



Roots and Shoots

2015

Training young people to fulfil their potential

Environmental Education for All



This year finds our organisation busier than ever. As well as the many young people coming to Roots to expand their lives we have a constant stream of new and repeat visitors coming for meetings at our premises, both from local charities and from nationwide not-for-profit organisations. We have, of course, our cohort of 23 young people on our Study Programme - keeping busy around the site, attending classes in small groups and taking part in 'in-house work experience' in the gardens and the meeting rooms. Our School Links programme also brings large groups of young people with special needs for weekday classes from three local schools, for exciting day-time activities laid on by Roots and Shoots staff.

Over the past two years we have not been quite so busy in the environmental education programme due to the dilapidated educational facilities available, but this will massively change with the new building to be finished in early 2016. A master plan (*below*) has been developed as part of our Business Plan to develop and enhance the central axis of the site and this work is now in progress with funding in place. The first phase is the new Natural Roots building using the same footprint as the last war-time hut on the site. This will be followed by external hard landscape improvements including a raised bed vegetable garden, compost bins and a reorganised horticultural training area. All these underpinning developments will enable us to capacity build as an organisation. We aim to deliver environmental enrichment beyond the local schools provision into more ambitious collaborations with other environmental organisations and to act as a hub for the local community with evening and weekend events. Fundraising applications are in progress for new staff to implement these changes and further develop our environmental profile in the local and wider community.

We were again very successful at Chelsea Flower Show in collaboration with the Pennard Plants team on another gold medal garden. The BBC featured a short film made at Roots and Shoots about the trainees preparing plants for the show. We received an excellent response from the public at the show and received some very generous donations towards our work. Our extensive garden in the marquee, based on a poem by Kipling, was a great success with Monty Don discussing the garden and with the Queen and entourage visiting and admiring our efforts!

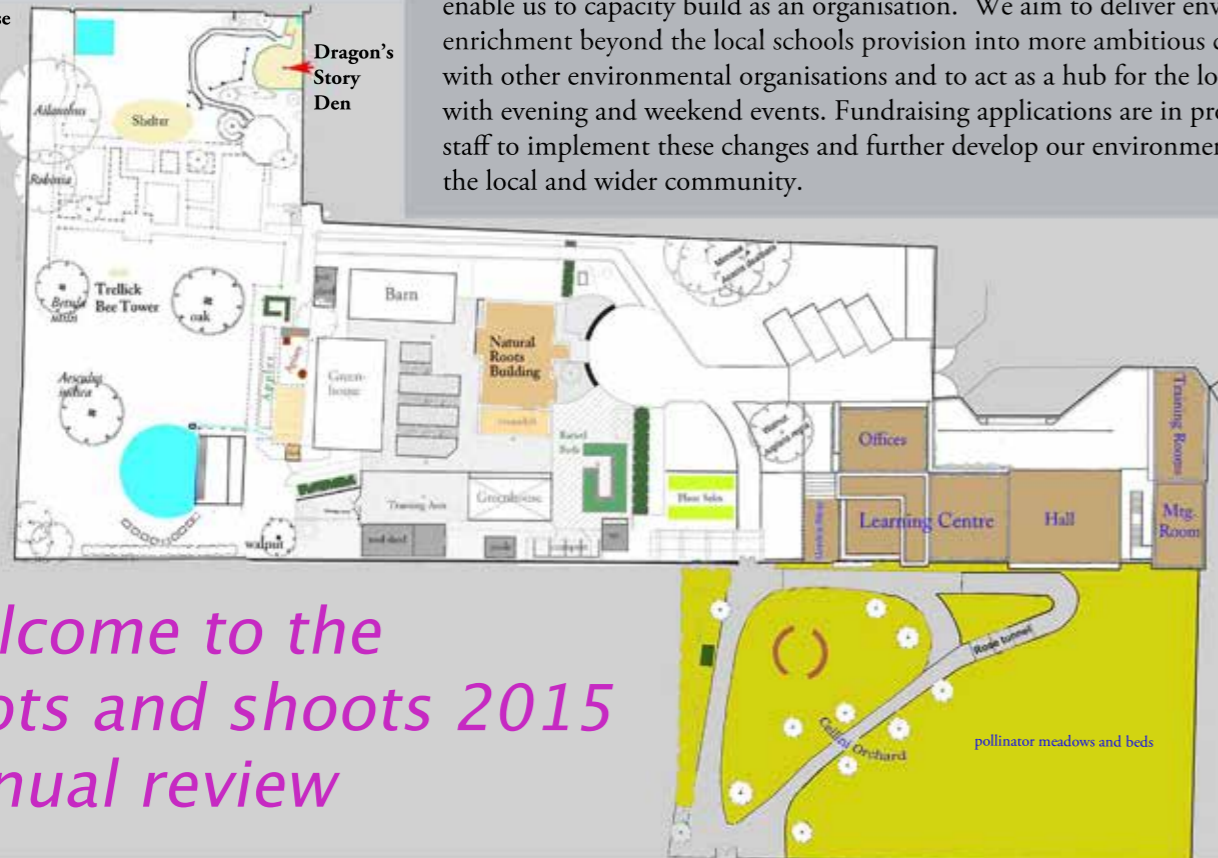
This year has seen considerable change in our staff team. Staff leaving include: Mark Burton (Placements), Sarah Wilson (Learning Support Assistant, giving generously of her many unique talents to support both trainees and staff), Greg Smith (Horticulture Trainer), a skilled and energetic horticulturalist who worked on many community garden projects, Jean Willmott a gifted florist, gardener and teacher and Arfa Shah (Events Support) who has now left to go abroad. All have greatly contributed to the work of our charity. I would also like to thank Winsome Williams for covering for Ginette's maternity leave by struggling to keep us all and the building tidy and clean.



