

IMPACT REPORT 2011/2012





About SHARE

What we do

We provide training, personal development and educational opportunities to disabled people and those facing health-related barriers to employment, so that they can progress towards their individual goals for life, participation in the community and employment.

Mission

Helping disabled people across London to reach their potential and achieve their life goals through training, education, employment guidance and personal development.

Vision

Open and equal access to excellent employment, education, and personal development opportunities for disabled people everywhere.

“We encourage self-advocacy, and support students to express their needs and preferences.”

Our values

SHARE is an inclusive community that values the diverse backgrounds and experiences of all involved in our work. We strive to ensure that there is equality of opportunity for all. SHARE believes that everyone has something to offer others, and that by putting this ethos into action, individuals within our community are enabled to reach their full potential.

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Chair and chief executive report



Annie McDowall
Chief Executive



Beth Pedersen
Chair

This has been an extraordinary year. At a time when the social and economic climate is harsher than most of us can remember, and when an unprecedented number of charities were forced to wind up, we managed to make a healthy surplus, transform our premises, and achieve a 95% staff and student satisfaction rate. We succeeded in gaining our Investors in People accreditation, but not just at the basic level: we achieved the Bronze award. We also successfully gained accreditation with Matrix for employment information, advice, and guidance.



We were successful in bidding for Wandsworth Council's new mental health employment contract. *Winning with Work* uses the individual placement and support approach, and so marked a new beginning for us. We are working very closely with Together and Family Action, who run the borough's mental health resource centres, and the project is guided by a steering group consisting of representatives from resource centres, the Council, the SW London and St George's Mental Health Trust, and the Centre for Mental Health. We recruited Peter Kamyra to work as an employment specialist, and he joined us in March.

One of our aims for this year was to achieve a surplus of £13,500. In fact, we ended the year with a surplus of £108,095, of which approximately £30,000 takes the form of building improvements. The surplus was achieved mainly through the extension of one of the previous year's employment contracts, and also through a grant from the Social Enterprise Investment Fund – who also funded the rest of our building refurbishment. Good stewardship has been essential to ensuring that we manage our resources as prudently as possible, making the most of every penny.

“This year we managed to make a healthy surplus, transform our premises, achieve a 95% staff and student satisfaction rate and gain our Bronze Investors in People accreditation.”



During the course of the year, we worked with 181 students, just 6 fewer than the previous year. Our students came from 8 London boroughs, with Wandsworth being the biggest customer. 11 new students joined our main programme, and 19 left. Students leaving is almost always a healthy sign, because it signifies progression. However, it has been worrying to see a number of students having their funding entitlement reduced or cut, often without a careful review of the individual's needs. Overall, our students achieved 150 units towards qualifications. They achieved 58 full qualifications. 7 moved into full time employment. In terms of our aims, we fell short of our jobs target by a long way, but this is in part due to the late start of our mental health employment project, and in part a reflection of the economic recession. We fell slightly short of our target of 95% of students achieving 2 or more units, and this is partly because many of the life skills units take a year to complete, and partly because more students attend for fewer days, thus taking longer to complete their courses.

Ground Control grew this year, and took on more ambitious projects within the extensive grounds of Springfield Hospital. We sold produce at various markets throughout the year, and we envisage some major developments in our horticultural work over the coming months. The annual garden party was once again generously sponsored by the Tooting Business Network, led by Mr Indrajit Patel.

Our music group is proving to be increasingly popular, and is now a regular weekly occurrence. Our students now have the opportunity to take part in monthly music workshops led by members of the London Symphony Orchestra at their Old Street centre. We are seeing how music can support social skills development, notions about taking turns, self-expression, and much more. By meeting professional musicians, our students are also gaining a deeper knowledge of what instruments do and how music is created, whilst having the opportunity to create their own soundscapes.

