

# Annual Review 2010

[www.rootsandshoots.org.uk](http://www.rootsandshoots.org.uk)



# Roots and Shoots

Training young people to fulfil their potential Environmental Education for All



The past few years have seen a dramatic change in the physical infrastructure at Roots and Shoots improving the variety of facilities that our organisation has to offer. This year the focus has shifted to the first phase of improving our internal infrastructure. The Trustees are moving forward with reforming and updating our Memorandum and Articles of Governance to ensure we comply with the latest requirements of the Charity Commission and that Trustees are fully aware of their responsibilities. The reforms are extending to how we view our costs through Full Cost Recovery, having a separate finance committee to report to the Board and lastly having quarterly business meetings that are focussed and effective. Alongside this change the Trustees have agreed to bring in the human resources company 'Deminos' to review the staffing infrastructure to improve its efficiency. I am confident that this will in the short and long term make Roots and Shoots a more sustainable organisation especially given the challenges of the new government's 'Big Society.'

A lot of my time is spent chasing pots of funding for different aspects of our work. Different funders have individual criteria, so when I heard in May that the Bank of America had two very generous funding streams I could not resist. The first fund was for core revenue costs and I hoped to fund two new posts (this was unsuccessful) and the second fund was to identify a 'Local Hero': one who is an outstanding volunteer. I was delighted to hear that my nominee David Sawyer was granted the Local Hero Award (he got a big surprise as he knew nothing of the nomination). He received a cheque for £3000 that he has generously donated to the Wildlife Garden for the new pond-dipping platform.

We have also secured funding for 2 years from the Walcot Educational Foundation and the Worshipful Company of Mercers for a new Functional Skills Tutor from early 2011. This will help to further support the trainees with 1:1 tuition in english, maths and IT to help them maximise their abilities.

In July this year we were visited by Peter Lauener who is the head of the YPLA (Young People's Learning Agency) now our main funder. I was very heartened to receive this copy of his weekly update (23/7/2010) to his staff regarding his visit:

"The third thing I did that day is probably the one that will live in my memory. I visited a local third sector provider called Roots and Shoots in Lambeth. This is an inspirational place for two reasons- first its core mission is to offer a haven of a large environmental garden and community space in the middle of inner city London. Secondly, it offers learning opportunities to disadvantaged young people with a wide range of needs. At the end of my visit, I saw a video showing a number of these young people who had graduated from Roots and Shoots and found the right job or further education opportunity. One young man, now happily in a job and using his skills, said he was so pleased to be in this job because he had always been told by his teachers and by his mum and dad that he would never be good for anything. It brought a tear to my eye and a lump in my throat. Let us never forget the moral purpose which lies behind our mission to champion young people's learning."

**Linda Phillips, Director**

**Ian Parker, Interim Chair of Trustees:**

The future of post-16 further education and skills training is set to change dramatically following the Comprehensive Spending Review in October 2010. The Trustees believe that it is important that we create a sustainable business that can develop over the coming years. This needs to be balanced with our social aims which are to provide education and learning for young people as well as for the whole community. We want to make sure our services are properly funded in future and contribute to strengthening the core values of the organisation and unique role which Roots plays in the wider community. We aim, for example, to ensure our wonderful facilities, both indoor and outdoor, are fully utilised by local communities throughout the year.

Finally, after we received the Sustainable City Award at the start of the year, Linda has since been recognised in the joint Sunday Telegraph/Conservation Foundation Award for "Gardening Against the Odds".

*Linda and her old mates from Kew*





2010-2011 will be our first year of delivering the new Foundation Learning. We acted as a pilot scheme last year for the Qualification and Curriculum Development Agency and passed with flying colours. Though seeming like more work, being part of a pilot is useful later when everything is that little bit more familiar. Foundation Learning follows the structure we had already in place at R&S. With Functional Skills, vocational strands and Employability and Personal Development it is a fully holistic provision. All our qualifications are City and Guilds, the provider most respected by employers and FE colleges. All work completed by the young person is checked by External Verifiers. Trainees have achieved Awards, Certificates and some have completed to Diploma level, excellent outcomes for young people who may not have enjoyed or achieved much at school.

