



Impact Report

2021-22

“I help Spadework and they help me.”



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The making of this report

The report focuses solely on our learning disability care but the learnings will cascade throughout our charity and to every aspect of our care provision. We engaged an independent Evaluator, Insley Consulting, to help us to evaluate our services, measure our outcomes and tell our impact story.

Introduction



In an extraordinary year, we achieved extraordinary things!

I was six years old when I first visited Spadework with my grandparents. It quickly became one of my favourite places: somewhere I could be accepted for who I was, somewhere that would celebrate our differences and help to break down barriers within our community. Spadework helped to define the person that I am today and ignited a passion in me to help provide care, support and meaningful opportunities to different vulnerable groups.

I am thrilled to share with you our very first impact report. It looks at the extraordinary things we have achieved over the past 12 months.

Despite all the uncertainty that the pandemic created, we have provided stability and consistency for our beneficiaries. We have continued to provide an exceptional level of service for adults with learning and other disabilities – our Trainees – and enhanced our services for adults experiencing mental health problems and those living with dementia.

Our speedy response during the pandemic tested our resilience, yet the Spadework family remained united in our belief in our amazing little charity. In March 2020 our remote service was up and running within days of the first lockdown. Irrespective of whether staff, volunteers or service users were receiving face-to-face care or virtual and long-distance support, we remained committed to ensuring that Spadework continued to be the best that it could be.

This report shows how far Spadework has evolved in the past five years. I am grateful to Emma Insley and her team for working with our Senior Care Team to measure the impact of our work.

I am immeasurably proud of the results. In executing this work the team at Spadework had to adapt to a new way of working, recording and thinking. It required a change of focus and a mindset shift: the principal benchmark for success became outcomes rather than our historical reliance on outputs. This ensured that we could demonstrate our team's hard work, dedication, and person-centred care.

Providing services for those living with dementia or experiencing mental health problems has brought to us new beneficiaries. We will measure the impact of this work too, using our 38 years of care experience to combine this new approach to social care with our passion for social enterprises.

I am indebted to all the organisations and individuals who support our work. I hope this report reassures them that we deliver a high-quality person-centred and tailored care programme to all our beneficiaries. The report represents a shift in the way we operate and ensures that our provision continues to develop as we provide an outstanding quality of care, an excellent degree of support and a wide range of fun, accessible and meaningful opportunities.

Freddie's story on page 24 puts into words what our team strive for every day – to enable people to be more independent and to achieve their potential.

I look forward to hearing from you with any queries or comments about these findings. As the needs of our beneficiaries change, so we evolve. Here is an independent benchmark by which to evaluate the difference we are making to our service users.

Kris Healey, CEO

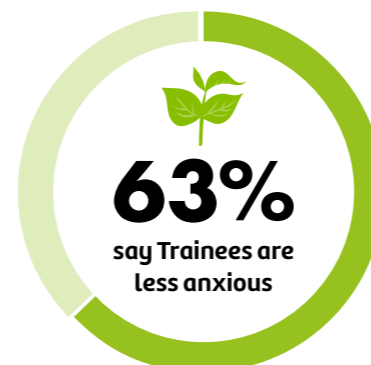
Our Charity

Spadework is a charity that enables people to be more independent, feel less isolated and live happier, healthier and more fulfilling lives.

We provide services to adults with learning and other disabilities, people experiencing problems with their mental health and those living with early-onset dementia.



Trainee outcomes as observed by people supporting them



Our impact on the local economy*



1,072 hours of employment provided each week



32 volunteers providing 8,112 hours of volunteering a year



£254,787 spent on stock from Kent-based suppliers in 2021



51 employees live in Kent

Spadework in numbers

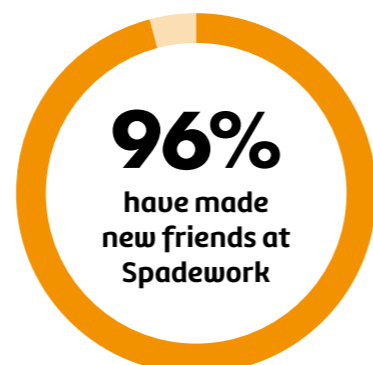
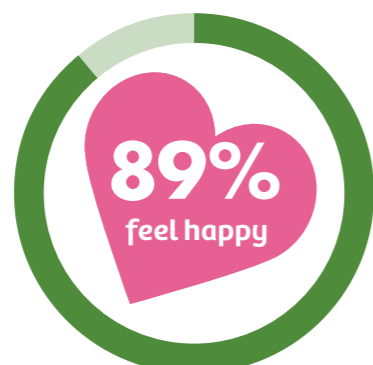


11,826 hours of on-site training and support from June until the end of December 2021 (2,628 sessions)



1,891 hours of virtual support in 2021 due to Covid-19

Some of the outcomes achieved by our Trainees



*Audited accounts 2021



Our vision People with learning disabilities are more independent, less isolated, and live happier, healthier and more fulfilling lives.

Our purpose

At Spadework we passionately believe that adults with learning disabilities should not be held back from enjoying a full life because of other people's perceptions about what they can and cannot do.

We help our Trainees to:

- Be **more independent** and better prepared for life outside of their family and Spadework.
- Have an **increased sense of self-worth, belonging and purpose** by feeling the value of doing a good job, being part of something bigger than themselves and playing an active part in the community.
- Have **reduced isolation** and **increased connection with others** by feeling part of a team, accepting each other's abilities and supporting other Trainees.
- **Feel accepted for who they are**, be **happier and healthier** and have **increased mental well-being**.

