

InterChange
Creativity Community Culture



Wac Arts

annual report 2011-2012

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

InterChange Trust

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

InterChange Trust is home for a diverse range of arts and training projects with a distinct focus on inclusion, community and professionalism. More than thirty-five years' experience has evolved an organisation that provides excellent resources and pioneering programmes.

- WAC provides training in the performing arts and digital media. It also runs personal development projects for children and young people, predominantly from disadvantaged backgrounds and including those with special educational needs and disabilities
- InterChange Events ensure that function rooms and performing arts spaces are fully utilised, bringing a wide range of professional arts and community groups to the centre. A diverse range of resident groups are also housed within the building, taking advantage of the unique spaces and services available
- Training and Development services offer expertise across management and leadership, communication and diversity

A social enterprise charity working in the arts and not-for-profit sector.
Relaunching as Wac Arts in January 2013 and hoping to welcome you soon!

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

www.WacArts.co.uk



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SETTING THE CONTEXT

InterChange is a dynamic, multi-functional charity that works in fresh and imaginative ways to support gifted young people facing exceptional challenges to discover their talents and fulfil their potential through arts and media programmes. From our creative centre at the Old Town Hall in the borough of Camden, we serve the local community and reach throughout London and beyond. An international specialist in arts development, our pioneering and research work extends throughout the UK and into Europe.

At the organisations core is a recognition that the arts need to be accessible to all to enrich our society, both as a medium for excellence and inspiration, and also as a means of engagement and inclusion. There is also a belief that the arts can contribute to a more cohesive society where all have a valid contribution to make and are valued as a result. In providing affordable and accessible arts and cultural education, whilst also championing achievement and professionalism, InterChange enables all to have a stake in the cultural fabric of our society.

This report reflects our work from October 2011 to September 2012. It celebrates the achievements of the staff and students and describes the wide range of projects, training and events that have been successfully delivered during this period.

However, as with many charities, the recent financial year has been challenging in the context of a difficult economic environment and the need to continue to provide a range of high-quality services to meet the complex needs of the young people that the charity seeks to serve.

Under a new Chair and a refreshed Board of Trustees, we undertook an extensive strategic review of our operations in summer 2012 which has led to the development of a new three-year plan (2012-2015). This articulates the strategic direction that the charity will follow and the charitable activities it will undertake to lay the foundations for a sustainable future. The exercise also showed the amazing commitment of the staff and Board, especially the staff who have embraced the resulting change programme on top of their everyday work commitments.





As a result of the strategic review recommendations InterChange Trust and WAC were consolidated into a single new name for the organisation, **Wac Arts**, which will officially launch in the Spring of 2013.

Whilst we are proud to celebrate the achievements of the past year, we recognise that we must make significant changes to secure our future. **Wac Arts** is entering a new phase in its evolution with a new three-year business plan and new programme of activity.

Wac Arts is now determined to provide a truly holistic programme of arts and media activity for children, young people and their families and to develop a new self-sustainable business model that responds to beneficiary needs in a flexible and dynamic way.

Celia Greenwood
Chief Executive Officer

Liz Cleaver
Chair of the Board

HIGHLIGHTS OF THE YEAR

WAC Wonder Web received a joint RSA and Kids Count award at the House of Commons in May



First JustGiving sponsored run by a WAC parent for WAC



Andrew Lloyd Webber Foundation sponsorship commenced at Senior WAC





*Alumni Chris Preddie
awarded OBE in New
Year Honours List*



'The Wiz' came to WAC



*Kim Cattrall at the
centre whilst rehearsing
Chichester Festival
production of 'Anthony
and Cleopatra'*



SENIOR WAC

The original WAC project, Senior WAC is a vibrant powerhouse of new talent in the world of performing arts. Taking young people between the ages of 14-25, it offers Sunday classes in a range of performing arts and digital media disciplines. Young people receive professional level training enabling them to compete for places on further education courses in the performing arts and go on to a career in the industry.

Classes are both affordable and accessible. The college offers state-of-the-art facilities, stimulating surroundings and the opportunity to work with exciting, like-minded individuals. There are regular opportunities to perform, career guidance services and a range of audition and interview technique tutorials. Throughout their time at the college, students are also offered personal development support to ensure that everyone consistently achieves to their full potential.



ACHIEVEMENTS THIS YEAR

Senior WAC has had a fantastic year! This year Senior WAC:

- once again attracted over 100 new applicants to Taster Day, most of whom were offered places in at least one class with the majority offered multiple classes across the day
- provided training for 184 young people, many of whom continued to develop their skills and moved on to arts related further and higher education courses
- organised several trips to see live events including drama, music and dance shows at London's Bush Theatre, the Young Vic, the Hammersmith Lyric, the Royal Court, the Royal Festival Hall and the Royal Albert Hall. As a result of Senior WAC tutor connections, students were able to benefit from significant numbers of tickets at heavily reduced prices from all the venues. In tribute to the students, a number of the venues were so impressed with the nature of the students' engagement with their work that they are working to set up greater links with Senior WAC for the future!
- implemented the first year of supportive funding from the Andrew Lloyd Webber Foundation. Awarded in the wake of Arts Council cuts to our weekend programmes, the foundation stepped in to cover Senior WAC tutors for the next three years. Without this funding Senior WAC would no longer be in a position to offer its characteristic blend of affordable sessions and high quality, professional level training
- continued the success of the annual Christmas dinner and cabaret - Senior WAC celebrates the season as a family with a fine feast from the café team and a wide range of both original and cover songs from all musical genres as well as comedy sketches and dance routines



- as always, focused on performance skills in the spring term 'lead up' to end-of-year class presentations. There was a wide array of arts genres and young talent on display. Of particular note was an abridged version of *Macbeth* performed by the professional approaches to drama, singing and music classes. This was delivered as a piece of promenade theatre on the grand imperial staircase in the WAC building!
- developed and ran a pioneering new summer school with Central School of Speech and Drama. Celebrating the work of leading UK black artists, the two-week course featured an exciting programme of workshops, masterclasses, Q&A sessions, play readings and film showings. This popular summer school reached a significant group of new students with tutorials from a range of celebrated WAC alumni. It culminated in a vibrant Q&A session with representations from the acting profession, a published playwright, directors and Equity to investigate issues around black representation in the industry
- awarded the annual Mildred Ackerman award to Rio Kai, a young man who has continually shown a high level of support to his fellow students and the college as a whole. The Jack Petchey award for Senior WAC was awarded to Rio Kai in December 2011 and Kaleb Blackwood in March 2012 (see WAC Awards on page 32)

SENIOR WAC HAS A POSITIVE IMPACT

Senior WAC consistently has a positive impact on its students:

"I think I have improved over the years since coming here. It has helped my confidence in other aspects of my life. I find it easier to use my imagination. It has improved my communications skills." **Senior WAC student**

"Overall a fab experience! The people at WAC have supported and pushed me that extra level and I couldn't have got there without them." **Senior WAC student**





JUNIOR WAC

For 5-14 year olds, Junior WAC is where it all begins at WAC! Children and young people take their first steps into the exciting and challenging world of performing arts, digital arts and media. From movement classes for 5-6 year olds, combining the best of drama and dance, right up to the music level three classes and drama for 14 year olds, Junior WAC offers a wide range of opportunities.

At Junior WAC, students find their feet and practice their skills in a fun and friendly environment. Each member takes up to two classes and an instrumental session on Saturdays. Many come to improve their confidence and explore their talent, others to try out activities they hope to take with them into adulthood. An expansive introduction to the world of the arts, Junior WAC offers a safe and supportive start in dance, drama, music and media.

