

IMPACT REPORT

2020-21



St. Paul's Community Development Trust

Working for the Community!

Message from the Chief Executive

Hello, and welcome to the St Paul's Community Development Trust Impact Report for the year April 2020 to March 2021.

We have spent the majority of the year in the pandemic and lockdown. So many people have lost loved ones (including our staff) and the pain and suffering for these people is unimaginable and our hearts go out to each and every one of those directly affected. The lockdown and isolation for many in our communities has been very challenging and we are proud to say that the staff at St Paul's, in all teams, responded magnificently to support them. Some of our key achievements are: -

- Monthly Trustees meetings to verse our response to the pandemic and gave me, as Chief Executive, advice and support, thank you
- The IT team responded rapidly to facilitate home working, purchasing laptops and mobile phones, working incredibly hard to set up remote on-line support and to support front line staff
- The Maintenance team organised deep cleans and changed cleaning regimes to ensure safe-working for the staff working on site
- The Finance team set up an on-site presence, to provide at short notice, cash, make payments and managed all furlough claims
- HR ensured any changes to procedures and guidance were shared with managers and staff as soon as they came out, and detailed records of staff unable to work due to a positive test and/or isolation were maintained
- The School launched an online education platform, delivered food parcels to families and carried out welfare visits to all pupils
- The Children's Centre secured funding to support families in crisis, managed an escalation in domestic abuse, switched service delivery from face to face to online video conferencing providing support and advice with excellent outcomes and high participation rates

- The Nursey reorganised the setting in line with legislation, secured finance for a new baby garden, worked with families offering advice and support to parents and focused on ensuring children's development came first
- The Senior Staff met with the Chief Executive frequently to oversee challenges, share successes and most importantly provided a support network during this period to offer advice and guidance where needed
- The Farm worked throughout the period, keeping animals safe and clean and maintained the farm gardens
- After School staff were furloughed for the majority of the period but when asked to come in responded positively and always had a smile on their faces

I want to place on record my thanks to Trustees and all members of staff working through the most challenging year we have known and showing a dedication and loyalty to the people that we work with/for.



Dave Cusack – Chief Executive Officer
David.cusack@stpaulstrust.org.uk



St Paul's School

A small independent school that aims to meet the special educational needs of young people aged 7 – 16 years, who experience social, emotional and mental health difficulties, and who may have had multiple school changes or had periods out of full-time education

Lockdown/Temporary School Closure (7 weeks)

220
SAFE
WELL CHECKS

to students and their families were made throughout the lockdown

 **460**

phone calls were also made to pupils and their parents across all year groups

These have been either an online  video call or a home visit when delivering a food parcel 



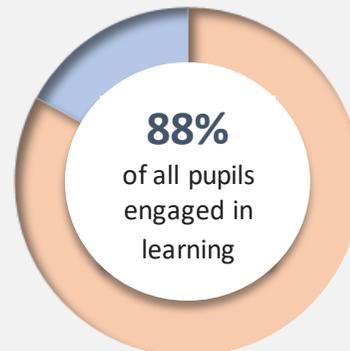
38 food parcels were delivered to 13 pupils and families, as well as each child also received a £10 weekly **ASDA Food Vouchers**

Teaching and Learning

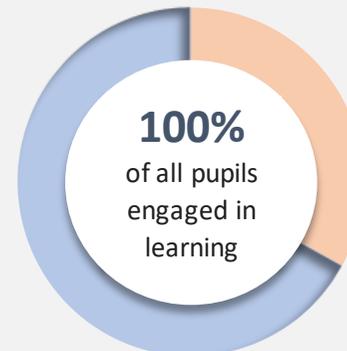
Extensive work has gone into setting up the online learning platform. We chose to work with **SeeSaw, a classroom platform, for meaningful student engagement.** Chevourne Whittaker (Instructor) has been instrumental in helping the staff set up online and using the application.

We have also put a lot of work in encouraging and supporting pupils, parents and carers in using the application. For those pupils who were unable to access SeeSaw, we provided work packs which were posted or hand delivered to the relevant families.

Secondary School



Primary School



 Work Packs  Online Learning



Year 11 Leavers

90%

(Year 11 pupils) successfully transitioned into either **Post 16 Provision or Employment**



A huge thank you to Ms Emily Bilsborough who has worked tirelessly to secure places for all of our pupils!

