

Annual Review 2009

Training young people to fulfil their potential Environmental Education for All



Roots and Shoots

www.rootsandshoots.org.uk



SUSTAINABLE CITY AWARD

Linda Phillips, Director:

Like all charities we have to be flexible and responsive to change - an essential 'personality trait' for our survival as an organisation. We constantly reflect upon our services, striving to improve what we offer, whether it be through physical resources such as new computers or staff attending training courses and conferences to constantly update and improve their skills, or through regularly examining our practice. I believe this is something that the Roots and Shoots staff do particularly well and it reflects their commitment to the organisation.

We began 2009 with a staff shortage that threatened to reduce the services we provide to our young people. We are grateful to Ola Lawal and Andrew Gleave Coley who both assisted on a part time basis until we were able to recruit three new members of staff in late spring.

Fundraising is a constant and often stressful necessity for charities, especially if it is for your own salary! I was delighted when the City Bridge Trust agreed to fund my post of Director from Spring 2009 for the next three years (though a little disconcerted to find that some of this funding stems from money invested up to 800 years ago by the City of London charging the Tower of London a shilling a time to display the severed heads of prisoners on London Bridge).

This year we have also been successful in attracting funding from the 'Awards for All' (Big Lottery) programme to make a promotional film called "Sowing the Seeds of Success" aimed at recruiting young people to our training programme. It features interviews with trainees past and present, speaking about their views and aspirations, and working in a variety of situations such as on Apple Day or in Cycle training. It will be sent to Lambeth and Southwark schools, Connexions and our other contacts as well as being displayed on our website. Our bid to the Learning and Skills Council was also accepted and we have been able to equip our classrooms and hall with new IT equipment including whiteboards to assist staff with their teaching resources and a new 'loop system' to assist hearing impaired trainees and visitors.



2009 : framed by snow ...



This year has seen the change from the E2E education programme to the new Foundation Learning Curriculum which becomes fully established in the latter part of 2010. The Learning and Skills Council (LSC) will also disappear and funding will be channelled into the London Boroughs: we will be under Lambeth's education department. Staff and trainees will also be saying a sad farewell to Valerie Stapleton our long time supportive LSC Contracts Manager, now moving to work for Southwark Council. We send our best wishes for her new post. We are also saying goodbye to Melanie Fanstone, our Chair of Trustees, who is standing down from her role due to work commitments after supporting us for the past two years. We hope she will spend many happy hours growing vegetables in the raised beds we have installed in her garden as her leaving present.

Roots and Shoots is very fortunate in having many friends, volunteers and supporters who continue to give their time and goodwill throughout the year. However, our special thanks go to Georgina Gough who successfully ran the 'Friends of Roots and Shoots' until April 2009 as well as Liz Moore and Lindsay Swan who have now kindly taken on the crucial role of further developing our "Friends".

Finally, we were honoured this year to receive the *City of London Sustainable City Award* for our "environmental education programme" on issues such as biodiversity and sustainability "within local communities in Lambeth and Southwark".

out working



Greg Smith,

the new Horticulture trainer, made an impact from the moment of his arrival in May 2009 - the *Pclargonium* collection began to be nurtured, the gardens around the front of the site to be developed (notably some imaginative use of the ground beneath the Walnut Tree) and he saw the potential for training in the 'wildlife area' of Lambeth Walk Open Space that Roots has been working on since 2000. With the 2008-09 intake, he got five students through to level 1 NVQ with Lauren Hureumb moving to the Level 2 RHS Course at Capel Manor. "This year we have moved to the NPTC award/cert/diploma in horticulture skills and hope the entire 2009 intake will pass the basic course, with interested trainees reaching cert/diploma level. I believe all of our students will benefit from gaining a basic understanding of gardening and a respect for the environment."

communicating



Ruth Mitchell, Education Co-ordinator: This is a year of national change in vocational education and R & S is part of the pilot for these changes. The new structure for 16+ learners covers the range of provision from Entry level to level 1 and some level 2 of the Qualifications and Credit Framework. We will continue to deliver our scheme specialisms, Horticulture and Retail Skills as the Award, Certificate or Diploma. This gives a greater range of learning than the old NVQ structure. New Functional Skills components are more complex and demanding than simply Maths, English or ICT coursework. The trainee needs to develop thinking skills and problem solving capabilities required in the competitive workplace. Under Personal Social Development Learning, we deliver the Employability and Personal Development course; supporting workshops for this include qualifications in First Aid, Fire Awareness, Manual Handling and Food Hygiene.