ACHIEVEMENTS THIS YEAR

This year Junior WAC:

- introduced several new tutors to the amazing staff team for the new academic year. Bringing in new skills and experience, Carla Beckford, Ben McDonnell, Andrea Mothersill, Cara Stacey and Elizabeth Webb joined the Junior WAC teaching staff this year. All have settled in well with fresh ideas and enthusiasm!
- organised a range of Junior WAC holiday projects, including a range of new and outdoor activity based projects. 'Riding the Regents Rapids' took the team out on the canal through Regents Park! Young people from Junior WAC worked alongside the Wonder WAC and WonderWeb groups (see pages 16-19). All worked together to look at the history of the canal, using a variety of techniques and perspectives to create a filmic record of the week
- introduced new 'Family Fun Days' with activities that Junior WAC members could enjoy with their families. These included the brilliantly innovative 'Swinging in the Air' day. Parents, carers, children and young people got to use the amazing new aerials equipment. Everyone could take part and connect in completely new ways. Exciting, exhilarating and fun, the day included aerial dance, theatre, games and yoga. It is hoped that families were able to take away a store of shared memories to talk about for years to come!
- kicked off our festive celebrations with a fantastic trip to see the pantomime, *Cinderella*, at the wonderful Hackney Empire! More than 150 children and their families joined us on this annual visit. Great fun for everyone and a lovely way to support the Junior WAC family ethos!
- staged the usual collection of three fantastic end-of year shows. Music Nite happened a week before the end of term, celebrating the achievements of everyone taking part in either individual or group music classes. In the final week, younger students performed in the afternoon, and then all settled down for a full evening of entertainment with the older performers taking centre stage. Parents, carers, family and friends were treated to the best of Junior WAC at all the shows - always very special occasions for everyone involved - with certificates and awards presented to several students each year
- awarded the annual Jack Petchey award (see page 32) to Rekhelan Ramkhelawan who took a group of young people to see *The Lion King* at London's Lyceum Theatre



JUNIOR WAC HAS IMPACT

“I love Junior WAC - I have not only learnt to be a more confident person - but also I have learnt the essential creative skills I feel are necessary for me to progress with my performing arts career.” **Junior WAC student**

“It’s excellent!” **Junior WAC student**

“My son is autistic and a bit shy. WAC is an important part of his week and he really loves it. Also it gives him confidence and helps with his condition and helps him make new friends.” **Junior WAC parent**





WAC NITES

WAC Nites enables 11-25 year olds to take part in WAC activities on weekday evenings. A range of arts and media activities is offered in a stimulating leisure environment. The emphasis is on opportunity and enjoyment! WAC Nites is designed to be responsive to the needs of its young people and activities on offer change according to the interests of its members.

Young people are encouraged to try out a number of classes and activities throughout the year. There are regular trampolining sessions, and drama, music, singing and individual instrumental lessons are offered. WAC Nites also hosts evening workshops for young people with learning difficulties and young people on the autism spectrum through its partner projects, Wonder WAC (see page 16) and WAC Wonder Web (see page 18).

ACHIEVEMENTS THIS YEAR

This year has been an exciting one for WAC Nites. The project has:

- collaborated with WAC Wonder Web on holiday projects during the year. 'Riding the Regents Rapids' was an off-site exploration of the Regents Canal in film. 'Swinging in the Air' gave young people a chance to use the new aerial rigging in circus workshops with aerial theatre company, Scarabeus
- been able to extend the individual instrumental lessons giving many more young people the opportunity to benefit from learning a musical instrument. Evening classes are often more convenient for students and forty students learnt guitar, keyboards and drums this year
- awarded the annual Jack Petchey foundation award (see page 32) for outstanding achievement to Otto Nash

- registered five members of the vocals class for Trinity Bronze Arts Awards. Students were able to take part in open mic performances and watch various singing shows around London. They offered great levels of support for each other and the feedback was consistently extremely positive





WAC NITES HAS IMPACT

“WAC Nites offers me happiness that I wouldn’t get elsewhere.”

WAC Nites student

“The teacher is very helpful.”

WAC Nites student

“WAC Nites provides amazing equipment!” **WAC Nites student**





ARCO

The ARCO programme is made up of three projects and offers weekday social inclusion projects for 14-22 year olds in a range of settings. All three projects offer a range of activities aiming to re-engage young people with learning and to motivate them towards success.

ARCO Plus works with 16-22 year olds who have left school with either poor or no qualifications. ARCO Junior works with 14-16 year olds who are failing in school and are at risk of permanent exclusion. ARCO also runs an Apprenticeship programme delivering apprenticeship opportunities for 16-24 year olds and training and work experience with a range of employer organisations.

ACHIEVEMENTS THIS YEAR

This year ARCO:

- continued to provide positive activities, skills and entry to education or employment for young people across London. ARCO maintained quality provision despite financial cuts in both local and national budgets. Against this backdrop, ARCO also actively developed a new Apprenticeship programme offering a wide range of bespoke employment and training opportunities for young people

This year ARCO Plus:

- ran a five-month programme focusing on thirty young people from Camden and neighbouring areas. Participants developed their own music and produced a short film whilst also achieving a bronze level Arts Award and working towards their BTEch qualification
- commenced a NEET 2 NEET programme, delivering personal development workshops in Croyden, Kingston, Merton, Richmond, Sutton and Wandsworth boroughs

- collaborated with Paddington Arts and celebrated alumni, Chris Preddie OBE, to provide a masterclass workshop where three students were selected to compete in the Paddington Arts poetry slam
- worked in partnership with WKC and Aspire 2 to develop employability focused projects. These prioritised activities getting young people into employment or apprenticeships. A challenging scheme for ARCO as many users go on to further education and training where they are able to continue to improve their skills and qualification levels
- enabled students to feed into the WAC European partnership programme (see page 24). They then had the opportunity to visit Arnhem in the Netherlands and Malaga in Spain to participate in shared cultural arts activities

This Year ARCO Junior:

- provided eleven Year 10 and 11 students, who were at risk of permanent exclusion from school, with thirty-six weeks of alternative education for five days each week
- consistently maintained a significantly higher attendance record for the students than had been achieved at their original mainstream schools
- enabled eleven Year 10 and 11 students to achieve 198 Level 1 and 117 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
- continued the very successful 'Breakfast Club'. Ensuring that students don't try to learn on empty stomachs, enjoying breakfast with their peers also helps develop social and life skills - especially useful first thing in the morning!



- supported three Year 10s back to school and four Year 11 students into mainstream college courses where they are still attending and doing well
- delivered team-building, master classes and excursions including mask-making, the World Skills Fair and several theatre trips
- arranged six weeks of training for ARCO Juniors to become workshop leaders. This continued into a further week at Hargrave Park primary school where students prepared the Year 3's for a performance using drama, music and movement
- staged a fantastic production of a collection of monologues performed live, film and original music

This year the Apprenticeships programme:

- developed a positive dialogue with businesses and organisations in a bid to support young people in apprenticeships and work placements. This included innovative pre-apprenticeship workshops to prepare young people for the application and employment process. They also build their skills and confidence for a future of employment and training
- delivered apprenticeship opportunities for 16-24 year olds in creative and digital media, business and administration and ICT, software, web and telecoms professional. The programme has also secured training with a range of employer organisations. These include WAC, UK Centre for Carnival Arts, *Flavour* magazine, Film and Video Workshops, 2 Touch Rulz Football and Taylor James
- secured a range of work experience opportunities with employers including the World Film Collective, Urdang Academy, Avari Events, Jeremy Zimmerman Casting, Ken Mcreddie Associates, Hampstead Theatre and Transparent TV

ARCO HAS AN IMPACT

"Epic!" **ARCO student**

"Thank you for having me – I would recommend this to friends" **ARCO student**

"I love WAC more than chocolate"
ARCO student

"All the staff here are excellent" **ARCO student**





NATIONAL DIPLOMA IN PROFESSIONAL MUSICAL THEATRE

Successfully running since 2006, the WAC Diploma course was accredited by Trinity College in 2008 and has full conservatoire status. One of only twenty-two establishments in the UK to offer a full-time, professional course in musical theatre, it is one of only very few to give equal status to the study of dance, drama and song.