FROM A CARE HOME:

“St Paul’s have been a great support to us in safeguarding the young people who have attended the school for over a year, they have organised professionals’ meetings to discuss the needs of the young people to ensure that all professionals’ are able to work together to effectively share information to safeguard them. An example of this is that 3 young people, who are in Local Authority Care became friends within school and several of the young people started to go missing. The school was able to co-ordinate the sharing of information between the three residential homes to ensure that we had the information needed to reduce risk and safeguard our individual children.”

FEEDBACK FROM A PARENT:

“After being out of education for some time, we were beginning to think my daughter wouldn’t find a school place again. We were concerned that she wouldn’t be able to cope with a school setting as she had rarely experienced a full day in the classroom, as a result of often having to sit out of lessons and being at home having been excluded for over a year.

However, St Pauls took on the challenge and set about integrating her to school in a very measured way. Although a year 7 student, she began her time there in the primary unit, building up her confidence and managing relationships with other children in a relaxed but structured setting. Being the oldest in her group really helped her self-esteem which had suffered badly due to previous school experiences.

Today she is at the secondary school and making progress, she talks a lot about school, the staff team (whom she loves) and how she is having to work really hard to catch up on her time out. Although still not a 'model student', she is happy and part of the school community. She has benefitted a great deal from the nurturing approach to education that St Pauls provides.”

FROM A QUALIFICATION PROVIDER:

“It was lovely to speak with you this morning and congratulations again on achieving so much with your learners under such challenging circumstances. Your learners are very lucky to be able to have the opportunity to do work experience and it looks from the work as if they have gained a lot through doing so.”



FROM A TRAINING PROVIDER:

“St Pauls school offers an 'above and beyond' service to its pupils. Senior leaders are able to tailor programmes to suit their learners needs. Mentors and support staff within the school shadow their learners to ensure they are engaged and getting the best from their programmes of learning.

Learners are offered the opportunity to take part in a variety of vocational subjects that enhance confidence and allow learners to gain valuable life skills life. On occasion, learners have excelled in these environments, this, no doubt, is due to the fantastic nurturing and support provided by St Paul’s staff.”

FEEDBACK FROM A PARENT:

“St Paul’s school, have been absolutely amazing! They are very focused on each child as an individual and they adapt and are flexible when it comes to supporting and meeting the needs of the children. I speak for my child and what I’ve observed when visiting the school. The children are all very happy and well looked after, the teachers are enthusiastic and supportive. The children are encouraged throughout the day and settle in well to do and complete their work.

The children and teachers work really well together, and this is extended to the relationship they have with us parents, we are very involved with what’s going on at school and the progress our child is making. My son is extremely happy at school his 1:2:1 is absolutely amazing. The leadership of the school Miss Palmer has had a great vision for her school and she constantly improves and thinks out the box with the children as her main focus. I honestly couldn’t think of a better school I’d want my son to attend.”

Partnerships

Dallaglio RugbyWorks:

Our partnership with Dallaglio RugbyWorks continues to go from strength to strength.



KPMG UK: Through our link with Dallaglio RugbyWorks, we have been able to visit their Birmingham office, where the pupils took part in a product design competition to see what latest footwear could be produced and who would purchase it.

The pupils did a great job, they were able to understand what is done at KPMG and how they use data every day to understand the growing market. They have since been invited to the Head Office in London to see what happens there.

Arval/BNP Paribas: We had a career taster day where pupils learned about Arval, a vehicle licensing and fleet management company owned by BNP Paribas. They work directly in 26 countries, supplying over 145000 company vehicles in the UK alone. As part of their fleet management, they have servicing/maintenance contracts and one of these contracts is with Michelin.

The day involved: a tour of the Michelin Training Centre, information about Euromaster's Apprenticeship programme, hands-on experience of changing and balancing wheels/tyres, looking at tyre damage and causes. The pupils engaged well with the different activities and enjoyed their time.

Envirohort: We continue to work with Envirohort to enable pupils to experience learning in a variety of vocational contexts to include landscape gardening, sport and childcare.

Southside: Pupils continue to develop their skills in a variety of trades. One year 11 pupil has recently been offered an apprenticeship that is considered 'gold dust' in the building industry.

How RugbyWorks in our school

The pupils at St. Paul's are with us for a number of reasons, including being excluded from mainstream education and other providers. We also have pupils that do not quite fit into the mainstream system and need an alternative setting to flourish. Even though we are a small provision, RugbyWorks has been able to make an impact on our pupils.

Through rugby sessions, Career Taster Days and events, they have provided a number of fantastic opportunities for our students, and our pupils approve too, as they love getting involved and often speak about their time at a RugbyWorks session following the event. The coaches we work with, Gareth and Aleki, are well known across St Paul's and they always go above and beyond to help our pupils; from driving them to the Career Taster Days if we do not have transport to helping us with kit for the pupils to play in.

