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ROOTS AND SHOOTS

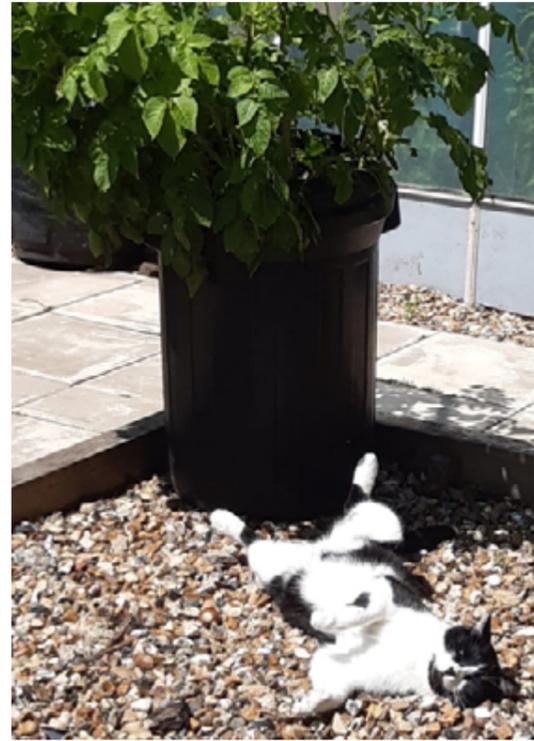
Annual Review 2020

Every year at Roots is different, presenting our organisation with a variety of changes and challenges. This year has been no different in many ways. But to enable our educational and environmental objectives to continue in the middle of a world pandemic, our planning and creativity has been stretched. Regardless of the outside world our main site and allotments continued to blossom and grow all summer. They needed to be maintained and tended, likewise our students required our care and attention.

This has been challenging for both Trustees and staff ensuring we continued to operate our educational services safely, when many organisations completely closed for the duration of the pandemic. During these difficult months both managers and staff were able to help our students and their families by providing both practical and educational support, by maintaining close communication as well as the necessary counselling and support.

We also received many thanks and praise from the local community who appreciated using our beautiful Bubble Gate Garden as a place of peace and tranquility.

Due to the pandemic, we had to suspend our highly successful venue hire since March 2020 but these changes gave us the opportunity to both review and reset about how we deliver these services. Funding received from the Big Lottery has enabled us to start the refurbishment of the meeting rooms including structural improvements and modernising the interiors.



I would like to thank the Managers and all the staff at Roots and Shoots for their incredible hard work for ensuring our students received the very best of education and training under this year's extreme circumstances. Throughout all this our students have made unbelievable progress.

The students are supported as ever by a hardworking "Team Roots" on our supportive vocational learning programme. All those managing and caring for the buildings and our landscape have ensured that the students are working in a safe and secure environment once we opened to teach on site again.

This was and is an incredible achievement.

As always my personal thanks to Linda for her hard work and commitment and to the Board of Trustees for their continued support of me and of Roots and Shoots.

VAL
CHAIR OF TRUSTEES



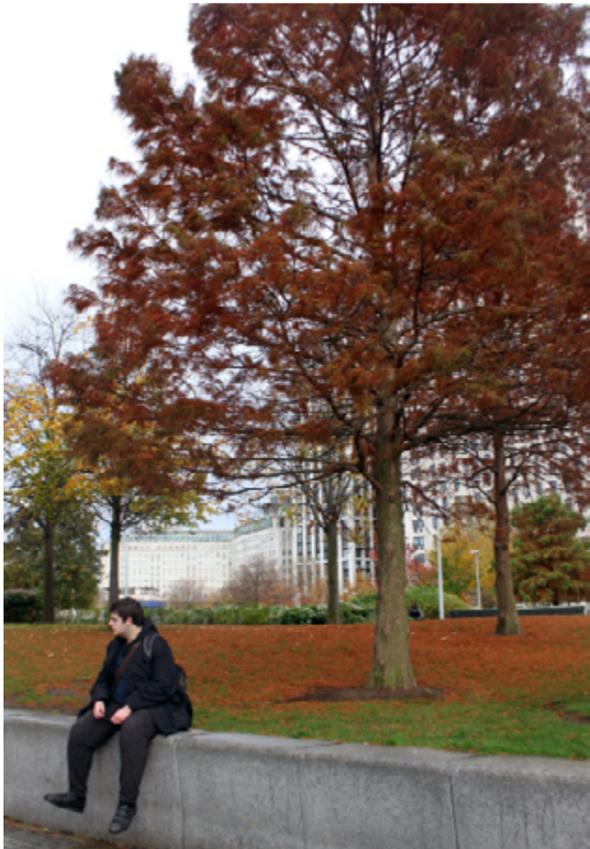
We have also been able to refurbish our catering facilities and transform a changing room into a functional pantry that supports the main kitchen. Thanks to a generous donation from a local supporter, we installed a large commercial fridge and freezer. This will enable more teaching space for our students in a bright and well-equipped kitchen and support the events when they restart. Take a virtual tour of the kitchen here https://drive.google.com/file/d/1IFEqHcP9pG-9jK7Px8a1Q5ZT_ch017I70/view?usp=sharing

This year we said goodbye and good luck to David Perkins after his twenty years of service to our charity and wish him well in his retirement.

My continued grateful thanks go to Valerie Stapleton, our dynamic Chair of the Trustees, as well the board of Trustees who are committed to ensuring that our charity continues to maintain our values and ethos of serving disadvantaged communities.

I would particularly like to thank all managers and staff for their commitment and determination to maintain morale during these difficult times, helping Roots and Shoots as an organisation to come through such a difficult year.

LINDA
DIRECTOR



Study Programme

This year started like any other but as we know things changed quite rapidly for everyone. We are pleased to say that the wonderful Roots community is doing "OK" but this does not do justice to the real challenges faced by all our students and, of course, the team at large.

The start of 2020 brought a whole year of promise. Roots and Shoots runs several courses under the banner of Study Programme and Supported Internships. These courses run side by side and include supported packages of education and training and provide an entry level springboard for young people to engage positively, set themselves ambitious but realistic targets and develop all aspects of their personal, social and professional lives.

The Main Hall hosted the quarterly meeting of BASE's (British Association for Supported Employment) South East Regional members. We are very proud to be a part of this as it gives us a great chance to learn from other brilliant providers in the region.

Work placements are an integral part of our programmes, working with students on an individual basis to ensure they will thrive. One to one support is provided where necessary.

And key long term partnerships with St John's Church, Archbishop's Park and the neighbouring Lollard Adventure Playground continued.

As the country shut down the team hurried itself to plan for every scenario. Like many we did not know the extent of the lockdown or how our services would position themselves during a time of closure. The staff team organised a structure of remote learning and support to pass on essential resources.

This was an enormous challenge for everyone and a huge thank you to all the staff and students for keeping it going!

We partially reopened onsite learning from June, pleased to be back to doing what we do best: practical, in-person training. Time and effort continues to be spent on inducting students (new and old) into the new COVID world.

MATT

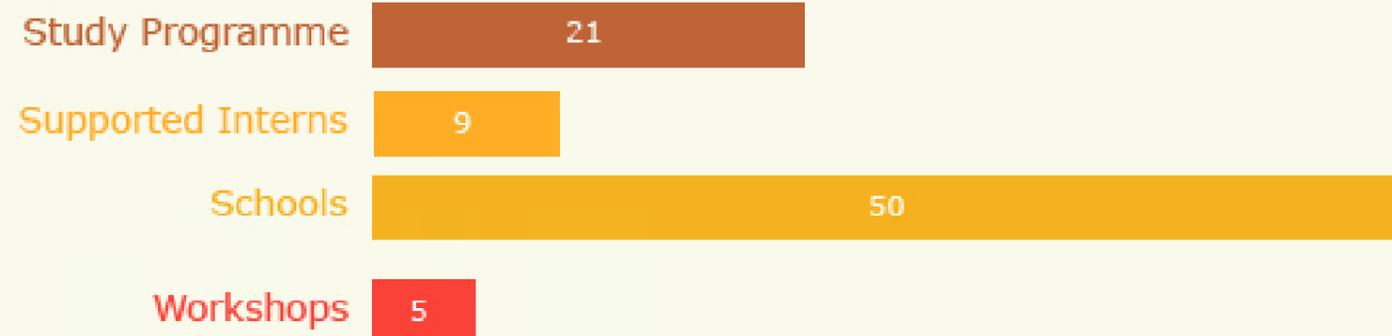


I never know what I'll end up doing at Roots but it's very exciting - my work includes classroom observation, mentoring and running teacher training sessions; offering tutors the time and space to discuss their work and to share best practice together; I work closely with the Education Manager to discuss what is best needed to improve quality at Roots and Shoots.

