

2021



ROOTS AND SHOOTS

Annual Review 2021

This was another difficult year due to the pandemic and many obstacles had to be overcome to safely deliver our educational programme to our young people. During the subsequent lockdowns staff taught students over Zoom as well as by keeping close contact by phone, email etc to ensure their well-being.

As soon as it was relatively safe for their return in May (as instructed by the Department of Education) safety measures were taken including rigorous cleaning practices; maintained to minimise possible infection. Despite the many difficulties, we met all our targets and educational outcomes for our young people.

A severe leak in the roof of the coach house, resulted in extensive damage to the property. These meeting rooms are used for venue hire, (luckily suspended during the pandemic). Funding was given by the National Lottery's covid support programme for these very necessary repairs. On further investigation extensive remedial work was needed to correct unseen damage. The trustees felt it was prudent to spend the funds required to ensure the building was of a good standard as a future asset for the charity. This work has now been completed.

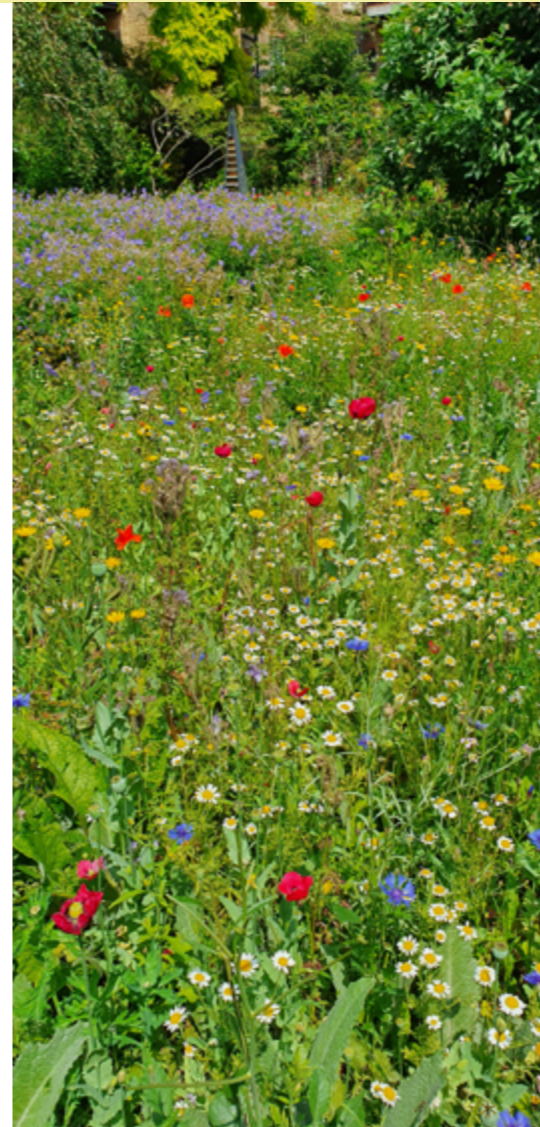
Our main kitchen has been refitted to bring it up to a high standard. A local benefactor gave funds to purchase a new freezer and fridge. We were also awarded five stars by Lambeth's environmental inspector for food hygiene. However no public events were organised due to COVID safety concerns, but our "new" kitchen has been well used by our 3 cooks and catering students during training sessions and to provide lunches for the few clients who have booked our hall and meeting rooms.



We cannot recruit a replacement member of staff to oversee the City Bridge Trust funded environmental programme. As the site is closed to the public, some of this funding was used to refurbish and replant the Wildlife Garden that had become very overgrown and unsuitable for educational purposes. Work was carried out during the year by key staff and local volunteers overseen by the Director. We are very grateful to City Bridge Trust, as it has enabled Roots and Shoots to develop a refurbished and sustainable educational garden. This will provide long term benefits for the London-wide community and enhance local biodiversity.

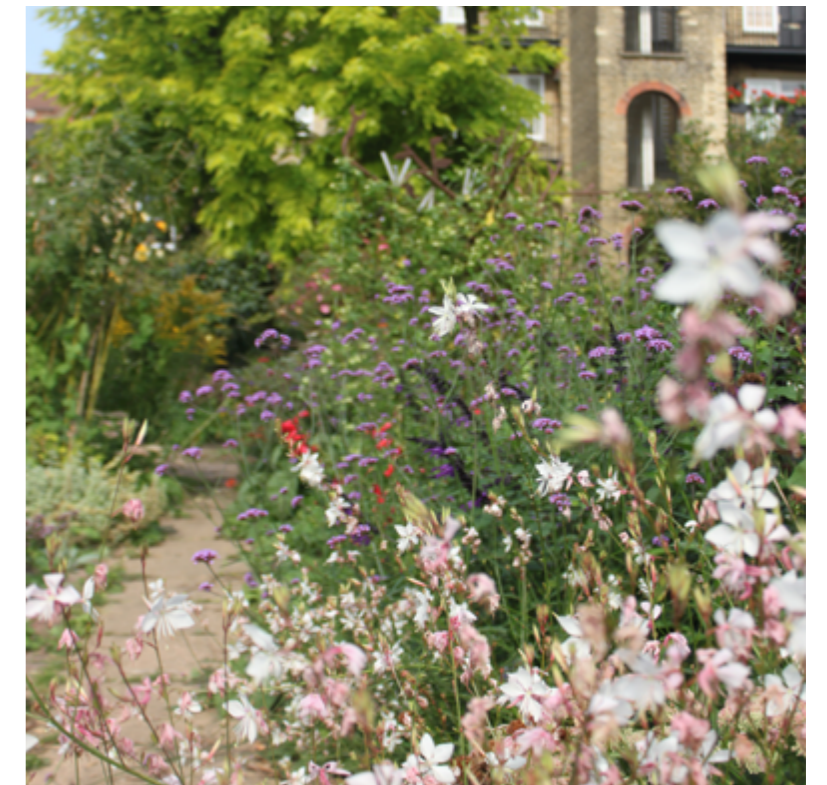
Going forward we anticipate having all our student places filled for our education programme in the next academic year and further developing a new environmental education department as we celebrate our 40th anniversary in 2022.

LINDA
DIRECTOR



2021 has been a challenging but positive year for all at Roots and Shoots. Against all odds we have managed to maximise our contract with the Education Skills Funding Agency (ESFA). This is down to all the people who are "Team Roots". The students were given the support they needed to achieve with learning in their home environment as well on their return to the site. As I noted at the AGM the students deserved to give themselves a round of applause for all they have achieved highlighted in an achievement rate of 92.7% which is outstanding considering the circumstances of the pandemic situation in 2021. The students are as always supported by a very hard working and dedicated team on the Study Programme, the Education Enhancement programmes and internships. Everyone has been involved in supporting Roots and Shoots which includes catering and all those managing and caring for the buildings and our landscape. My thanks go to the Board of Trustees who have supported me and in the development of the charity over this past year. My personal thanks as always to Linda, the Director for her continued dedication and commitment to the organisation. This commitment is also reflected in the Board of Trustees, the Managers and the Staff who through their hard work and support has enabled Roots and Shoots to achieve our full potential in 2021.

VAL
CHAIR OF TRUSTEES



Study Programme

January 2021 - More good news

Like other schools and colleges Roots and Shoots continued to face the challenges of lockdown at the turn of the year. We were fortunate enough to have stepped back from remote learning so the focus remained on in-person training and good communication with students, parents, carers and external professionals. The team around the young person is vital for good development, to set realistic but ambitious targets and preempt all problems on the horizon.

This year we focused on key priorities:

Mental health and recovery

Giving young people the opportunity to reflect and talk about what had happened within class settings, art and music based sessions, peer debate and informal social time. This also included increased opportunities for physical exercise.



Keeping in touch with the "outside world"

The Roots and Shoots Careers Team drives much of our work placement service for students and invested time in staying in touch with employer partners as lockdowns were gradually lifted. Business and employer management is a tricky task at the best of times so reaching out during lockdown to business, many of whom were facing their own tough challenges was something we took seriously and hope will continue to pay off.