The year to come is likely to be extremely challenging, as there seems little chance of a change for the better in the wider economic climate, and we see public funding cuts putting increasing pressure on both service providers and service users. We believe that in order to both survive and thrive in a climate of unprecedented harshness, SHARE needs to diversify its activities so as to meet a wider range of customer needs; to build on our reputation for excellence in customer service, making sure that everything we develop and do has a clear and strong customer focus; to build alliances and partnerships that lead to creative solutions; to dare to dream; and to honour and harness the talent and commitment of our staff, volunteers, trustees, students, and friends.

Beth Pedersen Chair **Annie McDowall** Chief Executive

Our students and their achievements

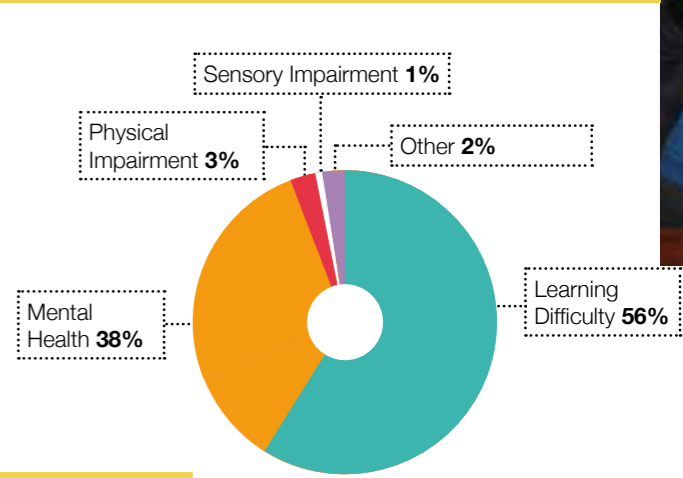
In 2011 – 2012, SHARE Community worked with 181 students.

We offered accredited training in **Basic Skills, Information and Communication Technology, Basic Food Hygiene, Horticulture, and Life Skills**. 150 individual units were completed by our students, and 58 full qualifications were gained.

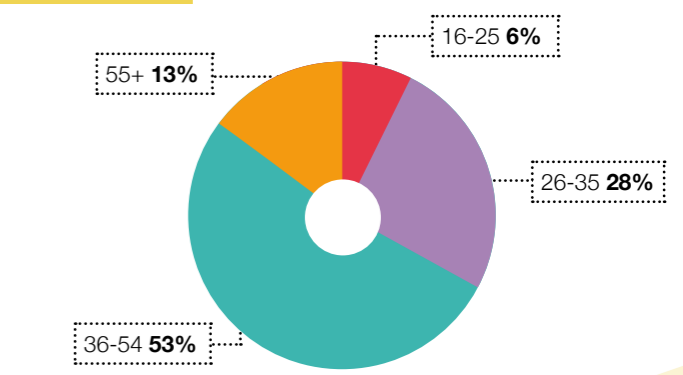


Qualification	Achievements
Skills for Working Life: Horticulture Entry	14 units and 3 full awards
Skills for Working Life: Horticulture Entry 3	3 units and 1 certificate
L1 NVQ Practical Horticulture Skills	39 units and 5 awards
L1 NVQ Work-based Horticulture	15 units and 2 awards
OCN Entry 1 Literacy and Numeracy	10 units
OCN Entry 2 Literacy and Numeracy	16 units
ITQ Level 1	12 units and 8 full qualifications
CLAiT Level 1	4 units and 3 full qualifications
CLAiT +	1 unit and 1 full award
CIEH Basic Food Hygiene Certificate – Level 1	9 qualifications
OCN All About Me	19 units
OCN Literacy	17 units

Disability (by type)



Age



Life skills & music

Our Life Skills project gives students the opportunity to work towards OCNLR qualifications, offering them a wide range of exciting subject areas from which to choose. We teach students about their local area, independent living and how to travel safely around London. We encourage self advocacy, and support students to express their needs and preferences. Students especially enjoy learning about employability, health, money, and managing personal relationships. Our Yoga class is well attended on Tuesdays and students enjoy getting messy in our Arts and Crafts sessions on Mondays. We also run a music group, which is very popular and includes opportunities to take part in workshops led by the London Symphony Orchestra.



