coaching sessions and data relating to these students has been excluded from the analysis. 268 hours of coaching were delivered and the students logged 1040 hours of volunteering in return. 98% of the students would recommend GivingTime to a peer. 100% of young people said their coach helped them to feel safe to talk about the things that truly matter to them.

We trialled some new qualitative measures this year and the results were encouraging. The average scores are based on a 1-4 scale for responses.

Post-Coaching Question	Average Score
I know myself better	3.56
I am able to identify and work towards my goals	3.48
I am more confident	3.46
I am more resilient (able to cope under pressure) and adaptable	3.40
I make better choices	3.36

The cumulative impact of GivingTime since the pilot in 2015 is:

- 196** young people have experienced coaching for the first time
- 19** schools
- 3** universities
- 59** coaches
- 920** hours of coaching delivered
- 2,261** volunteering hours logged
- 3,181** total volunteering hours (young people + coaches)
- 99%*** of young people would recommend GivingTime

* % of young people who completed post coaching questionnaires

GivingTime is run by 5 volunteers who form a Core Team which oversees the day to day running of the programme. This team has been able to call on the support of other volunteers to further improve the efficiency of the programme, including a team of students from the Edinburgh branch of 180 Degrees consulting. They delivered recommendations on our marketing strategy, communications and impact measurement which are being implemented in the year 2025-6. The Core team are also looking at ways to improve the user friendliness of our website and reduce the reliance on paid services with external providers.

■ Developing the GivingTime organisation

Piloting coaching university students

GivingTime continues to introduce the programme into new schools over a wider geographic spread thanks to the efforts of volunteers who have been approaching new schools to expand the programme. It is also noticeable that there can be a lot of variability in the uptake of the programme within any school across different years which can be challenging for knowing how many coaches are needed to deliver the programme. The industrial placement students who experienced coaching through the GivingTime programme strongly advocated for making the programme available to university students and this approach is being piloted in 2025-26.

Financial Review

GivingTime has been established as a charity with the aim of being able to operate without significant fundraising or income generating activities. The accounts for GivingTime have been prepared on a receipts and payments basis.

The receipts for the period consisted of bank interest received. The principal payments for the period related to the subscription for the IT database system, insurance for GivingTime coaching activities, domain name renewals and enhanced DBS checks for coaches. GivingTime as a charity is exempt from mandatory registration with the ICO and this has offered a saving in the year. The IT database system is renewed very close to the end of the GivingTime year and as an anomaly, this year contains two charges. As at 31 August 2025, GivingTime had cash funds of £1,921. More details can be found in the Annual Accounts.

As there are no employees of GivingTime and the running costs are approximately £700 per annum, the trustees do not believe that a reserves policy is necessary. The finances of GivingTime are reviewed at each trustee meeting including expenditure and income and potential future investment required. Since the year end, web hosting has been switched to Microsoft Azure, using charity credits which gives an annual saving of nearly £200.

Structure, Governance and Management

■ Objects

GivingTime was incorporated on 19 January 2018 as a Charitable Incorporated Organisation (CIO) and is governed by a constitution which defines the charity's objects are being:

“to advance in life and help young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.”

■ Trustees and organisational structure

The constitution allows for up to 7 trustees to be appointed, each trustee serving for up to 3 renewable terms of 3 years. Trustees can serve until they either resign or their term ends without renewal. All trustees give their time freely and no remuneration or expenses were paid.

The trustees are responsible for setting the strategy and are responsible in law for the running GivingTime.

All the trustees, except where otherwise stated, served for the whole period:

JMR Foster (Chair)

JG Sheppard

CDM Paterson (resigned 12 Dec 25)

AC Alexander

SA Isaacson (appointed 22 Apr 25)

LC Mukherjee (appointed 7 Aug 25)

AR Seth (appointed 7 Aug 25)

Where new trustees are appointed, they are given a formal induction to the work of the charity and provided with the information they need to fulfil their roles, which includes information about the role of trustees and charity law. New trustees are interviewed by a panel of trustees and appointed where they have the necessary skills to contribute to the charity's management and development.

The trustee board meets at least 4 times per year.

■ Risk Management

The trustees are responsible for overseeing the risks faced by the charity. Risks are identified, assessed and appropriate responses are determined throughout the year. The most significant risks are recorded in a risk register which is reviewed at every trustee meeting. The management of the risks is carried out by the administrative volunteers.

Through the risk management processes established by the charity, the trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

■ Professional Advisors

To help us in our work, we retain a number of professional advisors:

Solicitor	Travers Smith LLP, 10 Snow Hill, London, EC1A 2AL
Banker	Metrobank, 137-141 Chiswick High Road, London, W4 2ED
Insurance Broker	Oxygen, 12 Trevor Foster Way, Bradford, DB5 8HB

We are particularly grateful to Travers Smith who provide their services to GivingTime on a pro-bono basis.

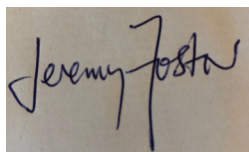
■ Contact details

Address	2 Abinger Road, London, W4 1EL
Website	www.givingtime.org.uk
Registered Charity no.	1176752

Declarations

The trustees declare that they have approved the trustee's report above.
Signed on behalf of the charity's trustees

Signature



Full Names Jeremy Mark Russell Foster

Position Chair of Trustees

Date 16th March 2026



Receipts and payments accounts

For the period from	Period start date 01-Sep-24	To	Period end date 31-Aug-25
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Interest received	20	-	-	20	40
Smile. Amazon credit	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	20	-	-	20	40
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	20	-	-	20	40
A3 Payments					
IT database system subscription	734	-	-	734	319
Domain names, web hosting & SSL certificate	203	-	-	203	201
Insurance for coaching activities	165	-	-	165	137
ICO registration	-	-	-	-	35
DBS checks	18	-	-	18	144
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	1,120	-	-	1,120	837
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	1,120	-	-	1,120	837
Net of receipts/(payments)	- 1,100	-	-	- 1,100	- 797
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	3,021	-	-	3,021	3,817
Cash funds this year end	1,921	-	-	1,921	3,021

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in bank	1,921	-	-
		-	-	-
		-	-	-
	Total cash funds	1,921	-	-

(agree balances with receipts and payments account(s))

OK

OK

OK

Unrestricted funds
to nearest £

Restricted funds
to nearest £

Endowment funds
to nearest £

B2 Other monetary assets

Details

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details

Fund to which liability relates

Amount due (optional)

When due (optional)

		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

GIVINGTIME

England & Wales - Charity number 1176752

Accounts

Report of the Trustees for the period ending 31 August 2024

The trustees of GivingTime present their annual report and accounts of the charity for the period from 1 Sep 2023 to 31 August 2024 and confirm they comply with the requirements of the Charities Act 2011 and the charity's constitution.