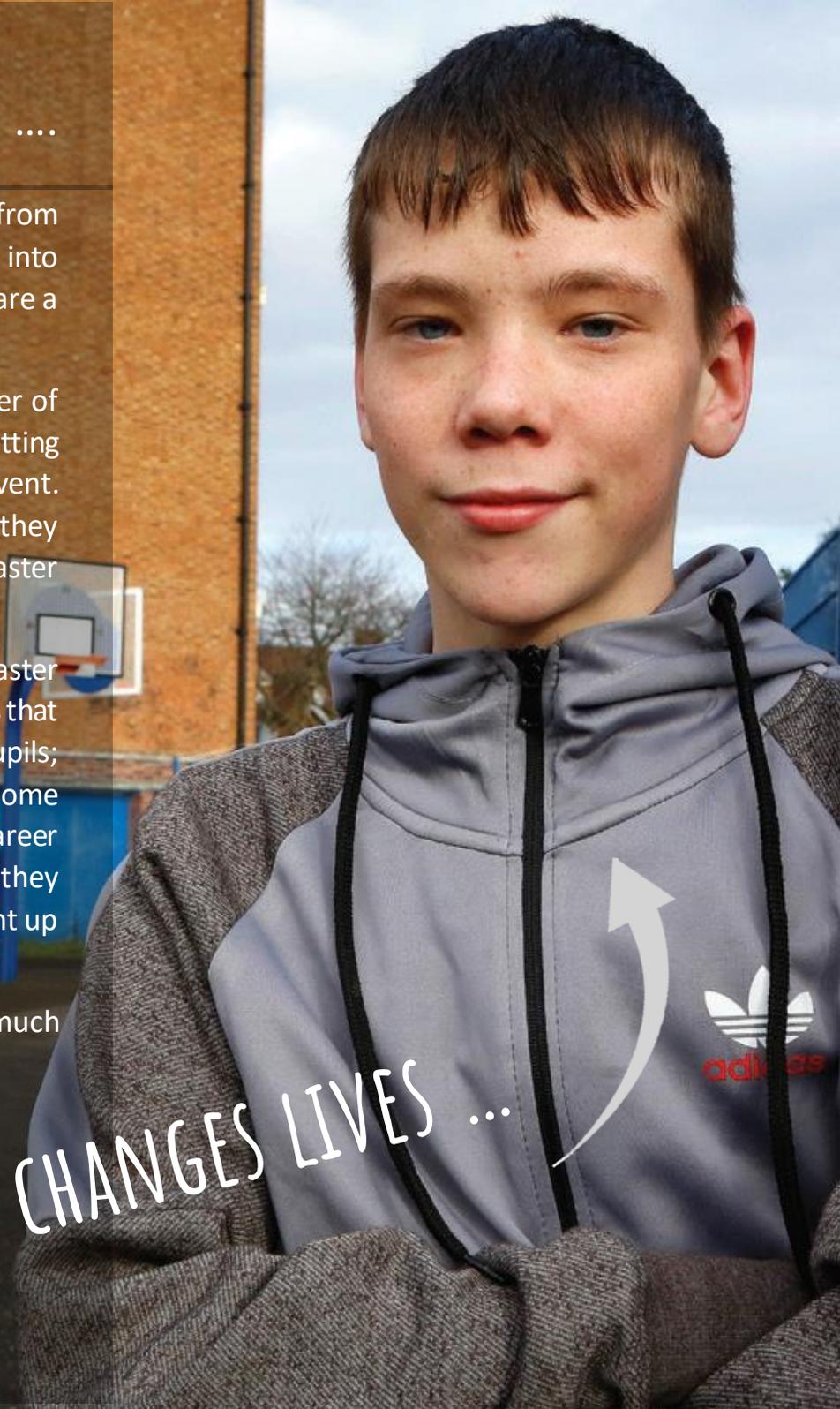
All our pupils come from socio-economically deprived backgrounds. The Career Taster Days have opened the doors for our pupils to find work experience. The organisations that we have been introduced to through the Career Taster Days really understand our pupils; they spend time talking to them and this helps boost our pupils' self-esteem. In some cases, our pupils have been provided with items to help them with future career opportunities. On our last Career Taster Day, one pupil came up to me and said: 'Have they really spent money on me?' He was shocked by the generosity of the people and went up to everyone to shake their hand and say, 'Thank you.'