The Music Group: April 2011-March 2012

This year developments were both in terms of a group ready to perform and deepening levels of music appreciation.

In November we made our first musical opening to the Awards Day with a SHARE Song and Dance and percussion Soundscapes; December we led carols after the Christmas lunch.

The group widened their musical experience by attending more of the LSO Monday Clubs, where students play in groups led by professional musicians and try their instruments! A trip to the Horniman Museum gave us a day in Bali, handling the instruments and performing shadow puppetry. We also welcomed musical visitors who showed their instruments up close and allowed themselves to be conducted.

For students, the benefits are improved manual skills, concentration, listening skills, and focus as they explore new ways of communication and interaction. Their vocabulary widens as they learn the names of instruments, as well as their obvious respect and care for them.

The Music Group means being part of a unique experience – a joint venture to which all can contribute.

Frances Barrett *Music Tutor*



Joyce

Joyce's time at SHARE has been varied and fulfilling. She is currently studying Life Skills, Catering and ICT. Joyce joined SHARE with the aim to build her confidence in different areas of her life, with a goal to try and gain some real life work experience and be more independent in her everyday life. She has loved getting involved with the arts and crafts sessions, and has found making jewellery, knitting scarves, and designing greeting cards a fun and exciting challenge. Her tutor helps her to express herself and encourages her to be creative in her designs. Having the opportunity to sell her products on SHARE's monthly Market Stall is something she loves doing. The fact that people are spending their money on purchasing her products makes her feel special, worthwhile and like she has a real talent.

Joyce used to live with her mother in Clapham; however she felt it was time to look at her options with regards to living more independently. With the help of SHARE, her social worker, and a referral to an independent advocacy service, Joyce now lives in a new housing complex in Putney. Joyce's confidence has grown and she is now living more independently than ever.



“Joyce will be starting a work placement in a nursery kitchen soon, and she simply cannot wait!”



Learning how to cook and maintain kitchen hygiene has been great for Joyce, as it has allowed her to be more confident in her own kitchen. Through feeling more independent, Joyce started taking more calculated risks to enhance her own personal experiences. Joyce decided to sign up with an organisation called Yellow Submarine, who arranged a supported holiday for her. Joyce hadn't been on holiday without her family before, but she felt she was now ready.

Joyce also loves children, and she has recently, with the help of her tutors, secured herself a work placement. She'll be starting a work placement in a nursery kitchen soon, and she simply cannot wait!



Information & communication technology

Students learn how to use Microsoft Office programs and how to create and access files and folders. They explore the uses of the internet and how it can be used as a communication and research tool, as well as set up and use their own email account.

Alongside practical work-based skills, students are supported in learning how to use Facebook and other online social media, expanding their horizons and allowing them to interact with others from outside their local community. They also learn how to make the most of mobile phones, digital cameras, and other tools to enhance daily living.

We offer a variety of ICT training courses to suit various levels, ranging from a basic introductory course on using computers, to an ITQ Diploma providing advanced skills suitable for the work place.



Ummair

Before joining the ICT project at SHARE, Ummair was shy and reclusive, embarrassed by his difficulty reading and writing. While working closely with our ICT tutors here at SHARE, Ummair has learnt the skills necessary to overcome his difficulties and to interact with the world around him in new and exciting ways.

By learning how to use word processing programmes, Ummair was able to copy and paste text that he knew to be spelt correctly, to use in his own writing. This enabled him to start recognising words and gave him the confidence to access the internet. By typing keywords into a search engine, he could locate and display web-copy of interest to him, notably the cricket test scores. He has adapted his considerable ICT skills to overcome the need for excellent spelling, instead focusing on those aspects of communication that are more important to him.

Ummair has slowly increased in confidence, to the extent that he is now logging onto his workstation and accessing his emails independently. He is able to use the internet to procure information of interest to him and share it with others who are less capable. He has had a massive impact on other students at SHARE who, buoyed by Ummair's success, are reaching further and aspiring to raise their own ICT skills so that they too can interact more with the world around them.