Our Purpose

GivingTime is a registered coaching and volunteering charity that partners with UK state secondary schools to provide free professional coaching to adolescent students in return for volunteering hours.

Our purpose is to support young people make the transition from education into the workplace.

Our Priorities

- **Work Readiness** - Preparing young people for the world of work, not as it is today but for the world of work tomorrow.
- **Civic responsibility and community building** - Promoting greater connectedness and community building through volunteering and partnerships between schools, young people and charitable causes.
- **Promoting mental wellbeing** - Providing the space for personal expression and developing greater self-awareness in young people to enable improved life choices.

How we work

GivingTime works in partnership with UK state secondary schools to provide adolescent students (aged 14-18 years old) with free one-to-one professional coaching sessions.

Students who apply to the GivingTime programme are paired with experienced professional coaches who volunteer their time to provide up to six coaching sessions online.

In return for the coaching, students commit to at least six volunteer hours to a cause that matters to them and their community.

The GivingTime programme operates entirely on a voluntary basis; schools, young people, coaches and organisations volunteer their time free of charge.

Why GivingTime?

Mainstream UK state school education focuses on academic achievement, which alone is not enough to prepare an adolescent for further education or the world of work. Schools are under increasing pressure to meet Department for Education academic performance targets. A 2016 study by OFSTED found that just 10% of UK secondary schools were providing sufficient 'enterprise education', leaving the majority of students unprepared for employment and lacking the basic skills needed for the world outside of school. The World Economic Forum Future of Jobs survey in 2023, employers estimate that 44% of workers skills will be disrupted in the next 5 years and 6 in 10 workers will require training before 2027. This places extra emphasis on the skills of curiosity & lifelong learning and resilience, flexibility & agility.

Students leave school with content knowledge (WHAT) but without the behavioural knowledge (HOW) that is so important in the workplace and also in life. After leaving formal education there is little focus on self-discovery.

The life-stage of adolescence brings a number of challenges; biological, cognitive, psychological, social. GivingTime uses coaching as a tool to positively impact the cognitive and psychological challenges of adolescence. Through coaching, young people learn about their strengths, the importance of their actions and start to discover their own values and beliefs which enables them to become more self-aware, confident and resourceful.

The GivingTime programme empowers young people to discover their own resourcefulness and priorities through coaching. They learn to connect to and relate to others and, through volunteering, they start to contribute to something that is bigger than themselves.

Review of Activities and Achievements

■ GivingTime programme - Coaching

In the period from September 2023 to August 2024 the GivingTime programme was operational in 7 schools (5 new schools) and involved 31 students, 3 teachers and 17 coaches of whom 5 were new to GivingTime this year. Of the 31 students, 11 completed fewer than 2 coaching sessions and data relating to these students has been excluded from the analysis. 100 hours of coaching were delivered and the students logged 144 hours of volunteering in return. 100% of the students would recommend GivingTime to a peer. 100% of young people said their coach helped them to feel safe to talk about the things that truly matter to them.

This takes the cumulative impact of GivingTime since the pilot in 2015 to:

142 young people have experienced coaching for the first time
15 schools
2 universities
59 coaches
658 hours of coaching delivered
1,121 volunteering hours logged
1,768 total volunteering hours (young people + coaches)
99%* of young people would recommend GivingTime

* % of young people who completed post coaching questionnaires

Historically, we have measured self-efficacy and self-esteem of the students before and after the programme. In recent years, we have found that many young people do not complete the post coaching questions and so we have simplified the measurement approach. This change happened during the year and so this report only contains data that was consistently collected through the period.

■ GivingTime programme - Volunteering

The volunteering element of GivingTime presents an opportunity for young people to learn something about themselves and also to get a sense of self worth by giving their time for the benefit of others. The results from the volunteering were:

144 hours of volunteering
70% of young people completed volunteering hours

The students volunteered at a care home, in a hospital, sports coaching, at a food bank, at a primary school and within their own school.

Testimonials

■ Young People

"I have achieved better understanding about myself."

"I was able to learn more about myself and how to cope with stress. It was very helpful as it pushed me to look at situations with alternative perspectives"

"It was an enriching experience you should try it out"

"I am now able to work around procrastination better. I am able to navigate around situations better I am now aware of what values I hold highly in relationships and it has allowed to have a better outlook on them."

"I created plans with my coach. I was able to recognise faults in my behaviour that were stopping me from reaching my goals."

"I learned to not underplay even the smallest achievements and a more strategic approach for when i am confused."

Future Plans

The trustees have a dual focus:

- To maintain and improve the operational running of the GivingTime programme
- To develop the organisation to be able to offer the GivingTime programme to more students at zero cost.

■ Operational running of the GivingTime programme

Focus on operational effectiveness

GivingTime has recruited 4 volunteers to join the Core Team which oversees the day to day running of the programme. This expanded team has been able to support a streamlining of the processes needed to run the programme with the intention of making it easier for students to sign up and provide feedback. There is an ongoing review of the GivingTime communications approach and materials with input from media students at one of our partner schools, industrial placement students and a behavioural psychologist, all of whom are giving their time for free.

