

Roots *and* Shoots



2016

Environmental Education for All
Training Young People to fulfil their Potential



Annual Review 2016

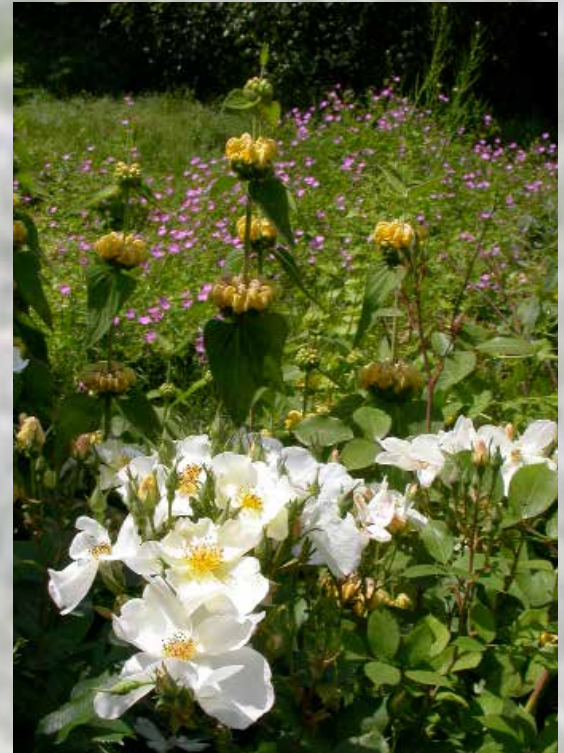
This year has been both a productive and transformative year for Roots and Shoots with the building of our new environmental education 'Natural Roots Building'. We were most fortunate in having a skilled project team of building professionals led by Ian Parker (Chair) and especially our talented builder, Nathan Beard. This new building will provide a focus for our environmental education and 'green' educational services to children and young people as well the local community and provide a marvellous resource for our organisation over many years to come. The new external landscape is still in the process of being rebuilt and refurbished to provide more gardening and educational facilities, ready for Spring 2017.

This year has also seen the reorganisation of our Study Programme for young people following the departure of Ruth Mitchell (Education Manager) - we wish her well for the future. To provide further opportunities and support for our students we have appointed Matt Brownlee in the new post of Operations Manager and Angela Barredo as Education Lead and Training Manager, thereby expanding the pastoral support services that underpin the positive educational and vocational training experience for our young people. We now have 30 students on our educational programme plus 60 pupils attending on a weekly basis from local secondary special schools as part of our School Links Programme, making Roots and Shoots a very busy place indeed.



Volunteers are an important part of our work as a charity especially since we have a small staff team and we have a very large site to maintain. We are most grateful to our core volunteers who attend on a weekly basis and also the corporate teams of up to 30 people who come to volunteer for a day and undertake tasks such as painting, garden maintenance and general refurbishment of the site. Not only do the teams work very hard they also come with funding to pay for materials and tools, we always ensure they have fun and appreciate how their actions benefit for our charity. Projects this year have included the refurbishment of the terrace to use as a meeting space for staff, the deep-cleaning of the carpets and paintwork in our hall and classrooms, painting our large metal gates and reorganising the greenhouse and potting shed.

We are also grateful to all our trustees who voluntarily give their time to support our charity, with a special thank you to Ian Parker who is standing down from the role of Chair after five years. Ian has always been incredibly supportive and has lent his invaluable knowledge and experience in regeneration, ethical building, project costings and human resources to all the deliberations and actions of the trustee board. We are immensely appreciative that he has agreed to stay on as a trustee and continue to provide much valued support to Roots and Shoots.



Linda Phillips MBE, Director
consults Nathan Beard, builder

Each year Roots and Shoots faces continuing challenges like most organisations. Providing education and support to young people outside of the mainstream is fraught with complicated rules and tick box systems. Our aim has always been to provide the best environment we can for the young people who come here, but also for all our members, our supporters and visitors. The 2015/2016 year was difficult financially due mainly to EFA contracting. We had to ensure the Board and the staff team communicated well, made clear decisions and kept a focus on our direction. We saw the completion of the new environmental education building, the beginning of a new and better relationship with local schools, the Magpie Kitchen going from strength to strength, all of which represent in part the diversity of activities which we need to have for progression. We have a plan. We have a strong Board and a good mix of skills and experience, and an excellent staff team led by Linda, which is vital to our future success. Thank you to everyone for your continuing support.



