



ANNUAL REPORT 2010-2011



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



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CHAIR'S FOREWORD

The annual report which follows outlines our achievements in the UK and Europe over the past year. What it does not cover is the hours of frustration and ingenuity needed to deal with funding cuts, delayed decision making and changes of policy. Within this challenging framework our staff continue to be innovative and pro-active on behalf of all our students, their families and the local community.

The board of trustees endorses their work to expand, let alone survive, in the current economic environment. Our reward lies in seeing what can be achieved and changed for the young people we support.

Patricia Orwell

Joint Acting Chair, InterChange Trust

InterChange had a sound year financially receiving grants and donations of just over £1,800,000 as well as generating over £800,000 in fee income. This allowed us to increase the programmes we run for our beneficiaries and also to strengthen our reserves, which currently stand at nearly £250,000. The Board remains committed to the policy of building a secure level of reserves, which it considers necessary to stabilise the organisation through what promises to be a difficult economic situation in the coming years. Expense controls have been effective and the financial position has been helped by additional funding from projects where InterChange led a consortium of service providers. Raising additional funds from new sources is a key priority going forward and we are very pleased by the recruitment of a fundraiser to help further this aim and where early signs of activity are encouraging.

Results from fee income, again of key importance to the surplus position, were slightly disappointing both from



room hire and from the Training Department but there have been some recent signs of improvement.

The Board is conscious of the fact that, despite two years of good financial results and a high level of activity in the organisation, the overall funding situation is difficult and that it must remain vigilant in the face of various challenges that InterChange may face in the coming few years.

The Board is looking to recruit a new Chairperson with the qualities of strong leadership skills and strategic vision. New Trustees that have joined the Board recently have already made significant contributions, bringing in much needed and diverse skills. This makes me encouraged that we have the right team for the tough external environment at Board level, complementing the enthusiastic, unstinting efforts of the staff to improve the lives of young people.

Stephen Dias

Joint Acting Chair, InterChange Trust



CHIEF EXECUTIVE'S INTRODUCTION

Interchange has had a very successful year. We have increased the number of young people we work with, increased the number of external bookings for our studio spaces, extended the range of training services we offer and added to our reserves to consolidate our financial stability. We also attracted significant sums of capital funding, which have allowed us to refurbish and improve the public areas of the building, provide cutting edge technology to support learning for disabled children and install rigging for aerials so our young people can learn to fly!

This year we worked hard to develop employment routes for the young people we train. We participated in the Future Jobs Fund scheme offering six month's employment to five young people and have been able to offer permanent contracts to four of them. We have also secured a contract to deliver fifty apprenticeships for 16-25 year olds in the creative industries, which give exit routes for students when they complete a training course.

Despite very difficult financial constraints imposed by the economic climate and the disappointing news that we have lost revenue funding for next year from both the Arts Council of England and London Borough of Camden, we feel positive about our future. We have an excellent staff team who are dedicated to improving the life chances of disadvantaged young people and a hard working and supportive Board of Trustees who have enormous expertise. We have begun to review and develop our business model to access new sources of funding and recognise that there is a greater need for our services for young people than ever before. We are confident we can meet these challenges as we develop and move forward.

Celia Greenwood

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



HIGHLIGHTS OF THE YEAR



Received a new bus for disabled children from the Variety Club!

Collected 1,750 signatories
on our online petition
against Arts Council Cuts

Home > Categories > Media, Culture and Sports > Save Junior

Save Junior & Senior WAC

Sign Blog Signatures Email friends

Signatures

Page: 1 ... 33 , 34 , 35 , 36

1751 Name: [redacted] on Jul 14, 2011
Comments: I attended WAC from 1978 to 1981 as invaluable as my personal development in the art world, this is the reason my daughter got involved in musical theatre. Surely there must be a way adults alike who will benefit from such a successful

1752 Name: [redacted] on Jul 25, 2011
Comments: WAC is a great service to the community that many children whose parents cannot afford what is offered by WAC. My son attends the circus and loves it and makes friends. Since becoming a part-time wage to afford for him to go on special Children come from all over the borough and make adulthood on these programmes which is a very positive mindset together in the more difficult times

1753 Name: [redacted] on Jul 27, 2011
Comments: Please continue to support this project for young people to express themselves and this will be a great thing.

1754 Name: [redacted] on Aug 12, 2011
Comments: I am posting comments on Facebook arts council have chosen to not prioritise this. I am on behalf of the whole of South Camden FSSW (South Camden) which is a massive number of young people for this!!!

1755 Name: [redacted] on Aug 12, 2011
Comments: I am a children's social worker in the work WAC does is tremendously beneficial to young people. Please reconsider arts council funding. I am in North and South Camden who are so aware of the Arts Council. Money spent elsewhere may be of a large amount of disadvantaged children in the area

1756 Name: [redacted] on Aug 15, 2011
Comments:

1757 Name: [redacted] on Sep 11, 2011
Comments: Both my children are just about 11 years old. They attended 5 years ago. Children and young people who attend WAC reach the most vulnerable too. Unfortunately

1758 Name: [redacted] on Oct 25, 2011
Comments: With this government of amateur politicians suffering from the cuts!!

WEEKEND ARTS COLLEGE FOR PEOPLE FROM LOW INCOME FAMILIES

WAC (Weekend Arts College) provides a great service to disadvantaged young people. They can take part in a wide range of art forms and genres so every young person can benefit from the programmes for young people with special needs and vocational training for 14-25 year olds who cannot afford extra curriculum

WAC has lost its Arts Council funding from April 2010. There are 600 people on the waiting list. They are all young people aged 14-25. There are also evening sessions for young people aged 16-25.

In July 2011, the Trustees of The Andrew Lloyd Webber Foundation secured three years' new funding from the Andrew Lloyd Webber Foundation!

www.wac.co.uk

Attracted three years' new funding from the Andrew Lloyd Webber Foundation!

Commenced a pioneering partnership with Central School of Speech and Drama



Staged successful Junior WAC shows!

West End Productions of Shrek, Sister Act and South Pacific rehearsing with us and sharing with WAC students!





SENIOR WAC

Senior WAC provides training in the performing arts and new media for young people between the ages of 14-25. Classes are at the weekend and provide students with the high quality specialist training required that enables them to progress to further education courses in performing arts or directly to a career in the industry.

As the original Weekend Arts College (WAC) project, Senior WAC is uniquely placed to evolve new techniques and strategies. Affordable and accessible, we offer state-of-the-art facilities and professional level tutors. There are regular performance opportunities and students are supported in personal development with career days and a range of audition and interview technique classes.

ACHIEVEMENTS THIS YEAR

This year Senior WAC:

- attracted over 100 new applicants to taster day, most of whom were offered places in at least one class
- provided training for 200 young people, 43 of whom moved on to arts related further and higher education courses
- welcomed highly celebrated tutors to raise the standard of class delivery even higher, including Martina Laird from the Royal Shakespeare Company and a portfolio of TV roles, multi award winning director and playwright Che Walker, celebrated jazz musician Annie Whitehead and Diana Igbokwe from Uchenna Dance
- greeted playwright Roy Williams and 80s soul legend Omar who came in to work with students
- nurtured 'home grown' talent by welcoming Roxanne Cavaye as a singing tutor. Roxy started as a student and over the years has shadowed, assisted and is now running a successful and vibrant class
- organised 17 trips to see live events
- staged a successful Christmas cabaret – we celebrated with a wide range of both original and cover songs from all musical genres
- embarked on the new spring term with a shift in emphasis from progression to performance. Culminating in our presentation night, the term concluded with a showcase of work from all classes
- delivered a week of Band School for twenty 13-19 year olds. Students divided into two groups who rehearsed cover songs, wrote their own compositions and learnt about the recording process by spending a day in the studio making a demo of their work. The week culminated in a live gig which made the Town Hall rock!
- awarded the annual Mildred Ackerman award to Bukkola Abdul and a Jack Petchey award to Germante Deniusyte (see page 32)
- in May received the fantastic news that Trustees from The Andrew Lloyd Webber Foundation had heard about our 100% cut in funding from Arts Council England and encouraged us to apply for a donation. After a short process, the Foundation decided it would fund Senior WAC tutors for the next three years ... vindicating this fantastic project and helping to secure it through the next few difficult years

Photographs by Charles Sheldon





SENIOR WAC HAS A POSITIVE IMPACT

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

“In continuing jazz dance I’ve gained extreme confidence within myself and in establishing ... how I became a good dancer. From the start of level 2 I did become extremely overwhelmed by the fast pace and hard combinations however, after a while, the process became a lot easier. My teacher has been very supportive ...” **Senior WAC student**

“I feel that both singing classes at WAC have helped me a great deal. Before attending, I had no detailed knowledge of the voice and merely knew that I could sing. Now I know more about the voice including warm-ups, preservation and how to get the most out of my voice.” **Senior WAC student**

“First and foremost I learnt about the famous August Wilson ... [and] ... techniques I hadn’t come across before ... Che was very helpful in class. The comments he gave to myself and others were invaluable. ... Overall, what I feel I’ve gained from the class is a renewed appreciation of the arts and the beauty and strength of words” **Senior WAC student**

PLANS FOR THE FUTURE

We hope to raise the profile of the work that we do at Senior WAC through outreach work, public performances at a variety of external venues and a greater presence in news and media. With rigging for aerials now completed, we intend to build this specialism into our physical theatre curriculum.



