



**Company Name:** HM Revenue and Customs

**Nature of business:** Civil Service

**Number of employees:** Around 61,800 full time equivalent employees at 31.03.17

**A little about your organisation:**

We are the UK's tax, payments and customs authority, and we have a vital purpose: we collect the money that pays for the UK's public services and help families and individuals with targeted financial support.

**Does the organisation have an agreed policy and programme for the provision of work-related learning/employability opportunities to school students?**

HMRC has a well-established volunteering programme which provides personal development opportunities for our people, helps us understand the needs of our current and future customers and raises awareness of our work. This programme has three main themes: tax education for young people; digital inclusion; and youth employability.

**Does the organisation work solely with primary or secondary aged children?  
Or do you have different programmes and work with both?**

Our programme covers both primary and secondary school students.

**Does the organisation have a dedicated employee/team whose job it is to engage with schools either in communities local to the school or across the region/country as a whole?**

Our central Sustainability Team source national volunteering opportunities and are supported by local Community Advocates who make links with local schools, charities and community groups.

**Do staff report back positively on their experiences working on employability initiatives with schools/students? Would you say offering staff these opportunities has a positive effect on workplace morale?**

HMRC volunteers are encouraged to deliver sessions at local schools using HMRC's tax education programmes, Tax Facts and Junior Tax Facts. Samina Mehboob is a Primary school governor and shares her experiences of using Junior Tax Facts:



“My passion for all children’s education drove me to become both a Governor and a Tax Facts Ambassador for HMRC. We adapted the materials provided in the supporting teachers’ pack to suit the high academic ability and enthusiasm of a class of Year 6 students. After showing the video introducing some basic ideas about tax, we converted the classroom into a mock House of Commons and split the children into two opposing political parties. We asked them to prioritise the country’s budget and the students debated their arguments with real passion and enthusiasm.

Not only did they learn about the purpose of HMRC but they also developed a deeper appreciation of the benefits of taxation. I loved delivering the sessions - the children kept me on my toes as their knowledge and inquisitiveness ensured that I kept an open mind and sharp focus. It is great to develop and improve the engagement of taxpayers of tomorrow, so that HMRC’s future customers know their rights and responsibilities”.

### Junior Tax Facts

A **free** resource for teachers, introducing tax education for primary school children, aged 8 to 11.

Junior Tax Facts explains to children, in very simple and engaging terms, what tax is and why it is needed - to provide the money to pay for the things that are essential to them, their families, communities and society as a whole. The programme consists of a short animated video, available on DVD and on [HMRC’s YouTube channel](#), and a comprehensive teachers’ pack (available on the [Times Educational Supplement website](#)) with lesson plans and interactive exercises. The programme contains resources that can be used in maths, history and art & design lessons.

If you have any questions about Junior Tax Facts or want to order a DVD, please email [hmrctaxeducation@hmrctax.gsi.gov.uk](mailto:hmrctaxeducation@hmrctax.gsi.gov.uk)

### Tax Facts

A **free**, award-winning resource for teachers, to help their students learn the facts of tax.

‘Tax Facts’ is a programme that’s designed to provide an introduction to the tax system for 14 to 17 year olds, to prepare them for life beyond school. The teachers’ pack (available on the [Times Educational Supplement website](#)) includes detailed lesson plans, group exercises, suggestions for discussion and a quiz, and there are four short, light-hearted animated videos to inform students about some of the key tax issues they will face as they begin their working lives. The videos are available on DVD and on [HMRC’s You Tube channel](#).

If you have any questions about Tax Facts or want to order a DVD, please email [hmrctaxeducation@hmrctax.gsi.gov.uk](mailto:hmrctaxeducation@hmrctax.gsi.gov.uk)



***Employers offering work-related learning opportunities to school students is important because...it gives the opportunity to inspire young people to broaden their horizons when thinking about their future career and gives them some of the tools they need to achieve.***

***We value our work engaging students with employability opportunities because...*** we can engage with our future customers at an early age, make a positive contribution within our local communities and it gives a great chance for our staff to develop skills they can use back in the office.

**Is there any other advice you would offer any organisations seeking to establish or further embed their own employability school engagement programmes?**

Encourage themes of volunteering activity which are relevant to the business you work in and allow staff the chance to use and practice skills which will be useful to them in their career.