In focusing on non-western disciplines in their classical as well as more integrated forms, the WAC Diploma is at the creative forefront in its field. Students graduate with a degree equivalent qualification and a distinct skillset. This allows them to compete within the industry or to pursue their studies further with additional modules and convert their qualification to a BA Honours degree.

ACHIEVEMENTS THIS YEAR

This year the Diploma Course:

- was successfully re-validated by the prestigious Trinity College London for the next three years. This was achieved with acknowledgement of the significant improvements made to the programme over the past three years
- celebrated the involvement of Diploma graduates and teaching staff in both the Olympic and Paralympic ceremonies. Graduate, Olanfunmilola Opeyemi, was a featured dancer at the Olympic ceremonies and Orlando Bolt appeared in the Paralympic ceremonies. Regular Diploma tutor, Temujin Gill, was the choreographer responsible for the Olympic ceremony tribute to the NHS and ceremonies Mass Movement co-ordinators, Jeanifer Jean-Charles, Vicki Igbokwe, Natasha Khamjani and Katie Pearce are all on our visiting artistes pool
- recruited students for the next academic year travelling from the British Virgin Islands, Poland, Denmark and Ireland to join with us
- aroused unprecedented interest from casting agents and directors for three fantastic showcase events in March for the graduating third year students. These included a drama event at the renowned Phoenix Artist Club in London's West End and singing at the edgy Map Café in Kentish Town. The full showcase night at the N7 Theatre generated a full house and was well received by industry representatives
- staged *Journey's Beyond* at the Teatro Technis theatre in Camden at the end of the year. This devised piece exhibited skills blending text, song, dance and physical theatre. Inspired by a collection of stories from Japan, Greece, Ancient Mayan, Britain and the Caribbean, this first year, end-of-year show also represented an opportunity for emerging talent to be seen performing in an exciting new context
- produced a sell out three-night run of *The Wiz* as the third year graduation event in July. Such was the buzz around this event that people queued around the block for returns! The 1970s musical classic was the perfect medium for the class of 2012 with classic roles for all the graduating students. Directed by Matthew Xia, the producer of East London's innovating theatre platform, Rich Mix
- explored the diverse cultural references which are a signature feature of the WAC Diploma. Students performed works ranging from the classics including *The Tempest*, to Cuban historical dances, the Orishas, and folkloric song. The course looked at modern American art forms in depth focusing on Jazz standards, emerging social dances and texts by well-known playwrights of the era. It also enabled students to compose new, hard hitting urban material in ensemble
- enabled students to work with the best teaching and industry talent including Olympic ceremony choreographer,



Temujin Gill; *Evening Standard* nominee for Best Actress, Martina Laird and celebrated songwriter, Kevin Mark Trail, amongst many other gifted and inspirational tutors on our teaching roster!



THE WAC NATIONAL DIPLOMA HAS AN IMPACT

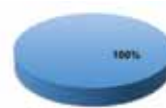
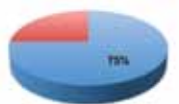
The WAC Diploma makes a real difference to its student's lives:

"Such a great program. Really high quality teaching and classes. Run by people who care about and understand young people. Can't sing its praises enough!" **Diploma student**

"I feel lucky and privileged to be taught, guided and supported by all my teachers - thank you." **Diploma student**

"As I graduate, I enter the world of performance, WAC has been my kindergarten." **Diploma student**

75% of Diploma graduates signed to professional representation



100% of Diploma students achieved a Level 6 Professional Diploma

88% of Diploma graduates gained employment within three months of graduation





SEND

A fantastic year for the WAC Special Educational Needs and Disabilities (SEND) programme! It culminated with securing the London Borough of Camden, Children, School and Families contract to deliver Short Break services to disabled children and young people in Camden. WAC will now continue to provide a comprehensive range of inclusive activities for young people of all abilities for the next three and a half years.

With a unique and varied blend of provision, WAC aims to run projects that appeal to all young people. As well as projects for those with even severe disabilities, we offer activities for those with learning disabilities and a range of projects for young people with Autistic Spectrum Disorder (ASD) or Asperger's Syndrome and difficulties with social communication.

WONDER WAC

The Wonder WAC programme is made up of performing arts and media activities for young people with learning disabilities. Each project is designed for different age groups to ensure that activities are varied, relevant and fun!

On-site activities include Wonder WAC 11-17s on Tuesday evenings and weekdays during the school holidays. Wonder WAC 18-25s is on Wednesday evenings and during the day in the half term holidays.

The last year has been especially exciting as the new funding agreement with the London Borough of Camden has meant preparations for the development of several existing and some completely new Wonder WAC activities!

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, Wonder WAC has:

- worked with 110 young people with special educational needs and disabilities
- organised an exciting aerials project in the February half term using new equipment. Aerials work enables the young people to experience movement in new ways and, when combined with the use of new, assistive technology, creates new means of communication and sound through movement
- used digital templates for artwork to create displays for the Atrium
- fully explored Olympic and Paralympic themes across projects and introduced elements of sport. Wonder WAC members had the opportunity to participate in the games during the summer, receiving tickets to see athletics in the main stadium at the Paralympics
- presented work at work-sharing events - informal events where students are able to share their work with their peers
- worked on collaborative and inclusive projects with children and young people of all abilities. These included the new WAC Wonder Web online TV project (see pages 18-19) and the circus school during the school summer holiday programme



- produced a collage of photographs for permanent display in the WAC atrium space
- participated in social events and presentations throughout the year
- organised and taken part in a range of off-site trips, including the Disability Fun Day at Talacre Open Space in Kentish Town, London and many trips out to the old favourite, Hampstead Heath!
- assisted in devising new and exciting ways of using inclusive technology with the development of the new Sensory Pod which has replaced the existing sensory room
- enhanced young adults' creative healthy living and independence skills generally and enabled many of the young people to achieve AQA accreditations

WONDER WAC HAS AN IMPACT

"We have a wonderful team with a great leader who not only loves my [... son ...] but listens to me. This is vital for us as this means his needs are met but he also has understanding from the team. End result is I can completely relax when he goes to WAC knowing all his needs are met.

*He loves WAC he has a great fun time, he loves the other kids who go and mixing with his peers does him the world of good even when he has some health issues. He loves the staff and when we say WAC bus is coming to collect him he can't get his coat and into his wheelchair quick enough!" **Wonder WAC parent***

*"The whole atmosphere inspired him to progress in such a positive way, being able to express himself through drama classes and workshops. [He] also learnt how to play the saxophone. WAC has been such a lifeline for [my son] and me." **Wonder WAC parent***

*"I love WAC it is the best place ever, I get to see my friends and do fun things in a really nice place with really nice people." **Wonder WAC member***





WAC WONDER WEB

WAC Wonder Web is an exciting multi-media, social networking project. For young people with learning disabilities over the age of twelve, it centres around the website at www.wacwonderweb.co.uk.

Run by and for young people themselves, the site provides a place where young people can blog, share ideas, discuss issues and display their creative work. Its popularity is growing with more than 450,000 hits over the last year and an average of 6,000 unique visitors per month.