For our pupils, it takes a lot to speak and interact with people as they do not have much face-to-face contact with others outside of their school and family circles.

This would not be possible without the support of RugbyWorks, and we at St. Paul's cannot thank them enough for that.

Helena McDonald
St. Paul's School, Birmingham

ST PAUL'S CHANGES LIVES ...



St Paul's Nursery

Early Years' Provision for children aged 3 months to 4 years old which aims to encourage children's independence and autonomy of learning

St Paul's Nursery closed for April and May 2020 as a result of the first lockdown of COVID-19. On 1st June 2021 we reopened to children of key persons and children who were identified as vulnerable. It was a very gradual return of children and by the end of July 2021, 25 children had returned to nursery, of these 12 were children of key workers and 9 were identified as vulnerable.

During the initial lockdown and consequent months, we maintained telephone contact with all of the families on our register either once a week, twice a week or once a fortnight and this frequency was determined by ongoing risk assessments. Where appropriate families were referred to other agencies where they needed additional support such as advice or food parcels.

Disapplications relating to development checks for 2-year-olds have been in place during the last year as a result of COVID-19. In addition, due to reduced attendance of both children and adults in the summer term, transition records were not completed for children moving to reception.

As a result, data has not been collated regarding children's progress as a cohort and instead we have focused on identifying and addressing areas of concern for individuals. Our priority has been to provide a secure and safe environment for children with a broad range of experiences and a focus on the social and physical aspects that many children have missed out on during the lockdowns and numerous periods of isolation.

During the period June 2020 to March 2021

91 

children attended the Nursery

28 

children were identified as **vulnerable** due to safeguarding or special educational needs interventions

38 

children met the criteria required to be eligible for either **free school meals** or **two-year-old funding**

26 **KEY WORKERS**

children had parents who were **key workers**



St Paul's Out of School

The Nest

Once lockdown was announced the childcare service for after school provision was closed. We assessed how many key workers needed childcare and unfortunately there were insufficient numbers to stay open.



The service resumed in September and despite numbers being a lot lower due to many parents working from home, we were able to provide childcare up the end of that term with staff working a 'flexi-furlough' pattern of shifts. The service had to close again from January but quickly recovered in March when numbers began a steady increase from an average of 14 children per day to an average of 23 towards the end of the Spring term.

For the February half term we were permitted to provide childcare for key workers and vulnerable children as long as we kept to the 15 per day maximum, it was good to see children playing with friends once more.

“It has been very beneficial. The children love the different activities and they also love making new friends. We have had many deaths in the family some related to COVID-19. The kids are happy here which makes me happy. I feel more relaxed and less stressed knowing that children are in a safe and happy environment”

- NEST Parent

Holiday Playschemes

The summer scheme went ahead this year for 3 weeks ensuring that we ran it within the government's COVID-19 guidelines. We were keen to run because children had been kept at home since Lockdown in March and would've had little or no contact with friends from school.

For the mixed groups of children that we usually have it meant that we kept to the 15 children per session as advised. To fund the scheme, we had underspend from a 'Children in Need' grant that was allocated for the Easter holidays and an additional top up grant from Sport Birmingham that enabled us offer a FREE play service that included trips out, sports and craft activities and fresh fruit and sandwiches.



“During lockdown the lads got bored at home, they needed something more stimulating like playscheme. It made such a positive impact on their social interactions and making new friends. They learnt a lot and also made things at home afterwards”

- Playscheme Parent

It was lovely to see children playing with friends that they hadn't seen for weeks, they were happy, active and enjoying the freedom. The parents benefitted from being able to have respite and one of the parents who had to work from home said she found it impossible to help her boys with school work or with activities. Of the 15 children that attended 9 had additional needs.

St Paul's Farm

'An inner-city oasis providing local families with access to animals that they otherwise might not see'

The Farm provided somewhere for local families to visit, either from the pavement on their daily exercise in lockdown or when we were allowed to open when so many other places were closed.

SOCIAL MEDIA

We tried to brighten people's lockdown by sharing film and photos of the plants and animals on our social media channels.



2700 Visitors
Approx.

As the year started in lockdown, the Farm was closed until July 4th, and also closed again in November and then again in the new year all the way till March.

The only 'organised' groups who visited this year were St. Paul's Nursery and Balsall Heath and Moseley WI who came for a socially distanced tour of the Farm and a picnic in August!

LOCKDOWN SUPPORT

We assisted the Trust with distribution of IT equipment, received deliveries as well as supported our partners The Active Wellbeing Society who were supporting those that were struggling for food and clothes during the pandemic.

