



# Roots and Shoots

## Annual Review 2011



Training young people to fulfil their potential Environmental Education for All

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





Linda Phillips  
Director

Despite the rather gloomy economic environment of the last year, and some teething problems with our recruitment in autumn 2010, we have managed to consolidate during spring and summer and so can report a year of progress. We were also privileged to receive two prominent awards for our work this summer. The UK Committee of the **UNESCO Man and the Biosphere Programme** recognised David's 12 years of work on the Wildlife Garden and environmental education programme with their "Urban Wildlife Award for Excellence". Then at the AGM of the **Metropolitan Public Gardens Association** in the hall we received the "London Spade Award" for "excellence in the provision of horticultural and environmental education".

In line with our commitment to continuous development, and to support the services we deliver, the Trustees have improved and restructured the Governance procedures at Roots and Shoots to ensure that all Trustees actively fulfil their responsibilities. This has included supporting staff by employing the HR company Deminos to ensure compliance with the latest employment law, developing a new comprehensive Business Plan with staff collaboration, and establishing an annual programme of Financial and Board meetings. To support and enhance our major assets, the trustees have agreed a schedule of works to maintain the buildings making them thoroughly watertight; this will protect the buildings for the long term future.

Our trainees continue to thrive in the government funded Foundation Learning Programme, with 100% of the 2010/11 cohort completing their training, a testament to the hard work put in by staff. The staff team at Roots is small, and visitors are often amazed at what is achieved with limited personnel and not a great deal of money. In the following pages the staff describe their work and the developments of the last year. In July we said goodbye to Yvonne Najair Bellinfante, Retail Trainer for 6 years, and we wish her well in her new life path. We have also, however, expanded the vocational training team with some crucial extra funding from the Walcot Educational Foundation and the Worshipful Company of Mercers. Ruth Mitchell, coordinator, introduces the new members of staff overleaf. We could not manage, though, without our dedicated band of volunteers who assist at events, help to maintain the site, support plant production and generally do tasks that allow our staff to get on with their jobs. We are very grateful to them all and to the corporate groups that come in to do larger projects such as painting and site work, often

supported by Community Service Volunteers: groups have included Deloittes, Lloyds TSB, The Big Lottery (grants officers). This year we have continued our association with the Conservation Foundation by supporting 'The Elm Project' (*Ulmus Londinium*, see the *horticulture training pages*). As active members of the London Gardens Network we hosted their well-attended conference on volunteering in our hall last March. We collaborated with the HLF funded "My Old China" project run by "Spread the Word" (see, 'Events'). A great year, then, for projects, trainee achievement and awards!

Some fine roses in the Wildlife Garden:  
*Rosa* 'Fantin Latour' (left);  
*Rosa brunonii* (top right  
with *Hypericum* "Hidcote");  
*Rosa* 'Graham Thomas' (centre  
right) and *Rosa moyesii*  
"Geranium" (bottom right).  
The magnolia in the garden  
is now getting quite tall, it  
is a free bird in the winds of  
March for a week or two.





2011 proved to be a challenging year for Roots. However, despite the slow start in student recruitment, the core vocational programme ended with a high number of students successfully completing the course. Delivering more training to more young people is one of the organisation's goals and with recruitment increasing each year this is being achieved. During a difficult time for charities and other training providers the ability to offer more services is a reflection of organisational strength.

The content of our Foundation Learning provision goes from strength to strength with lots of new modules, workshops, visits and events in the pipeline: it's always a challenge trying to timetable and fit everything into the forty week programme. The young learner is both supported and challenged to achieve learning and personal targets - one thing seldom complained of is boredom - a good sign!

Students' work experience and offsite learning was less substantial compared to previous years due to the autumn problems with recruitment. Nevertheless students took part in a range of work experience. We are grateful to Lambeth Parks for their ongoing support as well as Zoom-In and Ethelred Nursery and Children's Centre. These important local organisations provide valuable offsite, professional development for our students. Roots continued to expand its links with other organisations - notably with Remploy, a national recruitment agency for people facing obstacles to work and Toucan Employment, at their new site on Crampton Street, SE17. The Roots team puts a lot of time and effort into student welfare - despite the cuts facing other organisations we continue to offer intense, personalised and well supported timetables for all students. This is vital. Not only does it help to keep students on track during the course, it enables each one to progress towards independence and adulthood. In 2011 the team worked tirelessly to develop students' awareness, improve their life skills, keep them safe and, never to be forgotten, have fun. In 2012 we are seeking to engage and train more young people than ever before.