We work alongside employers supporting Work Placements resulting in professional work experience. It is very useful having employer input and feedback helping to make a young person's time at R&S relevant and thoroughly up to date - a must in times of employment turmoil! Three of our trainees have gone straight into employment putting their training to good use immediately!

Within our 'Extra Timetable' in the Autumn Term we organise workshops including the 'Learn to Earn' project at Creative Sparkworks art studios (part of their Enterprise Project), a short film-making programme with the international organisation InsightShare and a community module at the Baytree Centre. Three of our trainees have also performed at the Oval House Theatre. Perhaps the funniest event for everyone was the Waterloo Carnival with a large group of trainees (and some staff) parading the local streets in face paint and costume! We could not stop laughing, the day was a great success and as a 'thank you' the Carnival organisers invited us all to 'Cubana' on the Lower Marsh.

**Ruth Mitchell**



We have a good track record of working with young people, with high retention rates and successful outcomes well above the national average. The consistent efforts of students and staff throughout the year ensured this, as well as creating a wonderful atmosphere for active learning and the right setting to excel. The unique learning environment encourages strong friendships and team work leading to 75% of students making successful applications to FE, training or jobs. Behind such data are a number of inspiring stories of young people moving forwards in often difficult situations. The progression of students into full- and part-time jobs was a definite highlight as well as those that started full-time further education in mainstream colleges. The link with Lambeth Council grows as students continue to benefit from



valuable work experience in local parks. Other successful placements have included The Hub at Waterloo Millennium Green, Buckingham Palace Gardens, Waterloo Action Centre, Ethelred Nursery. We value the input from all youth support organisations that work with us. Through 2010/2011 our aim is to strengthen these ties so that Roots & Shoots can continue to achieve the excellent standard it always has. We pride ourselves on being accessible and engaging and this academic year will be just as exciting!

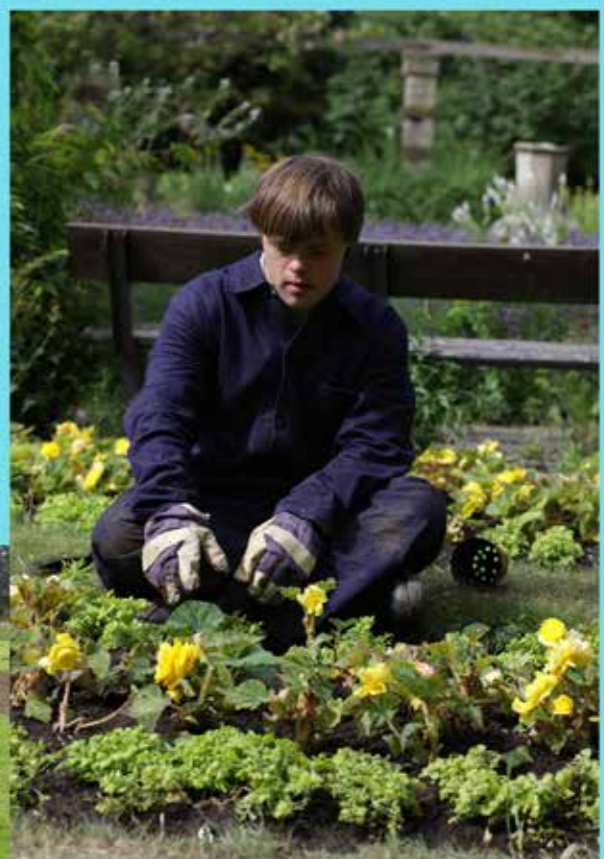
Successful Retail Training this year has resulted, for example, in trainees finding and retaining employment with the organisation Tomorrows People (Nikki and Kerry now work as part-time florists).

