

Investing in our local communities: **Annual Review of Charitable Activities 2015**



Welcome to the Annual review of charitable activities 2015

2%
Profits



£136,089
Donated by
Hymans Robertson LLP



£51,241
Raised by
employees in 2015



1,200+
Volunteer
hours



100+
Young people
impacted through
financial literacy



70+
Charities



James Entwisle
Managing Partner

Welcome to our first ever annual review of charitable activities at Hymans Robertson LLP. Although this report is new for us, charitable activity is certainly not; groups responsible for the allocation of a share of the firm's profits to support charities have been well established for a decade or more within our firm. The sheer scale and scope of what we do has grown a lot over the years though, and now we are also seeing (and welcome) a heightened interest in our activities from clients, prospects and charities. This report is, in part, a response to their questions, and it also helps to pave the way for the next big development - in 2016 we will formalise the creation of 'The Hymans Robertson Foundation' as a registered charity. Looking back over 2015, I'm extremely proud of all that the people at Hymans Robertson have achieved. There are two areas of particular pride.

Firstly, 2015 has seen our ideas of giving something back in our own sphere of expertise come to fruition. Providing financial education to disadvantaged young people has become a reality. We have delivered training to over 100 young people working with three fantastic partner charities: Tomorrows People, Mencap and TLG (Transforming Lives for Good).

Secondly, I am impressed with the numbers of enthusiastic volunteers from across the whole of Hymans Robertson, from each of our practices, offices and teams, on many occasions coming together for the first time, volunteering side by side. Indeed, 2015 saw over 150 of our staff volunteer for either firm sponsored projects or for charities with which they have a personal connection. This is the highest number ever and the growth in take up (and heartfelt positive feedback) is a trend that I would personally hope to see building even further. The opportunity to step outside your comfort zone and give something back at the same time can be a hugely rewarding experience.

We are fortunate to have many committed and hard-working individuals across Hymans Robertson and in our partner charities. Their efforts ensure that caring about 'giving something back' is a fundamental part of who we are as a firm. A huge thank you to all who make that so.

James Entwisle

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Supporting others is a core part of the firm's Corporate Social Responsibility agenda, with 2% of our profits distributed to charities each year. ”



Clare Gardner
Head of CSR

Charitable connections in 2015

Supporting others is a core part of the firm's Corporate Social Responsibility agenda, with 2% of our profits distributed to charities each year.

Although we provide much needed cash, our connections with charities involve much more than just writing a cheque. At Hymans Robertson, we actively support a variety of charitable activities which include fundraising and various collections. Employees are also encouraged to make good use of their 'volunteering day' and in 2015, employees spent more than 1200 hours volunteering directly for charities. Our charitable activities have evolved over the years. We began by matching employees' own fundraising efforts; introduced local helping hands teams and last year, we extended our commitment through our Financial Literacy initiative.

Supporting employee charitable commitment – We recognise that individuals are not just employees and for a number of (sometimes quite personal) reasons, they are involved in a range of diverse charitable activities. We support their commitment by matching their fundraising efforts and providing time to volunteer. These charities are also often well supported by colleagues in each office through monthly or quarterly fundraisers.

Supporting local communities - Over the last decade, we have built Helping Hands teams in each of our four offices in London, Glasgow, Edinburgh and Birmingham. Each team identifies a small number of local charities, works closely with them to establish areas of potential support and helps coordinate volunteering events.

Enhancing financial literacy - Most recently, we have embarked on our most ambitious stream of activity yet; allocating around 1% of profits, along with our time to help improve the financial literacy of young disadvantaged people. We are firmly committed to build this series of strategic projects, leveraging our own expertise.

We have formed strategic partnerships through our Helping Hands teams and also to enable us to deliver Financial Literacy workshops. Working together means that we can really make a difference to each of these partner charities.

Inevitably not everything fits neatly into these three buckets. In 2015, we also made ad hoc donations of £18,300 to a variety of charities including a large donation to DEC in response to the humanitarian crisis in Nepal after the earthquake hit the country last April.



£68,166

Financial literacy

£20,286

Supporting local communities

£29,337

Supporting employee charitable commitment

£18,300

Misc donations



Donations in 2015



Enhancing Financial Literacy

Making a Difference

Our work on financial literacy is in its infancy but we have already helped over 100 disadvantaged young people to improve their knowledge of financial matters through several series of workshops undertaken in partnership with three fantastic charities: Mencap; Tomorrow's People and TLG (Transforming Lives for Good).