The team would like to say a big thank you to all the employers who offered our students opportunities. We rely upon the open, generous and continual efforts of organisations to give young people the chances they need to develop and thrive.

A special thanks to Helen and the team at Archbishop's Park Community Trust, Viv and the team at St. John's Church, and Barnaby and volunteers at Beeurban in Kennington Park. These are just a few and we couldn't do it without you!

A talented staff team

The Education Team boasts individuals from a wide range of backgrounds representing the diversity of London and brings with it a broad range of skills and experience. We have staff who specialise in key areas and those who cover dual roles supporting the team.

From an operational point of view it was brilliant to see the Education Team pull together despite all of the challenges. Long and sometimes inflexible hours were worked, staff went



Transitions and endings

For all educational providers and particularly those working with young people with SEN/Autism and other barriers to learning, the process of beginning and finishing at a school or college can be quite stressful. For those leaving Roots we focused on providing all the support needed by giving young people the best shot at their new chosen project.

beyond their core remits and many made sacrifices in order to ensure all of our students were able to feel safe and supported. Anyone who knows Roots and Shoots will have seen, heard or felt the hard work, professionalism and "extra mile" approach taken by the staff team. This was no different in our post lockdown period and the senior management team can only thank every single member of the team for keeping things going in a way we can look back on and be proud of.

September 2021

This year brought our largest ever single intake of new students and subsequently our largest cohort of students at one time. Reacting to the increase in "post-lockdown" demand for places, the Senior Team decided it was possible to safely increase the maximum number of students on the full time course from 38 to 45.

This included 10 students completing the newly formed Pre-Supported Internship, an intensive work-based programme to help bridge the gap between education and employment. We also increased the number of sessions under our School Links programme with our four main school partners. A big thank you to Lansdowne and Turney Federation, Highshore School and Platanos College.



December 2021

As the year drew to a close we took a breath as infections rose sharply and members of the team or their families were directly affected by Covid or its wider implications. We can only thank staff for keeping it going, keeping us calm, centered and open for all our brilliant students. We are proud of everyone connected to Roots and Shoots doing their best to keep themselves and each other safe in very difficult circumstances. For some the act of wearing a mask is now second nature and we appreciate those that have done everything then can to best protect themselves with PEE, social distancing, remote working and vaccinations.

I think those that can will take strength from the year and others will find the support they need to recover and thrive. One of the things that lockdown should teach us is that we're not alone however hard things can feel.

MATT
OPERATIONS MANAGER

Horticulture

Roots and Shoots Horticulture students have just completed another busy year. Just since September we have created two small gardens at Hyde Park's The Look Out, an educational centre. We visit our gardens on a Tuesday, once a month and so far we have created two bug hotels, planted bulbs and planted some perennial plants.



The students have also planted up lots of containers for the customers at the Van Gogh Café in Brixton. The students have maintained the front of the Café and also replanted parts of the seating area.

Beaconsfield Gallery has also benefited from a weed, tidy up, fresh planting, bulbs and we have created a new path for their Roof Garden.

About twice a month James, Abdi and Alessandro have visited the Yard Café to weed their garden, plant some bulbs in containers and deadhead the plants that are already growing there.



Here at Roots we have created a new training area for the students to use to complete their assessments. We have also designated individual gardens for each student to plant, weed and care for.



Our trips have included going to the Sky Garden, The CrossRail Garden - taking in a Black History Month Photography Exhibition, The Mound at Marble Arch, The Walworth Garden and Covent Garden.

In January we are looking forward to starting a new placement at Mudchute Farm growing plants for their shop and using their kitchen to cook food from their polytunnel.
Liz

FUTURE GARDENERS

In 2021 I got the opportunity to run a City and Guilds Level 1 Practical Gardening qualification for the Future Gardeners; delivered by Bankside Open Trust, it's aimed at adults who are looking to start a career in gardening and gain work experience. The course lasted 10 weeks and concentrated on basic gardening principles, plant and tree identification and practical skills. Nearly all of the students on the course now have work in the gardening industry.

JOE



Floral Design

At the beginning of 2021, the floristry students focused on using fresh, pretty spring flowers, like tulips and daffodils to bring some brightness and joy to the dark winter months. Events like Mother's Day and Valentine's meant lots of opportunities to practise their skills in a practical way. It also enabled them to practise for their first assesment of the year, making a contemporary flower arrangement for table decor.



In the summer term students started to work on their assesment, making a free standing contemporary flower arrangement. This meant learning how to arrange flowers in a vase and to use height and line for effect. Techniques, like grouping, bundling and terracing, add visual interest and difficulty.



In September, with a number of new students joining the floristry group, the florists explored the colour wheel to gain an understanding of complementary colours as well as tints, tones and shades. They also covered health and safety protocols, which are essential for working in the floristry classroom. New students started on their practical work by making all round table arrangements with one flower type and all round rectangular designs incorporating 5 contemporary techniques and being a minimum of 60 cm in length. Returning students worked on a pavé arrangement, a flat design which uses different textures to create visual interest.



Students also made flower arrangements in carved pumpkins for Halloween and in December we took our annual trip to New Covent Garden Flower Market where we purchased supplies like wreath bases, dried fruit, cinnamon sticks, pine cones to make wreaths and candle arrangements.

OLCAY, FLORISTRY LSA



Retail

Our retail qualification aims to provide our learners with a thorough understanding of retail operations, including effective customer service, teamwork and knowing what to expect when working in the retail sector.

We've covered things like:

- Product knowledge
- Effective teamwork and qualifications
- Health and safety
- Actions to take in an emergency
- How to resolve queries and complaints
- How to prevent damage and loss



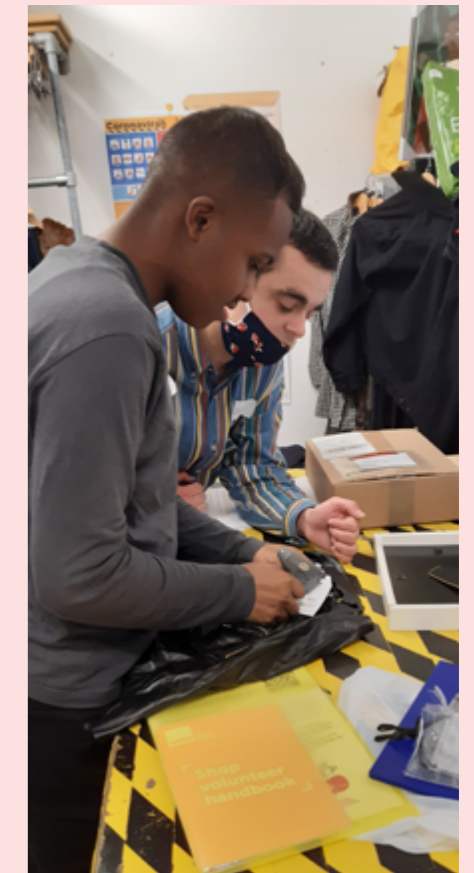
July 2021: We said a very sad goodbye to our last cohort who were a delight to have in the retail course for the past two years.

September 2021: We welcomed our new students.



Our students have the opportunity to apply knowledge learnt in the classroom to working retail spaces, through trips, demonstrations and work experience.

RESHMA
RETAIL TUTOR



Catering

During catering classes, students learn valuable information about the basics of working in a professional kitchen. They learn the principles of health and safety, how to use appropriate kitchen equipment and, step by step, preparing a meal.



We collect seasonal vegetables and herbs from our vegetable beds, greenhouse, pots and planters. Students use them when preparing and cooking meals for other learners. They are also actively involved in preparing catering for client groups we host at Roots and Shoots.



When planning our classes, we always prioritise the individual needs of each student and create a friendly atmosphere for better learning. The ethos practiced here is invaluable and very necessary. We believe that acquiring knowledge and skills can be an exciting adventure for our students.