ACHIEVEMENTS THIS YEAR

A very successful year for the project, this year WAC Wonder Web:

- was invited to the House of Commons to receive a joint Kids Count and Royal Society of Arts (RSA) Youth Award for Innovation. Presented at a special ceremony in the House of Commons terrace marquee, the award was given in recognition of 'inspirational youngsters and amazing organisations from across the UK'. WAC Wonder Web won its award for utilising new technology to facilitate communication on a global scale, developing and piloting a television station run by and for young people on the autism spectrum. Students were treated to a fantastic evening celebration in a unique setting. They also had canapés and wonderful views across the Thames! The award funded the delivery of a further three live shows during the summer. Highlights are available to view at www.wacwonderweb.co.uk and a vimeo of the acceptance speech at the RSA event can be seen at www.vimeo.com/43044769
- dispatched the roving reporter team to events and organisations throughout the UK on their quest for news and interesting stories to investigate.

These included the World Skills Fair in London, the Sound Art event, Volume@Curry's, the official launch of the Zinc Arts Centre and Tolpuddle House combined supported housing, education, training and employment centre for the 18+ age group

- organised fun as well as fact-finding trips to enliven website content! These included an exciting visit to the recording of the *Strictly Come Dancing* Children in Need special at the BBC, a fun visit to Alton Towers and a great day out to see excellent athletics in the stadium at the Paralympics! The group also took trips to the Active for All paralympic event at the Talacre Sports Centre in Kentish Town
- were awarded a new minibus at the Ceremony of the Cart! This was presented at the Guildhall, City of London by Master Carman Bob Russett and Baroness Rachel Heyhoe-Flint. The new bus enables many more young people to attend many more exciting events with WAC!
- visited the new BBC headquarters in Salford to attend the 2012 learning event. The group was given a tour of the complex and the WAC Wonder Web ambassadors shared their pioneering work with the other BBC Fun and Friendship scheme partners. During the year some of the partner groups visited WAC Wonder Web with ASGMA being interviewed for one broadcast, Whizzkidz recording their Christmas podcast in the Wonder Web studios and ambassadors from Mencap POW joining the group for the TV project
- participated in various holiday projects with Junior WAC members (see Junior WAC page 8). The 'Riding the Regents Rapids' project involved creating films and animations about the history of Regents Canal. 'Swinging in the Air' used the brand new aerial rigging and incorporated inclusive and assistive



technology to create art and music. There were also holiday projects specifically for WAC Wonder Web members, including a radio project and the live, online TV project in August

- continued its ongoing outreach provision to more schools this year throughout several London Boroughs. These included Acland Burghley in Camden, Copland Community School, Queens Park Community School, Crest Boys Academy and Preston Manor School in Brent, the alternative learning provider, ASD Learning and Woodlane High School in Hammersmith and Fulham

WAC WONDER WEB HAS AN IMPACT

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

"WAC Wonder Web has quite frankly changed my life. Through the project we want to challenge the attitudes of others and show we're not stupid, increase our confidence and the confidence of other young disabled people." **WAC Wonder Web student**

"Sometimes people need a chance to experience new things and outside of WAC I was not getting the opportunity or support to use new technology in this way." **WAC Wonder Web student**

"The atmosphere within WAC... It's calm, it's collected and overall just a really nice place to come. Mostly you guys are just nice." **WAC Wonder Web student**

"I never thought Omari would be able to travel independently so soon but now he accesses music tuition classes outside of the WAC Wonder Web project." **WAC Wonder Web parent**





OASIS AND HAVEN

The Oasis and Haven projects offer exciting and enjoyable residential activities for young people with special educational needs and disabilities. Oasis is designed for over 11s and Haven offers shorter trips away for 9-13 year olds specifically for those with severe learning disabilities or Autism Spectrum Disorder (ASD).

Young people are taken to the countryside and stay in varied accommodation. There are camping trips, visits to stay in log cabins and even Oliver Cromwell's former home, a beautiful country house in Buckinghamshire! All the centres are fully accessible and offer 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.

Running over weekends and for up to five days in the week, WAC residential projects encourage young people to try out new activities and to develop independent living skills. They also have the extra benefit of providing much-needed respite breaks for their families at home.

ACHIEVEMENTS THIS YEAR

This year, Oasis and Haven have:

- run nine residential courses providing a total of 24 nights away
- offered the equivalent of 18 places for 8 - 13 year olds, 63 places for 11 - 17 year olds and 24 places for our 18 - 30's Club during the year
- continued to organise residential trips to regular outdoor adventure centres including: Hindleap Warren in Forest Row, East Sussex; Stubbers Adventure Centre in Upminster, Essex and Woodrow High House in Amersham, Buckinghamshire

- begun to introduce a new Innovations scheme, Win Win programme (see pages 22-23) for the 18-30s club members. Due to a lack of funding, this group had, regrettably, attended their last club 18-30 sessions over the autumn term in 2011. This had meant their important work towards becoming independent had been curtailed. The new Win Win project will enable this group to work with those who are Not in Employment, Education or Training (NEETs) in a range of mentoring and buddying schemes
- introduced new activities including rocket-making to our usual activity rota! Usual and ongoing activities 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

“I enjoy being away from home with my friends and all of the activities that I wouldn’t get to do otherwise, like the zipwire!” **Oasis member**

“I love WAC trips – they make me happy!” **Oasis member**

“Thank you so much for taking my son on a wonderful trip, it makes such a difference to him and to the rest of the family.” **Oasis parent**

“Fantastic, great support and friendly atmosphere ... enjoyed by all young people and staff. I was treated as a valued member of the team.” **WAC staff member**





WIN WIN

Win Win is a unique and very new project embracing three different and often socially excluded groups of young people. Young people who are Not in Employment, Education or Training (NEETs) are offered the opportunity of mentoring and buddying with young people who have mild to moderate learning disabilities also those with more profound disabilities.

Ongoing training is given to facilitate effective and rewarding buddying and peer mentoring relationships. Sessions are offered in health and social care, youth work and community arts. A range of apprenticeship opportunities is also offered to those not in employment, education or training.

Win Win effectively works to combine Wonder WAC services with training for young people of all abilities. This is offered within a secure context of weekly performing arts and media workshops, holiday projects and residential trips away and is supported by Camden Innovation and Development fund.

ACHIEVEMENTS THIS YEAR

Win Win is a new project set up during the summer months of 2012. During the initial period it has:

- established systems and organisational infrastructures to facilitate the smooth running of the project once activated
- pursued networking opportunities to attract a range of young people to take part in this unique training and mentoring opportunity
- implemented a varied range of Wednesday evening workshops offering subjects including dance, drumming and drama





WIN WIN HAS AN IMPACT

"I'm looking forward to the residential and learning important skills to gain support when I move out of home." **Win Win student**

"I really enjoy leading dance workshops with the Win Win group." **Win Win tutor**





EUROPEAN PROJECTS

WAC has built strong relationships with a number of European partners. These international partnerships give WAC European projects a distinct perspective with unique opportunities for travel and to explore communication across cultures and language barriers.

ACHIEVEMENTS THIS YEAR

This year European Projects have:

- worked with European partners, New Arts, to develop ongoing projects for the year
- organised a trip to Malaga in Spain for three WAC students. Collaborating with their Dutch counterparts, they looked at the implications of working creatively with people from other countries and cultures and ways of incorporating different cultural influences in a hip-hop play and presentation, *Collaboration in the Air*

- facilitated students' constructive leisure time whilst abroad to include jam sessions in the recording studio, filming a music video for one of the Dutch rappers and exploring the local area and Malaga town itself

EUROPEAN PROJECTS HAVE AN IMPACT

"there was a good level of effort involved in order to gain an understanding of what everything was about and to develop ideas." **WAC student**

"The Malaga trip helped me to develop my creativity and make connections with other creative people from across Europe." **WAC student**





COMMUNITY AND RESOURCES

As an arts centre and community hub, WAC and InterChange are in a unique position to contribute to the local area. The variety of projects running from the centre also effectively provide well-used resources and cultivate an ongoing sense of community.