What we do

We support our Trainees (adults with learning and other disabilities) to develop their independence and personal skills through meaningful activities. Our core sessions, provided to 40 people every weekday, include:

HORTICULTURE

Our Trainees are happiest when outside and have developed excellent horticultural skills. They plant seeds of their choice and tend to vegetables in our allotment gardens, including pumpkins for our annual pumpkin festival. Trainees also take cuttings and pot flowers, shrubs and trees to be sold in the Garden Centre and use their gardening skills to keep our site looking welcoming for visitors.

CREATIVE ACTIVITIES

We help our Trainees to let their creativity shine through hobbies, arts & crafts, performing arts in our new studio, and participating in our new podcast, called Spadio.

WOODCRAFTS

Our Trainees enjoy making crafts in woodwork sessions, including puzzles, place mats, bird boxes and Christmas decorations. They have also recently renovated the furniture for our café.

LIFE SKILLS

In our fully equipped kitchen and classroom, our Trainees learn how to cook food (including fruit and vegetables grown in our allotment) and make healthy food choices. For many Trainees, this is their first experience of cooking for themselves and others, which is key to them becoming more independent.



Our work in a global context



Working towards UN Sustainable Development Goals

→ Our work with our Trainees supports Goal 10 of the UN Sustainable Development Goal (UNSDGs)



UN SDG Indicator 10.2 is:

Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

How Spadework supports this goal:

Spadework helps to empower adults with learning and other disabilities and promote their social and economic inclusion through meaningful activities that develop their skills and independence and by providing opportunities for social interaction.

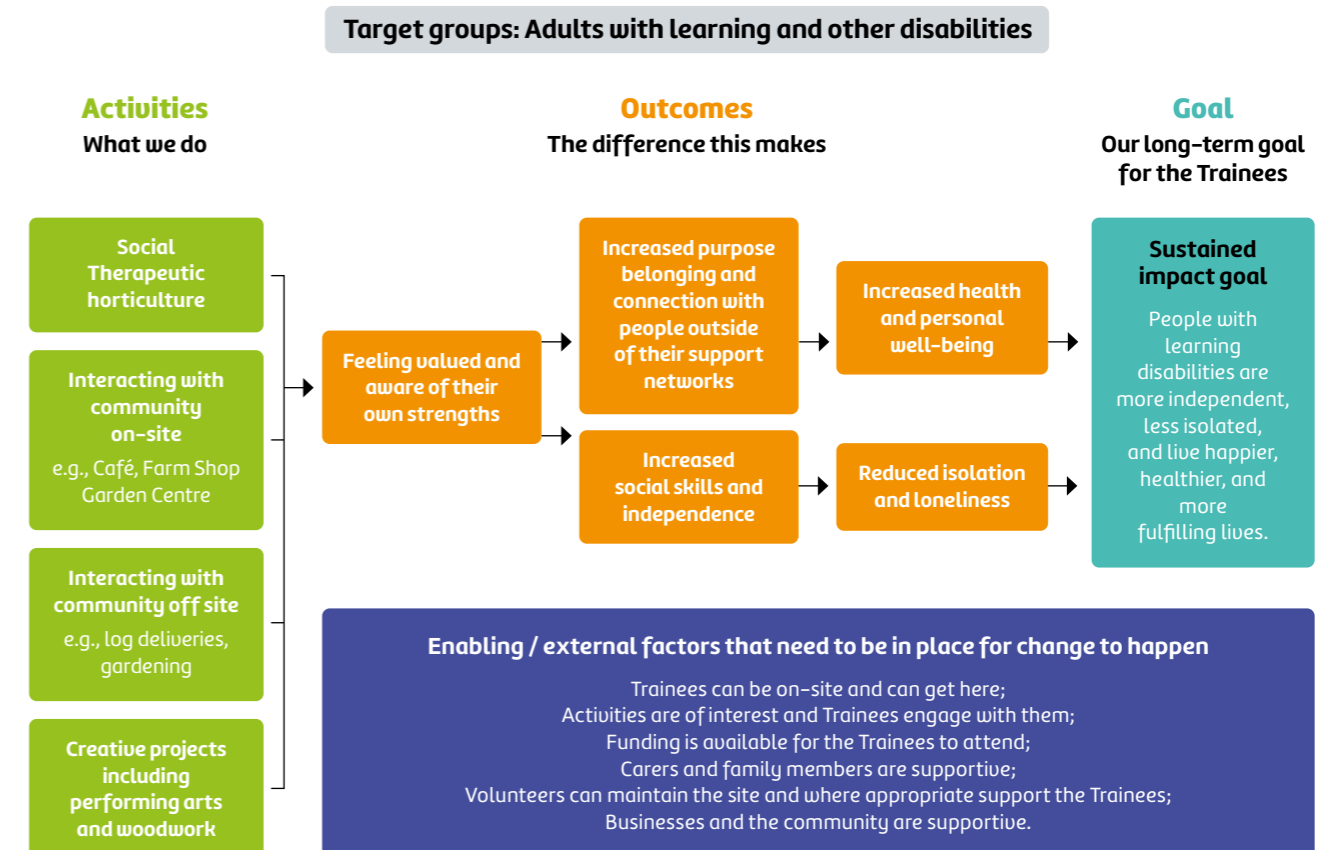


Our Theory of Change

How the things we do lead to the difference we make

Problems we are trying to solve:

Adults with learning disabilities are typically isolated and often held back from achieving their potential, becoming independent and having choice over their lives.



