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www.interchange.org.uk

www.wac.co.uk



CONTENTS

Chair's Foreword	2
Chief Executive's Introduction	3
Highlights of the Year	4
WAC Performing Arts & Media College	6
Senior WAC	6
Junior WAC	8
WAC Nites	10
ARCO Social Inclusion Programme	12
National Diploma in Professional Musical Theatre	14
Holiday Projects	16
Special Educational Needs and Disability (SEND) Introduction	18
Creative Communication	19
Wonder WAC	20
Oasis Residentials	22
WAC Wonder Web	24
Recording Studio	25
Supporting Talent into Employment Programme (STEP)	26
Copyart	27
Events Management	28
Training & Development	30
Legal Advisory Service (ILAS)	32
Volunteering, Work Experience and Student Placements	34
WAC Awards	36
Mildred Ackerman and Jack Petchey Award winners	
Staff, Board Membership and Tutors	38
Staff	
Current Board Members	
Thank You	
WAC Sessional Tutors	39
Training & Development, Associate Trainers	42
Events Management, Sessional Staff	43
Thank you to all our funders and sponsors	44



CHAIR'S FOREWORD

The last year has been one of outstanding achievement by InterChange, all the more remarkable for having unfolded against a backdrop of the most difficult economic conditions for several generations. The current environment is one in which the demands for our organisation's services and activities are growing strongly while the availability of funds from traditional public funders is coming into question.

The successes of the organisation in the past year have been legion and it would be wrong to single any out for special attention. You will enjoy reading about the many and varied successes in this Annual Report. If, like me, you marvel at the strength and depth that is revealed, you may also stop to consider how this is all accomplished by a comparatively small team working with limited resources.

Alongside the record of meeting the needs of disadvantaged young people and the community at large, there is one very different success that deserves separate attention. Faced with an unexpected decline in revenue from room hire, as user groups responded to the economic chill and cutbacks from cash-strapped public funders, allied to an interregnum in three-year cycles by several European Union and other funders, the organisation came together to agree a set of economy measures in pay, employment and building management, together with some rationalisation of programmes.

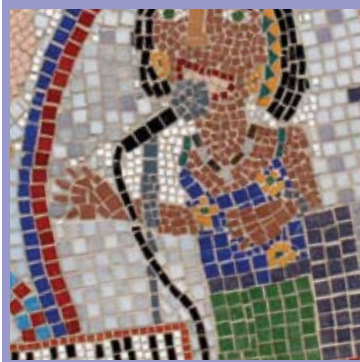
At the same time, the fundraising drive was broadened to embrace new public funders in the UK and the EU, a number of private foundations, including some recently established groups, and local trusts and individuals. We are grateful for the successes that have been recorded, and look forward to further progress in the coming year. The result of all these

measures is that the acute financial pressures facing InterChange at the start of the year have been resolved, and the year closed with a steadily improving trend, a stronger balance sheet and a high degree of confidence that the new year's demanding budget will be met. The executive team deserves the appreciation of the Board in overseeing this transformation.

We look forward to the year ahead with a mixture of excitement and apprehension. On the one hand, InterChange is moving forward across a broad front, introducing new activities and programmes to meet growing needs and also taking further action to ensure financial strength over the longer term; in this regard, a continuing programme of approaches to new funding sources, intensified marketing of the Town Hall spaces for hire and the launch of a £1m building appeal fund should be noted. All these initiatives are exciting.

Our apprehension centres on the likely large increase in NEETs (young people Not in Education, Employment or Training) and other disadvantaged young Londoners, together with the probable shortage of public resources set aside for organisations like ours to meet their needs. This is why we will not slacken in our efforts to attract new grant income, to enhance the revenue potential of our building, and to respond positively to the challenges of meeting these growing needs. The Board will continue to offer the strongest support to the executive team in their endeavours.

Malcolm Roberts
Chair, InterChange Trust



CHIEF EXECUTIVE'S INTRODUCTION

We begin 2010 confident that we have weathered the worst of the recession and are now moving slowly back into growth and financial stability. Working in a climate of reduced income and funding, InterChange, and particularly WAC, have not only maintained the high quality of our work, but have also increased the number of programmes we deliver, as you will see from this report.

The economic crisis that took us into recession had an immediate impact on our income streams and throughout 2008-2009. Previously unrestricted income from the hire of studio space to external clients dropped immediately. We also lost resident groups leasing our office spaces due to their own closure or cost-cutting. In terms of funding, increasing numbers of trusts and charitable foundations had closed their doors to new funding applications to consolidate support for their existing charities. Where we were successful with our fundraising bids, we often received less than we applied for as trusts had less money available.

In response to these challenges the organisation took decisive action and imposed stringent financial measures to protect the work we do. Simultaneously, we increased our fundraising efforts, making more applications than in any previous year, and explored new ways to raise money through our web presence and marketing strategy. Despite all this, we were forced to make some staff redundant, to freeze posts when staff left and to impose a severe spending-freeze through all departments.

The fact that we are now emerging intact and slightly in growth from this period of extreme austerity is testament to an amazing staff team who worked beyond the call of duty; taking on additional responsibilities, agreeing to pay cuts and working longer hours because of their

commitment to the work we do.

As an organisation, throughout the last difficult year, we have continued to strive and move forward with all our projects and activities, and have achieved many successes as this report shows. In March 2009, we were also awarded 'Investors in People' for the first time, the result of many months of work by all staff, as well as members of the Board, to turn the organisation into an effective team of professionals with a shared vision.

For the longer term, we are already seeing the impact of the recession on the young people we serve, with ever-increasing demand for training and support into employment and apprenticeships. Meeting these new pressures effectively will be our first priority in the new year, and one that we now feel stronger as an organisation and more secure in being able to fulfil.

The report that follows gives only a snapshot of the work we do - we hope it gives a flavour of the differences we can make and impact we have on both the local community and the young people we serve - a considerable achievement in the current economic climate and one we intend to continue to build on for the future.

With best wishes,

Celia Greenwood

Chief Executive Officer, InterChange Trust
Director, WAC Performing Arts & Media College

HIGHLIGHTS OF THE YEAR



30th Anniversary celebrations
a beautiful way to kick start the new year!



Junior WAC end of year show
(June 09) - always inspirational!



Wonder Web Project
exciting and new!



Senior WAC
more students at professional level!



Photographs by Dee Conway

Diploma funding
now all systems go...



SENIOR WAC

Senior WAC was the first and founding Weekend Arts College project. Set up in 1978, Senior WAC addressed the needs of many talented young people who struggled to access the kind of specialist training that was needed to enter further education courses in the performing arts. More than thirty years later, Senior WAC now provides a comprehensive range of classes in the performing arts and media for 14-25 year olds on Sundays. It provides new opportunities and top professional tutors.

ACHIEVEMENTS THIS YEAR

This year Senior WAC:

recruited eighty new students, bringing the total of Sunday, Senior WAC students to over 200

appointed a new co-ordinator – Steve Medlin – an ex-WAC student himself!

re-instated the Sunday Café – a very popular move!

developed a new three-level dance programme responding to the need for a 'Professional Approach' class for those approaching professional level

appointed two new singing tutors and an award-winning filmmaker as our new video production tutor!

improved communication channels between art form tutors and student reps – we now have project assemblies at the beginning of each term and a network of small group meetings

staged a successful and poignant music and drama night in March – the night was dedicated to the memory of Ian Carr who taught on the Senior WAC programme for over twenty years and was recognised internationally as the inspiration for a generation of musicians working professionally today

produced our wonderful Senior WAC presentation night, also in March. All our classes were represented in a glorious

celebration of the many talents and skills of our Senior WAC students

recognised the strength of our 'professional approaches to drama' class members, many of whom have gone on to gain places at drama school and to work in the industry.



SENIOR WAC HAS AN IMPACT

Senior WAC makes a real difference to its student's lives:

"I very much enjoyed these classes and feel they have really helped me in knowing how to improve my voice. I learnt lots of great new things e.g. exercises, tips, advice and facts about singing."

"I have gained a lot of confidence and loads of friends. I have also learnt to sing with others whilst listening and making certain adjustments."



“All classes were excellent. The teachers were inspirational, motivated and guided us to do things we wouldn’t do. Overall, an excellent experience.”

“I have greatly enjoyed WAC this year - it’s been great playing with great musicians under Ricky who’s been great. I think it has gone well this year - I’ve played to the best of my ability and feel I’ve improved a lot as a player.”

“Class was ‘Big’ (meaning very good). Made ‘Big’ tracks.”

PLANS FOR THE FUTURE

Our plans for the year ahead are well underway. We are continuing to develop our ‘professional approaches’ classes in the fields of drama, dance, singing and music, with the intention of increasing the pathways into full-time training and the professional industry.

The Christmas cabaret will be returning offering the students an opportunity to showcase the work they are developing themselves. Next year will also see the reintroduction of ‘Careers Day’ when students will meet practitioners from the world of TV, film, theatre and music and get to pick their brains and ask for advice from directors, agents, writers and producers.





JUNIOR WAC

Junior WAC runs all day on Saturdays and provides classes in the performing arts and media for 5-14 year olds. We offer a technical foundation in the performing arts and media and students are given the chance to gain confidence, explore their creative potential and, most importantly, to have fun!

This year has been as popular as ever with our students. We have over 250 on roll and a very long waiting list for all classes. Our end-of-year performances were packed out with parents and carers as always – the shows were fantastic and demonstrated just how much the children and young people learn at Junior WAC, and also how much they enjoy themselves!

