



Roots & Shoots



Annual Review 2014

Training young people to fulfil their potential

Environmental Education for All



I am happy to report a very busy, creative and successful year for all the activities at Roots and Shoots. This has included further developments in the provision of educational services for schools alongside our excellent main educational programme. We have extended our Meetings and Conferences services for charities and not-for-profit organisations and this has helped to underpin some of our running costs. Alongside this, Issy has also introduced 'social dining' to Roots and Shoots in close collaboration with our chef, Phillip Costen. These 'Magpie Kitchen' dinners are proving very popular with the local community, bringing Roots and Shoots into everyday lives in a new way.

As part of our continuing collaboration with Pennard Plants for Chelsea Flower Show, we made a short feature film called *The Gardeners Go to War*, reflecting the lives of gardening and black servicemen in World War 1. This has exceeded all our expectations with the trainees' performances being praised by the Head of Acting at RADA. The garden design at Chelsea (entitled "Where Have the Gardeners Gone?"), that it became part of, was awarded a Silver Gilt medal. The film was then featured at film festivals around the country culminating with it being chosen to be part of a national programme introducing the history of WW1 to 300,000 schoolchildren.

An essential programme of building and site maintenance is in place to maintain and also enhance the buildings at Roots. This has proved expensive this year but will provide long-term sustainable assets for our charity. We hope to have our new Land Aid-funded educational building - the renewed Wildlife Garden Study Centre - finished by Spring 2015. We have also secured funding from the Royal Bank of Scotland to redesign and enhance the outside nursery area with a new vegetable garden, paving and training spaces and amenities. We plan to reinvigorate and capacity-build our programme of environmental education for schools and the wider London community once funding is finally secured. This process has begun with the new magical Dragon's Story Den, funded by the Big Lottery, now built in the Wildlife Garden. This will provide environmental activity and storytelling space for 25-30 children (depending upon body size!) at a time and will be fully opened in Spring 2015.

This year we sadly said goodbye to David Curtis our Employment and Recruitment Trainer. We send all our good wishes for his new ventures and hope his successor will do as good a job. I would like to welcome Kerry Hill, who started as Administration Coordinator at the start of the year and rapidly became indispensable and also Alix Leese as our new part-time caretaker. We were very sad to hear of the death of Eva Evangelakou (Theophrastus Project) and the trainees will plant a grove of olive trees in Kennington Park in her memory in 2015. I would like to thank the many regular volunteers, Friends, neighbours and corporate volunteers that continue to give their special practical contribution to the working life of our charity especially in maintaining our large site; this work is invaluable.

Linda Phillips, MBE, Director - and Tony - in costume for 'The Gardeners go to War'.



Kate Hoey MP with Charlotte Grant

All hands on the felt deck by Lansdowne School who are coming to Roots and Shoots once a week for work experience and personal development. So far they have created installations for the shop, written and produced an advert promoting our apple juice and will be producing a series of new products based around aromatherapy in the near future.

My special thanks go to Kate Hoey MP, our Patron. Kate is a very active Patron for Roots and Shoots and has used her charm and influence to settle various bureaucratic issues for the benefit of our charity. Kate recently celebrated 25 years as MP for Vauxhall and we very much appreciate her continued love and support for Roots and Shoots.



Sweet peas by Sarah

Another busy and successful year of delivering Learning Programmes: 'Learning and training' is the backbone of Roots and Shoots and each academic and financial year brings new challenges to develop and deliver high quality, innovative learning programmes. Like all providers we continually face funding challenges but we are cost effective and this year we continue to expand our provision and deliver to new learning groups. We now include more City & Guild (C&G) qualifications and have developed the learning experience. However, the most important thing is the young people who come through our doors. We talk and we listen to them. Good provision is planned with them.



The Study Programme: *C&G L1 Horticulture*, delivered by **Greg Smith**, has expanded and has included creative and professional work in parks, placements with professional gardeners, teamwork on community projects and other workshops as well as on-site projects for coursework. Students achieved Awards or Certificates and this year some are to be entered for the Diploma. Serious gardeners have the option to complete a year 2 of intensive vocational training. Support is also given to leavers who started Pre-Apprenticeship programmes and some in full-time work, which is excellent. We like to keep an eye on our leavers!



C&G L1 Floristry, led by **Jean Willmott**, was delivered for the first time this year and 6 students achieved qualifications at Level 1. 3 students have progressed onto Level 2 Floristry which we are delivering this year. Students acquire a full range of professional floristry skills alongside the specific functional skills needed to work in the floristry industry. They have the chance to create a wide range of designs for corporate and personal purposes such as creative designs for the hall, floral tributes for Remembrance Day and funerals, Christmas wreaths and commissions for birthdays/Valentine's Day/Mother's Day, some sold at a pop-up shop at DEFRA. The florists also create table decorations for Magpie Kitchen. The emphasis is on creativity and teamwork.