ANIMALS

Staff attended throughout the lockdowns to ensure the animals and site were cared for. Sadly, we said goodbye to some dear friends: Sindy the sheep, Ashley the Pygmy goat and CJ the black cat.

We bought 6 laying hen chicks to replace the hens that were stolen during the panic buying just before lockdown and we also hatched some bantam eggs.

GARDEN AREAS

We set up some new garden areas and kept up with planting in the spring and summer hoping that services would be able to resume.

We even did a small plant sale of our surplus at the gate and raised some money!



THE FARM'S 40TH BIRTHDAY

We had a big event planned to celebrate 40 years of our City Farm in April, but of course this had to be cancelled. Instead, we celebrated on social media with a series of 'Then and Now' pictures. with the help of Balsall Heath Local History Society's archive and some films kindly made for us by Zaima Kaliq from the Children's Centre.

FARM IMPROVEMENTS

We were lucky to receive an 'Awards for All' grant from the National Lottery, so first we improved our handwash facilities by repairing and servicing our solar system.

A stable was converted into an accessible toilet and nappy change facility for our visitors, service users, volunteers and staff. A new boiler and radiators were installed for the farm classroom.

We no longer need to rely on other buildings for toilets and can keep the classroom warm and welcoming.

RECYCLING: 1.25 TONNES OF PAPER/CARDBOARD

The Farm collected this from Trust settings and offices for recycling, much reduced this year as many parts of the Trust were closed.



St Paul's Children's Centre

St Paul's Children's Centre is now part of Birmingham Forward Steps (BFS), a pioneering Early Year's, Health and Wellbeing initiative, supporting children aged 0-5 in Birmingham.

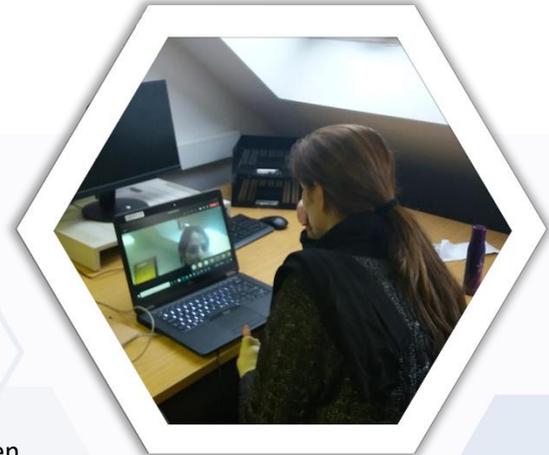
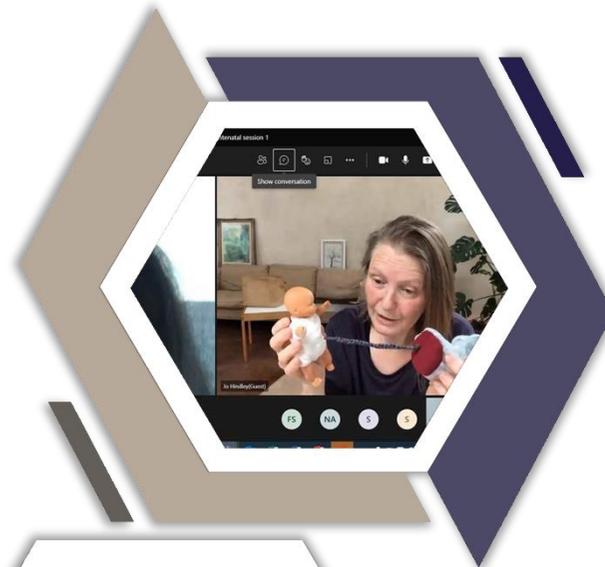
13,603 
support contacts made to
parents and children between
Apr 20 - Mar 21

29 
staff employed to deliver a
diverse range of services

329 
referrals received for
family support
intervention

We continued to offer Children's Centre services virtually in April 20 - March 2021. The data in this report reflects the Children's Centre services across the whole of Hall Green District. The key support areas were **parenting, health, speech and language, activity ideas, child development** and **wellbeing issues** to keep families safe. Many families had complex challenges, and the staff ensured they helped them to overcome these and move forward with their lives and thrive.

Children and families received Early Intervention and support via Early Support or Specialist Integrated Assessments. Consultation, referrals, outreach work, observations, assessments and discussions were used effectively to identify needs and match families to the services they needed, including specialist services.



62 women accessed the
virtual 'Freedom Programme',
for domestic abuse awareness

10 domestic abuse survivor
packs were given to women
fleeing domestic abuse with

Women who completed the programme reported, they are now able to see the "warning signs" should they want to seek further relationships and it helped them to understand the "impact of domestic abuse has on children"

540 
parents received **motional wellbeing** and **mental health** support, and **50 well-being packs** to women feeling low in mood and who were isolated

200 
foodbank Vouchers
were given to
families in crisis

299 
Resilient Fund
applications to
support families in
poverty due to
COVID-19

267 
pregnant women
attended and benefitted
from our **antenatal
support classes**

“ I am so happy that I found you because I did not have any family or friends here. I was able to talk to you and share my pain, worries, anxieties and fear of giving birth.”



192 mothers attended the Breast-Feeding Lounge

383 mothers received 1to1 breastfeeding support and advice



“ Thank you very much for supporting me during and after giving birth, calling me to check up on me and see how I was doing. It helped me to continue to breastfeed despite the difficulty and pain I had in the beginning”

267 parents (46% of the total parents seen) were tracked and 100% reported an increase in their knowledge and confidence about breastfeeding

96% of parents (165) who had initiated breastfeeding were tracked at 8 weeks, and confirmed sustained breastfeeding

“ I went through difficulties with breastfeeding after birth, it became very painful and I was so upset and emotional when I came for support however your support enabled me to continue to breastfeed and after 2 months after birth, I continue to breastfeed exclusively”

“ Aysha’s Story

I had my first baby, I wanted to breastfeed because it is the best thing for my baby but I was struggling with breastfeeding so my health visitor recommended that I speak to the Children’s Centre and I made the first call. I was really struggling with positioning and I had lots of general questions about feeding because I thought my baby was breastfeeding for too long and I was not sure if baby was having enough milk. It’s only after I spoke to the Antenatal and Infant Feeding Worker, I realised that my baby’s behaviour and frequent feeds are normal and it is meant to be like that.

Breastfeeding was hard and on top of that baby was having refluxes which made it more difficult and worrying but with your support, I was able to understand how to help my baby.

I attended breastfeeding lounge a few times and it was helpful to hear from other parents and to know that they were going through similar issues and I was not alone. I only attended a few sessions because after that I became more confident and I felt that I did not need further support.

My baby is now 6 months old and I am able to continue to breastfeed exclusively. I don’t think I would have been able to achieve this, and without your support, I would have given up. I think it is the best thing I did because it is so convenient now just to breastfeed my child whenever, I don’t have to worry about food or bottles etc. As I became more confident and relaxed, my baby became more content and happier.

I received weaning support over the phone which helped me a lot and I am able to ask questions whenever I am unsure about certain weaning foods.

“By having face to face contact during the COVID-19 pandemic and you observing me gave me reassurance that I needed. Your support helped me to continue to breastfeed when I was so tempted to stop....”



This detail of the story has been changed to preserve anonymity and reproduced with consent obtained from the Parent. Stock imagery has been used, photo by William Fortunato from Pexels

535 parents and children benefited from **virtual Stay and Play** sessions on **School Readiness, Baby Group, Startwell, Can Do** and **Talking Together**

“*Thank you very much my daughter will love this activity as she enjoys playing with play dough and rolling pin to roll the dough. A good interaction and language building activity.*”

Hajra (parent)

“*Rafan was excited to see you, he enjoyed singing nurse rhymes together with you*”

Khaleda (Parent)

61 parents and children benefitted from ‘**Holiday Kitchen**’. Food parcels were delivered to families in advance and was followed by a **virtual demonstration of healthy eating food preparation ideas and inspiration**



125  **creative bags** were **delivered** to families for them to continue their **children’s learning at home**



188  **healthy eating and meal planning advice**, including support with **weaning** was given to families

“*The workshop has made me to consider all aspects of my children's health both mentally and physically. I have learnt about portion sizes and making better food choices*”

(Parent)

“*The HENRY programme has been very beneficial as it has made me aware of the healthy choices I can make when it comes to eating. I have become more conscious of what I'm eating and ensuring that I provide nutritional meals for my family. Prior to undertaking the course, I would use frozen ready meals and would eat really late in the day, as well as including sugary snacks in my diet. The classes have also equipped me with the skills I need to build a positive relationship with my baby and how the choices I make will affect her*”

(Parent)

“*Alim loved the activity pack as he loves play dough and building new things. He used all of the different tools with the play dough, which helped with his gross motor skills. It helped him understand and recognise different colours, we also used the pack to practise numbers and counting*”

Marwa (Parent)



119 parents attended and benefitted from **HENRY (Healthy Eating and Nutrition)** virtual sessions.