It was a fantastic year for the horticulture course with 14 students gaining a range of units, including Matthew and John reaching diploma level. Matthew is now an apprentice at Dulwich Park, whilst John is continuing his studies (and still volunteering with us!) Erol has enrolled at Capel Manor on a gardening course, Ashley and David have found jobs, whilst Joe, Dina, Holly, Jack, Leandro and Anthony have moved on to courses at South Thames, Lambeth and Southwark Colleges. Adam has returned determined to reach Diploma level. We worked hard in the gardens to make many improvements, including smart raised beds, using logs to make seating and edgings, developing the wildflowers and beds in the Community Wildlife area along Fitzalan Street and working with Lambeth and Veolia to maintain Kennington Park. We also improved the variety of stock in our own small nursery.

**Matt Brownlee**

**Yvonne Najair-Bellinfante**

**Greg Smith**





## Orchard Bounty Roots and Shoots

Each Autumn our pressing of apple juice provides the first taste for the trainees of a full process from raw material to marketing a product. It requires team work, listening to instructions, attention to detail and care over work. There is much learning to be had from the demands of manufacturing a food product - hygiene, proper labelling, manual handling skills; and there is self-discipline - can you stay out there to clean up at the end?



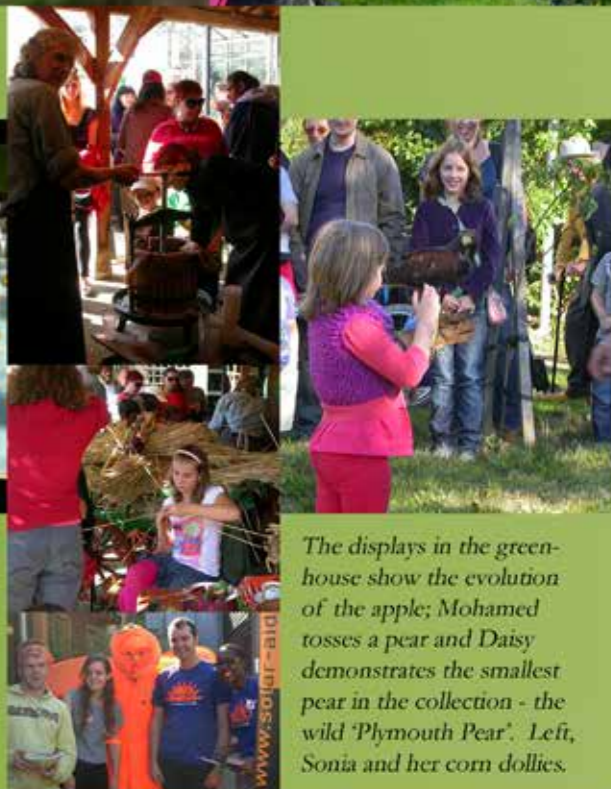
From the orchards of David and Gayle Whittingham in the Usk Valley (above) or on their annual visit to Brogdale Orchards in Kent, (top, far right) trainees and staff can enjoy the diversity of apples and learn of their journey from tree to bottle. Back at Roots and Shoots, Greg and the trainees have been caring for the orchard of the variety 'Cellini', planted in the Lambeth Walk Open Space Community Wildlife Area alongside our site (right, below). This apple was developed in 1828 by Leonard Phillips on a nursery not far from the current New Covent Garden Market on the Wandsworth Road. We started re-introducing it to the area by developing this orchard from 2003 to the present - we have one more tree to go in this winter. An interpretation board by the gate informs local residents of their apple heritage. We have donated trees over the last few years to Walnut Tree Walk Primary and to the Lollard Street Adventure Playground. We have also been able to organise grafting of material from these trees (by Andy Howard) for sale to local residents.



