



Annual Report, Ilderton Motor Project 2004-5

Chair's report

2005 has been another successful and busy year for the Ilderton Motor Project. Satellite projects were opened in Southwark and Lambeth and both are progressing well under the management of two new Project Co-ordinators. The projects would not have been a success without the hard work and forward thinking of David Wambebe our Chief Executive. John Clarke worked alongside David as a Project Consultant, supplying help and expert advice. The uptake of young people is increasing and both projects are run on a sound financial footing. I feel that they will continue to grow and be a success in the years ahead.

Deptford continues to be the flagship project of the Ilderton organisation and effectively assists those referred to it. The Deptford Senior Project Co-ordinator is always looking for improvement by identifying the needs of the young people and referring agencies. During the year a business plan for the organisation as a whole was developed and, following consultation with staff and the Trustees, was adopted and implemented. The plan provides a sound footing for the financial management, staff structure and training needs of the organisation. It is hoped that this new tool will give guidance and direction for the future as Ilderton Motor Project grows and moves forward.

The Ilderton Safe Driving Academy was set up in the autumn of this year. This totally new project enables unemployed residents within the local area to be trained as qualified driving instructors; they will then work at the Academy for 12 months, training young people who have been referred by outside agencies to drive, pass their test and hopefully improve their potential to find employment. The Academy purchased two dual-controlled cars in 2005 which will be used to train the instructors and young people to drive. This is a rolling programme where, at the end of twelve months, the qualified instructors will be able to move on to seek employment within an established driving school or to set up their own. The funding for this venture was sourced and secured by the Chief Executive Officer. I would also like to thank Geoff Cox for his advice in setting up the Academy and supplying the expertise to identify and train the candidates.



I have worked closely with the Ilderton Motor Project over the past 18 years, during this time I have been on the Board of Trustees both as a member and, for the past six years, as Chair. In September I moved to West Sussex and because of the amount of travelling required I feel I cannot devote the time required to be a successful member of the Trustees. Therefore, at this AGM I regretfully tender my resignation as both Chair and Trustee. I have enjoyed my time with the project and have immense respect for all the staff and Trustees that I've worked with over the years. I know the project will continue to be successful and fulfil the needs of the community that it serves.

Roy Wood, Chair of Trustees



Executive Summary

In our efforts to maintain our position as “the most respected motor project in England” (Roy Wood – Chair’s report 2004), it was clear that a robust consolidated business plan was needed. During 2004 – 2005 the experience at Ilderton Motor project, for Trustees, staff and young people, was an exciting one. The opportunities that presented themselves enabled the organisation to go through a rapid development process, moving us from a locally-based project serving young people in three boroughs to a pan-London organisation working with at least seven boroughs. The new infrastructure includes:



- IMP Head Office – Grinstead Road, Deptford
- Edward Street Training Centre – Deptford
- Southwark (Bermondsey) Training Centre – Devonshire Grove
- Lambeth Training Centre – Clyston Street
- IMP Safe Driving Academy

This has enabled the organisation to extend its training and education programme to a wider geographical area, whilst still focussing on engaging young people who may be at risk of offending or have developed offending behaviour. The

evidence of the effectiveness of our strategic plan is reflected in the increase in referrals, particularly from schools, to our daytime basic motor maintenance and personal development programmes.

Following extensive consultation with the Board of Trustees and staff, CR training Consultants assisted the Board of Trustees to put in place the framework for a management development plan. This was essential for the restructuring of the organisation and to enable us to realise the vision of becoming a pan-London organisation. GK Partners consultants later completed this work, and we now have a new management structure. Key structural changes already implemented include changing the position of Manager to Chief Executive Officer: reflecting the size, diversity, multi-project and multi-site nature of the growing IMP; appointing a Senior Project Co-ordinator to the Deptford site and two further Project Co-ordinators for Southwark and Lambeth. We also have in place a detailed three-year business plan that provides clear strategic direction for the organisation.

In the last four years I have come to rely on the wisdom, good judgement, support and sense of fairness demonstrated by our outgoing Chair Roy Wood. The high quality of his leadership has ensured that we coped remarkably well with the challenges of a rapidly changing environment. On behalf of the young people (past and present) and staff, I would like to use this report to express our gratitude for the years of support he has given IMP and to hope he can continue to work with the organisation in other ways.

