

# Impact Report 2019-2020



Share students celebrating their hard work and achievements at our 2019 annual awards ceremony.



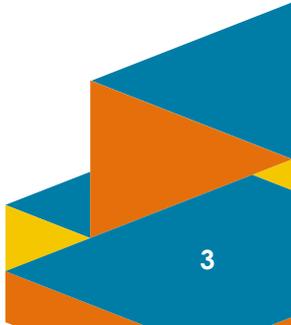
While this report covers more recent developments, many photos of student activities took place before the coronavirus pandemic and prior to social distancing regulations.

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# Contents

- What we do** ..... 4
- Chair and chief executive report** ..... 6
- Our outcome in numbers** ..... 8
- Celebrating...**
  - Independence ..... 10
  - Employment opportunities ..... 11
  - Community spirit ..... 12
  - Achievements ..... 13
  - Having a voice ..... 14
  - Volunteers ..... 15
  - Staying healthy ..... 16
  - Nature ..... 17
  - Creativity ..... 18
  - Having fun ..... 19
  - Self expression ..... 20
  - Innovation ..... 21
- The future – embracing change** ..... 22
- Financial review and thanks** ..... 23



# What we do

We exist to help adults with learning disabilities, autism, sensory impairments, physical disabilities, and mental health needs become more independent, develop the skills to create their own paths and realise their ambitions.

We continue to tackle inequalities that exist for disabled people in health, employment, accessing services, and taking part in leisure activities.

We aim to foster sustainable positive change so that society better recognises the contribution and value that those with learning disabilities can, and do make.



# How we do it

## QUALIFICATIONS



We provide a range of accredited training courses in independent living skills, digital skills, basic skills, horticulture and catering.

## LIFE SKILLS



We teach practical skills to help people navigate everyday life, including how to travel on public transport, visit the doctor and dentist, access health and other services, and how to eat healthily and exercise.

## WORK



We run weekly sessions to provide an introduction to work and prepare students for employment. Our job coach helps students identify and work towards their employment goals and we provide practical work experience in our social enterprises.

## PERSONAL DEVELOPMENT



We run regular classes and programmes centred around personal development to build confidence and promote positive mental health including music, creative writing, wellbeing, yoga, and arts and crafts.

## SUPPORT



We provide pastoral care and wellbeing support with personalised goal setting plans for everyone who attends Share. We're a *National Autistic Society* accredited organisation offering a safe, supported environment for people to learn and progress. We extend the support beyond our centres, providing family liaison support to connect with and help people progress in their home environments.

## LEISURE



We recognise the importance of having fun, getting out and meeting people socially and we run a social inclusion programme called *Go Anywhere, Do Anything* to find out what people want to do and then make it happen.

Parents and carers tell us of the positive changes they see in our students, volunteers tell us how rewarding their experiences are and our staff celebrate the steps, however big or small, that every student takes towards independence and achieving their goals.

This report celebrates those achievements, the difference we made during the past year, the resilience shown by everyone during the pandemic, and looks to the future and the changes we embrace.



# Chair and chief executive report

To say that this was a year like no other would be an understatement. Coronavirus put a sudden stop to business as usual for Share, as it did for everyone. It is a testament to the Share team and the Board of Trustees that we very quickly adapted to the changes forced upon us, establishing a key worker system and moving teaching sessions online.

By summer, we were providing nutritious, home cooked meals to those most vulnerable, working in partnership with *Generate Opportunities* who made the deliveries. At its peak, we were providing 350 meals each week. The team worked creatively to meet the needs of people who were suddenly confined to their homes, producing activity packs and ways of safely connecting by phone and video link. Reopening the garden in July came as a huge relief, as we were able to bring people together safely, and then we reopened our Altenburg site, plus a new resource in Brixton, in September.

However tough this year has been, we've put the needs of our students first and we've emerged stronger as an organisation, building partnerships that supported people with learning disabilities during the pandemic and finding new ways of integrating technology into our training programmes. While so much closed down, so much also opened during this testing time.