ACHIEVEMENTS THIS YEAR

This year Junior WAC:

started the new 'Junior WAC' year with several exciting and enthusiastic new tutors, which was great!

ran classes for 418 children and young people who are on-roll with us and provided 72 children and young people with one-to-one music tuition lessons on musical instruments

celebrated Christmas with a special visit from Santa who presented gifts donated by Harper Collins Books – a big thank you to Harper Collins! Our singing students also performed a melodic repertoire of re-interpreted Christmas carols at the Hampstead Christmas fair and a great time was had by all!

took 150 students and their families to see the *Mother Goose* pantomime at the renowned Hackney Empire

raised £90 with our Christmas raffle for our musical instrument fund

held regular parents and carer meetings which generate many good ideas for our programme and lots of positive feedback

organised regular class observations by the Junior WAC co-ordinator to ensure consistent high standards of teaching and student participation

facilitated the Jack Petchey award scheme where children and young people nominate a member of their peer group and vote for the winner. The prize money is then spent on the activity of the winners choice – this year they decided to arrange a 'design your own T-shirt' event for twenty students

Photograph by Dee Conway



organised an inspirational 'Music Nite' where all our Junior WAC musicians performed in individual and group sets and we were treated to a performance by a special guest from the WAC Nites group!

finally, celebrated the Junior WAC academic year with two outstanding end-of-year shows – the first as a matinee for our under-eights, and the second as an evening performance by our 9-14s. Both presentations were brilliant and reflected the very satisfying and fun year that both students and staff have enjoyed.



JUNIOR WAC HAS AN IMPACT

Junior WAC makes a real difference to its student's lives:

"My teacher is nice."

"I like the dance moves and it's very fun!"

"I loved the activities."

"Bonnie is very fun and kind."

"I learnt a lot."

"We've learnt different songs."

"I get to meet different people."

"We did some very funny improvised skill!"

"I love the variety in Dance."

"I was able to express myself."

PLANS FOR THE FUTURE

We are always looking at ways of increasing the numbers of children and young people that we can admit from the Junior WAC waiting list as we know it can be hard to have to wait for so long before you start with us. As well as looking at all our Junior WAC activities on Saturdays, we are planning to extend the range of classes that we run at WAC Nites to accommodate our Junior WAC students and those on the Junior WAC waiting list.

This coming year, we are also planning an exciting new range of classes for our parents and carers to join while their children are busy in class. We hope to organise sessions for adults, running alongside our Junior WAC activities on Saturdays, and in subject areas that are both useful and enjoyable for everyone taking part!





WAC NITES

WAC Nites runs on Tuesday and Wednesday evenings during London Borough of Camden term-times. We run a range of classes and sessions, and the aim is to be responsive to the needs of our members in the activities we offer. At WAC Nites we have great flexibility in what we do – this means that if a group of young people would like to do a particular performing arts or media activity, we can usually arrange for it to happen!

We encourage young people to develop their independent life skills, as well as experiencing the opportunity of working with professional artists. They enjoy each other's company and have fun socialising outside their usual, sometimes school or home-based world.

ACHIEVEMENTS THIS YEAR

This year has been a busy one at WAC Nites! We have:

seen several of our members complete awards in trampolining

engaged a whole new vocals group made up of enthusiastic singers – some of whom went on to join our week-day ARCO Plus course and have also signed up for the Trinity College Arts Award

engaged 98 young people in our sessions

performed at the WAC 30th Anniversary celebrations where several WAC Nites ensembles were represented, including our fab WAC Nites band!

held a mini-Christmas party with some great live music – a fantastic opportunity for the young people to get together and have fun!

signed a number of young people up for the Duke of Edinburgh award scheme

recorded our Bands Nite group's material and posted it on the Wonder Web site

presented a Jack Petchey award for outstanding achievement to Cherelle Morris who attends our vocals class

hosted the Jazz Alive group which spent several weeks writing and creating their own material that they then recorded in the WAC recording studio - this successful group have also performed at various venues outside WAC

seen a number of our tutors and volunteers complete their Makaton training and continue their ongoing work towards a range of youth work qualifications.

Photograph by Dee Conway



WAC NITES HAS AN IMPACT

WAC Nites makes a real difference to young people's lives:

"I enjoy doing classes at WAC Nites." Kieran

"I enjoy working towards a 'Working with Other People' award." Alex

"I won the Jack Petchey award!" Codi

"As a volunteer, I had the opportunity to go see a musical in the West End – I had a great time - thanks!" Charley



PLANS FOR THE FUTURE

We are continuing to build our relationship with the Jazz Alive co-ordinator to continue the very successful programme that ran this year. We would also like to create an opportunity to continue and extend the youth work training that we have been running with our young people and to organise more performance opportunities.

Our additional aim is to enable some of our older Junior WAC students, as well as some who are still on the Junior WAC waiting list, to join WAC Nites classes as well as doing Junior WAC. This means that they will be able to begin their work with us sooner, and also to extend their skills once they are established in their Junior WAC groups.





ARCO SOCIAL INCLUSION PROGRAMME

The ARCO Programme is an exciting mix of different daytime social inclusion projects. Each one is designed to offer its students an alternative to mainstream education. Each one aims to engage young people and provide a range of activities that will motivate them towards success.

In ARCO Plus, we run a seven-month, part-time course in the arts and media for young people aged 16-22 years old. ARCO Junior is for those 14-16 year olds who may be 'at risk' of exclusion from the mainstream, statutory education system. And lastly, we have ARCO Xtra, this is a collaborative venture with local education authorities and other providers to create individually tailored programmes, depending on the needs of the young person or people concerned.

ACHIEVEMENTS THIS YEAR

This has been an exciting and busy year for ARCO. We have:

on all ARCO projects, offered our young people a range of opportunities including meeting new people, building their confidence, offering volunteering opportunities, having auditions, taking qualifications and having the opportunity to then go on to further full-time education, training or employment

said 'good-bye' to the much loved Maxine Bunting who had 'mothered' ARCO Plus for the last three years

said 'hello' to the bubbly Natalie Parchment who now provides social inclusion support to all our students. Natalie is an ex-Senior WAC student herself and has many skills in many areas, including having worked with Senior WAC students and staff

seen 56 young people through our ARCO Plus project and another nineteen on ARCO Junior and ARCO Xtra

focused our recruitment on 16-19 year

olds for ARCO Plus to satisfy Learning and Skills Council funding requirements reached out to local hostels, community centres and the Connexions service to enrol new students on ARCO Plus

taken ARCO students on a variety of trips to support and enhance their learning experience. This has included trips to the BBC studios, the cinema, local music studios and the theatre!

visited the Globe Theatre at Bankside to see ex-student Che Walker's play, *Frontline*. Several ex-WAC and ARCO students were performing on stage – the whole experience was truly amazing!

arranged for guest speakers to talk to our students, including Ms Dynamite (artist and ex-WAC student), Steve Medlin (from the Unclassified Mime company) and Kevin Leo (from Midas Productions Ltd.)

delivered master class workshops with story teller, Tony Dallas

enrolled 45 new students on ARCO Plus, seen 33 students complete the course, 37 students gaining accreditation and eight students achieving literacy and numeracy awards

worked with several local schools to offer ARCO Junior activities to small groups of young people, including work with Acland Burghley, South Camden Community School and Hampstead School

took ARCO Junior students on a variety of team-building trips including go-karting and ice skating

implemented our pioneering approach in allowing students to feed into their own curriculum and discuss projects that they would find interesting – this culminated in a variety of new workshops including capoeira and free running at ARCO Junior!

ran a three-month, ARCO Xtra, re-motivation project for four young ladies from Acland Burghley school – this was fun and different because the programme



was all about them, including dreams and goals, drug awareness, sexual health and beauty

arranged a mentoring service for one young man on one day each week and a six-week, ARCO Junior taster course for two young ladies from Quinten Kynaston school.

ARCO HAS AN IMPACT

ARCO can make a real difference to people's lives:

"Wild!" Allana Stoll

"Journey." Amber Star

"Creative." Cecil Goodridge

"Amazing." Jack Ryan

"A move forward in a positive direction aiding myself for a brighter future."

Kieran Taylor

PLANS FOR THE FUTURE

All of our young people know that our door is always open. We intend to continue and develop our work with all our young people. One of the great advantages of being part of an organisation with a long tradition of inclusion is that we can plan for the long-term and offer a real sense of security to all those we work with.

We intend to develop our ARCO Xtra work to work with more schools, Prison Rehabilitation Units and institutions that we have yet to work with. We also aim to expand our staff team enabling us to support more young people according to their needs.





NATIONAL DIPLOMA IN PROFESSIONAL MUSICAL THEATRE

Our renowned three-year Diploma in Professional Musical Theatre was set up in September 2006. Its aim was to enable and prepare a representative body of young performers for professional work and to encourage applications from performers of all backgrounds. The course was successfully validated two years later by Trinity College, London in June 2008, paving the way for funding to be awarded in the form of Dance and Drama Awards (DaDAs) by the Government Learning and Skills Council in September 2009.

Until this point, as a new Diploma provider, WAC had financed the course independently, with donations from several trusts and charitable foundations. As the DaDAs would not become available for another year, we had to raise enough money to see the course through until summer 2009. The sale of a valuable steel sculpture by Sir Anthony Caro OM, CBE, gave us the financial stability to run for the first term only, however, in December 2008, a visit from the Garfield Weston Foundation secured the funds to continue the course on the condition that WAC was able to secure further match funding of £150,000.

WAC successfully raised the match funding needed to release the Garfield Weston Foundation pledge in November 2009 so that the course now has a secure and sustainable future. This would not have been possible, however, without the unfailing support and enthusiasm of both Diploma students and staff, and the total commitment of our professional tutors who were able and willing to donate their services for no fees, or who delayed invoicing.