JUNIOR WAC

Junior WAC offers classes on Saturdays for children and young people from 5-14 years old. Sessions range from drama and dance to digital arts and video production, providing a varied experience for members as they learn new skills and meet new friends!

ACHIEVEMENTS THIS YEAR

This year Junior WAC:

- provided an exciting arts experience for 548 Junior WAC students
- welcomed several new personnel to the staff team when the autumn term began in September. Ben McDonnell, Carla Beckford, Simeon Hammond-Dallas and Natasha Khamjani have all been fantastic and their enthusiasm has been refreshing to the young people and existing staff alike
- took 150 children and their families on the annual Junior WAC Christmas visit to the Hackney Empire to see the pantomime; *Jack and the Beanstalk*, the best panto in town!
- organised regular class observations to ensure that the level of teaching remains to our usual high standard and that the young people progress in their work throughout the year. The Junior WAC co-ordinator also collected feedback from families, staff, the children and young people themselves – all of which proved very encouraging
- staged a very successful end-of-year music presentation evening where students demonstrated their musical skills after taking part in musical tuition at WAC. Their work was very impressive and both parents and students enjoyed themselves
- held an 'open class' day for our youngest children so their parents and carers could see them in action
- increased our one-to-one music tuition by more than 10% and offered a further five instrumental classes to Junior WAC students at our WAC Nites project
- arranged two sell out shows to celebrate the end of the year. All the older Junior WAC students performed on the last day and the audiences were very impressed by the high standard of work. Our special guest for the evening was Martina Laird (from the BBC's *Casualty*) who spoke to the young people and presented awards
- collected 1,750 signatures on our online petition which was sent to the Arts Council of England in protest at our loss of funding
- awarded the annual Jack Petchey award to Nyasha Pamire-Mohammed who took his friends to see *The Lion King* (see page 32)

For our holiday projects this year, Junior WAC:

- delivered a wonderful autumn half term project for 8-13 year olds to celebrate Black History month. Children took part in dance and drumming workshops and designed and printed T shirts paying tribute to the black heroes and heroines who inspired them
- ran an exciting spring half term project focused on lyrics and song writing. The week concluded with a performance of the work that had been created by the children which was well supported by their parents and carers
- worked in partnership with arts organisation, Yeast Culture, to deliver an innovative summer half term project. It began with an exploration of Hampstead Heath through guided walks and talks, followed by a rummage around the Burgh House archives. Students created short films, animations and music pieces to create a 21st Century portrayal of the history of the Heath and what it means to them now. These works will be put on display at the Burgh House for an exhibition later this year. Students' work is available on the project website at www.wac.co.uk



JUNIOR WAC HAS IMPACT

“If WAC had not been so instrumental in our lives, we would not be as successful as we are now, both personally and professionally. WAC has been - and continues to be - invaluable to us. Our children adore coming here and it has built their confidence, communication and social skills and reaffirmed their value; particularly considering that we are of minority ethnic background and this support is essential in our community in producing well-rounded contributors to a society they often feel excluded from.” **Junior WAC parent**

“My seven year old recently attended the Circus School summer workshops at WAC and I wanted to thank you for the opportunity ... There are so few opportunities open to his age group and the experience he gained was fantastic. He was so excited and, as we approached the WAC building each morning, he ran inside, bubbling with enthusiasm. It was great for me also to see him mix with other children from his neighbourhood, outside his normal school environment. Your staff were extremely welcoming, informative of his progress and caring towards his wellbeing and he clearly established a warm relationship with you all.” **Junior WAC parent**

PLANS FOR THE FUTURE

With new funding from Camden we will be delivering classes for parents and new family learning days for parents and their children. We are also planning a programme for parents to help them support their child to succeed in education.

We are looking at future ways of increasing ways to fundraising. We believe that engagement in positive activities for this age group is preventative work, which helps young people maintain their education and resist involvement in more negative pastimes. The cut to our Arts Council England funding and the closure of the Play Service in Camden has highlighted the need for more involvement from parents and students in new ways of attracting funds to secure the future of this amazing programme.





WAC NITES

WAC Nites is an evening programme for 11-25 year olds offering a range of arts and media classes as stimulating leisure activities. WAC Nites does not expect the same level of long-term commitment as other programmes and the range of classes changes regularly. Members can try a number of activities over the course of a year.

This year, the programme included drama, street dance, jazz music, singing, band support, instrumental tuition, and trampolining. WAC Nites also delivers workshops for young people with learning difficulties through Wonder WAC and the digital media project for young people on the autism spectrum through Wonder Web.

ACHIEVEMENTS THIS YEAR

This year WAC Nites:

- worked with 137 young people who attended regularly and completed three terms of activity
- delivered individual instrumental lessons to 32 young people
- supported 21 young people to achieve Assessment and Qualifications Alliance (AQA) awards for recording achievement
- registered eight members of the vocals class for Trinity bronze arts awards
- encouraged the Jazz Alive group to rehearse and record their own compositions, which are posted on the WAC web site. They also collaborated in work with the vocals group
- used the theme of 'Friendship' to inspire work in class and encourage collaborative and supportive engagement between the different groups
- supported the vocals group at the Hampstead Festival where they performed three show-stopping songs to a very appreciative crowd

- offered volunteering opportunities to older members and provided training in makaton, first aid, passenger assistant management and dealing with challenging behaviour for volunteers and tutors
- gave young bands the opportunity to perform at WAC showcase events
- awarded the annual Jack Petchey foundation award for outstanding achievement to Sarah McCarthy, who participates in the trampoline class (see page 32)





WAC NITES HAS IMPACT

“Fun drum lessons at a good time.” **WAC Nites student**

“My class is very enjoyable and I feel like I make a lot of progress.” **WAC Nites student**

“An enjoyable environment where I can feel comfortable and carry out an interest of mine.” **WAC Nites student**

PLANS FOR THE FUTURE

We hope to provide more opportunities for performances and sharing both at WAC and in the wider community. We also plan to arrange more trips to experience live theatre and music.

In working with other groups to deliver shared sessions, we are also hoping to arrange special master classes by visiting artists as a means of extending the range of art forms available for members to try.





ARCO

The ARCO department offers a variety of daytime social inclusion projects for 14-22 year olds. We run three programmes: ARCO Plus, ARCO Junior and ARCO Xtra. Each one is designed to offer its students an alternative to mainstream education, to engage young people and provide a range of activities that will motivate them towards success.

ARCO Plus works with 16-22 year olds who have left school with no qualifications or very poor qualifications and aims to re-engage them in learning and qualification achievement. ARCO Junior provides alternative education with 14-16 year olds who are failing in school and are at risk of permanent exclusion and ARCO Xtra provides enrichment activities for under-achieving young people in schools, pupil referral units and other youth settings.

ACHIEVEMENTS THIS YEAR

This year ARCO:

- provided positive activities, skills and entry to education or employment for 850 young people across twelve London boroughs. As lead partner on the Stellar Project, funded by the London Development Agency and European Social Fund, we directly delivered activities and projects to 270 young people and coordinated the work of five other partners to deliver the rest; Collage Arts, Transforming a Generation, Shape UK, Metropolitan Housing Trust and Prevista.

This year ARCO Plus:

- provided six, two-week intensive music and video courses for ninety young people who were NEET (Not in Education, Employment or Training)
- ran a twelve-week intensive programme for forty 16-22 year olds. The young people in this exciting group were very talented

and highly motivated, with over 90% completing the programme

- supported twenty-one 16-22 year olds to achieve bronze and silver Trinity arts awards
- encouraged eight young people who organised a wonderful evening of music at the Indigo club in Shoreditch. They booked the venue and the performers, promoted the evening, gained sponsorship for the event in the form of prizes from local businesses, managed the box office and hosted a sell out evening, which raised £2,000 for WAC!