2019 seems a lifetime away, but many good things happened for Share. We helped organise and co-chaired the first voluntary sector conference to be held in Wandsworth for decades, and we ran a conference of our own to start planning our strategy for the coming years. Our community based projects took off in a way that led to greater empowerment



**Kate Heaps**  
Chair of trustees



**Annie McDowall**  
Chief executive officer

and confidence building for our students, and Go Anywhere, Do Anything delivered more trips and experiences than ever before. Our staff team grew, as did the number of volunteers supporting our work. In fact, volunteers donated approximately 6,022 hours over the year (2,195 from corporate volunteers, 1,027 from social buddies and 2,800 from regular volunteers at HQ and the garden). If we were paying a support worker to do the work that the volunteers have done, with a wage of £11 per hour, it would have cost us £66,242 in salary alone, so we want to give heartfelt thanks to those people who have freely given their time and made such a great difference.

By the end of the financial year, our student numbers had risen from 124 to 144. Our finances were robust, which enabled us to invest in improving our services. We were delighted to win 'Employer of the Year' at the annual Wandsworth Business Awards 2019, organised by the *Wandsworth Chamber of Commerce*. We were also highly commended in the category 'Best Charity or Social Enterprise'. Stakeholder surveys showed very high satisfaction rates which reflects our commitment to building and sustaining a happy organisation that focuses on ability and places a high value on people at all levels. We were successful with recruitment and have welcomed talented and passionate colleagues to the team.

Looking ahead, we will continue to work to strengthen the wellbeing, autonomy, employability and social inclusion of people with learning disabilities, and we're excited about new outreach and befriending projects that are currently in their early stages, but sure to flourish in 2021.

“ **However tough this year has been, we've put the needs of our students first and we've emerged stronger as an organisation...** ”

# Our outcomes in numbers

We provided training for 144 disabled people, which is up from 124 in 2019. Our target for the average number of full time equivalent (attending 3 days per week or more) students was set at 100. We ended the year with a total of 103 and an average of 101. Total student days increased by 11%.

## INDEPENDENT LIVING SKILLS

46

students enrolled studying topics including:

- living in a diverse society
- environmental issues
- personal safety
- rights and responsibilities
- food safety
- cooking techniques
- household shopping and expenses



17

students took part in weekly 'Steps into Employment' classes to prepare for the world of work, whether paid or voluntary



20

students attended music classes



We increased our **My Community and Me** sessions by an extra day a week, and 23 students took part in the programme, providing learning out in the community.

12

students attended art sessions



## ENGLISH AND MATHS

10 students took part and worked towards a City & Guilds award in English and Mathematics. Students focus on learning strategies to help them handle numbers and money with greater confidence in everyday living situations and scenarios.



## HORTICULTURE

The project worked with **42** students:

**12** students achieved units towards a Horticultural Skills for Working Life qualification

**4** students achieved their Level 2 qualification in Practical Horticulture Skills and

**4** more achieved units towards it

**9** students achieved units towards their Level 1 qualification in Practical Horticulture Skills

Other students attended for therapeutic benefits.



## CATERING



**24** students worked towards the Chartered Institute of Environmental Health (CIEH) qualifications over the year

**3** students worked towards their Level 2 Award in Food Safety Awareness and 1 received a Foundation and Introductory Level qualification

**78%** of students work on picture based portfolios and 'I can statements' as they have significant barriers to achieving Level 1 qualifications

## DIGITAL SKILLS

**55** students in total

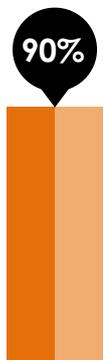
**3** students achieved units towards the Level 1 ITQ Award

**16** students achieved a unit towards Skills for Working Life



**57%** of students accessing Digital Skills received progression certificates

## STUDENT NEEDS PROFILE



Learning disability



Autism or Asperger syndrome



Mental health needs



Physical disability



Sensory needs



ADHD

# Celebrating...

## Independence

We teach students the fundamentals of how to live more independently. We know that an effective way to achieve this is learning by practical experience.

In 2019 we launched *My Community and Me*, an independent living skills programme to help people develop the skills and confidence to better experience life as citizens in their local communities. Students learn in real-life settings, meeting new people in various environments which helps increase self-esteem and confidence. They develop valuable life skills like how to take the bus, go shopping, make friends, access local health services and stay happy and healthy.

The project has been so popular we were due to add more sessions just as lockdown hit. Although restrictions meant we temporarily suspended trips out we continue to teach and learn on Zoom and more recently back at our sites.