The *Retail and Hospitality L1* course delivered by **Alva Wilson** makes full use of events on and off-site and students quickly get used to working professionally with the public, developing confidence and vital skills for the workplace. There are lots of fun projects too. New accredited textile units were also delivered and we were very pleased two students achieved Diplomas and L2 Awards which is excellent.

The *Functional Skills* programme is led by **Angela Barredo** and all students sit FS Assessments. There have also been fun additional workshops added including with the charity *MyBnk* helping young people manage their money.



Sarah Wilson, *Additional Learning Support*, continues working with individual learners as well as developing all sorts of creative projects all over R&S.

David Curtis, responsible for recruitment and work placements has decided to take a new direction in life and has now left us. We will of course keep in touch and wish him well.

Secondary Schools provision: In addition to our trainee programme R&S now delivers courses to several secondary school groups. We are into our second year and have expanded this provision to include four learning groups this academic year. Amanda Rew runs a Horticulture L1 programme developing our allotment. We are running bespoke and accredited courses. This added provision is proving very popular with schools.

Pre-Apprenticeships/Apprenticeships:

We are currently working on a sponsored programme to support Apprenticeships. Gaining an apprenticeship can be tough but rewarding when hard working students move onto level 2 training and a job. We strive to make apprenticeships work for both student and employer. We are still in challenging times but we have an excellent teaching and training team who never fail to make learning valid, interesting and fun!

Ruth Mitchell, *Education Manager*



The Roots and Shoots GARDENING course had another year of working on exciting projects. We continued to build links with the local community. Our young gardeners were kept busy learning about design and building gardens with a fantastic project for the elderly residents at nearby Tomkyns House in partnership with Watmos. Working with residents we turned a dull paved area into a flourishing flower garden. This year we hope to return to the Ethelred estate to do more projects and also a greening project with the residents at Briant House.

We are slowly building up our local customer base maintaining small gardens and teaching students the skills to set up their own gardening rounds in the future. We continue to visit Kennington Park for experience working in public spaces, this year with Veolia and Lambeth park officer Dave Oram on a variety of small projects.

On-site work experience for students ranges from serving customers, working with volunteers, maintaining and improving the site and gardens. We gave the apple trees in the Cellini Orchard on Lambeth Walk Open Space (next to R&S) new wooden guards/supports, we have installed small ponds and a raised bed, paths and compost bins. We continue to grow on elms for the Conservation Foundation as well as the usual range of plants in the nursery.

We supported our three City of London Apprentices, Ricky, Daniel and William as they worked hard in their second year. We stayed in touch with Jake, Klaud and Louis as they completed their apprenticeships at Quadron at Burgess Park. Other students did work experience at the Horniman museum, or had an apprenticeship trial with Quadron at Dulwich Park. Second-year student Jaz was selected for a six month apprenticeship with Groundwork. Albert had a trial as a carpenter. Another student, Ryan, has been working part time building and maintaining gardens with professional landscaper Andrew Gleave-Coley. Three students went on to Walworth Garden Farm to study, including Charlie who was given paid work, level 2 qualifications and is now learning to drive. Many students have returned for a second year, or have moved to other colleges.

Six students completed a woodland course with the London Wildlife Trust as well as passing a large range of gardening and employability units. We visited Kew Gardens and had lots of other trips out, even going climbing and making a trip to the seaside. And despite all this we still have enough time in class, improving functional, IT and Employability skills as well as plenty of gardening theory. It's going to be another busy year, so see you in the gardens!

David Curtis

Employment and Recruitment Trainer

Greg Smith

Horticulture tutor

HOSPITALITY Study Programme: The Hospitality course linked well with the events, conferences and training programmes. Trainees got involved in providing a welcoming environment for our visiting clients. In doing so they were able to develop their communication skills, social skills and self-esteem.



Alva Wilson,
tutor.

TEXTILES: FELTMAKING Unit. As well as learning about natural fibres, texture, colour and felt-making techniques this course encouraged trainees to explore, develop and discover hidden creative skills through experimentation. They started off making a mural together and then went on to create individual pieces (scarves, bowls, wallets, and bags) which are now available in the Roots & Shoots shop and can be made to order.

One of Amanda's groups at the allotment and in the shop for Apple Day



Nathaniel Taylor: "I enjoyed hanging out with my friends and having a good time. The funfair was exciting and the food was delicious!"