136  **Speech and Language**

contacts made to families to advise them on **speech and language** development activities

176 

parents and children attended **Baby Group**, and were supported with **baby massage**

152 

children had their **2-year-old development check** in the last 2 months of the financial year 20/21. This service is provided to support the Health Visiting Service and we have had **exceptional success rates (65%)**

86 parents and children participated in **home safety workshops** or received advice



28 parents attended and completed **Basic Skills Courses** or received **Employment and Training Support**

52 

parents attended evidence-based **parenting programmes**

115 

families were supported with **oral health advice** for their children

363 

phone calls and doorstep visits were completed to encourage families to take up their **15 hours Early Education Entitlement**. This is free term-time childcare, available to eligible families on low income

“I feel I have made many small changes to help towards a healthier family life. I have learnt to ensure the environment my children are in, is safe for them to grow and develop. I am aware of safety and making sure I supervise my children at all times especially while they using Internet.”

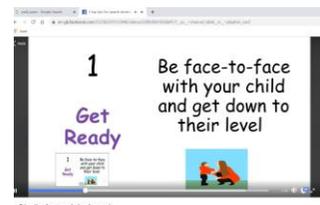
(Parent)



Published social media posts on **speech and language development, physical and creative activities**, as well as **story sessions**



Encourage language by naming and talking about household items



Walking along lines with Nazia

“My child was isolated and it was hard for me to keep him engaged while staying home. I shared my concerns with the staff at St Paul's Children Centre and couldn't be happier after receiving a very informative email about activity ideas to keep him busy. I was signposted to social media posts on various activities”

(Parent)

Maintenance and Cleaning

- 979 maintenance and cleaning tasks completed
- Cleaning and maintenance staff were furloughed during spring and summer of 2020 as there was minimal activity and occupancy across the Trust
- COVID-19 safety measures implemented these were:
 - ✚ Partitioning of rooms
 - ✚ Purchase and installations of plastic screens
 - ✚ Remodelling and shifting around of furniture for social distancing across all sites
 - ✚ Over £5000 spent on hand sanitizer dispensers, sanitizing liquid, disposable gloves and other PPE
 - ✚ Between Sep 20 to March 21, 6 deep cleans of full or part sites were conducted
 - ✚ Cleaning regime amended to ensure all touch points throughout all buildings were cleaned, as well as ensure cleaners were able to social distance when 2 or more were working in the same building at the same time
 - ✚ New risk assessments produced for each area cleaned
 - ✚ Increased record keeping of cleaning activities carried out



IT Support



- 854 IT helpdesk queries and tasks completed
- Additional 33 laptops (24 purchased totalling over £12,000) issued to staff who transferred to home working during COVID-19 pandemic and lockdowns
- 6 additional mobile phone connections added
- 21 mobile handsets replaced courtesy of BT
- 8 network switches upgraded to support new cloud-based phone system
- 2 65" LCD interactive screens installed
- 1 new server commissioned
- Over 100 hours spent transferring files from internal server to Office365
- There are 129 active users using Office 365
- Average of 600 emails are sent per day
- Average 2000 emails are received per day
- Average 1500 emails are read per day
- Average 8 1:1 calls per day via MS Teams
- Up to 20 group meetings a day via MS Teams
- Up to 150 group chat messages a day via MS Teams
- Over 225,000 files stored online via SharePoint and OneDrive

Finances

We aim to ensure the income received and generously donated is spent on delivering services and supporting the people who need it the most.



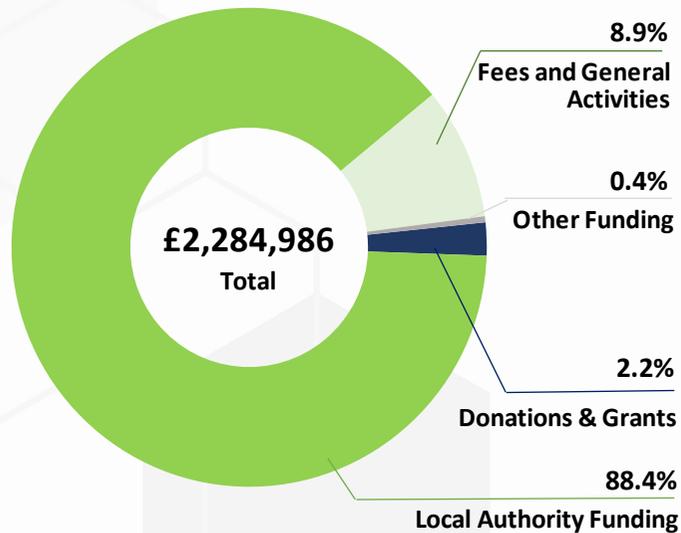
During the year we had to close our Nursery and Out of School care for several months and in total had to furloughed 32 members of staff for which we received £126k in funding from the furlough scheme.