“ I have been a volunteer on the *My Community and Me* programme for around 5 months and have found it to be a truly rewarding and inspiring experience. Supporting the students experience everyday tasks and transactions such as selecting healthy food in a supermarket or making a GP appointment does feel as though you are making a difference however small to the students and is a pleasure. ”



Dental checkups being demystified at Summerstown Dental Practice.



Rehan having his blood pressure taken and learning what happens at a healthcheck.



Chris and André enjoying a trip out to a café.



Building connections – students took part in 'This is Our Park', a collaboration with *The National Archives* and *Wandsworth Heritage Service* to explore the local history of parks.

# Celebrating...

## Employment opportunities

Helping students pursue their career ambitions is still a very challenging area. There are many barriers including fear, lack of confidence, lack of entry level jobs, and the need to support and educate employers more.

We help students take the first steps towards employment, teaching about different skills that are needed for certain jobs, how to search and apply for jobs, what sorts of behaviours are expected in the workplace, and what to expect in an interview. Thanks to the support of City Bridge Trust, the charitable arm of the City of London Corporation, we employ a job coach who helps students identify their strengths and aspirations and move towards paid or voluntary employment.



Angela volunteering at the local Trinity Hospice shop.

“**Share has helped us find him a voluntary job as well as improving IT skills. Volunteering has really helped and having somewhere to go even for one day a week is very useful.**”

### WE OFFER WORK EXPERIENCE IN OUR SOCIAL ENTERPRISES:



#### Share Catering

Last year we provided catering services for large and small events across South London. Students who reach the required level work both behind the scenes and front of house learning practical skills in a real-life catering setting.

#### Share Nurseries

Our site in Tooting sells a large range of plants throughout the year. Last year students ran a weekly pop up shop selling plants in the local area. Serving customers teaches valuable employability skills like customer service and how to take payments.



“**The fact that Share teaches so many vocational subjects for people with LD is just amazing.**”

# Celebrating...

## Community spirit

During lockdown communities came together in all sorts of ways to help others as we all struggled to come to terms with life during the pandemic. People with learning disabilities and their families were hit particularly hard. Many were self-isolating and the usual support networks were disrupted.

We partnered with another local service provider, *Generate*, and worked with the council to provide a meals service for vulnerable people. The project not only provided healthy cooked meals to those in need but it offered some of our students the chance to get involved, stay active and develop their catering skills.

We're deeply grateful to everyone who supported the project by donating funds and supplying food and equipment. Thank you to the Wimbledon Foundation, the official charity of The All England Lawn and Tennis Club and The Championships, who helped with a generous grant from their Coronavirus Fund.



280

meals cooked per week



Over 5000

meals cooked during lockdown

*It is really helping us out at the moment. It is quite a hard time.*



*Love it, really enjoying the healthy meals.*

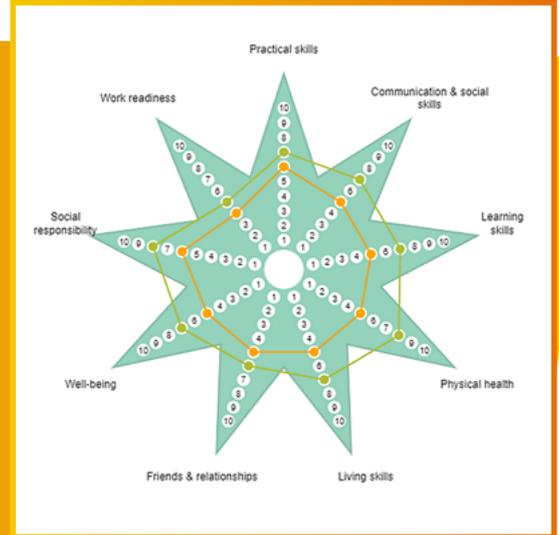
*It is great. We are getting 21 meals a week for 3 members of the family.*

# Celebrating...

## Achievements

Our student star is a tool we use to record student success, challenges, and aspirations. Over the past year we've seen an increase in all nine areas of evaluation:

- practical skills ✓
- learning skills ✓
- physical health ✓
- living skills ✓
- friends and relationships ✓
- wellbeing ✓
- social responsibility ✓
- work readiness ✓
- communication and social skills ✓



This outcome star allows students and anyone else in their support network to visually see their progress towards independence which can increase motivation and willingness to learn.