DAREK
CATERING TUTOR

Shop

We are extremely proud of our Pre-Supported Interns Mateo, Holly, Haley, Wesley and Fabian, who have worked hard to get our shop back on track following the quiet periods in recent months. They have all been training every Friday to deliver excellent customer service and successfully run this unique retail space.



The Roots and Shoots Shop is once again an energetic and busy hub for finding bespoke gifts, handmade cards created by the interns and enjoying delicious coffee with cake. Holly, who also has experience working at Pret a Manger, has been fantastic working the coffee machine and helped support her teammates during their coffee machine training. She has also been involved with making cakes to sell in the shop alongside our catering interns. The interns designed a new shop flyer which has attracted many new customers from the local area. Fabian and Wesley have also delivered confident and professional speeches about the shop to encourage guests.



We have beautiful new stock from local artists ranging from jewellery to home décor. Mateo and Haley have spent time organising stock and with the support of their teammates have created attractive displays of our goods. Visits to shops such as Hamleys and Fortnum and Mason in recent weeks has helped consolidate their learning of visual merchandising.

KARA
SHOP MANAGER

Employability

Another challenging year for students and staff in Employability as we started the year in another national lockdown. Roots and Shoots was open to all students but the majority of students decided to stay away from the physical classroom and learn online instead. So my team and I had the interesting situation of teaching Employability to some students face to face, to some online, and then bringing ALL the students together with a weekly 1 hour Zoom meeting. The level of engagement from our students was amazing! We were studying the 'Searching For a Job' Unit at the time, and we learnt about the amazing variety of jobs out there in the world of work. We also had some great discussions on Zoom and Google classroom proved to be a big hit again this year, with the students submitting lots of work for us to mark and feedback on.



It was so good to see the students back together in the summer term, and we decided to teach Healthy Living so we could all get outside more and enjoy the fresh air. The students grew salad from seed, tutored by our wonderful Sarah in the greenhouse. They nurtured it carefully for many weeks until it was ready to pick and eat. The students also identified some new fruits and vegetables they wanted to try and we did our best to find those and taste them in the lessons, with mixed results....! We took advantage of the nature rich outdoor space Roots has to offer, and we foraged for plums in the garden, spent time mindfully listening to the birdsong, walked through a tall buzzing meadow to jump on a rope swing, and searched for bees and butterflies.



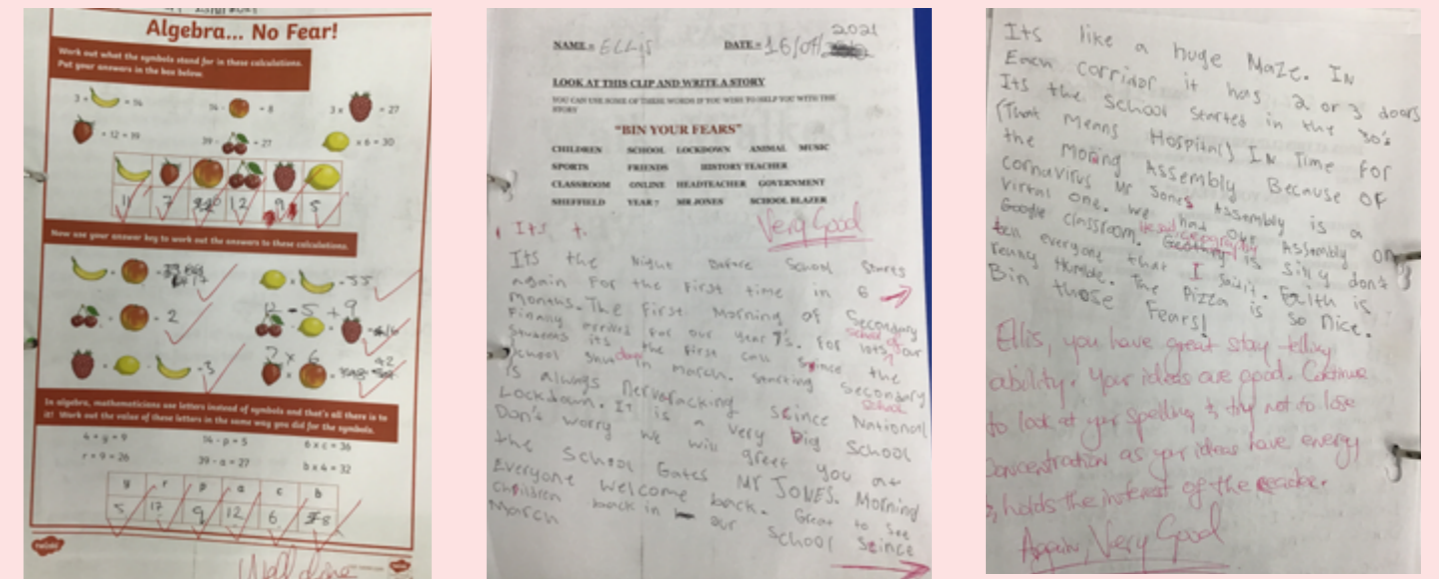
Autumn brought many new students to Roots and Shoots, and we have enjoyed getting to know them. We have been studying Interview Skills focusing on the importance of preparing thoroughly for an interview. The students have had fun doing role-plays of different types of interview such as face to face, panel, zoom, assessment centres and skills tests. They are all currently working towards their assessed interview to be held in January, where they will have a mock interview for a job they have chosen.

A very challenging yet rewarding year.
LILA

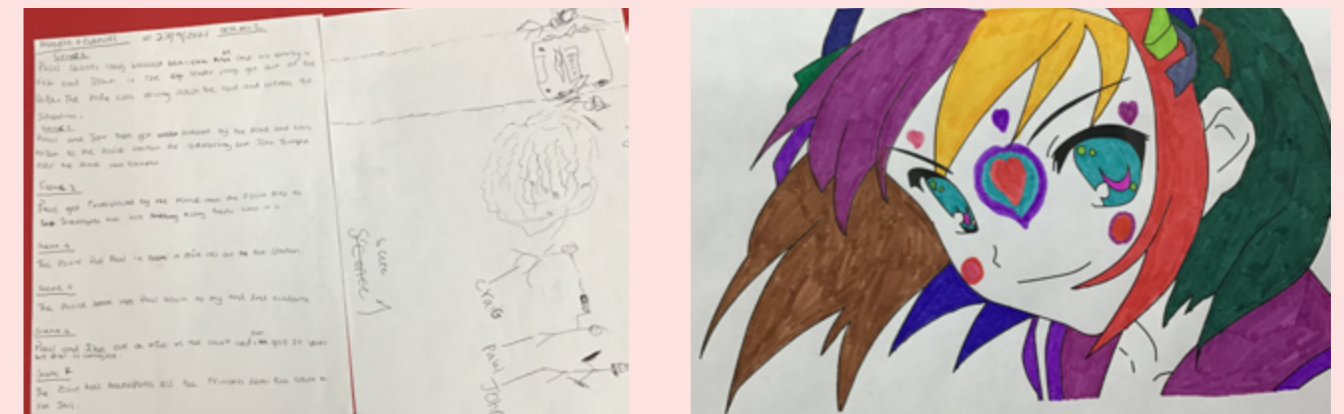
Functional Skills

Functional Skills has been an interesting and exciting class to teach. The students vary in their approach and understanding as well as their outlook from week to week. The students have contributed in so many ways to the class. On occasions when we have conducted newspaper reviews they have given unique perspectives to the sessions. We have a combination of creative, analytical and abstract students.

The maths equations we have covered include addition, subtraction, division and algebra, explaining how these are used in everyday life. The English that we do consist of nouns, verbs, adjectives and adverbs and we discuss how these are used on a daily basis. The introduction of the interactive programme Word Shark has enabled BASE students to improve in unprecedented ways. Their comprehension of combining text, audio and the visual has increased tremendously.



