

# ANNUAL REPORT 2009-2010



---

Incorporating WAC Performing Arts & Media College,  
Copyart, InterChange Events and Training & Development

**This annual report is also available to download from our websites and in a format that can be enlarged for those with visual impairments.**

**[www.interchange.org.uk](http://www.interchange.org.uk)**

**[www.wac.co.uk](http://www.wac.co.uk)**



## CONTENTS

Chair's Foreword	2
Chief Executive's Introduction	3
Highlights of the Year	4
<b>WAC Performing Arts &amp; Media College</b>	
Senior WAC	6
Junior WAC	8
WAC Nites	10
ARCO Social Inclusion Programme	12
National Diploma in Professional Musical Theatre	16
Holiday Projects	18
Special Educational Needs and Disability (SEND) Introduction	20
WAC Wonder Web	20
Autism Spectrum Disorder (ASD) Aiming High Haven group	22
Autism Spectrum Disorder (ASD) Aiming High On-site group	23
Wonder WAC	24
Oasis Residentials	27
Recording Studio	28
European Projects	30
Supporting Talent into Employment Programme (STEP)	31
Aspire	32
<b>Copyart</b>	<b>33</b>
<b>InterChange Events</b>	<b>34</b>
<b>Training &amp; Development</b>	<b>36</b>
<b>Volunteering, Work Experience and Student Placements</b>	<b>38</b>
<b>WAC Awards</b>	<b>40</b>
Mildred Ackerman and Jack Petchey Award winners	
<b>Staff, Board Membership and Partner Organisations</b>	<b>42</b>
Staff	42
Board Membership	43
Partner Organisations	43
<b>Associate Trainers, Sessional Staff and Tutors</b>	<b>44</b>
Training & Development - Associate Trainers	44
InterChange Events - Sessional Staff	44
WAC Tutors - Sessional Tutors	45
<b>Thank you to our Friends, Funders and Sponsors</b>	<b>48</b>



## CHAIR'S FOREWORD

Readers of this report will be mightily impressed by the record of outstanding success that it describes for the past year and can draw comfort that, in meeting its ambitious goals for 2010, InterChange is well-placed to provide essential services to a growing number of disadvantaged young people during the difficult times that have unfolded.

The economic background remains difficult, but new funding streams have been secured. Indeed, turnover has risen from £2m in the year ending March 2008 to almost £3m in the year ending September 2010, financial reserves have been strengthened, the focus of activities has broadened measurably, and the Trust is well-positioned to continue to serve its diverse community over the coming year and beyond. It is to the enormous credit of the executive and staff that the achievements of the past year have been won against this difficult backdrop.

This report vividly describes the breadth of the organisation's activities and the controlled expansion of training programmes for young people, community activities and revenue-raising events. Alongside the welcome news that funding for the National Diploma in Professional Musical Theatre has provided this flagship programme with a secure future for the next three years is the report of increased numbers of students joining both Senior WAC and Junior WAC and the encouraging announcement of additional projects for young people with special needs and learning difficulties.

The Town Hall has hosted some 3,000 events and bookings in the last year and provides a substantial contribution to the income available for charitable activities. As a venue, it has attracted major arts companies with extended bookings and the events team is building a portfolio of prestigious regular users. As a focus for

community activities, sell-out celebrity speeches and regular film evenings are welcome innovations. Both augur well for the future.

There is, however, no room for complacency. The availability of public-sector funding is likely to diminish, and demand for support will inevitably grow as the number of those Not in Education, Employment or Training (NEETs) rises. One important area of need that InterChange is gearing up to help meet lies in the provision of apprenticeships in the creative industry. Apprenticeships under the InterChange umbrella will provide training, qualifications and a supported pathway into permanent employment and the organisation is determined to be leader in what is likely to be a mainstay of the attack on the surge in youth unemployment.

The Board looks forward to the coming year with a mixture of eager anticipation and rather less apprehension than a year ago. InterChange has proved itself to be both far-sighted and flexible in its response to adverse circumstances. Its financial performance has improved markedly, to the point where cutbacks in public funding can be seen as a challenge rather than a blockage. Demands for its proven mix of education and training services, arts activities and pastoral care will continue to expand, and its ability to meet these demands is visibly growing. We would like to express our appreciation to everyone in the organisation for their contribution to its success in the past year, and give our assurance that we will continue to support the executive team in their endeavours.

**Malcolm Roberts,**  
Chair, InterChange Trust.



## CHIEF EXECUTIVE'S INTRODUCTION

This report celebrates our considerable achievements over the last year, despite difficult economic times, and marks our hopes and aims for 2011. It covers our activities from October 2009 to September 2010 and highlights the real progress we have made in many areas.

For the first time in three years, we completed the financial year with a small but significant growth in our financial reserves. As a result of much hard work and stringent spending controls, we were able to increase our services for young people and the community, and also to achieve greater financial stability.

We work hard to develop cultural activities for our local community and received funding from the Transformation Fund to pilot a Community Choir and Film Society. Both ventures have become very successful and we plan to add more community activities in the coming year for local people.

With support from the Future Jobs Fund, we created five new posts. Aimed at unemployed under 25s and offering six months employment to kick start careers, three remain and have added much-needed resources to our Events and Training departments, increasing both capacity and income.

We have also grown our services for young people most at risk, increasing our delivery for young people Not in Education, Employment or Training (NEETs) as well as those at risk of failure in education. Securing much-needed funding to March 2012, we increased our programmes for young people with Special Educational Needs and Disabilities (SEND) extending our services to 8-11s and 25-30s for the first time. We were also fortunate to secure capital funding to improve our facilities, refurbish our media spaces and obtain additional technology resources to meet

the special needs of disabled children and young people.

To further improve resources at the Town Hall, we have been working with the original experts on our 'Millennium' re-development. We hope to develop the boiler rooms at the side of the building into five new classrooms and to improve access at the front of the building to offer daytime public access to our high-quality Victorian spaces. Our plans are sympathetic to the existing building and in keeping with the local area, utilising energy-saving technology to save costs and minimise pollution. We hope to apply for planning permission in February 2011 and to establish a fundraising programme shortly after. This exciting capital project will offer substantial benefits to our charitable aims, providing much for the local community. We are therefore very keen to progress this as speedily as funding allows!

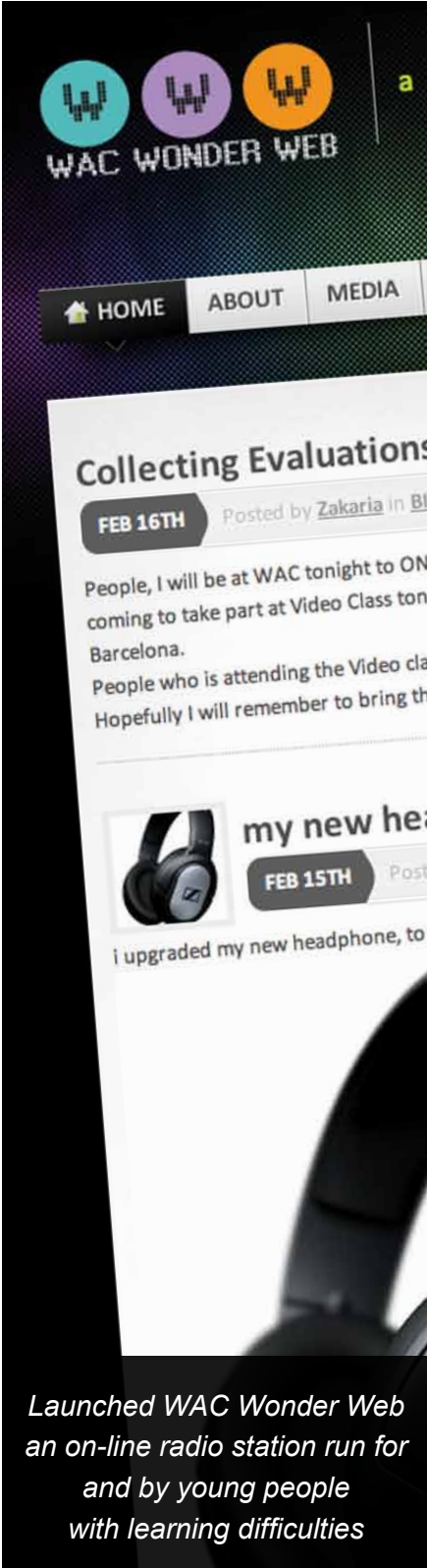
We face enormous challenges in the coming year as cuts in public spending impact on our income. We are working hard to identify new funding streams, positioning ourselves with partners for new contract opportunities and improving our marketing and service offers to maximise earned income. This year's success is the result of strong teamwork. The Board, management team and staff work together with shared vision and clear objectives. We feel confident that we are well prepared to meet the challenges of the next few years and hope to welcome you to InterChange soon!

With best wishes

**Celia Greenwood,**

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

## HIGHLIGHTS OF THE YEAR



The screenshot shows the WAC Wonder Web website. At the top, there are three circular logos in teal, purple, and orange, each containing a stylized 'W'. Below them is the text 'WAC WONDER WEB'. A navigation bar includes 'HOME', 'ABOUT', and 'MEDIA'. A main article titled 'Collecting Evaluations' is dated 'FEB 16TH' and posted by 'Zakaria'. The text of the article reads: 'People, I will be at WAC tonight to ON coming to take part at Video Class toni Barcelona. People who is attending the Video cla Hopefully I will remember to bring th'. Below this is another article snippet titled 'my new hea' dated 'FEB 15TH' with the text 'i upgraded my new headphone, to'.

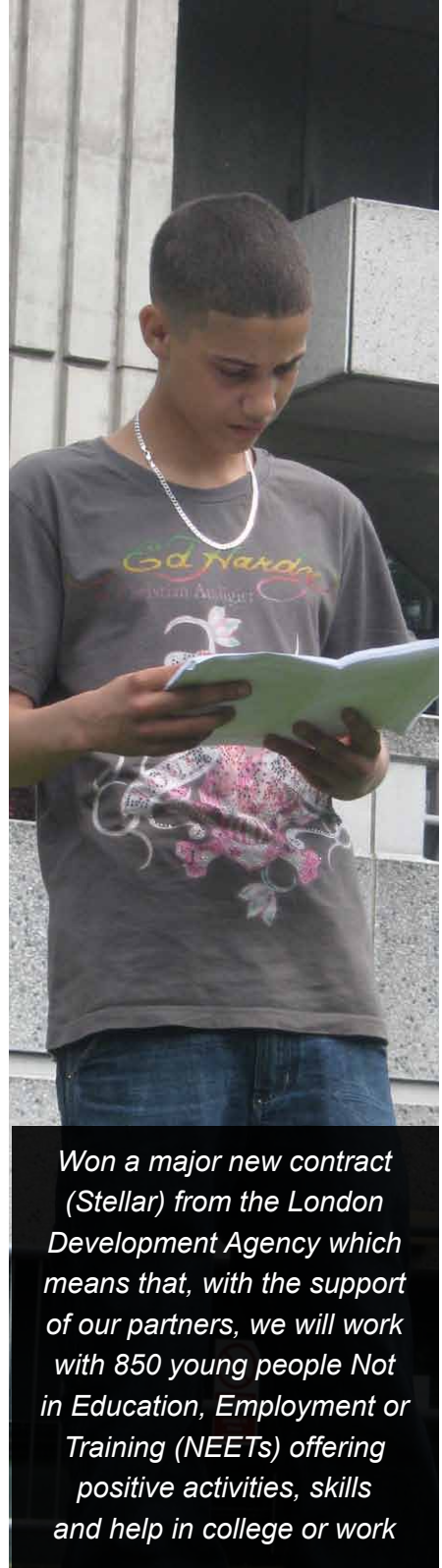
*Launched WAC Wonder Web an on-line radio station run for and by young people with learning difficulties*



A photograph of a man and a woman embracing on stage. The man has braided hair and is wearing a white t-shirt with a black and red pattern. The woman is wearing a gold sequined top and a red patterned skirt. The background is dark with stage lighting.