This Year ARCO Junior:

- provided thirty weeks of alternative education for three days each week for sixteen year 11 students who were at risk of permanent exclusion from school
- maintained a significantly higher attendance record for the students than had been achieved at their original mainstream schools
- enabled sixteen year 11 students to achieve 156 level 1 and 57 level 2 Open College Network units in arts and media subjects. Nine level 1 units are equivalent to one GCSE at grade A-C and nine level 2 units are equal to two GCSEs at grade A-C
- supported ten students into mainstream college courses where they are still enrolled and thriving!
- introduced a 'breakfast club' to develop social and life skills and ensure students were not trying to learn on empty stomachs
- delivered team-building and master classes including ice skating, mask making, poetry and several theatre trips
- staged a wonderful and innovative production of *Romeo and Juliet* which included live performance, film and original music. The show amazed teachers and family members alike with its originality and professionalism



This year ARCO Xtra:

- provided curriculum enrichment sessions for five schools which improved English GCSE results for participants
- delivered African drumming and spoken word workshops in Clissold Park PRU (Pupil Referral Unit) in Hackney, a drama and personal development programme at Longford School in Barnet, dance workshops at the Bernie Grant Arts Centre in Haringey, a video project with The Tricycle Theatre and Press Road Estate, drama with Hardknock Productions at City and Islington College and photography at Westside PRU in Brent
- in partnership with the Vital Regeneration organisation, delivered their 'Create +' music programme at our centre in Belsize Park

ARCO HAS AN IMPACT

"It's a great opportunity for youth like me to do something that I want to do without the GCSEs" **ARCO student**

"It's great and fantastic!" **ARCO student**

"The English results this year were just phenomenal, unbelievable, and WAC definitely played a part in that success"
Head of Year 11, Paddington Academy



PLANS FOR THE FUTURE

Record numbers of unemployed 16-25 year olds, cuts to youth services and careers advice services for young people and the loss of Educational Maintenance Allowance have already had an impact on the demand for our services. We are therefore now very pleased to be part of a partnership that has secured a Skills Funding Agency and European Social Fund contract to deliver education and training for 16-19 year old NEETs (those Not in Education, Employment or Training).

Next year we will also be working with the London Borough of Wandsworth to provide positive activities in six south London boroughs. Additionally, we are also working with Westminster Kingsway College to provide courses for 19-25 year old NEETs and continue to deliver apprenticeships for the creative industries through a contract with North Hertfordshire College.

Projects are planned for work with Feltham young offenders' centre with the possibility of extending to Belmarsh Prison. We also want to continue to work closely with hostels and youth agencies and to extend this network offering taster projects that encourage young people back into learning.

We plan to continue to develop partnerships London-wide and deliver joint projects where possible with our current partners Paddington Arts, Tricycle Theatre, Film and Video Workshop, Space and Vital Regeneration.



NATIONAL DIPLOMA IN PROFESSIONAL MUSICAL THEATRE

Accredited by Trinity College London in 2008, the WAC Diploma course is one of only twenty-two establishments in the UK to offer a full-time, professional course of study in musical theatre.

Within this select group of colleges holding full conservatoire status, WAC is one of a very few establishments to deliver a course where the study of dance, drama and singing is each given equal status. Fewer still focus on non-western disciplines in their classical as well as more integrated forms of these performing arts.

This ensures that the WAC Diploma course is at the creative forefront in its field, appealing to a wide range of students with professional interests that are often unserved elsewhere.

ACHIEVEMENTS THIS YEAR

This year the Diploma Course:

- enrolled eleven first year students, five of whom receive Dance and Drama Awards (DaDAs). There are three international students and several from outside of London; four are graduates from other courses at WAC
- introduced first years to the course through a dynamic term's work that they presented in December. This included Bouffon performance work with text from Lewis Carroll's *The Jabberwocky*, a South African choral ensemble and a high-powered free dance piece that explored risk taking and challenging personal boundaries
- introduced first years to storytelling. They explored and dramatically presented stories about 'altered states of consciousness' through text, song and movement in a short piece of musical theatre, directed by Ben Bennett, with musical direction by Rachel Bennett and choreography by Naomi Deira
- inspired second and third year students who, under the direction of Susan Woodbridge, produced a North Indian folk tale with Amina Khayyam leading Kathak dance and Unnati Dasgupta leading Hindustani singing. This was a very challenging piece of work as the students had to explore a very different set of cultural norms. They played cross-gender characters and the audience enjoyed the humour that this lent the piece
- welcomed several exciting new tutors to the programme: Randolph Matthews - singing repertoire, Naomi Deira and Gary Nurse - dance repertoire, Francesc Marco - sight singing, Alex Frei - Mattox jazz dance technique and Katy Lipson and Osnat Schmool - musical directors
- explored modern American art forms with the second and third years looking at jazz standards in vocals, American rhythm tap in dance with Temujin Gill and classic American texts with Martina Laird. Students worked on understanding these forms and their cultural roots, and worked towards performance
- performed a sell out musical theatre production *Once on This Island*, for three nights in May. Second and third year students worked with Vik Sivalingam (Royal Shakespeare Company) as director, Katy Lipson as musical director and Alex Frei as choreographer
- across three audition days recruited 15 students for the academic year 2011-2012. They include students who are travelling from Argentina, Poland and Germany to train with us
- supported a number of applicants who show real promise but are not yet ready for this level of training. They have joined a number of our other programs including Senior WAC, ARCO Plus and WAC Nites to gain a little more experience before applying next year



- produced an exciting piece of theatre devised by first years and performed at Teatro Technis in June. Entitled *Deadly* it explored the seven deadly sins under the direction of Stephen Medlin, with musical direction by Osnat Schmool and choreography by Temujin Gill



THE WAC NATIONAL DIPLOMA HAS AN IMPACT

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

"I could not ask for more support, they have been understanding and put up with all the dramas I've had" **Diploma student**

"Intense & interesting" **Diploma student**

"Good quality of teaching and support of students" **Diploma student**

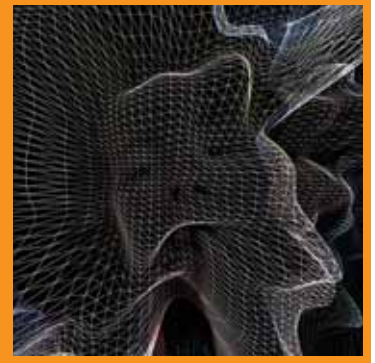
"I think the teachers are fantastic and I have gained so much from them" **Diploma student**

"Feels like home" **Diploma student**

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 continue to recruit a student body that represents a world-wide community.

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



SEND

At WAC we aim to be as inclusive as possible in everything we do. As part of this aim we run projects that appeal to young people of all abilities.

Our Special Educational Needs and Disability (SEND) projects are uniquely designed to cater for young people with learning disabilities. We also run a range of projects for young people with Autistic Spectrum Disorder (ASD) or Asperger's Syndrome and issues with social communication.



WAC WONDER WEB

WAC Wonder Web social networking project is a multi-media programme for young people over the age of twelve with learning disabilities. It centres around the website www.wacwonderweb.co.uk and is run by and for young people themselves.

The site itself provides a place for young people to blog, share ideas, discuss topics and display their creative work. It received more than 300,000 hits within the year 2010-2011 and achieved an average of 4,000 unique visitors per month.

ACHIEVEMENTS THIS YEAR

It's been a really busy, action packed year for WAC Wonder Web which has seen the website grow enormously in size, user base and popularity.

This year:

- our roving reporters attended numerous events including the Shape Articulate conference in November and the presentation of the new WAC minibus, where they met and interviewed members of the Beach Boys. At the Help a Capital Child grant celebration event in May, they visited Speakers House at the Houses of Parliament and interviewed John Bercow MP. Reporters were also invited to Capital FM's Summertime Ball in June where they saw several artists, including Jessie J and JLS perform
- our young people visited BBC Television Centre as part of the March 2011 Learning Event. Having been part of the BBC Children in Need 'Fun and Friendship Programme' for a year, they shared their work with other project partners and were given a guided tour of this historic building
- our holiday projects have seen our students host a week's worth of radio shows in the Creative Communication project, produce their own 'mockumentary' style film about the Band School and take part in an exploration of Hampstead Heath. This included guided walks and a unique opportunity to explore the archives at Burgh House
- we have completed several projects with Fun and Friendship partners Whizzkidz, including creating an audio book and a special radio show with it's young ambassadors
- WAC Wonder Web has also provided outreach workshops at the nearby



Acland Burghley Secondary School with ASD Learning and plan to target new schools and youth groups over the following year

WAC WONDER WEB HAS AN IMPACT

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

"I really enjoy the WAC Wonder Web project. WAC is a great organisation with inclusive technology that lets me be creative, express my feelings and have fun." **WAC Wonder Web student**

"Lukas had the most fabulous week with you guys for half term. He actually made an animation last week. I'm trying to organise my work so he can join you on the Tuesday or Wednesday. You are good people doing great work." **WAC Wonder Web parent**

"Thank you so much for your work with my son, he has really changed remarkably since becoming involved in the website project and now has a passion, in electronic music, and has had a real boost in self esteem."
WAC Wonder Web parent

PLANS FOR THE FUTURE

WAC Wonder Web is set to continue to grow on a global scale, establishing new worldwide contacts, hosting more live radio shows every week and continuing to pioneer inclusive web technologies. We also plan to have a strong presence at the Olympic and Paralympic games in 2012 as well to organise more trips both within and outside the UK.





