



## Deloitte Society Partnerships - Frequently asked questions

Deloitte has always been a leader in society, designing and delivering award winning societal programmes that are recognised for their impact. Our new strategy consolidates and focuses our activity around a particular theme that matters to our people, our clients and the society in which we work. It has been chosen as it's authentic for Deloitte to address, connects clearly to our purpose and brings together activities that we deliver to our clients, people and our broader societal programme.

**Focused on One Million Futures**  
*Raising aspirations. Improving skills. Developing leaders.*

In order to help us achieve this vision we are looking for charities and social enterprises that can work with us to achieve our social impact goal. We are looking for partners in all of our office locations who can support our focus to deliver local impact together and make a real impact on one million futures.

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## Definitions

- What do you mean by 'Focused on One Million Futures'?
  - Your organisation, or a programme that you deliver within your organisation, should be delivering impact related to employability, either through raising aspirations, improving skills or developing leaders.
  - We want to be able to demonstrate that, together, we are impacting as many individual 'futures' as possible, be that with young people, those not in employment, education or training, those who have been out of work due to illness or those transitioning between careers.
- What is the Deloitte Society Partnership programme?
  - The 'Deloitte Society Partnership programme' replaces our previous charity partnership programme and social innovation pioneers programme, now enabling us to support both charities and social businesses with charitable status, from across the UK. Each partner will receive a Deloitte package of support. This programme is run and managed by Deloitte, a limited liability partnership registered in England and Wales.
- What do you mean by "Innovation"?
  - We have deliberately not defined the term 'innovation' as we do not want to place any restriction on entries. We are however interested in understanding if why, what you are doing, is unique and different.
- What do you mean by "Social Business"?
  - We define Social Business as organisations that are trading with an environmental or social purpose. They have a business plan and sustainable revenue streams, which enables them to compete in mainstream markets, often challenging the status quo, and maximise their social or environmental impact. Those who benefit from social businesses are their employees and direct customers as well as the wider community and a fair proportion of surpluses are reinvested into the business.

## Applications / Eligibility

- Do I have to be a social business?
  - We are open to all types of organisations, however, to fully benefit from the partnership you must be a UK registered charity or have charitable status.
  - You should not be a religious charity (except for general ecumenical charities), should be non-political and should not have animals as beneficiaries.
  - We are looking for organisations that work in a wide range of social sectors.
- Does my organisation need to be of a certain size?
  - The office(s) you apply to partner with should be relative in size to the input you can provide and also the range of opportunities available to our people. The table below

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might help with identifying which office(s) you wish to apply to partner with.

- You should be able to account manage the relationship and provide suitable support to ensure a successful partnership, develop and implement opportunities to maximise the varied support on offer through the programme and provide evaluation and impact management information.

Office Location	Headcount
Aberdeen	Up to c100
Guernsey	
Isle of Man	
Jersey	
Liverpool	
Southampton	c100-200
Gatwick	
Glasgow	
Newcastle	
Nottingham	
St Albans	c200 -350
Belfast	
Bristol	
Cambridge	
Edinburgh	c350 - 500
Cardiff	
Leeds	
Milton Keynes	c500 - 650
Birmingham	
Manchester	
Reading	c800 - 1300
London Internal Client Services	
London Financial Advisory	c1500 - 3000
London Audit	
London Consulting	
London Tax	

- Do I have to be UK based?
  - Yes, we can only work with UK based entities, creating an impact in the local areas in which we work, however we will consider organisations delivering impact outside of the UK.
- Can I apply as an individual?
  - You must register as an individual representing an organisation or company. We can only accept applications from a member of the leadership team.
- Can I nominate another company?
  - If you would like to nominate a company, please forward the website and application form to them, but they must submit the application form themselves.

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- Can I apply if I have already worked on another Deloitte programme or am currently receiving support from Deloitte?
  - Yes, but if you are an existing charity partner you must not apply to work with the same office as you are currently working with.
  - We are open to applications from organisations we have previously supported through the Deloitte Social Innovation Pioneers programme – however – in the application form and through the interview process for those selected we do want to see a very clear rationale for how continuation of our partnership through this new programme will make a tangible impact on your operation and how that connects to our goal to reach one million futures.
- How do I apply?
  - To apply to the programme, you must submit the online application form to [CorporateResponsibilityUK@deloitte.co.uk](mailto:CorporateResponsibilityUK@deloitte.co.uk) . You will need to complete some short questions to introduce yourself and your business.
  - If you are a social business, we will also require you to submit some financial information.
  - The deadline for all applications is **midnight Sunday 14<sup>th</sup> February 2016**.
- What if I have another question?
  - If you have a question not answered here, please contact us via email at [CorporateResponsibilityUK@deloitte.co.uk](mailto:CorporateResponsibilityUK@deloitte.co.uk)

## Selection/Scoring

- What is the selection criteria?
  - We are looking for partners who can support us with our social impact goal 'Focussing on One Million Futures through raising aspirations, improving skills or developing leaders'.
  - All applications must be able to provide a clear and demonstrable link to one or more of those criteria within the local community of the office you apply to partner with.
  - Your organisation can support any section of society, as long as the project you propose we work together on is aligned to our impact goal. We are looking for a wide range of organisations.
  - In the application form we are looking for organisations to succinctly describe their business objectives and their criteria for success.
- How will applications be scored?
  - Applications will be screened out of ten for each of the following categories, Reputation & Scope; Social Impact; Scale of support; Potential for working with Deloitte.
  - You should be able to help strengthen the Deloitte brand as well be open to

