

Roots *and* Shoots 2017



Training Young People to fulfil their Potential

Environmental Education for All





Annual Review 2017

Since our charity began in March 1982 we have slowly expanded and developed both the site and our charity's activities. We are a very different charity from when we first started all those years ago but from that time we 'sowed the seeds' for our future development. At first we had to clear the land of rubble and hardcore, plant trees, slowly getting educational and environmental aspects developed and accredited. We have now moved on after 35 years of extensive growth and our charity has a high reputation for delivering recognised, quality services in specialist education, environmental expertise and venue hire.

At last this year we have been able to finally finish landscaping, refurbishing and reorganising the middle of our site, providing a focus for our many external horticultural and educational activities and so maximising the use of our external space. The layout of the area around the Natural Roots building has had a lot of thought put into it, with the sheltered verandah, raised bed vegetable gardens, 'Bett's Garden', the 'Parthenon Store' and work spaces now both functional and decorative. The Apple Barn is back in use as a beautiful teaching space after being used as a store during development work. In the Wild Garden the pond has been extensively renovated for the benefit of our many amphibian residents and our bees have also been fortunate to have a new apiary that also demonstrates beekeeping from another era with our new 'Bee Bole Wall'. This latest push of grounds development projects is illustrated in the 'calendar' of the following pages.

The Study Programme for young people with additional needs along with the School Links Programme continue to thrive. This year, after a very rigorous Ofsted inspection, we were given GOOD for all areas and we were also designated 'Outstanding' by Lambeth Education: an excellent end to this academic year.

We have been delighted to host SLAM's 'Grounding Project' supporting refugees who have suffered torture. They use our site, including some new dedicated raised beds, for their horticultural therapy sessions.

35th Birthday cake - note - Bob, to Linda's left, tutor in 1982, working with us again in 2016-2017.



Roots and Shoots now has approximately seven thousand people coming through the gates each year benefiting either from learning, attending meetings, volunteering or indeed, a mixture of all three: this is a massive footfall for our organisation. I think it can be stated that our charity is now in 'Full Bloom', the challenge will be to maintain the standards. All these activities and events reflect the hard work of our staff team, as illustrated in the following pages of this report.

We welcome some new members of our learning support team: Madeleine, Martin, Gerry and Kara along with Reshma (retail tutor), Tarik (Job coach) and Daniel (administrator). We also say goodbye to Kerry Hill, Educational Administrator, and wish her well for the future.



I would like especially to thank Val (Chair) and the Trustees for their incredible support and guidance over the past year (especially during my illness); also to Ann Bodkin (trustee) who is standing down this year. We are very grateful for her contributions and expertise over the past years.

Linda Phillips MBE, Director

We were all very happy for David Sawyer when his MBE was announced earlier this summer. We got him tea at the Ritz for his 80th as well!



From **Val Stapleton**, Chair of Trustees:

Firstly I would like to thank Ian Parker, the previous Chair, for his commitment over the past six years and for his support and guidance when I took over as Chair at the last AGM. I have worked with Roots and Shoots for the last twenty years in one form or another and it has been a privilege for me to be a Trustee and Chair in 2016 /17. Roots and Shoots remains a valued oasis for the young people who come here to learn and grow in their own personal development, as well as for the community to visit and enjoy. As an organisation we continue to offer good quality, value-for-money training, highlighted by an OFSTED inspection earlier this year.

The Magpie Kitchen has again had a successful year and this brings in extra financial support to supplement our main contract with the Education Skills Funding Agency (ESFA). This also sits alongside our work with schools to ensure we continue to remain financially viable and sound in this ever-changing funding climate.

I personally would like to thank Linda for her continued commitment to the organisation as well as all the staff and the Board of Trustees. Together, we ensure that the students are supported and that Roots and Shoots remains such a special place to work and study.



This year the Educational Team at Roots & Shoots continued its pattern of growth with successes in a range of areas. We have an open recruitment policy for a variety of service users, students and volunteers and remain faithful to this by providing a small oasis in the heart of London.