*Working with Discovery Network on career choices and cv writing, in the hall and at their offices*



*Ruth Mitchell,  
Education Co-ordinator,  
Vocational Training*



None of this would be possible without a good team which has been expanded and brings a wealth of experience and new ideas:

*Alva Wilson* now delivers Retail Skills. He has previously taught Fashion and Retail. He still teaches millinery and designs for several shops. The Roots & Shoots shop has already had a makeover - formally opened by Kate Hoey. *Sylvia Edwards* (director of Sparkworks) is also part of the R&S team, delivering the Arts Award and also working in collaboration with Alva on new projects, giving our trainees real experience of work and employment in the world of Retail. *Jean Willmot* is now with us supporting delivery of Functional Skills and Work Skills. Jean comes from Project Search at St. Thomas' Hospital and is organizing interesting expeditions and activities in the real world of work. She is also a qualified florist, a very valuable 'added extra'. *Angela Barredo*, our literacy and numeracy specialist, leads the delivery of Functional Skills. Angela also supervises teaching delivery for Learn Direct and brings lots of new ideas and projects to keep our trainees busy and out of mischief! Meanwhile, *Amanda Rew*, continues her horticulture training project with the 14-16 yrs cohort down at the R & S allotment. And finally, *Sarah Wilson*, a highly committed volunteer now assists as student support alongside Greg, our Horticulture Skills trainer. She also continues to volunteer in our gardens and wild areas.



*Matt Brownlee  
Employment/Youth Officer*



*Creativity (Arts Awards at the V&A, drumming workshop at Roots), construction challenges, HARD WORK, and fun, rest,*

*relaxation*







Throughout the spring and summer, the horticulture students were soon working hard in our gardens and all did extremely well, learning new skills and improving the Roots and Shoots site in the process. We also worked at Kennington Park and contributed to their first Green Flag award. Alfred and Matt both reached certificate level with Matt moving on to level 2 at Hoxton Trust and Alfred moving to Kent to study Engineering, whilst working part-time at a garden centre. Thomas is in the process of applying to Capel Manor to study arboriculture. Ricky, Ronald, Bobby, Jonathon, Mark and Charlie all did well to pick up Awards in a relatively short period of time. They have either moved on to other courses or are looking for work. Lennon did incredibly well during the year and hugely deserved to leave with a qualification, but was taken ill at the end of the course. We hope he will recover and return one day to complete his final unit. Daniel has returned to continue studying gardening. We continued to improve the gardens and nursery. We grew a wider variety of perennials and are still trying to work out the perfect stock for fussy London gardeners! We hope to improve our greenhouse over the winter so we can start growing a wider selection of plants including shrubs and architectural plants. In Lambeth Walk Open Space wild area we continued to improve the wildflower maze, with more native species, new beds and 'sculptural' earth mounds with the left over soil. We planted a small cornflower meadow on our site.

Greg Smith  
Horticulture Trainer



## Apple Day

is the most popular of our open events and the first for our new trainees each year. With an annual exhibit of over 100 varieties of apple from around the world - but especially, our quality English

varieties, and hand pressing of apple juice, we were also joined by the *London Orchard Project* as well as our regulars - *Sonia* and *the Lions* part with their giant Corn Queene, Andy from the *Heritage Fruit Tree Company*, *Pennard Plants* and many other fine stall holders. This year Alva and his trainees also re-opened the shop with *Kate Hoey* cutting the ribbon and then all got on with 'selling our wares'!



As part of the *Ulmus Londinium* project we have also been growing on 750 disease resistant elm trees. Just finding somewhere to put them all has been a fair challenge, let alone keeping them alive! Nearly all have survived and many have doubled in size, all thanks to the many people who have given their time to help us look after them. They will be planted across London in 2012 as part of the Diamond Jubilee celebrations. I'd like to thank all our amazing volunteers who have come down to help us with this and other projects.







# UK 'Man and the Biosphere' Urban Wildlife Award for Excellence 2011

UNESCO's Programme on Man and the Biosphere (MAB) develops the basis for the sustainable use and conservation of biological diversity, and for the improvement of the relationship between people and their environment



Over 80 beekeepers attended the annual Bee Health Day with LBKA (above). Peering at hairy bees down a microscope with hundreds at the first Honey Festival at the RFH.

The Wildlife Garden's role as a crucial educational resource and centre for urban biodiversity has continued this year with the usual packed cycle of school and other events. The renewed pond and its platform were occupied throughout the spring and summer by schools and a local permaculture course. A large display on 'Bees and Biodiversity' in the garden was used throughout the season - at Roots events, in the Wildlife Garden Study Centre, at the City of London Festival and at the RFH Honey Festival.



