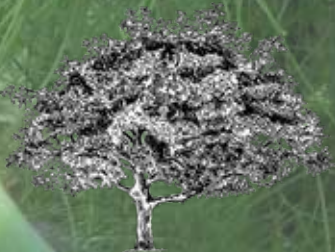


2018

Roots

and

Shoots



Training Young People to fulfil their Potential
Environmental Education for All



Annual Review 2018

I can *definitely* report that this year Roots and Shoots has shown considerable progression in *all* activities. New projects within the Study Programme have been undertaken to ensure all students have a full and rewarding educational experience - see the following pages and 'Educational Enhancement Programme'. We are working with special schools across south London, providing bespoke teaching sessions using gardening and art activities, with over sixty students attending across the week (see 'School Links Programme'). We have expanded the internship programme with up to 10 students working offsite with local employers as well as on site supporting staff. Alongside this we have expanded our activities and facilities at the allotment in Dulwich for use by various groups attending Roots and Shoots (see 'Intern/Work Placement programme'). The environmental education programme, 'Natural Roots', has recently received funding from City Bridge Trust for two core staff posts ('Wild Learning' pages). This will enable us to develop more family-based environmental awareness activities consolidating our environmental education with a programme of intergenerational sessions and events. Lambeth Council have also confirmed our status as a Site of Importance for Nature Conservation (SINC). Both the Frog Day and Apple Day events were well attended (almost 700 in the crowd for Apple Day) and the consensus was that they were the best yet.

The venue hire continues to thrive, building new links with other voluntary sector providers and a new booking system to underpin the creative cooking and events including Magpie Kitchen. The generated income from the venue hire has allowed us to refurbish (with the hard work of Pat, Kurt and colleagues) the exterior of the main building and general infrastructure of the site to ensure that we meet the high standard required for training and education. As we have to maintain 1.5 acres of site and buildings we also appreciate the voluntary help from the many corporate groups that have undertaken some of the heavy and less exciting jobs on site. I am relieved to report that our old water leak has been fixed by Thames Water: in recognition of the delay they gave us a generous donation to fund the Pollinator Gardens on the Cellini Orchard site.

We are replanting the area with shrubs and flowers grown and nurtured by our students to benefit London's birds, bees and butterflies. There will also be a large 'brownfield' gravel garden for mining bees and wasps. I would like to thank all staff and volunteers, trustees and supporters not just for their hard work and commitment to the charity but also to pay tribute to their outstanding creativity that makes Roots and Shoots a very special place for all that come here, amazed to find our 'Jewel in the City'. **Linda Phillips MBE, Director**

This has been a very successful year maximising the full potential of our contract with the Education Skills Funding Agency (ESFA). Student attendance is very good and their achievements have been excellent. The staff dedication and commitment to the students has been the driver behind that success. Our students feel that this is a place for them to grow and develop and prepare themselves for the future in this ever changing world. This is all down to the hard work of every person working at "Team Roots" on the Study Programme, through the education programmes, internships, administering the buildings and outside on our landscape. Part of "Team Roots" is the Board of Trustees who give their continued support to the charity's development and to myself as Chair. The commitment and dedication of Linda as the Director remains as it was when she established Roots 36 years ago. Entering another year as a Training Provider we are also endeavouring to leave a legacy for future generations maintaining strong links with, and being an integral part of, our local communities. My personal thanks to Linda, the Board of Trustees, the Managers and all the staff that are "Team Roots" for their hard work and support over this past year. **Val Stapleton, Chair of Trustees**

*This year we all celebrated with **David Sawyer** who received his MBE from Prince Charles. David has been a trustee and volunteer for over 25 years.*



Thank you to everyone who has supported the Education Team in 2018. What another busy year!

The Study Programme

The full-time Study Programme goes from strength to strength with the recruitment of new and experienced staff offering better educational provision for more young people. Following our article in the Guardian (Green Schools, 30 Nov 2017) we featured in a glowing report by the Financial Times ('Nature and Nurture: London's Roots and Shoots Charity' 13 April 2018). It makes us very proud to see recognition of this kind.