The full-time **Study Programme** reached its maximum of thirty students, providing supported vocational training for young people between 16 and 24 years old. The outcomes for the year were positive, including two students into paid work and the majority going into further education or training. Our retention rates remain high at 85% and are a good indicator of internal educational quality with an expanding and changing team. In 2017 we were rated as Good by Ofsted and Outstanding by Lambeth Inclusion Team. We remain focused on learning as a team and driving this ethos through the organisation for the benefit of those we support.

We continued to expand our reach across London this year, working with seven different London boroughs including new residents in Newham, Merton and Westminster.

Roots & Shoots is many things to different audiences. However the ultimate aim of the Education Team is to provide high quality supported vocational training. We are very proud of the students who found paid work: one in a vibrant café in Bermondsey and the other as a caretaker for a local Kennington housing association. Bridging the gap into employment is our team's core focus and in today's climate is particularly difficult. Successes like this are often down to the hard work of vocational tutors and dynamic support staff who provide important interventions throughout a busy and ambitious training year.

This year we pilot **Supported Internships** as a new strategy to support students into work. This is recognised as a way of stopping the endless cycle of low-level qualifications for young people whose academic ability can plateau. The Internships are supported by Lambeth Council and The British Association of Supported Employment and provide students with a significant proportion of work placements with external employers. We believe that real vocational training occurs on the job and giving young people this opportunity will always be met with hard work and motivation. The popular **Enrichment Programme** goes from strength to strength and involves a truly diverse range of activities chosen to reflect student interests and needs (as you can see in the following pages). This year we continue to work with Brandfuel, Access Sports, Disability Sports Coach, Ethelred Nursery, Lollard Adventure Playground, BeeUrban, The Foundry, Walworth Garden Farm, Vauxhall City Farm, Discovery Network, KPMG, Volunteering Matters, Lambeth Council and many others besides. A special thank you to Kevin who provides excellent weekly yoga sessions for our students.

We would also like to formally welcome some of our new staff team: Kathy (Counsellor), Tarik (Job Coach), Daniel (Admin. Assistant) and LSAs Kara, Martin, Madeleine, James and Gerry. We rely upon a dynamic team of support staff who work extraordinarily hard with students in class and on a 1:1 basis. Thank you to you all!

The **School Links Programme** (Y10-Y12) continued with Secondary Schools from Lambeth, Southwark and Wandsworth, providing daily accredited sessions for fifty pupils and a natural route into the full time course. Thank you Jane and Joe for providing such a rich mix of sessions for pupils from Lansdowne, Highshore, Turney School and Beyond Autism.

Matt Brownlee, *Operations Manager*.

Ryan working at Ethelred Nursery



All the trainees at Roots and Shoots study **Functional Skills**. This gives them the essential knowledge, skills and understanding that will enable them to operate confidently, effectively and independently in life and work. As part of this training we have made books and posters and written poems. We have been on many trips that help the trainees understand British history and values, studied the impact of our lives on the environment and had lots of fun helping out with activities like serving Christmas lunch at a local community centre, Apple Day and making the Corn Queene. We are looking forward to another productive year, improving skills in Maths, English and ICT.

Anita Gwynn, *Functional Skills tutor*.



Aspects of the year in the **Wildlife Garden** are shown in the following pages. It was again a dry winter and spring which in some ways helped (good weather for digging and building) but for the wildlife had distinctly mixed blessings. The mason bees, for example, had long uninterrupted sunny weather for building - but had a distinct shortage of wet mud for sealing their nests (we had to put the hose on the piles of earth dug out of the pond at one stage!) The pond, apiary and other developments took a lot of time, though we still had visitors from local primary and nursery schools, including a 'Forest School' project with Ethelred. My thanks go to volunteers Poppy, Liliana (who designed us some great interpretation for the new 'veg-beds') and Fabiana and to Sarah and Mary Jo for extra support.