linda phillips, director

We welcome Matt Brownlee - a 'recycled' member of staff - as Placements Officer, Marcus Pindelski (Learning Support), Elaine Fisher, florist and Jane Higginbottom and Chris Jones (horticultural therapists) who are assisting on the School Links programme. We have supported the initiative of regenerating the Flower Garden at Kennington Park as part of a project funded by HLF, Lambeth Council and the Friends of Kennington Park. We employ Stephen Lawlor as Heritage Manager for the park's Flower Garden. As we grow further as an organisation we hope to develop and encourage such collaborations with similar organisations. I would like to warmly thank our long term supporters and volunteers who always come to give their support and especially to John Hibberd and Eileen Collins. Last year they were both interviewed (or should I say grilled) by Ofsted inspectors who wanted proof of our impact on the local community. I am happy to report that the inspectors were most impressed by their response and commitment to Roots and Shoots and we received an excellent report (could it have been down to Eileen's bread pudding....?!)

Paradise Corner



welcome to the roots and shoots 2015 annual review



study programme

Another successful academic year for the cohort of full time students on the **Study Programme**. Each young person here works towards vocational aims, developing Employability Skills for the workplace and improving Functional Skills . There were lots of practical assessments along the way and Maths and English tests sat at the end of term. Our students come from a diverse range of challenging backgrounds and we aim to support them all the way. We are always impressed by the transition from often reluctant starter to engaged learner. The City and Guilds achievements reflected this and individual students have gained qualifications from Entry level to Level 2. Well done!

No two years are the same and when planning and developing our provision, we focus on the needs and aspirations of each young person who comes through our door. We work to encourage resilience, confidence and a can-do attitude. This year we have further increased literacy provision, expanded work placement provision and with corporate and community links have ensured challenging workshops and an enriched and fun learning experience!

school links programme

Our **School Links Programme** has gone from strength to strength. This academic year we are delivering more courses to students from secondary schools every day. We have delivered programmes to six schools so far. **Amanda Rew** and **Alva Wilson** run accredited vocational courses for the programme and new staff **Jane Higginbottom** and **Chris Jones** also deliver courses for our Links Programme. This expanded provision maximises use of the site and brings in further revenue. It is cost effective, adaptable and increases our educational profile.