Ian Parker, Chair



the NATURAL ROOTS BUILDING



Ian Parker, Chair, (right) addresses the gathering of other Trustees, Friends, architects and funders at the opening party.

Kurt (left) works on the paving around the building in time for the opening.





The old Wildlife Garden Study Room is dismantled in sections - by hand - much as it would have been built during WWII (October 2015). The construction stage moved rapidly on with the scaffolding coming down in early April 2016. The interior is lined with birch ply and floored with oak. The large teaching area reflects the value of the original building in its proportions: a generous flexible space easily set up for schools, microscope workshops, storytelling sessions, exhibitions, environmental courses and meetings. The tower 'porch' with its hollow interior has potential to be a 'bat tower' and the large 'Nature Window' (*right*) is now filled with natural objects - nests, skulls, dead beetles, dehydrated frogs....



The building was formally opened in June by Liz Peace, Chair of LandAid, our main funder for the building.



the STUDY PROGRAMME

2016 has been a very full year with some notable changes. As the Annual Review is written we can proudly say that our Full-time Study Programme is full. We have 30 students attending well and making excellent progress. This is a wonderful achievement by all staff and a reflection of how accessible and engaging the programme has become. It proves we are a high quality training college that gets results. We have recently expanded our provision to offer more support and intervention, with a new **Job Coach, Speech and Language Therapist** and **Counsellor**. Students benefit from a wealth of expertise with professionals who are passionate about developing young people.



This year only a small number of students graduated in July as many continued for a second year of study. This second year is priceless for many who have settled into their learning and are making rapid progress towards their goals. Those who left had a variety of destinations, including paid work in retail outlets, volunteering for sports clubs and continuing education at Lambeth and Southwark College. All our learners have worked hard to achieve City and Guilds Level 1 vocational awards and certificates for Retail Skills, Horticulture or Floral Design. Some students did two vocational strands and gained qualifications in both. Alongside this they all gained awards in Employability Skills and built on previous achievements to pass higher level English, Maths and ICT exams ranging from Entry 1-Level 2.

This year we have developed a third year programme for mature students who are able to take on more responsibilities. Ryan becomes our new Horticulture Technician whilst Tayla is focused on developing her skills in hospitality. Carol is equally adept at both!

The **School Links Programme** has also expanded and we are delighted to welcome both old and new friends from Lansdowne, Highshore, Rainbow School and Turney (their work at Roots can be seen here:

<http://turneyschool.co.uk/2016/11/06/year-11-turney-students-college-work-at-roots-shoots/>). Each week over 60 school pupils take part in a range of important qualifications in Employability, Science, Life Skills, Horticulture and the Environment. The buzz at Roots has been brilliant and we look forward to a fantastically productive academic year in 2016-17.

Also looking ahead we are proud of new partnerships with a range of organisations. Toucan Employment and United Response are both strong and client focused organisations who, like us, want to raise the profile of employment in the community and find people jobs! In September this year 'Branching Out' was our first event to kick-start this ambition to link employers with job seekers. If you couldn't attend we hope to welcome you to our next event in 2017 - watch this space! We are excited to be working more closely with Morley College, giving students at both Roots and Morley opportunities to access our respective great resources.

retail training

'fashion show' - includes the catwalk/waiting to go on/questioning identity





boxing workshop



and at the velodrome

How do you know but every Bird that cuts the airy way,
Is an immense world of delight, clos'd by your senses five?

WILLIAM BLAKE, RADIO & ROOTS AND SHOOTS



The cistern contains; the fountain overflows
One thought, fills immensity.

At the start of the year we were invited to take part in the making of a new play for Radio 4 exploring life in London in the 21st century and the work of William Blake. David devised several workshops using 'William Blake's Paradise Corner' in the Wildlife Garden, video, songs and a Blake Walk around local streets (what it might have been like to have to guide Blake, returned from the past, around the Lambeth that he lived in). Jeremy Mortimer, Director (left) led a stimulating discussion with Tim Wright (playwright) and Hannah Newton (producer) joining us in the Wild Garden to consider some of Blake's ideas and thought: a project of philosophy, poetry, song, social history and politics.

making frames for hives at BeeUrban

'champs games and hanging out' at roots



WORK EXPERIENCE PLACEMENTS/enrichment

At KPMG

2016 was a good year for work placements. Students carried out individual and team based placements at various organisations. Ryan teamed up with the caretaker at Ethelred Nursery and is helping them with various site tasks. Following a group visit David and Zuzanna are helping Barnaby at the wonderful BeeUrban in Kennington Park. This is a great opportunity to work directly with members of the public and carry out all sorts of tasks, including to create a viewing platform by the pond! We were lucky enough to have met Arti, the Customer Service Manager at Lambeth Council, who has kindly supported a number of students working as Digi Buddies. This challenges students to interact with local residents and use their technological skills at the same time. On-site placements in the kitchen continue and Sophia has worked very well with kitchen staff Constance, Carlene and Philip, helping to prepare the rooms for events. She particularly enjoyed a rowdy 75th birthday party! The importance of these work placements cannot be emphasised enough. We're always on the lookout for individuals and companies who can give our students a chance!