David Perkins, *Environment, Education and Gardens*

I am very pleased to report an increase in room bookings for Roots and Shoots. We have continued to build bonds with many charity organisations and welcome new service users from GLA, HM Treasury, iPip, London Music Masters, Look Ahead and Women and Girls Network. Each user compliments our customer service, excellent facilities and most importantly how much they enjoyed our food. Our chef Phillip Costen continues to impress with his diverse range of dishes and now offers catering to private events (such as birthdays, christenings, anniversaries) as well as preparing a delicious 3 course meal each month at the Magpie Kitchen.

Now in our 3rd year, **The Magpie Kitchen** continues to bring the community in Kennington together. We also have guests come along from all over London to enjoy Phillip's talks about the history and inspiration for the meals. We aim to plan for another exciting year ahead for The Magpie Kitchen, so definitely watch this space (can you spot the varied meal themes dotted through the following pages?)

Issy Okonta, *Events and Office Coordinator*



In the Wildlife Garden, December sees the decision to do something about the pond: *below*, after the sedge and reed-mace have been cut, you can see just how little water it has been holding for the last three years, especially with the dry winters and springs we have had recently. The liner, a clay-based type, buried beneath two feet of soil, was leaking....
...For David, Sarah and volunteers Poppy and Lila, therefore, the year starts - digging mud...



...including solidly frozen mud. Amazingly, a bumble bee nest by the pond produced actively flying workers throughout January. Later in the month Pat gives a hand too and there is one barrow-load left in the middle. It's a long way from being finished though....



As a change from cold mud David organised a Polar Stories workshop day for Henry Fawcett Primary (*above right*). After stories, pictures and sounds from the Arctic and Antarctic the children followed two trails, seeking food depots until they reached Roots and Shoots' own North or South Poles. Appropriately, for one of the classes, it snowed!

Meanwhile, the students have a much more colourful time leading up to Christmas with our generous sponsor, **Brandfuel**. With their help the trainees built the most elaborate set of Christmas decorations and more sparkly trees than we've seen for many years. These also added to the atmosphere of the Christmas edition of our dining club, Magpie Kitchen (*left*). Chef Phillip Costen's creativity and Issy's organising produces new social dining experiences each month.



Candle-snuff fungus *Xylaria hypoxylon* taking a cherry log into the soft, mushy final stages of decomposition when it can be easily used by invertebrates.





Late winter seems to have been full of action - BMX training with Access Sports at Burgess Park (weekly sessions at the impressive track designed with funding from London 2012 Paralympics) and Boxercise, a weekly workshop via Southwark Disability Sports at Castle Gym. This is run by Simone and is a real hit with students.



A challenging 'parkour' workshop (above left, Jannell has a go at a wall) was also organised as part of the Cultivate Project which lasted from January to June and was funded through the Vauxhall regeneration scheme. Danielle was the main artist, Jason was the Parkour teacher and a video was made of the project. Later in March the trainees helped the new Foundry Project (providing room space for organisations whose mission is based around social justice) by shifting a big load of compost up lots of stairs to a roof garden to fill their planters for a 'Planting Party'.