“Ummair's success in ICT has inspired other students to aspire to raise their own ICT skills, so that they too can interact more with the world around them.”

Basic skills

The Basic Skills course is for students who want to improve their numeracy, literacy and communication skills. The subject is taught at a number of levels, from Pre-Entry through to Entry Level 3. The course can help students to feel ready to go on to study other courses with SHARE or at college. It also helps students to feel more confident and to live more independently.

The teaching style adopted at SHARE uses real life settings to deliver adult basic skills lessons. When working on writing skills, students are developing their CVs or completing application forms, and when studying numeracy, students are learning about using money and managing finances, for example.



Lisa

Lisa is studying the NOCN (National Open College Network) Basic Skills at SHARE. She keeps her tutors on their toes when explaining grammar and numerical concepts and is always looking for ways to enhance her learning.

This hard working student is determined to take advantage of her opportunities here at SHARE, not only in her academic studies, but also the support in her personal development.

At times Lisa finds it difficult to attend classes but SHARE has adapted to support her with some home-based self-directed learning alongside her classroom tuition. She works so hard that her tutors are having to adapt their syllabus to meet the higher levels she expects – this flexibility is one of SHARE's strengths, as it allows students to complete qualifications of an appropriate level at their own speed, rather than in prescribed term times.

She has gained control in her personal life, running her own home within a mutually supportive relationship. The skills she has learnt at SHARE have enabled her to broaden her horizons and helped her attain a very real sense of achievement. We have only glimpsed what is possible for Lisa as she discovers her talents.



“The skills that Lisa has learnt at SHARE have enabled her to broaden her horizons, and helped her attain a very real sense of achievement.”

Horticulture

The horticulture project offers a variety of qualifications, training and work experience opportunities. From plant propagation through to the sale of garden produce on our market stall, students develop practical skills and knowledge about plants and horticulture work. They also learn about health & safety in the work place, communication skills, and have the option to do some Life Skills units, to complement their studies.

The horticulture project has the added benefit of fresh air and exercise in a stimulating, friendly, supportive and attractive environment. We have a two acre garden for students to work in, and many find gardening to be therapeutic and relaxing, as well as improving self-confidence.



Raymond

Raymond started training at SHARE in March 2007. He settled into his work very well and made excellent progress with his qualifications. He quickly gained a Certificate in Skills for Working Life in Horticulture and progressed to a Level 1 qualification in Practical Horticulture Skills and in 2010 he gained the 37 credits required for a Diploma in this qualification. Raymond seemed poised and ready for an exciting and busy life; he was looking at work experience and employment opportunities for gardening, sharing a flat in Tooting with his brother Chris and enjoying playing football at the weekends.

At this time things changed for Raymond. One afternoon as he was cycling home from the garden, 2 men threatened him. This had a huge impact on Raymond's confidence and he began to feel scared. He no longer felt safe in his community and he stopped doing things he enjoyed. He wanted to stay at home and found it hard to cope.

Raymond was able to talk to staff at SHARE about his worries and was able to get some additional support from Social Services. Slowly but surely over the last 18 months Raymond, with the help and support of all those at SHARE, has been able to regain his lost confidence and rebuild his life. SHARE has adapted to meet Raymond's needs by welcoming his brother Chris to join them, lending his support to Raymond while attending SHARE. We are very pleased to have seen the happy confident Raymond return.

Raymond has just completed his Award in Level 1 Work-based Horticulture. Raymond has also achieved his ambition to get a job as a gardener, joining Ground Control, SHARE's Social Enterprise, as a paid member of staff. He is looking forward to the opportunities this will bring and has a positive, happy outlook for the future.

“Raymond has achieved his ambition to get a job as a gardener, joining Ground Control, SHARE's Social Enterprise, as a paid member of staff.”

Food safety awareness in catering

Food Safety Awareness in Catering is a great way of learning your way round a kitchen in a safe and managed way.