I would also like to thank all the Trustees and staff for their hard work during this challenging year.

David Wamebe, Chief Executive Officer



Training Services

We continue to evaluate and review our training programmes to ensure the needs of beneficiaries are regularly assessed and built into programme development. In 2004, plans were put in place to introduce the City & Guilds 3901 accreditation, which replaces City & Guilds 3992. A scheme under consideration includes the possible implementation of an in-house apprenticeship scheme: this is based on the experiences of three young trainees who demonstrated remarkable achievements during their placements.



It is important to note that the expansion of Ilderton Motor Project's training services has created scope for recruiting more staff, bringing with them varied experiences and skills. This has strengthened the skills base within the organisation and made notable improvements in the delivery of training activities.

I am confident that Ilderton Motor Project is at a stage where it can be responsive to the challenges set in the 'Youth Matters' Government White paper, which places emphasis on improving the services provided for all young people and, in particular, those experiencing difficulties.

What people say about us

"Usually it goes in one ear out the other, but Mark has managed to get me to understand - he's such a brilliant trainer" - a young trainee

"Tyler shows a great interest in this project, as he needs no motivation in the morning to get ready! He enjoys talking about and getting involved in the repair of motor cycles" - Norma Crawford, parent

"We have built up an excellent working rapport which has been further enhanced by your recent appointment of a schools support worker, strengthening your commitment to providing a comprehensive vocational package for our pupils. The school continues to appreciate and support Ilderton Motor Project and its work, which enables some of our challenged and sometimes disaffected pupils to do something they perceive as a very worthwhile alternative to a conventional school timetable" - Linda Wiggett, Walworth School

"I would like to thank you for the excellent work you have done for a student of Northbrook. It is down to the patience and consistency of teaching that Jonathan was able to achieve so much and stay in school for as long as he did," Carol Smith, Northbrook School

Achievements

Over 200 young people participated in Ilderton Motor Project's core training activities, over 3 sites, between April 2004 and March 2005. Along with an average of 90 young people who participated in two weeks of summer holiday activities in the Downham area. This success was not reflected in our flexible evening programmes, however a comprehensive action plan has been developed to repackage these activities. This involves the accreditation of both the flexible car and motorbike programmes within the City & Guilds 3791 personal achievement profile framework.

Looking Forward

We intend to continue our programme of organisational development and to ensure that our services evolve and retain relevance to the lives of our beneficiaries. Our aim is to look forward strategically without forgetting where we've come from. Our ultimate aim is to stay focused on the job of empowering young people. To this end a quality assurance framework will be



developed in 2006, ensuring programme delivery standards are adhered to across the organisation.

We are committed to taking regular reviews of strategic plans, introducing innovative schemes and maintaining the profile of Ilderton Motor Project. This is illustrated by the start of the Safe Driving Academy in 2005 and in the development of a website (<http://www.ildertonfoundation.org.uk>) and new information leaflets during 2006.



During next year we will also be attaining foundation status and changing our logo to reflect our new name, which is the Ilderton Foundation.

One factor is certain: changes will continue to take place as we strive to respond to the needs of disaffected young people, and the changing patterns and culture of our community. We will continue to prepare for this challenge.

THANK YOU

In 2004/05 we were able to deliver our services through service level agreements, grants and donations from the following:

- Broomleigh Housing Trust
- Bermondsey/
- Rotherhithe Neighbourhood Renewal
- Clapham Park NDC
- Connexions PAYP, Lewisham
- Deptford Challenge Trust
- Hyde Charitable Trust
- Lewisham Youth Offending Team
- Lloyds TSB Foundation
- Lambeth Youth offending Team
- Greenwich Youth Offending Team
- Inner City Entrepreneur's Fund
- JP Morgan Fleming Educational Trust
- Mercer's Company
- New Cross Gate - NDC
- Opus Trust
- Police Authority – Lewisham Borough
- Rose Foundation
- Silwood SRB
- Southwark Environmental Development Team
- Westminster Youth Offending Team