...heavy lifting and team work at The Foundry

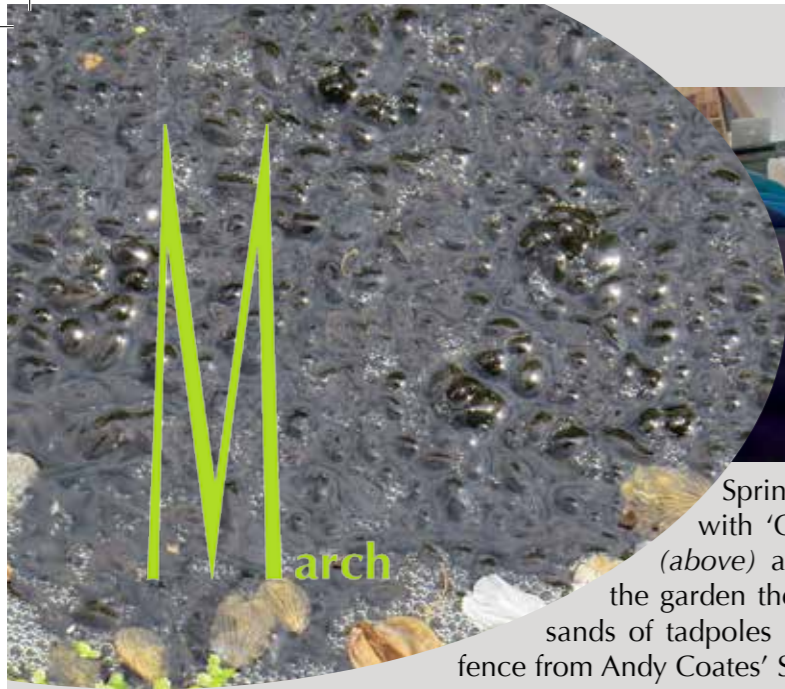


A pair of long-tailed tits started building their miraculous bundle of a nest in a dead echium towards the end of February (left, bringing in a large down feather for lining). Pond work continues - cleaning and sculpting the banks, putting in a fabric under liner as protection for the main butyl liner - which, being very large and very heavy, needed a full team to roll in and spread and stretch.



A different kind of challenge at the Tower - the students' faces show the impact of Phillippa's tales of our gruesome past! More work around the edges of the pond - burying and moulding the ledges and banks, getting the old water in.. just in time...the frogs return as we work and spawn prolifically!





March



Spring creativity: clay workshops with 'Collective Matter' at Tate Modern (above) and in Lambeth (right); whilst in the garden the annual wriggling mass of thousands of tadpoles (left). The new chestnut coppice fence from Andy Coates' Sussex woodland went in but lack of rain kept the water level low (tarps protect the liner from the foxes).



More spring building - Pat and Kurt get the oak raised beds built for the SLAM project followed by more for our own food growing project. Ricky, Liliana, David and Sarah

The Magpie Kitchen
dine with Picasso
 This month enjoy a mixture of French and Spanish cuisine to reflect the great life of Picasso
 27th & 28th April
STARTER

filled these with sieved compost and you can see what Sarah made of these later on the July - August pages.



A mysterious brick box has appeared in the Wildlife Garden next to the apiary; the annual pollination of our apples by hairy-footed flower bees (centre) and by little orange-tailed mining bees (below, a male warms up on David's fingers). A rope swing appears on the chestnut (for the Ethelred Forest School project).



Spring action for the students - cleaning the flagstones, daffodil baskets and a money management workshop.



April





Floral design - above, the process - and a display: the Sustainable Flower Festival at St John's, Waterloo: "Our enormous thanks to your wonderful team for the truly exceptional arrangements that you all created...You transformed our workaday vestibule into an "entrance to Paradise"...The creativity, imagination and technical skill exhibited in the use of the space and the individual arrangements were superb.....a wonderful combination of the wild and the cultivated. It was also a very great pleasure to watch your young team at work, so efficient, purposeful and good-natured... several people noticing them at work remarked on how impressive they were. Thanks once more, from all of us at St John's", *Belinda*.



PSD workshops with KPMG (*above*): "The most valuable part of the day for me was getting to chat to the students. Hearing about their lives and engaging them in conversations about themselves was a great learning experience for me. We talked about everything from how to stay positive to our favourite sports clothing brands." KPMG volunteer.



The strange brick box in the Wildlife Garden has become - a **bee bole wall**, with two tall, elegant arches. Bee boles were alcoves in walls used for sheltering skeps (like wicker baskets) in which 18th century beekeepers kept their bees. Once part of the gardens of the 18th century houses on Walnut Tree Walk, the plan was to re-shape the apiary as a historical resource as well as for natural history education. The design includes 'interpretation cupboards' for models of bee nests on the side facing the garden gate (*centre left*). With reclaimed London multi-stock bricks I hope it will seem as if it was always part of a 1740s walled garden. Skeps are on the way! The Heritage Apiary was funded by the Peter Minet Trust; meadow donated by Chelsea Flower Show.