The Study Programme continues to operate an inclusive and open recruitment policy, enrolling students from around London with a range of mixed ability. In 2018 we have focused support on mild-moderate learning difficulties, high functioning Autism and other barriers to learning and work.

Supported Internships

In July, we finished the 1 year pilot of Supported Internships on a high with all three interns going on into paid employment (Jannell at Travel Café and BeeUrban, Ryan at the Harrington Scheme and Carol - at Roots!) This is a huge milestone for Roots and Shoots and proves that with the right support young people with Education, Health and Care Plans can succeed in whatever they want to do. Buoyed by these outcomes we recruited ten new interns in September. Backed by Lambeth Council and guided the British Association of Supported Employment the interns step out of the classroom and take part in a busy rotation of work placements in horticulture, catering and retail settings.

School Links

Our long-term partnerships with local secondary schools are a vital part of the Education Team and we are proud to continue the School Links with Lansdowne, Turney, Highshore and Beyond Autism. In September we welcomed a new partner, Platanos College and look forward to helping their learners succeed within the practical Employability Skills qualification. All school groups have access to the range of resources and facilities at Roots including gardening, science and arts-based activities.

Outcomes

In 2018 the average achievement rate for our Study Programme increased by 22%. This includes qualifications in English, Maths and ICT, Employability, Floral Design, Horticulture and Retail. Tutors and learners are challenged via the City & Guilds course structure of Award, Certificate and Diploma.

Careers Department

A big thank you to Helen and Frances at Archbishop's Park, Philippa, Belinda, Viv, Giles and others at St John's Church, Barnaby at BeeUrban, Travel Café, Ethelred Nursery, Lambeth Community Garden, Shaw Trust, SENSE, Pets at Home, London School of Mosaic, St Mungo's and Sheridan House for work placements this year. A special thank you to Lambeth SEN for their continued support and important work with BASE and the Job Coach training. Also, to Carrie Tse, Programme Coordinator for the Can Do Project at Leonard Cheshire. Your organisation and enthusiasm helped so many of our students this year. Thank you!

Looking ahead to 2019 we wish our students and interns all the best for Terms 2 and 3. Work hard and have fun. Good things will happen!

We are excited to announce our new newsletter. Please contact the Office to be added to our mailing list.



the STUDY PROGRAMME



Above: exploring the local area, using maps and looking at how buildings have changed through time (Newport Street Gallery) is part of Functional Skills learning.

Left: working on Camellias at Chiswick House and *Right:* working with the director developing the planting in the Cellini Orchard, the part of Lambeth Walk Open Space next to Roots and Shoots.





Students on the **Retail** course have been developing their retail knowledge and practical skills, which will help them to progress on to a career in the Retail and Business Sector. Getting 'hands-on' experience in a range of settings (*top right and bottom right*) from well-known high street names to corner shops, from charity retailers to specialist stores, the students discovered:

- Visual Merchandising
- Stock control
- Marketing and promoting the shop
- Customer service
- Health and safety within a shop
- How to work with others.

Attending the Retail Job Fair (*above left*) students were able to appreciate the skills and experience required when speaking to many retailers. During the Retail Course, they also get involved in tasks such as running the Roots and Shoots Shop (*below left*), designing displays, producing marketing materials and promoting events, and getting involved with fund-raising and volunteering.



Functional skills - those needed for literacy, numeracy and ICT - are developed using a range of activities. The haiku workshop, for example, *above and right*, used the grounds for inspiration as well as work in the classroom. For symmetry in Maths we studied mandalas, so we visited Geraldine Mary Harmsworth Park for the Kalachakra Mandala in the Tibetan Peace Garden. At Tate Britain we looked at pre-Raphaelite paintings and, by acting out the images, tried to understand the stories in the paintings.