Our Vision

By 2024 we will make a difference to the lives of 10,000 disadvantaged young people through financial education and employment opportunities, using our own skills in financial matters and our educated workforce.

With Mencap, we are supporting the delivery of accredited 'Managing My Money' workshops. The aim is to equip young people with a learning disability with the practical skills necessary to understand and manage money, and in so doing help develop their confidence and independence. Hosting the sessions at Hymans Robertson exposes the young people to the corporate world.

In partnership with the Tomorrow's People group in Barking, we are supporting a financial inclusion programme, 'Money Matters'. This helps young people understand and manage their finances as part of their journey into employment, education and training. The young people also have the opportunity to gain exposure to Hymans Robertson's corporate environment and learn about the different roles from our volunteers who share their career and life experience tips.

Our vision is bold but we believe that in the coming decade, this will be achievable through peer to peer training. This is exemplified through our partnership with TLG where we have supported the development of an accredited 'Making the most of your Money' programme which is delivered via peer to peer training. With this younger group, the aim is to build their knowledge, skills and confidence in the financial choices they face now and in the future; it also equips these young people to become advocates for financial inclusion within their own families and their peers.

The case studies expand on each of these projects providing insight into the work we are doing to enhance financial literacy.



Supporting local communities

Rolling up our sleeves...

Each of our four offices in London, Glasgow, Edinburgh and Birmingham boasts a local Helping Hands team who organise a whole range of different fundraising activities and collections; facilitate volunteering days and work in partnership with a small number of local charities. They also have a small budget which allows them to make donations. The approach is different in each office, depending on local 'traditions' and also the extent of other volunteering opportunities available through our 'Financial Literacy' workshops. One of the case studies demonstrates the role played by the Helping Hands team in Edinburgh.

Volunteering - In 2015, the focus for the London and Birmingham teams was to provide support in our financial literacy workshops, whereas in Glasgow, teams got busy painting and decorating rooms for two local charities; Hazelwood School and the Simon Community. Some of the other activities our employees have lent their time and skills to during 2015 include; maintaining and landscaping community gardens; collecting and distributing clothing and food; hosting parties for young and old and sharing professional skills and knowledge in both finance and IT.

Fundraising - Fundraising activities often form a core part of the local office culture; such as the dress down day collections. In some instances they have become quite a tradition, like the annual raffle in Edinburgh and the donations for personal Christmas deliveries in our two larger offices.

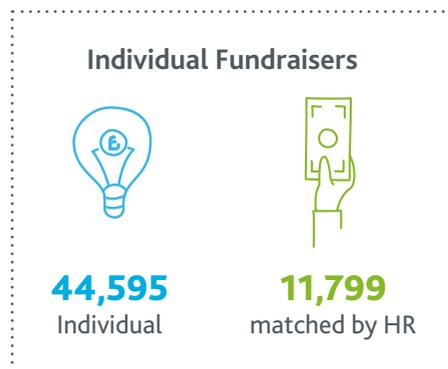
Collections - In 2015, our Helping Hands teams have also organised various collections including; warm hats and gloves for the homeless; basic household items for those just starting out; tins and packets of food for local foodbanks and Easter eggs for disadvantaged children.

Much of our volunteering is done in partnership with a small number of local charities. The case study on the work we have started with the Simon Community in Glasgow clearly demonstrates the value placed on these partnerships by both the charity and our employees. Our link with Age UK in the second case study shows the diversity of engagement. Volunteering is not limited to these partners and the third case study demonstrates how these volunteer days help bring employees from different areas of the business together.



Supporting Employee Charitable Commitment

Often our Helping Hands teams help raise funds for charities that matter to the employees based in their office. These activities often take the shape of dress down day collections, bake sales or raffles. In addition, the firm has a charities committee that can approve matched funding of employees up to £500 per person, per annum for an event that they have participated in or organised. In 2015, scores of Hymans Robertson staff ran, cycled, walked and sang their way to raise over £50,000 to donate to the good causes they hold close to their hearts, with a further £11,799+ donated in matched funding from Hymans Robertson. The firm also provides an uplift on donations made by employees through 'Give as You Earn' and in 2015, it offered charity donations as raffle prizes at our Annual Staff meeting.