Food growing at Roots - at the allotment with Bob and Amanda (left) and in the new raised beds by Sarah. With interpretation designed by Liliana and David, the beds were used regularly by students through July.



A **Meet the Artist** workshop with notable photographer David Gwinnutt (below) at the National Portrait Gallery inspired our students to explore selfies and portraits of each other and what catches their eye and camera around Roots and Shoots.



Sarah grew unusual and heritage crops such as amaranth and achocha as well as kale, tomatoes and french beans, in the beds and a range of containers including dustbins. The giant cabbage was a variety ideal for coleslaw and sauerkraut and was also very beautiful. Careful seed planning for the next year will bring more education projects to the beds.



Sarah and Anita set up the **Selfies and More** exhibition in the hall to celebrate and share their creativity and mark the end of their busy year at Roots and Shoots. A private view with refreshments was held to launch the show.



S eptember



What is now known as the 'Parthenon Store' was put together by David, Pat, Kurt and Mark as a dry outside store. The pillars and sedum mat for the roof were donated from Chelsea Flower show. There are two more pillars to go up and a planting bed alongside. SLAM's raised beds looked good with their pumpkins and kale throughout the summer and *left*, some 'exuberant' versions of students appeared for their, very lively, Hawaiian party at the start of the year (sponsored by Brandfuel).



MONK.
The Magpie Kitchen
 26 & 27 OCT 2017
'ROUND MIDNIGHT
 An evening dedicated to the great American Jazz Pianist Thelonious Monk



APPLE DAY
 Apples from David and Gayle's orchard in Wales (*far left*) and from Brogdale in Kent (*left*)....



...to our displays...



...and a relaxing day of music, food, gifts, Keith and the Amazing Crumbucket Dragon Machine...



...Kate and her stories (with and without apples)...



...and in the barn - Sonia with her Corn Dolly making, Chris with skip-making.

Then two weeks later building the famous 9-foot Corn Queene for Sonia's *the Lions part* and the October Plenty festival (*left*).



The Roots and Shoots Community

of Staff, Trustees and Friends:

The **full-time staff** in 2017 were: **Linda Phillips** MBE, Director; **Issy Okonta**, Events and Office Coordinator; **Kerry Hill** Administration Coordinator; **David Perkins**, Environment, Education and Gardens; **Matt Brownlee**, Operations Manager; **Angela Barredo**, Education Manager; **Andrew Scott-Bolton**, Admin. Support; **Marcus Pindelski**, Learning Support Assistant (LSA); **Sarah Wilson**, LSA, Gardener.

The **part-time staff** are: **Phillip Costen**, Chef; **Carlene Johnson**, **Constance Mabiala**, Catering Assistants (Magpie Kitchen); **Lila Veltze**, Employability Tutor; **Anita Gwynn**, Functional Skills Tutor; **Elaine Fisher**, Floral Design Tutor; **Amanda Rew** and **Bob**, Horticulture Skills Tutors; **Jean Willmott**, Employability Skills; **Reshma Mahendra** Retail Tutor; **Tarik Ali**, Job Coach; **Nancy Gilini**, Speech and Language Therapist; **Kathy Manners**, Counsellor; **Yannick Masozera**, LSA; **Kara Danielle**, LSA; **Madeleine Dunn**, LSA; **James Drabble**, LSA; **Martin Bourdages**, LSA; **Gerry Houghton**, LSA; **Joe Brand**, **Jane Higginbottom**, School Links Tutors; **Brenda Foulds**, Staff Development Consultant; **Daniel Sampson**, Admin Assistant; **GINETTE Biampanidou**, Cleaning; **Kevin Enright**, Yoga; **Ryan Stokes**, **Carol Lock**, **Jannell Wilkie**, Interns (from Sept.)