The murder mystery story board is one of the activities students have found most enjoyable. Students come up with ideas for the plot, character and the location of the incident. They do online independent topical research which demonstrates their investigative skills. Working in teams has been beneficial to them as they learn to work together and then have the courage to present their work as a group to the class. Another pastime has been the amazing colouring and artwork which many students found to be quite therapeutic.



But most of all, having spontaneous, wide-ranging discussions and playing mathematical games has been the delight of the class.
JENNIFER

Internships

Our Pre-Supported Interns spend up to a year with us exploring local resources and trying new things. Our aim is to help them build skills, independence and confidence leading to opportunities for future training or employment.



January - July 2021

For the first few months of 2021, Covid restrictions meant opportunities for external work placements were reduced. We focused on what we could do ourselves. We refurbished the delivery trike and the interns were trained on how to use it safely. We began delivering plants and compost in the local area. Harry also began delivering bread for local cafes.

- Two of our interns, Harry and Amber, chose to stay on for another year with us, so they could take advantage of increased opportunities as work placements reopened.
- Tommy progressed to an animal Care Course at Capel Manor.
- Joel began a multi-skills course at City of Westminster college.
- Serafina found paid work at a cafe, alongside creating and exhibiting her artwork.

Residential trip



In July, we visited Rye Harbour. The interns spent 4 nights in caravans by the sea and next to an amazing nature reserve. We cooked and ate together. We did lots of cycling, scooting and walks around the nature reserve. We also visited Camber Sands where Joel swam in the sea for the first time while Serafina explored the sand dunes.

Lucy from Rye Harbour Nature Reserve showed us the amazing wildlife in the area. She took us to a bird hide out on the salt marshes where we could watch lots of different ducks and wading birds. We saw black-capped gulls, oystercatchers, shelducks, avocets and a little egret. Down on the beach we uncovered crabs, sea snails, fish and sea anemones in the rockpools. We looked at our finds under a microscope at the nature reserve's discovery centre. In the marshy wetlands we saw some amazing moths and other insects. We used nets to catch some of our own insects in the long grass. Turning over boulders, we discovered coachman beetles and a slowworm.

September- December 2021

The term kicked off to a flying start with a new group of pre-supported interns all keen and raring to go. Covid restrictions were a bit more relaxed so we were able to restart new potential placements which had come to a grinding halt for last year's interns, as well as build up new contacts and potential work placement providers.

The Christiania trike has been put to good use! Harry worked all through the Summer delivering bread to local cafes and now has a well established route from Kennington Park Café Bakery to the SugarPot, The City and Guilds Art School and Italo Deli. We are now doing deliveries of wool-based, sustainable compost by trike which is proving popular. It increases the interns' confidence and knowledge of travelling around the local area as well as improving trike riding skills.



Other work placements include:

- Whippersnappers – supporting a regular music session for children with learning disabilities.
- Brixton Soup Kitchen – cooking for homeless people using donated food which would otherwise be discarded.
- Bee Urban– a range of carpentry and gardening jobs.
- Archbishop's Park, St John's Church, Marsden Road Centre for Wildlife and Myatt's Field Park for gardening work experience
- Bike Fix - cycle repair work experience

AMANDA

INTERNSHIP TUTOR



Enrichment

MULTISPORTS

We have participated in a variety of sports that include football, cricket, hockey, basketball, sailing, climbing and athletics. We start every session with a warm up which helps reduce the chance of injury (we don't want those!). This might be jogging, stretches or jumping. Students are given the chance to give their input on what sports they would like to do throughout the year and we try to cater for them as well as making sure there is a variety for all to enjoy. In our afternoon sessions, we have started our sports and wellbeing sessions which aim to educate our young people on healthy living, as well as how our body works and the best way to fuel it before and after exercise. EEP isn't just about sports though, it's also about teamwork, listening closely to instructions and being aware of your surroundings, all of which help our learners away from the pitch!

DANIEL
LSA



YOGA

Yoga at Root and Shoots is strongly based in the physical aspect of the practice; which can help to give confidence and a steadiness physically, emotionally and mentally.

The students respond well to yoga gaining strength and poise.

I have been very impressed with the way the students take responsibility in correcting their postural misalignments which can bring greater ease and calmness to the physical (nervous) systems of the body creating greater calmness throughout the students' whole being.

KEVIN
YOGA TEACHER



MUSIC

We have been exploring a variety of topics in Music this term. We mix practical elements - like playing percussion instruments and singing - with listening and learning about different musical instruments, genres and the way music changes around the world. We start most of our sessions with a call and response warm up, which is a great way to encourage good listening and teamwork skills. It's also really fun! The students learnt to sing Lean on Me beautifully and performed it for our recent alumni celebrations. We have enjoyed playing games and quizzes and have developed our language and vocabulary by discussing the different topics we have learnt about, finding different ways to describe the sounds we hear and how they make us feel.

GEORGE
MUSIC TUTOR



DRAMA

When students were unable to come into Roots, we continued Drama on zoom. This went surprisingly well as students did a lot more 'close work' on expressions and feelings. We played a lot of drama games that fitted in with the limitations of 'faces on screen'. However, now it is great to be back in the Roots building. Of course we have to be very conscious of space to keep each other safe so this affects some of the drama work we would normally do. We use visors so that we can see expressions.

A normal session would involve relaxing to music, movement to music and breathing and voice exercises. We have fun playing drama games which helps the students to 'let go' and join in. All our scenes are improvised; students never fail to amaze me with their confidence and originality. Often their comedic performances make me and our wonderful LSA Ben laugh out-loud.

BRENDA
DRAMA TUTOR



Job Coaching

Roots and Shoots' Careers Team has continued to work with students to gain and grow their experience of working life, complementing their Employability and Study Programmes. Since September 2021, Roots' job coaching capacity has increased, meaning more students can benefit from regular one-to-one and group support. This includes identifying their skills, experience and aspirations, presenting these in an impressive CV, practice interviews and workplace tasters. While it's vital students leaving Roots have a clear destination, first-year students also benefit from, and are eager for, help finding work placements, which in turn build their confidence and independence. To this end, the team has built and strengthened relationships with a wide range of employers – both in Lambeth and further afield – identifying potential opportunities and matching these with our young people's diverse goals and talents.

RESHMA, HEAD JOB COACH



Jamie, one of our job coaches, with **Wesley, Mateo** and **Fabian** checking out potential work placements at Beaconsfield Gallery.

Work Placement Case Study



Steven, who is enrolled on our level one Retail certificate, has been working at the St Martin's Lane branch of Pret A Manger since June 2021. He participates in Pret's Rising Stars support programme, and has consistently impressed with his enthusiasm for his work. Together with several other Roots students, he's now also working as a catering assistant at Millwall Football Club.

The Roots and Shoots Careers Team invest lots of time staying in touch with employer partners as lockdowns were gradually lifted. Business and employer management is a tricky task at the best of times so reaching out during lockdown to businesses, many of whom were facing their own tough challenges, was something we took seriously. From September it was clear this focus on employers had paid off and our work placement capacity exploded. We increased the number of onsite, offsite, new and existing placements and could offer our students a wide range of work experience opportunities. Some of these employers are:

- The Look Out Centre in Hyde Park and other Royal Parks**
 - Steve, Bonita and the team at the Cafe Van Gogh**
 - All the brilliant chefs at Bonnington Cafe**
 - Walnut Tree Walk Primary School**
 - Archbishops Sumner Primary School**
 - Ethelred Nursery and Children's Centre**
 - Surrey Quays Farm**
 - Travel Cafe**
 - Morley's Department Store**
 - Italo Deli**
 - Kennington Park Cafe**
 - Bee Urban**
 - and more!
- Many thanks to all!



Work Placement Case Study



Daniel, one of Roots' Pre-supported Interns, has been working at Archbishop's Park since June 2020. Since then he's received training including pond profiling, using a leafblower and strimmer, and taking hardwood cuttings. He also applies his gardening skills weekly at St John's Waterloo churchyard. "Daniel: our superstar who just 'gets it', Daniel listens carefully, observes the demonstration and picks up a complex task with enthusiasm." – Viv, Manager at St John's Church, Waterloo.