WONDER WAC

Wonder WAC is our programme of performing arts and media activities for young people with learning disabilities. Workshops have taken place during term time throughout the year with groups working on a range of projects. These projects are designed to serve identified age groups and to ensure that the activities are both relevant and enjoyable.

This year we have run three Wonder WAC projects on-site at the WAC base; Wonder WAC for 11-17 year olds runs on Tuesday evenings and in the day-time during school holidays, Wonder WAC for 18-25 year olds happens on Wednesday evenings and the Wonder WAC 18-30s Club runs on Tuesday evenings and during half-term holidays.

Wonder WAC also organises the Aiming High project which offers a range of off-site school holiday activities for 8-18 year olds, particularly around the Christmas and New Year period.

ACHIEVEMENTS THIS YEAR

At Wonder WAC, young people with learning disabilities learn skills and techniques across a range of arts and media forms including dance, drama, music, vocals, art and using our state-of-the-art media facilities and sensory equipment.

Over the year, the groups have:

- worked with 120 students with Special Educational Needs and Disabilities (SEND students)
- provided 92 evening Wonder WAC sessions and twenty days of provision during school holidays
- created and recorded live music tracks in the recording studio
- made several original films for the website
- used digital templates for artwork to create displays for the Atrium

- presented work at work sharing events, including the opening of the Inclusive Technology Suite and new Sensory Pod
- produced a collage of photographs for permanent display
- worked on collaborative and inclusive projects with children and young people of all abilities including the Heath Life project and Circus School during the school summer holidays
- participated in social events and presentations throughout the year
- organised and taken part in a range of off-site trips
- assisted in devising new and exciting ways of using technology
- enhanced young adults' creative healthy living independence skills generally and so that nine of our young people achieved AQA accreditation in Basic First Aid
- twelve Wonder WAC members have been supported to join other WAC projects enabling them to move on and expand their skills and knowledge base
- encouraged five Wonder WAC students to volunteer and support younger students





WONDER WAC HAS AN IMPACT

The time young people with learning disabilities spend at Wonder WAC makes a real difference to their lives:

“Just a quick note to thank you, your colleagues, and the fantastic young people at WAC for yesterday’s filming. We really appreciate the time and effort given by so many people to enable this to happen; as we know that such things do not come together without careful planning. The young people were such a delight to work with; full of fun and enthusiasm, and they certainly kept us on our toes when the cameras were turned on us! On behalf of Help A Capital Child, thank you once again for being so accommodating and for your continued support.” **Kate Fawcett, Community Programmes Coordinator, Global Radio**

“I love it here!” **Wonder WAC student**

“I like doing music, art and drama, and learning about Martin Luther King” **Wonder WAC student**

“We love drumming at WAC”
Wonder WAC student

PLANS FOR THE FUTURE

Having made fabulous improvements to our indoor facilities and equipment, made possible through funding from Camden Local Partnership Service Agreement (LPSA), Aiming High and Help A Capital Child, we hope to develop some of our very limited outside space into a sensory garden with outdoor seating and creative areas.

Our Wonder WAC provision for over 18s had to be reduced during the summer 2011 due to cuts implemented by Camden Adult Learning Disabilities Team. We are working closely with the London Borough of Camden’s Micro Enterprise Programme Coordinator to look at new ways of supporting the work we do for our young adults with learning disabilities.

We are determined to continue to provide this valuable support and range of services at such a crucial time in the lives of many of our students during the transition from adolescent dependence through to potential independent adulthood.





OASIS AND HAVEN

Our Oasis and Haven projects offer exciting residential courses for young people with learning disabilities. The Oasis project caters for young people with learning disabilities over the age of eleven and Haven is specifically designed for younger students aged between 9-13 year olds with severe learning disabilities or Autism Spectrum Disorder (ASD).

Our residential projects run either over the weekend or for up to five days during the week. These residential offers fantastic opportunities for young people to experience new environments and develop new skills.



The young people visit different activity centres in the countryside and stay in varied accommodation. This has included camping under canvas, staying in log cabins and even a beautiful country house. All the centres provide a full range of exciting outdoor activities during the day. In the evenings we offer arts activities, have barbecues and singing or storytelling around campfires.

Young people are encouraged to try exciting new activities, and to develop their group work and independent living skills. These trips away have the extra benefit of providing much needed respite for parents, carers and their families.

ACHIEVEMENTS THIS YEAR

At Oasis and Haven this year, we have:

- run eleven residential courses providing a total of 49 nights of short breaks
- offered the equivalent of 18 places for 8-13 year olds, 72 places for 11-17 year olds and 24 places for our 18-30s Club during the year
- visited three outdoor adventure centres including: Hindleap Warren in Forest Row, East Sussex; Stubbers Adventure Centre, Upminster, Essex and Woodrow High House, Amersham, Buckinghamshire
- enabled participants to experience jet skiing, power boating, sailing, quadbiking, archery, fencing, low ropes, zip wire, string trail, swimming, pond dipping, bug hunting, glass painting and to host disco and karaoke nights
- encouraged the groups to improve their independent living skills through budgeting, shopping, preparing meals, cooking food, washing up, tidying and cleaning shared living spaces. Where appropriate, students were also encouraged to take more responsibility for their own personal care and belongings
- provided the necessary support and supervision for older students to travel to and from the venues using public transport, whenever possible



OASIS AND HAVEN HAVE AN IMPACT

Both the Oasis and Haven residential projects have an important impact on the lives of both the students themselves and their families and carers:

“So, after weeks of planning, our son finally went on the WAC camp weekend this weekend, to Stubbers Adventure Centre. I am delighted to say that it was a very successful experience. Having Fiona care for him was instrumental in making it possible, together with the meetings, emails and medication training, as well as all of Maggie’s experience and supportive manner, and a fine team of leaders. The staff were able to learn about how to manage him too and within a day he started to become willing to interact with both the leaders and the young people on the trip. I am so relieved and thrilled that it went well, though I was not too worried, having prepared so thoroughly and knowing that Fiona was with him. It is very ‘late in the day’ for him to have had this experience so it is very important for his development that this continues, and sooner rather than later. It would be very important for him to be able to go again with the same configuration of support with Fiona and the great team from WAC.” **Oasis parent**

“I just wanted to say THANK YOU ... he had a great time!” **Oasis parent**

PLANS FOR THE FUTURE

In a similar situation to that faced by our Wonder WAC projects (see page 19) it is the provision for the over 18s residential projects that we currently have no funding to continue. This is particularly frustrating as so many of this group have made such strides to be more independent that, if we can keep this provision going, we know that some of these young people would, in the not too distant future, be able to live independently in supported accommodation. We will continue to seek support and look at funding options.





EUROPEAN PROJECTS

WAC has built strong partnerships with a number of European organisations with shared objectives and with whom we have been delivering ESF Leonardo Projects. They are: Mulab in Rome, Italy; Artquimia in Malaga, Spain; New Arts in Arnhem, Netherlands; Dimitra in Larissa, Greece and and Viauc University in Arhus, Denmark.

As organisations, we have been collaborating to create a qualification framework for young artists to support their journey to become experienced tutors. Many tutors in the non-formal learning sector of the creative industries have no formal training or qualification in teaching, but are supported and mentored within their organisations. This partnership has been working to address these issues.



STEP

The STEP programme was funded by the European Social Fund (ESF) Leonardo initiative, under the Transfer of Innovation programme. WAC was the lead partner working with Collage Arts and Prevista from the UK as well as our European partners.

The project aimed to use the qualification framework for youth work that we had been part of in the 'Crossworker' project. It was then applied to young people working as tutor assistants in arts and media projects. The project concluded in October 2010 with the final report signed off by the European Commission in February 2011.





EURO ASPIRE

The Euro-Aspire project was our second project to be funded by European Social Fund (ESF) Leonardo scheme under the Innovation Programme. Collage Arts is the lead partner with WAC, Prevista and our European partners working in partnership. Euro-Aspire is developing an innovative European competency framework for trainers using creative expression in informal and non-formal learning environments.

The project is investigating how informal and non-formal learning (through the performing and visual arts, media, production and design) provide a bridge from educational and economic exclusion to inclusion, new learning and employment in the European creative and cultural industries.