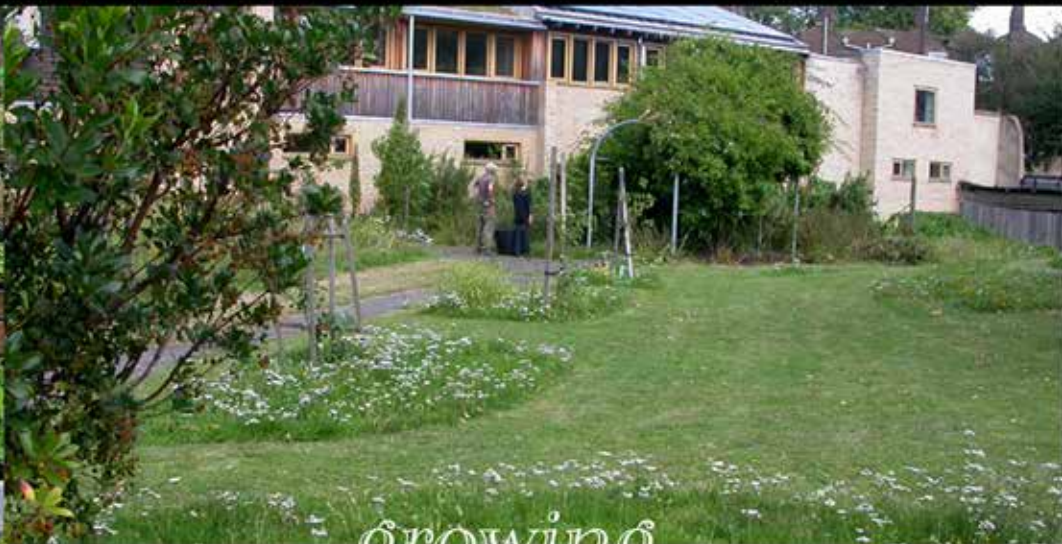


teamwork

taking care



relaxing



growing



Matt Brownlee, Youth Employment Worker: "This academic year the students hit the ground running, completing a range of challenging units within the *Employability and Personal Development* course and putting theory into practise in professional work placements. Students have taken roles in City Farms, immersing themselves in busy and ambitious environmental organisations. For Lambeth Parks, students work closely with trained gardeners developing the walled garden in Kennington Park. Links with the national charity Thrive (Battersea Project), Grosvenor Gardens and The Royal Gardens at Buckingham Palace continue. Students manage their individual timetables to include a range of voluntary, accredited and developmental projects in drama (Oval House), art (Sparkworks, Zoom In) and many others. Placements allow the discovery of new interests, expand existing skills, develop confidence and self-awareness, maturity and professionalism. All of this hard work helps Roots and Shoots to sustain a fantastic diversity of partners."

John selects the apples carefully, removing bruises, before Jack and Matthew put them through the "scratter" - producing pulped apples. Holly and Leandro are building the "cheese" - layers of pulp wrapped in cloths.



The press is on: the tall, carefully built cheese is compressed to a fraction of its size. The flattened, dry pulp is cleaned off and composted.



Greg and David helped Gayle and David pick the apples in their orchard in the Usk valley in Wales.



Orchard Bounty Pressing

2009

The organic apple varieties we used this year were 'Ashmead's Kernel', 'Bramley' and 'Monmouthshire Green'.

'Orchard Bounty' is the name of our hand-selected apple juice, produced in the Apple Barn from apples grown on our friends' orchard in Wales. In many ways it is an ideal experience for the trainees: a food production process they can see through from source to bottle - tree to juice. It requires team work, care and skills such as listening to and following instructions. There are many health and safety considerations and there is the presentation, marketing and sale to be thought through and undertaken. However, it also comes at the beginning of their time at Roots and Shoots when they are inexperienced - and so it needs careful supervision.