Current community resources running from the centre include an active community choir and the ever-popular Hampstead Film Society. There are also regular events in the halls bringing people to the area from all over London.

ACHIEVEMENTS THIS YEAR

This year the organisation provided a range of resources and services for the community, including:

- fortnightly film showings at Hampstead Film Society meetings on Tuesday evenings throughout the year. This exciting and locally based society presents regular screenings of world cinema, documentaries and classic movies
- the active and tuneful community choir, Voices on the Hill. Meeting every Monday evening, the choir comprises a devoted group of singers who enjoy the companionship and liberation of singing with like-minded people
- facilitating and managing a range of trade fairs and public and community events at weekends, including the Christmas fair for everyone to attend. The halls and spaces are available for hire for corporate, public and private events so that, when combined with the many users attending as members of WAC projects, the building is in near constant use by an extremely diverse user base
- participating in the Open House London scheme, to enable open access to our beautiful building, complete with fine Victorian and Edwardian features and modern arts and media block

COMMUNITY RESOURCES HAVE AN IMPACT

“The Voices on the Hill Community Choir is the perfect way for like-minded people to connect via a great repertoire. You don’t need to read music or have any former or formal training to get the best out of these sessions – ably supported by the talented and sensitive pianist Cole Toury. Rachel has an engaging and natural charisma that easily accommodates all levels in this inclusive and welcoming group. If you love rock, soul and blues music, and wish to explore singing as part of a friendly and relaxed ensemble, this is the choir for you.”

Martin Slidel, Voices on the Hill choir member

“I love coming to the designer sales at the Town Hall – always loads of bargains and a great atmosphere!” **Centre visitor**





INTERCHANGE EVENTS

InterChange Events is fortunate to have a wonderful base in one of London's most picturesque locations. With a range of halls, studio spaces, rehearsal facilities, and meeting rooms, it offers a unique combination for performing arts clientele. Increasingly known as an innovative and unique venue, the versatility of the centre also enables it to function for corporate or private events and as a community arts hub.

With venue facilities including theatre-style seating for 150 and a professional sound and projector system, the centre also offers purpose-built drama and dance studios complete with sprung floors, music rooms and a recording studio.

The Victorian halls can accommodate up to 200 people and give an historical context to the dramatic and modern Millennium arts block. Complete with café and event management services, InterChange Events offers comprehensive possibilities for creating a special event.



ACHIEVEMENTS THIS YEAR

During 2012 InterChange Events developed significantly attracting several West End and regional theatre productions to rehearse their upcoming shows. This year InterChange Events:

- successfully hosted a variety of major productions, each utilising the unique combination of large, medium and small rooms available. Productions are able to fully prepare under 'one roof' before moving on to the theatre and recently have included; *The Bodyguard*, *Matilda*, *Sister Act* and the Chichester Festival production of *Anthony and Cleopatra*, starring Kim Cattrall of *Sex in the City* fame
- managed over 2,000 events working with over 200 companies and organisations based throughout the UK and Europe. Clients included; Hobbs, French Connection, Royal Academy of Music, Monteverdi Orchestra, Antony Nolan Trust, Glenda Jackson MP, U3A, City Academy, Bill Kenwright Productions, David Ian Productions, Ambassadors Theatre Group, Stage Entertainment and The Royal Shakespeare Company
- managed and promoted regular community fairs and festivals including the London Durga Puja. This event successfully brought in over 300 people per day running a diverse range of activities such as yoga and meditation groups
- continued our exciting programme of public events hosting regular film club evenings, arts and craft fairs, designer sales and community choir performances and concerts
- provided elegant surroundings for dinner functions, exhibitions, conference and trade shows, fashion shows, wedding 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. The team prides itself on its individual and friendly service. The aim is to provide an enjoyable occasion and to fulfil expectations; the InterChange Experience.

“I hear ‘Anthony and Cleopatra’ is going well and I’m keen to keep up relationships with you at Hampstead.” **Chichester Festival**

“Thank you very much for letting us hold our event at InterChange. Everyone had a fantastic time. I’m sure we will be using your facilities again soon! Thank you once again.”
Farhana Begum: Santander

“Just to say thank you for all your help with our event at the weekend. You and your colleagues were all ever so helpful throughout and we appreciate everything you did for us. The weekend couldn’t have been any more successful or enjoyable for us and for the part you played in that, I thank you sincerely.” **Gavin Millar**

“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**

“Hampstead Town Hall is a superb venue and you assisted greatly in the smooth-running of our event. I do hope that we will one day work together again.” **Gillian Gruder**





INTERCHANGE TRAINING & DEVELOPMENT

InterChange Training and Development has an excellent reputation for organising the delivery of quality training and coaching backed up with a high level of customer service and positive client testimonials.

The associate delivery team are all at the top of their game and bring creativity and innovative approaches to their assignments, underpinned by many years of experience.

ACHIEVEMENTS THIS YEAR

InterChange Training and Development achievements include:

- being appointed by Mosaic to deliver mentoring training. Mosaic is a national project which links young people with positive role models to boost their confidence, self-efficacy and long-term employability
- succeeding in the bidding process to be invited to join the Tower Hamlets Council for Voluntary Service delivery team to provide Leadership and Management development training throughout the borough
- enabling a significant number of voluntary and community groups to access the Leadership and Management fund and working with them to build their capacity and professionalise their systems, including leadership, human resources and performance management
- achieving repeat business from Amnesty International UK, Tavistock and Portman NHS Trust, Business in the Community, Neighbourhood Learning for Deprived Communities and ArtsAdmin
- training administrator achieving Level 3 Business Administration NVQ qualification





INTERCHANGE TRAINING AND DEVELOPMENT HAS AN IMPACT

“GROW coaching approach is incredible and I will definitely use it in life, with friends, family and myself!”

“Fantastic training - lively, engaging, fun, informative, challenging and sensible exercises, v useful and inspiring!”

“This training could be great for teachers working with students one-to-one.”

Mosaic participants

“Sessions with InterChange have given us the space and time to really think about how we work. With Philip facilitating, we’ve been able to talk openly about what we could do better and how we might address that. It’s been great to have an outside perspective and some fresh ideas and we’ve found new ways to approach old issues - it’s brought us together as a team and (hopefully!) made us stronger as an organisation.”

Charan Vyrdee, Artsadmin





VOLUNTEERING, WORK EXPERIENCE AND STUDENT PLACEMENT OPPORTUNITIES

For many years WAC has offered work experience and volunteering opportunities to young people. Part of our ethos of developing the whole person, workplace experience enables young people to develop transferable skills and to explore their potential in new areas.

In return, the organisation benefits significantly from many hours of time donated and highly values these contributions. As well as school pupils from the local area, there are further and higher education placement students from France, Germany and the USA as part of the EUSA scheme. Placements at WAC are always oversubscribed due to the unique nature of the creative opportunities offered. Many of those taking part maintain their relationship with WAC by joining one of our programmes or becoming one of our long-term volunteers.

ACHIEVEMENTS THIS YEAR

We have eight young people who have achieved more than 100 hours of service, two who have volunteered for over 200 hours and one volunteer who has incredibly completed over 400 hours!