I have now taken over as Internal Quality Assessor for the bulk of the accredited work; I am constantly impressed by the quality of the work produced by the students on their courses - and the professionalism and enthusiasm of the tutors here.

BRENDA

Students



Horticulture

This year in Level 1 Practical Horticulture, we have focused on developing our Cut Flower Garden. We started the year by improving the shape and structure of the garden. We decided to increase the width of the paths to accommodate wheelbarrows. Then we used all the logs available from our tree surgeon Fergus to edge the paths and borders. This enhanced the naturalistic feel of the garden and provided habitats for wildlife.

Pat helped us make our own paving slabs, which we uniquely decorated with found materials. These slabs were incorporated into the Cut Flower Garden as stepping stones, which children, who also use the garden, absolutely love.



During a few very cold days in January and February, we decorated and recycled many plastic pots and planted them up for Alex to sell on her stall at St John's Church in Waterloo. We went on various trips to see the Cross Rail Garden in Canada Square, the Garden Museum, the Natural History Museum, the Docklands museum, the Flower Garden in Kennington Park and the Walworth Garden. February saw us travelling to Hyde Park to participate in a Learn to Grow Project based at their onsite allotment. This involved a fascinating trip to Hyde Park's huge greenhouses where all the bedding plants are grown for the Royal Parks. We also travelled to Bermondsey to help tidy the Age UK garden for their residents and visited a local MP's garden to discuss ways in which he could attract more wildlife to the area.



In March, we weeded, mulched, raked and consolidated the grounds here at Roots and Shoots ready for planting. Then we hit lockdown. This meant dropping off seed kits at each student's home so they had a practical task to engage with alongside our online teaching on Google Classroom. Fortunately, I was also able to work in the Bubble Gate Garden alongside two very dedicated students. Between us, we managed to maintain an area that was quickly becoming a much-needed outdoor space for local residents. The space became a real community garden with people coming to plant out their own home-grown seedlings. Tommy, Serafina, Joel and Harry also volunteered every Friday throughout August to help maintain the garden.

Since September we have become more involved in the Wildlife Garden. Cutting back climbers, weeding, removing debris, sweeping paths and allowing more light to enter the garden. We have continued to maintain the paths and seating areas around the whole site, including cleaning the drains.

Our new paths have been bark chipped to create unity throughout. Some of the perennials in the border have been dug out temporarily so that we can suppress the engulfing bindweed by mulching. We have planted bulbs which will bring a splash of colour to the site in the Spring.

Alongside all this work, we have completed many certified assessments. Three students achieved a Diploma, four a Certificate and two gained an Award in Level 1 Practical Horticulture. It has been great to see their hard work and dedication rewarded visually and academically. We are all looking forward to continuing this work towards constantly improving and enhancing the environment we live and work in.

Liz



BASE HORTI GROUP

At the start of the year the Base Horti group worked on completing their Plant Care and Garden Maintenance qualifications.

Students made hanging baskets and worked offsite.

During the Spring lockdown the students were given pots and packets of seeds to grow plants at home as well as worksheets and quizzes to complete on Google Classroom. Simon gave out some plants to his neighbours that he'd grown at home.

In June when teaching at Roots and Shoots resumed, Art in the Park and the Arts Council funded an art project looking at insects, flowers and pollination.

JANE



Floral Design



The first big event of the year for the Roots and Shoots florists was Valentine's Day. They practised making bouquets, utilising wrapping and ribbon-tying techniques. These, along with small vase and table arrangements, were sold the next day in the Roots and Shoots shop.

From March to June we weren't able to have practical lessons but Elaine kept in touch with students via weekly group video calls and online worksheets via Google Classroom.

When we returned for the new term in September, we made use of the Main Hall so we had extra space to comply with Covid-19 safety regulations. Students are all working towards achieving their Level 1 City and Guilds Award in Floral Design. They have been focusing on creating table arrangements using 5 different floristry techniques.

We had great success with our Christmas wreaths this year, despite the fact that the site was not open to the public. Students designed the wreaths and we had a great response from the local community, when we put up a poster advertising them on our social media platforms. Thanks to everyone who supported the work we do by purchasing a wreath, candle arrangement or floral design created by our florists throughout the year.

MADELEINE



Amber's all round table design using only flowers and foliage from the Cut Flower Garden

The Cut Flower Garden



The newly developed Cut Flower Garden has been an amazing resource for the florists. Throughout the summer and well into autumn we were able to go out and cut our own flowers and foliage, organically grown just on our doorstep. Flowers grown include Chrysanthemum, Scabiosa, Limonium, Eryngium, Liliun, Dahlia, Achillea and more. It was great to see just how many flowers can be grown here in the UK and next year we hope to have even more.



Retail

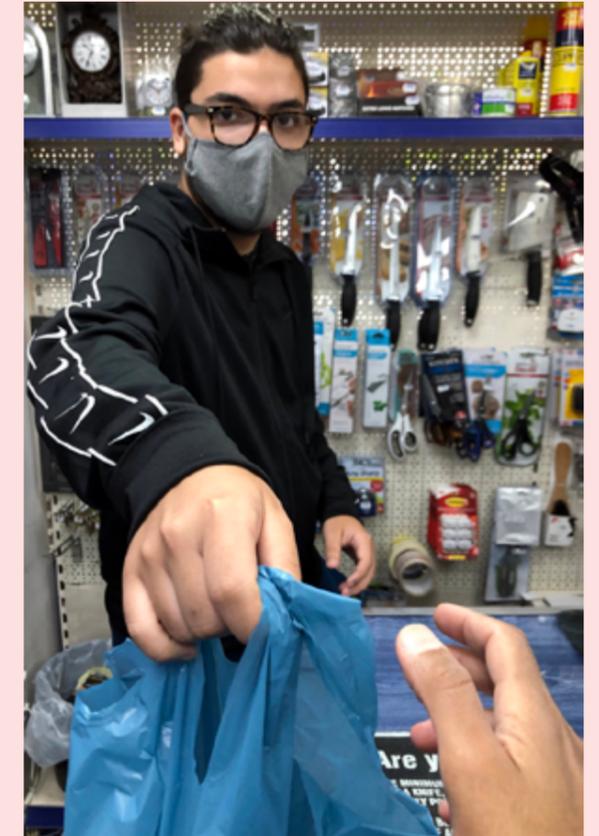


At the start of the year, several of the Retail students had secured work placements in retail outlets of their choice, including Morley's Department Store and the Travel Café. They were putting into practice the skills learnt in the classroom. It allowed them to experience different environments, social settings and learn about what is expected of employees in the retail workplace.



Since the start of the new academic year, the Retail students have studied wrapping techniques, recycling options, security risks, Health & Safety regulations, the Equality Act, how to recognise different forms of discrimination and the benefits of teamwork. All reinforced by lot of hands on practice and trips to various retailers who have generously given their time and expertise.

RESHMA AND MATHILDE



In March everything changed, but thanks to great team spirit and resourcefulness we were able to transition to online student learning. We moved lessons onto Google Classroom, social media, and Zoom. The students' uptake of this new technology was very impressive. They were always logged into Zoom ahead of the staff.