■ Developing the GivingTime organisation

3 years of scale up

GivingTime continues to introduce the programme into new schools over a wider geographic spread thanks to the efforts of volunteers who have been approaching new schools to expand the programme. In 2023, the trustees set the organisation a challenge to reach 1,000 students coached by Jan 2026 and whilst this target is unlikely to be met, the number of students is increasing and the challenge is to achieve a consistent number of students participating in the programme within each school year on year.

Financial Review

GivingTime has been established as a charity with the aim of being able to operate without significant fundraising or income generating activities. The accounts for GivingTime have been prepared on a receipts and payments basis.

The receipts for the period consisted of bank interest received. The principal payments for the period related to the subscription for the IT database system, insurance for GivingTime coaching activities, domain name renewals, enhanced DBS checks for coaches and the cost of being registered with the ICO. As at 31 August 2023, GivingTime had cash funds of £3,021. More details can be found in the Annual Accounts.

As there are no employees of GivingTime and the running costs are approximately £700 per annum, the trustees do not believe that a reserves policy is necessary. The finances of GivingTime are reviewed at each trustee meeting including expenditure and income and potential future investment required.

Structure, Governance and Management

■ Objects

GivingTime was incorporated on 19 January 2018 as a Charitable Incorporated Organisation (CIO) and is governed by a constitution which defines the charity's objects are being:

“to advance in life and help young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.”

■ Trustees and organisational structure

The constitution allows for up to 7 trustees to be appointed, each trustee serving for renewable term of 3 years. Trustees can serve until they either resign or their term ends without renewal. All trustees give their time freely and no remuneration or expenses were paid.

The trustees are responsible for setting the strategy and are responsible in law for the running GivingTime. All the trustees, except where otherwise stated, served for the whole period:

JMR Foster (Chair)
JG Sheppard
CDM Paterson
DM Laudato (resigned 9 Oct 24)
AC Alexander

Where new trustees are appointed, they are given a formal induction to the work of the charity and provided with the information they need to fulfil their roles, which includes information about the role of trustees and charity law. New trustees are interviewed by a panel of trustees and appointed where they have the necessary skills to contribute to the charity's management and development.

The trustee board meets at least 4 times per year.

■ Risk Management

The trustees are responsible for overseeing the risks faced by the charity. Risks are identified, assessed and appropriate responses are determined throughout the year. The most significant risks are recorded in a risk register which is reviewed at every trustee meeting. The management of the risks is carried out by the administrative volunteers.

Through the risk management processes established by the charity, the trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

■ **Professional Advisors**

To help us in our work, we retain a number of professional advisors:

Solicitor	Travers Smith LLP, 10 Snow Hill, London, EC1A 2AL
Banker	Metrobank, 137-141 Chiswick High Road, London, W4 2ED
Insurance Broker	Oxygen, 12 Trevor Foster Way, Bradford, DB5 8HB

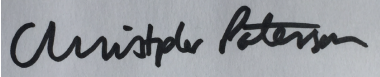
We are particularly grateful to Travers Smith who provide their services to GivingTime on a pro-bono basis.

■ **Contact details**

Address	2 Abinger Road, London, W4 1EL
Website	www.givingtime.org.uk
Registered Charity no.	1176752

Declarations

The trustees declare that they have approved the trustee's report above.
Signed on behalf of the charity's trustees

Signature	
Full Names	Christopher Douglas Mark Paterson
Position	Trustee
Date	4 th March 2025



Receipts and payments accounts

For the period from	Period start date 01-Sep-23	To	Period end date 31-Aug-24
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Interest received	40	-	-	40	25
Smile. Amazon credit	-	-	-	-	23
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	40	-	-	40	48
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	40	-	-	40	48
A3 Payments					
IT database system subscription	319	-	-	319	-
Domain names, web hosting & SSL certificate	201	-	-	201	187
Insurance for coaching activities	137	-	-	137	122
ICO registration	35	-	-	35	35
DBS checks	144	-	-	144	126
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	837	-	-	837	470
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	837	-	-	837	470
Net of receipts/(payments)	- 797	-	-	- 797	- 422
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	3 817	-	-	3 817	4 966
Cash funds this year end	3 021	-	-	3 021	4 544

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in bank	3 021	-	-
CCXX R1 accounts (SS)	1			

	-	-	-
	-	-	-
Total cash funds	3 021	-	-

(agree balances with receipts and payments account(s))

OK OK OK

Unrestricted funds to nearest £ **Restricted funds to nearest £** **Endowment funds to nearest £**

Details

B2 Other monetary assets

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

Details

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

Details

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

Details

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval

GIVINGTIME

England & Wales - Charity number 1176752

Accounts

Report of the Trustees for the period ending 31 August 2023

The trustees of GivingTime present their annual report and accounts of the charity for the period from 1 Sep 2022 to 31 August 2023 and confirm they comply with the requirements of the Charities Act 2011 and the charity's constitution.

Our Purpose

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Our purpose is to support young people make the transition from education into the workplace.

Our Priorities

- **Work Readiness** - Preparing young people for the world of work, not as it is today but for the world of work tomorrow.
- **Civic responsibility and community building** - Promoting greater connectedness and community building through volunteering and partnerships between schools, young people and charitable causes.
- **Promoting mental wellbeing** - Providing the space for personal expression and developing greater self-awareness in young people to enable improved life choices.

How we work

GivingTime works in partnership with UK state secondary schools to provide adolescent students (aged 14-18 years old) with free one-to-one professional coaching sessions.

Students who apply to the GivingTime programme are paired with experienced professional coaches who volunteer their time to provide up to six coaching sessions online.

In return for the coaching, students commit to at least six volunteer hours to a cause that matters to them and their community.

The GivingTime programme operates entirely on a voluntary basis; schools, young people, coaches and organisations volunteer their time free of charge.

Why GivingTime?

Mainstream UK state school education focuses on academic achievement, which alone is not enough to prepare an adolescent for further education or the world of work. Schools are under increasing pressure to meet Department for Education academic performance targets. A 2016 study by OFSTED found that just 10% of UK secondary schools were providing sufficient 'enterprise education', leaving the majority of students unprepared for employment and lacking the basic skills needed for the world outside of school.