*Professional Diploma in Musical Theatre is secure for three years*

Photograph by Dee Conway



A photograph of a young man with short hair, wearing a grey t-shirt with a colorful graphic and a silver chain necklace. He is standing outdoors and looking down at an open book he is holding.

*Won a major new contract (Stellar) from the London Development Agency which means that, with the support of our partners, we will work with 850 young people Not in Education, Employment or Training (NEETs) offering positive activities, skills and help in college or work*

*Increased the occupancy of our studio spaces by 12%*



*Returned to full occupancy of all our office spaces*

*Introduced exciting community events including the new Hampstead Film Society, the Community Choir and local celebrity talks*





## SENIOR WAC

Senior WAC offers young people between the ages of 14-25 the opportunity to attend a comprehensive range of performing arts and media training classes at the weekend. Affordable and accessible, Senior WAC began more than thirty years ago and has consistently provided the specialist training needed to enable young people to progress to further education courses in the performing arts or to a career in the industry.

Our students benefit from state-of-the-art facilities and professional level tutors. There are regular performance opportunities, career days and a range of audition and interview technique classes that support students through their time at Senior WAC. We provide a supportive environment for those who are considering a career in the field to develop their skills and to see if this is a career option for them.



Photographs by Dee Conway

## ACHIEVEMENTS THIS YEAR

This year Senior WAC:

recruited ninety new students - an increase on the previous year - maintaining and improving on our target membership of over 200 students

re-affirmed the importance amongst students of Senior WAC within a performing arts training culture dominated by characteristically short-term projects with high-cost classes

as promised in last year's report, introduced a third professional level class in all performing arts subjects, now including professional approaches to dance, drama, singing and music. Their purpose is to operate at a level that is in keeping with the professional industry, as well as to offer a benchmark for students attending first and second level classes and allowing students to follow a pathway of development within their training

introduced Corine Armstrong in September as our new student liaison officer and were joined in January by Susan Marmito as our new full-time administrator - we hope they have a long and fulfilling relationship with us

installed a new tutor for first level singing who has come through the ranks of WAC, first as a student and then as a singing assistant

again, as promised in last year's report, re-introduced the highly successful Christmas cabaret, the culmination of a busy first term, in which a vast array of students performed in the main theatre. The setting was informal with drinks and nibbles and all performances were created by the students themselves and in their own time

organised a packed second and final term including twelve weeks of classes in a variety of styles of dance, drama, music, singing and multimedia



concluded the academic year with a fantastic presentation night on 28th March 2010. Over twenty classes in the arts and media highlighted an incredibly diverse range of genre, skill and technique

generated a marked improvement in levels of student continuity and in those taking multiple classes. This resulted in 156 students receiving certificates for attendance and attainment, and an increase in Peter Brinson awards being given where students are rewarded for achieving 100% attendance

awarded the annual Mildred Ackerman award to Adesola Ade-Brown (see page 40) and the Jack Petchey award to Ibrahim Aluko (see page 41). Both students deserved recognition for long-term commitment to their own training and the well-being of their fellow students.

### SENIOR WAC HAS AN IMPACT

We know that Senior WAC makes a positive impact on our students:

*“I have rediscovered what it truly takes to be an amazing dancer - having a tutor that tries to bring out the best in you will do that. My brain has been reconstructed to really think about technique and connecting the emotion and putting them TOGETHER. I am focused but I believe I can focus even more. I believe my style has improved as I have found the joy in dancing once again.”*

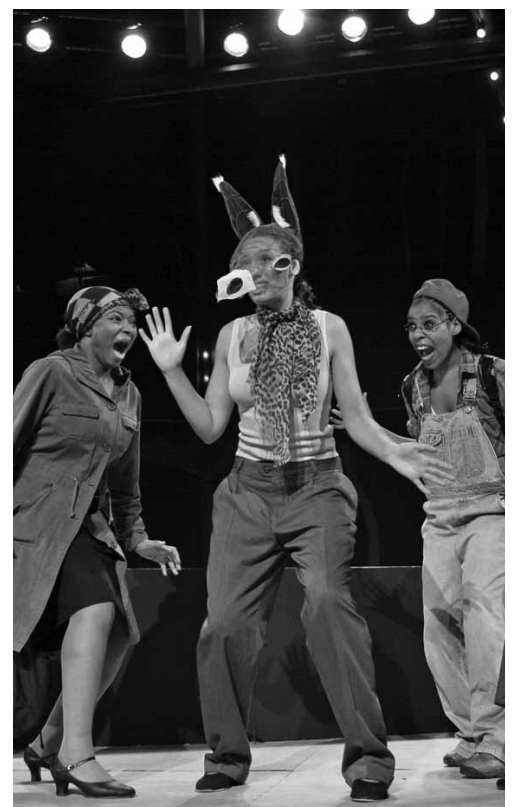
*“These lessons taught me about styles of drama which I had either never come across or never had the opportunity to attempt. I enjoyed all the topics covered. Particularly clowning and, though I often found bouffant challenging, I think it has helped me to think about what I am doing with my body on stage at all times. Additionally I feel that stunt work ... will be very useful as the basic knowledge I now have ... will give me an advantage.”*

*“Moving to London and finding this class to go alongside my professional training at drama school has given me so much confidence. I have learnt vocal technique that has helped me know exactly what I’m doing with my voice.”*

### PLANS FOR THE FUTURE

In the coming year we are planning to formalise the Senior WAC student committee and to make links with the National Union of Students. We also intend to create greater cross-artform partnerships including future music and dance sessions and combined drama and video workshops.

We also plan to explore the expansion of our end-of-year presentation event to include possible webstreaming and to encourage more local press and media coverage for this evening celebration of Senior WAC talent.





## JUNIOR WAC

Junior WAC provides an exciting range of classes in the performing arts and new media, including digital arts and video production. Every Saturday throughout the school year, children from 5-14 years old spend their day learning new skills whilst having fun with their friends!

This year we have increased the numbers of students on-roll to take as many new members as we can from our ever-increasing waiting lists. We have extended the number of places we have in our classes and have activities running from 10am until 5.30pm each Saturday.

### ACHIEVEMENTS THIS YEAR

This year Junior WAC:

substantially increased the intake of students from our waiting lists, as promised in last year's report, to maximise the numbers of students able to join us. This year we had 563 students on-roll and a further 500 on our waiting lists. Waiting lists are organised on class-by-class basis, and all classes have their own list. You can enrol on our waiting lists at any time by filling in an application form and you are a Junior WAC member as soon as you put your name down!

started the new Junior WAC year with lots of new and exciting additions to the staff team; Bethany Harrison, Bonnie Oddie, Karelle Evans, Kai Arron Harris and Tobias Napleton joined us. Their enthusiasm has been refreshing to the young people and the staff team alike visited the Hackney Empire for their excellent Christmas pantomime, *Aladdin* taking a group of 180 children, their parents, carers and family members raised £110 in our annual Christmas raffle towards the purchase of new instruments for Junior WAC students to learn and practise their technique

organised our usual and very special Christmas visit from Santa who presented gifts for all! These were donated by HarperCollins Children's Books and we'd like to say a very big **'Thanks!'** to them!

vocals students took part in WAC Christmas festivities where they sang a number of re-interpreted Christmas carols - all extremely well received - and thoroughly enjoyed themselves!

ran a full observation programme where the Junior WAC co-ordinator sits in on classes to review standards and progress - some very good work was completed and the co-ordinator was very pleased with the level of teaching as well as the progress of the young people

our Jack Petchey award winner Alex Ajuwon (see page 41), used his award funds on a trip to the theatre and to equip the student common room with new games and a new layout





as promised in our last report, ran a series of classes and sessions for parents and carers whilst their children attended theirs! These classes were suggested at our regular parents and carer meetings and a range of targeted sessions were arranged from *Dealing with new technology* to the *Community Choir* - feedback has been very positive

took an excited group of Junior WAC students and their parents to spend a whole night at the British Museum. The trip was sponsored by Camden Transformation Fund and involved an evening of art, poetry and singing, before sleeping in one of the amazing rooms in the museum itself - next to a mummy's tomb! - everyone had a really fun time!

celebrated the Junior WAC year with excellent performances at our end-of-year shows! *Music Nite* presentations were of a very high standard and focussed on our individual instrument and music group classes. All the other Junior WAC students performed at two events, with our younger members in the afternoon and older students performing in the evening – many more parents and carers were able to attend, students were able to inspire each other with their ability and a fantastic time was had by all!

## JUNIOR WAC HAS AN IMPACT

*“Junior WAC gives children and young people great opportunities and is a fun and enjoyable place to come to”*

*“It’s interesting and fun - it’s good for socialising and like me, when I was a shy child, it’s good to do WAC as it really helped me come out of my shell ... it’s great for meeting new friends as well!”*

## PLANS FOR THE FUTURE

We are planning to work on ways of prioritising our invaluable project for young people from disadvantaged backgrounds so that more can join us in our amazing performing arts and media work! We listen to our students, tutors, parents, as well as external partners and funders, in developing our classes and our work to provide an accessible and fun environment.

Student evaluations this year have highlighted specific needs for our one-to-one music tuition and we are working with the WAC Nites project more closely to synchronise our music tuition spaces.

As ever, we are also looking at further ways of increasing places on the project so that more children and young people can join us from our waiting lists. We are additionally hoping to track our students progress more systematically over the next year, so that we can work out how you are all doing whilst you are with us and what you do when you have to move on from Junior WAC.



## WAC NITES

WAC Nites is an exciting and pioneering project running on Tuesday and Wednesday evenings in term times. Members are usually between the ages of 11-19, although some of the young people in our trampoline sessions are as young as ten and others are up to twenty-five years of age, depending upon the projects we are running at the time.

WAC Nites is organised to be responsive to the needs of the young people attending the sessions. We offer members the use of our unique range of facilities, studio space and expertise, and can provide activities designed to be flexible, relevant and good fun. We also encourage young people to develop their independent living skills whilst working alongside professional artists.

All the young people on WAC Nites projects during the last year have achieved good progress in their chosen art forms and have enjoyed performing and recording their work. Some of our tutors and volunteers have also successfully completed Makaton training and continue to work on their youth work qualifications.