**Ummair** has done remarkably well, in particular he's increased his scores in practical skills, physical health and social responsibility. He's become more confident and shared his skills with his peers in our *My Community and Me* group. In a trip out with the group before restrictions were in force, he directed his peers to the correct bus and told them where to get off, reading the electronic timetable without assistance and gave excellent directions for crossing the road. Outside of Share, Ummair continues to make fantastic progress learning how to care for his own health and carry out domestic chores at home.

**Edmond's** scores went up in friends and relationships and social responsibility. He's made great progress using his mobile phone, learning how to use the touchscreen and use voice commands to make calls and send emails. He's now able to independently call his friends. He also took part in a travel assessment where he recognised his bus number, referred to the electronic timetable and confidently asked a staff member at Clapham Junction Station how to get to Putney.



# Celebrating...

## Having a voice

People with learning disabilities often find it hard to make their voices heard. Being able to express preferences about daily life is important to help feel in control of your own life. At Share, we encourage students to have more autonomy, express their wants and needs and make their own choices. To support this, we run various student-led sessions:

**Student Voice** is a regular meeting chaired by students who voice their opinions and concerns and decide whether to have visitors to talk to them on a range of subjects. Students run the sessions with support. Afterwards, minutes are sent round in an easy-read format for everyone to understand.

| Student Voice Meeting Minutes                            |  |
|---|--|
|  27.08.2020<br>2:30pm - 4pm<br>Chairperson: <u>Gilly</u> |  |
|  welcome   | Joe welcomed everyone and shared the agenda.   |
|  meeting   | <b>Who attended this meeting?</b><br>Joe<br>Charlotte<br>Anna<br>Ella<br>Gary<br>Fatima<br>Gilly<br>Mansoor  |
|  Hello Everyone  | <b>How are you?</b><br>What's on your mind today?<br>• Ella has a tea-party at 3pm so will leave early. She is feeling a little tired.<br>• Anna has her cousin visiting which she is looking forward to. She has been thinking a lot. |



We moved sessions online via Zoom when restrictions stopped our face-to-face meetings. Sometimes guests are invited and students recently had the chance to share their experiences of living through lockdown with a learning disability to provide input into a book written by learning disability health specialists.

We run **Man Club** and a **Women's group**, providing a safe space for people to share experiences and support one another.

We also run **Spectrum**, initially aimed at autistic students but now extending to include everyone, the group encourages people to share thoughts about what having a disability means and allows students to give feedback on how Share's services are structured.

# Celebrating...

## Volunteers

Whether corporate volunteers for the day, social buddies accompanying students on trips out, or the many regular volunteers who give their time and passion to help our students reach their potential, volunteers make a huge difference to our organisation. Social distancing and building capacity has affected our usual service but we continue to be ever grateful to our volunteers, especially through lockdown when they helped us run our befriending and outreach service, and supported our virtual sessions and the gradual reopening of our sites.



# 6,022

hours donated over the year

That's **2,195** from corporate volunteers, **1,027** from social buddies, and **2,800** from regular volunteers.

If we were paying a support worker to do the work that the volunteers have done, with a wage of £11 per hour, it would have cost us **£66,242** in salary alone.

**“ Being a volunteer at Share has been an invaluable insight into the daily challenges that its students encounter and the amazing work that Share does to support them. It has been really enjoyable to see the progress that the students are making...and how much their confidence is growing as a result. Being just a small part of what Share does has been immensely rewarding. The positive, welcoming atmosphere amongst both the team and the students makes volunteering at Share a pleasure and I would highly recommend it. ”**



### OUR VOLUNTEER SURVEY FOUND...

# 100%

of respondents would recommend volunteering with us

# 100%

of respondents say they get a sense of satisfaction and sense of achievement from volunteering with us

# Celebrating...

## Staying healthy

Staying fit and healthy is a core theme at Share and something we embed in all areas of our teaching. Sadly people with learning disabilities have poorer health than people who don't, and evidence suggests that these health differences are avoidable. To combat this our teaching includes healthy eating, keeping fit, and accessing health checks and other healthcare services.