The main **Horticulture training** programme is now based almost entirely on site and we plan to really make a difference this year. Students had plenty of practice potting up perennials – including those from the Thames Water garden at Chelsea Flower Show. These will be planted out in the Cellini Orchard (the part of Lambeth Walk Open Space next to R&S), adding to the herbaceous perennial (HP) border established in the last year and providing a backdrop to annuals and cut flowers in the revamped border along the main Roots building. This last year Joe's school groups did an amazing job of reclaiming this rather neglected border and filling it with *Tithonia*, *Cosmos*, (giant!) sunflowers etc that they'd grown from seed. The Floristry students found these and foliage cut from other areas in the Cellini Orchard very useful for their late summer floral arrangements. Plans for providing more material on-site for our florists include establishing a cut flower border in the centre of the orchard. The 'Parthenon Border' by the greenhouse that the 'horti' students helped to sow in June germinated well and is beginning to provide some autumn colour in the florists' arrangements.



Other autumn/winter tasks in the Cellini Orchard will be digging over, mulching and extending the HP border. The 'Brownfield site for pollinators', recently cleared by corporate volunteers, is another area that our students can help to establish. In the greenhouse we'll nurture seedlings from our autumn sowing of sweet peas, poppies, cornflowers etc, pot up summer bedding cuttings and bring in tender plants. Bulb planting in pots continues for the Spring or to sell in the Roots and Shoots Shop as festive gifts. In the New Year it'll be time to start early vegetable sowing for our raised beds and harvesting winter veg and herbs for Phillip to cook up with interns for students, staff and visitors.



The Cellini Orchard, part of LWOS, is managed by Roots for Lambeth Borough, to provide an unusual open space for the local community, learning opportunities for our students and habitats for urban invertebrates (part of our local 'Site of Importance for Nature Conservation')



Our **Floral Design** students are all working towards their Level 1 qualifications. They learn about the colour wheel, visual texture and basic design principles alongside developing practical skills and techniques. These include making vases, wreaths, table decor and bouquets. Two of our florists, who are now Supported Interns, have achieved a Merit in their Level 1 Certificate. Others gained an Award and are currently working towards their Certificates.



This year our florists have made arrangements for the flower festival at St John's Church, Waterloo (*top left*) and visited RHS Hampton Court Flower Show. Some have had placements with the Meanwhile Club who run lunchtime floristry workshops in London hotels and city offices. Using flowers and foliage from Covent Garden Flower Market (*below*) and materials grown onsite, they regularly make designs to sell in our shop and for events including Magpie Kitchen.





Our lovely frogs - including the red females above, bred well again, despite the 'Beast from the East' interrupting with snow in the middle of spawning. Around 400 males keen on the females gave great voice for Frog Day, *below left*, and more performance came from Winston, back from the Gambia. Dragonflies and damselflies also returned to the pond: *below*, a female Broad-bodied chaser *Libellula depressa*, rests in May sunshine on an apple leaf.

The new grant from the City Bridge Trust ensures the security of the environmental and educational management of our grounds for the next 3 to 5 years. Visits by nursery and primary schools can continue on two days per week, but there will be further opportunities for 'wild learning' projects for all ages with plans for adult and evening courses. Work with volunteers is also a key part of the environment of Roots - Poppy has assisted with educational delivery this year as well as the gardening and there are new volunteers starting this autumn with David and Sarah.

The year was a bit weird again - snow in March but thankfully the new liner kept the water level in the pond high despite the July drought. In the Cellini Orchard the new project to provide nesting habitats for mining bees and digger wasps - the "Brownfield for Pollinators" area progresses (slowly!)



the WILD LEARNING PROGRAMME



The much-maligned ragwort bathing in the July sunshine provided food for some magnificent wee beasts: *Oedemera nobilis*, the thick-legged flower beetle, lots of female resin bees *Heriades truncorum* and caterpillars of the Cinnabar moth *Tyria jacobaeae*. Male *Nemophora fasciella*, (the Horehound Long-horned fairy moth), *below*, showed off their wild antennae (look closely) to all and sundry. Its caterpillars feed on Black Horehound *Ballota nigra*, another 'weed' whose flowers are great for foraging long-tongued bees.