Working towards the UN Rights of Persons with Disabilities

The activities we provide Trainees directly support many of their rights, as established by the UN Convention on the Rights of Persons with Disabilities (CRPD, 2006)

- By facilitating opportunities for our Trainees to develop skills and gain experience within our Café, Garden Centre and Farm Shop we help to combat stereotypes and prejudices and promote awareness of the capabilities of people with learning disabilities (Article 8).
- We provide support and information in accessible formats to our Trainees on a wide range of topics to support their development, health and well-being, including how to keep safe from Covid-19 and eat well (Article 21).
- By providing training in life skills (such as cooking) and developing our Trainees' interpersonal skills (such as communication and confidence), we are helping them to live more independently and be included in the community (Article 19).
- Our inclusive and supported opportunities help to foster our Trainees' participation in society, their sense of dignity and self-worth and the development of their personality, abilities and creativity (Article 24).

Life without Spadework during Lockdown

During the 2020–21 national and local lockdowns, we were able to keep the Farm Shop and Garden Centre open for some of the time and provide a takeaway food service from our Food Shack. Our Trainees were not able to come to Spadework during this time. This was not only due to legal restrictions but also to protect their own health as a clinically vulnerable group.

Although we provided our Trainees with regular group and individual calls and activity packs during lockdown, many expressed frustrations about not being able to see their friends and come to work at Spadework.

“I didn’t like lockdown... it was difficult ... I felt sad not seeing friends and Trainees and not being at Spadework.”

TRAINEE, DURING FOCUS GROUP

Despite the frustrations of having to stay at home, many found our remote support during lockdown to be hugely valuable:

“The Zoom calls throughout the pandemic made a huge difference, providing a social lifeline ... and helping with his conversation skills.”

SUPPORT NETWORK SURVEY RESPONDENT



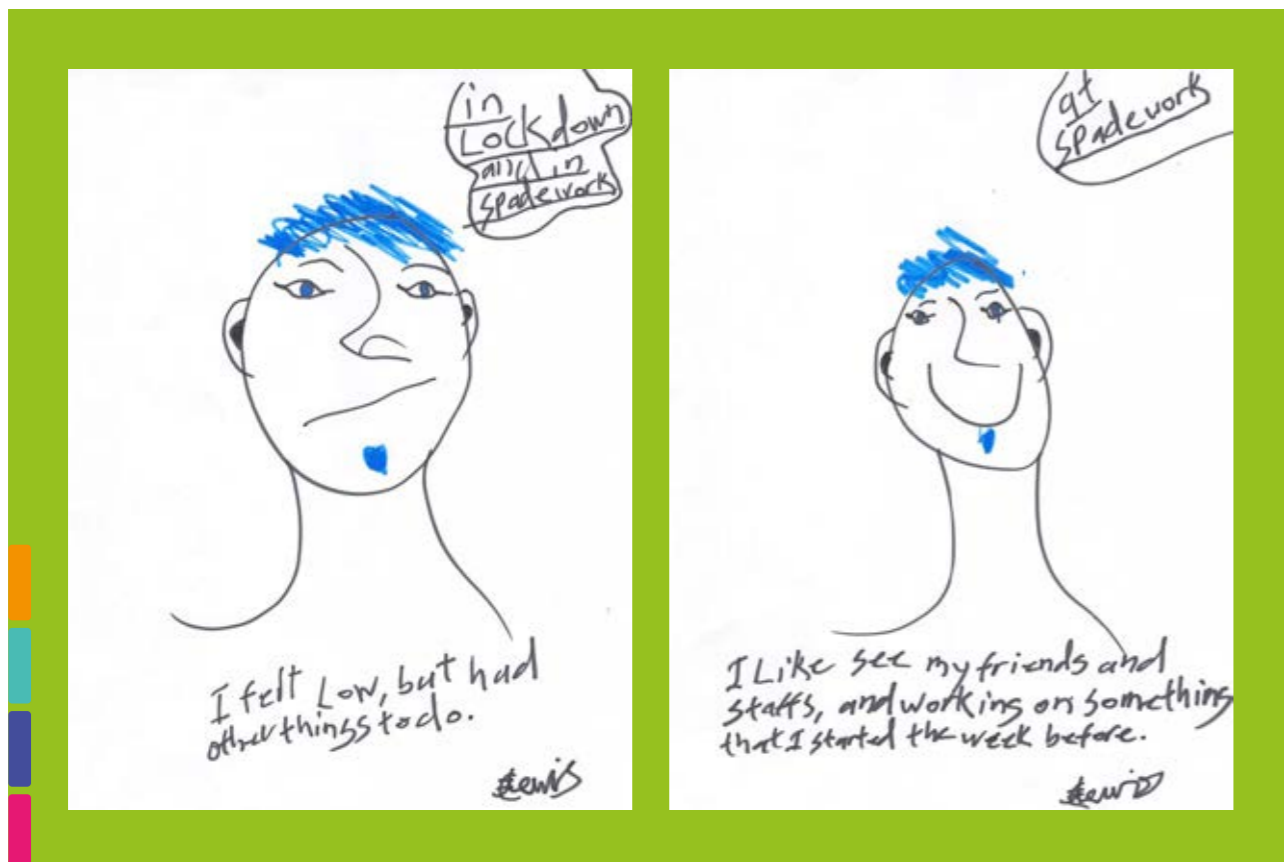
Returning to meaningful activities at Spadework

The health and safety of our Trainees is our number one priority. During the lockdowns, we were fortunate to make significant improvements to the building and site (read more on page 39). As a result we were able to provide socially-

distanced activities for our Trainees in bubbles when they returned. Due to their clinical vulnerabilities, we ensured that our Trainees continued to socially distance from customers during this transition period.