education team update

A sad goodbye but a big thank you to **Jean Willmott**, a fabulous, hard working and fun colleague of four years, to **Greg Smith**, Horticulture Trainer for six years and **Sarah Wilson** (Additional Learning Support). **Jean** taught and assessed across disciplines, established our Floristry course and developed on-site placement work. Some students achieved City&Guilds Level 2 Floristry, which is excellent. After 20 years of teaching Jean has decided it's now time to focus on her own Floristry and Horticulture business. Work Placements might be coming your way Jean! **Greg Smith** delivered Horticulture Skills for six years, training and assessing across a range of practical units using and maintaining our site including the beautiful Lambeth Walk Community Wildlife Garden. He worked hard supporting trainees with off-site work in challenging real-life environments such as Kennington Park and other private/community gardens. He maintained contact and supported ex-trainees in work or apprenticeships and would always welcome a familiar face dropping in to say hello or seek advice. Greg is now focusing on a full-time horticulture post and further RHS qualifications. Expect to see more creative gardens around town! Thank you both for being a part of our team. A big **hello** to five new members of staff: **Matt Brownlee** is responsible for student recruitment and placements and heads up fun Employability Skills activities to keep young learners on their toes! **Elaine Fisher** is our new and very experienced Floristry trainer. **Marcus Pindelski** is our new additional learning support focussing on working with groups and individual students on the Study Programme. **Jane Higginbottom** and **Chris Jones** deliver courses for our School Links Programme. Finally a big thank you to familiar teaching staff **Angela Berrado**, **Alva Wilson**, **Amanda Rew** and, of course, admin officer **Kerry Hill**. They really are a super team!

matt, angela, marcus, kerry



life...

We were very happy to catch up with Ashley Yeo who attended in 2009 – 2010:

What did you study while you were at Roots and Shoots? Functional Skills, Maths, English.

It helped me a lot, I changed as a person and it helped me become more confident and make friends. I enjoyed everything, the atmosphere, the students and especially the support from the teaching staff. I remember going on allotment visits and looking forward to that each week.

How did R&S support you? Before I came to R&S, I was up and down, living in hostels.

I was referred by a housing officer and I remember feeling very nervous and didn't know what to expect. When I had problems R&S helped me focus and settle in.

What are your lasting memories? Preparation for Apple Day - a great event.

Would you recommend Roots to other young people? If so why? Definitely – good social network.

Do you stay in touch with anyone from 2009 -2010? Yes, Carlene, Matthew, David (Carlene now works at Roots as Catering Assistant).



*ruth
mitchell,
education
manager*





Greg's group also got involved with 'up-cycling' - the renovation of an old Lambeth Walk market barrow, used through the year for displaying plants for sale.



upcycling...

retail skills

It's been an exciting year for *Retail Skills* trainees. As well as learning invaluable skills in retail such as customer services, working effectively as a team and visual merchandising, they started up-cycling abandoned furniture restoring and hand painting them beyond their former glory. The shop now stocks their creations and has had another re-vamp to keep up with their innovative ideas. Travis Morgan and Alex Poliakoff achieved level 2 certificates in Retail, other trainees got level 1.

Lansdowne School, visiting for 'employability' in City and Guilds worked exceptionally well this year. They were in the fore-front with the up-cycling project and worked effectively in a team on the 'Mondrian project' - an eye-catching dressing table using primary colours. It's available for sale among other goodies like felt works, handmade soaps, cards and much more. Lastly, *Turney School* have also been coming up with innovative ideas, fusing art, craft and horticulture and producing saleable products for the shop.

As always the course enhances trainees' self-esteem and inter-personal skills, so whether you are practical, creative, or not too sure what you want to do as yet, this course helps you to develop hidden talents and adapt the skills you already have.

alva wilson



right: The floristry team at Chiswick House where they assisted in the preparations for the Camelia Show, still on Chiswick House website <http://www.chgt.org.uk/index.asp?PageID=578>. Other creative work included table decorations for Maggie Kitchen and other events, nosegays for Chelsea Flower Show visitors and very successful Christmas wreath sales.

floral design

right: design by Amy
below: Elaine, new floristry tutor and team work on a hat for the Corn Queene



jean willmott





greg smith
amanda rew

mini wheat field at Roots and Shoots

horticulture



new bed for a neighbour



allotment work and healthy eating

cool trips...art at tate...