With very many thanks to all our tutors for such support at this crucial time and also to the Garfield Weston Foundation for its commitment at this key stage in the development of the WAC Diploma

course. WAC is now in a position to run a professional level Diploma course, with full validation from Trinity College and secure funding, and to launch a new generation of WAC trained graduates onto the world performing arts scene.

ACHIEVEMENTS THIS YEAR

The WAC National Diploma course has had an eventful year – with all the details in the previous section above! This year we have:

run a full programme with eleven new first-year students, eight continuing second year students and five, final third-year students

presented a fantastic end-of-term sharing which included class demonstrations as well as the improvisational *Creation and Play* piece by the first-year students, a classical piece from the second-years which focused on the works of Lorca and flamenco dance and singing, and a contemporary African piece from our third-years entitled *The Transiting Body* choreographed by Francis Angol

during the transitional period of reduced programme, bolstered flagging morale by running workshops and master classes for our third-years so that they would not lose momentum, with a skeleton timetable for our first and second-years staged our graduation, end-of-year show in May by our very talented third-year students. Entitled *Stamping, Shouting and Singing Home* by Lisa Evans, the show was directed by Lucy Shaljian, musical direction was by Lorna Brown and Rachel Bennett and choreography was by Pearl Jordan. Both performances were very well received and enjoyed by all who watched

overseen a gruelling schedule for our third-years in producing their showcase material. Under the direction of artists Kevin Leo, Dawn Walton, Taofeeq Sanusi, Nadine MacLean and Francis



Angol, this culminated in a delightful evening of drama, song and dance on a summery 2nd July !

achieved a fantastic 100% pass rate for our third-year cohort. Each of our students achieved the Trinity Standard in Professional Musical Theatre and passed their paper evidence and assessment of their underpinning knowledge in the final visit by Trinity College on 16th July, 2009.

THE WAC NATIONAL DIPLOMA HAS AN IMPACT

The WAC Diploma makes a real difference to its student's lives:

"This has been the most amazing experience of my life. Not only have I grown as a performer but as a person as well. I have learnt so much about myself and I owe that to WAC. They are like my second family and I feel fully prepared to enter into the world as a performer."

"They've nurtured, they've tutored, they've inspired, they've made me who I am on a professional level. WAC is the most unique, contemporary, forward thinking, inclusive institution I am proud to say I'm a member of!!!"

PLANS FOR THE FUTURE

Having successfully fundraised for the match funding needed to unlock the Garfield Weston Foundation pledge, we relaunched the Diploma course in January, 2010 and all three year groups are now working towards the full Trinity qualification.





HOLIDAY PROJECTS

We run a wide range of holiday projects throughout the year for all our student groups including playschemes, focused arts and media projects, and intensive, professional level training courses.

Participants on our holiday projects don't have to be existing WAC members so they present a great opportunity for young people who haven't yet been able to join WAC to get involved in our activities. All the courses are organised so that they run during London Borough of Camden holiday dates.

ACHIEVEMENTS THIS YEAR

This year we have run nine separate holiday courses. We:

ran an environmental autumn project in the autumn half-term. This centred around the theme of recycling and we even made an investigative visit to a recycling unit in Camden! Morning sessions were devoted to devising a dance piece looking at what happens in recycling plants. The afternoons were spent creating original artwork using recycled materials

ran *Staying Safe* in the spring half-term around personal safety. We had a talk and 'questions and answers' session with our local Safer Neighbourhood Team. This provided the source for a series of improvisational drama pieces, and a video comprising several short statements about safety at home and on the streets, road safety, protecting property and safety on the internet

ran a *Transitions* project at Easter and, as it proved so very popular, also in the May half-term! The Easter project was dance and drama based and worked on defining what 'transitions' meant for the participants. So many issues arose from our Easter project, we continued the theme. In May we explored the positive and not-so-positive aspects of change

– whether in the family or in the rest of young people's lives. Both projects culminated in shared performances which were of great value in demonstrating how we can deal with situations and support others

engaged 132 children and young people on our busy summer programme

ran our ever-popular Summer Circus School - always over subscribed and always well attended! The young people had sessions in trampolining, acrobalance, circus skills and art. They used diablos, tumbling, devil sticks and spinning plates and their superb artwork was used to decorate the hall for the grand performance on the last afternoon

ran two successful summer playschemes - both designed to get our students out and about, we explored our museums and the sites of London in *Get to know your city* and were out in our parks and on Hampstead Heath in *Fresh air and fun!* The highlight of our second playscheme was a grand trip by train to Leigh-on-Sea, where we had a glorious, old fashioned day at the seaside!

built on last year's success and developed a new Band School for 13-18 year olds. Returnees from last year and new young musicians came together to rehearse, record and perform songs in bands put together for the week. Two of their tracks can be heard on the WAC website in the 'Made@WAC : Audio' section and all went away with a CD of their own work

successfully applied for funding to run an intensive two-week course as part of the Learning and Skills Council 'widening participation' programme. Running from 9.00 am until 6.00 pm every day, this course aimed to support older young people in working towards a career as a performer. It provided training in the skills and techniques that students need to apply for professional performing arts courses in further education. Twelve



of the 38 participants went on to apply for a place on the WAC Diploma in Professional Musical Theatre.

WAC HOLIDAY PROJECTS HAVE AN IMPACT

WAC Holiday projects make a real difference. These are some of the comments from our Junior holiday members:

“Going to the seaside was great!” Bolade

“When can I come again?” Tanyara

“I love WAC” Amin

“It was like being in a real circus.” Monet

PLANS FOR THE FUTURE

During the next year we aim to provide more arts projects rather than generic playschemes. However, in order to achieve this, we will need to secure additional funding, so that we can offer fun, high quality arts programmes during the school holidays, while trying to keep the cost per young person affordable.





SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND)

WAC aims to be inclusive in everything it does. We offer all our activities to all young people. As part of our work to be as inclusive as possible in the activities we provide, we aim to run projects that will appeal to young people of all abilities and from all backgrounds.

The following projects are designed specifically to cater for the more specialist needs of young people who have special needs and learning disabilities. Wonder WAC, the WAC Wonder Web project and our Oasis residential projects are all dedicated for young people with special educational needs and disabilities. Our Creative Communication groups are designed for young people with mild to moderate Autism or Asperger's syndrome & social communication difficulties.





CREATIVE COMMUNICATION PROJECT

Our podcasting and blogging project has been running for the last three years. Young people with social communication difficulties are invited to design and record their own podcasts and to express themselves through writing blogs. They are given a safe environment to share content on the internet that can be published later on the main WAC WonderWeb site. It is planned and run by specialist practitioners and supported by youth workers and speech and language therapists from Islington Speech and Language Therapy Team.

The project is based around a private blogging site where young people can share links, write reviews, collaborate on scripts for radio plays and comment on each others' work. Once students have developed their ideas in written form, they are given the opportunity to record their work using professional studio equipment and Audacity, (a sound editor available for free on the internet) and to create sound effects and background music.

ACHIEVEMENTS THIS YEAR

This year has been exciting and productive:

the podcasting and blogging project brought together two groups of young people – some new students and some familiar faces from previous years

the podcasts included music and movie reviews, education and adverts for imaginary products, and drama and stories spanning just about every genre imaginable from romance to horror and science fiction!

as well as developing individual podcasts, both groups were encouraged to collaborate on storytelling and engage in discussion to help shape the future of the project

their discussions included developing guidelines for appropriateness of content and safety using the internet

the project was filmed as a documentary and made available on the WAC WonderWeb, along with a selection of young people's work.

CREATIVE COMMUNICATION PROJECTS HAVE AN IMPACT

Creative Communication is unique and opens up a whole new world of communication possibilities for the young people who take part:

"The Creative Communication course was interesting, informative and funny"
Hayden Cole

"I think this is a good idea, great for me and other people developing team-work"
Zac Osman



PLANS FOR THE FUTURE

The production team for the WAC Wonder Web project (see page 24) has mainly evolved from the group of young people who participated in the summer project where this idea was initially developed. We are keen to offer more Creative Communication projects next year, and are actively seeking continuation funding for the WAC Wonder Web project for April 2010.



WONDER WAC

Wonder WAC is a programme of activities which are designed to satisfy the more specialist needs of young people who have learning disabilities.

Activities at Wonder WAC are organised according to age with our regular Tuesday evening group being for 11-18 year olds, and our Wednesday evening sessions designed for the over-18 age group. Both groups run at the same time as our WAC Nites evening project so that young people of all abilities are able to work and socialise together.

We also organise a range of holiday projects for our Wonder WAC members, so that they have different activities to become involved in outside term-times.

ACHIEVEMENTS THIS YEAR

As usual we have had a busy and fun time in both our Wonder WAC projects. In our 11-18s group we have:

used the theme of 'Building Bridges' for our artwork project where we worked with the internet and our digital arts facilities to research all the big achievers who were black, both past and present. The group produced a printed mosaic bridge and explored emotions using colour in drumming, worked on the beat of *London Bridge is Falling Down* devising lyrics and using the music to explore emotions

examined emotions and feelings further in drama improvisations

used the theme 'Create' in the summer with art and music, designing and making jewellery, and the creation of a kaleidoscope of colourful images.