Photograph by Dee Conway

## ACHIEVEMENTS THIS YEAR

This year at WAC Nites we have:

organised a variety of classes that were well attended and productive, enabling a number of young people to complete awards in trampolining and engaging a completely new group in our vocals class. Some of this group have now moved on to join our ARCO Plus daytime course and have also signed up for Arts Awards ended the first term with a mini Christmas party featuring some great live music. This provided a fantastic opportunity for the young people to get together and have fun!

introduced a theme for the spring term which was connected to our WAC Wonder Web radio project - the students enjoyed this immensely

assisted a number of young people to sign up for the AQA Unit Award scheme which enables them to record their achievements and gives recognition for completing short units of work

collaborated with the group, Jazz Alive, to work with our vocals students in creating their own material which has now been recorded using the studio. They have also had the opportunity to perform at outside venues

welcomed new groups joining our continually successful Band Nites programme where students have been busy recording their material and posting it to our website



---

## WAC NITES HAS AN IMPACT

WAC Nites is really valued by the young people who take part:

*“WAC Nites offers more opportunities for me to do what I want to do and not what other people want me to do. And they treat us all the same no matter what level we’re on with the activity we are doing”*  
Lauren

*“WAC Nites offers a cheap, fun and close venue and space for young bands to practise their skills”* Basho

## PLANS FOR THE FUTURE

WAC Nites is a uniquely flexible project where we are able to respond to the needs of our students and can arrange sessions and classes in a range of areas to ensure our services are relevant to our members. Following a review of our Band School project, we are expanding the one-to-one music tuition at WAC Nites to satisfy the huge demand for individual musical tuition. We will be developing our musical provision over the next year to include more sessions with more instruments and to diversify the service we provide.

We are also planning to review our timetabled classes each term so that we can arrange sessions around the needs of our members. We will be developing our outreach work so that as many young people as possible can take advantage of the safe and vibrant programme we offer.





## ARCO SOCIAL INCLUSION PROGRAMME

The ARCO department offers a variety of 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.

At ARCO Plus, we run a seven-month, part-time course in arts and media for young people aged 16-19 years old. ARCO Junior is for 14-16 year olds who may be 'at risk' of exclusion from mainstream statutory education. A three-day per week project, it aims to re-engage young people with learning.

We also have ARCO Xtra, which is a collaborative venture with local education authorities, councils and other providers to create individually tailored programmes depending on the needs of the young person or people involved.

### ACHIEVEMENTS THIS YEAR

The last year has been challenging in many ways, but we have achieved a great deal, including the following:

Glenn Dallas has been promoted from lead tutor to our new ARCO Junior co-ordinator and continues to use his expertise in drama to manage and motivate young people, and to explore feelings, emotions and empathy the Learning and Skills Council (LSC) and the London Development Agency (LDA) became main funders for our projects. This involved a shift to more borough-specific target areas, a new focus on the 16-19 year old age group and increased evidence gathering. We also developed new techniques to overcome the characteristic difficulties of ID and evidence requirements involved in working with those Not in Education, Employment or Training (NEETs)

one positive result of this new way of working is that we have strengthened our partnership work. We continued to do great new projects in collaboration with a range of organisations and charities including Paddington Arts, Collage Arts, Vital Regeneration, Space Training and The Film Workshop at Hungerford School

we successfully recruited 54 young people onto the ARCO Plus programme. The young people participated in vocals, drama, music tech, digital arts, video production and step-up



for the first time, we introduced a sports programme to burn surplus energy! At the local Talacre Sports Centre our young people participated in basketball, cricket, badminton, football and table tennis

to address the needs of many of our ARCO Junior cohort this year, we invited Foundation 4 Life (F4L) to run a three-day masterclass for our young males at risk on the street. This unique team of professionally trained, reformed ex-offenders and gang leaders tell the truth about prison life and demonstrate techniques for vulnerable young people to avoid situations and deal with trouble. This also gave a forum for our students to talk openly and ask questions



brought in maths and English tutors to boost ARCO Junior students who were not accessing these subjects at school. They were then able to enter City and Guilds entry-level examinations in May as part of our very popular music technology class, visited an off-site studio, 'Shed' where students recorded an original soundtrack for their film, *Bullet Boy*

ARCO students went on a variety of trips to compliment the curriculum. This included outings to the BBC, theatre trips to see *Little Voice* in the West End, a Royal Court production of the show, *Random* staged in a disused shop in Elephant and Castle and *Off the Endz* at the Royal Court Theatre. We also visited the music preview of the video for the track, *Tuggawar* and took part in team-building activities at the Stubbers Adventure Centre in Essex

we arranged a series of guest speakers to come in to talk about their careers and journeys. This included individuals as varied as Iyare Igiehon, BBC Radio 1Xtra DJ, members of the London Fire Brigade and 'Queen of Lovers Rock', Janet Kay. We also invited ex-students and now performing artists, Martina and Corine Armstrong, to come along to inspire and motivate our current students

our graduation show was based on *The Harder They Come*, the 1972 Jamaican crime film by Perry Henzell and its 2010 musical version. Many of our young people needed to understand the concept of striving for what you want and overcoming obstacles and we hope our graduation performance reflected this

off-site projects included working towards the GCSE curriculum with year eleven groups at the Thomas Tallis secondary school in Greenwich





we also ran lunch-time sessions at Acland Burghley secondary school in Camden, delivering drama to a small group of autistic young people. As part of our joint partnership with the Metropolitan Housing Trust, our resident video tutor Colin Hills also ran a series of successful video projects in their managed estates enabled a group of ex ARCO students - including Joel Fashola, Roxanne Cavaye, Vicki Lynch and Kyleigh Harwood - to take part in the European Aspire project (see page 32). This project works with partners from Denmark, Holland, Italy, Spain and the UK looking at learning in the performing and visual arts. The project culminated in students from each organisation working and performing in the Rome Festival 2010 at the Castel d'Angelo. This was an amazing event and a fantastic experience for all the students involved

enrolled 54 new students on ARCO Plus, with 39 completing the full course and thirty students achieving literacy and numeracy awards. At ARCO Junior we worked with 25 students of which 15 completed the full course. All students worked towards Open College Network (OCN) units, which is an accredited curriculum and, between the final 15 students, they received a total of 38 level 1's and 34 level 2's in their subjects. Well done to them!

and saw ARCO Junior students go on and progress in many different ways. This included Kyrae Patterson, who joined ARCO Plus, Tom Hallgarten, who is now studying drama at City and Islington College and Louis Innes, who has been accepted at The Brit School to study technical theatre. We are proud of the achievements of all our students and we wish them all the best now and in the future!





## ARCO HAS AN IMPACT

*"It was great, thanks everybody"* Jake Whyte

*"My confidence was boosted"* Rianna Maddix

*"College feels like family"* Liam Jordan

*"I found the course eye opening and I have more a passion for filmmaking"* Jahmel Anderson



## PLANS FOR THE FUTURE

We plan to maintain and develop our very productive relationship with Thomas Tallis secondary school. We will also be running lunch-time workshops at a Hackney Pupil Referral Unit (PRU). With our current funding, we will be running a series of intensive two-week performing arts projects focusing on building confidence, artist development and job search skills, in order to fulfil our funding requirements. We are also planning to do more work in local schools to reach as many young people as possible at the same time as providing high-value, high-quality and fully funded services to sometimes highly pressurised school environments.



Over the next year, we are hoping to further develop the work we do with specialist employment companies like A4e and organisations including the Prince's Trust. This will enable us to support young people in the areas of young enterprise and self-employment, enabling them to consider and explore the possibilities for starting their own businesses where there are currently few employment opportunities.



## NATIONAL DIPLOMA IN PROFESSIONAL MUSICAL THEATRE

Our Diploma course was accredited by Trinity College, London in 2008 and has now been awarded full conservatoire status. We are now one of only twenty-two establishments in the country offering a professional full-time course of study in professional musical theatre. Only a few of these establishments deliver a course where the study of dance, drama and singing are each given equal status, and fewer still focus on non-western disciplines, in their classical as well as their more integrated forms.

This makes the WAC Diploma a significant, new and pioneering course, appealing to a wide range of students with professional interests that are often unserved elsewhere.



### ACHIEVEMENTS THIS YEAR

After three years of running the Diploma with unstable funding, once all of the funding was in place, we were able to resume the course in full. This meant that both the course and students have been secured for the next three years:

by late November, the Diploma had also been awarded five Dance and Drama Awards (DaDAs), enabling us to financially support students who would not otherwise have been able to access the training we provide

we were able to invite a cohort of applicants to audition in early December, with the course ready to start in January 2010. The first year of the new course continued beyond the usual end-of-term in July until mid-August to make up for the time lost at the beginning of the academic year

we successfully recruited eleven new first-year students, five of whom secured a DaDA award with us

benefiting from new funding for the full three-year Diploma, our second-year cohort included three students who were able to return to pick up their second year of study with us. We said 'goodbye' to Ishimwa Mumiamahi who went on to study at the Ballet Rambert School on a scholarship - a great achievement for someone so new to dance!

our third-years included two returning students who joined our second-years in their studies, making a total of two study groups on the Diploma

each study group gave presentations at the end of the first spring term, with the first-years presenting their storytelling techniques through African dance with Francis Angol, ensemble vocals with Kokoa Brown and physical theatre techniques with Robert Henson

our second and third-year group presented the musical theatre piece *Cotton Club* directed and choreographed by Jeanefer Jean Charles, with musical direction by Rachel Bennett and dramatisation by Che Walker

in the summer term we implemented a change to the programming of technique classes in the lead up to our end-of-year show. This centred around an intensive five-week block of technique classes



students studied up to twelve and a half hours of dance, drama and singing each week. This was followed by a five-week intensive block for the production, where daily dance technique classes were followed by rehearsals for the show, *One Thousand and One*, based on the tales of the *Arabian Nights*

the creative team included director, Steve Medlin; composer, Rachel Bennett; and choreographers, Martha Stylianou, Cecile Bushidi and Nadine Maclean. The final show was performed at Teatro Technis in Camden on the 1st, 2nd and 3rd July, 2010 and was a sell out success on each night!

the third term for our first-years ran from July 5th - August 13th. We included tutorials and portfolio sessions, followed by six intensive weeks of technique classes to make up for the late start in the first academic year. Dance included Horton, jazz, contemporary dance and ballet. Drama included classical, modern, text and voice, whilst singing included African ensemble and hip hop final assessments took place at the end of each block of study

### THE WAC NATIONAL DIPLOMA HAS AN IMPACT

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

*"I'm in a good place physically and mentally because of the training WAC has given me. Four years ago I was a lost little boy who had no clue about how to make something of himself. WAC really did take me under its wing and helped me to become who I am today. I am eternally grateful"*

*"Being here at WAC made me realise that I have a lot to give and learn. Life is a journey that we never see but being at WAC has helped me get to where I need to be, step-by-step. I know where home is, I am home.....WAC"*



### PLANS FOR THE FUTURE

Our plans for the future include gaining re-accreditation from Trinity College and to become an accredited college with the Council for Dance Education & Training. We also intend to continue to fundraise to secure the longer-term future of the course and to cast a wider recruitment net to include overseas students.

As ever, it is always our mission to continue to raise the standard of the students in their studies and achievements.