In June we were able to welcome students back on site, albeit with reduced timetables. The students managed to get a good amount of work done in our supportive, safe, socially distanced environment.



Catering

With no client bookings since March, we have adapted our catering work with the students, using the time to develop a professional chef's course. This has worked well as the students are receiving a more intensive training, which will stand them in good stead for when bookings resume. Having a more focused ability has also enabled us to offer three times as many students the opportunity of working in the kitchen. As well as studying and learning new skills, they get to cook lunch for both fellow students and the lucky staff.

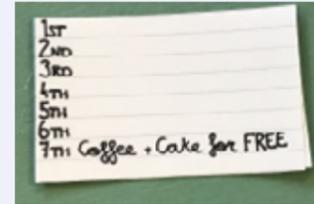
PHILLIP



Shop

Our two work placement students and two Supported Interns worked hard in our busy shop from January to March.

Supported Intern Paula introduced a loyalty card system. We had a busy Valentine's Day with a little stall out on the street. We sold a lot of coffee and cake!



We had to close from March until July but opened up again in September with a new set of Supported Interns and despite not being able to have any customers, we have been busy keeping the shop clean, arranging the products on the shelves, designing posters, coffee-machine training and lots of practice using the till and improving our money-handling skills.



We received new products from local makers including mosaic pots from Hart in Art, knitted hats from Jane Higginbottom and aprons and mugs from Roots and Shoots alumni Amy Manley.

The Roots and Shoots Art class led by Anita Gwynn creates lots of beautiful handmade products including printed wrapping paper, dried flower cards and bookmarks.

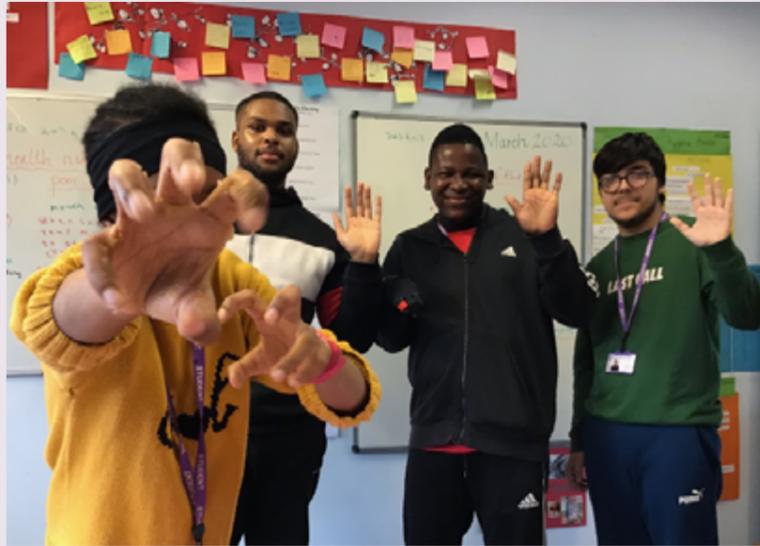
MADELEINE



Employability

This year in Employability lessons, the students continued to learn skills to prepare for the world of work and for independent life. We started with the study of Personal Hygiene and Presentation where the students learnt about the importance of optimising physical and mental health, as this helps them in social settings. The students visited local retailers Lush, Boots and Rivers Remedies to identify products to help them with their personal hygiene routine. Through fun practical exercises, the students learnt about how easily germs and bacteria transmit and how to wash their hands properly, a skill that became more and more important as the pandemic swept across the world in March.

During the lockdown, with strong support from staff and families, most students adapted amazingly well to online learning via Zoom and Google Classroom. We chose to study Environmental Awareness during this time to encourage students to spend time outdoors in nature, identifying bees, birds, trees and plant species. The students surprised and amazed us in equal measure as they reported weekly with wonderful images, videos and stories of what they had seen and heard.



We also helped students become aware of the growing ecological crisis facing the earth, and supported them to think of ways in which they could help the environment in their homes and local area. They all chose one way to support the environment, which ranged from creating a water source for bees on their balcony, sowing seeds for pollinators or watering trees on the streets or in local parks.

From September to December we completed a whole term of Employability lessons at Roots and Shoots. We adapted fast to wearing masks in class and sanitising our hands many times throughout the day. While the weather was good we held lessons outside as much as possible. The students studied the 'Preparing for Work Unit' where they learnt to identify their unique skills, qualities and achievements, whilst reflecting on their past experiences.

We were lucky enough to have 2 organisations wanting to work with our students. The Old Vic theatre, hosted an interactive online Zoom session, where students had to identify an ideal job and the skills that were needed for its delivery. Secondly Barclays Bank, also hosted a Zoom session where our students got the chance to interview Barclays Bank members via Zoom. They were very impressed by our students IT and interviewing skills! All in all a challenging yet rewarding year.

LILA



Functional Skills

We started the new year in January 2020 thinking about what our targets would be for the forthcoming year and thinking of positive resolutions to start off on the right foot. There are so many different personalities at Roots and Shoots and I always enjoy facilitating creative writing. The students continuously manage to come up with something hilarious and descriptive, despite thinking they can't write; it is often difficult to stop them when they open up a Word document on the computer.



One to One Study

This year 15 students have received focused 1-1 support in literacy, numeracy and social skills, in conjunction with the SALT specialist, our SEND lead and other tutors. This also included accompanying students to work placements, supporting them with the challenges, and encouraging their sense of independence. One student ran a plant stall at St Johns in Waterloo one day a week; setting up the plant stall, caring for and pricing the plants; learning how to interact with customers, and providing information on the plants. Others have increased their confidence with retail skills, happily transferring new skills to practical use.

RUTH



What a year! It's been very interesting to say the least. I have been impressed with the students, who mostly managed to join the various Zoom and Google Classroom events and join in with various online classes. It was quite stressful from everybody's point of view, so well done to them and everyone involved.

We were all so relieved to be able to return in June and this made obeying the new COVID-19 rules easier, I think. To be able to see people in real life was a joy! Since September, we have managed to run our Functional Skills classes from various new rooms and have still managed to complete some good work and have some great lessons filled with laughter and learning.

ANITA



Internships

We had five Horticulture Supported Interns in 2019/20, working under tutor Amanda Rew with the support of two learning support assistants, Madeleine and Olcay.

Practical tasks we focused on centred around our two allotments:

- Rosendale Allotment – preparation for the Spring including planting, seed sowing, weeding, mulching beds and laying paths with straw
- Penton Place Allotment – building raised beds/ using no-dig methods of cultivation – lots of mulching with cardboard, then woodchip/ seed sowing and planting.



The interns participated in various external work placement including:

- Paid work for Jim and Tonic, a microdistillery in Borough.
- Mobikes. Sam and Paula helped to maintain hire bikes.
- L and Q Housing Association and AMCM Construction set up a programme for the interns to gain experience on a very supportive building site.
- Ignition Brewery. A microbrewery/ Social Enterprise which employs 6 members of staff with learning disabilities, brewing their own beer and running a bar on the same site.
- Hyde Park Lookout gardening project.
- Monday lunchclub at Blackfriars Settlement with Ela from Bonnington Café.

All was on track for them to complete their Internships successfully with lots of exciting options for moving on. But in March we had to pause our plans as COVID hit. We continued as best we could with Google Classroom and Zoom sessions and returned briefly in June in time to ensure that all our Interns found somewhere exciting to move on to:

- Eddy - Level 1 Construction Course at Lambeth College
- Kristian - Level 1 Catering Course at Lambeth College
- Sam - Internship with Westminster Council
- Jermaine - Care Trade
- Paula - Share Community

We celebrated the end of a difficult term with a short camping trip to Andrew Gleave-Coley's wood in Sussex. The weather was wonderful and we cooked on an open fire, looked at the stars from the hammock, walked across the fields in the early morning, ate fish and chips and swam in the sea. It was greatly enjoyed by all and we hope to be able to return next Summer.