Bobby Ogogo: "I liked the fish and chips and liked the bumper cars with Greg. I liked the pier. I wanted to go on every ride. I went with Greg on 'The Booster'. It was absolutely scary, but I enjoyed it!"

Alex Poliakoff

"I thought Brighton was amazing. I went on the rollercoaster. I found the restaurant pretty good. The beach was lovely."





Spring arrives in the gardens....

...the compost is turned...

...beds are weeded.

But news also arrives...



The Gardeners go to War

The film that we made for Chelsea 2014 told the story of young gardeners in a 'big house' recruited for the battlefields of the First World War. It also focussed on the role of black gardeners becoming soldiers. Scenes in the tranquil gardens - filmed in Lambeth Palace grounds - are interrupted by a stern recruiting sergeant (*Greg, right*) who sorts them out and marches them off to the European killing fields...



Actors, clockwise: Lisa Grant as a maid; Chris Smith as grumpy head gardener; the whole cast; Alistair Cooke, Lambeth Palace head gardener, inspects David Sawyer and Lisa; 'Corporal' Alex Poliakoff; Producer, Marc Hankins, acting advice for Charlotte Grant from Chris Cronin; Vic Willmott as the 'lord of the manor'.



Charlotte Grant:

"I really enjoyed Chelsea flower show and meeting all the celebrities that were there on the day. I really liked the restaurant Linda took us to"



The garden design was built by the Pennard Plants teams with Linda, Tony, Sarah and David P. To the right of the centre fence was the kitchen garden before the gardeners went to war (neat rows, beautifully labelled), to the left was how it became when the gardeners did not return, with wild flowers, vegetables gone to seed and abandoned cloches.

The trainees attended in costume and the garden received a *silver-gilt* medal. The film can be viewed on the web at:

<http://vimeo.com/95408956>





Disgruntled soldiers...



Acting, film-making, woodworking, market barrow construction, sowing seeds, growing plants and trees, selling to the public, handling money, visits to New Covent Garden Flower Market and Christmas displays at Liberty and Harrods for inspiration... it's always busy at R & S!

CORN QUEENE &



and eccentric effigies....



SCARECROW

Alva's group scared some crows (and others) for the Kennington fruit festival.



Clockwise from top: for a CORN QUEENE you need a lot of corn bundles; Sarah works on her face make-up; her head-dress was made by floristry trainees



Top right the top of the hat that no-one saw! In the Borough Market, complete, very tall, alongside Sarah; on the road to the Globe Theatre; her HANDBAG; waiting for the actors outside the Globe; her hands had rings to be kissed; she needed a lot of support - her bodice made by floristry trainees; her sceptre is a giant squash; her back is well shaped with a fine train; left FINALE: the stage in Borough Market - after the 'Trial of JOHN BARLEYCORN' she will be broken and thrown to the crowd!



Environmental Education

and Events

Walking, talking...



Gill Perkins (no relation) of the Bumblebee Conservation Trust (BBCT) peers into Greg's wild flowers in June. David led a Bee Walk around our grounds and local open spaces as part of the launch day of the BeeWalk programme of the BBCT.



Oliver Goldsmiths Primary



peering and listening

*Chestnuts sprouting where the squirrels plant them. **FROG DAY:** newts and frogs can breathe through their skin - where does the water end and where does the frog begin? A fearsome Dragon (mosquito pupa, under our microscope). **David Bond**, Director, presents his campaigning film "Project Wild Thing".*



APPLE DAY

NOT JUST APPLES!



Valentino's cool jazz, with neighbour, Keith (right)



Sonia, from the Lions part



Westminster Morris

Winston did come - his stories this year were in the new Dragon's Story Den - see the "Dragons and Biodiversity" page.



DRAGONS &



The new Dragon's Story Den began life as mud and concrete spurs followed by the deck floor (*Mario and Clive help, above left*). The main frame is made from sweet chestnut coppice poles from Sussex (*Andy Coates, above*) and was used during the summer with school groups. Re-used cladding is on the roof and walls (*left*).



The front door on its way in and installed with 'hobbit-hinges'. The dragon's fire exit also has oak doors (*below*). The sleeping dragon itself (sculpture by Martha, *also top right*) is waiting for its proper resting place.



And, *right*, ready for story and then full of music, song and smiles with WINSTON on Apple Day.