To make the learning more practical, teaching is embedded at various settings out of the classroom. This includes our Rosendale Road allotment and at Kennington Park; also visits to Hampton Court Flower Show, The Camellia Show, Imperial War Museum. Part of our enrichment programme includes Fire Awareness training and First Aid training – so we know who to go to in an emergency! As well as Money Management workshops with MyBank, yoga sessions, football coaching, Boxercise and Art Club. But achievement is not just about formal qualifications. For some, attending regularly and improving time management or journey planning and travelling to college independently, or interacting socially with peers and adults is sound progression.

David Green at his work placement.

Students Ryan and Sophia impressed at this 75th birthday party!



dexterity, focus



FLORAL DESIGN

This course develops a range of skills and abilities in the students. As a creative, technical and goal-oriented practice it provides beautiful additions to Magpie Kitchen events, conferences and special occasions.



products and care



planning, decision making



discussion

in the GARDENS...



'green woodworking'

2015 - 2016 horticulture trainees took on the job of renovating a private front garden, ongoing maintenance work at Roots and Shoots and planting up, harvesting and renovating areas of the Rosendale allotment. We also had time for cooking – soups mainly – with additional veg grown by the trainees thrown into the pot! We also harvested lavender at Vauxhall Park, stripping flowers off stems and distilling lavender oil. Additional trips out have included cycling with Wheels for Wellbeing at Herne Hill Velodrome. Starting with a small group of 4 we have built up to 9. They are working towards a City and Guilds Qualification in Horticulture.

In the Wildlife Garden the 'hazel bench' was designed and built by David, Sarah and trainee Mario. Using hazel poles cut from the coppice area by the pond, Mario learned to plan, measure, cut with saw and chisel, joint and bolt poles together to achieve an attractive, stable and strong bench. By May, roses, hazel saplings and lemon balm surrounded it.



Amanda and Bob take a break with trainees at the shed

at the allotment



sweet peas



harvesting lavender



mulching the *Cellini* apples



in the greenhouse



APPLE DAY

Apple-y stuff: the trainees brought home 70 varieties of apple from the national collections at **Brogdale** in Kent; another 17 came from **David and Gayle's** orchard in Wales and 15 from **Pennard Plants** in Somerset - putting our show over the 100 varieties once more. **Andy Howard's** trees, the hand pressing, apple bobbing and peeling tricks completed the apple picture.



Non-apple-y stuff also saw over 600 visitors enjoying: the strange tales of



Roald Dahl's lost words with the **Imagination Seekers**; **Crumbucket** the Mechanical (and musical) Dragon (with **Keith**); jazz from **Valentino's** and songs for weans from **Ruby Rhymes**; regulars, **Sonia** with her corn dollies, **Corrine** with her bee jewellery,



Sharon and her bees, goodies from **Mojo**, **Mrs Gent** and **Betty Severn** (every year!)



& the CORN QUEENE!



Apple Day is the first major event in the Roots calendar for which our Retail Trainees can work. They re-stocked the shop after painting, making new displays and getting good customer experience on the day itself. Two weeks later they assisted with the early stages in the construction of the Corn Queene at Borough Market. We have built this ten-foot high effigy of harvest and fertility annually for the last twelve years as part of a street theatre festival "October Plenty", run by the Lions part. David and Sarah lead the construction team with volunteers, trainees and the assistance of Borough Market staff.

The Queene at an early stage. Once lifted onto our market barrow, she is *very* tall.



The procession from the Globe Theatre along Bankside drew bigger crowds than ever. Back at the Borough Market she presides over the dramatic goings on until she is finally 'stripped' and thrown to the crowds!





During the works for the new education building the majority of school visitors have been smaller, early years groups. Here, children from Henry Fawcett didn't let the rain stop them, Ethelred Nursery and Children's Centre were regular visitors and Salusbury World groups visited the bees.