Students leave school with content knowledge (WHAT) but without the behavioural knowledge (HOW) that is so important in the workplace and also in life. After leaving formal education there is little focus on self-discovery.

The life-stage of adolescence brings a number of challenges; biological, cognitive, psychological, social. GivingTime uses coaching as a tool to positively impact the cognitive and psychological challenges of adolescence. Through coaching, young people learn about their strengths, the importance of their actions and start to discover their own values and beliefs which enables them to become more self-aware, confident and resourceful.

The GivingTime programme empowers young people to discover their own resourcefulness and priorities through coaching. They learn to connect to and relate to others and, through volunteering, they start to contribute to something that is bigger than themselves.

Review of Activities and Achievements

■ GivingTime programme - Coaching

In the period from September 2022 to August 2023 the GivingTime programme was operational in 4 schools (2 new schools) and involved 18 students, 2 teachers and 11 coaches of whom 6 were new to GivingTime this year. 100 hours of coaching were delivered and the students logged 155 hours of volunteering in return. 100% of the students said they know themselves better as a result of the GivingTime programme and 100% would recommend GivingTime to a peer. 100% of young people said their coach helped them to feel safe to talk about the things that truly matter to them.

This takes the cumulative impact of GivingTime since the pilot in 2015 to:

122 young people have experienced coaching for the first time
10 schools
2 universities
54 coaches
557 hours of coaching delivered
989 volunteering hours logged
1,546 total volunteering hours (young people + coaches)
99%* of young people would recommend GivingTime

* % of young people who completed post coaching questionnaires

As part of the evaluation of GivingTime, we measure self-efficacy and self-esteem of the students before and after the programme. The results for this cycle of coaching are shown below and show similar improvements to previous pre-pandemic cycles.

Sep 22 – Aug 2023:
+13% self esteem score*
+10% self efficacy score*

*+/- measure pre coaching vs post coaching. Pre and post coaching questionnaires completed by young people.

We also evaluate the programme from a coach perspective with the following results for the 2023 coaching cycle:

100% of coaches would recommend GivingTime to another coach
100% of coaches would volunteer as a GivingTime coach again
100% of coaches found the Supervision session useful

■ GivingTime programme - Volunteering

The volunteering element of GivingTime presents an opportunity for young people to learn something about themselves and also to get a sense of self worth by giving their time for the benefit of others. The results from the volunteering were:

- 155 hours of volunteering
- 63% of young people completed volunteering hours
- 90% of the young people who volunteered gained new skills through volunteering
- 90% gained a sense of purpose through volunteering
- 60% thought they would continue volunteering

The students volunteered at a hospice, in a hospital, doing sports coaching in the summer holidays, at a primary school and within their own school.

Testimonials

■ Young People

"It is an amazing opportunity to talk to someone about your goals. Having someone ask the right questions and relay back to you what you said is so eye opening and a game-changer. It helped boost my confidence, learn more about myself and gave me the time and space to find solutions and/or ways to cope."

"I realised a lot of things about myself and I was able to improve as a result of this. A lot of the sessions involved me questioning myself which allowed for a lot of self-reflection, my coach helped a lot with this."

"It's helpful and talking about your future to someone makes it less scary and helps you improve the plan."

"I would make my friends join GivingTime, I would explain them how i changed over the time of 6 weeks and how it helped me."

■ Coaches

"Rewarding opportunity to coach a young person and share with them the gift of coaching at a particularly sensitive transition time in their lives."

"It's a real opportunity to open a young persons mind to wider thinking and self awareness that will serve them in future"

"This is a unique opportunity to hone your coaching skills with young people. That the premise of the charity is so needed - support young people as they make their way in the world! It is a solid organisation, where you feel supported and guided in the process of working with them."

Future Plans

The trustees have a dual focus:

- To maintain and improve the operational running of the GivingTime programme
- To develop the organisation to be able to offer the GivingTime programme to more students at zero cost.

■ Operational running of the GivingTime programme

Commitment to online coaching

The GivingTime programme has been running as online coaching for the past 3 years with just under 40 students completing the programme in this format. Feedback from students and coaches has been consistent with pre-pandemic face to face coaching and the programme has operational benefits in the online format. The trustees have agreed to continue with an approach of only offering online coaching with the intention to be able to expand geographically.

■ Developing the GivingTime organisation

3 years of scale up

GivingTime has successfully recruited volunteer roles to manage some of the day to day running of the programme. This has included volunteers to approach new schools to expand the programme. The trustees have set the organisation a challenge to reach 1,000 students coached by Jan 2026. There is ongoing work to refine the processes IT systems to simplify the programme as much as possible in support of being able to cope with significantly increased student demand.

Financial Review

GivingTime has been established as a charity with the aim of being able to operate without significant fundraising or income generating activities. The accounts for GivingTime have been prepared on a receipts and payments basis.

The receipts for the period consisted of bank interest received plus a disbursement from Smile.amazon.co.uk which is a percentage of purchases made by Amazon customers who selected GivingTime as their nominated charity. The principal payments for the period related to, insurance for GivingTime coaching activities, domain name renewals and the cost of registered with the ICO. The subscription for the IT database system renews at the end of August each year and was paid just after the year end. As at 31 August 2023, GivingTime had cash funds of £3,817. More details can be found in the Annual Accounts.

As there are no employees of GivingTime and the running costs are approximately £700 per annum, the trustees do not believe that a reserves policy is necessary. The finances of GivingTime are reviewed at each trustee meeting including expenditure and income and potential future investment required.

Structure, Governance and Management

■ Objects

GivingTime was incorporated on 19 January 2018 as a Charitable Incorporated Organisation (CIO) and is governed by a constitution which defines the charity's objects are being:

“to advance in life and help young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.”

■ Trustees and organisational structure

The constitution allows for up to 7 trustees to be appointed, each trustee serving for renewable term of 3 years. Trustees can serve until they either resign or their term ends without renewal. All trustees give their time freely and no remuneration or expenses were paid.