## HOLIDAY PROJECTS

Every year, we run a range of holiday projects to keep our members busy between term times! Courses and programmes are organised according to the funding we are able to raise and the priorities of our users and students. Activities can take place either on-site or away from our centre.

As you don't have to be a current WAC student to join and there are no waiting lists for our holiday projects, they are a great way to take part in WAC activities.

### ACHIEVEMENTS THIS YEAR

This year, we are really pleased to have been able to run Junior holiday projects for 8-13 year olds on each of the school holidays throughout the year. All were fully booked and very popular with everyone who attended, having an emphasis on fun and enjoyment throughout the projects. They included:

our October half-term playscheme, which was drama based and looked at radio plays. The young people worked on improvisations, honed down into a radio play. We also had movement sessions and carnival artwork, celebrating Black History Month and carnival. The young people made carnival masks and banners and were very creative. Dance sessions improvised group working on the theme using reggae music. The drama pieces were all recorded for our WAC Wonder Web radio station. As a finale, staff from the London Olympic and Paralympic Games visited and gave an interesting presentation on the Beijing games and accessibility issues in Camden. All of our young people will be involved in an access audit and have been invited to volunteer in 2012! You can listen to the radio play by visiting [www.wacwonderweb.co.uk](http://www.wacwonderweb.co.uk)

our February half-term project theme, based on drama and video diaries and including sessions in dance and art



a very exciting Easter programme including music and vocals as well as dance and lots of fun was had by the young people. As part of the project, they also produced an array of artwork, which was displayed in the Atrium at the centre and was appreciated by all. We finished the project with a small sharing, which was well supported and enjoyed by parents and carers

our summer half-term project, which was very popular and centred around street dance. Young people filmed, watched and evaluated the content. They also worked in drama, involving impromptu improvisation sessions, and their artwork was displayed around the building

for a complete change, the summer holiday project, consisting of a bright and energetic, pop-art inspired, mural art project! Young people created wonderful artwork as part of a brilliant and innovative art scheme. This was enriched with percussive music workshops and 'summer' vocals developed by the young people. Continuing our theme for the year, beautiful artwork was produced, displayed around the building and posted on the WAC website



WAC's Band School returning for a third year and, this time, taking a new twist. As well as recording an EP and working towards a live performance of six songs - with the help of young people from the WAC Wonder Web (WWW) project - this year's band also shot a music video! A day shooting an *Alice in Wonderland* themed video on Hampstead Heath gave the WWW crew plenty of footage to edit back at WAC, while the band prepared for their end-of-project gig. They had an audience of over fifty people in the Council Chamber show, and their song, *Wonderland* has been uploaded onto the main WAC website at [www.wac.co.uk](http://www.wac.co.uk)

All the work created on our Junior WAC Holiday project has been posted on our website at [www.wac.co.uk](http://www.wac.co.uk)

## HOLIDAY PROJECTS HAVE AN IMPACT

*"I had a terrific week!"* Kemi

*"I love to make stuff!"* Jade

*"I enjoyed everything!"* Grace

*"Half-term project is about having fun!"*  
Adam

*"I enjoyed playing games, playing drums, art and dance."* Darrell

## PLANS FOR THE FUTURE

We have funding for the first half of the year to run our usual holiday and half-term playschemes until March 2011. Unfortunately, our holiday activities after that date will be subject to the funding we receive, when we will consider the options that are open to us.





## SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND)

WAC aims to be as inclusive as possible in everything it does. We offer all our activities to all our young people and run a range of projects that will appeal to people of all abilities and from all backgrounds.

The projects in this section are specifically designed to reflect the more specialist needs of young people with special needs and learning disabilities. We offer projects for young people with an Autism Spectrum Disorder (ASD), our Wonder WAC programme for young people with learning disabilities, Oasis residential projects for trips away and the exciting new WAC Wonder Web project.



## WAC WONDER WEB

WAC Wonder Web is our multi-media website run by and for 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. It includes a range of podcasts, videos, music and artwork and can be found at [www.wacwonderweb.co.uk](http://www.wacwonderweb.co.uk)

### ACHIEVEMENTS THIS YEAR

A hugely successful and rewarding year for WAC Wonder Web which can be looked at in two parts, reflecting our funding achievements over the last year:

September 2009 - March 2010 were the last six months of the London Development Agency (LDA) funding for WAC Wonder Web. Thankfully, we were awarded funding to enable the project to continue through the BBC Children In Need, 'Fun and Friendship Programme'. We have therefore now begun the second phase of the project from May 2010, which will continue for the next three years!

following our group presentation at the City Hall, 'Seminar of Good Practice and Innovation' in Sept 2009, we received an invitation to meet the London Organising Committee of the Olympic Games (LOCOG) at Canary Wharf. Working with the Diversity and Inclusion department, WAC Wonder Web students carried out an accessibility audit in Camden. They became 'roving reporters' for the event, blogging, filming and posting their findings on the WAC Wonder Web. More of this type of activity is planned and we hope the young people will act as 'roving reporters' for the Games themselves in 2012

we developed a brand-new holiday programme at Christmas where young people pre-recorded two radio shows. One was automated to broadcast at 3pm on Christmas Day, and a second, Hootenanny style New Years Eve show broadcast from 11.30pm-midnight!

linking up with our partner organisation, Paddington Arts Centre, students took part in 'Juve Jump-Up' club night for under 18s to party, dance, make new



friends and perform. The event was attended by young people from both organisations, broadcast live on the net and then made available to listen to as part of the streaming radio station!

to celebrate the culmination of the LDA funded phase of the project in March 2010, we held a celebration event at our Town Hall Centre base. Young people presented their work, tutors and others made speeches and the event ended with a brilliant interactive, *Painting with Sound* session!



with our BBC Children in Need, 'Fun and Friendship Programme' funding in place, the second phase of the year began. Following trials, group members and tutors decided that *Wordpress* was the best way forward in upgrading our website software, being easier to use, having increased functionality and a more innovative design

our summer programme included a Creative Communication project for budding young film-makers on the autistic spectrum. Band School was extended to include a music video element and our groups became music video production team and crew. They storyboarded, choreographed, filmed and edited the video for the band's original song, *Wonderland* which can now be found at [www.wacwonderweb.co.uk](http://www.wacwonderweb.co.uk)

WAC Wonder Web 'roving reporters' attended the Liberty 2010 festival in Trafalgar Square, filming and blogging the event and a full range of Autumn activities was also planned.

### **WAC WONDER WEB HAS AN IMPACT**

*"...everyone was helpful, friendly and, when someone needed help, they got help..."* Christopher West

*"I am so grateful to WAC for all the help and support given to Hayden - he has improved so much with all the attention, patience and kindness he has received from everyone. My sister had not seen Hayden for a couple of years (she lives in Canada) and was amazed and delighted with his progress when she was passing through London last weekend."*

### **PLANS FOR THE FUTURE**

WAC Wonder Web is growing and developing all the time and, with a number of outreach sessions planned and publicity material being sent out, it looks set to continue recruiting more young people to take part in this exciting, unique project.

We also plan to increase collaboration with our other BBC Children in Need 'Fun and Friendship' partners, well into the next year and beyond!



## AUTISM SPECTRUM DISORDER (ASD) AIMING HIGH HAVEN GROUP

The Haven group are young people aged between 9-13 years of age who are on the Autism Spectrum. The project offers residential trips away to help develop confidence, self-esteem and independent living skills. As with all our residential projects, Haven has the added benefit of providing a much-needed respite break for their families at home.

### ACHIEVEMENTS THIS YEAR

This new project began in December 2009 and has been a great success:

as they are much younger than our regular groups, it was decided that the Haven group would initially have overnight stays, which would then graduate to weekend trips away. This year, there have now been three overnight trips and one weekend trip they have enjoyed camping at Stubbers, as well as time in the Lodge there, and have also visited Woodrow High House. The programme of activities has varied and they have managed a whole range of exciting and varied endeavours. Staff designated to this group have specialist skills, particularly in terms of communication, as many of the group are non verbal

on all of these trips, WAC staff run sessions in their spare time and the evenings using various art forms. These are much appreciated, not just by our own groups, but by other visiting groups who can, if appropriate, be invited to join in. This entertainment includes *WAC Factor* - our very own, very popular version of the *X Factor!* - discos, *It's A Knockout*, music sessions, storytelling around the campfire, environmental sculpture and many more imaginative and creative projects for the enjoyment and entertainment of our users.

### HAVEN HAS AN IMPACT

from the young people:

*"I liked 'It's A Knockout' it was great!"*  
Steven

*"I enjoyed the Jet ski."* Amir and Yusef!

from their parents and carers:

*"These projects have really helped to build Steven's confidence"* Paul

*"These projects are run by very friendly and energetic people."* Effie

and from the staff:

*"It was great to be able to engage with my buddy and encourage full participation"*

### PLANS FOR THE FUTURE

We have been given funding to continue this highly successful pilot project for another year. As there is very little provision for the under 11s in this area, we are very keen to develop our work with this group and hope to bring more young people into the project over the next year.





## AUTISM SPECTRUM DISORDER (ASD) AIMING HIGH ON-SITE GROUP

Over the last year we have run several daytime projects for our specialist group of young people with Autism Spectrum Disorder (ASD) between the ages of 8-18 years. Activities are designed to engage the young people in positive and enjoyable activities whilst also offering families much-needed respite.

### ACHIEVEMENTS THIS YEAR

During the year we have:

offered five days over the festive holidays including three days prior to the holiday and two days prior to New Year to enable families to manage shopping and preparation, and the young people to enjoy the season to the full! The group enjoyed a number of sessions including music, movement, drama and art as well as a trip out to the Talacre sports centre and 'pizza'!



offered a similar five-day project over Easter where the group were engaged in performing arts activities. The group was very happy to be involved in an art project where we also used *Painting with Sound*. This innovative programme was devised by one of our tutors where the students can make and project pictures to the wall and computer using music. This very exciting facility enabled the group to be able to view their work instantly and is immediately rewarding for everyone involved!

organised a fun summer project for the group to enjoy the good weather outside and off-site on Hampstead Heath. The group engaged with the C-OOL sports day project held at Parliament Hill running track, which was a great and safe opportunity for them to undertake some sports activities. We also had picnics and games and a performing arts programme whilst in the building

maintained a team of regular staff on this project to ensure continuity and to support the need for elements of trust and routine expected by the group members. This aspect of the programme has worked very well this year.

### AIMING HIGH ON-SITE HAS AN IMPACT

*"I really enjoyed going out on trips"* Amir

*"We had a great day with C-OOL at Parliament Hill and played lots of sports"*  
Zek Saunders

### PLANS FOR THE FUTURE

Although this scheme has been very successful and has benefited many young people and their families over the year, the end of our pilot funding for the Aiming High On-site programme unfortunately means that the project's future is uncertain for the foreseeable future.



## WONDER WAC

Wonder WAC is our project for young people with learning difficulties. We have two regular evening groups. Our younger 11-18 year olds meet on Tuesday evenings and our older, 18-25s group meet on Wednesday evenings during term-time. Both groups are consistently well attended and much enjoyed. We also arrange daytime activities in the holiday periods for both the 11-18 group and the older group, which also includes some of our older members, and is known as the 18-30 club.