In our over 18s group we have:

really advanced our group communication skills, with many of the group having worked together for a long time helping to create an atmosphere of co-operation as well as inspiration

now developed a high level of bonding and focus amongst the group, despite the frequent distractions offered by the needs of many group members. Both staff and young people display great positivity and a sense of fun at all times

used differentiation techniques in our group work to allow the inclusion of as many participants as possible and producing works of individual flair as well as group pieces. This allows freedom of expression as well as concerted group work, reinforcing strong relationships, encouraging creativity, building self confidence and a sense of achievement on several levels

worked very hard to develop our technological capabilities. We now have bespoke software which converts our drumming and percussion-playing into pictures that are painted by the varying frequencies in the sounds we make. We then project these pictures onto walls and ceilings as they are created

also developed our blogging skills, and began uploading images and music on the brand new WAC WonderWeb site achieved such bonding that new members are readily welcomed and supported, and less able members are encouraged and communicated with by young people as well as staff. Their example to newcomers and students, whether assistants, volunteers, placements or work experience students, is fantastic. The young people in this group make up a diverse number, each one offering their unique contribution to the group and all progressing both visibly and audibly each term they are with us.



In our February half-term project we:

took the theme 'Radio' to record scenes in the recording studio which were then streamed on the WAC WonderWeb radio station

completed a large artwork on the theme and made a visit to a Gamelan music workshop at St Luke's in Old Street.

In our Easter, three-day project we:

used the theme 'Radio/Web' to learn, record and perform a song written by the project leader

incorporated the use of movement, art, drumming and music into the project also completing a large collage artwork for the atrium walls

encouraged students to choose whether they would like to sing or play the guitar or drums and rounded the project off with a live performance to a great audience.

In our summer projects we:

celebrated Carnival with music workshops, dance and costume-making artwork

took a trip to Paddington Arts Centre to make carnival masks and bandanas

had a glorious carnival procession through the atrium

created wonderful samba rhythms in the hot weather and enjoyed the beautiful sunshine with parachute games and flora and fauna sculptures.

WONDER WAC HAS AN IMPACT

Many of our young people use our services on a regular basis because they have fun, feel part of the WAC family and enjoy the arts:

"I want to come to WAC on both days, when I am 18 can I please be a volunteer for the younger group." Shanice

"I love doing art sessions." Chelsea King Morris

PLANS FOR THE FUTURE

Our provision for Wonder WAC students has grown significantly this year. We hope to be in a position to offer more projects for our ever-increasing number of over-18s during the coming year.





OASIS RESIDENTIALS FOR OUR WONDER WAC STUDENTS

Oasis residential projects are courses that run for either two days over the weekend, or for five days during the week. They are especially designed for young people with learning disabilities and offer students a unique opportunity to combine outdoor pursuits with the performing arts.

With Oasis, young people can develop their group-work and independent living skills. These trips away also have the added, extra benefit of providing a much-needed respite for parents, carers and their families.

ACHIEVEMENTS THIS YEAR

It's always great to witness the excitement of the young, the anticipation of the staff and the looks of sheer relief from the parents, as we wave off the coach on a Friday or Monday evening for another fun packed Oasis trip. This year we have:

celebrated nine years of wonderful Oasis residential trips away!

been able to offer three weekends and three weeks away for our 11-18 year olds

offered two weekends away for our over 18s

been searching for new centres that meet our access requirements and the needs of our group, whilst still providing high quality and exciting outdoor activities

worked closely with the organisers at our three regular centres in the countryside to ensure that each trip offers something new and exciting for our members, or just a bit different!

included 49 members on-roll in our activities

seen amazing photos of several of our group members water-skiing at great speed whilst sitting on a giant inflatable sofa!

witnessed the anxiety felt on the launch of our new WAC WonderWeb site as we waited for the live link to Stubbers (one of our favourite outdoor centres) to materialise through the 'ether' followed by sheer joy as the sound, and then the pictures came through!

enjoyed the low rope course, the ponds, a range of pitches, gardens and the barbecue, plus the indoor swimming pool, activity hall, sound studio and art room at Woodrow House in Buckinghamshire

had a great time at Hindleap Warren in East Sussex, which offers log cabin accommodation in the middle of a beautiful forest – here we take advantage of the indoor swimming pool, games room and lounge, and the outdoor activities which include canoeing, climbing, zip-wire, tunnelling and pond-dipping

loved both accessible camping and staying in lodges at the Stubbers Adventure Centre in Essex. Here we go power-boating, jet-skiing, water-skiing, canoeing, sailing, raft-building, climbing quad-biking, all-terrain boarding and do the challenge course, archery and some unplanned swimming!

on all of our trips, ended the days with performing arts workshops led by WAC staff - who have all been with the young people during the day's activities. These include drumming, campfire-singing, storytelling, drama, dance and karaoke!

experienced a range of catering, from fully catered trips to totally self catered, where the young people budget, plan, shop, prepare, cook and clear-up for every meal

at the end of every trip, seen bedraggled young people return to their refreshed families and carers, and an exhausted staff team with their stories to tell. Everybody is always keen to know when the next trip will be and where it will go!



OASIS RESIDENTIALS HAVE AN IMPACT

Oasis makes a real difference to its members and their families:

"She returned home very happy. It is a great project both for the benefit of the young people and their parents and carers. The buddy is always caring, friendly and has great concern for Catherine's well-being." Betty

"We are very happy with the service provided, keep up the good work." Dan

"We were one big family!" Oasis staff member

"I love the outdoor activities and going swimming." Catherine

"I like going on holidays with my friends and doing swimming and camping and I love the food especially when we cook." Chelsea King Morris

"I like being with my friends and having fun." Shanice

"Jet-skiing is great!" James

PLANS FOR THE FUTURE

After nine successful years of running Oasis residential trips for young people with learning disabilities, we have secured funding to provide additional overnight and weekend residential trips for young people aged from 9-13 years old who have severe learning disabilities or challenging behaviour.

These new 'Aim Higher' projects will aid the sometimes difficult process of transition for this group, (some of whom will never have stayed away from home before) and will offer a tailor-made programme of exciting outdoor adventure and arts activities.

We are also delighted that we have received funding to extend our residential programme for the 18-30 year age group. This will give us the opportunity to work with older students, who we have now known for many years, and to extend our age limit for this very important project in developing independent living skills.





WAC WONDER WEB

At the beginning of 2009, WAC submitted a successful tender to the London Borough of Camden and London Development Agency to run a very exciting and innovative media project for young people with learning disabilities.

www.wacwonderweb.co.uk is a multi-media site run for and by young people aged 13-19 years old with learning disabilities. The site provides a place for young people to blog, share ideas, discuss topics and display their creative work. This includes a range of podcasts, videos, music and artwork.

ACHIEVEMENTS THIS YEAR

As an extremely successful pioneering project, this year we have:

set up the project and established the new website which was launched live to the world on Wednesday, 26th August, 2009

developed a streaming radio station where the young people create radio shows which are then streamed 24 hours a day for all the world to hear!

run a series of courses, led by the young persons steering group, to encourage and assist young people in creating and managing website content

organised radio production and 'roving reporter' courses, involving BBC presenter, Jackie Roper, and *Casualty* star, Martina Laird, and further courses in podcasting, blogging, web design and animation techniques

equipped ourselves with exciting technology to assist the young people in their work. This included hand-held audio hard-disc recorders, hand-held mini High Definition cameras and head switches for operating computers and technology with head movements for young people who have physical disabilities

due to the incredible success of the project, were asked to present at a Good Practice and Innovation seminar at City Hall

met with David Morris, External Inclusion Manager for the London Organising Committee of the Olympics and Paralympics, with a view to our WAC Wonder Web students being involved in the lead up to, and during, the games of 2012

made contact via the WAC Wonder Web site, with organisations in Australia, Dubai, Brazil and Norway.

WAC WONDER WEB HAS AN IMPACT

The impact the project is having on the young people involved is quite evident and very rewarding to see:

"Hayden's confidence has grown and grown since working on the project, I can see a future for him now." Marie Rajotte, Parent

"It's good because I can make things up and express my music creatively." Aidan Whitbread

PLANS FOR THE FUTURE

Next term, will be running outreach workshops in schools to raise awareness of the site and to involve many more young people

We currently have funding for the project until March 2010 and we are actively applying to other funding sources to continue the project to 2012 and beyond.

The Steering Group, run by the young people, is keen to try to get sponsorship for the site and will appoint a production team from the participants, to both take the project forward and move the project towards the possibility of being self-financing.



RECORDING STUDIO

The studio provides a current and up-to-date environment for young people to learn studio techniques and record their work to a standard that is both competitive and cutting edge.

To achieve this, the studio has continued its work in making the facilities accessible to WAC students and the local community with discounted studio rates and a positive philosophy.

ACHIEVEMENTS THIS YEAR

This year has been a challenging and rewarding year at the WAC recording studio. We have:

updated sections of our equipment and now operate a Mac Pro computer running Logic Studio, a Neumann U87 condenser microphone, a Liquid Channel Pre-amp and Melodyne software – all state-of-the-art level equipment

in April, seen Char Arthurs complete her one-year apprenticeship with us as a trainee studio engineer. We are very pleased to announce that she has gained a scholarship with the prestigious SAE College, which is the largest worldwide college for audio engineering and digital film training. Char is now studying a BA Honours Degree course in Audio Engineering at the Oxford campus

due to lack of funding, been unable to continue the full apprenticeship scheme that Char Arthurs benefited from. To overcome this situation, in June we appointed two new apprentices, Gary Tigwell and Daniel Thorpe, on a volunteer basis. In this way, we hope to maintain many of the benefits of this work for our young people

also recorded a variety of artists and clients ranging from the spoken word and radio plays to hip-hop, several grime acts and rock and jazz bands.