“It’s good to be back, see friends and talk to the people I missed during lockdown.”

TRAINEE, DURING FOCUS GROUP



The Value of Spadework

TRAINEES

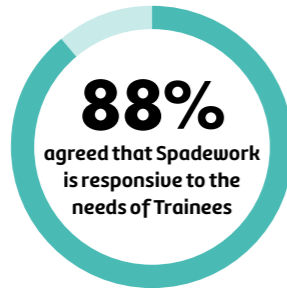
Our Trainees tell us that they value the opportunity to “meet new friends”, “work as a team”, “help others” and “have a laugh”. They also like participating in the meaningful activities on offer, such as performing arts, activities and hobbies.

“I like gardening and horticulture, watering the pumpkins, pulling up weeds and doing the grass.”

TRAINEE, DURING FOCUS GROUP



PARENTS/CARERS AND SUPPORT WORKERS



“The premises, activities and staff are fabulous. They understand the different disabilities and work to build confidence in a Trainee.”

SUPPORT NETWORK SURVEY RESPONDENT

“Communication is excellent; very organised. Spadework truly has the best interests of the Trainees as a top priority.”

SUPPORT NETWORK SURVEY RESPONDENT

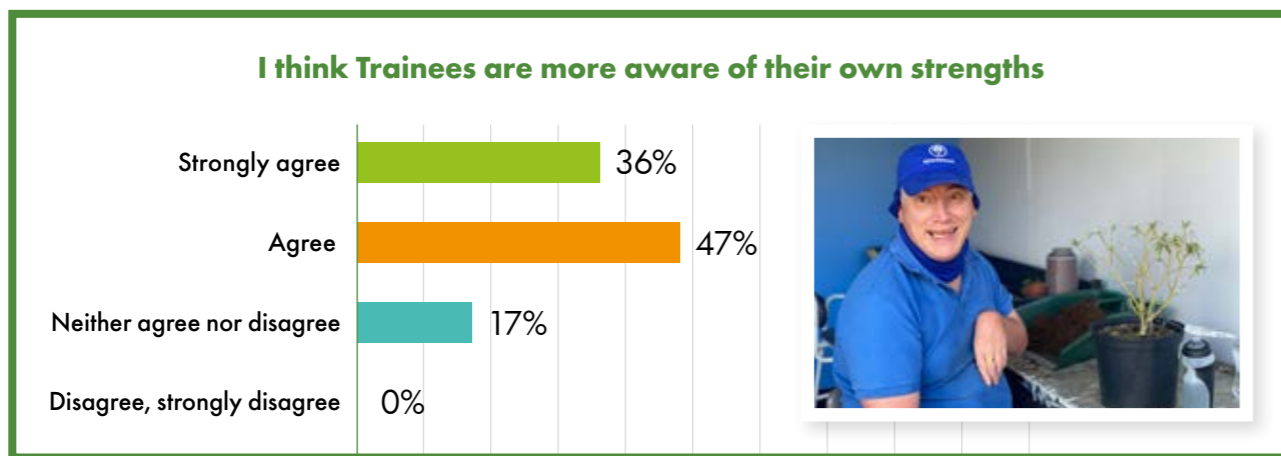


spadework
sowing the seeds of opportunity

The difference we make → → →

Our Trainees are aware of their strengths

To help build their self-esteem, our Trainees are supported to find out what they are good at, then build on those strengths to become a valued member of the Spadework team and their community.



Source: Support network survey



83%

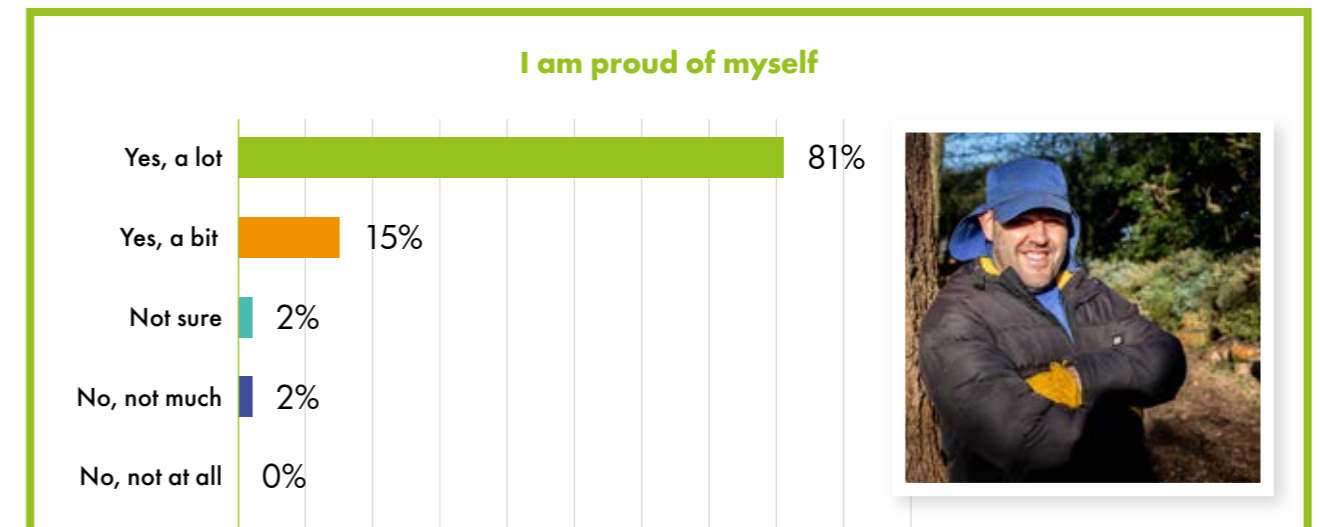
of people responding to the support network survey (**35 out of 42**) thought that the Trainee they support is more aware of their own strengths as a result of Spadework

“They are happier since going back; really enthusiastic about what they have done and love to show anything they have made.”