Over the past year we hosted keep fit classes at Share working with *Disability Sports Coach* and *Movement Works*. Many of our students reported feeling healthier and lost weight. Even when lockdown forced us to suspend sessions we continued to work with *Disability Sports Coach* who hosted Zoom workouts and we provided links to a variety of online exercise guides and classes. We continued to encourage students to eat healthily with Zoom cook-a-longs and provided easy-read healthy recipes for people to cook at home. We launched an outreach service, visiting people in their homes, and where possible accompanying them out for walks in the park to get some exercise and fresh air.



# Celebrating...

## Nature

The positive effects of gardening on our wellbeing are well documented. We provide horticultural training including City & Guilds qualifications at our 2.5 acre garden in Tooting. The site has polytunnels, a glasshouse and indoor teaching facilities and is also home to our social enterprise *Share Nurseries*, where members of the public can buy plants year round, nurtured and grown by students.

Gardening is known to have a calming effect and helps with anxiety, not just from the exercise that releases happy hormones but from the cathartic power of connecting with nature.

After spending so much time at home, our garden provided a tranquil haven for our students to reconnect with people as we eased out of lockdown. As the garden reopened we ran various wellbeing sessions and this opened up new opportunities. We realised our garden could be used for so much more. Arts and crafts were particularly successful outdoors, enjoying the therapeutic benefits of art and nature helped give mental health a boost at a time when many were feeling anxious and uncertain.





# Celebrating...

## Having fun

Research suggests that people with learning disabilities are more likely to feel lonely and have fewer opportunities to socialise with peers than those without. Our Go Anywhere, Do Anything social inclusion programme had another excellent year, allowing people to experience sports, arts and leisure activities with the help of social buddy volunteers.

Students **build essential life skills** at the same time as having fun - travelling to venues, ordering food and drink, and asking for assistance if needed. The trips help us **advocate for greater social inclusion** for disabled people as we challenge organisations and venues to be more disability-friendly.

The pandemic temporarily stopped our trips, but we kept the social aspect going as we took it all online. This turned out to be an unexpected success, especially for some people who for various reasons struggled to physically come on our usual trips. We've had some fabulous Zoom meet-ups, including watch parties, talent shows, and museum tours. Despite COVID-19 we're planning for the future, building on our success to create more opportunities for people to socialise, build friendships and enjoy themselves.



**81** people supported to go out and have fun

**57** fun trips out



**100%**

of students said Go Anywhere Do Anything trips **help me to do new things and make me feel better about myself**



“ She talks about the trips non-stop! As soon as a letter comes she is so excited...It is so important Veneshia gets some independence, away from family. ”



“ It was sooo lovely. We had poppadoms. It was good. My friend John was there and Henry. We ate the curry...loved it... when is the next trip? ”



“ He has gained more confidence as he likes to do things without his parents being around. The trips and places are great and everyone has so much fun. ”

# Celebrating...

## Self-expression

Being able to express thoughts and feelings honestly allows us to be heard and seen, improving wellbeing. As well as arts and crafts sessions we also run creative writing and music programmes. We recognised the need for self-expression was particularly strong when the pandemic heightened feelings of anxiety. We continued to support students to express themselves, shifting our usual sessions online.

### Looking forward by André

I am looking forward  
to my good job,  
Working for a security  
company.  
Soon I will work  
And have a mobile phone.  
A new friend will patrol  
with me.  
I could pick Chris as a  
friend and a colleague.  
I have not seen him  
for a long time.  
I hope to see  
him soon.

### The Magic Box by Nicola

In my magic box  
I will put my dress,  
A watch for my Dad from Mum,  
A curry from my sister,  
I put a violin for me,  
My skeleton, body brain,  
knees toes,  
To walk,  
A folder,  
And my diary,  
New phone  
New ipad,  
And a new laptop,  
And my Dad's love for me  
And a kiss from my sister.

We've also long run our music programme to help students build motor skills, communicate and develop social skills and this year was another great success. Students play a variety of instruments and although we couldn't meet in person when restrictions hit, we shared music pieces over Zoom and on our website with three of our students taking part in a virtual lockdown project with the *London Symphony Orchestra*.



Supported using public funding by

**ARTS COUNCIL  
ENGLAND**



# Celebrating...

## Innovation

Being forced into lockdown prompted innovation on a large scale. We implemented a key working team to support students through the crisis and tutors created a range of digital resources and home education packs to keep students learning.

The power of technology can be life changing for disabled people, allowing communication with family and friends and access to online education. Like many people, we embraced Zoom. We were able to run virtual wellbeing and learning sessions that were vital to helping our students feel connected.