APPLE DAY

The 'apple season' at Roots has, since 1999, begun with a visit to the national apple collection at Brogdale in Kent, where a 'tour-and-taste' accompanies collecting the 50-70 varieties for our **Apple Day Show**. We then supplement these with apples picked from David and Gayle's orchard in Wales and from Chris Smith in Somerset to achieve around 100 varieties on show each year.



More ingredients are Andy Howard and his heritage trees (below, giving a talk on tree health), apple pressing with 'child labour' in the Barn, storytelling from Winston, corn-dolly making with Sonia from the Lions part theatre, music from Valentino's jazz and this year some particularly delicious-looking stalls.



Not to mention the amazing, bubble-producing, jaw-gaping *Crumbucket Musical Dragon Machine* with guardian Keith.



The team and students build her in Borough Market for **October Plenty**, the Lions part's festival on the South Bank. On the festival day she begins the procession from the Globe Theatre on Fred Tapp's old market barrow (she's very heavy!), with *the Lions part* gathering and the Berry Man, down river back to the market, where she presides over a variety of eccentric singing, dancing and games. At the end of the day, she is ceremonially stripped of all her fruit and veg and thrown to the clamouring hordes of the audience.



Building the giant **Corn Queene** quickly follows Apple Day.



EDUCATIONAL ENRICHMENT PROGRAMME



The enrichment activities at Roots and Shoots are a reflection of the young people we cater for: varied, fun and energetic! Throughout the year, the aim has been to encourage them to participate in a range of different activities including sailing, yoga, music, volunteering in a soup kitchen, a food waste project, multisports - cricket, rounders, football, tennis and badminton, BMX biking, and board game activities. The curriculum is designed to encourage participation through enjoyment and varied experiences. Many of the students may not have experienced these activities before. The sailing, for example, gave the students involved a beginners sailing qualification and sailing experience at Surrey Quays Wharf. This, along with the soup kitchen, was organised in a partnership with Carrie Tse, who has much experience working with and empowering young people. Participating in the enrichment activities has helped our young people grow in confidence. It has helped them access parts of themselves they never knew existed. We've seen it grow from strength to strength and intend it to continue. It is a key part of the students' education and definitely one of their favourite aspects to their timetable!



INTERN/WORK PLACEMENT PROGRAMME

Work placement opportunities ranged from horticultural organisations offering floristry and gardening to high street retail companies where learners worked in a customer service environment. There was also a placement giving students experience of compiling and maintaining a Blog. In retail trainees initially shadow other members of staff and managers where they learn stock-taking on the shop floor and in the stock room, general maintenance and cleanliness, preparing, pricing and displaying goods. With increasing confidence they can then deal with customer queries and sales. At the Sense Charity Shop the student was given the additional responsibility of selling raffle tickets to customers directly and collating personal information for marketing purposes. In gardening and floristry trainees have completed numerous work placements in various settings: maintaining gardens and open spaces, including public parks, private and historic gardens, cemeteries, sports facilities and other green spaces. In all placements trainees are able to directly apply theories taught in both Retail and Employability to the real world of work. Work placements have a positive impact socially and economically, enabling and empowering trainees to be more independent. They say they appreciate taking part in new activities, meeting new people, making friends and feeling less nervous.



This year is the start of the new horticulture supported intern (SI) programme. The aim is to equip students with a specific interest in gardening (two already have an NVQ qualification) with skills necessary for further education or employment when they leave Roots and Shoots in July 2019. The SIs have clear targets and goals set at the beginning of the programme, reviewed along the way. Focus is on work placements and projects. So far we have started work with Cob in the Community planning, collecting materials and building a new cob oven at the Rosendale allotment. We hope to be cooking pizza, bread and cake shortly as well as providing a more convivial space up there. Other ventures have included starting an allotment for one of our group at Penton Place Allotments just off Walworth Rd. The student and his friends can visit, work and relax in their own time – growing veg and flowers for their own enjoyment. We also have some private gardening jobs – including a pre-school garden in Stockwell. We are hoping to team up with gardeners from Kennington Park for supported work placements. If anyone wants gardening work carried out by the group please contact us – we'd be happy to come and look, price up and advise.