Bringing small humans into close contact with small animals is a prime aim for the Wildlife Garden. But then, large humans also need to be brought down towards the small - converting the adults to the mini-beast is as important (note the standing legs at the back *bottom right*). Seeing clearly, then asking and learning, and so perhaps understanding, leads us all to value and care.



HUMAN



A year of mixed fortunes in the Wildlife Garden: it was a good apple blossom year pollinated by the hairy-footed flower bees; the three mason bee species (Red Mason Bee, *left*) also did well at the Trelick Bee Tower. There were four wasp nests on site so the parasitic hoverfly *Volucella*, (*lower left*) did well, too. The Orange tip, *bottom*, stayed a while as did an Essex Skipper, but butterflies and moths are still scarce. Despite a showery May, the dry year meant the pond level struggled. The frogs performed just as well, regardless.



NATURE



the dragon's brambles



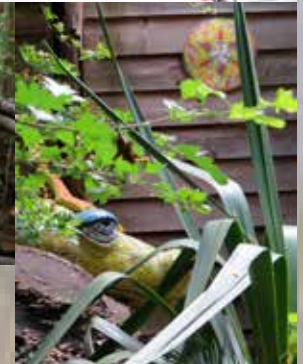
“Roots and Shoots - an amazing resource. There was a wonderful wildlife garden and ‘wild’ community garden. It has a strong volunteering base that was very evident from our visit and is developing with the nearly completed construction of the schools resource centre. The staff were knowledgeable and enthusiastic and we had a fascinating insight into some of the more unusual bee species at the site and their parasitic wasps. The dragon story space was an incredibly creative and wonderful combination of art in the landscape and interpretation of the natural heritage of the site.”



magic keys!



to the den... first glimpse...



open the dragon's door...

guardian of the well



Bats for the tower... if we make custom-built bat boxes (Mario again) for the new tower (using the wood of the new building), perhaps our local pipstrelles will come to rest....

HALL EVENTS



Over the past year we have improved our services to charities and other organisations, making us a favourite for room hire. We have received great feedback from, for example, Friends of the Earth, Macmillan, Leonard Cheshire Disability, Nacro, Natural England, Peabody Trust and Lambeth Council. New clients such as Overseas Development Institute, British Lung Foundation and others are very welcome. We hope these and other new organisations will enjoy our surroundings and services in the coming year.

Floral displays for the hall by trainees



& MAGPIE KITCHEN

The Magpie Kitchen celebrated its 2nd Year in May 2016 and we are still going strong. A fantastic way to gather the community together and enjoy a three course meal. Since then, The Magpie Kitchen has also hosted some private events and is becoming a favourite for parties and social dining. Thank you to all who continue to support us.

I just wanted to say how very much our group enjoyed the Roald Dahl supper and all the thoughtful touches the team put into the event. Many thanks

Nicola F.



Issy Okonta, Admin; Phillip Costen, Chef;
Carlene & Constance, Catering Assistants.





Old Friend John
Hibberd at 2015 AGM

Our STAFF, TRUSTEES, VOLUNTEERS and FRIENDS

- our **Community** - is how Roots and Shoots has survived all this time. Not one person - all. The **full-time staff** are: **Linda Phillips** MBE, Director; **Issy Okonta**, Events and Office Administrator; **Kerry Hill** Administration Coordinator; **David Perkins**, Environmental Education and Gardens; **Matt Brownlee**, Operations Manager; **Angela Barredo**, Education Lead and Training Manager; **Andrew Scott-Bolton**, Admin. Support; **Marcus Pindelski**, Learning Support Assistant; **Sarah Wilson**, Learning Support Assistant, Gardener. The **part-time staff** are: Magpie Kitchen: **Phillip Costen**, Chef; **Carlene Johnson**, Catering Assistant; **Constance Mabiala**, Catering Assistant.

Lila Veltze, Retail Skills Tutor; **Anita Gwynn**, Functional Skills Tutor; **Elaine Fisher**, Floral Design Tutor; **Amanda Rew** and **Bob**, Horticulture Skills Tutors; **Jean Willmott**, Employability Skills Tutor; **Joe Brand**, School Links Tutor; **Jane Higginbottom**, School Links Tutor; **Achille Louthe**, 1:1 carer; **Nancy Gilini**, Speech and Language Therapist; **Yannick Masozera**, Specialist Job Coach; **Leila Bakkali**, volunteer tutor; **Ginette Biampondou**, Cleaning.