Students learn how to keep a healthy kitchen and how to prepare food safely so that they can be self-sufficient in their home. They understand the different food groups and learn how to cook nutritionally balanced meals. This helps them towards healthy, safe, independent lives.

Topics covered include preventing cross-contamination, knife skills, personal hygiene, healthy eating, and keeping a kitchen clean. The certificate will give students the grounding for further study in the industry and is an essential requirement for any job working with food.



Doris

Doris has attended the Catering training project for two days a week for the past year. She completed her Level 1 Food Safety Awareness course in 2012 and has continued to show great aptitude for working in catering. When Doris joined SHARE she had a very clear goal, to get a job. The Food Safety Awareness in Catering course has equipped her with the qualifications necessary to secure a job working with food and has allowed Doris' natural work ethic to shine.

Doris has proved to be an excellent student, who shows great initiative and attention to detail. During her course, Doris was supported to volunteer part-time, to enhance her classroom learning. She took charge of the teas and coffees for the other students and has helped set up and maintain the cleaning of the kitchen throughout the day. She excelled at this and her confidence in doing a good job that was appreciated by people has given her a massive boost.

She has become a bank member of SHARE staff and is responsible for providing catering at a number of important events and working with our team to fulfil council contracts. The skills and practical work experience she has obtained whilst completing the Food Safety Awareness in Catering qualification have prepared her for future work external to SHARE, whilst giving her the confidence to shine.



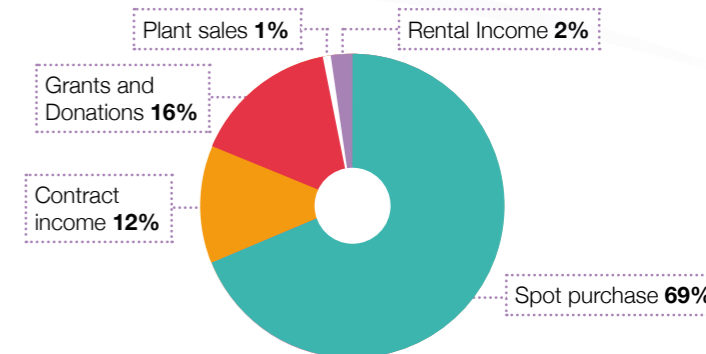
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Financial information

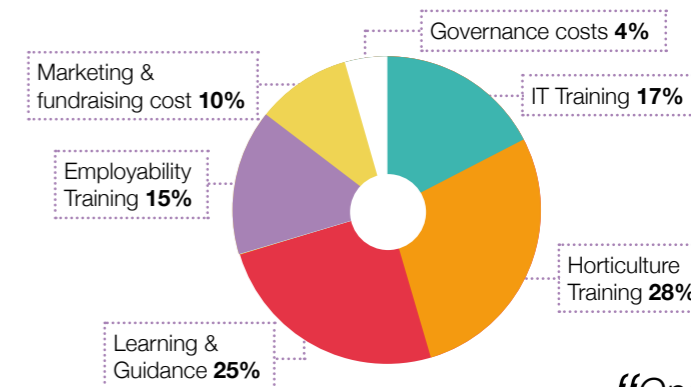
This year our income was £880,845, compared to £901,094 in 2010-11. Our total expenditure for the year was £772,750 compared to £865,861, so we have been continuing to cut costs. As a result we had a net surplus of £108,095, which is £72,862 more than last year. £30,000 of this net surplus takes the form of building improvements. We had total funds of £562,233 at the year end, of which £160,100 was restricted and the unrestricted fund was £402,133.

We set a target of £200,000 for free reserves based on our working capital requirements and predominant risks to our organisation. Total free reserves at 31 March 2012 were £180,393.