SUPPORT NETWORK SURVEY RESPONDENT

Our Trainees feel proud of their achievements

From growing food from seeds to making crafts that are sold in the Garden Centre, Trainees take pride in their achievements, working as a team and serving their community.



Source: Trainee Survey



96%

(52 out of 54) of our Trainees agreed that they feel proud of themselves.

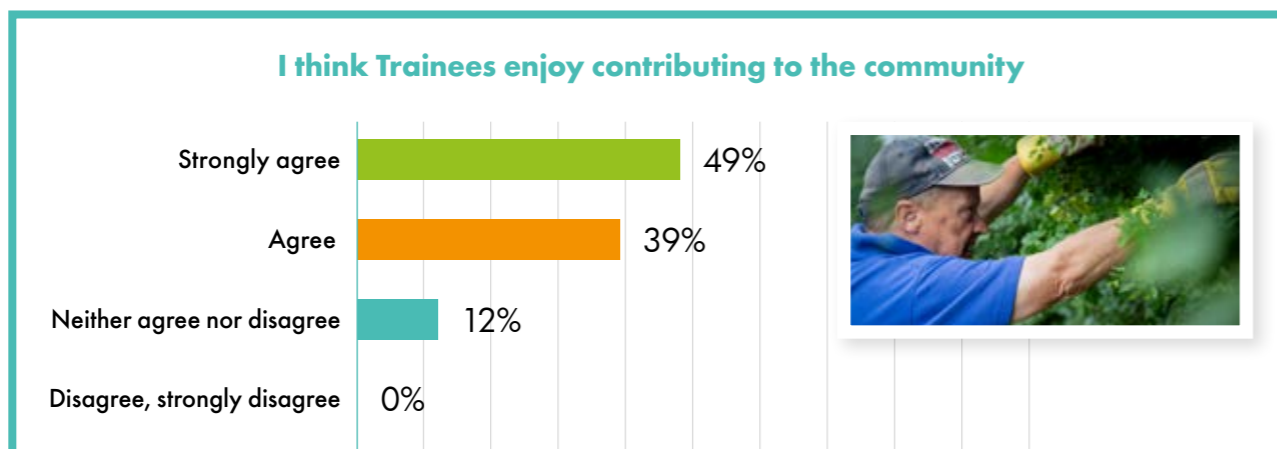
Trainees’ support network also agreed, with **93%** of respondents noticing a greater sense of pride in the Trainee since coming to Spadework.

“The Trainee I support has had a great time making birdhouses for other support staff. She also made a box for her sister’s wedding that was beautiful. Everyone praised her on the day, which I know made her really proud.”

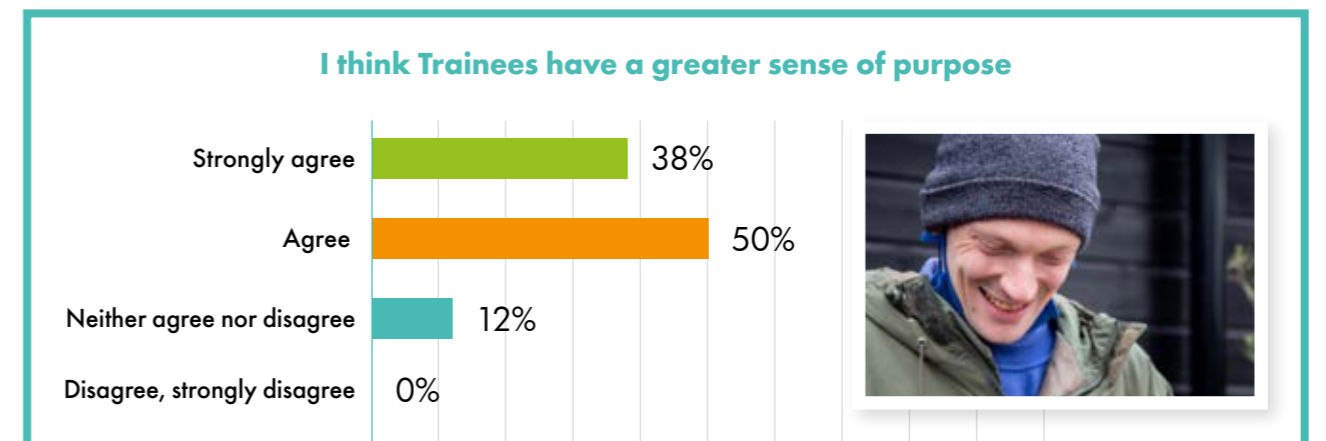
SUPPORT NETWORK SURVEY RESPONDENT

Our Trainees enjoy contributing to the community, leading to a greater sense of purpose

Participating in meaningful activities that help other people contributes towards our Trainees feeling a greater sense of purpose.



Source: Support network survey



Source: Support network survey



88%

of people supporting Trainees (37 out of 41) thought that they enjoyed contributing to their community.

“Spadework makes Trainees have a good sense of relevance and self-worth.”

SUPPORT NETWORK SURVEY RESPONDENT

“I like introducing people to others on tours... I feel lucky to help others.”