THE RECORDING STUDIO HAS AN IMPACT

The recording studio gives access to cutting edge technology and equipment which enables young people to develop their work in new directions:

“Being a musician myself and in a band, quite literally everything I learn in the studio is more than productive.” Gary Tigwell

“I’m starting to feel more confident each day.” Dan Thorpe



PLANS FOR THE FUTURE

In 2010 we hope to start a new paid apprenticeship position so another person may benefit from the great facilities and opportunities we can offer. This will involve marketing and advertising the studio more extensively to attract more clients, and a wider range of recording opportunities.

Increasingly, we will be able to offer the new ARCO and Diploma students the chance to record their work and help support classes. The recording studio will also be upgrading to the latest version of Logic Studio and the groundbreaking Melodyne DNA.



STEP (SUPPORTING TALENT TO EMPLOYMENT PROGRAMME)

WAC Performing Arts and Media College is the lead partner for the STEP project which has seven partners from Greece, Holland, Italy, Spain and the UK. These countries run projects which support the development of skills and training through informal and non-formal learning. Funding for STEP is provided by Leonardo, part of the European Commission's Lifelong Learning Programme which supports the development of skills and training.

STEP projects are concerned with creating new learning, employment and career pathways for disadvantaged and disaffected young people. The projects come together to share their learning and disseminate good practice at conferences held in each country in turn.

ACHIEVEMENTS THIS YEAR

STEP projects operate in the creative industry sector including music, drama, visual arts, media production and design. They work with organisations that utilise informal learning, delivered through artistic expression, to provide vocational support to disadvantaged young people. This year we have:

held successful meetings at WAC in London, Malaga and Rome, where all partners agreed strategies to take the programme forward and to trial qualification standards

produced a brochure which will be circulated to promote the project and STEP concepts in the UK, our partner countries and throughout the European Union

developed a website dedicated to the project - www.cross-step.org - on which information is posted and through which we communicate with our partners.

STEP HAS AN IMPACT

Operating not only in the UK, STEP influences young people throughout Europe:

"The STEP project is an exciting further development from the Crossworker programme. Delivered through artistic and cultural expression, it provides vocational support to disadvantaged and disaffected young people into future work as arts practitioners."

Melanie Ancliff

PLANS FOR THE FUTURE

The aim of STEP is to develop trans-national, European competences for mentors and support workers in the informal learning sector. The partners will also produce a handbook comparing the different models in each country and will work with young people to continue the development of this qualification.





COPYART

Copyart is the in-house design, production and IT base at the Town Hall Centre.

It works in website design, set up and hosting, and with print media, providing document design and production services (including this Annual Report!). Copyart also offers IT support in infrastructure planning, systems analysis and development, as well as network support, advice and IT training.

A large part of Copyart's work is involved with enabling access and offering technical support for our students and building users. It provides IT and digital production facilities, filming and recording of events, offers DVD production and video editing and also high capacity photocopying facilities.

The team are always ready to embrace new challenges and are innovative in their quest to harness technology to benefit its users.

ACHIEVEMENTS THIS YEAR

Over the last twelve months we have:

been planning and organising new projection facilities in the Hampstead Town Hall centre to turn the main and small halls into professional spaces equipped for presentations and performances

set up the technical side of a web-based radio station run by young people with learning disabilities

designed and created publicity materials and interactive websites for a range of community groups, local businesses and several ex-WAC students starting out on new careers!

redesigned WAC publicity to create a unique and cohesive style across all courses and projects

supported UK Online, which is based at the Town Hall centre. UK Online offers music, media arts and digital production facilities to engage and support socially excluded young people and low income families in making use of Information Communications Technology. This innovative project provides short courses in new technologies and software for people working in the cultural and creative industries.

COPYART HAS AN IMPACT

Many of our clients use our services time and time again – we know they appreciate our friendly and helpful approach:

"We were very pleased with the work Copyart did on our website, DVD and reports. Very reliable. Very professional." CHICAM (Children in Communication about Migration) action research project
"... the client loved the designs ... a great reaction from the client on both designs – well done." Duncan Sones, Transport Solutions Forum

PLANS FOR THE FUTURE

Over the next year we will be working to expand our copying and print facilities. The aim is to be able to handle more colour work and brochure production in-house, therefore minimising the need to contract work out to external printers. It is also hoped that we can upgrade the WAC media rooms to follow current design and production trends in software and to facilitate better disability access.

In the meantime, we will be continuing to develop the re-branding of InterChange Trust and extending the new corporate identity throughout the organisation.



EVENTS MANAGEMENT

Based at the historic Hampstead Town Hall centre, Events Management is uniquely placed to provide a range of services at what is fast becoming one of London's most innovative venues in one of London's most picturesque locations.

The halls and rooms at InterChange are dramatic spaces for corporate or private events. All are available for day or evening hire, and we supply an event manager to organise everything to ensure that guests will have a memorable experience.

Licensed to hold marriage and civil partnership ceremonies, the original Council Chamber can accommodate 100 guests in unique surroundings. Our main Victorian Hall has capacity for 200 people with optional theatre-style seating for performances and boasts concert acoustics, a pro-sound system and projectors. We also have two well-equipped sprung floor dance studios, music rooms and a drama studio.

ACHIEVEMENTS THIS YEAR

During 2009, our Events Management department:

booked and managed over 3,000 events and room hires

worked with 200 companies and organisations based throughout the UK and Europe

worked with recent clients including the BBC, ITV, Royal Academy of Music and the Royal Shakespeare Company

held twelve weddings

created a programme of public events featuring household names, such as Griff Rhys Jones, Zoe Wanamaker and Glenda Jackson

provided a series of volunteering opportunities and work experience placements

provided elegant surroundings for dinner functions, exhibitions, conference and trade shows, fashion shows, weddings, photo shoots, dance and theatre performances and, of course, Christmas parties.



EVENTS MANAGEMENT HAS AN IMPACT

Whatever the occasion, Events Management can help to create the perfect setting. We pride ourselves on our individual and friendly service. Our aim is to provide an enjoyable occasion and to fulfil expectations; the InterChange Experience.

"Thank you for all your kind support for our event. It went very well and I have had appreciative messages from both performers and audience for a unique occasion, which will not be forgotten by anyone who was there."

"I just wanted to extend our appreciation for all of the hard work you both put in to making our event such an enormous success. It was most impressive and every detail was covered as planned."
Camden Carers



PLANS FOR THE FUTURE

We are developing our expanding client list by looking to provide continually increasing diversity in the events we present. Our team are eager to create a regular schedule of events that prove attractive to our local communities whilst also offering opportunities for clients to fully utilise the facilities that the events team and our building have to offer.





TRAINING & DEVELOPMENT

Our Training and Development department has grown in confidence, market profile and income during the last five years. Last year we worked with seventy organisations and over 1,300 people attended our courses.

ACHIEVEMENTS THIS YEAR

We have grown in our ability to respond to long-term contract opportunities as well as many shorter tailored programmes under the Train to Gain Leadership and Management fund. We have:

built upon our reputation for successfully delivering and servicing organisation-wide training programmes and, with considerable effort and determination, been awarded contracts including Amnesty International, Aisling Homes for disadvantaged children, the Association of Teachers and Lecturers, Barking and Dagenham CVS, Camden Early Years Sure Start, Community union, Ecological Land Co-operative, Elfrida Rathbone Camden, Haringey Association for Independent Living, Kings College Hospital, London Voluntary Service Council, London Communities Policing Partnership, National Council for Voluntary Organisation, National Children's Bureau, Neighbourhood Learning for Deprived Communities, the Royal Academy of Engineering, Scarabeus Theatre, Tavistock and Portman NHS Trust, the Trades Union Congress, Union of Colleges and Universities and United Synagogue.

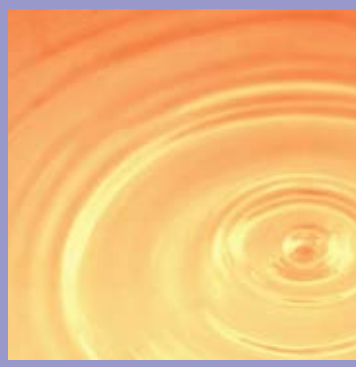
succeeded in becoming an approved centre for both ILM (Institute of Leadership and Management) and EDI (Education Development International), for our creative arts provision working with WAC.

become a member of the South London Learning Consortium and the North London CVS (Council for Voluntary

Service) partnership and continue to enjoy our involvement with East London ChangeUp partnership. We hosted one of the Third Sector Training Roadshows in October 2009, which enabled us to enhance our reputation as being a Centre of Excellence for Learning. We had speakers from the National Apprenticeship Service, the London Brokerage Service, Skills-Third Sector, Job Centre Plus and Future Jobs Builders and also offered workshops on Equality and Diversity, Coaching and Mentoring, Capability-building, Workforce Development Strategies, and Training Needs Analysis. The Roadshow was well attended with participants saying they found the day both informative and enjoyable.

during the last year, significantly grown our team of trainers and consultants particularly in the area of Equality and Diversity, Human Resources, Trustee Development and Business Planning. We invest time and energy in building relationships with trainers and actively facilitate their work with our clients by discussing any difficulties, client feedback, lessons to learn and ways to progress a project. This assures quality and helps grow the business with our clients and enhance trainer loyalty.





IMPACT OF OUR TRAINING – HOW WE MAKE A DIFFERENCE

“The feedback from participants has been overwhelmingly positive. Some have even said that this was the best training they have ever done ... Interchange have demonstrated great professionalism in their approach and have even included evaluation at the mid-way point as a way of ensuring total satisfaction and the best possible learning for the organisation.”