The trustees are responsible for setting the strategy and are responsible in law for the running GivingTime. All the trustees, except where otherwise stated, served for the whole period:

JMR Foster (Chair)
 JG Sheppard
 CDM Paterson
 DM Laudato
 AC Alexander

Where new trustees are appointed, they are given a formal induction to the work of the charity and provided with the information they need to fulfil their roles, which includes information about the role of trustees and charity law. New trustees are interviewed by a panel of trustees and appointed where they have the necessary skills to contribute to the charity’s management and development.

The trustee board meets at least 4 times per year.

Risk Management

The trustees are responsible for overseeing the risks faced by the charity. Risks are identified, assessed and appropriate responses are determined throughout the year. The most significant risks are recorded in a risk register which is reviewed at every trustee meeting. The management of the risks is carried out by the administrative volunteers.

Through the risk management processes established by the charity, the trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Professional Advisors

To help us in our work, we retain a number of professional advisors:

Solicitor	Travers Smith LLP, 10 Snow Hill, London, EC1A 2AL
Banker	Metrobank, 137-141 Chiswick High Road, London, W4 2ED
Insurance Broker	Oxygen, 12 Trevor Foster Way, Bradford, DB5 8HB

We are particularly grateful to Travers Smith who provide their services to GivingTime on a pro-bono basis.

Contact details

Address	2 Abinger Road, London, W4 1EL
Website	www.givingtime.org.uk
Registered Charity no.	1176752

Declarations

The trustees declare that they have approved the trustee’s report above.
 Signed on behalf of the charity’s trustees

Signature	
Full Names	Christopher Douglas Mark Paterson
Position	Trustee
Date	19 th June 2024



Receipts and payments accounts

For the period from	Period start date 01-Sep-22	To	Period end date 31-Aug-23
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Interest received	25	-	-	25	1
Smile. Amazon credit	23	-	-	23	5
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	48	-	-	48	6
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	48	-	-	48	6
A3 Payments					
IT database system subscription	-	-	-	-	334
Domain names, web hosting & SSL certificate	187	-	-	187	206
Insurance for coaching activities	122	-	-	122	122
ICO registration	35	-	-	35	35
DBS checks	126	-	-	126	36
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	470	-	-	470	733
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	470	-	-	470	733
Net of receipts/(payments)	- 422	-	-	- 422	- 727
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	4,239	-	-	4,239	4,966
Cash funds this year end	3,817	-	-	3,817	4,239

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in bank	3,817	-	-
CCXX R1 accounts (SS)	1			

	-	-	-
	-	-	-
Total cash funds	3,817	-	-

(agree balances with receipts and payments account(s))

OK OK OK

Unrestricted funds to nearest £ **Restricted funds to nearest £** **Endowment funds to nearest £**

Details

B2 Other monetary assets

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

Details

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

Details

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

Details

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval

GIVINGTIME

England & Wales - Charity number 1176752

Accounts

Report of the Trustees for the period ending 31 August 2022

The trustees of GivingTime present their annual report and accounts of the charity for the period from 1 Sep 2021 to 31 August 2022 and confirm they comply with the requirements of the Charities Act 2011 and the charity's constitution.

Our Purpose

GivingTime is a registered coaching and volunteering charity that partners with UK state secondary schools to provide free professional coaching to adolescent students in return for volunteering hours.

Our purpose is to support young people make the transition from education into the workplace.

Our Priorities

- **Work Readiness** - Preparing young people for the world of work, not as it is today but for the world of work tomorrow.
- **Civic responsibility and community building** - Promoting greater connectedness and community building through volunteering and partnerships between schools, young people and charitable causes.
- **Promoting mental wellbeing** - Providing the space for personal expression and developing greater self-awareness in young people to enable improved life choices.

How we work

GivingTime works in partnership with UK state secondary schools to provide adolescent students (aged 14-18 years old) with free one-to-one professional coaching sessions.

Students who apply to the GivingTime programme are paired with experienced professional coaches who volunteer their time to provide up to six coaching sessions online.

In return for the coaching, students commit to at least six volunteer hours to a cause that matters to them and their community.

The GivingTime programme operates entirely on a voluntary basis; schools, young people, coaches and organisations volunteer their time free of charge.

Why GivingTime?

Mainstream UK state school education focuses on academic achievement, which alone is not enough to prepare an adolescent for further education or the world of work. Schools are under increasing pressure to meet Department for Education academic performance targets. A 2016 study by OFSTED found that just 10% of UK secondary schools were providing sufficient 'enterprise education', leaving the majority of students unprepared for employment and lacking the basic skills needed for the world outside of school.

Students leave school with content knowledge (WHAT) but without the behavioural knowledge (HOW) that is so important in the workplace and also in life. After leaving formal education there is little focus on self-discovery.

The life-stage of adolescence brings a number of challenges; biological, cognitive, psychological, social. GivingTime uses coaching as a tool to positively impact the cognitive and psychological challenges of adolescence. Through coaching, young people learn about their strengths, the importance of their actions and start to discover their own values and beliefs which enables them to become more self-aware, confident and resourceful.

The GivingTime programme empowers young people to discover their own resourcefulness and priorities through coaching. They learn to connect to and relate to others and, through volunteering, they start to contribute to something that is bigger than themselves.

Review of Activities and Achievements

■ GivingTime programme - Coaching

In the period from September 2021 to August 2022 the GivingTime programme was operational in 4 schools and involved 14 students and 12 coaches. 70 hours of coaching were delivered and the students logged 159 hours of volunteering in return. 100% of the students said they learnt something useful from the GivingTime programme and 100% would recommend GivingTime to a peer. 100% of young people said their coach helped them to feel safe to talk about the things that truly matter to them.

This takes the cumulative impact of GivingTime since the pilot in 2015 to:

104 young people have experienced coaching for the first time
8 schools
2 universities
48 coaches
457 hours of coaching delivered
834 volunteering hours logged
1291 total volunteering hours (young people + coaches)
98% of young people would recommend GivingTime
98% of young people learnt something useful

As part of the evaluation of GivingTime, we measure self-efficacy and self-esteem of the students before and after the programme. The results for this cycle of coaching are shown below and show similar improvements to previous pre-pandemic cycles.