### ACHIEVEMENTS THIS YEAR

#### Our 11-18s group:

started off by talking about black history in Black History Month. Looking at black celebrities past and present, Michael Jackson proved the most popular and we concentrated on him for the next few weeks. Using our digital arts facilities, we used internet skills to find as much information as possible. We then produced two large mosaics of Michael J on paper, which were displayed in the Atrium. We listened to his music, had lots of fun with the style of dance Michael was famous for and, in drama, retold the story of Michael J as if presenting the news. The young people learnt a lot and had a great time with this theme

we then looked at different types of celebrations including Diwali, Eid and Christmas. The young people talked about how they celebrate in their culture, looking at common themes such as present giving and receiving, and special food being prepared like a big feast

our spring theme was 'living in a box', looking at types of accommodation, box-like shapes and the different space we have or don't have. We discussed what it would be like to be homeless and living in cardboard boxes. Lovely artwork was produced with each student creating a room - complete with scaled-down

furniture including TV, lamps, wallpaper, chairs and sofas - in small boxes. The young people loved creating the contents for their room and seeing the rooms develop into an environment

throughout the projects, the group developed their own skills and enhanced their ability to be more independent. This included tasks like holding doors open and pouring drinks out, whilst also being supportive to other group members.

#### Our 18-25s group:

incorporated drama, music, art, movement and new technologies in our Wednesday sessions, continuing to provide exciting, all-inclusive workshops throughout the year. We have established a regular routine of welcome and warm-up to start each session, including decision-making around activities for the evening, and finishing with a similar closing routine to end the evening on a positive note!

established themes throughout the year including friendship, animals and transport. These stimulated discussion on many issues, including personal relationships and the ways we get around

continued regular music workshops using African drums in circle settings, familiar rhythms such as the heart beat and rumba, and new rhythms such as the boomshaka. We also introduced electronic instruments such as the Korg kaoss pad which lets young people play an electronic beat alongside our Djembes

introduced inclusive technology alongside the drumming, including head switches to trigger sounds from our quadriplegic students, and *Soundbeam* which has also been used to turn movement into sounds and has been especially effective with our wheelchair users. Sounds used included animal noises and transport sounds (car horn, engines etc) to help create songs constructed and performed to coincide with our ongoing themes



continued to introduce more visual technology to the group, including *Painting with Sound* and real time manipulation of video inputs to create interesting pictures. This has been facilitated by technology including the *Jazz Mutant Lemur* which enables touch screen input to control what is projected. Nintendo Wii controller technology is also used to translate real time movements into data that can be used visually and in our music sessions

used various materials and formats in our art workshops to create work in conjunction with our themes. There has been some crossover between the digital and craft-based methods so that all our young people have been able to create works. We have produced stunning wall murals featuring our young people's favourite transport and carefully selected words to represent feelings about friendship.

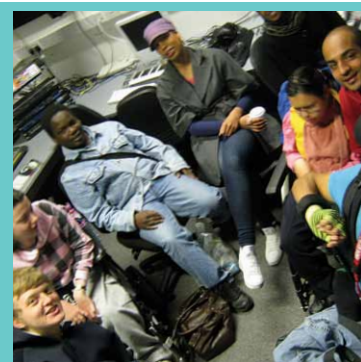
**Our 18-30s club:**

has been a great success and wonderful to re-engage with some of our existing students who had become too old for our regular Wonder WAC projects! We have creatively covered two main elements with this group; social networking and healthy living

arranged a two-day project in October to allow the group to explore some of the issues around independent travel and the challenges they may face. After much discussion we used music technology media, coupled with music and film, to produce a short video with original music and lyrics and uploaded it to the website. This was a great fun project and assisted the group to think about how they get around, opening up possibilities for further social interactions



Photograph by Dee Conway



held a packed three-day project in February following consultation with the group. Sessions concentrated on managing challenging behaviour and were designed to give the group strategies to use when confronted by people on the streets and when out and about, travelling and in shops. The group were quite vocal in the session and some of them blogged their thoughts during their digital arts session. Safer Neighbourhood police officers came in to speak with them about 'staying safe' and we used the information provided to support a drama session exploring the issues raised. We also held an Information, Advice and Guidance (IAG) session on personalised budget schemes and an afternoon playing different sports at Talacre sports centre – with basketball being the firm favourite!

organised a four-day, Easter project involving the use of music technology, music sessions and recording and uploading to web. The emphasis was on social communication and the group participated in making material for the radio aspect of the website which can be found at [www.wacwonderweb.co.uk](http://www.wacwonderweb.co.uk)

spent four days in June on a varied programme of performing arts activities including drama, video, art, movement and music. With good weather, the group went to Hampstead Heath and held an environmental art session making sculptures from 'found' items. We also held debate and discussion groups!

the summer was particularly successful and we arranged two full five-day projects. The first week included sessions using movement, *Soundbeam*, art, digital arts, a trip to the park, a health workshop day at Elfrida Rathbone as well as IAG sessions in budgeting. In the second week, we provided sessions in movement, art, drama and learning to use *Photoshop* in digital arts

all our 18-30 club projects have been well attended and the group has gelled well. It has been fantastic to have some of our older students back, as well as new ones joining, and to be able to offer relevant life skills training to assist their progress to greater independence and enjoyment.

### WONDER WAC HAS AN IMPACT

*"I really enjoyed the karaoke and the food."* Lily

*"I had a great time at the disco."*  
Charlotte

*"I want to go for a whole week."*  
Mohammed, Jide and Nurul!

*"It really has been a pleasure working with you all, thank you for being so wonderful, helpful, down to earth and for providing such fantastic experiences for disabled young people in Camden. I couldn't sing your praises high enough (and will do so when I go to the Dubai Autism Centre!)"* Rachael Bond, Senior Disability Short Breaks Commissioning Officer - London Borough of Camden

### PLANS FOR THE FUTURE

Due to the success of the new 18-30 club, we are hoping to extend sessions to run on both Tuesday and Wednesday evenings each week.

We are also hoping to expand our work with WAC Wonder Web to engage more students in the media opportunities it offers and will be doing more outreach work to involve students with specific or mild learning difficulties.



## OASIS RESIDENTIALS

Oasis is our residential project for young people with a range of learning disabilities to spend time away from home in the countryside. Fun-filled and confidence-building, Oasis has the added benefit of providing much-needed respite for their families.

### ACHIEVEMENTS THIS YEAR

For the first time, we introduced brand new residential trips for over 18s with our new 18-30s club.

#### The 18-30s club:

arranged two weekend trips with a third to look forward to in the Autumn term. Following consultation around social networking and healthy living, we undertook a weekend trip to a 'new-to-us' venue at Centre Parcs, Elveden Forest. Fifteen young adults stayed in chalet accommodation where they were responsible for budgeting - including staff costs - prioritising spending on activities, menu planning and cooking, tidying their spaces and helping others. The weekend was a great success and the group has indicated they would like to repeat this type of break as they can take charge of themselves and make appropriate and informed choices.

#### For our 11-18s, we also:

celebrated ten years of Oasis trips for our 11-18s, offering three weekends and three weeks away at exciting venues offering great activities

visited Stubbers Adventure Centre in Essex with water sports including jet skiing, power-boat and canoeing, and exciting land activities; quad-biking, grass sledging and the obstacle course being the favourites. The group also learn independent living, cooking and domestic skills. Stubbers is used all year round and offers camping for summer and a warm, accessible lodge in the winter!

stayed at Hindleap Warren in East Sussex with log cabins and a new custom-built block for a whole range of young people. In the middle of Ashdown Forest, it offers many environmental and exciting activities such as climbing and zip wire, with an indoor swimming pool, games rooms and many other resources

travelled to Woodrow High House in Buckinghamshire, a 17th Century manor house. Fully adapted and accessible, it boasts an indoor swimming pool, sound studio and art room, all very much used!

appreciated the venues and variety of activities and invaluable experiences for our groups. All trips are supported by performing arts tutors, youth workers, support assistants and volunteers who offer the means by which the young people can engage, participate and enjoy a break away from home with their peers.

### OASIS HAS AN IMPACT

*"It's excellent"* Stephen Morris

*"The young person can meet new friends, he also could take part – the activities were arranged - and gradually get used to the new routine [away] from home..."*

Danyne Fu

### PLANS FOR THE FUTURE

We have funding to continue this long-running and well-loved project and are now involved in searching for new venues to add to our current range of accommodation. We may then further broaden the experiences we are able to offer to our students while they are away with us.



## RECORDING STUDIO

Our recording studio is the flagship project of our media department! It provides state-of-the-art recording facilities for young people to both learn studio skills and techniques, and to use as a tool for recording original work from our creative projects.

Accessibility is key and we work hard to ensure that our studio is open to all members of the local community as well as to current WAC members.

### ACHIEVEMENTS THIS YEAR

This has been a very exciting year for the media department with many important achievements to celebrate:

through the Future Jobs scheme we hired Gary Tigwell, who had been volunteering with us for a year, as recording studio assistant. His placement started in March 2010 and lasted for six months. In that time Gary's skills and working practices improved immensely and we were able to offer many young artists the chance to record in our well-equipped studio as a result. His role extended from running small vocal sessions through to recording and mixing full band set-ups, as well as more diverse recording experiences, including sessions for Paban Das Baul's album *Music of the Honey Gatherers*

we received a significant grant from Camden Council in February 2010 to upgrade *all* of our media spaces! This inspired a comprehensive re-think of the spaces and their use, and some major developments have taken place:

firstly, all the media equipment has been updated; music technology, video and digital arts all have brand new Apple Mac computers and a host of production software including the latest versions of *Logic Studio* for music production, *Final Cut* for video editing and *Adobe Creative Suite* for digital arts

secondly, we have re-furbished all the media rooms with new windows, chairs, desks, carpets, air-conditioning and lighting. Each space is now much more pleasant to work in

finally some of the rooms were swapped around to make better use of space. Music tech was moved into the bigger digital arts space, to accommodate more young people into the ever-popular music technology classes. Work is still ongoing to create a brand new sensory 'pod' in our old drama studio space and a brand new computer study suite for students to surf the net, complete research and to use for their word-processing work



creating a new sensory pod means that we can make full use of our sensory equipment in a space where our SEND groups work, but also have the flexibility to use it as a quiet space for one-to-one sessions

we have also been able to update our computer control utilities and accessibility software so that we now have a greater range of *Intellikeys*, joysticks and speech recognition software for computer users with special needs and learning difficulties. The new computer room also relieves timetabling pressure on the digital arts room as it will no longer effectively double as a student internet café!



to celebrate and showcase these developments, the new media rooms were officially opened at our Media Space launch event at the end of the summer. Attended by the Deputy Major of Camden and representatives from Apple Europe as well as students past and present and the local press, the event was a great success.

Wow! What a year it has been! WAC is now well equipped to move into the 21st Century and remains at the cutting edge with its media training for young people!