Nicki Landau, Head of Human Resources, Association of Teachers and Lecturers

“Karen has liaised with me regularly to ensure the sessions are responsive to the needs of participants and to suggest ways forward. Participant’s feedback shows that her depth of knowledge and ability to create an invigorating learning environment has enabled them to grow in confidence and develop the necessary expertise to successfully manage a diverse range of team members and tackle challenging work dilemmas.”

Training and Quality Manager, London Borough of Camden

“On every occasion the tutor has worked closely with us to ensure maximum benefit to all participants by designing a course to meet our specific objectives whilst engaging all participants through challenging and varied delivery. This has been underpinned by reliable administrative back-up from the first step in booking a workshop through the delivery of pre-course questionnaires to collating and communicating feedback from workshop evaluations.”

Sandy Clayton, Manager

PLANS FOR THE FUTURE

Our plans for the next year are about looking ahead and growing our business. We are aiming to:

- secure government funding and grants to work with WAC to offer free or subsidised training in areas including national apprenticeships, National Vocational Qualifications (NVQs) for youth work, professional development and EDI accredited arts qualifications

- contribute to the achievement standards and becoming an approved centre with more accreditation bodies which will open up access to funding streams already secured

- maintain and grow the level of business from existing clients – non-profit and Small and Medium Sized Enterprises (SMEs)

- raise our profile in the private sector using the principles of Corporate Social Responsibility (CSR) as a sales angle in order to generate greater surplus which will, in turn, enable us to support WAC’s front line services

- grow our existing partnerships with learning consortia and CVS regional partnerships.

We are also planning to strengthen the synergy that exists between InterChange departments and the wider Town Hall community. As a training provider, we are uniquely placed to bring together different groups in training and consultation forums, working to maintain our Investors in People status and promoting greater interaction and resource sharing to achieve mutually beneficial results.

Depending on generated income levels during the year, we would also like to grow the capacity of the training team to enable us to achieve our aspirations in full.



LEGAL ADVISORY SERVICE (ILAS)

ILAS works with charities and not-for-profit organisations offering a low-cost (and initially free) high quality legal advisory, training and support service which is accessible to as wide a range of different groups as possible. We particularly prioritise groups within communities which may have been, or felt, marginalised in the past.

We help organisations spanning a wide range of ethnicities, religions and culture. We act for refugee groups, community centres, arts organisations, groups that help people with physical or mental disabilities or with drug or alcohol dependency, environmental groups, youth empowerment charities and many others.

Our work includes setting up charities and not-for-profit companies, advising on other aspects of charity and company law, employment law including human resource responsibilities, property law including leases and licences, service level agreements and other contracts, dispute resolution and child protection and data protection issues.

The advice can be one-off or more detailed and may involve meetings, telephone contact and email or other correspondence. Training courses are mostly on employment or property law issues. We also offer legal 'health checks' where we check through an organisation's policies and procedures to make sure they do not fall foul of their legal responsibilities.

The majority of our service users are based within Greater London but we also work with individuals and organisations from other parts of the country as well as charities based in England or Wales but working overseas.

ACHIEVEMENTS THIS YEAR

We have:

advised approximately 300 separate organisations (in many cases providing detailed ongoing support)

worked with organisations based in many different London boroughs and further afield, including organisations that work internationally

mostly worked with small charities (those with a gross annual income of less than £250,000) or with people wishing to set up new charities

worked with people from many different ethnic and national backgrounds including individuals and groups who are Korean, Chinese, Tamil, British Asian, Black British, Black African (particularly Somali), Jamaican, Iraqi, Iranian, Turkish, Greek Cypriot, Swiss, Italian, Irish, American and Australian.

Examples of organisations advised and supported over the last year include:

SAAM Theatre Group - Iranian performing arts

Attitude Is Everything - improving deaf and disabled people's access to music and promoting equality and diversity

Quo Vadis Trust - providing accommodation for people who cannot live independently due to stress-related illness

The New Phase Project - black Christian church and mentoring project

Temple Hill Trust - regenerating areas of social and/or economic deprivation

Slough and Windsor Railway Society - railway preservation

Vassall Senior Citizens Association - improving quality of life for elderly people

Camden Jobtrain - training young people to help them find employment



Global Poverty Concern - self-explanatory

Vauxhall Gardens Community Centre - self-explanatory

Ki Health - Korean charity providing natural health and wellbeing services

Hammersmith & Fulham Volunteer Centre - promoting the voluntary sector and the relief of poverty

Little Hearts Matter - supporting families of children with a heart condition

Aluna - groundbreaking charity involved with renewable energy, cross-cultural understanding and operating a tidal power moon clock.

LEGAL ADVISORY SERVICE HAS AN IMPACT

“The legal adviser was very friendly and easy to talk to, he explained things in layman’s terms and I felt confident in dealing with him.” black Christian organisation

“The service provided was friendly, helpful and clear [and the legal adviser was] very capable and skilled and made the client feel confident.” Korean health charity

“Thank you ... for everything, especially your patience and making this process so straightforward ... well done.” black British dance charity

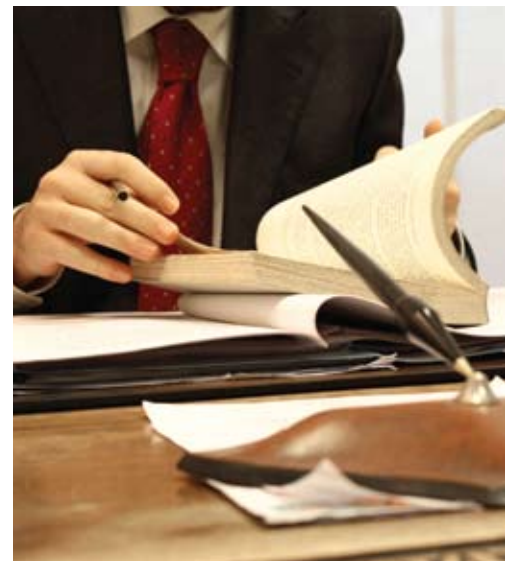
“The legal adviser was very patient and understanding. Very good service. Very supportive.” Australian-led charity working in China

“Thank you for the highly efficient and professional manner in undertaking the task ... I would hope to use your services again were the need to arise.” mental health charity

PLANS FOR THE FUTURE

ILAS has a proven track record of success in delivering the specialist services it offers. We believe this service to be unique in the range and depth of its low-cost support for the charity and not-for-profit sector.

We intend to both consolidate and develop our service over the coming year and hope gradually to increase the number of individuals and organisations that we support.



We are also intending to undertake market research amongst our existing clients, to inform future marketing strategies with the aim of ensuring that ILAS becomes as widely recognised as is reasonably possible. As an extension of this aim, we will also explore ways of reaching disadvantaged groups who have previously been under-represented within our client base.

Finally, we hope to explore realistic grant funding opportunities so that we may reduce fees even further, and to enable us to take on another lawyer to expand our availability and the range of services we offer.



VOLUNTEERING, WORK EXPERIENCE AND STUDENT PLACEMENTS

We continue to value the many hours of time donated to our projects by pupils on school work experience placements, student placements from further and higher education institutions, both in the UK and USA, and volunteers. In return, we hope that all of our placements offer an opportunity for young people to gain valuable experience, develop their transferable skills and have an insight into the world of work.

The demand for these opportunities at WAC particularly, continues to grow, with organisations reserving their placements more than a year in advance.

ACHIEVEMENTS THIS YEAR

We have ten volunteers who have achieved over 45 hours and eleven young people who have achieved more than 100 hours of service.

This year again we have been fortunate to have some fantastic young people to work with. These include all the young people listed here.

WORK EXPERIENCE AND STUDENT PLACEMENTS FOR THE ACADEMIC YEAR 2008-2009:

Samuel Ahmet	Highgate Wood School
Shanika Allman-Lewis	Acland Burghley School
Antony Auld	Compton School
Imogen Bailey	Hornsey School for Girls
Amanda Bison	EUSA, USA
Alex Donovan	Acland Burghley School
Leslie Dyson	Villanova, USA
Adisa Evelyn	Islington Arts and Media School
Victoria Ioannou	Mill Hill County High School
Marnessa Kaiser	EUSA, USA
Erin Mahany	Villanova, USA
Pheobe Okeowo	Fortismere School
Joy Owonaiye	Greig City Academy
Rosie Palmer	Highgate Wood School
Christina Pellegini	Villanova, USA
Eugene Roberts	Pimlico School
James Ryan	St. Ignatius College
Roisin Thomas-More	La Sainte Union School
Shelaine White	Parliament Hill School

Internship:
Marnessa Kaiser EUSA, USA

Student placement:
Katy Pollack Central School of Speech and Drama



VOLUNTEERS FOR THE ACADEMIC YEAR 2008-2009:

Jaheel Anattijo	ARCO
Magus Bell	Wonder WAC
Harriet Cox	WAC Admin
Elton D'Sane	WAC Nites
Catherine Dunne	Counselling
Sandra Dwira	Events Management
Emma Evans	Wonder WAC
Jonathan Jacobs	Training and Development
David Langdon	Wonder WAC
Vicky Lynch	Communications
Thabo Fortune Miya	WAC Admin
Ayo Oyelami	Wonder WAC & Junior WAC
Luke Pearson	Wonder WAC
Charley Portet	WAC Nites
Rudy Roberts	Wonder WAC
Kanal Sedani	Training and Development
Dominique Stewart	Wonder WAC
Daniel Thorpe	Communications
Gary Tigwell	Communications
Christopher West	Communications

VOLUNTEERING, WORK EXPERIENCE AND STUDENT PLACEMENTS HAVE AN IMPACT

We know that volunteering and work experience placements, can make a real difference to the young people involved:

"Thank you so much for all WAC's efforts in making his time there so special – he really achieved well and I'm pleased that you felt he did also. I really hope that we can work together again in the very near future." Lee Barbieri, External Programmes Co-ordinator, Camden ITeC

"Volunteering gives you a sense of pride, to know that you're helping WAC having been a student." Elton

"Normally in a volunteer experience, it is the volunteer who makes the impact on the people they are working with, but at WAC, I felt like the children taught me a lot of valuable life lessons and had an equally - if not a greater - profound effect on me. I know they will probably never remember me specifically, but I will

certainly never forget them or my time here." Carissa

"My time at WAC has been productive and helpful in many parts of my life." Gary

PLANS FOR THE FUTURE

Our aim for next year is to find ways to formally accredit the young people for their contribution and work.