Sep 21 – Aug 2022:

+15% self esteem score*

+12% self efficacy score*

*+/- measure pre coaching vs post coaching. Pre and post coaching questionnaires completed by young people.

We also evaluate the programme from a coach perspective with the following results for the 2020 coaching cycle:

100% of coaches would recommend GivingTime to another coach
100% of coaches would volunteer as a GivingTime coach again
100% of coaches found the Supervision session useful

■ GivingTime programme - Volunteering

The volunteering element of GivingTime presents an opportunity for young people to learn something about themselves and also to get a sense of self worth by giving their time for the benefit of others. The results from the volunteering were:

- 159** hours of volunteering
- 79%** of young people completed volunteering hours
- 100%** of the young people who volunteered gained new skills through volunteering
- 100%** gained a sense of purpose through volunteering
- 100%** thought they would continue volunteering

The students volunteered at a nursery, within their school and a cinema and hospital.

Testimonials

■ Young People

“Giving Time is a great opportunity to discover interests and career choices you never even thought about. It gives you a fresh perspective about yourself and careers that tailor your interests, passions and strengths. The coaches are extremely supportive, friendly and caring. They have your best interest at heart, which is really encouraging, especially when you don't have much faith and confidence in yourself. Giving Time is an amazing opportunity, and I highly recommend it to everyone!”

“It's a really great experience and a friendly atmosphere. Allows you to look at yourself from a positive and accepting perspective. You learn a lot about yourself, your goals and your achievements.”

“Before the coaching I felt like I had a lot of problems and I struggled with self-doubt. However, after spending those 6 weeks with my coach I felt like an entirely different person with a fresh mindset. She helped me find the answers to my problems and gave me the confidence to carry on doing this in the future. She listened so intently that I felt respected and comfortable knowing she would be there to support me with whatever I needed. If you need someone to not judge with whatever you are dealing with, I would strongly recommend this coaching as it helped me in so many ways that I will always be grateful.”

“It has improved my confidence level. And I really enjoyed engaging with my coach as she helped me a lot with the areas I asked to focus on.”

“It's a great way to better understand yourself. It really helped me to understand my feelings; I felt more connected to myself and was almost like a wake up call.”

■ Coaches

“Warm and friendly organisation where you meet fantastic young people, where you are supported by your colleagues.”

“It's an opportunity to give your skills to people who really appreciate them. Very energising and fulfilling.”

“This is the opportunity to maximise your impact, with somebody with no previous coaching experience but that might act quickly on their learnings during coaching.”

Future Plans

The trustees have a dual focus:

- To maintain and improve the operational running of the GivingTime programme

- To develop the organisation to be able to offer the GivingTime programme to more students at zero cost.

■ Operational running of the GivingTime programme

Commitment to online coaching

The GivingTime programme has been running as online coaching for the past 2 years with 22 students completing the programme in this format. Feedback from students and coaches has been consistent with pre-pandemic face to face coaching and the programme has operational benefits in the online format. The trustees have agreed to continue with an approach of only offering online coaching with the intention to be able to expand geographically.

■ Developing the GivingTime organisation

3 years of scale up

GivingTime has successfully recruited volunteer roles to manage some of the day to day running of the programme. This has included volunteers to approach new schools to expand the programme. The trustees have set the organisation a challenge to reach 1,000 students coached by Jan 2026. There is ongoing work to refine the processes IT systems to simplify the programme as much as possible in support of being able to cope with significantly increased student demand.

Financial Review

GivingTime has been established as a charity with the aim of being able to operate without significant fundraising or income generating activities. The accounts for GivingTime have been prepared on a receipts and payments basis.

The receipts for the period consisted of bank interest received plus a disbursement from Smile.amazon.co.uk which is a percentage of purchases made by Amazon customers who selected GivingTime as their nominated charity. The principal payments for the period related to the subscription for the IT database system, insurance for GivingTime coaching activities, domain name renewals and the cost of registered with the ICO. As at 31 August 2022, GivingTime had cash funds of £4,239. More details can be found in the Annual Accounts.

As there are no employees of GivingTime and the running costs are approximately £700 per annum, the trustees do not believe that a reserves policy is necessary. The finances of GivingTime are reviewed at each trustee meeting including expenditure and income and potential future investment required.

Structure, Governance and Management

■ Objects

GivingTime was incorporated on 19 January 2018 as a Charitable Incorporated Organisation (CIO) and is governed by a constitution which defines the charity's objects are being:

“to advance in life and help young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.”

■ Trustees and organisational structure

The constitution allows for up to 7 trustees to be appointed, each trustee serving for renewable term of 3 years. Trustees can serve until they either resign or their term ends without renewal. All trustees give their time freely and no remuneration or expenses were paid.

The trustees are responsible for setting the strategy and are responsible in law for the running GivingTime. All the trustees, except where otherwise stated, served for the whole period:

JMR Foster (Chair)
 JG Sheppard
 CDM Paterson
 DM Laudato
 AC Alexander

Where new trustees are appointed, they are given a formal induction to the work of the charity and provided with the information they need to fulfil their roles, which includes information about the role of trustees and charity law. New trustees are interviewed by a panel of trustees and appointed where they have the necessary skills to contribute to the charity’s management and development.

The trustee board meets at least 4 times per year.

Risk Management

The trustees are responsible for overseeing the risks faced by the charity. Risks are identified, assessed and appropriate responses are determined throughout the year. The most significant risks are recorded in a risk register which is reviewed at every trustee meeting. The management of the risks is carried out by the administrative volunteers.

Through the risk management processes established by the charity, the trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Professional Advisors

To help us in our work, we retain a number of professional advisors:

Solicitor	Travers Smith LLP, 10 Snow Hill, London, EC1A 2AL
Banker	Metrobank, 137-141 Chiswick High Road, London, W4 2ED
Insurance Broker	Oxygen, 12 Trevor Foster Way, Bradford, DB5 8HB

We are particularly grateful to Travers Smith who provide their services to GivingTime on a pro-bono basis.