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



Corporate volunteer groups have been coming in force this year doing loads of great jobs. We are very grateful to Volunteering Matters and: Brandfuel, Discovery Networks (*below right*), KPMG, Sidley Austin Team, Ashurst, Morgan McKinley (*left*), FCA, Legal Service Board, LendLease, Kingston Smith, CBRE.



The Bede Group: brushing cheerfully every Thursday: **Nathan** (left) and **Mafido** (right) have been coming for many years now.

Extra thanks to our special friends and volunteers who give so freely of their time and support:



Tony Danford, **Prim Campbell**, **Lindsay Swan**, **Brenda Foulds**, **Kurt and Ruth Geiger**, **Raymond Alli**, **Pat McLoughlin**, **Maggi**, **Ricky**, **Greg**, **Ian Carruthers**; **The Tuesday group volunteers in the greenhouse:** **Brenda**, **Nikki**, **Christine**, **Fan**; **Ludo**, (Apple Day), **David and Gayle Whittingham** (Apples from the orchard); **Ben Blossom** (photographer, Apple Day); **Thursday Bede Group**; **Chris at Pennard Plants**; **Georgia and Klaudia**; **James** with the website; **Elizabeth Parker** (especially for the water pipes!) In the Wildlife Garden: **Poppy**, **Fabiana**, **Liliana** and **Mary Jo**. In the apiary with the happy bees: **Corrine** and **Sharon**.



We received a donation in memory of **Nicola Thorold**. Annual review by **David P.**

Statement of Financial Activities for the year ended 31st March 2017

	Notes	Unrestricted funds £	Restricted funds £	2017 Total funds £	2016 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	357,995	-	357,995	292,151
Charitable activities	5	4,735	-	4,735	3,312
Sales					21,194
Charitable activities		-	-	-	
Other trading activities	3	196,318	-	196,318	256,135
Investment income	4	216	-	216	804
Other income		2,786	-	2,786	714
Total		562,050	-	562,050	574,310
EXPENDITURE ON					
Charitable activities	6	653,737	-	653,737	586,403
Charitable activities					
Other		-	32,760	32,760	32,760
Total		653,737	32,760	686,497	619,163
NET INCOME/(EXPENDITURE)		(91,687)	(32,760)	(124,447)	(44,853)
RECONCILIATION OF FUNDS					
Total funds brought forward		245,495	986,726	1,232,221	1,277,074
TOTAL FUNDS CARRIED FORWARD		153,808	953,966	1,107,774	1,232,221

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.



The pond is finally filled with rainwater, right up to the platform, - but not until the end of July. Tony and Ludo on Apple Day.

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.

Balance Sheet at 31st March 2017

	Notes	Unrestricted funds £	Restricted funds £	2017 Total funds £	2016 Total funds £
FIXED ASSETS					
Tangible assets	12	13,101	953,966	967,067	1,004,194
CURRENT ASSETS					
Debtors	13	51,744	-	51,744	45,034
Cash at bank and in hand		116,226	-	116,226	226,041
		167,970	-	167,970	271,075
CREDITORS					
Amounts falling due within one year	14	(27,263)	-	(27,263)	(43,048)
NET CURRENT ASSETS		140,707	-	140,707	228,027
TOTAL ASSETS LESS CURRENT LIABILITIES		153,808	953,966	1,107,774	1,232,221
NET ASSETS		153,808	953,966	1,107,774	1,232,221
FUNDS					
Unrestricted funds	15			153,808	245,495
Restricted funds				953,966	986,726
TOTAL FUNDS				1,107,774	1,232,221

The accounts show income down and expenditure up in the year to 31st March 2017. This means an increased loss is reported and our cash reserves continued to diminish. The Trustees are working with the staff to reverse this position and the signs in the new academic year starting in September 2017 are very encouraging.

Michael Mitchell, *Treasurer*





Roots *and* Shoots



- * Vocational training for young people
- * School links programme
- * Environmental education for schools and the wider community
- * 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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