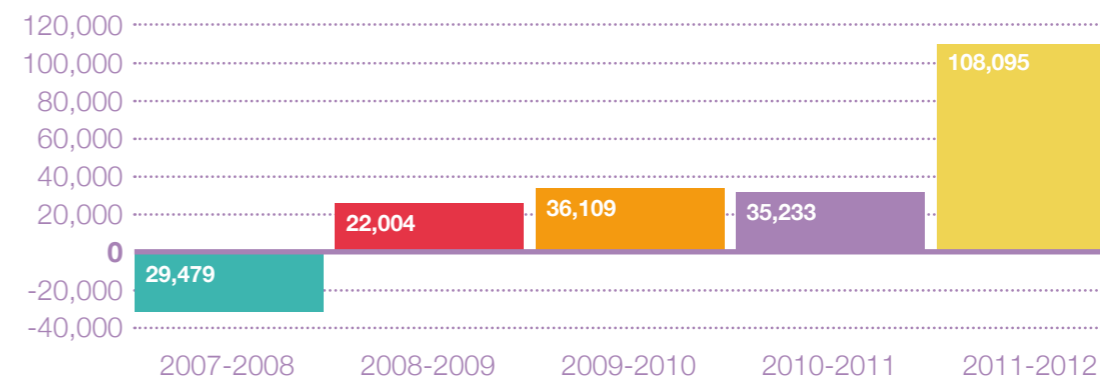
Income £	
Spot purchase	606,992
Contract income	108,751
Grants and Donations	139,102
Plant sales	6,296
Other income	19,704
Total	880,845



Expenditure £	
IT Training	134,926
Horticulture Training	215,555
Learning & Guidance	193,866
Employability Training	116,946
Marketing & fundraising cost	77,274
Governance costs	34,183
Total	772,750



Surplus/Deficit £



“One of our aims for this year was to achieve a surplus of £13,500. In fact, we ended the year with a surplus of £108,095.”

Our aims for 2012-2013

- 1 Student numbers average 70 full time equivalent throughout the year.
- 2 95% students achieve one or more units towards a recognised qualification.
- 3 Winning with Work sees 25 clients registered, with 5 job outcomes.
- 4 Getting Ready for Work (GRoW) project sees 10 students with learning difficulties take up work placements.
- 5 5 students with learning difficulties get paid employment.



- 6 Ground Control wins 2 new contracts and starts to employ SHARE graduates.
- 7 Ground Control develops projects beyond Wandsworth.
- 8 We make a financial surplus of £13,000
- 9 Staff and student surveys show 90% satisfaction rate.
- 10 SHARE ICT systems are upgraded, with new servers being installed.

Thank you to everyone who has supported us

Wandsworth Adult Social services

Social Enterprise Investment Fund

Ian Karten Charitable Trust

Lloyds TSB Foundation for England and Wales

Thomas J Horne Memorial Trust

Henry Smith Charity

Wolfson Foundation

Waitrose Community Matters

Gardening for Disabled Trust

Cecil Rosen Foundation

Honeyman Charitable Trust

Jago Wilson

Lambeth Wind Orchestra

Tooting Business Network

The Khalsa Centre NIACe

Thames Foundation

Britannia Foundation

Smith & Mount Trust

Capital Community Foundation

Hedley Foundation

People's Postcode

ACT Foundation

People who work with us

Board of Trustees

Beth Pederson

(Chair from 28 November 2011)

Lizzy Jones

(Acting Chair from 5 May – 28 November 2011)

Rebecca Emmott

(Chair – resigned 5 May 2011)

Bill Morgan

(Treasurer from 28 November 2011)

Paul Saville

(Treasurer – resigned 3 October 2011)

James Cowie

John Fisher

Theo Harris
(Resigned 18 November 2011)

Clive Hershman MBE

Frank Hogan

Denis Penna

Tony Young

Vice Presidents

Rodney Baker

John Bowis OBE

Lord Dubs

John Geleit

Lily Harrison MBE

Patrons

Patricia Hodge

Virginia Ironside

Geraldine James OBE

Viscount Norwich

Company Secretary

Annie McDowall

Chief Executive

Annie McDowall

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Independent Auditors

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Consultants

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Services Council
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