WAC AWARDS

MILDRED ACKERMAN AWARD

This award is given each year to the student who, more than anyone else, has given more of themselves to WAC than they ever expected to get back. The student holds the Mildred Ackerman shield for twelve months and receives a personal prize of £50.

The award scheme has been running since 1987 and has been awarded to the following students over the years:

Alec Cuffy	1987
Marianne Jean-Baptiste	1988
Stephen Thomas	1989
Stephen Medlin	1990
Yolande Charles	1991
Lynieve Austin	1992
Andrea Franklin	1993
Clive Cherrington	1994
Steve Bowyer	1995
Hannah Green	1996
Kizzy Augustin	1997
Yusuf Alao	1998
Ben Mullon and Eleni Stephanou	1999
Nyika Goresandu	2000
Kevin Trail	2001
Leo Baker	2002
Rowland Samuel	2003
Maxine Fletcher	2004
Rebecca Day and Fastica Wolde-Michael	2005
Daniel Paton	2006
Vineta Mitchell and Alaric Taylor	2007
Rebecca Amissah	2008





JACK PETCHEY AWARD

Each month, students on WAC projects nominate and elect a winner of the Jack Petchey award. Winners do not have to be the best in their project, but they must have contributed to either the project, or the whole of WAC, in a significant way. Achievement award winners must be aged between eleven and 25 years old. They receive a certificate, a boxed medallion and £200 to spend on a WAC or community project of their choice.

In addition to our student Jack Petchey awards, we also elect one adult each year who wins the Jack Petchey annual leader award. The winner must have at least two years' service with WAC and receives a framed certificate, a gilt boxed medallion and £1,000 to spend on a youth project of their choice.

STUDENT JACK PETCHEY AWARD WINNERS:

2008		
Jordan Armardi-Myers	Summer schools	September
Vanessa Gimenez	Junior WAC	October
Anna Goodwin	Diploma course	November
Germante Deniusyte	Senior WAC	December
2009		
Cherelle Morris	WAC Nites	January
Louis Innia	ARCO Junior	February
Emily Nakanda	Senior WAC	March
Maia Thompson	Diploma course	April
Aidan Taylor-Kitching	Junior WAC	May
Shanice Davis	Wonder WAC	June
Kieran Taylor	ARCO+	July
Hilda Mbetelo	Oasis	August
Cody Kelly	Junior WAC	October
Hayden Cole-Rajotte	WAC Wonder Web	November

ADULT JACK PETCHEY AWARD WINNERS:

2008		
Celia Greenwood	Leader award	December
2009		
Melanie Ancliff	Leader award	November



STAFF, BOARD MEMBERSHIP AND TUTORS

STAFF

Melanie Ancliff	Deputy Operations Officer & WAC Youth Officer
Roger Bronkhurst	Senior Legal Advisor
Alison Clixby	WAC Administrator
Dan Cochrane	WAC Production Manager
Harriet Cox	Volunteer
Camille Curtis y Van Dyke	WAC Social Inclusion Officer
Sandra Dwira	Volunteer
Tobi Forsdyke	Copyart Media & IT Officer
Donald Fowler	Caretaker
David Foy	Caretaker
Celia Greenwood	Chief Executive & WAC Director
Sue Gresley	Receptionist
Leon Hazlewood	Junior WAC Co-ordinator
Craig Huxley	Events Manager
Shafiqul Islam	Caretaker
Jonathan Jacobs	Volunteer
Peter Korn	Head of Legal Advisory Service
Jitendra Kulkarni	WAC Senior Administrator
Vicki Lynch	Volunteer
Phyllis McIntyre	Receptionist
Steve Medlin	Senior WAC Co-ordinator
Maggie Mendy	WAC Youth Work / After School Co-ordinator
Ultan Nelson	Caretaker
Dela Nuworgah	Training and Development Administrator
Natalie Parchment	WAC Social Inclusion Assistant
Peter Portway	Administration and Marketing
Alix Poscharsky	Receptionist
Rosemary Sewali	Finance Officer
Ken Shoults	Chief Operations Officer
Rita Shukla	Senior Finance Officer
Martha Stylianou	WAC Diploma Co-ordinator
Sunil Tailor	Events Co-ordinator
Daniel Thorpe	Volunteer
Karen Tidsall	Head of Training and Development
Gary Tigwell	Volunteer
Tim Wilmott	Building Manager

CURRENT BOARD MEMBERS

Mandy Berry
Josephine Burns
Peter Davey
Stephen Dias
Ian Douglas
Brian Fagan
Elaine Grant
Patricia Orwell
Malcolm Roberts - Chair





THANK YOU

In addition to the serving staff and board members listed in this report, the organisation would like to take this opportunity to pass a message to the numerous trustees, staff and volunteers who worked so hard to support InterChange and WAC through this difficult period, many of whom put in large amounts of time and effort with the only recompense that they helped to support our tremendously worthwhile charitable aims. These include Winifred Adeyemi, Charlotte Brown, Natasha Bunbury, Jonathan Kropman, Peter Kysel, Marc Mullen, Zina Rohan, Julian Sefton-Green, Duncan Sones, Sue Timothy, Alison Vydulinska, Sue Wilby, Charles Worth, our gardener Louise Pennington-Legh and also the Friends of Hampstead Town Hall.

Thank you.



Photograph by Dee Conway

WAC SESSIONAL TUTORS

Sola Ade-Brown	Junior WAC ground administration assistant
Pamela Andrews	Oasis assistant
Francis Angol	Diploma masterclass tutor
Seerina Antoine	ARCO Plus step-up / basic skills tutor
Corine Armstrong	WAC Nites vocals tutor
Lynieve Austin	ARCO Plus singing tutor, Junior WAC singing tutor and Diploma singing theory tutor
Mata Ayoub	Wonder Web video tutor
Paul Ayre	ARCO Junior digital arts tutor
Denzil Barnes	Senior WAC masterclass tutor
Laila Baxter	Holiday Playscheme circus school assistant
Gavin Bedford	Wonder Web web design tutor, Summer School music tutor and Oasis assistant
Rachel Bennett	Summer School singing tutor, Diploma voice production tutor and Oasis tutor
Ben Bennett	Oasis tutor and Diploma drama tutor
Laurie Blundell	WAC Nites keyboard tutor
Kalan Booker-Quaintance	Oasis youth worker, WonderWAC youth worker / passenger assistant and Junior WAC playroom supervisor
Kocoa Brown	Summer School singing tutor and Diploma workshop singing tutor
Angie Brown	Diploma masterclass tutor
Lorna Brown	Diploma third-year show - musical director
Charlotte Burke	Junior WAC drum tutor and WAC Nites drum tutor



WAC SESSIONAL TUTORS CONTINUED

Carol Burke	Oasis assistant leader / tutor and Wonder WAC tutor
Cecile Feza Bushidi	Diploma dance technique tutor
Claire Butler	Oasis assistant
Joseph Caleb	Junior WAC guitar teacher
Sue Campbell-Bannerman	Oasis leader / tutor, Wonder WAC leader and Holiday Playscheme tutor
Deborah Carew	Senior WAC ground administrator
Nicole Carless	Junior WAC vocals assistant
Roxanne Cavaye	ARCO Plus assistant
Huai kit Chan-Oliver	ARCO Plus mentor / learning support tutor
Paul Chivers	Oasis leader, Wonder WAC tutor and Wonder Web radio tutor
Morgan Clarke-Ward	Junior WAC ballet accompanist
Thomas Clayton	WAC Nites music tech tutor
Dan Cochrane	WAC Nites Band Nite tutor and ARCO Plus music tech tutor
Talia Cohen	Diploma flamenco dance tutor
Glenn Dallas	Holiday playscheme drama tutor, ARCO Plus drama tutor, ARCO Junior mentor and ARCO Extra mentor
Katerina Daniel-Smith	WAC Nites trampoline tutor
Claudio De Souza	Oasis tutor
Konni Deppe	Diploma sight-singing tutor
Sara Dhillon	Diploma singing theory tutor
Sophia Dick-Oyelami	Oasis tutor
Robert Donnelly	Oasis youth worker
Leon Dore	Summer School playworker
Sonita Dowd	ARCO Junior digital arts assistant
Shayanna Dyer-Harris	Junior WAC percussion / drama assistant
Carolyn Ebanks	Junior WAC digital arts tutor, Wonder WAC tutor, Wonder Web tutor and Holiday playscheme tutor
Cere Ebanks	Junior WAC music assistant
Richard Fallon	Diploma masterclass tutor
Victoria Fellows	Oasis assistant, Admin Support Worker and WAC Wonder Web assistant
Karelle Forman-Evans	Junior WAC dance assistant
Micah Frizzle	Oasis youth worker and ARCO Junior assistant
Anna Goodwin	Oasis assistant
Nyika Goremsandu	Diploma composition tutor
Benedict Green	ARCO Plus music production tutor
Nathan Greenwood	Summer School administration and Band School tutor
Louis Greenwood	WAC Nites assistant and Band School assistant
Zac Gvi	Senior WAC ballet accompanist
Paul Harris	Oasis tutor
Aaron Harris	Junior WAC percussion assistant
Layla Harrison	Senior WAC ballet tutor
Ayesha Hart	Oasis tutor / leader and Wonder WAC tutor
Wendy Hartley	Oasis youth worker, Holiday playscheme assistant and Wonder Web assistant
Kyleigh Harwood	ARCO Plus video production assistant