Looking Ahead - 2016



Clare Gardner
Head of CSR

2015 has been an exciting year. We have begun a number of new strategic partnerships and have appointed a Charities Coordinator, Sarah Gilmour, primarily but not exclusively focused on supporting our Financial Literacy projects.

2016 looks to be an even more active year. Our three core strategies of enhancing financial literacy, helping local communities and supporting employees' fundraising remain intact and we will continue many of the same projects. We also hope to add one or two more strategic partnerships, expanding our Financial Literacy programme into Scotland.

The coming year will also see the formation of 'The Hymans Robertson Foundation' as a registered charity. The aim of formalising our charitable operations in this way is to provide clarity and transparency to employees, members, clients and charities. The partners' commitment to donate a proportion of its profits to charity will continue, as I'm sure will the enthusiasm that our staff bring to all their fundraising and volunteering activities.



Case Studies

Enhancing Financial Literacy
Making a Difference



Founded in 1946, Mencap works with people with a learning disability to change laws, challenge prejudice and support them to live their lives as they choose. Their vision is a world where people with a learning disability are valued equally, listened to and included.

In 2015, our partnership with Mencap supported the financial education of sixteen young people with a learning disability, aged 17 – 21 years old. During the year we hosted two eight-week “Managing My Money” programmes, in our Birmingham and London offices, supported by our employee volunteers. This ongoing programme aims to provide a grounding in the essentials of money, budgeting and financial security, culminating in a group project at the end of the course where the participants put their learning into practice.



Volunteer View:

I didn't have much experience volunteering with people with a learning disability, but it was just the type of volunteering I was interested in, as it enabled me to use my existing skills and experience.

Volunteering with Mencap has taught me just how much I take for granted. For example, “buy one get one free” offers are second nature to me, but there was a mix of understanding in the group about what it meant. I was involved in everything from helping the young people create activity sheets about how to save money, making small gifts and working out how much to sell them for, and planning how to run the end of session auction event.

I have encouraged others to get involved: what you gain is so worthwhile. Volunteering takes you out of your standard day to do something different. You learn so much from the group, and about yourself. Everyone who volunteered came away with a positive experience, and I hope the young people gained something too: meeting different people and visiting the Hymans Robertson offices which is not normally part of a standard college course. ”

Tracey Randall, Birmingham

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MENCAP: Learner View

Managing money is an important skill, so I am pleased to be on a programme to help me learn more about it.

On week two, we met Duncan who works for Hymans Robertson. We covered “who can we borrow money from” and came up with family, friends, banks, building societies and so on. The group split into two groups and one group wrote down advantages and the other wrote disadvantages of borrowing money. And then two people from each group stood up and told the rest of the group what they came up with.

We did a booklet which had questions about what we had already done: who to borrow from, advantages of borrowing, disadvantages and some questions on how to save money. We had a group discussion about what things are essential and non-essential to buy and save money for.

We did a money management practical exercise (where) we were given some pretend money and had to try to use it wisely. The task was to get enough food to last a week. We did the practical budget exercise again but this time we also had a surprise budget for a birthday, so we had to budget for cake and a gift.

Our eight-week money management course with Hymans Robertson led up to a final project, a Community Impact project, where we practised the things we had learned. In the last few weeks of the course we planned what we were going to do on the day of the project - our **Mini Christmas Market** - plus some interviews we were going to do with staff members of Hymans Robertson.

I am pleased I took part in the money management programme and learned lots of things that will be useful for the future. ”

Charlie Lewis, one of the nine learners from Romford who took part in the Managing My Money course in London.

Note: This is an abridged version of Charlie’s blogs on the MENCAP website.





TLG (Transforming Lives for Good)

TLG aims to offer a second chance for young people who have been excluded from school or who are at a crisis point in their learning and provides them with the opportunity to return to education.

TLG provide an accredited programme in their education centres across the UK. In each programme nine students are supported by three staff members who not only deliver lessons but also provide emotional support and mentoring. The 1:3 ratio and tailored approach results in 96% of their young people returning to mainstream schooling, further training or employment. In 2015 our partnership with TLG supported the design and delivery of a financial education course, 'Making The Most of Your Money'. The course is now an accredited part of TLG's PSHE (National Curriculum programme) for Financial Management. Young people who successfully complete this receive accreditation towards Skills for Employment and Further Learning: Level 1 is equivalent to a Grade D at GCSE maths, and can make the difference in helping them progress onto further learning.