## THE RECORDING STUDIO HAS AN IMPACT

*"...my time spent at the WAC studio really helped me grow technically as an artist. I feel it was key in teaching me the fundamentals of the recording process, how to communicate my ideas as a musician using the correct terms, and the preparation required to achieve my best as a vocalist in the studio environment."*  
Sinead Osheku

*"... the recording studio at WAC ... feels like a second home, which is a contrast to the first weeks using the studio. I was always very shy and [an] introvert yet I loved making music. The engineers in the studio would always bring me out of my shell ... Being in that environment has not only given me confidence to shine as a musician but also given me so much knowledge of actually making music."*  
Kyleigh Harwood

## PLANS FOR THE FUTURE

After such a busy year in the Recording Studio we plan to continue to build on the new equipment we are now able to offer by adopting a rolling programme of equipment updates throughout the next year. We hope that this will enable us to attract more external clients to use our facilities and therefore to generate more earned income for the department.

It also continues to be our ongoing aim to train increasing numbers of young people in sound engineering, to harness their enthusiasm for music and to provide the means by which they can translate their visions into reality.



## EUROPEAN PROJECTS

---

Our current European projects are both funded by Leonardo, part of the European Commission's Lifelong Learning Programme which supports development of skills and training.

The STEP and Aspire projects are further developments of the original Crossworker project. This looked at developing a youth and community work qualification for people working with marginalised young people, with the long-term intention of being recognised as a universal standard throughout Europe. Over three years, the project investigated examples of good practice of pedagogical work with marginalised young people. Knowledge and experience was disseminated and shared with other European countries and the qualification piloted in the partner organisations across the European Union (EU).





## STEP (SUPPORTING TALENT TO EMPLOYMENT PROGRAMME)

WAC Performing Arts and Media College is 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.

All 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 in Larissa, Malaga and Rome, where all partners shared their experiences of piloting the qualification standards with their Crossworkers and gave feedback, sharing examples of students' work and agreed strategies to take the programme forward

produced a comparative study of the non-formal learning sector for the arts in the European context

circulated a leaflet to promote the project and STEP concepts in the UK, our partner countries and throughout the EU

maintained the website dedicated to the project on which information is posted and through which we communicate with our partners

provided opportunities for students to work in partner countries

provided opportunities for students to work collaboratively to create a performance piece and to perform their own work in the Rome Festival 2010 at the Castel d'Angelo.

### STEP HAS AN IMPACT

*"I have learnt so much from working alongside experienced vocal coaches and learning their different methods. I also think that being able to interact with groups from other countries in Rome and being able to adapt taught me a huge amount."* Roxy Cavaye

*"In the time that I spent in Rome I have learnt that I am actually competent when it comes to my experience as sound engineer and that I also need to learn a lot more if I want to choose this as a full-time job. I have thoroughly enjoyed my trip to Rome and the people that I worked with have made me part of their family."* Vicky Lynch

### 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.

The next phase of our European development work has already started through the establishment of the new Euro-Aspire project (see page 32).



## ASPIRE

The mission of Aspire is to develop an innovative European competency framework for trainers using creative expression in informal and non-formal learning environments. The project uses experience gained in the transfer of innovation developed in our previous Crossworker and STEP projects, to inform its development.

### ACHIEVEMENTS THIS YEAR

Aspire has been working with partners in Denmark, Holland, Italy, Spain and the UK since November 2009, examining a range of activities in action:

the project investigates how non-formal learning - through the performing and visual arts, media, production and design - provides a bridge from educational and economic exclusion, to inclusion, new learning and employment in the European creative and cultural industries

WAC staff and students are part of an 'action learning' network of managers and trainers working within the sector to identify common competencies. To this end successful partnership meetings have taken place in Arnhem, London, Malaga and Rome, at which a great deal of work has already taken place towards achieving the projects goals.

### ASPIRE HAS AN IMPACT

*"I was really impressed with how the group handled some of the topics discussed...Reflecting on my trip I've enjoyed every minute - everyone here is so precious and has taught me so much I'm so appreciative for having this experience."* Sinead Osheku

*"It was daunting at first - I was nervous because it was new surroundings and people. It gave me confidence and an experience I'll treasure."*  
KYLEIGH HARWOOD

### PLANS FOR THE FUTURE

It is not easy to measure learning in the creative and cultural industries through traditional educational approaches. Organisations in this sector currently provide structured learning in a non-formal setting, some of which is externally validated - but much of it is not.

The Aspire project will explore these factors to develop a common European solution to recognise competencies and to evolve a qualification that can be gained through informal and non-formal settings. This will provide a framework that can be used throughout Europe and work will continue throughout the next year.



Photograph by Dee Conway



## COPYART

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

We work 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. We provide IT and digital production facilities, filming and recording of events, offer 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:

assisted in the complete refurbishment of WAC's media spaces by researching relevant equipment and software, arranging its purchase and overseeing the installation and testing phases

helped the corporate team in researching and implementing a training scheme for all members of staff

redesigned a new website for the WAC Wonder Web radio project to make it more intuitive for the young people to use

achieved our aim to upgrade the building's print facilities with a new photocopier capable of colour copying and booklet production thereby reducing the need to outsource to external printers

continued to support 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:

*"Always very helpful and patient with my misunderstanding of technology and my constant questions - thank you."*  
U3A student.

### PLANS FOR THE FUTURE

Over the next year we will be working to extend the implementation of some of the new, assistive technologies that were purchased for the media spaces in order to facilitate better disability access. Some of this new equipment includes headsets for speech commands into computers and specialist input devices which we will be testing and implementing over a wider number of our projects in the future.

We will be working on a complete redesign and reorganisation of both the WAC and InterChange websites to create a more user-friendly experience and to incorporate a web marketing revenue.

We will also be following up on our plan to provide more integrated IT training to staff within the organisation, and expanding this to include media-related training in *Photoshop*. This will also improve the implementation of cohesive, site-wide policies in organisational data management and information-sharing.



## INTERCHANGE EVENTS

Based at the historic Hampstead Town Hall Centre, InterChange Events 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 and private events. All are available for day or evening hire, and we supply an event manager to organise everything to ensure that guests will all 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 2010, InterChange Events:

booked and managed around 3,000 events and room hires

worked with 250 companies and organisations based throughout the UK and Europe. Clients include the BBC's *So You Think You Can Dance*, David Ian Productions' *Flashdance*, the Royal Academy of Music and the Royal Shakespeare Company

we continued our exciting programme of public events, creating a Tuesday night film club, regular community choir performances, concerts by the Monteverdi Orchestra and the new InterChange Christmas gala

arranged 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





## INTERCHANGE EVENTS HAS AN IMPACT

Whatever the occasion, InterChange Events 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.

*"I'm sure our paths will cross again soon. Thank you again for everything - you've been great."* David Ian Productions

*"We wanted to say a sincere thank you for all the hard work and preparation that went in to making our event run smoothly. We really appreciated your positive attitude and nothing seemed to be too much trouble for your team. You dealt with all of our queries with professionalism and efficiency. Please pass on our sincere thanks to your team that helped make the auditions run so smooth."* BBC: So You Think You Can Dance

*"You've been fantastic! Nothing was too much trouble for you and your team and we really appreciate it. We very much look forward to working with you again in the near future."* Monica McCabe: Flashdance Company Manager

*"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

Our events team are keen to create a regular schedule of events including community fairs, arts and craft weekends, alternative comedy nights and a summer gala that will prove attractive to our local communities, whilst also offering opportunities for clients to fully utilise the facilities our building has to offer.



## TRAINING & DEVELOPMENT

The Training and Development department at InterChange provides innovative and tailored training and consultancy to public, private and community organisations. We help people to be inspired and clear about what they need to do to create high performing organisations that deliver real value.

During the last six years we have consistently grown in confidence, market profile and income. Last year we worked with eighty organisations and over 1,400 people attended our courses.

### ACHIEVEMENTS THIS YEAR

Over the last couple of years, under the Train to Gain, Leadership and Management Fund, we have focused on a range of shorter tailored programmes as well as longer-term organisation-wide contracts. We have worked with an exciting range of clients including:

Amnesty International, Business in the Community, Association of Teachers and Lecturers, Camden Early Years Sure Start, Community Union, Dance United, Elfrida Rathbone Camden, Groundwork UK, Hackney CVS, National Council for Voluntary Organisations (NCVO), National Children's Bureau, NLDC, Tavistock and Portman NHS Trust, Trades Union Congress and United Synagogue UK.

We have also:

strengthened our membership of the London Learning Consortium. We have submitted an Expression of Interest (EOI) to be part of Progress – a National Council for Voluntary Youth Services (NCVYS) project designed to enhance the skills of those working with young people in the voluntary and community sector

maintained our partnership with North London Council for Voluntary Service (CVS) delivering a leadership development session at their annual conference and continuing to enjoy our involvement with East London ChangeUp partnership

forged links with skills advisors for the Leadership and Management fund

significantly grown our team of trainers and consultants particularly in the areas of marketing and selling, financial sustainability and trading. We invest time and energy in building relationships with trainers and actively facilitate their work with our clients by discussing any difficulties, client feedback we need to give the trainer, lessons to learn and ways to progress a project. This assures quality, helps grow the business with our clients and enhance trainer loyalty.





## TRAINING & DEVELOPMENT HAS AN IMPACT

How we make a difference:

*“Dance United received facilitation support from InterChange for our business planning process. The session helped us to reflect on our activities and identify important action needed. Carol, the facilitator, got the ‘picture’ incredibly quickly and well. She was sensitive and intelligent and gave highly appropriate and useful advice.” Michelle Bynoe*

*“I found the training unlike any I’d ever been on. From the beginning we were all engaged in actively thinking about the thoughts, attitudes and forms of behavior we engage in and how our identities and beliefs so influence these. We ... [were] challenged to try to understand and so engage these people in meaningful conversation in an attempt to share some common ground and then tackle the task of helping to form new beliefs and perceptions, which in turn will affect behaviour. Extremely worthwhile... a definite eye opener! Thanks so much to the InterChange Team.” Sean Gooch, Project Worker, Racial Equality Project, Harmony House, Dagenham*

## PLANS FOR THE FUTURE

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

take full advantage of the £200 million, Train to Gain budget, currently being redirected into apprenticeships, making it the main funding stream for adult education

explore opportunities through both the Joint Investment Programme, Sector Skills Councils and Industry training boards, and the Green Deal. The Green Deal is likely to be European Social Fund (ESF) funded and to reflect projects

linked to ‘green skills’ recommendations. It is widely recognised that management skills are essential to businesses achieving their green aspirations and sustainability and low carbon goals

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

increase our activity in the private sector using a Corporate Social Responsibility (CSR) sales angle with the aim of generating greater surplus. It is hoped this will, in turn, enable us to support WAC’s front line services

develop our partnership-working initiatives to propose bids and offer joint services to generate income

open up access to new funding streams by working towards quality standards and approved centre status with additional accreditation bodies

We are also planning to continue 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.



## VOLUNTEERING, WORK EXPERIENCE AND STUDENT PLACEMENT OPPORTUNITIES

We continue to value the many hours of time donated to our projects by volunteers, pupils on school work experience placements and student placements from further and higher education institutions in the UK and from France, Germany and the USA. 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. Many students continue their association with WAC either by joining one of our programmes or continuing as volunteers.

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

### ACHIEVEMENTS THIS YEAR

We have six volunteers who have achieved over 45 hours, four young people who have achieved more than 100 hours of service and an incredible eight volunteers who have volunteered for over 200 hours!