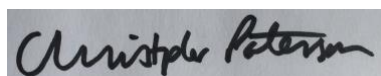
Contact details

Address	2 Abinger Road, London, W4 1EL
Website	www.givingtime.org.uk
Registered Charity no.	1176752

Declarations

The trustees declare that they have approved the trustee’s report above.
 Signed on behalf of the charity’s trustees

Signature



Full Names	Christopher Douglas Mark Paterson
Position	Trustee
Date	13 th March 2023



Receipts and payments accounts

For the period from	Period start date 01-Sep-21	To	Period end date 31-Aug-22
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Interest received	1	-	-	1	3
Smile. Amazon credit	5	-	-	5	11
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	6	-	-	6	14
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	6	-	-	6	14
A3 Payments					
IT database system subscription	334	-	-	334	289
Domain names, web hosting & SSL certificate	206	-	-	206	79
Insurance for coaching activities	122	-	-	122	122
ICO registration	35	-	-	35	35
DBS checks	36	-	-	36	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	733	-	-	733	525
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	733	-	-	733	525
Net of receipts/(payments)	- 727	-	-	- 727	- 511
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	4,966	-	-	4,966	5,478
Cash funds this year end	4,239	-	-	4,239	4,966

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in bank	4,239	-	-
		-	-	-
		-	-	-
	Total cash funds	4,239	-	-

(agree balances with receipts and payments account(s))

OK

OK

OK

Unrestricted funds

Restricted funds

Endowment funds

to nearest £

to nearest £

to nearest £

B2 Other monetary assets

Details

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details

Fund to which liability relates

Amount due (optional)

When due (optional)

		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

GIVINGTIME

England & Wales - Charity number 1176752

Accounts

Report of the Trustees for the period ending 31 August 2021

The trustees of GivingTime present their annual report and accounts of the charity for the period from 1 Sep 2020 to 31 August 2021 and confirm they comply with the requirements of the Charities Act 2011 and the charity's constitution.

Our Purpose

GivingTime is a registered coaching and volunteering charity that partners with UK state secondary schools to provide free professional coaching to adolescent students in return for volunteering hours.

Our purpose is to support young people make the transition from education into the workplace.

Our Priorities

- **Work Readiness** - Preparing young people for the world of work, not as it is today but for the world of work tomorrow.
- **Civic responsibility and community building** - Promoting greater connectedness and community building through volunteering and partnerships between schools, young people and charitable causes.
- **Promoting mental wellbeing** - Providing the space for personal expression and developing greater self-awareness in young people to enable improved life choices.

How we work

GivingTime works in partnership with UK state secondary schools to provide adolescent students (aged 14-18 years old) with free one-to-one professional coaching sessions.

Students who apply to the GivingTime programme are paired with experienced professional coaches who volunteer their time to provide up to six coaching sessions online.

In return for the coaching, students commit to at least six volunteer hours to a cause that matters to them and their community.

The GivingTime programme operates entirely on a voluntary basis; schools, young people, coaches and organisations volunteer their time free of charge.

Why GivingTime?

Mainstream UK state school education focuses on academic achievement, which alone is not enough to prepare an adolescent for further education or the world of work. Schools are under increasing pressure to meet Department for Education academic performance targets. A 2016 study by OFSTED found that just 10% of UK secondary schools were providing sufficient 'enterprise education', leaving the majority of students unprepared for employment and lacking the basic skills needed for the world outside of school.

Students leave school with content knowledge (WHAT) but without the behavioural knowledge (HOW) that is so important in the workplace and also in life. After leaving formal education there is little focus on self-discovery.

The life-stage of adolescence brings a number of challenges; biological, cognitive, psychological, social. GivingTime uses coaching as a tool to positively impact the cognitive and psychological challenges of adolescence. Through coaching, young people learn about their strengths, the importance of their actions and start to discover their own values and beliefs which enables them to become more self-aware, confident and resourceful.

The GivingTime programme empowers young people to discover their own resourcefulness and priorities through coaching. They learn to connect to and relate to others and, through volunteering, they start to contribute to something that is bigger than themselves.

Review of Activities and Achievements

The pandemic had a significant impact on the GivingTime programme with the office locations closed and schools operating remotely. During this time, we were able to develop an online coaching offering for students which involved working through the various associated safeguarding challenges.

■ GivingTime programme - Coaching

In the period from September 2020 to August 2021 the GivingTime programme was operational in 2 schools and involved 5 students and 5 coaches. The programme was 26 hours of coaching were delivered and the students logged 25 hours of volunteering in return. 100% of the students said they learnt something useful from the GivingTime programme and 100% would recommend GivingTime to a peer. 100% of young people said their coach helped them to feel safe to talk about the things that truly matter to them.

This takes the cumulative impact of GivingTime since the pilot in 2015 to:

90 young people have experienced coaching for the first time
7 schools
2 universities
39 coaches
387 hours of coaching delivered
675 volunteering hours logged
1062 total volunteering hours (young people + coaches)
98% of young people would recommend GivingTime
98% of young people learnt something useful

As part of the evaluation of GivingTime, we measure self-efficacy and self-esteem of the students before and after the programme. This cycle of coaching was interrupted by the pandemic and so we do not have a large enough data set to share.

We also evaluate the programme from a coach perspective with the following results for the 2020 coaching cycle:

100% of coaches would recommend GivingTime to another coach
100% of coaches would volunteer as a GivingTime coach again
100% of coaches found the Supervision session useful

■ GivingTime programme - Volunteering

The volunteering element of GivingTime presents an opportunity for young people to learn something about themselves and also to get a sense of self worth by giving their time for the benefit of others. The results from the volunteering were:

25 hours of volunteering
60% of young people completed volunteering hours

100% of the young people who volunteered gained new skills through volunteering
 100% gained a sense of purpose through volunteering
 100% thought they would continue volunteering

The students volunteered at a local nursery, within their school and setting up a local community project to raise awareness of mental health.