The juice is pumped to a high barrel so it will flow down into the bottler inside the barn. Leandro is on the bottler. Holly and Dina load the bottles of juice into the new pasteuriser. The washed bottles are prepared for sale - sealing and labelling (Ashley, Darren, Leandro).



creating

At the community arts workshop 'Sparkworks', trainees participated in 'Learn to Earn', an enterprise module with mosaic, printing and photography; they helped to sell the work at Xmas at Southbank Centre.



Other professional modules delivered include Using Team Work Skills (level 1), an excellent short Floristry course, and a Playwork Training course for those interested in working with children. These all link to college department visits enabling a smooth transition and guidance in career choice. Apple Juice production involved professional training assessments as did working for Apple Day and Christmas sales at R & S. The trainees take assessments very seriously! Later in the year there will be the very popular Cycle Training/Bike Maintenance Workshops. In addition the trainees have already worked on two films this year: a participatory workshop with InsightShare producing their own film with new filmmakers and, with Karen Livesey on a new R & S video. Some trainees are involved with Oval House Theatre and we have seen one production already: we now have a budding actor! Trainees demonstrated excellent teamwork and kindness at a community event for the elderly at Waterloo Action Centre and they have been asked to return. With the full and varied work placement calendar, this has been a packed year.

supporting

Amanda Rew currently provides gardening experience for school pupils under 16 years for one day per week throughout the school year. "rain or shine, for gardening, bonfires, planting, cooking and eating produce down at the trainee allotment. We also use Roots and Shoots for seed sowing, rearing seedlings and for taking part in the annual pressing of apple juice. The highlight of the year was probably the crop of sweetcorn, beans and tomatoes that we got from a bed using surplus, chipped Xmas trees from R & S (after five months of rotting down it also seemed to repel slugs and snails!)"



Our Staff

All the care, growth, support and creativity shown in these pages can only continue with a committed staff team. Summer 2009 saw an important development along with the sun: the appointment of three new and, compared with the rest of us, noticeably younger, members of staff. **Hayley Topley** joins **Elsa Cole** (Administrator) in our busy office, with specific responsibility for managing the hiring of the Hall and other spaces. **Matt Brownlee** is Employment/Youth officer and **Greg Smith** is the new full-time Horticulture Skills Trainer. All have brought new energy and made noticeable improvements to our 'operations' since arriving. We look forward to a future of progress with them.

Linda Phillips is our perennial Director and **Ruth Mitchell** is Education Co-ordinator. **David Perkins** educates environmentally, manages and records the Wildlife Garden, looks after visitors and initiates Open Days and events. **Yvonne Najair-Bellinfante** delivers the Retail Training course. **David Sawyer** is our dedicated Volunteer Accountant (and Trustee). In the Main Kitchen **Carlene Johnson** diligently serves the much-praised food of chef **Phillip Costen**, assisted at busy times by **Arfa Shah**. **Amanda Rew** continues with school gardening pupils for one day per week. **Donnette Robinson** cheerfully (and sometimes musically) cleans up after us all. We are indebted to **Ola Lawal** and **Andrew Gleave-Coley** who stepped in at a time of staffing difficulties.

Small charities such as Roots and Shoots also need a Board of Trustees from a range of backgrounds and with highly developed support and guidance skills. For 2009-2010 the Trustees were: **Melanie Fanstone**, Chair; **A. Michael Mitchell**, Treasurer; **Boz Borowy**; **Graham Cocking**; **Aster Crawshaw**; **Michelle Farmer**; **Glenda King**; **David Lowick**; **Kate Lyc**; **Derek Nolan**; **Ian Parker**; **David Sawyer**.