WAC volunteers

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

Grace Allen
Manal Archer
Megus Bell
Remi Clarke
Isaac Cobinah
Hayden Cole-Rajotte
Shanice Davis
Liam Dunne
Ediz Fehmi
Jayne Freeman
John Gaine

Shereene Garrison
Azania Hammond-Dallas
Codi Kelly
Zac Osman
Nyasha Pamire-Mohammed
Mia Portet
Tobi Trussler-Rowland
Kirsty Watson
Christopher West
Jake Whyte

Diploma volunteers

This year our Junior WAC and WAC Nites programmes have benefited from the following students from our Professional Diploma in Musical Theatre volunteering to support tutors:

Patience Agbo
Sylvia Alfred
Veronique Andre
Irin Argiti
Kofi Boateng
Elisa D Carvalho
Laura Chaitow
Osman Enver
Leah Jenkins
Ilona Molnar
Danielle Neville
Precious Nyarko
Sophia Thomas

Adult volunteers

In addition we have benefited from the experience and expertise offered by a number of adult volunteers:

Pauline Ashbee
Cathy Condron
Victor Garcia-Gabarda
Diane George
Helen Mellidew
Esther Olulde
Alba Vega-Mulet



We have provided 24 weeks of work experience and student placements during the academic year 2011-2012:

Richard Abegunde	Gaynes School, Upminster, Essex
Abdimajid Abdullahi	South Camden Community School
Tomini Agbaniyaka	Mill Hill County High School
Eray Akalin	Euro Akademie, Hannover, Germany
Lemar Barrett	St Thomas More Catholic School
Julia Beck	EUSA
Kimberley Bontrager	Boston University, U.S.A.
James Critchley	Bishop Justus School
Choon Fuller	Highgate Wood School
Emma Galletti	Friern Barnet School
George Grimshaw	Acland Burghley School
Jacqueline Hong	Westminster Kingsway College
Emily Igilima	Parliament Hill School
Tanitoluwa Jegede	Mill Hill County School
Codi Kelly	La Sainte Union School
Joshua Negus	Swiss Cottage School
Harry Scannell	Agincourt House
Roni Shani	EUSA
Saskia Spaeth	Sankt Adelheid Gymnasium, Bonn-Plitzchen, Germany
Sasha Worrall	Uppingham School, Leicestershire
Dawit Zerai	Greig City Academy

VOLUNTEERING AND WORK EXPERIENCE HAS AN IMPACT

“My work experience here at WAC has been fun and I’d love to do it again. The staff have been helpful and willing to assist me any way they can. And I appreciate WAC letting me work here.” **WAC volunteer**

“I wanted to say a quick THANK YOU to all of you who have been so wonderful to me during my time at WAC. As I hope you all could tell, I truly enjoyed my time at WAC and felt a part of the WAC community by the end of my stay. You have each welcomed me with such warmth and guided me with much support. I have learned so much through my experience at WAC on so many levels, and I have all of you to thank for that. Continue doing what you are all doing because it is making a difference in people’s lives and it is admirable.” **WAC volunteer**



WAC AWARDS

MILDRED ACKERMAN AWARD

This is an annual award given to the student who has given more of themselves to WAC, than they would ever expect to receive in return. A very special award to all at WAC, it was donated in memory of Mildred Ackerman by her husband. Mildred herself was an artist with disabilities who worked all her life to make the arts accessible to all ... a key mission shared by WAC since its inception.

The winning student holds the Mildred Ackerman shield for one year and receives a personal prize of £50.00. This year celebrating its silver, 25th anniversary, year the Mildred Ackerman award has been presented to Rio Kai.

JACK PETCHEY AWARD

Since 2005, WAC has been an enthusiastic member of the Jack Petchey award scheme. Throughout the year students nominate and elect a winner of the award from their peers. Winners are not necessarily the 'best' in their project, but instead must have contributed to WAC or their project in a significant way. They receive a certificate, medallion and £200 to spend on a community project of their choice.

There is also an annual leader award. The winner of this award will have at least two years' service at WAC and receives a certificate, medallion and £1,000 to spend on a youth project of their choice.

Student Jack Petchey Award Winners

2011

Isaac Cobinah	Summer Schools	September
Moses Roberto	WAC Wonder Web	October
Zac Osman	Volunteers	November
Rio Kai	Senior WAC	December

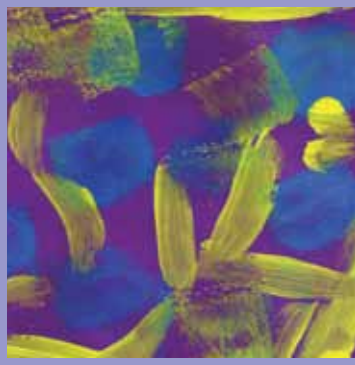
2012

Otto Nash	WAC Nites	January
Hendrick Bungisa	ARCO Junior	February
Kaleb Blackwood	Senior WAC	March
Stefan Vitalis	Diploma	April
Rekhelan Ramkhelawan	Junior WAC	May
Derreem Huggins	ARCO Plus	June
John Gaine	WAC Wonder Web	July
Steven McGirr	Oasis	August

Adult Jack Petchey Award Winners

2011

Glenn Dallas	Leader Award	December
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STAFF, BOARD MEMBERSHIP AND PARTNER ORGANISATIONS

STAFF

Melanie Ancliff	Deputy Operations Officer & Youth Officer
Caroline Archer	Apprenticeship Coordinator
Adam Bowles	Building Caretaker
Alison Clixby	Administrator
Camille Curtis y Van Dyke	Social Inclusion Officer
Glenn Dallas	ARCO Junior Coordinator
Tobi Forsdyke	Media & IT Officer
Ellen Fox	Trusts & Corporate Fundraiser
David Foy	Caretaker (Camden Council secondment)
Tino Girandola	IT & Media Assistant
Celia Greenwood	Chief Executive & WAC Director
Sue Gresley	Receptionist
Tom Hallgarten	Creative Media Apprentice
Sha Meenu Hassan	Business Administration Apprentice
Leon Hazlewood	Junior WAC Coordinator
Craig Huxley	Events Development Manager
Noaman Islam	Training Assistant
Shafiqul Islam	Building Caretaker
Jitendra Kulkarni	Senior Administrator
Susan Marmito	Arts & Media Projects Officer
Melina Martinez	Creative & Digital Media Apprentice
Phyllis McIntyre	Receptionist
Steve Medlin	Senior WAC Coordinator
Maggie Mendy	Disability Officer
Chas Mollet	WAC Wonder Web Coordinator
Venkata Sateesh Munagapati	Finance Officer
Issy Okonta	Events Operations Assistant
Natalie Parchment	Social Inclusion Support Officer
Peter Portway	Human Resources & Corporate Services Officer
Alix Poscharsky	Receptionist
Eloise Roberts	Receptionist
Rosemary Sewali	Finance Officer
Ken Shoults	Chief Operations Officer
Rita Shukla	Senior Finance Officer
Martha Stylianou	Diploma Coordinator
Sunil Tailor	Events Booking Coordinator
Karen Tidsall	Training & Development Manager
Piotr Wijas	Building Caretaker
Tim Wilmott	Buildings Manager



BOARD MEMBERSHIP

Elizabeth Cleaver - *Chair - from July 2012*

Stephen Dias - *previous Acting Chair*

Ian Douglas - *to April 2012*

Brian Fagan

Douglas Gilmore - *to December 2012*

Kimberley Kadour

Patricia Orwell

Malcolm Roberts - *to November 2011*

Ellen Schmidt

Andrew Shaw - *from June 2012*

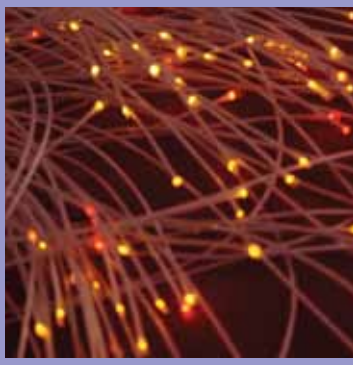
John Shepperd

Claire Vivyan - *to December 2012*

Patricia Whitehouse

Irving Yass - *until October 2012*





PARTNER ORGANISATIONS

In order to remain at the forefront in the creative arts, WAC has a strong tradition of developing active relationships in partnership with a range of organisations. Positivity towards new ideas and enthusiasm for working with others is key to the WAC ethos.