Testimonials

■ Young People

“GivingTime really helps you to gain a deeper understanding about yourself, something which I think everyone needs in life: a sense of clarity. Since life seems to move too quickly, finding the time to reflect can be tough; the act of reflecting itself can be a challenge when done alone. GivingTime can offer you the opportunity to do this with the support and the non-judgemental approach one of their coaches can provide. I left each session having gained something: more knowledge about myself, a little bit more clarity, and the feeling that I had gotten a burden off my chest. Be it school life, my next steps, my mental health - any topic I wanted to discuss was met with an efficient approach that meant I left our sessions with confidence. I'd highly recommend you attend if you find yourself feeling confused in general.”

“It has helped me to achieve a more concise decision on what I want to do in the future & it helped me with my goals.”

“I would say to a friend that giving time is a really good way to develop new ways of thinking. I think that the coaching GivingTime provides allows you to understand how to think through and assess different problems you have to try to find resolutions so therefore I think that the scheme is highly valuable..”

“anything that you were concerned about and held at the back of your clustered mind can be expressed and listened by the coach, and they help you identify these things and produce a solution for it.”

Future Plans

The trustees have a dual focus:

- To maintain and improve the operational running of the GivingTime programme
- To develop the organisation to be able to offer the GivingTime programme to more students at zero cost.

■ Operational running of the GivingTime programme

Ongoing evaluation of online coaching

The running of the GivingTime programme is currently limited to online coaching and whilst the original intention of the programme was to provide face to face coaching to allow students to experience being in a place of work, the trustees recognise that more and more work interactions are taking place in a remote setting and that there is value for students to learn how to conduct themselves in virtual professional interactions. There are also significant operational benefits to the programme especially in being able to expand geographically.

■ Developing the GivingTime organisation

Preparing to scale

Whilst GivingTime has a self-service software platform, much of the programme relies on the trustees on a day to day basis. To be able to scale up the programme, the trustees would like to recruit volunteers to take on some of the operational roles.

Financial Review

GivingTime has been established as a charity with the aim of being able to operate without significant fundraising or income generating activities. The accounts for GivingTime have been prepared on a receipts and payments basis.

The receipts for the period consisted of bank interest received plus a disbursement from Smile.amazon.co.uk which is a percentage of purchases made by Amazon customers who selected GivingTime as their nominated charity. The principal payments for the period related to the subscription for the IT database system, insurance for GivingTime coaching activities, domain name renewals and the cost of registered with the ICO. As at 31 August 2021, GivingTime had cash funds of £4,966. More details can be found in the Annual Accounts.

As there are no employees of GivingTime and the running costs are approximately £600 per annum, the trustees do not believe that a reserves policy is necessary. The finances of GivingTime are reviewed at each trustee meeting including expenditure and income and potential future investment required.

Structure, Governance and Management

■ Objects

GivingTime was incorporated on 19 January 2018 as a Charitable Incorporated Organisation (CIO) and is governed by a constitution which defines the charity's objects are being:

“to advance in life and help young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.”

■ Trustees and organisational structure

The constitution allows for up to 7 trustees to be appointed, each trustee serving for renewable term of 3 years. Trustees can serve until they either resign or their term ends without renewal. All trustees give their time freely and no remuneration or expenses were paid.

The trustees are responsible for setting the strategy and are responsible in law for the running GivingTime. All the trustees, except where otherwise stated, served for the whole period:

JMR Foster (Chair)
JG Sheppard
CDM Paterson
DM Laudato
AC Alexander

Where new trustees are appointed, they are given a formal induction to the work of the charity and provided with the information they need to fulfil their roles, which includes information about the role of trustees and charity law. New trustees are interviewed by a panel of trustees and appointed where they have the necessary skills to contribute to the charity's management and development.

The trustee board meets at least 4 times per year.

■ Risk Management

The trustees are responsible for overseeing the risks faced by the charity. Risks are identified, assessed and appropriate responses are determined throughout the year. The most significant risks are recorded in a risk register which is reviewed at every trustee meeting. The management of the risks is carried out by the administrative volunteers.

Through the risk management processes established by the charity, the trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

■ Professional Advisors

To help us in our work, we retain a number of professional advisors:

Solicitor	Travers Smith LLP, 10 Snow Hill, London, EC1A 2AL
Banker	Metrobank, 137-141 Chiswick High Road, London, W4 2ED
Insurance Broker	Oxygen, 12 Trevor Foster Way, Bradford, DB5 8HB

We are particularly grateful to Travers Smith who provide their services to GivingTime on a pro-bono basis.

■ Contact details

Address	2 Abinger Road, London, W4 1EL
Website	www.givingtime.org.uk
Registered Charity no.	1176752

Declarations

The trustees declare that they have approved the trustee's report above.

Signed on behalf of the charity's trustees

Signature	
Full Names	Christopher Douglas Mark Paterson
Position	Trustee
Date	4 th March 2022



Receipts and payments accounts

For the period from	Period start date 01-Sep-20	To	Period end date 31-Aug-21
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Interest received	3	-	-	3	14
Smile. Amazon credit	11	-	-	11	6
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	14	-	-	14	19
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	14	-	-	14	19
A3 Payments					
IT database system subscription	289	-	-	289	308
Domain names, web hosting & SSL certificate	79	-	-	79	253
Insurance for coaching activities	122	-	-	122	107
ICO registration	35	-	-	35	35
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	525	-	-	525	703
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	525	-	-	525	703
Net of receipts/(payments)	- 511	-	-	- 511	- 684
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	5,478	-	-	5,478	6,161
Cash funds this year end	4,966	-	-	4,966	5,478

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash in bank	4,966	-	-
		-	-	-
		-	-	-
	Total cash funds	4,966	-	-

(agree balances with receipts and payments account(s))

OK

OK

OK

Unrestricted funds
to nearest £

Restricted funds
to nearest £

Endowment funds
to nearest £

B2 Other monetary assets

Details

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details

Fund to which asset belongs

Cost (optional)

Current value (optional)

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details

Fund to which liability relates

Amount due (optional)

When due (optional)

		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval