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- collaboration opportunities with all members of the programme.
  - Demonstrate your desire to innovate;
  - Be able to utilise the core skills and expertise of our business to enable your organisations to grow or to broaden your social impact (you might find it useful to review a number of pro-bono case studies to understand the sort of work we have delivered for our charity partners);
  - Provide opportunities for our people to fundraise and volunteer.
- Does fundraising need to be restricted?
    - The funding should be designated to support the work we do with you aligned to the overall impact goal e.g. if we are supporting you to provide a number of employability workshops for the ex-homeless community, our funding should be used to pay for and deliver those workshops. Any additional funds raised above that cost should be used to support an extension or an additional programme agreed upon and not for general operational costs.  
We would like you to be able to clearly report to us that our fundraising has directly supported x number of individuals.
  - How much can we expect to be fundraised?
    - Over the last two partnerships, we have raised in excess of £2m for our three National firm charities. However, this partnership structure follows a more localised structure and will mean that fundraising is driven at a local level and is therefore difficult to predict as it will vary by size and scope of office.
  - When will I know if my application has been shortlisted and will I be invited to interview?
    - We will notify you if you have been successful at the end of March. Due to the large number of organisations we anticipate will apply, we won't be inviting any charities to interview; therefore it is critical that your answers clearly articulate how you think our partnership could succeed.
  - What happens if my application is shortlisted?
    - For charities, if you are shortlisted you will be entered into the staff vote which takes place in April/May. Each local office will vote on their one local partner.
    - For Social businesses, if you are shortlisted you will be invited to interview in April. Each interview will be led by a local office partner.
  - When will the final list of partners be announced?
    - The final list of partners will be announced in mid-May.
  - When will the support programme begin?
    - The first kick-off event for this exciting programme will take place in late May/early June and will be held in our London offices.
  - What offices can I apply to work with?
    - Organisations applying should indicate which office(s) they could or would like to

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work with.

- Our regional offices will choose **one** local partner (**Scotland and Northern Ireland:** Aberdeen, Belfast, Edinburgh, Glasgow; **North West:** Liverpool, Manchester; **North East:** Leeds, Newcastle; **Midlands:** Birmingham, Nottingham; **South, South East:** Cambridge, Gatwick, Milton Keynes, Reading, Southampton, St Albans; **South West and Wales:** Bristol, Cardiff; **Offshore:** Guernsey, Isle of Man, Jersey)
- London will select **five** local partners, one for each London Service line.
- Use the table above to identify which office locations suite the size and scale of your organisation and the local impact market.
- You may apply to work with more than one office, but because we require evidence of local impact, you should complete an application for each area.

## Prize

- Is there a fee?
  - No, there is no fee for applying to become a society partner.
  - There will be no costs charged to businesses that successfully become one of our partners, all outline benefits listed will be free.
- Will Deloitte offer investment or a cash prize?
  - Deloitte does not offer a cash prize however fundraising is part of the programme.
- Will I receive any feedback?
  - Due to the large volume of entries we expect to receive, it won't be possible to provide feedback for every application.
- When will the programme of support begin?
  - The final list of partners will be announced in mid-May 2016 and first kick-off event will take place in late May/early June 2016. Formal partnerships will commence on 1 June 2016.
- How long does the partnership last?
  - Each partnership lasts for three year's running from 1 June 2016 – 31 May 2018.
- What will I receive if I am selected to be a Deloitte Society Partner?
  - You will receive a package of support which includes pro-bono, access to our services at a reduced rate, volunteers and fundraising. Your partnership will also be managed by a Deloitte account team.
- How much can we expect to be fundraised?
  - Over the last two partnerships, we have raised in excess of £2m for our three National firm charities. However, this partnership structure follows a more localised structure and will mean that fundraising is driven at a local level and is therefore difficult to predict as it will vary by size and scope of office.

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- How much pro-bono support is available?
  - We are proposing to offer workshop sessions for all society partners focusing on sector specific issue, or seeking to address common challenges or themes.
  - Each organisation will be able to work with their account team to identify pro-bono projects and apply to the fund each financial year. Projects will be chosen based on the breadth of impact and ability to scale the impact of the one million futures target.
  - A budget per organisation will not be set and each application will be considered on a case by case basis.
  
- What will the requirements be on my organisation if I am successful?
  - We are looking for organisations who will be active contributors and participators to our programme allowing you to gain the most from the activities and opportunities provided. We would expect you to work collaboratively with your account team to identify opportunities to reach as many futures as possible over the three year partnership, and any volunteering or fundraising opportunities or use of our core skills that will help to enhance this reach. You must be able to:
    - Provide one Account Manager who is able to support the Deloitte account (variable demand based on the office size and agreed impact focus);
    - Work closely with other Account Managers to identify partnership opportunities and to develop opportunities for cross-sector pro-bono support;
    - Provide skills based and personal development volunteering opportunities for our people, ideally as both a one off commitment and longer term opportunities where possible;
    - Where possible provide opportunities for community days for our people;
    - Provide fundraising ideas and opportunities that are accessible for our people and places on your fundraising events;
    - Develop, progress, monitor and measure the overall objectives of the partnership and the specific project or initiative identified on a quarterly basis;
    - Actively engage and confirm the support of the organisation CEO/Senior leadership;
    - Ensure our people understand and are kept up to date with the impact that our support is having;
    - Support our marketing and PR management e.g. sending press releases to media contacts, sharing stories on our website, speaking about the impact of the partnership at events etc.

## Other

- What's in it for Deloitte?
  - Having an impact on our people, our clients and society is a strategic priority for Deloitte. We know that supporting organisations in the locations in which we operate is fundamental for our people. Therefore we are keen to ensure it is a distinctive

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- feature of our daily life.
- Working with our partners will also help us develop our contacts, skills and knowledge and enable us to support the sector.
  
- What will you do with the information that I provide?
  - We will use your information to inform the development of our programme. We will not publish any information without prior consent from you.

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