In February 2015, a cohort of young people from TLG Education Centres in Bradford, Birmingham and west London, supported by four TLG staff members, attended a two-day workshop at our London office to learn how to deliver the course: the programme follows a 'train the trainer' approach and enables the young people to support the delivery of the course to other TLG students across the UK. This approach has been extremely successful. To date, a further twenty-three young people have received training following this format.



Volunteer View:

The other volunteers and I were initially a little nervous with the challenge of not just teaching the young people about their money, but also training them on how to present and deliver the materials themselves. We wanted them to have the confidence to pass on their knowledge in a way that would work for their peers.

With a lot of help from our colleague, Parul, (who delivered a brilliant presentation workshop) the young people all ran a 15 minute session to demonstrate that they had understood the material and would be able to deliver it in a confident and engaging way. The volunteers and young people really seemed to enjoy the experience and all gained something out of it.

”
Geeta Jethwa, London



27

Received peer training



19

Gain accreditation



4

One-to-one training



44,000 school leavers are unable to read or write. 370,000 young people are excluded from school in the UK every year. Two-thirds of the prison population were excluded from school.

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TLG view:

By partnering with Hymans Robertson, we are able to offer new skills and innovative experiences that can lead to genuine qualifications to help young people progress in their lives. In partnership we are enabling financial literacy for disengaged young people aged 13 to 16, typically those living in some of the hardest to reach communities who face high levels of financial exclusion. We will build their knowledge, skills and confidence, in managing money and the financial choices they face now and in the future. We can equip young people to be advocates for financial inclusion within their families - the vast majority of which are also financially excluded at the present time.

We were able to utilise the life leadership development opportunity of young people from different backgrounds and different cities by bringing them together in the capital. Those that attended the workshops benefitted from the experience of spending time at Hymans Robertson office, presentation skills and one to one coaching. ”

Paul Chenery, TLG

Antony is 15 years old and a recent participant in the programme. Taking part in the project equipped Antony with life skills he will never forget, and led to a qualification which helped him enrol into college:

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My targets are much better, my whole life has changed. Everything has changed! I basically have a whole new life. I've changed completely. Sometimes I have ups and downs but at least now I try.

Antony ”





Tomorrow's People Barking & Dagenham

Tomorrow's People was founded in 1984 to support those furthest from employment into sustainable jobs. Working in local communities, the focus is on the delivery of specialist programmes to a wide range of people with complex and multiple barriers, helping them into, and to remain in, employment.

Hymans Robertson and Tomorrow's People have developed a financial inclusion programme, 'Money Matters' which forms part of Tomorrow's People 'Working It Out' curriculum, aimed at 16 – 24 year olds. 'Working It Out' is a 16 week intensive personal development programme which provides tailored, work-focused training and 1:1 support, alongside practical community projects to help young people develop work-related and life skills.

'Money Matters' is designed to provide an understanding of money skills which will support the young people as they make the transition into further education or work. It aims to develop their knowledge and understanding of money through a series of workshops, as well as provide access to the corporate environment and exposure to the people who work there.

Our partnership objective is to help young people understand and manage their finances and the programme has been successfully delivered in Barking since 2014. In 2016, the programme will continue to work with our project located in Barking and there is a plan to expand to work with vulnerable young people in Glasgow.

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Volunteer View:

My first contact with the young people was at one of the 'Money Matters' workshops, hosted in a theatre in the centre of Barking. My role was to facilitate the session and introduce the three volunteer presenters with me. They did the really hard work of communicating some fairly complex subjects to the group while I was able to sit with the young people and get involved in the discussions. Listening to the different comments made me realise how much basic financial knowledge I take for granted. I also saw first-hand how valuable the partnership with Tomorrow's People really is.

At the end of the programme, we hosted a visit from the group to our London office. The highlight was a career 'speed-dating' session with colleagues from across the London office. This gave the young people an opportunity to talk to a range of people about their experiences, and they were clearly engaged – the energy (and noise) levels in the room were very high and there was much complaining every time I rang the bell to signal it was time to move on! It was a great experience, one I hope was shared by the other Hymans Robertson volunteers and by the young people themselves. ”

Kathryn Bodenham, London

The most recent Tomorrow's People cohort graduated from the programme in January 2016. Their graduation is not only a recognition of their achievements, but represents the final challenge of the programme, as they prepare and present their learning experience.