We have again this year been fortunate to have some fantastic young people to work with. These include:

### WORK EXPERIENCE AND STUDENT PLACEMENT LIST FOR THE ACADEMIC YEAR 2009-2010:

Asher Adewunmi	Westminster Kingsway College
Hafiza Ali	South Camden Community School
Shalisa Allman-Lewis	Acland Burghley School
Kelsey Gleason	EUSA, USA
Koray Guney	Hampstead School
Liam Hartley	St. Peter's C of E School, Exeter, Devon
Nieem Khan-Teskiri	Home tutored
Tizian Molnar	Frankfurt, Germany
Mira Mookerjee	Fortismere School
Adam Moqrane	Mill Hill County High School
Georgia Neville	Parliament Hill School
Connor O'Neill	William Ellis School
Ebony Paige	Park View Academy
Natalie Pountney	King Edward School, Camphill, Birmingham
Lynn Rabson	EUSA, USA
Coline Schavan	Matare Gymnasium, Germany

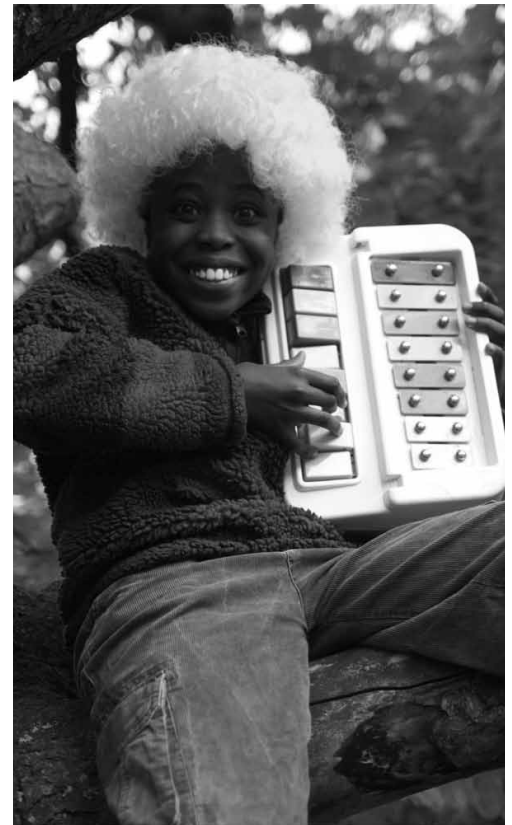
### Internship

Abdullah Al-Mutairi	EUSA, USA
---------------------	-----------



## VOLUNTEERS FOR THE ACADEMIC YEAR 2009 - 2010:

Magus Bell	Wonder WAC
Kath Breidenbach	WAC Nites
Harriet Cox	WAC Administration
Tobias Cahen	Holiday Projects
Joe Constantini	Diploma Show
Shanice Davis	Wonder WAC
Elton D'Sane	WAC Nites
Catherine Dunne	Counselling
Sandra Dwira	Events
Emma Evans	Wonder WAC
Matt Guthrie	Diploma Show
Johnathan Jacobs	Training
Jaz Jolie	Diploma Show
David Langdon	Wonder WAC
Vicky Lynch	Communications
Mohammed Muse	Wonder WAC
Sami Omar	WAC Administration
Kyrae Patterson	Diploma Show & Wonder WAC
Luke Pearson	Wonder WAC
Charley Portet	WAC Nites
David Ross-Williams	Diploma Show
Dominique Stewart	Wonder WAC
Daniel Thorpe	Communications
Gary Tigwell	Communications
Christopher West	Communications



## VOLUNTEERING AND WORK EXPERIENCE HAS AN IMPACT

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

*"I'd like to thank you again for giving me this great opportunity to learn so much about such an amazing college as WAC is one. I really enjoyed working with you and hope that I could help a little. Thank you also for organising the observing of classes for me, I had so much fun participating in the drama and vocals classes and I thought it was very interesting, how the teachers get the best out of every student ..."*

Coline Shavan, Matare Gymnasium, Germany - an exchange student with Haberdashers Askes School

*"You learn things here you wouldn't learn anywhere else and you also learn responsibility for others. We've got a real sense of community and I don't know what I'd do without it."*

Charley Portet, WAC Nites Volunteer

## PLANS FOR THE FUTURE

We are exploring ways of linking our volunteers to the training opportunities which will be available for volunteers to support the London 2012 Olympic and Paralympic Games.



## 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. Mildred Ackerman was a disabled artist who worked all her life to make the arts accessible to all. When she died, her husband donated this award to WAC in her memory. 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 Goremsandu	2000
Kevin Trail	2001
Leo Baker	2002
Rowland Samuel	2003
Maxine Fletcher	2004
Rebecca Day and Fasca Wolde-Michael	2005
Daniel Paton	2006
Vineta Mitchell and Alaric Taylor	2007
Rebecca Amissah	2008
Adesola Ade-Browne	2009



Photograph by Dee Conway



## JACK PETCHEY AWARD

For ten months each year, 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

2009		
Cody Kelly	Junior WAC	October
Hayden Cole-Rajotte	WAC Wonder Web	November
2010		
Jojo Smith	WAC Nites	January
Louis Innis	ARCO Junior	February
Ibrahim Aluko	Senior WAC	March
Alexi Burns	Diploma	April
Alex Ajuwon	Junior WAC	May
Matthew Guthrie	ARCO Plus	June
Charley Portet	Volunteers	July
Steven McGirr	Oasis	August

## ADULT JACK PETCHEY AWARD WINNERS

2009		
Melanie Ancliff	Leader award	November
2010		
Camille Curtis y Van Dyke	Leader Award	December



## STAFF, BOARD MEMBERSHIP AND PARTNER ORGANISATIONS

---

### 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
Glenn Dallas	WAC ARCO Junior Co-ordinator
Julian Daniel	WAC Assistant to the Disability Officer
Tobi Forsdyke	Media & IT Officer
Donald Fowler	Caretaker
David Foy	Caretaker
Santino Girandola	IT & Media Assistant
Ruth Glassman	Administrator
Celia Greenwood	Chief Executive & WAC Director
Sue Gresley	Receptionist
Sha Meenu Hassan	Finance Assistant
Leon Hazelwood	Junior WAC Co-ordinator
Craig Huxley	Events Development 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
Susan Marmito	WAC Arts & Media Projects Administrator
Steve Medlin	Senior WAC Co-ordinator
Maggie Mendy	WAC Disability Officer
Ultan Nelson	Caretaker
Dela Nuworgah	Administrator
Issy Okonta	Events Operations Assistant
Natalie Parchment	WAC Social Inclusion Assistant
Peter Portway	Administration & Marketing Officer
Alix Poscharsky	Receptionist
Rosemary Sewali	Finance Officer
Stephen Sheppard	Caretaker
Ken Shoults	Chief Operations Officer
Rita Shukla	Senior Finance Officer
Martha Stylianou	WAC Diploma Co-ordinator
David Sullivan	Caretaker Assistant
Sunil Tailor	Events Co-ordinator
Daniel Thorpe	Volunteer
Karen Tidsall	Training & Development Manager
Gary Tigwell	WAC Music Studio Assistant
Piotr Wijas	Caretaker
Tim Wilmott	Building Manager



---

## **BOARD MEMBERSHIP**

Mandy Berry - to May 2010  
Josephine Burns  
Peter Davey - to May 2010  
Stephen Dias  
Ian Douglas  
Brian Fagan  
Elaine Grant  
Douglas Gilmore  
Kimberley Kadour  
Patricia Orwell  
Malcolm Roberts - Chair  
Julian Sefton-Green - from October 2009 to February 2010  
Francesca Taylor  
Patricia Whitehouse

## **PARTNER ORGANISATIONS**

Throughout this report we have referred to our partners and the work we share in our drive to increase and extend the range of services we are able to offer. In pooling resources and expertise, we are able to cross-fertilise ideas and talent so that our students and users may benefit from the best available skill-set at any given time.

This openness to project-sharing and enrichment keeps us at the forefront of development in the creative and performing arts and we are proud to acknowledge just some of our most active and current partnership organisations here:

Acland Burghley School (Camden)  
Artquimia (Malaga)  
Avenues Community Centre  
London Boroughs of Camden, Westminster, Kensington & Chelsea, Islington & Hackney  
Youth Offending Team, Connexions & Children's Services  
Clissold Park Pupil referral unit (Hackney)  
Collage Arts  
Dimitra (Greece)  
Film and Video Workshop  
Maria Fidelis School (Camden)  
Metropolitan Housing Trust  
Mulab Cultural Association (Rome)  
New Arts (Arnhem)  
New Page (Norway)  
North London Council for Voluntary Service (CVS)  
Paddington Academy  
Paddington Arts  
Parliament Hill School (Camden)  
South Camden Community School (Camden)  
Space Training  
Thomas Tallis School (Greenwich)  
Transforming a Generation (TAG)  
The Tricycle Theatre  
Vital Regeneration  
William Ellis School (Camden)



## ASSOCIATE TRAINERS, SESSIONAL STAFF AND TUTORS

### TRAINING & DEVELOPMENT ASSOCIATE TRAINERS

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

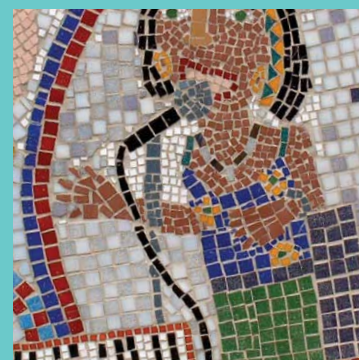
### INTERCHANGE EVENTS SESSIONAL STAFF

Gavin Bedford	Receptionist, Caretaker
Sylvia Begum	Receptionist
Victoria Fellows	Receptionist
Rudy Roberts	Receptionist
Kieran Taylor	Caretaker, Receptionist
Elaine Young	Receptionist