ACHIEVEMENTS THIS YEAR

This year the Euro-Aspire project:

- held a full partnership meeting in London in November at Collage Arts. The framework was reviewed with feedback from Pauline Tambling from the Creative Industries Sector Skills Council and Maggie Morris from Trinity College in London to consider accreditation routes
- continued to pilot and test the framework and each partner organisation prepared feedback and case studies. Viauc University worked on mapping the framework against the European Qualification Framework
- reconvened the partnership in Arhus, Denmark in May to discuss the findings of the pilot phase and review the framework in relation to these findings. It was agreed that the Danish partners would explore the possibility of accreditation of the qualification through Viauc University
- entered the period of dissemination and promotion to ensure the project has real impact in the sector

- as this project was also supported by the work funded by the Learning and Skills Improvement Service in which WAC collaborated with Collage Arts and Prevista, we developed a learning tool kit to support developing arts tutors to deliver key skills (literacy, numeracy, problem solving, working as a team etc) through their arts and media teaching. All the Euro-Aspire partner organisations piloted the tool kit during June and July and feedback was then included in the final draft

EURO-ASPIRE HAS AN IMPACT

“Many of these areas I had been unconsciously teaching but once I had read the tool kit I made much more of a conscious effort to adapt my teaching to include the transferable skills” **Gavin Bedford - Band school tutor**

“It was a fantastic experience and insightful as we saw the way that other performing arts colleges worked – especially their mobile studio as this meant they could take their skills to people that otherwise would not have the opportunity to record their work.” **ASPIRE student**

PLANS FOR THE FUTURE

With ESF funding for the project now complete, the project will culminate with a public event to mark the occasion in October.

The completed learning tool kit will also be launched as the public event to further promote and disseminate the knowledge and skills devised.



RESOURCES

WAC benefits from the use of state-of-the-art facilities for the use of students, members and the wider community. We are committed to enabling wider access to our resources including a range of highly specialist equipment that is not widely available elsewhere.

ACHIEVEMENTS THIS YEAR

● Recording Studio

Our recording studio provides recording facilities for young people to both learn studio skills and record original work of their own. An established and well-used community resource, we continue to train increasing numbers of young people in sound engineering to harness and channel their enthusiasm for music.

● Inclusive Technology Suite and Sensory Pod

We have now completed work to convert our drama studio into a multi-purpose and air-conditioned inclusive technology suite equipped with specialist equipment, portable LED film lights and chromakey screens. The new sensory pod replaced the sensory room to enable greater access and inclusion for young people with disabilities. The new suite was launched by Rich Clarke, Capital Radio's evening and *Big 40* presenter, and the young people were treated to a celebratory lunch at Gourmet Burger Kitchen in Belsize Park. The funding for this project was from London Borough of Camden Aim High and Help A Capital Child.

● Other capital works

The creation of a new sensory pod enabled us to change the old sensory room into a student study room. We also converted the student common room into a classroom, with lecture chairs and whiteboards, to free up other spaces in the building and maximise their rental income.

In what was a 'dead area' in the atrium, we installed a student kitchen, with new furniture to furnish the space more appropriately, accessible seating and a welcome desk. All external doors on level 1 have been fitted with 'screecher alarms' to provide greater security for all our young people on-site.

RESOURCES HAVE AN IMPACT

Enabling access to our specialist range of resources has a real impact on the creative possibilities for young people:

"The inclusive technology suite gives children the opportunity to use state-of-the-art technology like computers, cameras and other really nice, expensive equipment." **WAC Wonder Web student**

"We are really comfortable in the recording studio now, and our natural personalities are coming through on our weekly live radio show." **WAC Wonder Web student**

PLANS FOR THE FUTURE

We are in the process of rigging dance studio 1 to enable aerial work to be included in our programmes. This will allow us to run exciting new projects, which will link aerials work with our interactive sensory sound and light technology.

In the atrium space, we are also currently looking to improve the lighting in the most economical and ecologically efficient way. Work has begun on making the outside space to the rear of the building more attractive and functional and this work will continue over the next year.

All of the above work has been possible due to the funding received from the London Borough of Camden Local Partnership Service Agreement (LPSA) and Help a Capital Child.



COPYART

Copyart is the in-house production, design 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 and advice for our own 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. We also help to market WAC's graduating diploma students as they embark on their new careers.

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

ACHIEVEMENTS THIS YEAR

Over the last twelve months we have:

- been working to create a new integrated and interactive website for WAC and InterChange which incorporates social media functions and web marketing revenue
- taken on a new member of staff who specialises in creative design to broaden the amount of design clients we can take on
- started two of our department members on an apprenticeship programme to help develop their skills and increase our level of qualified staff
- 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:

“Thank you for all the support you’ve given me. You’re always on hand whenever I need my DVDs made quickly and the editing you did on the audio made my show sound fantastic!” **U3A student**

PLANS FOR THE FUTURE

Over the next year we will be focusing on assessing and qualifying our apprentices with a view towards expanding our client base and taking on more design work and IT jobs.

We will be looking at the possibility of integrating the organisation network over the entire building so that a built-in network, internet connection and server support can be provided to resident groups as part of their office hire lease.

We will also be continuing to improve the organisation websites and working to incorporate cutting edge features as they arise.



INTERCHANGE EVENTS

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 suitable for corporate or private events and are used regularly for West End theatre production rehearsals, conferences, exhibitions, lectures, business meetings, keep fit classes, designer clothing sales, dance, music and drama classes, film shoots and weddings and Christmas parties.

All rooms and halls are available for day or evening hire, and we supply an event manager to organise everything to ensure that all clients and guests have a memorable experience. Our main hall has capacity for 200 people with theatre style seating, a pro-sound system and projectors built into the room to cater for any audio and visual needs whilst the council chamber and small hall can both accommodate 100 people. In addition, we have two well equipped sprung floor dance studios, music rooms, a recording studio and drama studio in our arts block which is used by all members of the local community on a regular basis.



ACHIEVEMENTS THIS YEAR

During 2011, InterChange Events:

- booked and managed over 2,000 events for companies and organisations based throughout the UK and Europe
- continued our exciting programme of public events creating a Tuesday night film club, martial arts and capoeira classes, ballroom and street dance sessions and ballet for children and adults, regular community choir performances and concerts by the London Mozart Trio
- worked with over 200 companies arranging various events taking place throughout the building
- generated £230,000 of income
- managed four West End theatre productions; *Shrek*, *Sister Act*, *South Pacific* and *Flashdance*, who booked various spaces for up to a month at a time
- provided temporary homes for a 20 foot dragon, a green ogre, a group of nuns and dance troupe – some achievement!
- held several community festivals and fairs including the London Durja Puja which brought over 300 people into the building every day for a week. Several of these events have already booked again for 2012
- worked with several yoga and meditation groups to block book the main hall and small hall for two or three days at a time which has resulted in return business for several dates next year
- created a series of volunteering opportunities and work experience placements
- additional clients included: BBC, Shine TV, Royal Academy of Music, Hobbs Clothing, City Academy, Monteverdi Orchestra and Family Constellations



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.

“The South Pacific Company had a wonderful rehearsal period at InterChange. The rooms are all beautiful with great natural light and high ceilings. The staff are attentive, a pleasure to work with and very accommodating. The icing on the cake is the pleasure in knowing the money you pay is going to a great cause. We shall certainly be back!”
The Ambassador Theatre Group

“A great place to rehearse a West End show, very good range of rooms and facilities, with a very convenient location. We would be happy to rehearse at InterChange again.” **Playful Productions**

“To Craig and all the fabulous InterChange staff – 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 Theatre Company**

“We have been using InterChange as a rehearsal venue for a number of years now. We’ve been constantly impressed not only by the versatility of the venue and the various spaces available but more importantly by the extremely friendly and helpful attitude of Craig and all his staff.” **Stephen Minay, Musical Theatre Company Coordinator, The Royal Academy of Music**

PLANS FOR THE FUTURE

Our events team is keen to create a regular schedule of events including community fairs, arts and craft weekends, music, theatre and comedy evenings.

As part of our plans to generate additional income and to promote more use of the building by the local community, we plan to organise several fairs throughout the year which will prove attractive to our local communities, whilst also offering opportunities for clients to fully utilise the facilities our building has to offer.





INTERCHANGE TRAINING & DEVELOPMENT

We provide high quality bespoke management and staff training and coaching and worked with over eighty charities and voluntary sector groups and up to thirty small and medium sized enterprises last year. The difficult economic conditions have adversely impacted on our clients and, for the first half of the year, we experienced a slowdown in business. Clients have tended to hold back on development initiatives until they had a clearer idea of how the cuts were going to impact them.