Waggle dancing all together on the Spring Science Open Day in March; Watching mason bees building in the Trellick Bee Tower and into the bee suits for the honey bees, April; At the pond with dragonflies and diving beetles, July;







The pond, re-lined and enlarged with the support of *Froglife* last winter, has fulfilled all hopes and expectations by attracting a wide range of new and returning fauna. The red mason bees (*above left*) used fox paw prints in the bank as mud mines for building nests in the Trellick Bee Tower; two species of water boatmen returned; a new species for the garden - the slender groundhopper (*above, right*) is - remarkably - a 'grasshopper that swims' (and prefers muddy pond margins). The frogs, however, were a little upset by the re-build and did not produce their usual large mass of spawn - but there are enough adults to recover and take full advantage of improved invertebrate food supplies in coming years!



Another new species to the garden was the diving beetle *Acilius sulcatus*, *right*, bizarre larva and ferocious adult. Dragonflies and damselflies also returned in force with broad-bodied chasers (*far right*) throughout the season and common darter, large red and azure damselflies all breeding. The newts did very well amongst the new pond flora and the honey bees took full advantage of the water supply in the summer (*bottom right*).



### *Biodiversity at Roots and Shoots*



The meadows and flower beds also attracted regular and new species. The six-spot burnet moths (*centre*) did well this year and the burnet companion (*left*) was a new species in the meadows of Lambeth Walk Open Space. The attractive hoverfly *Volucella pellucens* (*far left*) lays its eggs in the nests of social wasps where the larvae feed on debris, wasp larvae and pupae.



David Perkins  
Wildlife Garden, Environmental  
Education, Events.







## Events

Our seasonal events were immensely enjoyable this year: we celebrated Spring by opening the new pond with local children and with 'froggy stories' by the hugely popular *Winston* (left). In June, our Open Day became a local history celebration from our collaboration with *Spread the Word's My Old China* project: our old local market barrow was renovated with the help of artist, *Laura Mitchison*, for her multi-media installation of local oral history (top right). We also had the Lambeth Walk Pearly Kings and Queens performing - the Lambeth Walk! - recitals by writer *Steve Tasane*, displays of pottery inspired by Royal Doulton and a patchwork, produced by *Sylvia* and *Sparkworks* colleagues; a band playing London 'ditties', free strawberries and, of course, - jellied eels! A more unusual event was a charity screening of an important film on South Africa by *Mark Aitken* (left).



## Volunteers

We are especially grateful to *Lindsay Swan* who dedicates a lot of her time to promoting our events and up-dating the website with news and video. Lindsay is also a great help for Linda with innovative fund-raising (rock concerts and bee sponsors, for example!) This year she was also joined by *Linsey Fryatt* (far left, among the lettuce), on a long placement through the spring (courtesy of a Vodaphone 'Making a Difference' Award). Linsey organised the re-launch of our website, initiated our 'Facebook presence' and assisted in many other ways with training and events. We are also very grateful to: *Brenda, Matt, Amy, Gary, Alison, Kieran, Caroline, Yolanda*, and to *Paula, Nathan and Mafido* (Bede Centre), for caring for our site; *Sarah*, for her extremely dedicated and wide ranging help; *Alan* for looking after the bees and *Clive* for 'peripatetic bee support'; *Peggy Dean, Raymond, Maggie, Barry, Mary Jo, Martha, Louis and Sonny, John Hibberd* (events); *Shini* for poetry, photography and bindweaving; *Sylvia and Jack, Sparkworks; Philip Moore, Catey Hillier, Ellen Fox, Jude; David Sadler* (Metropolitan Gardens Association); *Ann Bodkin* with 'The Onion Shed'; *Lewis McNeill* (Apple Day and pressing); *Sonia Ritter* (the Lions part); *Steve Tisane, Laura Mitchison* and staff at Spread the Word; *Ian Carruthers* of CSV and volunteers from *Deloitte, Lloyds TSB* and *Big Lottery*; *Mike Fenton* (YPLA); *Val Stapleton* (Southwark Education); *David Sawyer* for the new pond dipping platform and for coming faithfully to do the accounts



AND *David and Gayle Whittingham* for apples!

Finally, a big thank you to our **Trustees**

*Boz Borowy; Graham Cocking; Glenda King; A. Michael Mitchell* (Treasurer); *Ian Parker* (Chair); *David Sawyer; Vic Wilmott*. This year we welcome *Ann Bodkin*, local architect and environmental activist, to the Board of Trustees.