## WAC SESSIONAL TUTORS

David Adebowale	Oasis youth worker
Pamela Andrews	Oasis assistant and Wonder WAC assistant
Sophia-Marie Armel-Evans	Oasis youth worker
Corine Armstrong	WAC Nites vocals tutor
Christine Aspell	Oasis tutor
Lynieve Austin	Diploma singing repertory tutor, Junior WAC Holiday Project tutor
Mata Ayoub	Creative Communications tutor, Junior WAC Holiday Project video tutor and Wonder Web video production tutor
Paul Ayre	ARCO Plus digital arts tutor
Laila Baxter	Junior WAC ballet assistant and ground administrator
Gavin Bedford	Wonder Web web design tutor, Aiming High tutor and Summer Schools Band School music tutor
Rachel Bennett	Diploma singing repertory tutor, ARCO Junior vocals tutor, ARCO Plus vocals tutor, Diploma musical director, Oasis leader, Haven leader and Senior WAC intermediate and professional approaches to singing tutor
Ben Bennett	Oasis tutor, Diploma drama text tutor
Janet Kay-Bogle	Diploma singing tutor
James Bolt	Wonder WAC assistant, Oasis assistant and Junior WAC ground administration support worker
Kalan Booker-Quaintance	Wonder WAC youth worker and passenger assistant, Oasis youth worker and Junior WAC Holiday Project youth worker
Franceen Brodkin	Diploma drama tutor
Kocoa Brown	Junior WAC vocal tutor
Marc Brown	ARCO Junior music tutor
Julian Brown	ARCO Junior MC and tutor
Charlotte Burke	WAC Nites drum tutor
Carol A Burke	Oasis assistant leader and Wonder WAC tutor
Cecile Feza Bushidi	Diploma Horton technique tutor, Senior WAC professional approaches to drama tutor and Wonder WAC 18-30 Club tutor
Joseph Caleb	Junior WAC guitar tutor
Sue Campbell-Bannerman	Oasis leader and Wonder WAC tutor
Benjamin Carter	Wonder WAC tutor
Roxanne Cavaye	ARCO Plus student support, ARCO Junior student support and ARCO Plus vocals support
Paul Chivers	Wonder Web radio tutor, Junior WAC Holiday Project music and radio tutor, Oasis leader, Wonder WAC 18-30 Club leader, Creative Communications tutor, Haven assistant leader, Wonder Web outreach workshop leader, Wonder WAC 18-30 Club lead tutor, Aiming High leader and Wonder WAC leader and tutor
Sylvia Cohen	Wonder WAC tutor
Robin Cohen	Junior WAC ballet pianist
Glenn Dallas	ARCO Junior lead tutor and drama tutor and Junior WAC drama tutor
Anthony Dallas	ARCO Junior personal development tutor
Hollie Danby	Oasis assistant
Julian Daniel	Haven assistant and Aiming High passenger assistant and support assistant
Katerina Daniel-Smith	Summer Schools Circus School tutor
Claudio De Souza	Oasis assistant leader and tutor and Haven tutor
Konni Deppe	Diploma singing theory tutor
Sophia Dick-Oyelami	Oasis tutor
Mark Dollaway	ARCO Plus student liaison officer
Robert Donnelly	Oasis youth worker and tutor
Liam Dunne	Summer Schools Creative Communications assistant and Circus School assistant



Shayanna Dyer-Harris	Junior WAC percussion tutor, WAC Nites drama tutor and Wonder WAC drama tutor
Carolyn Ebanks	Junior WAC digital animation tutor, Wonder WAC tutor
Cere Ebanks	Junior WAC music assistant
Jesse English	Wonder WAC and Oasis assistant
Karelle Evans	Junior WAC dance assistant
Joel Fashola	ARCO Junior digital design support, ARCO Plus digital design support and WAC Nites step worker
Victoria Fellows	Wonder WAC 18-30 Club tutor, youth worker and passenger assistant, Wonder WAC tutor, assistant tutor and youth worker, Oasis youth worker and youth assistant, WAC Nites ground administrator, WAC Wonder Web assistant tutor and administrator and Junior WAC Holiday Project assistant
Peter Fraser	Junior WAC saxophone tutor
Micah Frizzle	Oasis youth worker
Simon Gardiner	Summer Schools assistant and Band School music tutor
George Gittens	ARCO Junior personal development assistant
Anna Goodwin	Junior WAC vocal assistant
Benedict Green	ARCO Plus music technology tutor
Louis Greenwood	Summer Schools Circus School assistant, Summer Schools Band School assistant music tutor, Wonder Web assistant and Wonder Web @ Stubbers worker
Nathan Greenwood	Summer Schools Band School music tutor
Simeon Hammond-Dallas	Summer Schools Circus School assistant
Paul Harris	Oasis assistant leader and tutor, Wonder WAC tutor
Bethany Harrison	Junior WAC ballet tutor
Ayesha Hart	Oasis tutor, Wonder WAC leader and art tutor, Wonder WAC 18-30 Club tutor
Wendy Hartley	Oasis youth worker
Leon Hazlewood	Wonder WAC tutor and Haven leader
Robert Henson	Wonder WAC workshop leader and Diploma drama and repertory tutor
Collin Hills	ARCO Junior video tutor
Piers Hunte-Dunne	Junior WAC video assistant and comms room assistant
Jeanefer Jean-Charles	Diploma dance repertory tutor
Ruth Jobey	ARCO Plus step-up tutor
Natasha Khamjani	Junior WAC Holiday Project tutor
Gemma Kissun	Oasis assistant
Jitendra Kulkarni	Oasis youth worker
Dena Lague	Diploma jazz technique tutor
Ade Lawrence	ARCO Junior student support and mentor and Junior WAC music technology tutor
Alice Lee	Haven assistant and ARCO Junior student support officer
Kevin Leo	Diploma singing tutor
Donna-Lee Lindo	Wonder Web video tutor and Junior WAC Holiday Project video assistant
Daniele Lydon	Diploma drama voice tutor
Nadine MacLean	Diploma contemporary dance tutor
Francesc Marco-Sendon	Junior WAC keyboard tutor, Diploma ballet accompanist and Summer Schools music tutor
Lynda Mason	Oasis tutor
Pascalie Matherson-Frederick	Junior WAC drama assistant
Camilla McCready-Pay	Oasis tutor
Jenny Mckenzie	Summer Schools art tutor
Tionne McMorrow	Oasis assistant
Stephen Medlin	Diploma drama tutor and director, Junior WAC Holiday Project drama tutor
Bani Mendy	Oasis tutor and Creative Communications music video tutor



Hector Miles	Wonder WAC tutor, Oasis tutor, Haven tutor, Wonder Web music tutor, Junior WAC Parents and Carer Class tutor, Wonder WAC 18-30 Club tutor and Aiming High tutor
Charles Mollet	Wonder WAC leader and tutor, Wonder Web workshop tutor, Wonder WAC sensory tutor, Oasis tutor, Junior WAC tutor
Cyroy Morgan	Oasis assistant leader and tutor, Wonder WAC 18-30 Club tutor, Haven tutor, WAC Nites support worker
Emma Morgan	Wonder WAC tutor
Carol Moses	ARCO Junior student support officer
Natalia Napalkova	Senior WAC ballet dance tutor
Teddy Nygh	ARCO Plus drama tutor
Bonnie Oddie	Junior WAC movement and dance tutor
Stephanie O'Driscoll	Junior WAC drama tutor
Sinead Osheku	Oasis assistant, ARCO Plus drama and vocals support, Junior WAC Holiday Project assistant
Indra Ove	Diploma drama text tutor and Junior WAC Holiday Project tutor
Lara-Jane Owen	Oasis tutor and Wonder WAC tutor
Ayo Oyelami	Wonder WAC leader and tutor, Oasis leader and Junior WAC drama tutor
Mitchell Panayis	Summer Schools Creative Communications tutor
Yui-Kuen (George) Pang	Junior WAC digital arts assistant and cybercafe
Elizabeth Parker-Foskett	Junior WAC cybercafe
Kyrae Patterson	Wonder WAC assistant
Charley Portet	WAC Nites trampoline assistant, Wonder WAC assistant and Oasis assistant
Diego Prado	Oasis assistant, Haven assistant and passenger assistant
Zoe Rahman	Senior WAC music level three tutor
Amanda Rice	Wonder WAC tutor
Ella Ritchie	Wonder WAC tutor
Rudy Roberts	Wonder WAC assistant and Junior WAC ground administrator
Latifat Saka	Wonder WAC tutor, Wonder WAC 18-30 Club tutor, Oasis tutor and assistant leader
Taofeeq Sansi	ARCO Plus step up tutor and ARCO Plus dance tutor
Pinis Saul	Diploma vocals tutor
Ileki Scarlett	ARCO Plus music technology support
Marlis Scholz	Wonder WAC tutor, Wonder WAC 18-30 Club tutor
Rishi Shukla	Junior WAC Holiday Project assistant
Abdul Shyllon	Diploma singing tutor
Fleeta Siegel	Wonder WAC tutor
Dominique Stewart	Wonder WAC 18-30 Club passenger assistant, Wonder WAC assistant and youth worker, Oasis assistant, Haven assistant, Junior WAC Holiday Project music and radio assistant, Aiming High passenger assistant
Martha Stylianou	Diploma Graham technique tutor and choreographer
Shih-Yun Su	Summer Schools Creative Communications tutor
Steven Taylor	Junior WAC Holiday Project assistant
Cai Tomos	Oasis tutor
Ondrej Vlasek	Wonder WAC youth worker, Wonder Web video assistant, Oasis youth worker and Haven youth worker
Kirsty Walker	Oasis youth worker, Wonder WAC youth worker and passenger assistant
Che Walker	Diploma drama text tutor
Leon Walker	Junior WAC music tutor
Dawn Walton	Oasis tutor
Niamh Webb	Aiming High tutor, Wonder WAC tutor, Haven tutor, Oasis tutor, Wonder Web outreach drama tutor and Wonder WAC 18-30 Club drama tutor
Susan Woodbridge	Junior WAC Holiday Project drama tutor
Mark Wraith	Diploma ballet tutor
Jo Yeoman	Oasis tutor and Haven tutor



## THANK YOU TO OUR FRIENDS, FUNDERS AND SPONSORS

We would like to thank 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.

Aldenharn Club Trust  
Arts Council of England - London Office  
BBC - Children in Need (London)  
Capital Radio - Help a London Child  
Creativity, Culture and Education  
Equitable Charitable Trust  
Esmee Fairbairn Foundation  
European Commission  
(European Social Fund) Leonardo  
Frank Buttle Trust  
Garfield Weston Foundation  
International Banker Charitable Trust  
Jack Petchey Foundation  
Learning and Skills Council  
London Borough of Camden:  
• Exclusion Service  
• Leisure & Community  
• Social Services  
• Transformation Fund  
• Youth Service  
London Development Agency (LDA)  
LPSA - Youth Capital Grant  
Learning and Skills Improvement Service  
(LSIS)  
Rusmiddeletaten, Oslo  
State Street Foundation  
Tudor Trust  
The Vandervell Foundation

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 and Media College, is a registered charity and company limited by guarantee, working with hundreds of young people, and a diverse 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.

### THANK YOU ALSO TO

In addition to all the serving staff and board members listed in this report, we would like to thank the numerous individuals and groups, including the Friends of Hampstead Town Hall, who contribute enormous amounts of time and effort towards making InterChange the vibrant and diverse organisation it is today.

With great regret this year, however, we also said goodbye to our legal advisory team when we closed the service in July. The legal department lost its London Councils funding in April 2009 and, despite our best efforts, we were not able to win replacement funding. All those who used the service greatly valued the expertise and professionalism of the staff who will be much missed. We would like to thank Peter Korn and Roger Bronkhurst for their hard work and dedication and wish them well for the future.



Funded by Camden Council



Investing in jobs and skills





INVESTOR IN PEOPLE



InterChange  
Hampstead Town Hall Centre  
213 Haverstock Hill  
London NW3 4QP

T: 020 7692 5800  
F: 020 7692 5801  
E: [info@interchange.org.uk](mailto:info@interchange.org.uk)  
W: [www.interchange.org.uk](http://www.interchange.org.uk)

WAC Performing Arts & Media College  
Hampstead Town Hall Centre  
213 Haverstock Hill  
London NW3 4QP

T: 020 7692 5888  
F: 020 7692 5889  
E: [info@wac.co.uk](mailto:info@wac.co.uk)  
W: [www.wac.co.uk](http://www.wac.co.uk)