Of this latest group, half have gained permanent employment, one has begun an apprenticeship, and the remainder have either secured internships or enrolled into college.

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Learner Views:

Jessica: "I learned a lot about money and budgeting skills, and it has helped me for where I am living now. I have improved on budgeting at home now."

Luke: "The best experience was getting advice on saving up, as I hadn't thought about it. It isn't as hard to save up as I originally thought."

Ramaneek: "The best part of the workshop for me was knowing how much you spend and how little amounts that are spent on a regular basis add up." ”



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Case Studies

Supporting local communities
Rolling up our sleeves...



The Govanhill Decorators

At the start of 2015 Glasgow Helping Hands partnered with The Simon Community Scotland, which works to combat the causes and effects of homelessness. All our Helping Hands teams focus on offering support within the local community and care is taken to build strong relationships and ensure the support we offer adds value throughout and our staff truly feel they've made a difference.

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Every three years, we select new local charities to work with, from a short-list of charities nominated by colleagues. The committee reviews these, meeting their staff and clients to find out more about their services and understand how we can most add value. During this year working alongside the Simon Community, a few of us were invited to the premier of “Hector”, a film about a homeless pensioner inspired by the director’s (Jake Gavin) own experience of volunteering with Crisis at Christmas. It was really moving and eye opening.

Throughout the year, more than seventy of our Glasgow colleagues volunteered their time to help redecorate rooms at one of the charity’s service centres in Govanhill, in Glasgow’s Southside. Govanhill is home to women who need supported accommodation while moving out of homelessness. The charity aims to improve all the services provided, and with the help of willing volunteers, has worked hard to ensure it feels safe and welcoming:

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We want women to feel at home until they are ready to take the next step in their journey. ”

In the words of one of their recent residents:

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When I go out I ... enjoy coming back to this project, knowing I feel safe. ”

To date, nine Hymans Robertson Glasgow teams have turned their hand to painting and decorating and successfully completed ten bedrooms, and two further rooms. As well as volunteer support, Hymans Robertson provide the necessary materials to complete the job! The ambition is to complete the remaining bedrooms by the end of March 2016.

Katherine Jack, Glasgow (Helping Hands committee member)

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Volunteer Views:

Seven of us took part and despite initial worries there may be too many of us to undertake the task, we realised there was a lot to do to get finished in a day! After filling the numerous holes in the walls and sanding all of the woodwork, the painting began. Ceilings were tackled by the taller members of the team, whilst those not blessed in the height department started on the walls.

We were treated to a lovely lunch and the afternoon flew by. The transformation was amazing and the Simon Community were delighted with the results. We all had a great day and it was a fantastic team effort for a brilliant cause. Simon Community do great work in helping homeless women to move on to permanent housing and we were delighted to have been able to work with them.

Kate Dix, Glasgow

All the residents were very welcoming; the girl whose room we decorated was absolutely delighted with the end result. It was really quite humbling to see her reaction. To us it had been a few hours away from the office to bond as a team. To her it was the difference between living in a grubby wee room and one that she could take pride in and make her own. She was so grateful to us but I was also grateful to have the opportunity to do something worthwhile. I would definitely do it again.

Linda Jardine, Glasgow

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The Age UK Drovers Centre in Islington offers fun, friendship and wellbeing to around 400 older people in the local area. Some members attend regularly, others drop in when they need help or advice, or for special occasions.

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London Helping Hands' relationship with the Drovers Centre started over six years ago, and has developed into a full blown partnership. Our volunteers regularly support their Christmas parties, St Patrick's Day parties, Easter parties...It's not all about a party though! We also help with maintenance and landscaping of the community gardens, as well as providing equipment for group arts and craft activities.

We are enjoying the fruits of one such activity in the Reception of our London office, which for the past several years has served as a permanent exhibition space for Age UK photographers. The photography group is progressing new creative work along a number of lines. Photo-walks in different parts of London, local photographic work and personal work all feature in a wide selection of photography. The aim is to build a photographic library of arts and urban photography, the best of which we hope to continue displaying on our walls.

John MacDonald, London (Helping Hands committee member)

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Volunteer View:

Late in December, a team from London's Investment Practice helped host a party for sixty guests at the Drovers Centre in Islington. Tasked with a number of duties, from decorating the hall and tables, to making the mulled wine, and serving lunch, the team were put to work:

Our first task was to set up and decorate the hall and tables. Once completed, mulled wine was prepared and ready to be served. One by one the guests started to arrive for their traditional Christmas lunch.