Our key clients are now beginning to see the future more clearly and are planning their development and training requirements. We are, therefore, optimistic for the year ahead, and our commitment to building strong relationships and delivering consistently high quality training means our clients are loyal and return to us when they are ready to buy.

ACHIEVEMENTS THIS YEAR

During last year we developed our capacity to respond to long-term contract opportunities as well as many shorter tailored programmes. We have:

- built upon our reputation for successfully delivering and servicing organisation-wide training programmes and have been awarded contracts (many from existing clients) including Amnesty International, Business in the Community, Association of Teachers and Lecturers, Tavistock and Portman NHS trust, Crown Agents, Groundwork UK, Trades Union Congress, BioRegional, Arts Admin, Bridge House school, Wellbeing Escapes, Neighbourhood Learning for Deprived Communities and Panos
- introduced a client progress review three to four months after receiving the training or coaching which facilitates clients to assess the impact and return on their investment in training

- employed a training assistant through the Future Jobs Fund, who is now a permanent member of staff, promoted to training administrator and is currently doing a business administration apprenticeship
- registered with Fair Train – a network of third sector training providers and submitted an Expression of Interest (EOI) to deliver apprenticeships in volunteer management, campaigning and fundraising
- maintained our relationship with brokers working on the 2011 to 2012 Leadership Management Grant, Exemplas and Triangle, and enjoy referrals based on our reputation for quality delivery
- expanded our team of trainers and consultants particularly in the areas of marketing and selling, financial sustainability and trading, business strategy and human resources, including 360 feedback systems. We invest time and energy in building relationships with trainers and actively facilitate their work with our clients. This assures quality and helps grow the business with our clients and enhance trainer loyalty

INTERCHANGE TRAINING AND DEVELOPMENT HAS AN IMPACT

How we make a difference:

“InterChange has been working with Business in the Community since April 2010 to design and deliver our in-house Leadership Development for Line Managers Programme. The experience, insight and expertise of Karen and the InterChange team, coupled with their flexibility, responsiveness and commitment to the success of our programme has meant that we are able to provide a highly-tailored, relevant course to our managers which equips them with the skills, knowledge, self-



awareness and confidence to lead their teams effectively. Their supportive partnership approach and passion for developing people and organisations has made working with InterChange a positive, inspiring experience.” **Liz Cox, Learning & Development Officer**

“The training InterChange provided was excellent. The facilitator, Philip Barnes, adapted himself well to the needs I had and how I wanted the training to go and was very responsive to the changing dynamics and issues which emerged over the day. The result was a very cost-effective day in which a combination of openness but also delivery of useful outputs was reached. Philip gave some useful tools which we will take up.” **Mark, Executive Director, Panos London : Illuminating Voices**

PLANS FOR THE FUTURE

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

- provide positive work experience opportunities for apprentices and volunteers
- win more contracts from the private sector by developing a pitch using the ‘fair trade’ model which will enhance corporate Corporate Social Responsibility (CSR) procurement strategies and enable us to build service based relationships with private sector companies
- deliver funded sector specific apprenticeship frameworks in fundraising, volunteer management and campaigning
- deliver accredited training through Education Development International (EDI) and the Institute of Leadership and Management (ILM) e.g. Diploma in Event Management
- build relationships with existing clients to grow volume of business

- develop a referral strategy and use marketing email campaigns to help raise profile
- develop website and usage of social media
- work in partnership with the Community Union to deliver a learning programme for young people to their membership and families using pre-apprenticeship and apprenticeship funding
- contribute to quality assurance group work on the maintenance of organisation-wide quality standards, including Matrix and Investors in People

We are also planning to strengthen the synergy that exists between InterChange departments and the wider Town Hall community.

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 are fortunate to benefit from many hours of time donated to all our projects by school pupils on work experience placements and further and higher education student placements from within the UK, France, Germany and the USA. We also value the many hours donated to us by volunteers.

In return we hope to make our placements an interesting experience that offer students and volunteers the opportunity to learn transferable skills and gain an insight into the world of work. Placements at WAC are always popular due to the unique and creative nature of the work we do. Organisations often reserve places more than a year in advance and many students maintain a relationship with us following their placement by joining one of our programmes or by becoming a long term volunteer.

ACHIEVEMENTS THIS YEAR

We have nine volunteers who have achieved over 45 hours, three young people who have achieved more than 100 hours of service and an incredible two who have volunteered for over 200 hours!

We have provided 27 weeks of work experience and student placements for 23 young people during the academic year 2010-2011.

WORK EXPERIENCE AND STUDENT PLACEMENTS FOR THE ACADEMIC YEAR 2010-2011

Saleh Abubakav	South Camden Community School
Joshua Andrade-Penny	Ravenscourt School
Senay Arif	Ashmole School
Kiara Assuraf	Ravenscourt School
Nicole Bicar	Park View Academy
Kaleb Blackwood	Acland Burghley School
Hayden Cole-Rajotte	Acland Burghley School
John Gaine	Acland Burghley School
Maisha Hackett	Archway School, Stroud
Tammi Humpries	Hendon School
Daniel Lee	Fortismere School
Hannah Millington	Parliament Hill School
Phadine Pinga	La Sainte Union School
Franziska Sunderland	Matare Gymnasium, Germany
Fama Ture	South Camden Community School
Victesia Vassell	Hornsey School for Girls
Nikita Vyas	Mill Hill County High School



VOLUNTEERS FOR THE ACADEMIC YEAR 2010-2011

Remi Adedeji	Wonder WAC
Magus Bell	Wonder WAC
Julian Daniel	Wonder Web
Shanice Davis	Wonder WAC
Liam Dunne	Drama & Wonder WAC
Millie Greenwood	Wonder WAC
David Langdon	Wonder WAC
Nyasha Pamire-Mohammed	Trampoline
Kyrae Patterson	Wonder WAC
Charley Portet	Trampoline
Codey Taylor	Wonder WAC
Toby Trussler-Rowland	Wonder Web
Christopher West	Comms Room

VOLUNTEERING AND WORK EXPERIENCE HAS AN IMPACT

The opportunity to gain work experience and our volunteering opportunities can make a real difference to the young people involved:

“I found my time volunteering with WAC to be really valuable. I had an opportunity to experience youth work in a practical sense and exercise and apply the skills I had been learning on my level 2 youth and community work course. I always felt supported by WAC when I had question ... WAC provided a realistic experience of youth work ...” **Student volunteer**

“Thank you so much for welcoming us last week. We had a very interesting and inspiring visit at WAC and some good days in London. We take a lot of interesting and relevant examples of practice with us back to Denmark - you are doing an amazing job. Hope to be able to welcome you in Copenhagen some time in the future and to keep in touch regarding future co-operation.”
Rasmus Frimodt, Metropolitan University College, Denmark.

PLANS FOR THE FUTURE

In addition to offering volunteering opportunities for our students and young people, we are looking forward to working with some members of U3A (University of the Third Age) who have volunteered to support our students with their essential skills, including numeracy, literacy and employability.





WAC AWARDS

MILDRED ACKERMAN AWARD

The Mildred Ackerman award is awarded annually to the person who has given, more than any other student, more of themselves to WAC than they ever expected to get in return. Mildred Ackerman herself was a disabled artist who worked all her life to make the arts accessible to all. Her husband donated the award to WAC in her memory.

The winning student holds the Mildred Ackerman shield for a year and receives a personal prize of £50. It has been running since 1987 and, for the year 2010, has been awarded to Bukkola Abdul.

JACK PETCHEY AWARD

Throughout the year students on WAC projects nominate and elect a winner of the Jack Petchey award from their peers on their project. The scheme runs over ten months each year and winners do not have to be the best in their project, but instead, they must have contributed to either the project or to WAC as a whole in a significant way.

Achievement award winners must be aged between eleven and 25 years old. They each receive a certificate, a boxed medallion and £200 to spend on a WAC or community project of their choice.

We also elect one adult leader award each year to receive the Jack Petchey annual leader award. They must have at least two years' service with WAC and receive a framed certificate, a gilt boxed medallion and £1,000 to spend on the youth project of their choice.