BIODIVERSITY



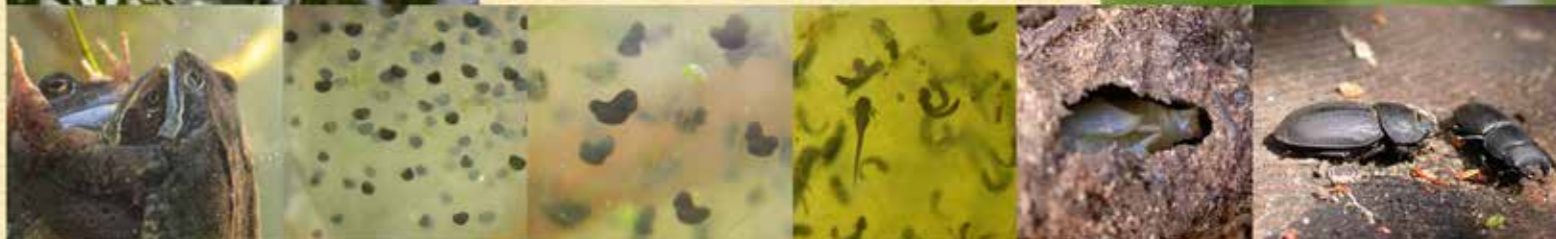
The butterflies and moths recovered a little this year - the large skipper and six-spot burnet moth both returned to breed.



Some lovely bees - *Colletes daviesanus*, the bonny Early Bumblebee, *Bombus pratorum* and the nationally rare mining bee, *Andrena pilipes/nigrospina*.



And my favourite bee, the spring flying Hairy-footed Flower Bee, *Anthophora plumipes*, had a good year. If you annoy a Bumble, of course, it won't sting, it'll just wave a leg at you (*right*) - wave back and let it be. Elsewhere in the garden the miracles of growth and metamorphosis (the real dragon - a dragonfly nymph, *left*, frogs, *below* and lesser stag beetles, pupa in case and adult) continue flowing...



Introducing Issy's and Phillip's new initiative.....



Issy Okonta,
*Bookings and
Office Coordinator*



The Magpie Kitchen

Phillip Costen,
Chef



We have expanded our enterprise to involve the community by introducing the Magpie Kitchen: a social dining, community club that invites residents of Kennington and other local areas for a three-course meal, light entertainment and a great atmosphere. We started The Magpie Kitchen in May and have been gaining in popularity, with sell-out dates. The aim of the project is to create more awareness of Roots and Shoots and appreciation for our star chef, Phillip Costen.



Carlene Johnson & Arfa Shah,
Catering Assistants
Contact: office@rootsandshoots.org.uk
for brochures

Meetings & Conferences...



In just under 12 months we have achieved a 50% increase in room bookings. We have also amended our booking periods to include weekend and evening hire and our events department has gained a new member, Alix Leese, to cover these. Our rooms, with state of the art AV equipment and décor to reflect the natural surroundings of our site, aim to give our clients the best experience. It is great to see our popularity rise within the charitable sector and our clients have been more than pleased to keep coming back. They include WSUP, Natural England, Macmillan, Comic Relief, The Challenge Network, Alzheimer's Society, Nacro, The Peabody Trust, and many more.



'Bees with a hall attached'

This year we hosted quite a few 'bumbles': *below*, Prof. Dave Goulson, founder of the Bumblebee Conservation Trust (BBCT) addresses the Central Association of Beekeepers in their annual Spring Conference on "Are pesticides responsible for bee declines?"
Above, Prof. Michael Usher, Chair of Trustees for BBCT, addresses a meeting of supporters and volunteers (see David's events & wildlife pages).





“Let’s celebrate another 12 months in the enduring story of Roots and Shoots. As Trustees we feel very proud of our achievements. We are part of the team with fantastic staff and volunteers. Above all, we continue to offer a caring and supportive environment for our young students. Their success as individuals or as a group is also our success. We were proud of Ricky Young, a former student winning Young Gardener of the Year in the Gardening Against the Odds competition. We are proud to win at Chelsea Flower Show. We are proud of all our students.”

With thanks to all our Volunteers:

First, our faithful and dedicated Trustees: **Ann Bodkin, Graham Cocking, Glenda King, Michael Mitchell** (Treasurer), **Ian Parker** (Chair), **David Sawyer, Val Stapleton** (welcomed *above* by a canoodling Unicorn), **Vic Willmott**.

Lindsay Swan continues to do that crucial work of promotion, dealing with the press, up-dating the website...we couldn’t manage without her.