Our wonderful **Trustees** are: **Ann Bodkin**, **Graham Cocking**, **Glenda King**, **Michael Mitchell** (*Treasurer*), **Ian Parker** (*Chair*), **David Sawyer**, **Val Stapleton**, **Vic Willmott**.

Our sincere thanks go to all our volunteers in the past year (some for many years):

Tony Danford, **Prim Campbell**, **Lindsay Swan**, **Brenda Faulds**, **Kurt and Ruth Geiger**, **Pat Mcgloughlin**, **Ricky**, **Raymond Alli**, **Elizabeth Parker**, **Diana Ross**, **Katherine**, **Nathan**, **Mafido** and **Ossie**;

Corrine and Sharon with the Bees; **Blod and Greg**; **Darren**, **Ian Carruthers**; in the gardens and greenhouse: **Brenda**, **Nikki**, **Christine**, **Fan**, **Martin**, **Poppy**, **Fabiana** and **Mike**; for Apple Day: **David and Gayle Whittingham**, **Chris**

at Pennard Plants, **Andy Howard**, **Maggi**, **Georgia** and **Klaudia** (photography); for help with the website: **James Coleman** and for help with many things: **Mary Jo**.



part of the market barrow reconstruction team:
Sarah, Ryan, Poppy.

**Statement of Financial Activities for
the year ended 31st March 2016**

	Not es	Unrestricted funds £	Restricted funds £	Total 2016 funds £	Total 2015 funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	292,150	-	292,150	307,387
Activities for generating funds	3	256,135	-	256,135	237,429
Investment income	4	804	-	804	571
Incoming resources from charitable activities					
Sales	5	-	-	-	13,235
Charitable activities		3,521	20,985	24,506	9,000
Other incoming resources		<u>714</u>	<u>-</u>	<u>714</u>	<u>1,489</u>
Total incoming resources		<u>553,324</u>	<u>20,985</u>	<u>574,309</u>	<u>569,111</u>
RESOURCES EXPENDED					
Charitable activities					
Hall hire	6	-	-	-	89,392
Charitable activities		625,060	-	625,060	425,263
Governance costs	8	<u>4,200</u>	<u>-</u>	<u>4,200</u>	<u>4,080</u>
Other resources expended		<u>-</u>	<u>29,331</u>	<u>29,331</u>	<u>29,331</u>
Total resources expended		<u>629,260</u>	<u>29,331</u>	<u>658,591</u>	<u>548,066</u>
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS					
		(75,936)	(8,346)	(84,282)	21,045
Gross transfers between funds	15	<u>160,532</u>	<u>(160,532)</u>	<u>-</u>	<u>-</u>
Net incoming/(outgoing) resources		<u>84,596</u>	<u>(168,878)</u>	<u>(84,282)</u>	<u>21,045</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>289,472</u>	<u>987,602</u>	<u>1,277,074</u>	<u>1,256,029</u>
TOTAL FUNDS CARRIED FORWARD		<u>374,068</u>	<u>818,724</u>	<u>1,192,792</u>	<u>1,277,074</u>



Fruits of the year: *big* quinces from the tree outside the Natural Roots Building

Balance Sheet at 31st March 2016

	Not es	Unrestricted funds £	Restricted funds £	Total 2016 funds £	Total 2015 funds £
FIXED ASSETS					
Tangible assets	12	146,040	818,724	964,764	871,346
CURRENT ASSETS					
Debtors	13	45,034	-	45,034	66,616
Cash at bank and in hand		<u>226,042</u>	<u>-</u>	<u>226,042</u>	<u>386,656</u>
		271,076	-	271,076	453,272
CREDITORS					
Amounts falling due within one year	14	(43,048)	-	(43,048)	(47,544)
NET CURRENT ASSETS		<u>228,028</u>	<u>-</u>	<u>228,028</u>	<u>405,728</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>374,068</u>	<u>818,724</u>	<u>1,192,792</u>	<u>1,277,074</u>
NET ASSETS		<u>374,068</u>	<u>818,724</u>	<u>1,192,792</u>	<u>1,277,074</u>



Bonfire supper for Lambeth Mencap adult autism group

FUNDS

Unrestricted funds
Restricted funds

TOTAL FUNDS

15

374,068 289,472
818,724 987,602

1,192,792 1,277,074

- * 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



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.

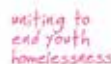
Alongside this we involve local schools and the wider community by maintaining our site as an important green space and environmental resource.

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

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Charity number: 1064070/0 Co. Ltd. by guarantee 3400781



THE PETER MINNET TRUST