SCHOOL LINKS PROGRAMME



Joe works with Lansdowne and Highshore schools and Jamie with Platanos College doing a mixture of employability training and environmental education. They've been learning about flowers and trees, collecting/sowing seeds, planting bulbs, taking cuttings, maintaining the site, helping in the Cellini Orchard, carving pumpkins and pressing delicious apple juice. Jane provides environmental learning through creativity for Turney School and Beyond Autism.



OUR SITE

There have been continued improvements to the site this year. The London Wildlife Trust sponsored a new 'Rain Garden Planter' demonstrating the interception of rain off roofs to help prevent local flooding problems. It has been planted up with mountain/alpine plants. Rachel from LWT has already made good educational use of it on Apple Day. Pat and Kurt built a new verandah for the students' common room.

MAGPIE KITCHEN



Roots and Shoots venue resources are becoming well known among charities and organisations as being a wonderful, unique environment to host meetings, events and conferences. We welcome new clients and have new collaborations with Coin Street and The Foundry. With them we have created an alliance by referring bookings to each other that we could otherwise not fulfil. This has successfully generated even more revenue and helped us surpass our targets. We have also built new relations with organisations that have not used us previously. Our new booking system is helping to coordinate the increasing number of event enquiries. All our clients have enjoyed the delicious food produced by chef Phillip Costen, who continues to amaze us with his dishes. For The Magpie Kitchen dining club, Phillip creates innovative themed dinners (*examples above*), complete with talks in full costume (*top left*). He also now works successfully with students in the kitchen. Thank you to Constance, Carlene and Carol for their work making the kitchen's products so successful.

CONFERENCE/ MEETING VENUE



The Roots and Shoots Community of Staff, Trustees and Friends:

The **full-time staff** in 2018 were: **Linda Phillips** MBE, Director; **Issy Okonta**, Bookings and Office Coordinator; **Andrew Scott-Bolton** Administration Coordinator; **David Perkins**, Environment, Education and Gardens; **Matt Brownlee**, Operations Manager; **Angela Barredo**, Education Manager; **Maureen Lishomwa**, Admin. Support; **Marcus Pindelski**, Learning Support Assistant (LSA); **Sarah Wilson**, LSA, Gardener; **Pat McLoughlin**, Premises Officer. The **part-time staff** are: **Phillip Costen**, Chef; **Carlene Johnson**, **Constance Mabiala**, Catering Assistants; **Cristina Villena**, Magpie Kitchen; **Lila Veltze**, Employability Tutor; **Anita Gwynn**, Functional Skills Tutor; **Elaine Fisher**, Floral Design Tutor; **Joe Brand**, LSA & School Links Tutor; **Jane Higginbottom**, School Links Tutor; **Amanda Rew**, Horticulture Intern Tutor; **Reshma Mahendra** Retail Tutor; **Tarik Ali**, Job Coach; **Nancy Gilini**, **Natalie Smalling**, Speech and Language Therapists; **Cressida Brotherstone**, Counsellor; Learning Support Assistants: **Yannick Masozera**, **Kara Danielle**, **Madeleine Dunn**, **James Drabble**, **James Brown**, **Daniel Sampson**, **Olcay Demir**, **Michelle Williams**, **Roksana Trzecinska**, **Ruth Morgan**, **Kadija Kamara-James**; **Bob Johnson**, LSA/Premises; **Brenda Foulds**, Staff Development Consultant; **Ginette Biampondou**, Cleaning; **Kevin Enright**, Yoga; **Georgina Philip**, Music tutor; **Carol Lock**, **Jannell Wilkie**, OBF Ambassador.