WAC SESSIONAL TUTORS CONTINUED

Leon Hazlewood	WAC Nites co-ordinator, Wonder WAC tutor and Oasis leader
Robert Henson	Diploma drama tutor and Summer School drama tutor
Jerome Hill	ARCO Plus music production assistant
Collin Hills	ARCO Junior video production tutor and ARCO Plus video production tutor
Lasana Shabazz Hodge-Lake	Holiday playscheme tutor
Ross Hughes	Junior WAC music tutor and WAC Nites music tutor
Piers Hunte-Dunne	Junior WAC music tech and video assistant
Vicky Igbokwe	Summer School dance tutor
Curtis James	Senior WAC drama tutor
Jeanefor Jean Charles	Diploma masterclass tutor
Pearl Jordan	Diploma third-year show - choreographer
Gemma Kissun	Oasis assistant
Tom Knox	Summer School assistant
Jitendra Kulkarni	Oasis youth worker
Martina Laird	Diploma drama tutor
Ade Lawrence	Junior WAC video and music tech tutor
Kevin Leo	Diploma masterclass tutor
Danielle Lydon	Senior WAC drama tutor
Nadine MacLean	Diploma dance technique tutor and Summer School contemporary dance tutor
Francesc Marco-Sendon	Diploma ballet accompanist and Junior WAC keyboard tutor
Pascalie Matherson-Frederick	Holiday playscheme support assistant and Junior WAC assistant
Charles Matthews	Oasis assistant leader / tutor, Wonder WAC tutor and Wonder Web tutor
Camilla McCready-Pay	Oasis youth worker
Jennifer McKenzie	Summer School crafts tutor
Noel McKoy	Diploma masterclass tutor
Tionne McMorrow	Oasis assistant and Wonder WAC assistant
Stephen Medlin	Diploma drama technique tutor
Nelissa Mendy	Junior WAC youth worker and Holiday Playscheme play worker
Bani Mendy	Oasis tutor
Jo'rel Mitchell	Diploma drama technique tutor
Charles Mollet	Oasis tutor and Wonder WAC sensory tutor
Emma Morgan	Oasis tutor and Wonder WAC tutor
Zebedee Mullen	Senior WAC music tech tutor
Michelle Murray	Senior WAC playroom assistant
Natalia Napalkova	Senior WAC ballet tutor
Tobias Napleton	Junior WAC accompanist and Senior WAC accompanist
Isaac Ngugi	Diploma drama technique tutor
Bonnie Oddie	Junior WAC movement tutor
Sinead Osheku	Oasis assistant
Ayo Oyelami	Junior WAC drama tutor, Wonder WAC leader and Oasis leader / tutor
Yiu-Shing David Pang	Junior WAC digital arts assistant
Natalie Parchment	ARCO social inclusion support officer and Senior WAC student liaison officer



WAC SESSIONAL TUTORS CONTINUED

Elizabeth Parker-Foskett	Junior WAC youth worker, WAC Nites ground admin and Oasis assistant
Dan Paton	Senior WAC music tutor
Beatrice Perini	Holiday Playscheme circus school tutor
Rebecca Rennison	Junior WAC ground administrator
Amanda Rice	Wonder WAC tutor
Rudy Roberts	Oasis assistant and Wonder WAC assistant
Latifat Saka	Holiday playscheme tutor and Oasis tutor
Taofeeq Sanussi	ARCO Extra dance tutor and Diploma masterclass tutor
Danny Sapani	Diploma masterclass tutor
Lucy Shaljian	Diploma drama technique tutor and Diploma third-year show - director
Abdul Shyllon	Summer School singing tutor and Diploma singing tutor
Vik Sivalingam	Diploma masterclass tutor
Marsha Smith	ARCO Plus step-up tutor
Dominique Stewart	Oasis assistant and Wonder Web assistant
Alaric Taylor	Senior WAC assistant
Kieran Taylor	ARCO Junior assistant
Natalia Thorn	Senior WAC contemporary dance tutor
Kevin Mark Trail	Summer school singing / composition tutor
Ashleigh Trezise	Senior WAC dance tutor
Tamsin Tyers-Vowles	Oasis assistant
Kirsty Walker	Wonder WAC youth worker / passenger assistant and Oasis youth worker
Che Walker	Senior WAC drama tutor
Dawn Walton	Summer School drama tutor, Diploma drama tutor and masterclass tutor
Niamh Webb	Oasis tutor and Holiday Playscheme tutor
Christopher West	Oasis assistant
Susan Woodbridge	Summer School drama tutor
Mark Wraith	Summer School ballet tutor and Diploma dance technique tutor
Sheron Wray	Summer School jazz tutor and Diploma dance technique tutor
Jo Yeoman	Oasis tutor

TRAINING & DEVELOPMENT, ASSOCIATE TRAINERS

Andrew Ings	Health and safety, fire marshall training
Barbara Coombes	Information technology
Carol Barnes	liP, performance management, strategic development and business planning
David Edwards	Sales, spreadsheets, IT, customer service, effective meetings and facilitation
David Williams	Equality and diversity, project management.
Diana Beckford	Admin skills, management to leadership, time and workload management, team-building, information advice and guidance (IAG)
Duncan Sones	Meeting skills, personal effectiveness, leadership and partnerships



Edward Nelson	Management skills, assertiveness, conflict resolution
Gail Dudson	Training your team, mentoring and coaching skills
Harish Davda	Staff and volunteer supervision, challenging behaviour, fundraising skills, project management, business planning
Hazel Baptiste-Wilson	Diversity in the workplace, cultural awareness training
Ian Beever	Strategic development, business planning
Isaac Ngugi	Responses to challenging behaviour in working with people with special needs, professional boundaries
Jane Selman	Fundraising skills
John Cammack	Financial systems, policies and procedures, company and other accounts
Keith Hackett	Organisational insurance policy, environmental policy, business planning
Kieran McCrystal	Supervision, mental health awareness, facilitation skills
Linda Mordin	Managing pressure positively, wellbeing at work
Lisa Fisher-Foreman	Report and business writing skills
Lisa Haywood	Executive coaching
Michael Mallows	Presentation skills, supervision, myths and perceptions, leadership and communication, staff and volunteer supervision, coaching
Mick Denton	Trustee and organisational development, fundraising
Nigel Siederer	Trustee development training
Noreen Griffiths	Mentoring skills, anger management
Paul Garneau	Marketing skills
Paul Tran	Minute taking, persuasion and influencing skills
Philip Barnes	Mentoring skills, strategic development for senior teams, liP consultancy
Richard Fallon	Team-building, managing conflict, getting your message across, assertiveness and communication
Rob Neil	Equality and diversity, customer service
Steve Medlin	Presentation and voice skills, presentations and confidence building, public speaking, and making an impact
Sue Manning	All levels of child protection
Sue Robson	Role and responsibilities of trustees, fundraising, organisational development
Tony Farley	Information advice and guidance (IAG), monitoring and evaluation, risk assessment strategies
Tracy Jenkins	HR basics, supervision and coaching for line managers
Yvonne Dowie-Shosanya	Equality and diversity awareness, working with communities, appraisal skills, recruitment, customer service, strategic development

EVENTS MANAGEMENT, SESSIONAL STAFF

Laila Baxter	Events Assistant
Gavin Bedford	Receptionist, Events Assistant, Caretaker
Sylvia Begum	Receptionist
Rudy Roberts	Receptionist
Keiran Taylor	Caretaker
Rose Tresize	Receptionist



THANK YOU TO ALL OUR FUNDERS AND SPONSORS

We would like to thank all the following trusts and organisations for their financial support and assistance over the last year. Without the support of our funders, none of the programmes and projects described in this report would be possible.

Aldenham Trust
Arts Council of England, London
Aspect Capital
Awards for All
BBC Children in Need
Equitable Charitable Trust
Esmee Fairbairn Foundation
European Social Fund – Leonardo
Foyles Foundation
Garfield Weston Foundation
Help a London Child
Jack Petchey Foundation
The Lady Eileen Joseph Trust
Learning and Skills Council Widening Participation Fund
London Borough of Camden:
• Inclusion Team
• Leisure and Community
• Social Services
• Youth Service
London Councils
London Development Agency (LDA)
Paul Hamlyn Foundation
St Jude's Trust
State Street Foundation
Vandervell Trust
Variety Club
Youth Opportunities Fund

We would also like to thank all those individuals and smaller trusts and foundations that have donated money and supported our fundraising efforts so generously. When combined with funds from our major funders and sponsors, these donations help to ensure that we are able to continue to run the full range of WAC and InterChange projects for the future.

InterChange Trust, incorporating WAC Performing Arts College, is a registered charity and company limited by guarantee working with hundreds of young people, and a range of user groups and charities each year.

If you or your organisation would like to find out more about ways of donating money to fund the work we do, please contact our fundraising department on 020 7692 5888 for more information.





INVESTOR IN PEOPLE



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