From September our new cohort of Supported Interns have done as much as possible considering the restrictions and more limited opportunities. We decided independent travel, especially by bike and scooter was going to open up more options. After visits to the park with wheels of various sorts, all the interns are now keen and competent scooter-ers (and cyclists).

Some work placements are still happening even with restrictions:

- Hart Club Art Gallery
 - Oasis Waterloo Farm
 - St John's and Archbishop's Park on a weekly basis
- We hope to start up others once restrictions lift, at Cable Bakery and AMCM construction.



Onsite work placements:

- Cooking with Philip
- Serafina and Amber cooking lunch for staff and students with Olcay

We still regularly upkeep the allotments and have trips out as much as we can. We're looking into projects we may be able to run for ourselves – eg renovating the Christiania bike so we can offer a local delivery service.

I'm exploring ways for us to have more camping/ residential trips, with a visit to Rye Harbour Nature Reserve where we may be involved with future gardening projects and enterprises.

AMANDA

Enrichment

Students are encouraged to take part in lots of different activities. Not only do they exercise physically but confidence is boosted and hidden resources are brought out from within.



YOGA

Our students have a Yoga session once a week in our beautiful and peaceful Natural Roots Building. Regular yoga encourages mindful practice, inviting a deeper physical and emotional awareness of the body, which improves self-regulation, social adaptation, self-esteem and confidence, concentration, and communication.

KEVIN AND ANGELA

MULTISPORTS

Our sports coaches engage students with various outdoor activities and indoor board games when the weather is not good.

DANIEL

DRAMA

Last year, a new venture for me was to start a Drama Class for students as part of the Enrichment programme. We mainly do drama games and improvised scenes. I have seen the students gradually gain more confidence and become very brave when performing their scenes. We also have a lot of fun!

BRENDA



MUSIC

It was great to get back to music classes at Roots and Shoots after the summer break. We made use of our newly acquired chime bars and percussion instruments straight away and got to grips with learning different notes, musical scales and chords, often outside while the weather was still nice. We used our instruments to play pop songs, create our own rhythms and harmonies, and play games. We explored different genres of music, listened to different instruments from around the world, and took part in lots of quizzes. All the students participated brilliantly - especially under difficult social distancing circumstances - and we all enjoyed making music together!

GEORGE

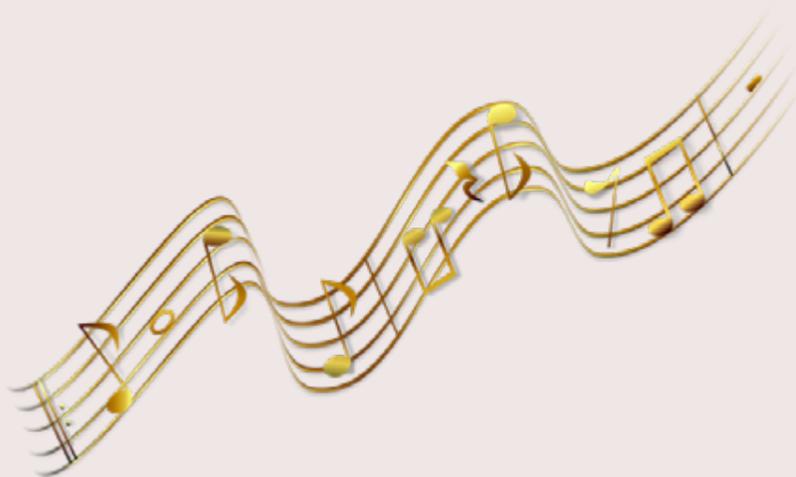


ART

Since September, some of our Student Interns have been joining in with an art class. We were asked to make items for the shop and we brainstormed ideas, mindful that the shop is not open to the public at the moment. As September was still lovely and warm, we spent some time picking and pressing flowers from around the site. After a couple of weeks, they were ready and we made cards and bookmarks. It is always exciting revealing the beautiful pressed flowers. People always need a birthday card!

As Christmas neared we made Festive wrapping paper by block printing onto brown paper and it looks great. In the New Year we will no doubt be thinking about Valentine's Day, adding to the lovely things we have produced.

ANITA



Job Coaching

The Careers Department at Roots and Shoots provides tailored careers and information services to students across all our vocational courses. Our aim is to support and develop our students by providing the tools they need to enhance their employability.

We work with students and interns wherever they are in their career readiness – even if they are not sure what to do or where to start. We do this by providing reliable and up-to-date information, advice and resources. Through job coaching sessions, students develop a deeper understanding of their motivations and aspirations, as well as completing a CV, cover letter, interview practice. We also provide support with job applications in alignment with their needs.

All students have the opportunity to undertake both onsite and offsite work placements in a range of sectors - catering, youth clubs, retail shops, art galleries, sports clubs, florists, gardening and other community volunteering. It is also a brilliant way to support other local organisations. Learning new ways of interacting with employers, building confidence and references for CVs and developing transferable skills is priceless for our students. All prepare them for seizing opportunities in the ever-changing job market.

This year particularly we have undertaken risk assessments for our work placements and ensured safety measures are followed by both employers and our students, to enable them to get the most out of their work placements in a safe manner.

Our return in September has provided a good opportunity to refocus attention on our immediate surroundings with students and interns carrying out varied onsite work placements which help the students take ownership of their learning environment.

These include:

- housekeeping and cleaning
- admin and office support
- kitchen monitors
- catering assistants
- shop assistants
- sports assistants

We have maintained old relationships with employers and created new ones. So in the Autumn Term, 15 students have onsite work placements and 12 secured offsite work placements.

Obviously some offsite work placements have stopped during lockdowns, but it is positive that most have kept going. We have been in constant contact with prospective employers, so we are ready to go as soon as things ease.

RESHMA AND JAMIE



Work Placement Case Studies



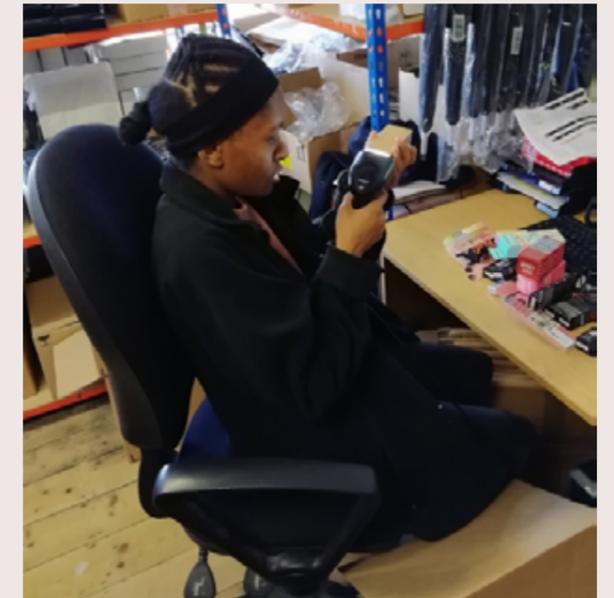
Wesley After finding the idea of work placements challenging it's very encouraging to see Wesley complete multiple sessions at the Travel Cafe. This is a huge step for him during his final year at Roots and Shoots.



Amber and Serafina work together as Gallery Assistants at The Hart Club Art Gallery. Tasks have included helping to package Art Packs to send out locally and painting display boards.



Shane, with support from Job Coach Kara, has completed several sessions at The Gift Tree, a local souvenir shop. His first onsite work placement organising art materials gave him transferable skills he could use for stocktaking and organising shelves. This first offsite work placement is a significant step for him.



Fiona continues to show brilliant motivation to complete Work Placements at Sense Charity Shop and Morley's department store. Her regular onsite cleaning Work Placements have helped her to become an asset for the college.

Working with the students at Roots and Shoots is always a positive and exciting challenge. Each student being unique in personality, skill and interest means that tailoring Speech and Language Therapy to suit these is important. Following the Christmas break and into the second term, a new group of students started to receive input while some students continued to work hard with their therapy in blocks of 1:1 or in their assigned small groups.