## 'All Things Apple'



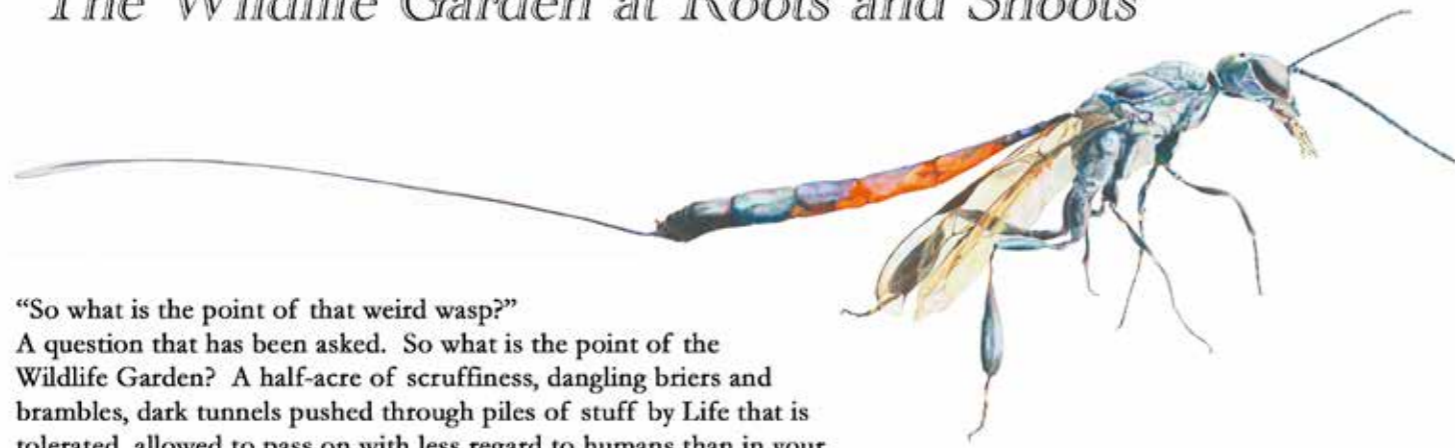
Our Apple Day this year was not only diverse but incredibly well attended with well over 900 people gathering in our one acre of Lambeth. They were able to learn about over 100 apple varieties (18 from Usk, 10 Sussex varieties from the gardens at West Dean and 75 from Brogdale), buy unusual apple trees from Andy Howard (Heritage Fruit Tree Company), take the peeling challenge, taste freshly pressed apple juice, engage with a falconry display, learn about how solar energy is transforming lives in the developing world - and buy cake!



The displays in the greenhouse show the evolution of the apple; Mohamed tosses a pear and Daisy demonstrates the smallest pear in the collection - the wild 'Plymouth Pear'. Left, Sonia and her corn dollies.



# The Wildlife Garden at Roots and Shoots



Actual size

“So what is the point of that weird wasp?”

A question that has been asked. So what is the point of the Wildlife Garden? A half-acre of scruffiness, dangling briars and brambles, dark tunnels pushed through piles of stuff by Life that is tolerated, allowed to pass on with less regard to humans than in your average half-acre of city, a more improvised, evolved bit of ground - a sort of ecological jazz? I do intervene, of course. With volunteers and trainees we've pulled brambles here and there, built a 'block of flats' for solitary bees and wasps, cleared the old pond for a dramatic new one...but these are disturbances and interruptions with discrimination and care. Mining bees, digger wasps, are engineers - and they are partial to disturbed ground. So let's see if we can give them a bit of that. Burnet moth and skipper larvae and pupae, long-winged coneheads, need undisturbed, uncut grassland - so we'll give them some of that (I've left part of the meadow uncut for the last 11 years). Dragonflies and damselflies prefer lighter, cleaner water, so we've taken out a tree and saplings around the new pond.

So, biodiversity, conservation - but the main point? Perception - human visitors - of all sizes, must do a lot of peering and asking - and being shown.



Otherwise, we are ignoring the most crucial bit of wild life - ourselves. I hope that, with the Wildlife Garden, I am telling enough stories to the many school and community groups who visit, to make some difference to the relationships we have with nature in the city.



And the point of *Gasteruption jaculator* (the wasp, left)? - to make more wasps. Evolution has produced animals to fit wherever they can - this female uses that long, sharp ovipositor (egg-laying tube) to penetrate the nests of small solitary bees - and she had good hunting ground this year in the Trelick Bee Tower. I am making a series of studies of their breeding behaviour.