TRAINEE, DURING FOCUS GROUP

88%

of people supporting Trainees (37 out of 42) thought that they had a greater sense of purpose as a result of coming to Spadework.

Ongoing and creative tasks, such as woodwork, hobbies and arts and crafts also give Trainees structure to their week and a sense of purpose:

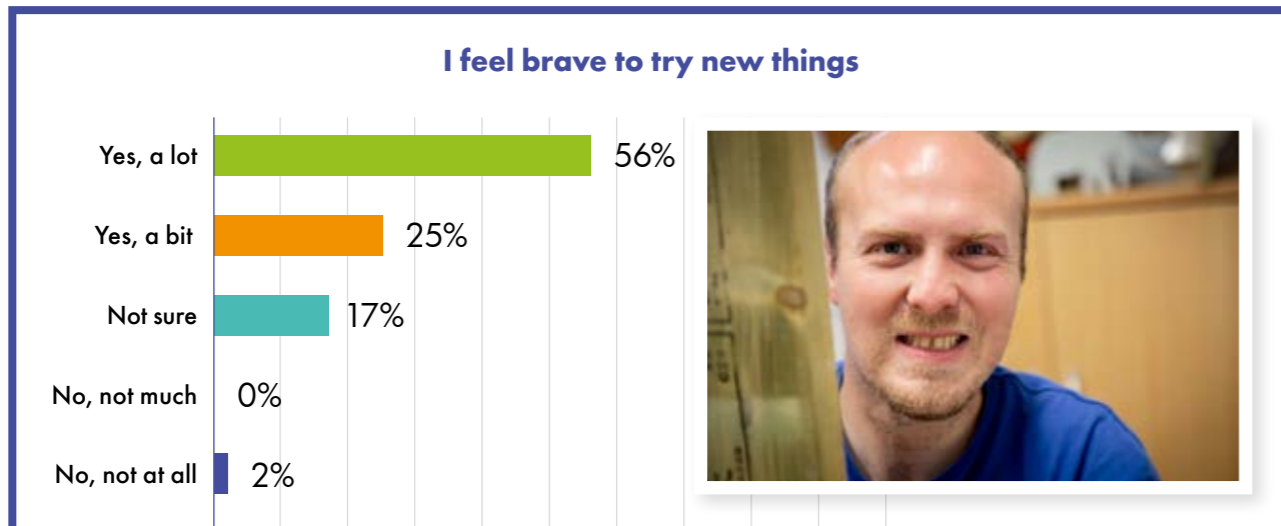
“I like to continue working on something we started the week before.”

TRAINEE, DURING FOCUS GROUP

Our Trainees are more independent

Trying new things

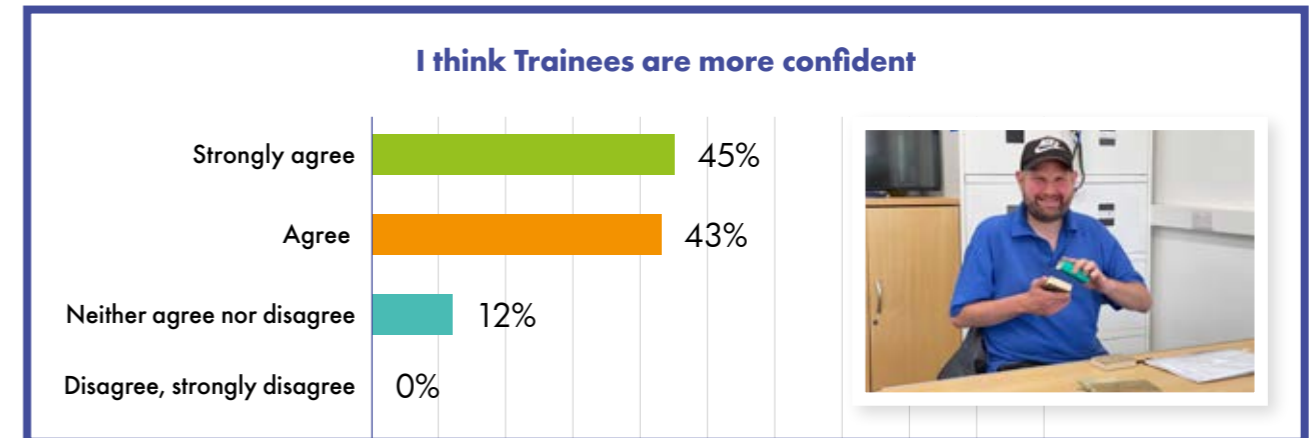
We rotate activities to help Trainees try new things and develop new skills. This includes our life skills sessions, where Trainees learn to cook, eat well and take care of themselves.



Source: Trainee Survey

Increased confidence

Trying new things, gaining new skills and developing friendships help to build Trainees' confidence. Our dedicated support staff help Trainees to express themselves and make decisions for themselves, building their autonomy and agency.



Source: Support network survey



“Her woodwork and gardening skills are amazing. She has become more confident with cooking and now enjoys trying new recipes.”

SUPPORT NETWORK SURVEY RESPONDENT

81%

of Trainee survey respondents (**42 out of 52**) agreed that they feel brave to try new things.

74%

of support network survey respondents (**31 out of 42**) agreed that Trainees are more willing to try new things as a result of Spadework.



88%

of support network survey respondents (**36 out of 42**) thought that the Trainee they support is more confident as a result of coming to Spadework.