...hanging out in brighton

The Glory of the Garden

The garden this year was designed by Tony Danford and Linda Phillips. Celebrating Rudyard Kipling's 150th birthday it took his poem "The Glory of the Garden" and the Edwardian inspiration of Harold Peto's pergola at West Dean to create a beautifully integrated garden. Relaxed Jekyll-style planting on one side of the pergola was complemented by Pennard's perfect kitchen and herb garden on the other side: the perfection achievable through the hard work of "...the gardeners, the men and 'prentice boys..."



l-r: the plans, Tony Danford with Bob Johnson; building with Chris and Mike (Pennard Plants); Sarah, Joe Maher & team; Sarah, Ágnes Knoll and Linda planting up.

chelsea
flower
show
gold
2015



A film by the BBC showed trainees preparing for the show and reading Kipling's poem



Trainees at Chelsea l-r: in the BBC coverage; Amy makes a posy for the Queen; enjoying the show; talking to the public about Roots and Shoots.



apple day



corn dollies with Sonia on Apple Day, preparing the wheat and making a hat for:

the Lions part's October Plenty & THE CORN QUEENE



apple tales: at the national collection (Brogdale) collecting apples; part of the displays; Andy Howard telling lots of tales; child labour on the apple press; David's tales; apple sales.



Keith and his musical dragon!



Good retail experience and Valentino's Jazz Band.



onto the market trolley and out into the streets.

Finally, surveying her subjects for the players' performances.



at Borough Market: stringing veg; Sarah makes Queene's fan; dressed but needs hair...



...getting a hair-do...





The lovely little mining bee *Andrena haemorrhoa*, left, pollinating our apples. Above, the wool carder bees had a great year with males defending territories all through the summer and many females gathering nest material (*Stachys byzantina* hairs are gathered into a ball between her legs). In Greg's meadows the bumbles did very well foraging as did the tiny *Hylaeus* on the waxy, yellow *Fremontodendron* flowers. In fine weather, *Heriades* females (here on common fleabane) were building their nests well into October.



pollinators...

biodiversity...



In March at spawning time the pond was already low (left). The frogs, however, returned in force with at least 400 males and a good number of females laying. The spawn covered most of the area of the pond (the tawny coloured clouds in the water).

ponds...



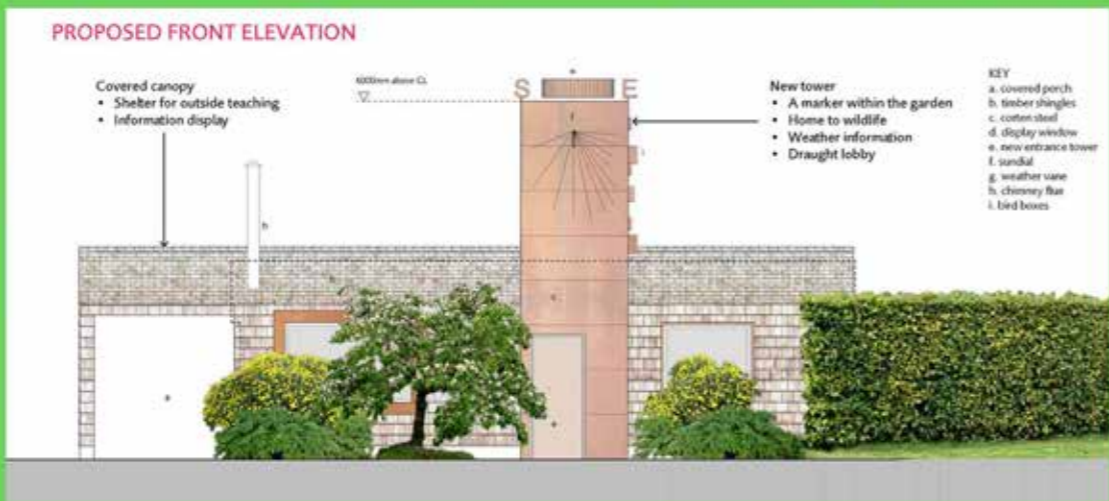
It has been a strange year for the wildlife of Roots and Shoots. Contrary to the rest of the country London has been very dry for most of the year with long spells of sunny weather. This had serious consequences for the ponds but gave our many bees lots of good nest-building time. The many hundreds of froglets made it out of the large pond before it all but dried up - but the young newts would not have fared so well, being a little later in their timing. The butterflies (for example, holly blue and little skipper, below) also had quite a good year, though the grasshopper and cricket populations have still not recovered. The many bees also attracted their parasites - such as the bee fly (far right) which drops its eggs close to the nest holes of our tawny mining bees so that its larvae can creep in to consume the bees' larvae.