The Friends of Roots and Shoots

is managed by **Liz Moore** and **Lindsay Swan**. They are key volunteers: we could not, for example, manage without Lindsay's dedication to promoting Roots and Shoots and publicising our events. We would also like to thank: **Ellen**; **Andrew Hallifax-Lyons**, **Mark Anthony**, **Sarah Kibby**, (EBG art exhibition); **Peggy Dean**, **Raymond**, **Martha**, **Maggie**, **Sarah Lush**, **Velma Welch**, **John Hibberd**, **Phillip Moore**, **Paul Notley**, "Fever Pitch" choir (events); **Paula**, **Rachel** and **Nathan** for all kinds of help; **Garry**, **Fan**, **Sarah**, **Barry**, **Anna-Rose**, **Brenda**, **Shaun Pead**, **Merri** (gardening and plant rearing); **Gyongyver**, **Reen**, **Martha**, **Mary Jo** (wildlife-related events); **Sonia Ritter** and the **Lions** part actors; **William Longden** and **Joy of Sound**; **Alan** for dedicating himself to the bees, **Clive Watson & LBKA** for other bee events; **Tori Sherwin** (Myatt's Field Park); **Catey Hillier**; **David** and **Gayle**; big thanks to **Sylvia** and **Jack** from **Sparkworks** and to the volunteer group at **Durning Library**.

and other friends





into the Wildlife Garden...

Encouraging biodiversity requires careful observation and a kind of relaxed, generous provision. Our wide range of invertebrates need habitats with food, nest sites, nest materials, crannies for over-wintering. This is exemplified by leaf-cutter bees (below far right), using the leaves of the Robinia to line (the oval sections cut from the leaves) and seal (the circular sections) their nests in a post below the tree. 2009 was a very good season for our breeding solitary bees - such as resin bees - and their predators

(zebra spider, below, with superb vision for stalking - the leopard that drops onto our smaller bees). Nectar and pollen throughout the year ensures survival and provides for unexpected visitors - early honey bees on early Crocus (top left), a flood of Painted Lady butterflies throughout southern Britain, an excellent season for Jersey Tiger Moths, expanding across South London, and for our multitude of bumble bees of 7 species. The three species of Echium growing around the site are great forage for all bees - and again, their predators lie in wait (the crab spider above far right). The colony of wasp spider, established in 2007, did not, however, survive the cold snap in February.

Adult human visitors outnumbered school visits in 2009: an increasing number of groups using the hall are also booking guided tours. Nevertheless, 1150 children spent 2,500 hours learning in the Wildlife Garden. David has been interviewed by a variety of journalists this year including Tokyo TV news, an internet news programme broadcasting in China, a Swedish woman's magazine and on the Radio 4 programme 'Nature', speaking about the value of wildlife gardening.





For our Spring Opening in 2009 David organised a celebratory exhibition of work from the previous eight years of creative Arts/Science projects such as "Lambeth's Living Waters", "Beastly Visions" and "Sounds of Spring". The stars of the latter project, "Joy of Sound", came back (*left*) to serenade the courting frogs and hold a 'jamming' session by the totem pole. For the June opening we were honoured to be visited by the "Green Man" (who we helped to decorate, *below left*) and Sonia (both from the Lions part) with her own vivid version of *Gawain and the Green Knight*. The beekeepers organised their annual bee health training day in May with extra beehives from Clive in the meadow (*below*). In April, Hilary Benn MP, Secretary of State for Environment, Food and Rural Affairs, announced extra government funding for bee health from the garden (*right*).



Special Events and Open Days

Although the Wildlife Garden is open to the community for most weekdays of the year, many of our visitors know us through events and Open Days. In 2009 we had our regular pattern of Spring Science day, June Open Weekend for the National Gardens Scheme,

Apple Day in October and Christmas Tree sales. An addition to the events calendar this year was for "Open House" weekend in September, attracting a new 'landscape/architecture' audience. We also saw the largest art exhibition yet in the hall, organised by Andrew at EBG. Two plant sales weekends completed the picture. Attendance for the events was good, with Apple Day the most successful with over 750 adults and children.