As we went into lockdown, we had to purchase 11 Laptops, 6 mobile phones and charges and increase Air time, together with increasing licences for antivirus to enable staff to work from home at a cost of £4,754. Further costs were incurred as the year went on to enable more staff and students to work from home more efficiently.

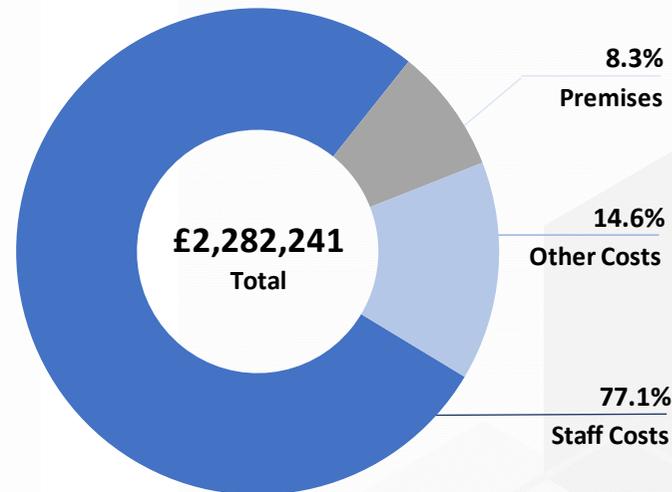
Despite the challenges of the last 12 months the Trust has ended the financial year with its strongest performance for 7 years. The Trust ended the year with a surplus of £2,745 compared to deficits for the last 7 years. Our thanks go to all those who have supported us through this trying year and especially those funders who have let us defer income to the next year to carry on the work we started before lockdown.

We continue our partnership and long-term vision for the farm with The Active Wellbeing society who are providing the funding to keep the farm running.

INCOME

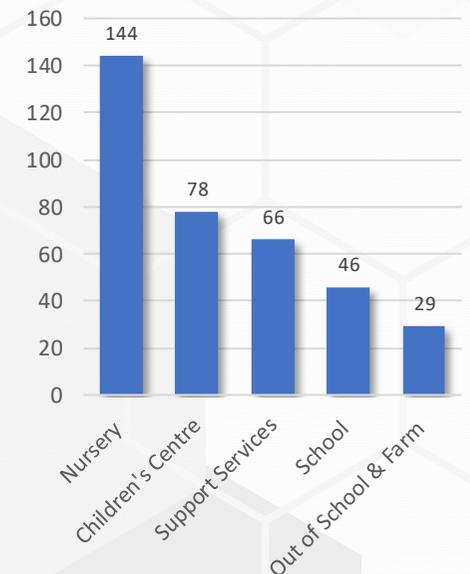


EXPENDITURE



IMPACT OF COVID-19

Days lost due to sickness and self-isolation



Acknowledgements

We are incredibly grateful to the following for their generous funding and support provided.

29 th May 1961 Charitable Trust	Children in Need	Midland Mencap
Trees for Life; Ivan Grove 50th Birthday Donation	Jarman Trust	BVSC
St Jame's Place Charitable Foundation	Awards for All	TimeBank
School Half Term Challenge Donations	Charities Aid Foundation	Future Roots
Dharmendra Palmer Birthday Donations for Farm	Grimmitt Trust	Paypal Contributions
Donation Box at the farm and online nations	LIVERLEY	
Individuals who have sponsored animals	Sport Birmingham	

We extend our sincere gratitude to all the staff who have contributed to the 2020-21 Impact Report, including the families and partner organisations who gave their time to provide feedback.

We would also like to thank all our volunteers for their help in this difficult year. Volunteering was severely impacted by the various lockdowns, as we needed to keep our volunteers and their families safe, but some worked on their own when it was permitted.

Karen Leavy Toby Pinder Jess Harrold Jane O'Sullivan Katharina Swoboda Charlotte Berger

PROOF-READING BY
Anita and Rebecca Moore

DATA VISUALISATION & GRAPHIC DESIGN BY
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Thank you