and parasites...



david perkins





The last war-time building on site - the old Wildlife Garden Study Centre and once the main training room and office, is gradually dismantled. A pre-fab of linked concrete slabs of the sort used in WWII, it was probably erected in a very similar way during the war. The shingle-clad new building will be warmer and more efficient and will enable the environmental education programme to resume. This will be called the **Natural Roots Programme**: “sheltering small creatures and learning about them together”.

A new apiary is also planned. It will be a more open space with a wall of reclaimed stock bricks hosting a ‘bee bole’ - an arched recess containing a skep. A log hive (bottom left) built by Matt Somerville will show how honey bees live in the wild. It will be a ‘heritage apiary’ to accompany a project growing heritage food crops.



environmental education



What another fantastic year, with over 40 charities and other organisations booking and enjoying our services. Our aim was to connect with our service users in a way no other venue does, by offering superb lunches, beautiful spaces and surroundings and providing an excellent customer service. We are so happy to be receiving such excellent feedback from **Macmillan, Comic Relief, Natural England, Peabody Trust, NHS Lambeth CCG** and we welcome our new clients such as **British Lung Foundation, Healthwatch Lambeth, Anglophiles Academic** and many more. A massive thanks to all of our users in the past year, as their support has helped to increase our revenue by 80%.

Our Clients and local residents have also enjoyed the success of **Magpie Kitchen**, which celebrated its 1st year anniversary in May 2015. Attendance has doubled since we started in 2014. Praise goes to our talented chef, **Phillip Costen**, who provides a speech at the end of each meal describing his thought processes in creating an exciting menu each month (for example for a Burns Night Supper, a Persian Love Feast, tributes to Elizabeth David and for Oktoberfest). We are happy to be recognised as a professional social dining club in the area, and hope that our guests have enjoyed the past year. It’s a team effort - we couldn’t manage without our catering assistants, **Carlene Johnson** and **Constance Mabiala**. The cleaning back-up - **Winsome Williams**, covering for **Ginette Biampondou** and behind-the-scenes premises manager, **Alix Leese**, complete the picture that ensures our good service.

magpie kitchen and hall events

Hi there

I worked as the facilitator for a charity’s training day yesterday (29 Oct) and I wanted to thank you for a superb day. The room was really good but the support from staff throughout the day was excellent. Staff were helpful, friendly and responded to all our needs. The food was excellent and the variety at lunch time really made the day. I visit a lot of different venues and this is one of the very best I have ever used

*Thank you so much.
Kind regards,
Jane Gammage*



issy okonta



phillip, carlene, constance





with gratitude to all the wonderful folk who work and volunteer at roots and shoots:

“Roots and Shoots owes so much to our Funders, Friends and Volunteers. Without such back-up for our dedicated staff our young people and our wider communities could not continue to benefit from our wonderful site.” *ian parker, chair of trustees*



This year we, along with many others who owe so much to him, lost **Clive Watson** to cancer. He helped David re-establish bee hives in the Wildlife Garden back in 2000 and contributed in so many ways other than bees over the years. The re-designed apiary will be dedicated to him. We definitely miss him.

For **Chelsea Flower Show** our thanks to: **Pennard Plants**, (*Chris, Mike and Jane*), **Joe Maher + team** (construction, break-down), **Bob Johnson, Tony Danford** (design, construction, planting), **Ágnes Knoll** (planting), **Sarah Wilson** (artist, planting), compost donation, **Bord di Mona, London Gardens Network**.

Weekly volunteers: **Nikki, Brenda, Christine, Fan; Martin Lawlor, Tess Robson, Ruth Cracknell** (Wildlife Garden); **Paula, Nathan, Mafido and Ossie** (every Thursday, on the dot).

On **Apple Day**: **Maggi and Raymond, Meredith, Andy Howard of The Heritage Fruit Tree Company, Joe Nunez-Mino and colleagues at the Bat Conservation Trust, Ella Davidson**.