Student Jack Petchey Award Winners

2010

Charlotte Hutley	Wonder WAC	October
Omari Gachegua	WAC Wonder Web	November

2011

Sarah McCarthy	WAC Nites	January
Elliott D'Sane	ARCO Junior	February
Germante Deniusyte	Senior WAC	March
Kofi Boateng	Diploma	April
Nyasha Pamire-Mohammed	Junior WAC	May
Chateelah Green	ARCO Plus	June
George Grimshaw	WAC Wonder Web	July
Lily Da Silva	Oasis	August

Adult Jack Petchey Award Winners

2010

Camille Curtis y Van Dyke	Leader Award	December
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STAFF, BOARD MEMBERSHIP AND PARTNER ORGANISATIONS

STAFF

Ishola Akanni	Volunteer
Melanie Ancliff	Deputy Operations Officer & Youth Officer
Caroline Archer	ARCO Social Inclusion Officer (Maternity Cover)
Alison Clixby	Administrator
Daniel Cochrane	Production Manager
Camille Curtis y Van Dyke	Social Inclusion Project Coordinator
Glenn Dallas	ARCO Junior Coordinator
Julian Daniel	Assistant to the Disability Officer
Tobi Forsdyke	Media & IT Officer
David Foy	Caretaker
Santino Girandola	IT & Media Assistant - apprentice
Ruth Glassman	Administrator
Celia Greenwood	Chief Executive & WAC Director
Sue Gresley	Receptionist
Domingo Guevarra	Caretaker
Sha Meenu Hassan	Finance Assistant - apprentice
Leon Hazlewood	Junior WAC Coordinator
Craig Huxley	Events Development Manager
Noaman Islam	Administrator - apprentice
Shafiqul Islam	Caretaker
Jonathan Jacobs	Training Assistant
Vicki Lynch	WAC Wonder Web Production Manager
Phyllis McIntyre	Receptionist
Susan Marmito	Arts & Media Projects Administrator
Steve Medlin	Senior WAC Coordinator
Maggie Mendy	Disability Officer
Charles Mollet	WAC Wonder Web Coordinator
Issy Okonta	Events Operations Assistant
Natalie Parchment	ARCO Social Inclusion Assistant
Peter Portway	Human Resources & Corporate Services Officer
Alix Poscharsky	Receptionist
Rosemary Sewali	Finance Officer
Ken Shoults	Chief Operations Officer & Financial Controller
Rita Shukla	Senior Finance Officer
Martha Stylianou	Diploma Coordinator
David Sullivan	Caretaker Assistant
Sunil Tailor	Events Coordinator
Karen Tidsall	Training & Development Manager
Piotr Wijas	Caretaker
Tim Wilmott	Building Manager



BOARD MEMBERSHIP

Stephen Dias
Ian Douglas
Brian Fagan
Douglas Gilmore
Kimberley Kadour
Patricia Orwell
Malcolm Roberts – *Chair*
Ellen Schmidt
John Shepperd
Francesca Taylor – *to August 2011*
Claire Vivyan
Patricia Whitehouse

PARTNER ORGANISATIONS

Part of our success as a pioneering organisation at the forefront in performing arts is our positivity towards new ideas and enthusiasm for working with others. Throughout this report we have talked about our work in partnership with other like-minded organisations. This is something we actively seek to ensure that InterChange retains its position at the cutting edge of arts development.

Our Current Partners

Acland Burghley School
Artquimia, Spain
Autistic Society of Greater Manchester (ASGMA)
Avenues Community Centre
BBC Children In Need 'Fun and Friendship'
Bernie Grant Arts Centre
Chestnut Tree House, West Sussex
Children's Society, York
Clissold Park School
Clubs for Young People
Cockpit Theatre
Collage Arts
COO-L
Dimitra, Greece
Eclipse Theatre
EUSA - Academic Internship Programs
Film and Video workshop
Hardknock Productions
Hillingdon Youth Offending Team
Hindleap Warren Outdoor Education Centre
Imagine Create Express
Kickstart
London Borough of Camden:
● Strategic Commissioning - Adult Social Care (Learning Disabilities)
● Micro-enterprise Programme
● Children Schools and Families – Strategy and Resources
● MOSAIC Disabled Childrens Team
● Integrated Youth Support Service
● Camden Summer University
● Youth Offending Team

London Youth
Longford School
Maria Fidelis School
Mencap, Cymru
Metropolitan Housing Trust
Mulab, Italy
New Arts, Holland
New Horizons
Paddington Academy
Paddington Arts
Prevista
Project SiNC, Compass Advocacy
Network Ltd, Northern Ireland
Rinova
South Camden Community School (SCCS)
Scottish Spina Bifida Association, Scotland
Shape UK
St Christopher's Hostel
State Street Bank
Stubbers Adventure Centre
Theatro Technis
Thomas Tallis School
Transforming a Generation
Tricycle theatre
Unclassified Arts
Vital Regeneration
Westside Pupil Referral Unit
Whizz Kidz, Wales, Scotland and Northern Ireland
William Ellis School
Woodrow High House Residential Centre
The Yard Adventure Centre, Edinburgh
YMCA
Zinc, Essex



ASSOCIATE TRAINERS, SESSIONAL STAFF AND TUTORS

INTERCHANGE TRAINING & DEVELOPMENT ASSOCIATE TRAINERS

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



CENTRE TEAM SESSIONAL STAFF

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

INTERCHANGE EVENTS SESSIONAL STAFF

Abdul Bukoca	Events General Assistant
Osman Enver	Events General Assistant
Rio Kai	Events General Assistant
Stefan Vitalis	Events General Assistant
Jake Whyte	Events General Assistant

WAC SESSIONAL TUTORS

David Adebowale	Oasis and Haven youth worker
Bola Adekemi	ARCO Junior and ARCO Xtra music technology tutor
Anthony Adjekum	ARCO and ARCO Xtra drama tutor
Johnny Amobi	Diploma singing tutor
Pamela Andrews	Oasis, Haven and Wonder WAC assistant
Francis Angol	Diploma masterclass tutor
Sophia-Marie Armel-Evans	Oasis youth worker
Corine Armstrong	WAC Nites, Senior WAC and ARCO Xtra vocals tutor
Christine Aspell	Oasis tutor
Lynieve Austin	Diploma singing technique tutor
Mata Ayoub	Wonder Web creative communications tutor
Paul Ayre	Wonder Web animation and ARCO digital arts tutor
Robin Baldock	Diploma classical project accompanist
Odene Beckford	ARCO Xtra video production support tutor
Carla Beckford	Junior WAC cyber café tutor and Wonder Web assistant
Gavin Bedford	Wonder Web film making tutor and Oasis youth worker
Sylvia Begum	Wonder Web, ARCO Junior and ARCO Xtra drama support
Rachel Bennett	Wonder WAC leader and Diploma singing tutor
Ben Bennett	Oasis, Diploma and Wonder WAC drama tutor
Janet Kay Bogle	ARCO Extra singing tutor
James Bolt	Oasis and Wonder WAC assistant
Kalan Booker-Quaintance	Wonder WAC, Oasis and Haven youth worker
Franceen Brodtkin	Diploma drama technique tutor
Marc Brown	ARCO Junior music tutor
Kocoa Brown	Junior WAC vocals tutor
Charlotte Burke	Junior WAC and WAC Nites drums tutor
Carol A Burke	Oasis leader and tutor and Wonder WAC tutor
Cecile Feza Bushidi	Diploma Horton technique tutor, Senior WAC professional approaches to dance tutor
Marius Byleveld	Wonder WAC 18-30 Club tutor



Joseph Caleb	Junior WAC guitar tutor
Zoe Cameron-Dove	ARCO Junior personal development tutor
Sue Campbell-Bannerman	Oasis leader and Wonder WAC tutor
Benjamin Carter	Wonder WAC tutor
Roxanne Cavaye	ARCO Junior lead tutor, Senior WAC elementary singing tutor
Paul Chivers	Wonder Web, Oasis and Wonder WAC tutor
Sylvia Cohen	Wonder WAC tutor
Robin Cohen	Junior WAC ballet accompanist
Harriet Cox	Haven support assistant
Glenn Dallas	Junior WAC drama tutor and ARCO Junior coordinator
Anthony Dallas	ARCO Xtra and ARCO Junior tutor
Hollie Danby	Oasis assistant
Katerina Daniel-Smith	WAC Nites trampolining tutor
Unnati Dasgupta	Diploma singing repertory tutor
Claudio De Souza	Oasis assistant leader
Naomi Deira	Diploma dance repertory tutor
Konni Deppe	Diploma singing theory tutor
Elisa Dias Carvalho	Circus school assistant
Robert Donnelly	Oasis newly qualified tutor
Marisa (Mia) Douglass	Wonder WAC Creative Communications assistant tutor
Sonita Dowd	Wonder Web animation assistant
Liam Dunne	Wonder WAC, Aiming High and Holiday Projects assistant
Shayanna Dyer-Harris	WAC Nites drama, Junior WAC percussion and drama tutor
Carolyn Ebanks	Wonder WAC tutor
Cere Ebanks	Wonder WAC assistant
Destiny Ekaragha	Senior WAC video tutor
Jesse English	Oasis and Wonder WAC assistant
Karelle Evans	Junior WAC dance assistant
Ben Ewart-Dean	WAC Wonder Web tutor
Victoria Fellows	WAC Nites, Wonder Web and Wonder WAC support worker
Nina Ferro	Diploma singing tutor
Peter Fraser	Junior WAC saxophone tutor
Alex Frei	Diploma choreographer and jazz technique tutor
Simon Gardiner	Band School assistant
Temujin Gill	Diploma choreographer and dance repertory tutor
Benedict Green	ARCO Xtra music technology tutor
Louis Greenwood	Band School, Wonder Web tutor and flim maker
Nathan Greenwood	WAC Nites, Wonder Web tutor and WAC website editor
Matthew Guthrie	Wonder Web, ARCO Junior and ARCO Xtra video support tutor
Zachary Gvirtzman	Junior WAC tutor and Senior WAC ballet accompanist
Simeon Hammond-Dallas	Band School, Junior WAC and WAC Nites assistant
Paul Harris	Oasis tutor
Aaron Harris	Junior percussion assistant
Bethany Harrison	Junior WAC ballet tutor
Ayesha Hart	Wonder WAC and Aiming High art tutor, Haven leader, Oasis assistant leader and tutor
Kyleigh Harwood	ARCO Xtra video production support worker
Robert Henson	Circus School tutor