Dunwich Wood Nursery



Six-spot burnet moths (top) returned to breed in the meadow this year and the skippers (above) also had a much better year. A new butterfly in 2010 was this female purple hairstreak (right) - let's hope she laid eggs on our oak. Children, of course, are highly skilled at getting close to small things (left - a great tit chick we had watched grow with a nest box camera after it had fledged; peering at baby spiders; looking into the observation bee hive; finding grasshoppers in the meadow). Part of my job is to get adult visitors to be as curious. Below: one of my favourite bees - the spring flying hairy-footed flower bee. This female is already mated and trying to build nests - however, she is having to fend off unwanted male attention by crouching low and clinging to the bark mulch.

David Perkins





We have had some good 'partnership projects' in the garden and on events this year. In the Spring David, Martha and Sarah designed and built the "Trellick Bee Tower". David had been meaning to improve breeding facilities for solitary bees for some time - and when CSV approached us to launch their annual **Action Earth Campaign** this seemed the ideal opportunity. The bee tower is a scaled version of the Trellick Tower up in Notting Hill. It was on display in the Apple Barn for Science Open Day in March - which also featured wild foraging in the garden for drinks and soups, a bike maintenance workshop, seed-ball making for guerilla gardening, a microscope workshop looking at pond water magnified 1500+ times and a 'bee wall'. This installation of bee videos by artist Grant Smith was the start of a long term compilation of bee films for projection at future shows. David also went up on the roofs for the first ever live video feed (down into the hall) showing life 'up top'.



With a multitude of available suites this is the ideal site for rearing young bees. Occupied at the point of completion in April, by August there were over 100 homes of at least 5 species of bee and three species of wasp. The 'lift shaft' is actually a series of observation tubes for watching bees building within - fly-on-the-wall in the Trellick Bee Tower.

## Projects and Events

The foraging and seed ball activities were organised by Ann Bodkin and "The Onion Shed" - a new local environmental group. For the June open day (*far right*) they organised a demonstration of how to convert a simple garden shed into a living roof 'onion shed'. Dusty Gedge came along to support and advise and by August the chives, grasses, sedum, nasturtiums and wild strawberries were all doing extremely well (with very little care) and it had become the home for a Jersey Tiger Moth caterpillar. A good case example. The beekeepers had several events this year, including a Bee Health Day in the hall (*right*) and a national consultation for south east beekeepers association representatives.



Then in August we were visited by Alex Draper of the charity **Froglife** which led to the offer of sponsorship to rebuild the old pond. This has served extremely well (*far left*) since 1999 when David, Rob and Siriol worked on it, but had become very overshadowed and overgrown. The water quality was low after ten years of leaf fall. Froglife offered to excavate and re-line with a new style of clay-impregnated liner. The old pond was cleared by volunteers (including Matt, Amy and Deloitte via CSV *below*). Well over 150 frogs (it was very easy to get very fond of them) were shifted to safer parts of the garden and some slow worms, including this year's hatchling, (*far left, above*) were found getting ready for winter beneath the edge of the old liner. The excavation cleared the bramble patch and extended the pond towards the Indian Horse Chestnut. The new pond will be nearly three times the area and more suitable for dragonflies and damselflies. The new, much larger, very strong dipping deck (*below right*), almost finished on going to press, is donated by David Sawyer from his Local Hero prize money. The new pond is already starting to fill naturally with rainwater.



Team work - rescuing frogs and bailing out the old pond water (*right*)



# Volunteering at Roots and Shoots

Roots and Shoots thrives through the generosity of many members of our community.

Some of our volunteers approach us on their own initiative, some come through the Friends of Roots and Shoots, others come as part of large organised groups through Community Service Volunteers (CSV).

**The Friends of Roots and Shoots** are co-ordinated by **Fan Eustace** (also a regular in the greenhouse).

## We would like to thank

**Ann Bodkin** for environmental action and support on open days (with "The Onion Shed"); **Dusty Gedge** for similar support in June; **Peggy Dean, Raymond, Maggie, Barry, Mary Jo, Martha and Nigel; Douglas and Dan** (events); **John Hibberd** (Old Time Music Hall); **Ian Carruthers** of CSV and the volunteers from **Deloitte and Lloyds TSB**.