Working in partnership enables WAC students to benefit from a cross-fertilisation of ideas and the opportunities it presents to enrich the creativity of work. Most recently has been the growing and exciting relationship with aerial specialists, Scarabeus and Upswing. This resulted in a successful funding bid to Arts Council of England for the state-of-the-art aerials equipment which is now a feature of some of the most exciting new work being developed at WAC.

The following list includes the partners we have worked with over the last year. It represents a vibrant mix of both short-term partnerships and other, long-standing associations that have evolved over many years.

Our Current Partners

- | | |
|-----------------------------------------------------------------------|--------------------------------------------------|
| Acland Burghley School | London Youth |
| Artquimia, Spain | Longford School |
| Autistic Society of Greater Manchester (ASGMA) | Maria Fidelis School |
| Avenues Community Centre | Mencap, Cymru |
| BBC Children In Need 'Fun and Friendship' | Metropolitan Housing Trust |
| Bernie Grant Arts Centre | Mill Hill County High School |
| Bishop Justice School | Mulab, Italy |
| Chestnut Tree House, West Sussex | New Arts, Holland |
| Children's Society, York | New Horizons |
| Clissold Park School | Paddington Academy |
| Clubs for Young People | Paddington Arts |
| Cockpit Theatre | Park View Academy |
| Collage Arts | Prevista |
| COO-L | Project SiNC, Compass Advocacy |
| Dimitra, Greece | Network Ltd, Northern Ireland |
| Eclipse Theatre | Rinova |
| EUSA - Academic Internship Programs | Scarabeus |
| Film and Video Workshop | Scottish Spina Bifida Association, Scotland |
| Fortismere School | South Camden Community School (SCCS) |
| Greig City Academy | Shape UK |
| Hardknock Productions | St Christopher's Hostel |
| Highgate Wood School | St Ignatius College |
| Hillingdon Youth Offending Team | St Thomas More Catholic School |
| Hindleap Warren Outdoor Education Centre | State Street Bank |
| Imagine Create Express | Stubbers Adventure Centre |
| Kickstart | Theatro Technis |
| La Sainte Union School | Transforming a Generation |
| London Borough of Camden: | Tricycle theatre |
| ● Strategic Commissioning - Adult Social Care (Learning Disabilities) | Unclassified Arts |
| ● Micro-enterprise Programme | Uppingham School |
| ● Children Schools and Families – Strategy and Resources | Upswing |
| ● MOSAIC Disabled Childrens Team | Vital Regeneration |
| ● Integrated Youth Support Service | Westside Pupil Referral Unit |
| ● Camden Summer University | Westminster Kingsway College |
| ● Youth Offending Service | Whizz Kidz, Wales, Scotland and Northern Ireland |
| | 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

Marian Beard	Receptionist
Victoria Fellows	Receptionist
Sarah Hurst	Receptionist
Noaman Islam	Receptionist
Elaine Young	Receptionist

WAC SESSIONAL TUTORS

Dee Albert	Apprenticeships and employability tutor
Rebecca Amissah	Senior WAC and singing tutor
Johnny Amobi	Diploma, sight singing and singing tutor
Pamela Andrews	Wonder WAC, Greenland support worker, Wonder WAC assistant, passenger assistant, Haven and Oasis youth worker
Etian Antuche	Almeida, Diploma Afro Cuban repertory tutor
Sophia-Marie Armel-Evans	Oasis and Haven youth worker
Corine Armstrong	WAC Nites and vocals tutor
Christine Aspell	Oasis and Haven tutor
Justin Audibert	Diploma drama technique tutor
Lynieve Austin	Oasis and Diploma singing technique tutor
Paul Ayre	ARCO Plus digital arts tutor
Carla Beckford	Junior WAC cyber café tutor
Gavin Bedford	Wonder Web tutor
Sylvia Begum	ARCO Junior assistant lead tutor and Wonder Web assistant drama tutor
Rachel Bennett	Oasis, Diploma music director, Senior WAC and Diploma singing tutor
Ben Bennett	Oasis and Haven tutor
David Blake	Diploma Horton technique tutor
Shivon Bollers	ARCO Plus digital arts support
James Bolt	Oasis and Haven assistant
Kalan Booker-Quaintance	Holiday Projects youth worker
Marc Brown	ARCO Junior music tutor
Carol A Burke	Wonder WAC tutor and Haven assistant leader
Charlotte Burke	WAC Nites and Junior WAC drums tutor
Joseph Caleb	Junior WAC guitar tutor
Sue Campbell-Bannerman	Oasis leader and Wonder WAC tutor
Makeada Carbon	Junior WAC vocals tutor
Jenifer Castillo	Junior WAC vocals tutor
Robert Cater	Oasis and Haven tutor
Roxanne Cavaye	ARCO Junior lead tutor
Tiffany Cheryl Chan	Oasis tutor
Paul Chivers	Wonder WAC, Outreach, Fun Day drumming tutor and WAC Wonder Web web and radio tutor
Sylvia Cohen	WAC Wonder Web TV tutor, Outreach and Holiday Projects tutor
Hollie Danby	Oasis and Haven assistant
Daniel Richard De Cruz	Diploma singing technique tutor
Claudio De Souza	Oasis and Haven assistant leader and tutor
Naomi Deira	Diploma dance director and repertory tutor
Mark Denham	Oasis youth worker
Liam Dunne	Wonder WAC assistant and WAC Nites drama assistant
Shayanna Dyer-Harris	WAC Nites, Junior WAC drama tutor and Wonder Web Outreach tutor