For Apple Day this year, the exhibition of apples showed 90 varieties in the greenhouse with an extended display on the genetics and evolution of apples. In the Barn we used our new hand-powered apple press to make juice straight into the glass using apples donated by the renowned gardens at West Dean. The big apple press for making "Orchard Bounty" juice was on display. There was also a brief workshop on extracting honey, art work studying the wildlife of orchards, storytelling, face painting, corn dolly making with Sonia, and expert information on growing apples from Andy Howard of the Heritage Fruit Tree Company (who also had a good selection of trees to sell). Mustard the Barn Owl, visiting us with the falconer from Wandsworth Prison, was incredibly tolerant of any amount of stroking.



Hall and Meeting Room Hire

Our attractive hall and meeting rooms continue to be very popular with our regular environmental/health/education group users. The main hall, beneath the photovoltaic roof (providing over 12,000 kWh of electricity free of CO₂ emissions each year) is suitable for larger groups of around 50+. Two smaller meeting rooms in the converted stables are useful for seminars, smaller meetings or 'break-out' rooms from the main hall. We provide hot lunches from our regular chef, with bread and cakes baked on the premises, or smaller snacks. It is also possible to book a guided tour, and for environmental groups the Wildlife Garden Study Room and Apple Barn are other options. This year our repeat users have included WaterAid, WasteWatch, WWF, Thrive, the Environment Agency, Natural England, WSPA, and The Green Register. The hall generated over £75,000 income for R&S in 2009; essential to covering the costs of the building and keeping Roots and Shoots running!

Stop Climate Chaos Coalition: "Thank you so much for a very enjoyable and invigorating day in the snow at Roots and Shoots. It was the perfect place to hold our meeting and look at all we have achieved in 2009 and all that we still so urgently need to do on climate change in 2010. You were all so welcoming and we especially appreciated the delicious apple juice. We will definitely come back and recommend our friends and colleagues to come to you also. Well done and every success in all you are doing in 2010! Please especially express our thanks to Linda and the lovely lady who looked after us so well with such a delicious and nutritious lunch (Arfa). It was also very interesting to hear about your education and youth work from Ruth and Matt. Many thanks to Hayley for all her help, for organising our day and a warm welcome!"

Charity Commission: "We really got a lot out of our away-day at Roots and Shoots. Not only are the facilities and food first class, but the whole experience, particularly hearing about the work of the charity proved to be very inspiring for our staff (despite the snowy conditions)!"



Roots and Shoots Balance Sheet at 31 March 2009 (Draft)

	Notes	£	2009 £	2008 £
Fixed Assets	10		1,023,844	1,036,573
Current Assets				
Debtors	11	23,338		22,981
Cash at bank and in hand		231,268		191,593
		<u>254,606</u>		<u>214,574</u>
Creditors: Amounts falling due within one year	12	(27,075)		(58,993)
Net current assets			227,531	155,581
Net assets			1,251,375	1,192,154
Represented by:				
Unrestricted funds			201,586	123,781
Designated funds	13		70,000	70,000
Restricted funds	14		979,789	998,373
	15		<u>1,251,375</u>	<u>1,192,154</u>

Accounts audited by Mazars LLP, Times House, Throwley Way, Sutton, Surrey, SM1 4JQ.
Any financial reserves and surplus shown will be put towards Roots and Shoots activities to meet its charitable objectives. The above balance sheet is an extract from the audited Roots and Shoots accounts. For a full copy of the accounts please request a copy from the Manager at the registered office.

Meanwhile, up on the roofs...





Roots and Shoots

provides vocational training for young people from the inner city, mainly from the London boroughs of Lambeth and Southwark. We aim to give them the skills and self-confidence that will equip them for work. Alongside this training we involve local schools and the wider community by maintaining our site as an important green space and environmental resource.

We value people. We encourage staff, trainees, volunteers and all others involved with us to work together, enabling us all to fulfil our potential.



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Roots and Shoots:

- * Vocational training for 16+ in Horticulture, Life Skills, Retail Skills.
- * Environmental Education for schools and the wider community.
- * Urban biodiversity, sustainability and conservation action.
- * Small conference/meeting/training centre for hire.
- * Events and Exhibitions.

Roots and Shoots' funding comes from a variety of sources.

We would particularly like to acknowledge the help of Learning and Skills Council, Sheepdrove Trust, Awards for All (Big Lottery Fund), City Bridge Trust.



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City &
Guilts