A live band joined and Christmas carols were gaily sung, with some guests even rocking around the Christmas tree (probably aided by the mulled wine)! After lunch we hosted the raffle: prizes included boxes of chocolates and bottles of whiskey. The band left, and as the guests started to leave, we stayed to finish the washing up and put everything back in its place. It was a day enjoyed by all the team and guests who took part in the day. ”

Georgina McCulloch, London



Art Show at the Tall Ship revive in Glasgow

Revive MS Support is a charity which provides vital therapy, advice and support to people affected by Multiple Sclerosis (MS) in the heart of communities across the West of Scotland, in order to enhance their well-being and empower them to live full and productive lives. During the summer, a group of Hymans Robertson volunteers spent a day helping Revive MS Support prepare for their Art show at the Tall Ship on the River Clyde, Glasgow. The team enjoyed the good fortune of a rare sunny day as they got to work.



Volunteer View:

We merrily set out, carefully wrapping and transporting an abundance of amazing art work which was a thrill to see. The work was produced by both professional artists and contributions from people with a love of art and painting as a hobby.

The sun gods were smiling on us that day as we enjoyed what was probably the hottest day of the year - it was a cracking day as they say! We were very lucky to escape moving the art work onto the Tall Ship in typical Scottish weather: wind and rain...or all four seasons in one day! Wouldn't have been too good for the art work either!

We worked hard from start to finish, working in pairs and swapping roles throughout the course of the day to get the job done. The team at MS Revive were grateful for our support and we thoroughly enjoyed a very rewarding day. Some of us were able to attend the art show and it was especially good to see the results of what we had helped to organise. ”

Donna Sweeny, Glasgow



Edinburgh helping hands

Like all our Helping Hands teams, the Edinburgh team partners with a small number of local charities, providing cash donations, goods and volunteer support. In Edinburgh, one of our current charity partners is Fresh Start. Fresh Start helps people who have been homeless get established in their new homes by providing social and practical support and services, for example helping them decorate and carpet their new homes and providing refurbished white goods.

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In 2015, the Helping Hands team used some of their allocated budget to make cash donations to Fresh Start as well as purchasing small electrical kitchen appliances. We also organised collections from employees of various household items such as plates, cups, cutlery & linen, in addition to a year round collection of toiletries for donation. In May, five members of the Edinburgh Actuarial & Benefits practice teamed up with Fresh Start to help paint one of their client's new homes. We have supported Fresh Start for several years and they are grateful for our continued support: ”

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Many thanks to our corporate supporters at Hymans Robertson who took part in a Hit Squad, transforming our client's living room and hall. We hope you enjoyed your day and we are very grateful for your time - what a beautiful job you did! ”

Throughout the year we have supported various other local charities through donations, collections and volunteering as well as baking for national fundraising events like Comic Relief and Children in Need. Of course, Christmas is a key time for giving and with that in mind, fundraising forms a core part of our Christmas activities. In 2015, we dressed up for ITV's Text Santa Christmas Jumper Day, sold Christmas cards in aid of Waverley Care (an HIV and Hepatitis C Charity), held a raffle for The Sick Kids Friends Foundation which supports the Royal Hospital for Sick Children, Edinburgh, and collected hats, gloves and food items to create care packages which were distributed on Christmas Day through a local soup kitchen.

We are looking forward to continuing these partnerships in 2016.

Claire Roarty, Edinburgh (Helping Hands committee member)

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Case Studies

Supporting Employee **Charitable Commitment**



50 cols for 50 years



Alzheimer's Research UK is the UK's leading research charity aiming to defeat dementia. Their pioneering work focuses on prevention, treatment and cure. They aim to empower people across all generations through greater understanding of dementia.

As birthday celebrations go, this was one of the more.... eccentric. Or should that be energetic? Conventional wisdom has it that fifty is the age to join a golf club: Douglas Anderson, a partner at Hymans Robertson, is no follower of convention. Throughout 2015, he cycled fifty cols (or mountain passes), some in his native Scotland but most in the Alps. Douglas completed his challenge on 31st December, climbing up to the ski resort of Les Saises in sleety snow.

As his sole qualifying criterion was that all cols had to be new to him, Douglas could have selected a gentle portfolio. Instead he opted for a greater challenge, clocking up over 80,000 metres of altitude, equivalent to climbing ten Mount Everests!