Carolyn Ebanks	Wonder WAC art tutor, Holiday Projects tutor and Junior WAC digital arts tutor
Destiny Ekaragha	Senior WAC video tutor
Jesse English	Oasis and Haven assistant
Osman Enver	Holiday Projects assistant
Ivor Etienne	Wonder Web studio engineer
Karelle Evans	Junior WAC dance assistant
Ben Ewart-Dean	Wonder Web animation tutor
Ediz Fehmi	Oasis and Wonder WAC tutor
Victoria Fellows	Wonder Web assistant tutor, Outreach and Haven tutor
Peter Fraser	Junior WAC saxophone tutor
Simon Gardiner	Summer Schools band school tutor
Temujin Gill	Diploma dance workshop tutor
Isaac Gordon-Cobbinah	Wonder WAC assistant
Benedict Green	Senior WAC music tech tutor
Nathan Greenwood	WAC Nites band nites tutor and Wonder Web trip tutor
Louis Greenwood	WAC Wonder Web TV assistant tutor, Summer Schools band school tutor
Vanessa Guevara	Diploma African dance technique tutor
Matthew Guthrie	WAC Nites ground administrator and ARCO Junior assistant lead tutor
Zachary Gvirtzman	Junior WAC keyboards tutor
William Hall	Wonder Web tutor
Simeon Hammond-Dallas	Summer Schools youth worker, Holiday Projects assistant and Junior WAC music assistant
Paul Harris	Haven tutor
Layla Harrison	Junior WAC ballet tutor
Robert Henson	Summer Schools tutor and Diploma drama tutor
Aneta Hymka	Oasis and Haven tutor
Victoria (Vicky) Igbokwe	Diploma dance workshop tutor
Diana Igbokwe	Senior WAC street dance and professional dance tutor
Melanie Joseph	Diploma choreographer - <i>The Wiz</i>
Rio Kai	Oasis and Wonder WAC assistant
Jitendra Kulkarni	Oasis and Haven youth worker
Martina Laird	Diploma and Senior WAC drama technique tutor
Ade Lawrence	Junior WAC music tech tutor
Jan Lee	Diploma ballet accompanist
Kevin Leo	Diploma musical director - <i>The Wiz</i> and singing masterclass tutor
Aimee Leonard	Diploma singing masterclass tutor
Donna-Lee Lindo	Junior WAC and Holiday projects video tutor
Christine Ruth Lindsey	Oasis tutor
Oliver Lovencraine	Diploma masterclass camera operator
Daniele Lydon	Diploma drama voice tutor
Nadine MacLean	Diploma contemporary and ballet tutor and choreographer
Francesc Marco-Sendon	Diploma sight singing tutor and Diploma ballet accompanist
Lynda Mason	Oasis and Haven tutor
Pascal Matherson-Frederick	Junior WAC drama assistant
Ben McDonnell	Junior WAC music tutor
Nelissa Mendy	Junior WAC playworker
Bani Mendy	Oasis, Haven, ASD Learning and WAC Wonder Web tutor and Wonder WAC bus driver
Hector Miles	Oasis, Haven, Wonder WAC, ASD Learning and WAC Wonder Web TV tutor
Ben Moorehouse	WAC Nites keyboards and guitar tutor
Cyroy Morgan	Wonder WAC drumming tutor, Oasis and Wonder WAC tutor



Emma Morgan	Wonder WAC tutor
Trevor Morris	Holiday Projects assistant, Wonder WAC, Oasis and Haven youth worker and bus driver
Andrea Mothersill	Junior WAC movement tutor
Isaac Ngugi	Summer School tutor and Wonder Web Outreach tutor
Gary Nurse	Diploma dance masterclass tutor
Sam Ojari	Wonder Web film tutor
Ruairi Alexander O'Neill	Wonder WAC tutor
Sinead Osheku	WAC Nites ground administrator, Wonder WAC and WAC Wonder Web assistant
Zakaria Mukhtar Sheikh Osman	Wonder WAC assistant
Jade O'Sullivan	Summer Schools assistant
Indra Ove	Diploma drama technique tutor, ARCO Junior drama tutor and Diploma drama masterclass tutor
Ayo Oyelami	Wonder WAC leader, Oasis assistant leader and Junior WAC drama tutor
Simon Panrucker	WAC Wonder Web film tutor and Outreach Tutor
Dan Paton	Senior and Junior WAC music tutor
Charley Portet	Wonder WAC assistant
Dominique Prince	Apprenticeships and functional skills tutor
Amanda Rice	Wonder WAC tutor
Martin Robinson	ARCO Junior lead tutor
Latifat Saka	Oasis, Wonder WAC and Holiday Projects tutor, Oasis tutor
Onsat Ya'el Schmool	Diploma singing technique and singing masterclass tutor
Marlis Scholz	Oasis and Wonder WAC tutor
Alesandra Seutin	Diploma African dance technique tutor
Abdul Shyllon	Diploma singing repertory tutor
Tashan Sinclair-Doyle	ARCO Junior dance tutor
Martin Slidel Kay	WAC Wonder Web tutor and music tutor
Katrina Smith	WAC Nites trampolining tutor
Cara Stacey	Junior WAC ballet accompanist
Philip Stevenson	Junior WAC keyboards tutor
Dominique Stewart	Oasis, Haven, Wonder WAC assistant, passenger assistant and Junior WAC playroom assistant
Aidan Taylor-Kitching	Junior WAC digital arts, video and comms assistant and Holiday Projects assistant
Nadine Tetteh	Wonder WAC project support assistant
Sophia Thomas	Junior WAC ballet and percussion assistant
Aaron Thomas	Apprenticeships employer liaison officer
Christina Tignor	WAC Wonder Web and music technology tutor
Kevin Mark Trail	Diploma singing workshop tutor
Ashleigh Trezise	Senior WAC jazz dance tutor, Diploma Mattox technique tutor and choreographer
Oscar Vazquez Romero	Diploma Afro Cuban repertory tutor
Che Walker	Senior WAC professional approaches to drama and Diploma drama masterclass tutor
Emer Walsh	Diploma dance masterclass tutor
Niamh (Elizabeth) Webb	WAC Wonder Web TV tutor, Wonder WAC leader, Oasis and Haven leader, Wonder WAC Tutor, Wonder Web Outreach, Junior WAC drama tutor and parent liaison
Paula Anne Whyte	Oasis tutor
Emma Wilson	Diploma singing workshop tutor and singing technique tutor
Susan Woodbridge	Diploma singing workshop tutor and drama repertory tutor
Mark Wraith	Diploma ballet tutor
Matthew Xia	Diploma director - <i>The Wiz</i>
Jo Yeoman	Oasis joint assistant leader



THANK YOU TO OUR FRIENDS, FUNDERS AND SPONSORS

This year especially, WAC and InterChange would like to thank all the trusts, organisations and the increasing numbers of individuals who have supported the organisation financially. Without their support none of the important work we do would be possible. Supporters last year included the following funding organisations:

Aldenharn Club Trust	Learning and Skills Improvement Service (LSIS)
Andrew Lloyd Webber Foundation	London Borough of Camden
Arts Council of England, London	● Exclusion Service
Brewin Dolphin Ltd	● Leisure & Community
BBC Children In Need Appeal Fund	● Social Services
BBC Performing Arts Fund	● Youth Service
The Clothworker's Foundation	London Development Agency
Charities Advisory Trust	The Memery Crystal Trust
Equitable Charitable Trust	North Hertfordshire College
European Social Fund - Leonardo	Outreach
Execution Trust	Rexam PLC
Godophin and Latymer	State Street Foundation
Jack Petchey Foundation	The Vandervell Foundation
Learning and Skills Council	

In addition to funding from trusts and organisations, we are also fortunate to receive support from many individuals and smaller charitable trusts. We would also particularly like to thank these benefactors as their donations often make all the difference to the quantity and quality of provision we are able to offer in our work.

SUPPORT US

InterChange Trust, incorporating WAC Performing Arts and Media College, is a registered charity and company limited by guarantee. Working with thousands of children and young people each year, the organisation also provides services for a diverse range of user groups and cultivates active relationships with a varied spectrum of partner charities (see page 35).

This year saw the first fundraising run for WAC by a WAC parent (many thanks to Ross McGonnell!) and also a new series of WAC benefit nights organised by award winning playwright, Che Walker. Such initiatives substantially transform the funds available for our projects and we very much appreciate the efforts involved on behalf of all our users. If you or your organisation would like to become involved in raising funds for WAC and InterChange, please contact our fundraising department on 020 7692 5800. We'd be very pleased to hear from you!

THANK YOU ALSO

As usual, we would also like to say a very big 'Thank you' to all those individuals and organisations who benefit the work we do by offering their time and voluntary efforts. Particular thanks to the loyal Friends of the Town Hall. They will relaunch in the spring of 2013 with an exciting new offer. Many thanks also to Harper Collins for donating the Junior WAC Christmas books.

It is often this extra support that enriches our work and makes WAC and InterChange the very special and pioneering place it has become during the last four decades.



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