The Friends of Roots and Shoots are co-ordinated by *Fan Eustace*.





### Statement of Financial Activities for the Year Ended 31 March 2011

	Notes	Unrestricted funds £	Restricted funds £	2011 Total funds £	2010 Total funds £
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
Voluntary income	2	258,385	-	258,385	279,518
Activities for generating funds	3	67,674	-	67,674	83,320
Investment income	4	447	-	447	541
<b>Incoming resources from charitable activities</b>					
Sales	5	4,513	-	4,513	12,775
Wildlife Garden		1,603	-	1,603	-
<b>Other incoming resources</b>		3,276	-	3,276	41,188
<b>Total incoming resources</b>		335,898	-	335,898	417,342
<b>RESOURCES EXPENDED</b>					
<b>Charitable activities</b>					
Charitable activities	6	403,170	-	403,170	382,042
Governance costs	8	4,675	-	4,675	4,747
<b>Other resources expended</b>		-	31,531	31,531	46,936
<b>Total resources expended</b>		407,845	31,531	439,376	433,725
<b>NET INCOMING/(OUTGOING) RESOURCES</b>					
		(71,947)	(31,531)	(103,478)	(16,383)
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		286,734	948,258	1,234,992	1,251,375
<b>TOTAL FUNDS CARRIED FORWARD</b>		214,787	916,727	1,131,514	1,234,992



**pk accountants**  
www.ppkgroup.com

### Balance Sheet At 31 March 2011

Notes	Unrestricted funds £	Restricted funds £	2011 Total funds £	2010 Total funds £
<b>FIXED ASSETS</b>				
Tangible assets	12	34,661	916,727	951,388
<b>CURRENT ASSETS</b>				
Debtors	13	23,269	-	23,269
Cash at bank and in hand		203,813	-	203,813
		227,082	-	227,082
<b>CREDITORS</b>				
Amounts falling due within one year	14	(46,956)	-	(46,956)
<b>NET CURRENT ASSETS</b>		180,126	-	180,126
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		214,787	916,727	1,131,514
<b>NET ASSETS</b>		214,787	916,727	1,131,514
<b>FUNDS</b>				
Unrestricted funds	15			214,787
Restricted funds				916,727
<b>TOTAL FUNDS</b>				1,131,514

The accounts show a deficit of £103,478 for the year. If the non-cash depreciation charge is added back then the figure remains a deficit of £60,393.

As reported last year we expected 2010/2011 to be a tough year for money, and so it proved to be. Roots and Shoots relies substantially on the income it receives for the training of students and this dipped a little. We are grateful to City Bridge Trust for their continued support of £40,000 and to the Mercers who this year contributed £10,000. The good news is we have survived and the changes to the funding regime for 2011/12 actually mean we should see an increase in the core funding and combined with a more benign climate for recruiting students, we are ahead on both compared to this time last year.

*A. Michael Mitchell, Treasurer.*  
This is an extract from the audited Roots and Shoots accounts. For a full copy please contact the Director.

David Sawyer, Accounts

Carlene Johnson and Arfa, Catering Assistants

Hayley Topley, Front of House Administrator

Elsa Cole, Administration Coordinator

This year we have again hosted many new users of the Hall for conferences, seminars and away days - as well as our growing list of 'regulars'. These include Post Adoption, The Green Register, the London Group of Plant Heritage, Catch 22, Sustain, WWF, Health Professions Council, Family Mosaic, Natural England, Christian Aid, Macmillan Cancer Support, Plant Life International, WaterAid, Shaping our Lives, Conciliation Resources, Big Lottery Fund, Action for Sustainability, Lambeth CYPS, Bankside Open Spaces Trust, THRIVE, CAFOD. Thanks to a generous donation we have been able to re-equip the meeting rooms and hall with new furniture, improving atmosphere and comfort. This, with the plasma screen in the hall and new digital projectors in both meeting rooms, makes Roots & Shoots a flexible - and beautiful - venue. Finally, our *chef Phillip Costen*, provides widely admired food cooked on the premises (including his own bread, delicious cakes and a range of hot dishes); and *Donnette Robinson* continues to keep the building spic and span.







# 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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UK 'Man and the Biosphere'  
Urban Wildlife Award for Excellence  
2011



United Nations  
Educational, Scientific and  
Cultural Organization



UK National Committee  
of Man and the Biosphere  
Programme



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