The fifty cols included a binge of twenty in one week in September, when Douglas cycled from Geneva to Venice as part of a 7 day race called the Haute Route, and tackled some of the highest, steepest, most world-renowned cycling terrain, including Furka Pass, Stelvio, and the Passo di Gavia. Douglas was encouraged along by six colleagues from Hymans Robertson, who joined him on their bikes for this 900km route through some of the most demanding, but scenic, passes that the Alps and Dolomites have to offer.

To mark the occasion, Douglas chose to raise money for Alzheimer's Research, a charity close to his heart: "Alzheimer's is a terrible degenerative disease, which will affect more of us as our population ages. It has not attracted much research funding, but sequencing the genome and the exponential growth in computing processing power, enhance our chances of making progress. ”

Douglas's fantastic alpine cycling efforts raised over £5,000 for Alzheimer's Research.



105 miles and a ceilidh

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After Margaret was diagnosed with breast cancer in 2004, she and her family wanted to raise funds for the hospitals that provided such good care and support to her. So each January, Mark and Gavin Picken help the rest of their family organise a charity event. The 10th Mags' Fish Supper Ceilidh was one of the most successful ever, with floor stomping music by Skerryvore (a Scottish folk-rock band) and fish suppers from local chippie, Benny T's, everyone had an enjoyable time raising over £15,000.

<https://m.youtube.com/watch?v=-Jop1PjK5vU>

In addition to dancing, Mark and Gavin have tried to find different ways to raise additional funds. Later in 2015, they joined brother-in-law Ronan and took on the Rat Race Scotland Coast to Coast event. This involved running, cycling and kayaking over 105 miles through the Scottish Highlands, from Nairn to Glencoe, in a single day. It was a gruelling physical challenge that required substantial training and commitment. Not content with just raising money, the three of them made it a family podium: Ronan won the race with Gavin and Mark coming in second and third. An amazing achievement.

In 2015, Gavin and Mark have helped to raise over £17,500 with a running total in the last 10 years of over £100,000. All the funds raised have been donated to two separate endowment funds:

- ◆ The Margaret Lee Breast Cancer Oncology Fund which funds research, in particular clinical trials, personalised to each patient. These are often the first trials of their kind in Scotland;
- ◆ St John's Breast Cancer Fund where they offer complimentary therapies to patients who are going through treatments, as well as those who have recently been given the all clear.

The 2016 ceilidh has been planned and the brothers, along with the rest of the family, hope it will be just as successful as in previous years. ”



Appendix

Table of beneficiaries Charities supported in 2015

Agape Alive in India	Fight for Sight	Save the Children
Age UK	FreshStart	Sense Scotland
Alzheimer's Research	FutureVERSITY	Simon Community
Alzheimer's Scotland	Glasgow City Mission	Speyside Trust
Anaphylaxis Campaign	Glasgow Riding for the Disabled Association	Spitalfields Crypt Trust
Arrochar	Glasgow Women's Aid	St Andrew's Hospice
Bear Ward	Great Ormond Street Hospital	St John's Hospice
Beating Bowel Cancer	Guide dogs for the Blind	St Vincent's Hospice
Bliss	Hazelwood School	Surrey & Sussex Air Ambulance
Brain Tumour Research	Home-Start	The Alzheimers Society
Buddies Clubs & Services	Hope against Cancer	The Ayrshire Hospice
Cancer Research UK	Hopscotch	The Big Project
Changing Faces	Joshua Nolan Foundation	The Gambia Partnership
Chest, Heart & Stroke Scotland	Leukaemia and Lymphoma Research	The Orpheus Centre
Chestnut Tree House	MacMillan Cancer Support	The Prince and Princess of Wales
Children in Need	Margaret Lee Breast Cancer Oncology Fund	Hospice Glasgow
Children with Cancer UK.	Marie Curie Cancer Care	The Yard
Columbia 1400	MIND	UNICEF UK
Commonwealth Countries' League Education Fund (CCLEF)	MS Society	Water Aid
Corstorphine Dementia Project	Multiple Sclerosis International Federation	Watling View School
DM Thomas Foundation for Young People	Ochre	Waverly Care
Edinburgh Sick Kids	Rainbow Valley	Whitechapel Mission
ENABLE Glasgow	Rangers Charity	Yorkhill Children's Charity
Epilepsy Research UK	Red Nose Day	
	SALVE International	