**Brenda, Matt, Amy, Gary, Alison, Kieran, Caroline, Anna-Rose** (gardening, greenhouse and pond-emptying)

**Meredith** (gardening, Apple Day) **Alan** for dedicating himself to the bees; **Clive Watson** for other peripatetic bee support  
**Lewis McNeill** (Apple Day)

**Mike Fenton** (YPLA); **Eryl Shaw, Val Stapleton** (Southwark Education)

**David Sadler** (Metropolitan Gardens Association)

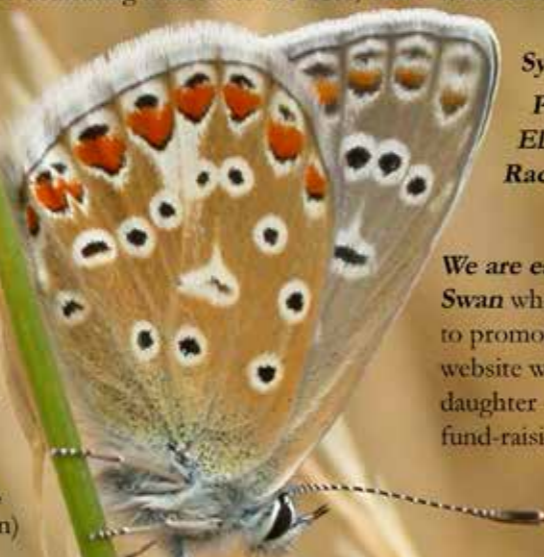
**Sonia Ritter and the Lions** part actors; **Charlotte Webster** and staff at **Solarcentury** and **SolarAid** (Apple Day)

**Grant Smith**, artist, for the "Bee Wall"

**Sarah**, for extremely

adaptable help!

**Natalie Fish**, (education)



**Sylvia and Jack**, Sparkworks  
**Philip Moore, Catey Hillier, Ellen Fox, Jude, Paula, Rachel and Nathan**.

We are especially grateful to **Lindsay Swan** who dedicates much of her time to promoting our events and up-dating the website with news, video and - with her daughter - developing an innovative, fund-raising adopt-a-bee animation.

**David and Gayle Whittingham** for all things apple!

**Jim and Sarah** at West Dean for yet more apples.

**David Sawyer** for funding the new pond dipping platform (and coming faithfully every week to do the accounts)



The allotment is still going strong - cared for by **Amanda** (above) and her school pupils, who often become the next year's trainees.

**Trainees for 2009/10 were:** Kayley Bates, Joe Baldock, Burhan Erol Daner, Dina Gomes-Ferreira, Matthew Gilbey, Leandro Monteiro, Anthony Moureau, Jack Reynolds, Holly Graham-Mason, John Goodman, Ashley Yeo, Darren Evans, Jerome Techera-Clarke, David Cook, Dwayne Gregory, Dillon Parsons, Nikki Thayre, Brian Thornton, Shireen Pompey, Kerry Naylor, Hannah Chaudry, Shana Henry, Haydn Jones, Adam Wright

**Trainees for 2010/11 are:** Shamir Allison, Melissa Bernardo, Nathan Coomber-Laurie, Alfred Gent, Shana Henry, Shona Hollingsworth, Peter Jenkinson, Lennon Knibbs, Daisy Liston, Jordan Rukwira, Sarita Smith, Mohamed Turay, Orlando Williams, Sophia El-Haddaoui

The achievements of the young people at Roots and Shoots, the aesthetic and educational services provided for local communities, our events and beautiful spaces, could not happen without dedicated staff and trustees.

For 2010-2011 these are:

**Matt Brownlee**, Employment/Youth officer; **Elsa Cole**, Trainee Administration; **Phillip Costen**, Chef; **Carlene Johnson**, Catering; **Ruth Mitchell**, Training Education Co-ordinator; **Yvonne Najair-Bellinfante**, Retail Trainer; **David Perkins**, Environmental Education and Wildlife Garden; **Linda Phillips**, Director; **Amanda Rew**, p/t school gardeners; **Donnette Robinson**, Cleaning; **David Sawyer**, p/t Accountant; **Arfa Shah**, Catering; **Greg Smith**, Horticulture Trainer; **Hayley Topley**, administration and hall bookings.