Speech and Language Therapy

SEN

Speech and Language Therapy continues to be an integral part of the Roots and Shoots learning experience.

Natalie Smalling has joined Roots this year two days a week and has been delivering Speech and Language therapy alongside me. The increased number of days has allowed a greater number of students to have access to the service.

As a therapy team, we continue to deliver one to one, paired and small group therapy with many students. Social skills groups are also integrated into the week.

New to Roots and Shoots this year, an evidence based online literacy programme, Wordshark has been introduced. This is supporting student's reading and spelling skills in an interactive and graded manner and we have seen progress made by many students in a short period of time.

TTRS (Touch Type Read Spell) was a great success last academic year and is a continuing initiative and online programme which is accessed by many students.

We hope to continue working with as many learners at Roots as possible.

NANCY

SPEECH AND LANGUAGE THERAPIST

This summer saw a distinct increase in the number of young people seeking educational placement at Roots and Shoots. Starting the year with a significantly larger cohort of learners, the EHC Plan Annual Review Schedule for 2021-22 was going to be a challenge. We have continued to use video calling to augment the review process, whether that be a way of accessing guidance from Local Authority SEND Staff, other professionals supporting our learners, or enabling parents/students to take part from alternative locations. The internship group has eleven members, all of whom are preparing to graduate from Roots and Shoots in Summer 2022 and whose EHCP reviews must take place in the first term. There are also five study programme learners who are in their third year at Roots and Shoots, so we may have a cohort of sixteen leavers in the summer term. Thank you to all the Education staff who have been contributing to the review process. We are piloting a method combining feedback for the EHCP review with the termly review week schedule, so that staff are not duplicating feedback across the academic year.

We have continued to work closely with our 'home borough' of Lambeth's SEND Service to refine the ways in which educational funding is managed. With the dedicated help of Central Training, we have been able to move closer to the ESFA's guidance on the role of the 'home borough' in the provision of all Element 2 High Needs Funding and working with counterpart services in other areas to reclaim funds through the Designated Schools Grant. We are working in partnership with nine funding boroughs in 2021-22, each of whom has their own format for plans and reviews. This can be difficult to manage, and we look forward to the Department for Education's planned directive to standardise relevant paperwork nationwide.

Service Level Agreements within the School Links Project continue to secure income for Roots and Shoots, and termly invoicing to our partner schools is supporting the continuation of the project.

Continuing Professional Development has been a priority this year, with an emphasis on Managing Behaviour, understanding EHC Plans and refreshing knowledge on the specific needs of the student cohort.

SAM

SEND LEAD

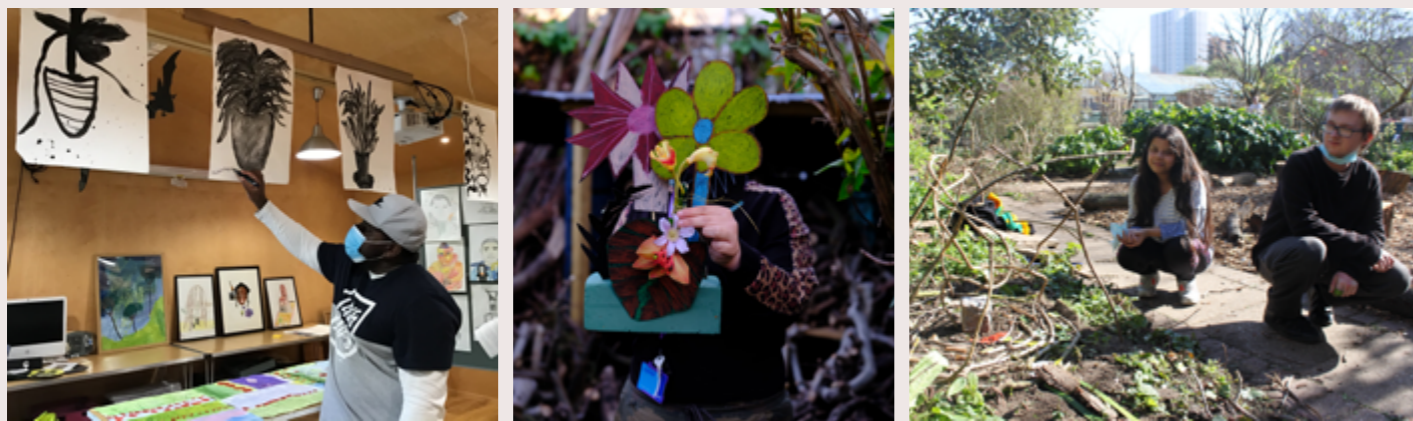


Counselling

It's been another creatively exciting year. I'm always blown away by the variety of creative diversity and talent I see in young people at Roots and Shoots and my training in Environmental art therapy compliments this. The unique environment has played a key role for learners and staff to find peace and time to reflect on this past year. The ongoing pandemic continues to be a very challenging time for young people's mental health, with heightened anxiety, pressures on home life and shifting routines for many. In this ever changing world, where there is a lot to process both personally and collectively - learners have responded and reflected on this through art making and play. It has also brought out a stronger sense of community and resilience, as well as a wider support and understanding of the arts as therapy.



Our summer art show allowed learners the chance to share their work with parents and carers. Hopefully we can invite the public and other local schools to our future shows. Photographer Harley Weir and I have set up a community venture, Give Me Space. Professional artists offer experiences of their own individual specialism with support of an art therapist to both inspire and push the boundaries of what young people are exposed to/and are capable of creatively. At the end of the Autumn term Give Me Space artists ran exciting series of workshops with our young people.



Alongside offering a confidential space for individual and group art therapy we have made strong links with Hart Club <https://hartclub.org/> a local gallery which promotes neurodiversity in the arts. Some of our learners were given the opportunity to experience working within this community gallery with trained professionals. One student carried on to achieve a scholarship to join Hart School over the summer months where she could evolve her practice and develop skills in both a supportive and inspiring space. I look forward to our ongoing partnership with Hart Club carrying on this year.

CRESS
Art Therapist

School Links

I work with groups of students from Lansdowne School, Turney School and Platanos College who come in for weekly sessions. While at Roots and Shoots they undertake work experience to improve their job skills, life skills, gardening skills to gain a basic environmental education. From one session to the next, they might be building a dead hedge, raking a wildflower meadow, cooking on an open fire, sawing up logs, looking at frogspawn, making bird feeders, whittling, climbing trees, foraging wild onions for pasta, growing their own salad and mushrooms or carving pumpkins.

JOE, SCHOOL LINKS TUTOR



As well as gardening and environmental studies, school links groups have been learning about healthy living and employability skills. Much of the focus is on helping our young Londoners to be confident, independent and providing them with useful skills for the future. This year I have been working with Highshore and Turney school.