After being informed in March that remote working would be the case, there was a rush to produce homework packs and programs to ensure that although typical sessions and groups were not taking place onsite this would still continue remotely.

For the first two weeks in Lockdown, the priority was to ensure students were able and comfortable in using an online platform for contact. Once this was established, the focus then became the student's wellbeing. To unite students and encourage social interactions, social groups took place three times a week. Over the weeks, as a group, we completed many quizzes and it was inspiring to observe how well the students worked together to achieve incredible and perfect scores on numerous days. The social groups allowed a little normality in that all students were invited to come together to laugh, talk and have a safe environment to ask questions.

As Roots and Shoots started to gradually re-open, there was a real sense of gratitude for things previously taken for granted: face to face interactions, high fives and lots of us in one place at the same time.

From the summer and into the new academic year, speech therapy continues with lots of social distancing and with all of us in PPE! From 1:1s, Lego therapy, social skills or vocab groups, the students have now resettled into a near normal level of input.

Carrying out formal assessments on all the students has recently taken place and I'm incredibly proud of each and every student for completing this challenging task.

I want to take this opportunity to thank all students, parents and staff for your hard work, perseverance and positivity. I look forward to working very closely with you all to bring about the best possible outcome regardless of the difficult times we are currently experiencing.

NANCY

TTRS

Students from our Base Group started using a new programme called TTRS, (Touch-type Read and Spell) introduced to Roots by our Speech and Language Specialist, Nancy. The students each have their own login and go through each module. They learn to place their fingers in position on the home keys and type with less looking down at the keys and more at the screen. They also learn key words and simple sentence formation they use in daily speech and writing. Learning to hear the sounds and write what they hear, teaches them to spell new words and improve their recall. At first they copy the words they see, and then they have to listen and type. Other students now use TTRS and helps with their speech, touch typing skills and spelling in lessons and everyday life.

Student Journals

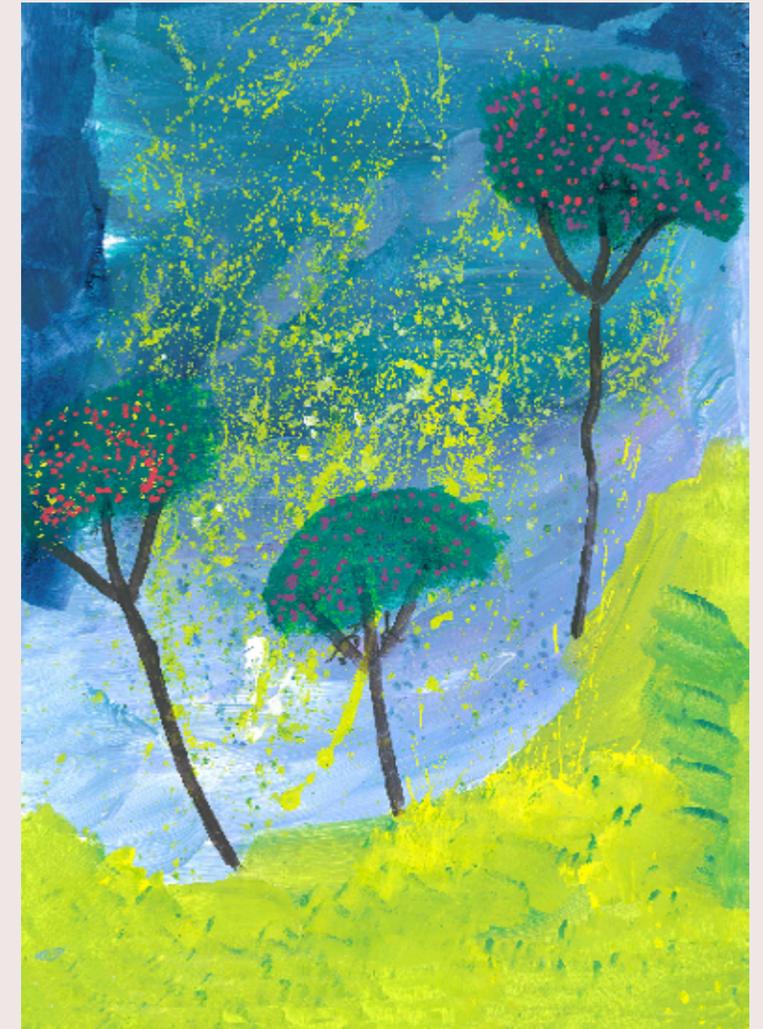
Since September we have been using a new format to record students' daily progress and feedback on their learning and how they are meeting the individual learning and personal targets assigned to them. The students are given a daily score of 0-5 for these and comments on their learning in their lessons or work placements. Journals are then sent to families weekly. In addition feedback is given to students at the end of each day.

GRACE

During the first Lockdown staff and students embraced the use of technology so that we could keep the rotation of Annual Reviews of EHC Plans moving. Some families were happy to try using video calling, others asked to wait until college re-opened. Even though the Department for Education relaxed the obligations under the 2014 Code of Practice for SEND, all reviews were completed and submitted to the relevant Local Authority by the end of the Summer term. For the new academic year, EHC Plan Annual Reviews are already underway, focusing first on the 12 learners who are in their final year at Roots and Shoots.

For the academic year 20-21, all Term 1 invoices High Needs Funding (Elements 2 & 3) have been issued to the relevant Local Authorities – for new students with recent agreements on their funding, payments have been prompt. For returning students and interns, Local Authorities have required the approval of updated High Needs Funding Claim Forms, and this has created delays to payments from specific boroughs. There is one small outstanding payment for Element 3 Funding from 2019-2020, for a student who moved house and an application had to be made to the new borough, as part of his transition to their jurisdiction.

Service Level Agreements within the School Links Project have helped to secure income for Roots and Shoots, and termly invoicing to our partner schools is supporting the continuation of the project in a time of COVID restrictions.



Staff members from all areas of the college were offered the opportunity to undertake the Autism Education Trust's 'Making Sense of Autism' course. The AET's training programmes are accredited and endorsed by the Department for Education. Completing the first 2 sessions in early March and the final 2 in September, sixteen staff members received their accreditation. A number of staff started the course but were unable to complete or were not able to attend, therefore a short, informal course on Autism Awareness is being developed for delivery in 2021.

SAM

Counselling

Throughout the year I have carried on offering both long and short term art therapy with regular reviews and reports to consider how best to support each individual learner. Where possible I want the young person to be as much part of their therapeutic process as possible. We prepare a contract together, and the art therapy space is a confidential space for them to explore their emotions and feelings through art making and play.

For our most vulnerable learners, offering a safe and regular space for reflection through AT is central. Whether in person or online, the intention is to provide something consistent in a time of constant transition and change.

Anxiety has taken up a prominent part in all of our lives and it is important to recognise the emotional impact this pandemic has on everyone individually, and offer the most effective and safe support for our vulnerable young people. Fortunately the BAAT (British Association of art therapists) were helpful in sharing expertise and strategies that could be applied. Establishing a way to communicate safely online, whilst honouring the importance of therapeutic boundaries, took time and patience, but in time a level of trust and security began to build up again. Consistent communication proved very valuable.

Artwork made in art therapy can often feel very loaded with emotion, but being physically held and kept safe by the therapist after each session wasn't possible online. And finding a space to store work and coming back to it weekly was an important detail to establish at the start.

To witness the artwork, and creative energy all the young people who could engage and adapt was especially powerful; especially when they could find their own creative space to heal. For some students mindfulness and short meditations have become part of their regular AT sessions and some have even adapted this into their self-care routine.

Students prepared for a socially distanced art show at the end of summer. They were able to showcase work exactly as they wanted to with a sense of pride and excitement. More shows are planned, when restrictions have eased, to make sure we celebrate the creative talent of our learners.