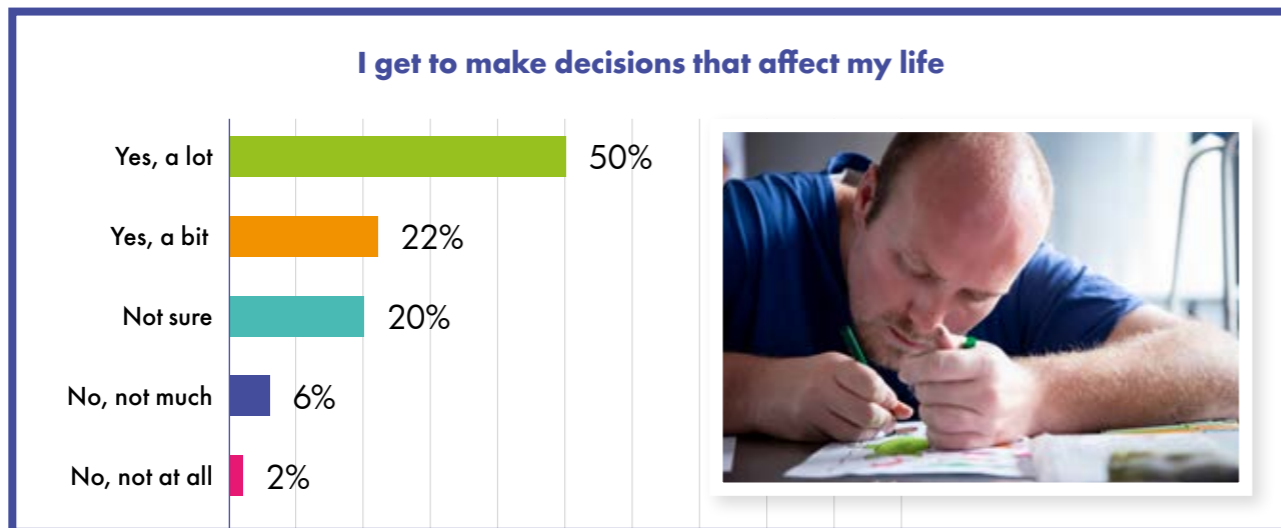
“He is finding more confidence to ask questions and express how he feels.”

SUPPORT NETWORK SURVEY RESPONDENT

Our Trainees are more independent

More autonomy and choice over their lives

During all the activities, we encourage our Trainees to make their own choices – whether that be to weed the vegetable patch, mow the grass or decide what woodcrafts they want to make.



Source: Support network survey



“They take more interest in the garden at home and growing vegetables. Their interaction with others is a lot better and are very good at saying ‘it’s my choice’ which is fantastic as they are taking more control of their own lives and continually growing in confidence.”

SUPPORT NETWORK SURVEY RESPONDENT

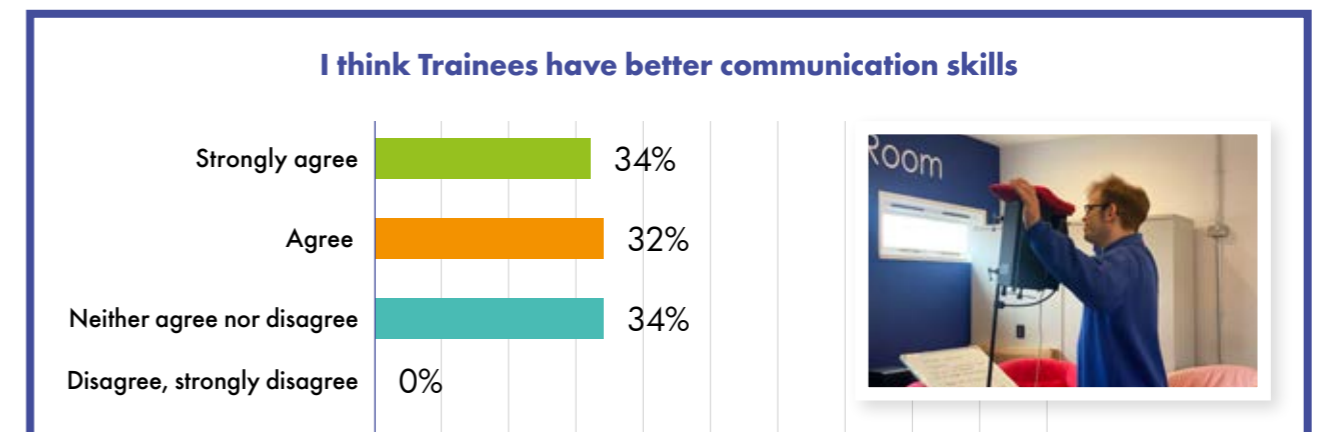
72%

(36 out of 50) of Trainees said that they get to make decisions that affect their lives.

This is also agreed by people who support them, with **69%** of support network respondents **(29 out of 42)** agreeing to the same statement.

Better communication skills

Staff continuously support Trainees to develop their communication and life skills, particularly expressing themselves, talking to others, reading and writing.



Source: Support network survey

66%

(27 out of 41) of respondents to the support network survey agreed that the Trainees have better communication skills as a result of coming to Spadework.



“In Spadio we learnt to speak into the microphone ... it helps us to communicate ... people leave comments, which makes me feel happy and cheerful.”

TRAINEE

Promoting greater communication, confidence and autonomy are essential in protecting vulnerable adults. Parents and carers observed that the Trainees’ “ability and willingness” to engage in conversations has improved, with others noting that the Trainee had learnt to “speak up more about what’s concerning them”.