JAMIE, SCHOOL LINKS TUTOR

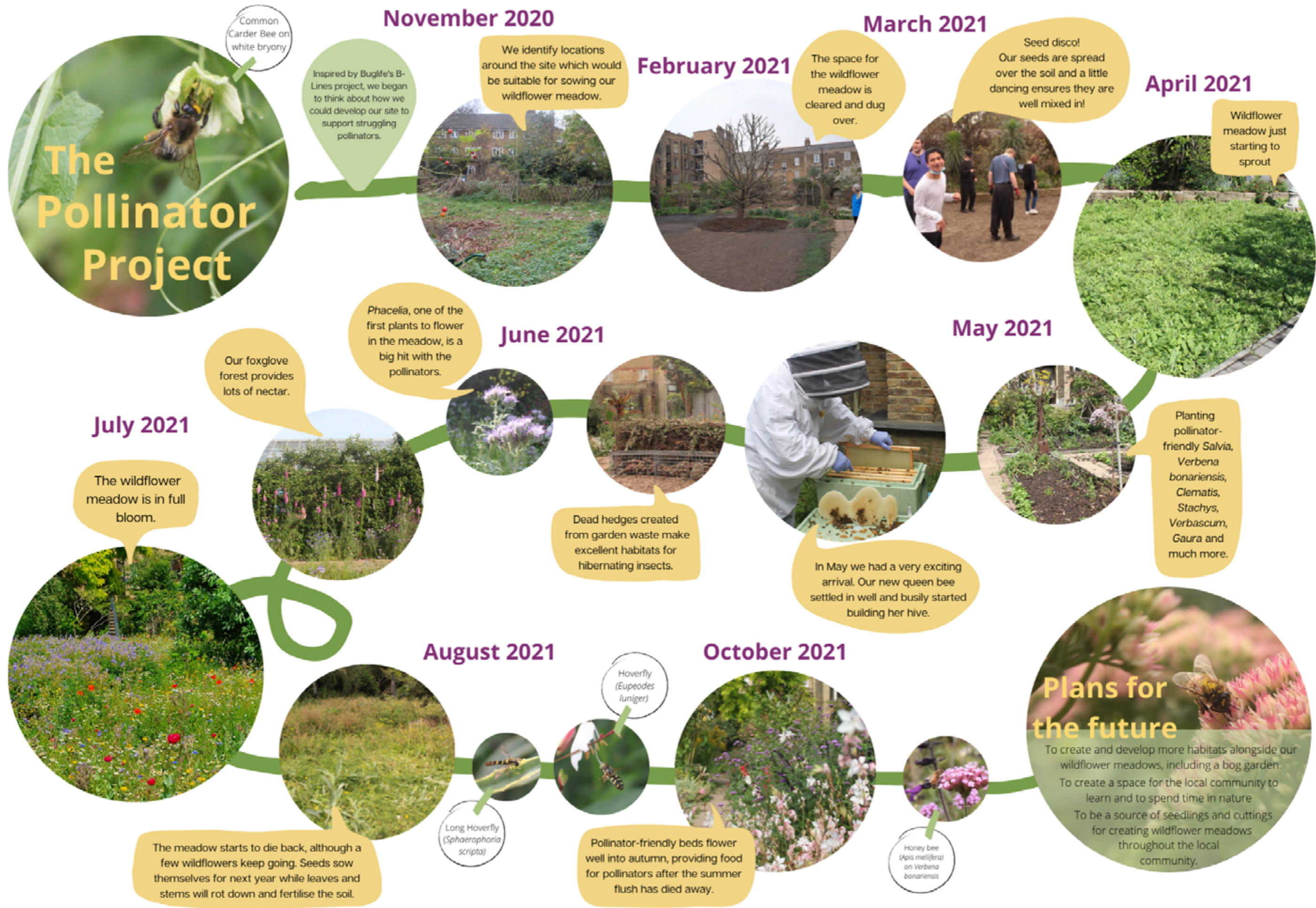
For Spring and Summer term due to covid restrictions I went into Highshore school and worked with them on their roof garden. With some very enthusiastic students we transformed it from a mass of weeds to a productive vegetable, fruit and flower garden with herbs in the small beds around the edge.

Now we are working with them at Roots and Shoots again and they love the site and access to outdoor space.

Turney are also enjoying the space and love to work outside sweeping leaves. They have discovered the new leaf pickers and love the mechanics of those.

JANE, SCHOOL LINKS TUTOR





The Pollinator Project

Common Carder Bee on white bryony

November 2020
 Inspired by Buglife's B-Lines project, we began to think about how we could develop our site to support struggling pollinators.

We identify locations around the site which would be suitable for sowing our wildflower meadow.



February 2021
 The space for the wildflower meadow is cleared and dug over.



March 2021
 Seed disco! Our seeds are spread over the soil and a little dancing ensures they are well mixed in!



April 2021
 Wildflower meadow just starting to sprout



Our foxglove forest provides lots of nectar.

July 2021

The wildflower meadow is in full bloom.



Phacelia, one of the first plants to flower in the meadow, is a big hit with the pollinators.

June 2021



Dead hedges created from garden waste make excellent habitats for hibernating insects.



In May we had a very exciting arrival. Our new queen bee settled in well and busily started building her hive.

May 2021



Planting pollinator-friendly Salvia, Verbena bonariensis, Clematis, Stachys, Verbascum, Gaura and much more.



The meadow starts to die back, although a few wildflowers keep going. Seeds sow themselves for next year while leaves and stems will rot down and fertilise the soil.

August 2021



Long Hoverfly (Sphaerophoria scripta)



Hoverfly (Euceodes luniger)

Pollinator-friendly beds flower well into autumn, providing food for pollinators after the summer flush has died away.

October 2021



Honey bee (Apis mellifera) on Verbena bonariensis

Plans for the future

- To create and develop more habitats alongside our wildflower meadows, including a bog garden.
- To create a space for the local community to learn and to spend time in nature
- To be a source of seedlings and cuttings for creating wildflower meadows throughout the local community.

As the recent COP Talks highlighted, we cannot waste time stopping the climate crisis as its impact worldwide is evident now - even in Lambeth. Here at Roots and Shoots we have always aimed to garden sustainably with huge respect for local habitats and ecosystems. And, this year, we have focused on developing our Pollinator Project with the aim of sharing our experiences with the local community.

Although it's still an evolving project, we have been awarded an Incredible Edible Lambeth Blooming Lambeth Award 2021 as a Best Space for Encouraging Biodiversity especially in our Wild Garden and Open Space Bubble Gate Garden. A wonderful acknowledgement of the importance of what we're doing.

Alongside this we are growing more chemical free herbs and vegetables in our expanded vegetable raised beds, pots, planters and greenhouse. Apart from being used as a teaching resource, produce that we grow augments student catering sessions and event cooking led by Ela, Darek and Courtney, and is shared with staff and volunteers to foster a sense of community. As a newly-registered Heritage Seed Library Seed Guardian, our first year has not been easy. The French Beans had to be held back in pots until planting out into their isolation bed, whilst the new raised bed was knocked (and pulled) into shape by Pat. Then filled - thanks to the Future Gardeners students.



Like most UK vegetable growers all tomato plants succumbed to blight almost overnight. Luckily we could salvage any unaffected green tomatoes and ripen indoors. Also there were a few unaffected late sown tomato plants and some unusual Heritage varieties donated by Pennard Plants at the end of RHS Chelsea Flower Show to feed the Love Apple lust.



It's great that the SLAM Refugee group returned in late spring to reclaim their dedicated raised beds and greenhouse area and share our plant growth and grounding. So the greenhouse, plant nursery and new cold frame have been burgeoning throughout the year with vegetable and herb growing, producing Pollinator Project plants from seeds and cuttings, raising indoor plants to sell in our shop and as a teaching resource for our various student and school groups.

Our four regular garden volunteers are integral to all this environmental energy and growing.

SARAH, EXPERT GARDENER

Volunteering

As a close neighbour of Roots and Shoots for some years, I was really delighted when I was told about their volunteer programme. It's so amazing to be able to get away from my 'working from home' desk, and get out into the fresh air of the Wild Garden. The garden was already such a special place to me, from looking out of my window, it has been a real privilege to be involved down on the ground.

Having become really overgrown over lockdown, it was great to be able to work on cutting back some of the overgrowth, finding lost paths, hidden shrubs and even a birch tree! It's been lovely to make new friends with the other volunteers and colleagues of Roots and Shoots, and actually learn something about gardening, plants and horticulture more generally. There's a surprising amount of wildlife in the garden too - my new best friend the robin, the foxes watching from a stealthy distance, and a whole colony of newts.

As if that wasn't enough, just by popping out for a couple of hours a week on my lunchtime, I've also been able to burn some calories - and then occasionally take some locally grown veg home to have for tea!

MILES, VOLUNTEER



This has been my first year as a volunteer at Roots and Shoots. Since I joined Alicia the volunteer team has swelled to four which makes each Thursday a great social event as well as a chance to put into practice all that theory learned on the RHS course.