CRESS



School Links



Platanos College students have been busy keeping on top of pruning, weeding, clearing and preparing the soil. We like to keep the activities varied so there is always something for everyone. All of these pursuits help in gaining the City & Guilds Employability Qualification.

JAMIE



This year I continued working with local schools as part of the School Links program. The sessions were based around environmental education, gardening, using tools and powered lawn care equipment safely, cooking, sport, and crafts. In addition to that, students did City & Guilds accredited Employability units focusing on Health & Safety in the work place and working as part of a team. The school closures in Spring meant that the School Links groups didn't attend, but we did manage to make some work available online - in the form of home activities. Once schools opened back up, Roots and Shoots became a much-needed refuge for secondary school students to spend valuable time outdoors; connecting with nature in a safe environment and working with their hands in the fresh air. Lansdowne school sent two groups, attending half day sessions once a week and Platanos College sent one group that was on site for two full days. This autumn I started working with a group from Turney School, who came for a half-day session once a week.

JOE



Highshore School were not able to return to Roots and Shoots in September as they stopped all offsite visits so we had to go to them. Luckily they have a roof garden which needed a bit of TLC and two groups of students that love gardening. We have gone from a sunny but weedy garden to a cold but tidied one. We've planted six planters containing broad bean, garlic, onions and fruit bushes. Some have green manure ready for the Spring planting season.

JANE

Natural Roots

The start of the 2020 growing season was focused mainly in the greenhouse, sowing a range of vegetable seeds – many purchased at the very busy Potato Day we hosted for our good friends, Pennard Plants. These seedlings were destined not only for our Nursery Vegetable Raised Beds and pots, but also to be sold in our shop before hopefully growing to fruition in local gardens and growing spaces. School groups sowed a range of veg and flowers for their school gardens and our Horti students made spring sowings of hardy perennials and annuals for our new Cut Flower Garden, herbaceous borders in the Bubble Gate Garden and for a wide-range of community projects. The SLAM Refugee Group also started vegetable sowing and preparing their raised beds and pots.

But by the end of March, Roots and Shoots was empty and silent except for our resident foxes, birdsong and the buzz of pollinators. As nature doesn't go into Lockdown, our focus shifted. Without various growing groups around each day, there was only one regular gardener (Sarah) with help from two stalwart volunteers, Alicia and Ruth, and occasional pruning from Catey.

Determined to remain positive, we planned to keep the site safe whilst ensuring that it would be as ready and familiar as possible for students and staff whenever they could return.



Throughout an unexpectedly hot, dry Spring one of our main tasks was to continue to establish the Cut Flower Border so all the hard work put in would not be lost under weeds. Planting out and watering were a priority especially as the space became a safe, quiet haven for local people. It was a joy to see families getting close to nature and hearing their heart-warming comments.

“We love your garden, which has been bringing us so much joy over the last months.”
“I go every day and can confirm that a lot of people seem to be loving it! It is truly magic there.”
“I am a Lambeth resident, with the absolute joy of living on Walnut Tree Walk (your garden on Fitzalan Street has been a real saviour in Lockdown!).”
“I passed through the Doorstep Green yesterday with my son (and said a social-distanced hello to Pat!), and wow (your garden)...was looking just so beautiful (my son calls it Mr McGregor's Garden!) thank you for keeping such a special space for the community.”

“While we were going through the early days of the stress and worry of COVID, Paul and I really appreciated coming to the Doorstep (Bubble Gate) Garden. I'd obviously walked through it many times but never really stopped and appreciated it properly. We fell in love with the garden, seeing the wonderful plants growing over the different seasons. It was mainly just us at first; but gradually more local people popped in. We brought friends and neighbours to appreciate it with us. During Summer we occasionally saw students working in the garden – so wonderful to see the fruits of the wonderful work of the teachers and students here and the healing power of nature.”



*Early Spring on your Doorstep
When the world had stopped.
Nature hadn't noticed
While we silently watched.*

*Our anxious breathing slowing
To the rhythm of the growth
Of leaf and early flowering
And the promise of rebirth.*
BRENDA



Another important task was to continue to nurture our vegetables and herbs so Amanda could take seedlings and plants to our allotments. We could also distribute fresh green stuff to local people and community growing groups including Incredible Edible Lambeth (IEL) via Myatts Field Park Project, a local school garden, NEP community garden and enthusiastic individual gardeners and allotmenters. We also supplied plants to a local plant nursery adding variety to their stock. Our bags of salad leaves were very popular with staff who had to come in for essential work resources.

In May it was a joy to see the return of a small group of Horti students who needed the support and structure of in person teaching and outdoor activities to maintain their mental health. Alongside Liz (and Jill), they picked up the development and maintenance of the Bubble Gate Garden borders.

In June Roots and Shoots reclaimed its usual vibe with staff and students returning bit by bit and lots of outdoor areas becoming teaching spaces.

David Perkins worked at home until June and his essential input and guidance was much missed. David returned at the weekends to complete final projects before his retirement including replacing the supports of our Espalier Apple and Pear trees with sturdy Chestnut poles, summer fruit tree pruning and mulching.

Over the Summer our vegetables began to fruit. We took part in a Heritage Seed Library citizen science project, growing Cobra French Beans in large pots, one with a mulch of clover green manure and one without. This was to test the efficacy of planting green manure amongst growing vegetable plants. When harvesting the beans a stepladder was needed to reach the high ones.



There was late Summer sowing of both vegetable greens, salads and peas. Half of the seeds saved from perennials were sown fresh; the rest saved for Spring sowing. With skills gained from a seed-saving course, Sarah has been saving vegetable seeds more confidently this year. And Roots and Shoots has signed up to be a Heritage Seed Library Seed Guardian starting in spring 2021. This has been alongside taking cuttings and lifting and dividing good pollinator plants as part of our plans for a pollinator corridor to run throughout the site.

When the Autumn term started, it was great to see the Florists cutting flowers and foliage from our Bubble Gate Garden and Merton borders to use in their arrangements. Phillip and the kitchen interns use freshly picked produce and herbs when cooking student and staff lunches.

Autumn wouldn't be an R&S autumn without mulching, especially after Fergus, tree surgeon, left a mountain of bark chippings. Pruning onsite and at the allotments has provided decorative branches and willow that have been woven into rustic festive wreaths and candle arrangements.

"It seems like everything sleeps in winter, but it's really a time of renewal and reflection."

Hopefully next year we can celebrate this and more, with a Jim and Tonic botanical snifter that Seb has concocted using our harvested quince, medlars and herbs.

SARAH



Site Development

During the extended quiet periods that COVID-19 has enforced during 2020 we were able to complete much needed maintenance across the site. Kurt and his team of specialist tradesmen have become a familiar sight, especially over the Summer break.

When visitors return to Roots and Shoots they will have no trouble finding us as our wooden waymarking street sign is now thoroughly renovated. Once inside, visitors will be welcomed into our freshly decorated entrance hall, main office and corridors. In the ground floor toilets all cubicles and facilities have been renovated and hidden sewers, pipes and tanks cleaned.

In the Main Hall we have replaced the wall-mounted screen and laptops so that visitors can access high-quality, easy to use equipment for presentations, video calls and more. There should be no more chilly corners as the underfloor heating throughout the building has been completely renewed. The flat roofs are now leak-free with clean gutters.

Thanks to a generous donation, preparing and serving our much-loved lunches and teas is much easier after the complete makeover and extension to the Big Kitchen.



Pat, our Facilities Manager and Fire Marshall, has been no less busy. Apart from the hundreds of everyday maintenance tasks on everything from bikes to windows, at the start of the year he and Andrew completed training to become qualified onsite Fire Marshalls.

Spring Lockdown provided an opportunity for Pat to tackle large projects safely. In the unexpected sunshine he built two sturdy courtyard benches, making each wooden piece from scratch.

As foxes became bolder, he constructed an enclosure for the vegetable raised beds in a guerrilla war to stop the incessant devastation of newly planted seedlings complete with smelly 'calling cards'.