The Trustees are: **Boz Borowy; Graham Cocking; Glenda King; David Lowick; Kate Lye; A. Michael Mitchell** (Treasurer); **Ian Parker** (Interim Chair); **David Sawyer; Vic Wilmott**.





### Hall and Meeting Room Hire

Our attractive hall and meeting rooms continue to be very popular with our health, education or environmental 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. The main hall now has a plasma screen for presentations and projection is available for other rooms. We provide hot lunches from our well regarded chef, Phillip Costen, with bread and cakes baked on the premises, or smaller snacks - all served 'with a smile' by Carlene and Arfa. It is also possible to book a guided tour and for environmental groups the Wildlife Garden Study Room and Apple Barn are other options.

There were over 165 bookings this year, some using all rooms. These have included: Thrive, WaterAid, Age Concern, WWF, PACT, Trees for Cities, Action for Sustainability, National Bee Unit, Garden Organic, Health Professions Council, Post Adoption and the Green Register.

**Thelma Millar, Lambeth Making A Big Difference "Buddying" programme** hired the conference room at Roots and Shoots for three consecutive days for "Mindstretcher" training. "25 early years practitioners from 20 settings came to be reminded of why outdoor play for very young children is so important for their all-round healthy development and learning. It was a very busy day and everyone really enjoyed the delicious vegetarian lunch, the home-baked bread and the fantastic cakes! Every day there was a different lunch which the trainers appreciated. The IT support at Roots and Shoots is excellent, and the venue is light and airy. Course participants commented how nice it was to be in such environmentally lovely surroundings"

Elsa Cole, Hayley Topley



*This balance sheet is an extract from the audited Roots and Shoots accounts. For a full copy please contact the Director of Roots and Shoots.*

Notes	Unrestricted funds £	Restricted funds £	2010 Total funds £	2009 Total funds £
<b>FIXED ASSETS</b>				
Tangible assets	13	46,215	948,258	994,473
<b>CURRENT ASSETS</b>				
Debtors	14	23,803	-	23,803
Cash at bank and in hand		<u>256,670</u>	<u>-</u>	<u>256,670</u>
		280,473	-	280,473
<b>CREDITORS</b>				
Amounts falling due within one year	15	(39,954)	-	(39,954)
		<u>240,519</u>	<u>-</u>	<u>227,531</u>
<b>NET CURRENT ASSETS</b>				
		<u>286,734</u>	<u>948,258</u>	<u>1,234,992</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>				
		<u>286,734</u>	<u>948,258</u>	<u>1,234,992</u>
<b>NET ASSETS</b>				
		<u>286,734</u>	<u>948,258</u>	<u>1,234,992</u>
<b>FUNDS</b>				
Unrestricted funds	16		286,734	271,586
Restricted funds			<u>948,258</u>	<u>979,789</u>
<b>TOTAL FUNDS</b>				
			<u>1,234,992</u>	<u>1,251,375</u>

The accounts show a deficit of £16,383 for the year. If the non cash depreciation charge is added back then the figures show a surplus of £30,553. Having said that, this year benefited from a substantial one off rate rebate. In other words the year 2009/2010 was a stand still year from a financial point of view. We are very grateful to City Bridge Trust who gave £40,000 this year, the first year of a three year grant to support Linda Phillips in her work. Along with so many other organisations we can expect 2010/2011 to be a tough year for money. Roots and Shoots relies substantially on the income it receives for the training of students. We are now eight months into the new financial year and almost through the first term of the academic year and changes to the funding regime and the school leaving age are making it a harder task to recruit. The dedicated staff are using all their efforts to encourage young people to enrol on our courses and the Trustees are doing what they can to support them in this valuable work. We also anticipate a need to spend more on maintaining the building and so we shall be re-doubling our energies to attract more funding from a greater variety of sources.

A. Michael Mitchell, Treasurer



The Lissenden Players and John Hibberd's Music Hall

Barbers Shop and The Lambeth Walk



# 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.*

- \* 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.



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Supported by



SUSTAINABLE CITY AWARD



INVESTOR IN PEOPLE

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