Clearing what was left of the wild garden has probably left me fitter than I've been for years - so much to chop down and dig out, but the result has been the rediscovery of the matrix of flower beds and the building of dead hedges. There's still a way to go but already so much has been improved for the benefit of the school and in house groups. Working around the students and being able to help out in minor ways has been a real inspiration. My only regret - not keeping a photographic record of the progress. I'll leave that to Miles!

MALCOLM, VOLUNTEER

As someone who lives nearby, I know the garden maintained by Roots and Shoots that I occasionally help to look after, is loved by young and old, right through the year. To be allowed into the gates of the college itself to dig and weed (and dig and weed again) is a real privilege. I especially love working with the other volunteers on a special task and then see the students and teachers using that part of the garden and enjoying the results of our efforts. My volunteer gardening days at R&S are truly a highlight of my week.

BARBARA, VOLUNTEER

I always enjoy my time working at Roots and Shoots. It is a real privilege to help, and be part of, such a friendly community.

ALICIA, VOLUNTEER

Volunteering

I first visited Roots and Shoots in the Autumn, as the walnuts dropped from a tree planted thirty-nine years earlier. In the post-industrial wasteland of Lambeth a plant riot of a community garden was carefully nurtured, greenhouses built, and an ethos of the regenerative power of nature grown. I am mesmerised by how much productive greenery is fitted into the space, and by the beauty of the working environment. There is a centre for young adults with complex needs, and indoors-outdoors spaces for these students and local families to actively participate and learn skills. Trails lead to enticing vegetables, raised beds, architectural flowers, beehives, and wild rampant corners.



Roots and Shoots, is the work-place of Sarah, who came on Ceres natural dye-print courses laden with dye-bounty of surplus carrot tops, marigolds, and oak-galls. We discussed R&S and the community it represents, and I asked to spend a UAL charity volunteering day there. This September I was invited to do some natural dyeing with the younger children as part of a morning of drop-in family activities, followed by an afternoon art session with the BASE student group.

The night before, I brewed up natural dye-inks from bio-waste and local ingredients; red cabbage, blackberry, red and yellow onion skins, and turmeric ends.

Sarah added to this stash with dye made from coffee, and R&S red grapes and green walnuts. Modifiers to change and enhance the colours were made from iron-water, and food grade citric acid and baking powder.

The family activity was under the oak tree in the wild garden, an idyllic location, we set up tables and watched the rain not quite falling. Sun out, brushes dipped, the children enjoyed abstract and representative painting with the plant based colours.

After lunch I gathered inspirational materials for the students; an armful of trailing flowers, patterned leaves, and long stalky plants. The afternoon class had time to make dye-liquor from red cabbage, explore the decorations found in nature by painting with the botanical inks, and use the modifiers to transform colours.



I finished the day happy to have been a tiny part of a bigger vision. A swapping of colour, painting and pattern, for learning about Roots and Shoots traditions, rhythms of nature, and ways of doing.

Site Development

Pat, our Facilities Manager and Fire Marshall, has been as busy as ever. Apart from the everyday maintenance and repair tasks on all sorts of stuff - including extensive toilet unblocking and shovelling Bill's daily contribution for the compost worms to "cook". He's built new Wild Garden compost bins to cope with never ending barrowfuls and piles of green waste from our Wild Garden revamp. One big absorbing project in Spring was a 90° reorientation of the metal toolshed using egyptian log roller technology in conjunction with hydraulic pumps. Sarah was on hand to move rollers and wood chocks and sweep like a curler at critical times when Pat lifted and hefted it round a few more degrees. After levelling, a new concrete floor was laid. All to make way for a smart donated toolshed, which he fitted out for all our garden hand tools.



In the Wildlife Garden, work abounds, from building and filling gabians with dug up rocks, to replacing pond handrails, safety rails and kickboard, constructing a Forest School logstore, being a leading dead hedger, adding decking edging to redefined perennial beds and laying a new paved path to the big pond. Also revamping and repainting the beehives a calming, alluring blue.

Summer days were also spent either pointing the Garden and Meadow Room walls or deep clearing and cleaning the Honey Shed before kitting it out with much more organised Ikea shelving.

Linda and Sarah are the proud users of a beautifully crafted cold frame which was filled within a day of completion and has remained that way. A useful plant nursery addition for hardening off many of our propagated Pollinator Project plants.

Pat gets great joy in reusing and recycling most of the materials he needs; delving into his stash of donated, discarded, "high class, street found" wood, metal, glass, plastic, doors, tools and bits of kit, to come up with just what's needed after a little thinking, adaptation and making good. Classic Pat style.

Kurt and his building team of many trades have also been an almost permanent presence onsite particularly during educational breaks and at weekends. A major undertaking has been revamping our two meeting rooms uncovering hidden nasties under the floors and behind the walls - including closing down a 5-Star Rat Sewer Hotel. But prolonged persistence is rewarded as we can offer bright, warm spaces with access to good 'tech' for bookings and meetings.

Alongside this Kurt has overseen installation of our new catering fridge and freezer in the Big Kitchen. The Common Room doors have been replaced - to create an inviting indoor space for students to spend their breaks. Tired paintwork in other much used areas has been zuzzed up too.

Over the summer and autumn a complete new heating system for the Natural Roots Building has made this busy space much more comfortable for teaching and learning.

A winter task is enclosing the Honey Shed verandah and converting it into a garden office for environmental education.

As Kurt is well aware this is ongoing and there are plans for developing indoor and outdoor-spaces already lined up for 2022. So we're pretty sure he's not going away soon.

Office and Events

Since our last annual review the office has taken advantage of the disruption caused by COVID-19 to perform a sweeping, root and branch modernisation of the way Roots and Shoots works.

The biggest change has been shifting to working purely within Google Workspace, Google's online equivalent to Microsoft Office. Thanks to all the staff's patience during the switchover and their willingness to learn new systems, we've already seen massive improvements to the way we all work, even in just six months. Every day we're looking at new ways to improve our delivery of education through the smart application of technology, and I really look forward to seeing where we are a year from now.

As London is functioning under the Government's COVID-19 "Plan B" measures, early 2022 is expected to be another unusually quiet period. However we're not resting on our laurels! We'll be taking this time to build upon everything we've learned from hosting our room hire clients during the last 6 months of 2021.

Firstly, we've hired Simona, who has very quickly become a key connection between all departments, making sure we can deliver quality service to our booking clients while still giving our students valuable experience in the kitchen.

We've completely reworked the Garden and Meadow Rooms by adding a new window, re-insulating walls, repainting and re-carpeting both spaces. They're now more cosy than ever for our guests.

We're also looking forward to being able to open up the shop more publicly, giving our students the opportunity to use their newly acquired retail skills when visitors call in.

Hopefully by spring 2022 we'll be firing on all cylinders and welcoming guests back safely, and with open arms!

MARC

Catering for the Roots and Shoots events has been fun and a welcome return to catering after being away for so long. I've learnt a lot from my short time here and hope to continue doing so. Cooking for the Christmas events in particular was great because I really enjoy the luxury of festive food and everyone from staff, students and clients were in good spirits. I look forward to what the new season will bring.

COURTNEY

The best thing about catering in Roots and Shoots is that we can pick some of our cooking ingredients from the garden. Our dishes are beautifully complimented by freshly picked salad leaves: many varieties of lettuce, sorrel, rocket, kale and green herbs for garnish.

In autumn we had a plethora of gorgeous pumpkins - it was a real joy to be able to cook some of our dishes with our freshly picked produce.

ELA

Christmas Wreath Workshop

As someone with no previous experience, Elaine was my dream wreath making teacher! She demonstrated each step not just once but several times, moving around to all 12 participants to show us up close exactly what her expert hands were doing. Always smiling encouragement, and making us laugh at our mistakes, Elaine showed us a few tricks of the trade that I'll never forget. The fantastic range of decorations available - robins, ribbons, cinnamon sticks, pine cones, berries and more - meant that each of us was able to personalise our wreaths just as we liked. With some jolly conversation and a bit of mulled wine, it was a lovely few hours. I hope to be back next year!