He completely renovated the compost and leaf mould bins and built a new 'Bin for Bill' - easily accessible from the stables next door. This helps Pat and Sarah manage the compost bin rotation and keeps the worms happy.



Site Development

When onsite learning resumed in June, Pat installed the facilities and hygiene equipment needed for Roots and Shoots to comply with COVID-19 safety measures. This includes:

- installing sanitiser dispensers
- building screens between classroom computers
- installing a screen in front of the main office reception
- building a wind and rain break enclosing the Apple Barn as part of the transformation of this area into an outside classroom.
- constructing bespoke shelving to store resources in the NRB to allow the teaching area to be enlarged for social distancing



During the Summer Break he wielded the hedge trimmer to hard prune, lower and narrow the Copper Beech hedging. And he and Sarah pruned the arching Cherry Tree back considerably. Both allow more sunlight to reach the vegetable raised beds and perennial borders.

In the autumn term a tool shed was donated to Roots and Shoots. The old metal tool shed was lifted and rotated 90° and straightened before a concrete floor was laid inside. Pat constructed the new tool shed next to it. Both were kitted out with bespoke wooden shelving and racks for efficient storage of garden tools and machinery.

So, alongside major tree surgery in late autumn, 2020 has seen the whole Roots and Shoots landscape transformed and developed. Phew!!

PAT

Volunteering

During the Spring Lockdown Roots and Shoots was left with the very small crew managing the work usually undertaken by many, at one of the most labour intensive and increasingly baking hot times of the gardening year. Living nearby, I was able to go and help. I was tasked with looking after the SLAM beds, full of salad and herb plants, at the peak of their growth.

There was essential watering to be done in the greenhouse, the gravel beds, the courtyards and the very newly developed Cut Flower Border. Here there were very newly planted flowers, still to establish themselves; weeding, further preparation of the beds, and a seemingly limitless number of seedlings, all desperately ready to be planted out. Onsite beds were mulched and new benches made; and a careful eye kept on Eric, who became expert at finding the shadiest spots to escape to.

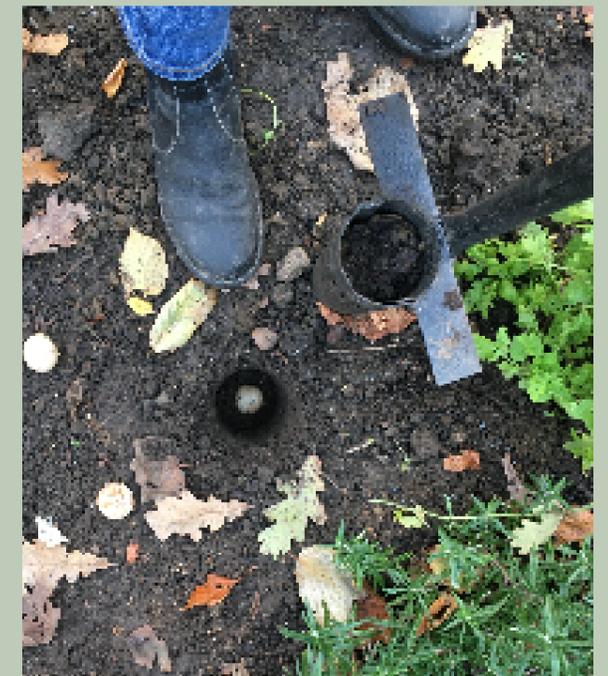


I don't think I will ever forget those days. Leaving my home very early, to cycle through the empty streets and arrive at the site, which was full of birdlife, bright colours, and everything thirsty and grateful for water. It was not only the plants who benefitted; local people in ones and twos came to the Bubble Gate Garden for their exercise. 'It's paradise here, isn't it?' said one; and it was. I learned things too including the best and only way to replace the hosepipe when you have finished with it; thank you Pat. And thank you Sarah and Linda.

RUTH

This Autumn and Winter I have volunteered at Roots and Shoots and have loved it! The team is incredibly welcoming and make me feel right at home. Every week our activities vary from planting cuttings, mulching, planting bulbs for the spring along with general garden maintenance. I have been studying horticulture alongside doing the volunteering and it has really helped with my understanding of plant propagation and the natural environment. Sarah has such a wealth of knowledge about plants and is a brilliant mentor!

JESS



Office and Events

This year has been very trying for everyone, and it has been no different in the office. In the quite lengthy process of appointing a new Bookings and Events Manager during a pandemic, we have been assisted with administration by Grace who has been a huge help. Supported Intern Amber Miller has done well helping out with admin chores as well. Thanks also to Sam Morris, our SEND Officer, and Cress Brotherstone, our Counsellor, for their help in improving attendance, through good communication with students and parents.

When we returned from Spring Lockdown there was a sizeable backlog of administration to catch up with, and we quickly had to learn new ways to keep everyone safe. Pat has installed COVID safety measures throughout the site – which we are all very grateful for. Staff and students have been patient with all the changes we have had to make, and careful with each other's safety.

We welcome Marc Hankins, our new Bookings and Events Manager, who joins Linda and myself in the office, and has already been hard at work improving internal communications, IT solutions, and more besides. We look forward to a healthier, happier 2021.

ANDREW

Events 1 Jan - 12 March 2020

Bookings 117

Guests 1839

Magpie Kitchen Diners 70

In normal times, we would be preparing for our monthly Magpie Kitchen events alongside daily bookings for meetings. Our Christmas Magpie 2020 was to be based on the pioneering photographer Edward Steichen and Luxembourg. Sadly, like the dinner planned for March, Malta and the Knights of St John, it had to be cancelled. And Magpie Kitchen hasn't resumed.

2020 started well with sell out dinners in both January and February. These dinners were based around Edvard Munch and Franz Kafka and marked the halfway point of our culinary/cultural tour.

Of course, the pandemic has had a huge impact on our bookings, with no clients since March.

PHILLIP

The Magpie Kitchen THE CZECH REPUBLIC and FRANZ KAFKA
COME AND CZECH OUT THIS MONTH'S MAGPIE, WE PROMISE IT WON'T BE A TRIAL

~ MENU ~
~ STARTER ~
BOHEMIAN GARLIC SOUP,
CELERIAC & APPLE SALAD, LIPTO CHEESE, HALLAH
~ MAINS ~
MEAT OPTION: ROAST PORK with SAUERKRAUT
VEGIE OPTION: MUSHROOM STRUDEL
with HERB SAUCE
BOTH SERVED WITH:
LORSE, GREEN BEANS with PEARS
& PICKLED CUCUMBERS
~ DESSERT ~
PRAGUE KOLAČ,
KOLAČKY and COFFEE

~ ONLY £20 ~
28 FEB
Dinner served at 7.30pm

TO BOOK: CALL: 020 7587 1131 or EMAIL: adminsupport@rootsandshoots.org.uk
#rootsandshoots.org.uk @themagpikitchen
RootsandShoots82 @rootshoot
ROOTS & SHOOTS, WALNUT TREE WALK, LONDON SE11 6DN
Reg. Charity No. 1004030

Community

The Senior Management Team in 2020 are:

Linda Phillips MBE, Director Matt Brownlee Operations Manager
Angela Barredo Education Manager Marc Hankins Office and Events Coordinator