Collin Hills	ARCO Xtra video tutor
Rhys Hollis	ARCO Xtra drama support
Hana Hull	Junior WAC parent and carer liaison officer
Piers Hunte-Dunne	Junior WAC video assistant
Aneta Hymka	Oasis, Wonder WAC and Wonder WAC 18-30 Club tutor
Victoria (Vicky) Igbokwe	Diploma dance masterclass tutor
Iyare Igiehon	ARCO Xtra video production tutor
Laura Jacobs	ARCO Junior mask making workshop tutor
Barbora Jancikova	Oasis assistant
Gary Jeans	ARCO Junior assistant
Ruth Jobey	ARCO Xtra and Diploma portfolio support tutor
Zoe Joseph	ARCO Junior personal development tutor
Rio Kai	Wonder WAC assistant
Natasha Khamjani	Junior WAC and Diploma dance tutor
Martina Laird	Senior WAC drama and Diploma drama repertory tutor
Ade Lawrence	Wonder Web, Junior WAC and Senior WAC tutor
Donna-Lee Lindo	Junior WAC video tutor
Wayne Louis	ARCO Junior video tutor and ARCO Xtra photography tutor
Daniele Lydon	Diploma drama technique and voice tutor
Nadine MacLean	Diploma contemporary dance tutor
Francesc Marco-Sendon	Diploma ballet accompanist and sight singing tutor
Lynda Mason	Oasis and Haven tutor
Pascalie Matherson-Frederick	Junior WAC singing technique tutor
Randolph Matthews	Diploma singing repertory tutor
Mark McCovoy	ARCO Junior photography tutor
Camilla McCready-Pay	Oasis newly qualified worker
Ben McDonnell	Junior WAC music tutor
Bani Mendy	Oasis, Wonder WAC and Haven tutor
Nelissa Mendy	Junior WAC playworker
Hector Miles	Oasis, Wonder WAC and WAC Wonder Web tutor
Charles Mollet	Oasis, Wonder WAC, Wonder Web tutor and Haven tutor
Ilona Molnar	Junior WAC ground administration support worker
Emma Morgan	Wonder WAC tutor
Cyroy Morgan	Wonder WAC, Oasis and ARCO Xtra tutor
Trevor Morris	Wonder WAC bus driver and youth worker
Michelle Murray	ARCO Junior dance assistant
Natalia Napalkova	Senior WAC ballet tutor
Isaac Ngugi	Holiday Projects tutor
Teddy Nygh	ARCO Plus outreach drama and ARCO Xtra drama tutor
Emer O'Doherty	Oasis assistant
Issy Okonta	Wonder Web assistant
Nimo Omar	ARCO Xtra drama and personal development tutor support, ARCO Junior lead assistant
Sinead Osheku	WAC Nites, Wonder WAC, ARCO Xtra assistant tutor
Jade O'Sullivan	Circus School assistant
Indra Ove	Diploma, ARCO Junior drama tutor and ARCO Xtra drama tutor
Ayo Oyelami	Oasis, Wonder WAC leader and Junior WAC drama tutor
Simon Palmer	Diploma contemporary dance tutor
Natalie Parchment	ARCO Junior arts award advisor



Anaish Parmar	Diploma dance masterclass tutor
Dan Paton	Senior WAC music tutor
Charley Portet	Oasis, Wonder WAC 18-30 Club and Circus School assistant
Amanda Rice	Wonder WAC tutor
Ella Ritchie	Wonder WAC tutor
Jordan Rose	ARCO Extra vocals and music tech support tutor and ARCO Junior assistant
Latifat Saka	Oasis, Creative Communications tutor and Wonder WAC tutor
Ileki Scarlett	ARCO Xtra music technology support
Osnat Ya'el Schmool	Diploma musical director
Marlis Scholz	Oasis Tutor and Wonder WAC tutor
Fleeta Siegel	WAC Wonder Web web design and management tutor
Tashan Sinclair-Doyle	ARCO Junior dance tutor
Vik Sivalingam	Diploma masterclass tutor and show director
Philip Stevenson	WAC Nites keyboards and guitar tutor
Dominique Stewart	Oasis, Haven, Wonder WAC and Junior WAC assistant
Martha Stylianou	Diploma pilates tutor
Kevin Mark Trail	Diploma singing tutor
Ashleigh Trezise	Diploma Mattox technique and Diploma jazz dance tutor
Ondrej Vlasek	Wonder WAC, Oasis and Wonder Web youth worker
Kirsty Walker	Wonder WAC youth worker
Dawn Walton	Diploma masterclass tutor
Niamh (Elizabeth) Webb	Wonder WAC, Wonder Web and Junior WAC drama tutor
Samantha Webber	ARCO Extra music technology support worker
Paula Anne Whyte	Oasis newly qualified tutor
Emma Wilson	Diploma dance repertory tutor
Susan Woodbridge	Diploma drama repertory tutor
Mark Wraith	Diploma ballet tutor
Jo Yeoman	Oasis and Wonder WAC 18-30 Club tutor



THANK YOU TO OUR FRIENDS, FUNDERS AND SPONSORS

This year particularly, we would like to thank all the trusts, organisations and individuals who have supported us financially over the last year. Without their generous support, none of the important work we do would be possible.

Aldenham Club Trust
Arts Council of England, London
BBC Children in Need Appeal fund
BBC Children in Need 'Fun and
Friendship' Programme
Creativity, Culture & Education
Drapers Charitable Fund
Equitable Charitable Trust
Esmee Fairbairn Foundation
European Social Fund – Leonardo
European Youth in Action
Execution Trust
Frank Buttle Trust
Friends of Hampstead Town Hall
Garfield Weston Foundation
Help a Capital Child
International Banker Charitable Trust
Jack Petchey Foundation

LBC-Transformation Fund
LPSA-Youth Capital Grant
Learning and Skills Council
Learning and Skills Improvement
Service (LSIS)
London Borough of Camden
● Exclusion Service
● Social Services
● Youth Service
● Leisure & Community
London Councils
London Development Agency (LDA)
London Youth
North Hertfordshire College
Outreach
The Rank Foundation
State Street Foundation
Tudor Trust



Funded by Camden Council



Again, this year particularly, we would also like to thank all the individuals and smaller trusts and charitable foundations that have donated money and supported our fundraising initiatives so very generously. In the current economic climate, these contributions frequently make the difference between to our being in a position to run a full range of programmes and not.

InterChange trust, incorporating WAC Performing Arts and Media College, is a registered charity and company limited by guarantee. We work with thousands of children and young people and a diverse range of user groups and partner charities each year.

PLEASE DONATE

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

THANK YOU ALSO

We also benefit from the help and voluntary support of many individuals and organisations in maintaining our services and centre. This is particularly true of the Friends of Hampstead Town Hall who donate enormous amounts of time and effort towards making InterChange Trust the pioneering and responsive organisation it has become today.

InterChange Trust

Making a positive difference to the lives of disadvantaged young people through the performing arts.

We provide a range of innovative programmes to the community, drawing on thirty years' experience in the field. WAC Performing Arts and Media College provides an exciting range of performing arts and digital media projects for children and young people.

Our Events and Room Hire department ensure that our range of function rooms and purpose built arts block are fully utilised by community and arts organisations. We have a respected and popular Training and Development department offering expertise across management and leadership, communications and diversity. Copyart provides IT support and planning services including graphic design, media and IT services.

InterChange Trust is a Social Enterprise Charity working within the not-for-profit sector. We hope to welcome you soon!



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

www.wac.co.uk

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