BARBARA



Community

The Senior Management Team in 2021 are:

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

Andrew Scott-Bolton Administration Coordinator, Fire Marshall
Simona Greco Venue Coordinator **Sarah Wilson** Expert Gardener etc
Elizabeth Ing Horticulture/BASE Tutor, LSA **Amanda Rew** Supported Intern Tutor
Ela Ciecierska Chef, SI Catering Tutor **Darek Bart** Chef, SI Catering Tutor
Jennifer Buchanan Functional Skills Tutor **Lila Veltze** Employability Tutor, Job Coach
Jane Higginbottom BASE/School Links Tutor, Art Tutor **Elaine Fisher** Floral Design Tutor
Reshma Mahendra Retail Tutor, Careers Lead, Education Officer, Shop Manager
Joe Brand Employability/Gardening Tutor, Gardening Assistant
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
Natalie Smalling Speech and Language Therapist
Sam Morris SEND Coordinator **Cressida Brotherstone** Art Therapist
Madeleine Dunn Learning and Media Support, SI LSA **Stephanie Godbold** Job Coach, LSA
Nayesh Radia Job Coach, LSA **Lucy Gregory** Education Administrator, LSA
Jackie Crawford Education Administrator, LSA
Learning Support Assistants: Ben Payne, Kara Innis, Daniel Sampson, Grace Fletcher, Zoe Henry, Olcay Demir, Anne-Marie Hylton, Shalim Ali.
Courtney Bogle Chef **Catering Mentors:** Carlene Johnson, Miyerlandy Tutistar
Pat McLoughlin Site Maintenance Officer, Fire Marshall
Cleaners: Ginette Biampanou, Winsome Williams

Our Trustees in 2021 are:

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

Many thanks to all our supporters, including:

City Bridge Trust
Kasuma Trust
Lambeth Council



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, Ian Carruthers, Hector Bellamy
Chris and Mike at Pennard Plants **Lara** at Ceres Natural Dyes and Prints
Family Volunteering Group, Ele at Butterfly Conservation at Ceres Natural Dyes and Print
Anna at Bat Conservation Trust

Many thanks to **Volunteer Matters** for organising the corporate volunteer groups including: Avia

Gardening Volunteers: Alicia, Malcolm, Barbara, Miles, Seymour, 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.

Staff

We welcome all our new staff who have joined Roots and Shoots in 2021
And wish all the staff who have left us our best wishes for their future endeavours:

Anita Gwynn

Anita joined Roots and Shoots in 2016, tutoring Functional Skills. Combining her passions for art, numeracy, literacy and horticulture, her sessions were always enjoyed by students (who didn't always realise they were working on their English and Maths skills).

She also taught Art sessions which really brought out her students' creativity, experimenting with different techniques and materials. And many were developed into much sought after items to sell in our shop.

Bringing her straight-talking, candid humour to staff conversations was always refreshing. She is much missed by students and colleagues alike, but we know that her new adventures "up North" returning to her Bradfordian roots will be amazing!



Ruth Morgan

Ruth has been a friend of and respected staff member at Roots and Shoots for many years. Starting first as a volunteer, it soon became apparent that she had experience and expertise in supporting learners with additional needs. In 2018, Ruth became a member of our learning support team and, in time, put her considerable expertise to use, taking on a highly specialised role providing 1:1 support in Literacy for students with specific learning needs and as a BASE tutor.

During the first Lockdown during the hot and dry 2020 Spring her generosity and horticulture skills were invaluable helping Sarah to keep our Open Space Bubble Gate Garden, Plant Nursery etc under control and watered; so when staff and students returned Roots didn't appear neglected.

Of course, we are sad not to have her positivity with us every day at Roots and Shoots, but we wish her well with her new, creative ventures and hope she will continue to be Lambeth's foremost lavender peddler!



Friends

Corrine Edwards

Corrine was a long standing friend and volunteer of Roots and Shoots, who found peace and solace in nature especially in our Wild Garden. She had a natural affinity and interest in bees, and was a long term member of the London Beekeeping Association. Although her approach to beekeeping was not always strictly conventional, it was passionate, as was her commitment to the environment and the preservation and protection of trees in the local area.

After growing up in Devon she studied textiles at Winchester School of Art, followed by a Masters at the Royal College of Art. After graduating Corrine won orders from top high street stores for her collection of glass and ceramics, so she opened a West London studio/shop. Corrine was a regular stall-holder at our Apple Days and other public events over the past years and was a long term supporter of Roots and Shoots. Corrine lived in Waterloo for many years and as an artist developed and showed her work of ceramics, prints and silver jewelry at the Skylark Gallery in Gabriels' Wharf and Morley College.

Whenever she visited us, you could always be sure of lively wide-ranging discussion and if your views diverged about the injustices in life, she was full of humour and fun. In her last 2 years, she had to endure cancer treatment in the midst of COVID restrictions, she was very brave and philosophical regarding what she had to endure.

As Roots and Shoots was a special place in her life, her wish was that donations from her funeral should be given to Roots and Shoots. Her family kindly invited Linda, Madeleine and Sarah to choose some of her artwork. We are proud to have a pair of framed prints on display that reflect the natural forms, colours and textures that inspired our much-missed Corrine.



Accounts

STATEMENT of FINANCIAL ACTIVITIES

for the Year Ended 31 August 2021

	NOTES	YEAR ENDED			
		UNRESTRICTED FUNDS	RESTRICTED FUNDS	31.8.21 TOTAL FUNDS	31.08.20 TOTAL FUNDS
		£	£	£	£
INCOME and ENDOWMENTS FROM					
Donations and Legacies	3	~	870,025	870,025	827,050
Charitable activities					
Charitable activities	6	~	676	676	5,340
Other trading activities	4	19,446	92,720	112,166	196,114
Investment income	5	1	12	13	90
Other income		~	~	~	462
TOTAL		19,447	963,433	982,880	1,029,056
EXPENDITURE ON					
Charitable activities					
Hall hire	7	415	~	415	40,957
Charitable activities		~	927,838	927,838	970,975
Other		~	32,760	32,760	32,760
TOTAL		415	960,598	961,013	1,044,692
NET INCOME/(EXPENDITURE)		19,032	2,835	21,867	(15,636)
RECONCILIATION OF FUNDS					
Total funds brought forward		186,309	994,776	1,181,085	1,196,721
TOTAL FUNDS CARRIED FORWARD		205,341	997,611	1,202,952	1,181,085

BALANCE SHEET

31 August 2021

	NOTES	31 August 2021		31.8.21	31.8.20
		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	TOTAL FUNDS
		£	£	£	£
FIXED ASSETS					
Tangible assets	13	~	862,102	862,102	898,536
CURRENT ASSETS					
Debtors	14	3,879	61,336	65,215	49,624
Cash at bank		205,341	103,289	308,630	292,376
		209,220	164,625	373,845	342,000
CREDITORS					
Amounts falling due within one year	15	(3,879)	(29,116)	(32,995)	(59,451)
TOTAL		205,341	135,509	340,850	282,549
TOTAL ASSETS LESS CURRENT LIABILITIES		205,341	997,611	1,202,952	1,181,085
FUNDS					
Unrestricted funds	16			205,341	186,309
Restricted funds				997,611	994,776
TOTAL FUNDS				1,202,952	1,181,085





- Vocational training for young people
- School links programme
- Environmental education for schools and the wider community
- Urban biodiversity, sustainability and conservation action
- Spaces to hire for meetings, training and conferences
- Events and exhibitions



Roots and Shoots provides training for young Londoners.

We aim to give them the skills and self-confidence that will equip them for work.

Alongside this, our site is important for local biodiversity and an environmental resource for our community.

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 [@rootsandshoots1982](https://www.instagram.com/rootsandshoots1982)

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