Our diligent **Trustees** are: **David Sawyer** MBE, **Val Stapleton** (*Chair*), **Michael Mitchell** (*Treasurer*), **Vic Willmott**, **Glenda King**, **Graham Cocking**, **Darren Coghlan**.

French students visit the wildlife garden; Ethelred nursery come each week



Corporate volunteers: This year we have had over 30 groups coming throughout the year, from working with students to shovelling tons of gravel (above left) and seemingly endless weeding. These have included: Bank of Ireland, QBE, Aviva, KPMG, Department of Transport, Heat and Business Energy, Mace Group, LexisNexis, AutoTrader, Ashurst, Boden, Macfarlanes. Many thanks to **Volunteer Matters and Benefacto** for organising these groups.

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



Tony Danford, **Ian Parker**, **Prim Campbell**, **Lindsay Swan**, **Brenda Foulds**, **Kurt and Ruth Geiger**, **Raymond Alli**, **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 and Mike at Pennard Plants**; **Georgia and Klaudia**; **James** with the website; **Elizabeth Parker** (the water pipes!). Thanks to the **Hedley Foundation** for the allotment shed and cob oven;
 In the Wildlife Garden: **Poppy**, **Celine** and **Mary Jo**. In the Heritage Apiary: **Corrine** and **Sharon**.
 Annual review by **David P**; Photography by **David P**, **Issy**, **Greg Mavungu**, other staff.

Statement of Financial Activities for the year ended 31st March 2018	Notes	Unrestricted funds £	Restricted funds £	2018 Total funds £	2017 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	619,963	-	619,963	357,995
Charitable activities	5				
Charitable activities		12,213	-	12,213	4,735
Other trading activities	3	208,951	-	208,951	196,318
Investment income	4	70	-	70	216
Other income		12,824	-	12,824	2,786
Total		854,021	-	854,021	562,050
EXPENDITURE ON					
Charitable activities	6				
Charitable activities		700,539	-	700,539	653,737
Other		-	32,760	32,760	32,760
Total		700,539	32,760	733,299	686,497
NET INCOME/(EXPENDITURE)		153,482	(32,760)	120,722	(124,447)
RECONCILIATION OF FUNDS					
Total funds brought forward		153,808	953,966	1,107,774	1,232,221
TOTAL FUNDS CARRIED FORWARD		307,290	921,206	1,228,496	1,107,774

"This year's accounts are a wonderful improvement on recent years, with the first surplus in quite a while. This has arisen from a remarkable increase of £300,000 in income for the provision of services to students with higher needs. Costs to provide these services have increased, but not as much. We have also seen more income from hall lettings. Anyone who visits is aware of the increased number of people using the place and the wide variety of activities going on. Overall our income is up £290,000 and our expenditure went up by only £55,000, meaning a surplus this year of £121,000. Our income has more than doubled from 5 years ago, which is a tremendous achievement by Linda and all her staff."

Michael Mitchell, *Treasurer*

Balance Sheet at 31st March 2018

	Notes	Unrestricted funds £	Restricted funds £	2018 Total funds £	2017 Total funds £
FIXED ASSETS					
Tangible assets	12	9,825	921,206	931,031	967,067
CURRENT ASSETS					
Debtors	13	292,250	-	292,250	51,744
Cash at bank and in hand		135,364	-	135,364	116,226
		427,614	-	427,614	167,970
CREDITORS					
Amounts falling due within one year	14	(130,149)	-	(130,149)	(27,263)
NET CURRENT ASSETS		297,465	-	297,465	140,707
TOTAL ASSETS LESS CURRENT LIABILITIES		307,290	921,206	1,228,496	1,107,774
NET ASSETS					
		307,290	921,206	1,228,496	1,107,774
FUNDS					
Unrestricted funds	15			307,290	153,808
Restricted funds				921,206	953,966
TOTAL FUNDS		307,290	921,206	1,228,496	1,107,774

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.



- * 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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