Andrew Scott-Bolton Administration Coordinator, Fire Marshall
Sarah Wilson Expert Gardener etc Elizabeth Ing Horticulture/BASE Tutor, LSA
Phillip Costen Chef, SI Catering Tutor Elaine Fisher Floral Design Tutor
Reshma Mahendra Retail Tutor, Education/Careers Officer
Lila Veltze Employability Tutor, Job Coach, Shop Manager
Anita Gwynn Functional Skills/Art Tutor Ruth Morgan Functional Skills Tutor
Amanda Rew Supported Intern Tutor Jane Higginbottom BASE/School Links Tutor
Joe Brand BASE/School Links Tutor Jamie Drabble School Links Tutor, Job Coach
Georgina Philip Music Tutor Brenda Foulds Staff Development, Drama Tutor
Kevin Enright Yoga Trainer Nancy Gilini Speech and Language Therapist
Sam Morris SEND Coordinator Cressida Brotherstone Art Therapist
Madeleine Dunn Learning and Media Support Kara Innis Job Coach, LSA
Learning Support Assistants: Ben Payne, Mathilde Griffin, Daniel Sampson, Grace Fletcher,
Olcay Demir, Megan Martin, Anne-Marie Hylton, Anthony Carry, Shalim Ali,
Catering Mentors: Carlene Johnson, Maya Tutistar Cristina Villena Magpie Kitchen
Pat McLoughlin Site Maintenance Officer, Fire Marshall
Cleaners: Ginette Biampondou, Winsome Lorraine



Our Trustees in 2020 are:

Val Stapleton Chair
Michael Mitchell Treasurer
Victor Willmott, Glenda King,
Graham Cocking, Darren Coglean,
Jacqui Thomson, Martha MacDonald

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

Tony Danford, Ian Parker, Catey Hillier, Prim Campbell, Lindsay Swan, Kurt and Ruth Geiger,
George Reed, Raymond Alli, Maggi, Ian Carruthers, Hector Bellamy
Chris and Mike at Pennard Plants

Many thanks to Volunteer Matters, Benefacto for organising the corporate volunteer groups including:

Avia

Gardening Volunteers: Mary Jo, Sally, Lisa, Ella, Alicia, Jess, Jill, Seymour, Susana
also: Steve and Bill (for daily compost donations)

In the Heritage Apiary: Sharon and Corrine

Annual Review inc. photography by: Sarah and Madeleine with help from other staff and friends, David Perkins (photography)

Staff

We welcome all our new staff who have joined Roots and Shoots in 2020. And wish all the staff who have left us our best wishes for their future endeavours:

Dr David Perkins

This year saw the retirement of Dr David Perkins; a long-standing member of staff who was responsible for the development of our environmental education programme. The culmination of his work here was the UNESCO Man and the Biosphere UK Award in 2011. Combining natural and social sciences, this intergovernmental programme aims to establish a scientific basis for improving and safeguarding the relationships between people and their natural ecosystems and managed environments. This award recognised David's innovative work with the local community, schools and artists – including Martha MacDonald and Reen Pilkington.



With the support of the City Bridge Trust, David's multitude of talents – scientist with a specialism in entomology (insects and mini beasts), teacher, artist, and writer – were fundamental to all his work at Roots & Shoots. David has the ability to transfer his knowledge and inspire people of all ages and backgrounds and his establishment of our popular Annual Apple Day and our Spring Celebration of local amphibians highlights this. Although Roots and Shoots has collaborated with The Lions Part for some time, our biggest public event was the 2019 combination of Apple Day and October Plenty into a celebration of Autumn Bounty and harvest. Without David's quiet, sure-handed organisational skills, management and energy this wouldn't have happened.

The Cellini apple was introduced around 1828 in the nurseries of Leonard Phillips, close to where New Covent Garden Market stands today. As part of David's research in local history, our Cellini Orchard was planted to revive this Vauxhall apple and distribute trees to local people and beyond. David's love of William Blake led to Roots collaboration with Project Blake. This included the All That We See is Vision event in conjunction with The Southbank Centre and The William Blake Congregation. Later a recording of a BBC radio drama about Blake's life in Lambeth was based on site.

We all wish David and his family well, particularly his partner Mary Jo, a stalwart volunteer who has been involved in a large part of David's work here. And that David's imaginative knowledge will continue to inspire with ongoing personal projects including publication of natural science and adventure books.



Staff

Tarik Ali

Tarik Ali, our Job Coach, left us in July after 3 busy years in which he developed a diverse range of work placements in the local community.

His energy and dedication will always be remembered by the young people he worked with, as demonstrated by the fond memories our students have of him:

"You are more talked about than COVID."

"Tarik was one of the best guys that all of us at R&S worked with."

"Tarik, you're a funny guy. Smart, helpful, supportive and easy to talk to."

"It was such a pleasure working with you, always laughing and making others laugh."

"Tarik our Job Coach we all hung out with during lunch. Any time someone has a problem, he's there for everything."

"Tarik was very funny, nice, kind."



Issy Okonta

We wish Issy, our Events and Office Coordinator, the best for her future career.

Maureen Lishomwa

Maureen was an important part of our administrative team supporting all aspects of the educational courses and matters relating to students and the staff team. All with her unique sense of humour.



Constance Mabilia

Constance, our Catering Mentor, left us in July. She participated in all the work aspects of kitchen, hall and room hire, and training the Student Interns. If needed she stepped in at the last minute for Magpie Kitchen. She was well liked by both staff and students, as she gave her time generously. Her bright presence in the kitchen and winning smile will be missed by all.

Corn Queene

We humbly miss our regal, temporary member of staff who benignly officiates at our annual October Plenty Apple Day with The Lions Part. Hopefully she will return in person soon; until then, she can still be seen here:

<http://www.thelionspart.co.uk/CQNHB2.pdf>



Accounts



STATEMENT of FINANCIAL ACTIVITIES

for the Year Ended 31 August 2020

	NOTES	UNRESTRICTED FUNDS		RESTRICTED FUNDS		TOTAL FUNDS	
		£	£	£	£	£	£
INCOME and ENDOWMENTS FROM							
Donations and Legacies	2	~	827,050	827,050	879,650		
Charitable activities	5						
Charitable activities		~	5,340	5,340	6,025		
Other trading activities	3	94,983	101,131	196,114	397,952		
Investment income	4	52	38	90	218		
Other income		~	462	462	1,865		
TOTAL		95,035	934,021	1,029,056	1,285,710		
EXPENDITURE ON							
Charitable activities	6						
Hall hire		40,957	~	40,957	~		
Charitable activities		~	970,975	970,975	1,271,076		
Other		~	32,760	32,760	46,409		
TOTAL		40,957	1,003,735	1,044,692	1,317,485		
NET INCOME/(EXPENDITURE)		54,078	-69,714	-15,636	-31,775		
Transfers between funds	15	-89,693	89,693	~	~		
Net movement in funds		-35,615	19,979	-15,636	-31,775		
RECONCILIATION OF FUNDS							
Total funds brought forward		221,924	974,797	1,196,721	1,228,496		
TOTAL FUNDS CARRIED FORWARD		186,309	994,776	1,181,085	1,196,721		



BALANCE SHEET

31 August 2020

	NOTES	UNRESTRICTED FUNDS		RESTRICTED FUNDS		TOTAL FUNDS	
		£	£	£	£	£	£
FIXED ASSETS							
Tangible assets	12	~	898,536	898,536	885,707		
CURRENT ASSETS							
Debtors	13	2,557	47,067	49,624	109,755		
Cash at bank		186,309	106,067	292,376	214,385		
		188,866	153,134	342,000	324,140		
CREDITORS							
Amounts falling due within one year	14	-2,557	-56,894	-59,451	-13,126		
TOTAL		186,309	96,240	282,549	311,014		
TOTAL ASSETS LESS CURRENT LIABILITIES		186,309	994,776	1,181,085	1,196,721		
FUNDS							
Unrestricted funds	15			186,309	221,924		
Restricted funds				994,776	974,797		
TOTAL FUNDS				1,181,085	1,196,721		

Roots and Shoots has continued to have an encouragingly secure cash position despite the uncertainties and restrictions of 2020.

MICHAEL
TRUSTEE TREASURER





- * 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, students, volunteers and all others involved with us to work together, enabling us to fulfil our potential

adminsupport@rootsandshoots.org.uk

www.rootsandshoots.org.uk

Tel: 02075871131



@RootsandShoots82



@rootsandshoots1982

Walnut Tree Walk, London SE11 6DN Charity Number: 1064070/0 Co. Ltd. by guarantee 3400781