Also to: **Elizabeth Parker, Libby Kinmonth, Nicola and John Sallis, Catey Hillier, Prim Campbell, Lindsay Swan** for marketing and other assistance; **Ian Carruthers** (Volunteering Matters - organising corporate volunteer groups).

Special thank to **Corinne Edwards** (and to her guide, **Sharon**) from David and the Bees.

our faithful trustees are:

Ann Bodkin, Graham Cocking, Glenda King, Michael Mitchell (Treasurer), **Ian Parker** (Chair), **David Sawyer, Val Stapleton, Vic Willmott**

Very special thanks to **Sarah** and **Mary Jo** for a variety of skills and assistance; and to **David and Gayle Whittingham** for lots of reliably beautiful apples.



We are very grateful to **James Coleman** for his help in re-designing our website.



Statement of Financial Activities for the year ended 31 March 2015

	Notes	Unrestricted funds £	Restricted funds £	2015 Total funds £	2014 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	302,254	5,133	307,387	487,764
Activities for generating funds	3	237,429	-	237,429	143,966
Investment income	4	571	-	571	354
Incoming resources from charitable activities					
Sales		13,235	-	13,235	2,427
Charitable activities		9,000	-	9,000	-
Wildlife Garden		-	-	-	809
Other incoming resources		1,489	-	1,489	427
Total incoming resources		563,978	5,133	569,111	635,747
RESOURCES EXPENDED					
Charitable activities					
Hall hire	6	88,948	444	89,392	64,294
Charitable activities		393,480	31,783	425,263	429,173
Governance costs	8	4,080	-	4,080	4,320
Other resources expended		-	29,331	29,331	29,331
Total resources expended		486,508	61,558	548,066	527,118
NET INCOMING/(OUTGOING) RESOURCES					
		77,470	(56,425)	21,045	108,629
RECONCILIATION OF FUNDS					
Total funds brought forward		212,002	1,044,027	1,256,029	1,147,400
TOTAL FUNDS CARRIED FORWARD		289,472	987,602	1,277,074	1,256,029

pk accountants
www.ppk-accountants.co.uk

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



“I am delighted to report another surplus, albeit a smaller one of £21,000, this year. We saw a significant increase in core funding and additional learning support of £84,000, whereas last year our income was boosted by £180,000 of one off grants which are going towards the construction of the new environmental education centre.”

michael mitchell, treasurer

Balance Sheet at 31 March 2015

	Notes	Unrestricted funds £	Restricted funds £	2015 Total funds £	2014 Total funds £
FIXED ASSETS					
Tangible assets					
	12	23,291	848,055	871,346	902,060
CURRENT ASSETS					
Debtors					
	13	66,616	-	66,616	69,723
Cash at bank and in hand					
		247,109	139,547	386,656	310,820
		313,725	139,547	453,272	380,543
CREDITORS					
Amounts falling due within one year					
	14	(47,544)	-	(47,544)	(26,574)
NET CURRENT ASSETS		266,181	139,547	405,728	353,969
TOTAL ASSETS LESS CURRENT LIABILITIES		289,472	987,602	1,277,074	1,256,029
NET ASSETS					
		289,472	987,602	1,277,074	1,256,029
FUNDS					
Unrestricted funds					
	15			289,472	212,002
Restricted funds					
				987,602	1,044,027
TOTAL FUNDS		289,472	987,602	1,277,074	1,256,029



MyBnk workshops provide innovative ways of teaching trainees how to manage their money. From simple budgeting and avoiding personal debt to how tax is spent by governments the workshops use high impact teaching methods to *make money fun!*

*review design david perkins
photography dp, narin kilich, sarah watson, other staff*

* Vocational training for young people * Environmental education for schools and the wider community

*school links programme * urban biodiversity, sustainability and conservation action

* Small conference/meeting/training centre for hire * Events and Exhibitions

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Walnut Tree Walk, Lambeth, London, SE11 6DN

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.



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



THE PETER MINNET TRUST

London Gardens Network

LandAid
THE PROPERTY INDUSTRY CHARITY

uniting to help
disadvantaged
young people



Supporting communities



Education
Funding
Agency