“ *These sessions were invaluable to our daughter. They gave her some structure to her day. They helped her reconnect with familiar adults at Share and her friends. They supported her communication skills, giving her opportunities to practise her conversation skills.* ”

Online cook-a-long catering sessions run by our chef tutor Kenny were particularly successful. Students joined using Zoom and cooked at home, often with their families. Many students thrived cooking in their own homes, feeling more relaxed and confident in their familiar spaces. Kenny noticed how students really engaged with the tasks at hand, 'I can see they've been listening because I can see on screen their knife skills.'

“ *Thank you for the excellent cookery session that took place on Friday... Simone is loving the sessions and has a real sense of achievement when she completes them and sees how everyone enjoys what she has cooked. She looks forward to each lesson and it has now become a routine for her to cook the family meal on Fridays.* ”



# Embracing change

COVID-19 has significantly impacted how we deliver our services. In March 2020 our sites closed due to lockdown restrictions and we had to adapt our face-to-face programmes to provide continued support online and by phone. A marked change in routine, reduced support services, and communication challenges caused increased anxiety and frustrations for people with learning disabilities and their families.

We responded with creativity, flexibility, and resilience to provide meaningful support. We remain committed to improving the social and economic outcomes of disabled people and we constantly track progress and use the evidence to shape our services. We're refocusing our efforts to define the most effective activities that will best support people to thrive in a changing environment.

A particular focus is the mental health of our students and we'll continue to support them towards greater wellbeing. We're looking to extend our services into other boroughs to offer localised support. We'll carry on developing our befriending project to reduce isolation and loneliness and we'll continue to push digital inclusion, enabling access to technology to get people connected, something that has proved vital in recent times.

Over the coming year, we'll be guided by the needs of our students and keep evolving as we explore different ways to support learning both face-to-face and at home.



# Financial review 2019-2020

| INCOME               |                      | EXPENDITURE                  |                    |
|----------------------|----------------------|------------------------------|--------------------|
| Spot purchase        | 980,277 <b>78.1%</b> | Independent living skills    | 783,468 <b>68%</b> |
| Grants and donations | 195,887 <b>15.6%</b> | Horticulture training        | 340,003 <b>30%</b> |
| Social enterprise    | 26,774 <b>2.1%</b>   | Marketing & fundraising cost | 28,241 <b>2%</b>   |
| Other income         | 52,631 <b>4.2%</b>   |                              |                    |
| <b>Total</b>         | <b>1,255,569</b>     | <b>Total</b>                 | <b>1,151,712</b>   |

## FINANCIAL PERFORMANCE DURING THE LAST 5 YEARS

|                  | Income    | Expenditure | Surplus/<br>Deficit |
|------------------|-----------|-------------|---------------------|
| <b>2015-2016</b> | 952,147   | 818,591     | 133,556             |
| <b>2016-2017</b> | 973,051   | 934,498     | 38,553              |
| <b>2017-2018</b> | 1,090,628 | 1,015,730   | 74,898              |
| <b>2018-2019</b> | 1,184,859 | 1,121,461   | 63,398              |
| <b>2019-2020</b> | 1,255,569 | 1,151,712   | 103,857             |

The Charity's income was £1,255,569 in the year ended 31 March 2020, compared to £1,184,859 in 2019. This welcome change was largely the result of increased spot purchase numbers and fundraising income. The total expenditure was £1,151,712 in the year ended 31 March 2020, compared to £1,121,461 in 2018-2019. The net result was therefore a surplus of £103,857 during 2019-2020, compared to £63,398 in 2018-2019.

The Charity held unrestricted funds of £1,078,682 at the year end, of which £774,687 is tied up in fixed assets.

## A BIG THANK YOU TO ALL OUR SUPPORTERS

- Arts Council
- Awards for All
- Baily Thomas Charitable Fund
- Centre 4 Learning
- City Bridge Trust
- Garfield Weston Foundation
- Henry Smith Charity
- London Borough of Wandsworth
- Merchant Taylors' Company
- Peter Stebbings Memorial Trust
- R & H Trust
- SDS London
- The Drapers' Company
- The Ian Karten Charitable Trust
- The Mercers' Company
- The Percy Bilton Charity
- Thomas J Horne Memorial Trust
- 29th May 1961 Trust



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