Nikki, Brenda, Fan, Christine come to the greenhouse regularly and keep those plants in hand...; **Helena** (top left on Apple Day) helped in the Wild Garden throughout the summer; for Apple Day we were greatly assisted by: **Caroline Birchall** (top extracting honey) and **Sharon Bassey** with partner and - her BEES, **Joe** (and staff) at **Reeds Rains** (left on BBQ); **Andy Howard** (left, “that Apple - it was this big”); **Joe Nunez-Mino** of the Bat Conservation Trust (left);

Martha Macdonald (top right) for lots, including open days and DRAGONS; **Ann Bodkin, Makaela Gilchrist** at **Incredible Edible Lambeth** for setting up the Project Wild Thing film; **Paula, Nathan, Mafido and Ossie** come every Thursday to keep us brushed and tidy; **Clive Watson** and **Mario Valentini** for help on the new Dragon’s Story Den; **Catey Hillier, Ruth and Kurt Geiger, Dinah and Peter Kibby, Winsome.Peggy Dean, Tony Danford, Ian** and **Joe** at **CSV, Bank of America, QBE, London Gardens Network;** **Ella Davidson** and **Mary Jo** for help with schools, the garden, apples, storytelling.....

For Chelsea Flower Show and the film: **Marc, Chris** and **Alex** of **Genesis Flux Productions,** **Angels Costumiers, Shearer Abrahams, Lily** (makeup) **Alistair Cooke**, Lambeth Palace, **Stephen Poliakoff, Annie, Rosie**, and, of course, **Chris, Mike** and **Jane** at **Pennard Plants.**

Annual Review: designed by david perkins, photography by david perkins, marc hankins, issy okonta, sarah, greg and other staff members, Bumblebee Conservation Trust; drawings by sarah wilson.

Statement of Financial Activities for the Year Ended 31 March 2014

	Notes	Unrestricted funds £	Restricted funds £	2014 Total funds £	2013 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	330,454	195,045	525,499	356,537
Activities for generating funds	3	106,231	-	106,231	57,004
Investment income	4	354	-	354	368
Incoming resources from charitable activities					
Sales	5	-	-	-	4,403
Charitable activities		2,427	-	2,427	-
Wildlife Garden		809	-	809	319
Other incoming resources		427	-	427	(2,068)
Total incoming resources		440,702	195,045	635,747	416,563
RESOURCES EXPENDED					
Charitable activities					
Hall hire	6	64,294	-	64,294	-
Charitable activities		400,768	28,405	429,173	419,925
Governance costs	8	4,320	-	4,320	4,200
Other resources expended		-	29,331	29,331	(21,522)
Total resources expended		469,382	57,736	527,118	402,603
NET INCOMING/(OUTGOING) RESOURCES		(28,680)	137,309	108,629	13,960
RECONCILIATION OF FUNDS					
Total funds brought forward		240,682	906,718	1,147,400	1,133,440
TOTAL FUNDS CARRIED FORWARD		212,002	1,044,027	1,256,029	1,147,400

The accounts this year show a deceptively healthy surplus of £108,629; an increase of £94,000 from last year. Deceptive because this includes grants of £180,000 which will be spent on renewing the Study Centre. The core funding to support our students was down £27,000 which was exacerbated by Lambeth Council failing to pay a larger amount due for additional learning support. Hall lettings are up £37,000 to £84,000, following a sustained marketing exercise. This has carried through into 2014.

Balance Sheet At 31 March 2014

	Notes	Unrestricted funds £	Restricted funds £	2014 Total funds £	2013 Total funds £
FIXED ASSETS					
Tangible assets	12	24,673	877,387	902,060	939,615
CURRENT ASSETS					
Debtors	13	69,723	-	69,723	17,539
Cash at bank and in hand		144,180	166,640	310,820	217,346
		213,903	166,640	380,543	234,885
CREDITORS					
Amounts falling due within one year	14	(26,574)	-	(26,574)	(27,100)
NET CURRENT ASSETS		187,329	166,640	353,969	207,785
TOTAL ASSETS LESS CURRENT LIABILITIES		212,002	1,044,027	1,256,029	1,147,400
NET ASSETS		212,002	1,044,027	1,256,029	1,147,400
FUNDS					
Unrestricted funds	15			212,002	240,682
Restricted funds				1,044,027	906,718
TOTAL FUNDS				1,256,029	1,147,400



Overall our income was up £219,000. Our underlying costs were up £125,000 but £50,000 of this was simply the reverse effect of the previous year’s accounting adjustment for depreciation. Increases in the overall salary bill and the costs of maintaining the estate explain much of the rest of the extra expenditure.

Michael Mitchell, Treasurer.

* Vocational training for young people * 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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Charity number: 1064070/0 Co. Ltd. by guarantee 3400781



Roots and Shoots provides training for young people from inner London. We aim to give them the skills and self-confidence that will equip them for work.

Alongside this 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.