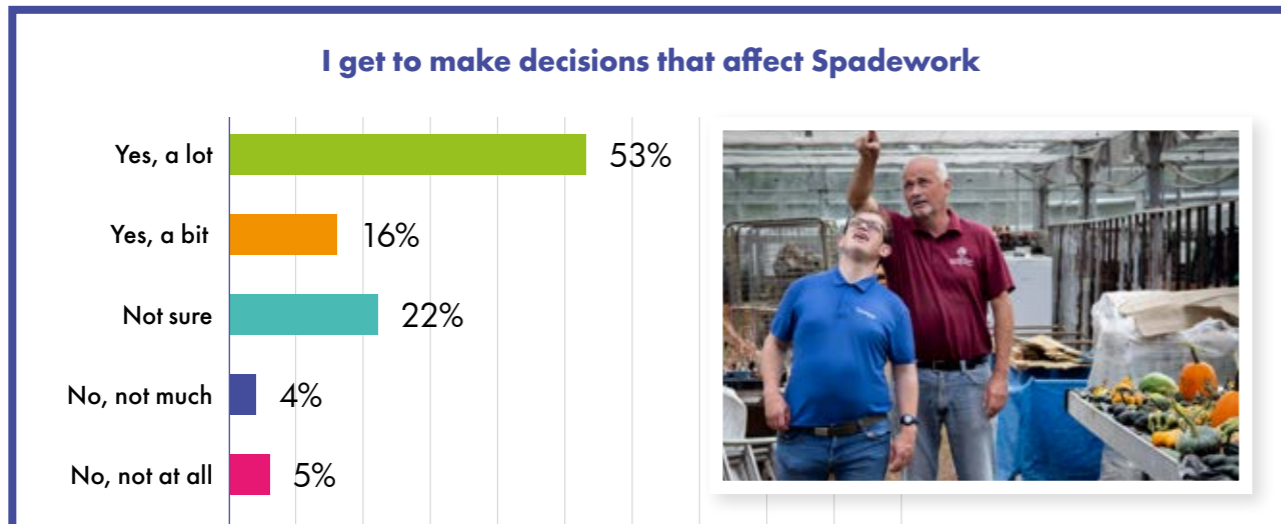
“He is finding more confidence to ask questions and express how he feels.”

PARENTS/CARERS SURVEY RESPONDENT

Our Trainees are more independent

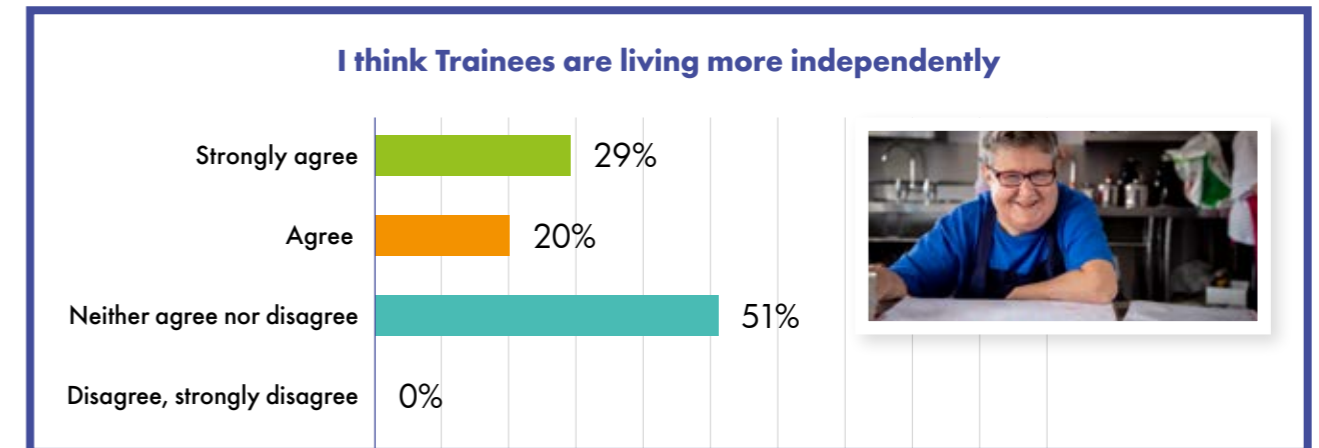
Trainee Council

Eight Trainees are elected each six months, by other Trainees, to the Trainee Council. A Trainee sits on the Council, working with a member of staff, to influence positive change in the Spadework environment. The Council has influenced big decisions like how we use the indoor space, named our new outdoor pods, initiated sports day, chose a week of pirate activities, and set up the Spadework Tuck Shop.



Source: Trainee Survey

Living more independently



Source: Support network survey

“I like to make and plan my own lunch at Spadework it has helped me to make food at home.”

TRAINEE

93%

of Trainees (51 out of 55) thought that they had learnt new things at Spadework. Around half of Trainees said that they now make food at home.

49%

of people responding to the support network survey (20 out of 41) agreed that Spadework has helped the Trainee to live more independently.



“In Life Skills we learn cooking and food preparation. I can now cook for my girlfriend in my supported living accommodation ... I plan my menus and get food out [of the freezer] the night before.”

TRAINEE IN FOCUS GROUP



Freddie's* story

From initially needing one-to-one support to developing more confidence and being able to attend Spadework without a personal assistant, Freddie's story is an inspirational one.



Freddie started coming to Spadework when he was 19 years old after leaving the autism unit at school. Freddie's parents wanted him to develop new life skills, build a routine and have structure to his day, so were delighted to have found Spadework.

Initially, Freddie's Personal Assistant (PA) came to Spadework with him in a taxi. As his confidence increased over the years, it was agreed with his parents that Freddie could try taking the taxi on his own and meeting his PA at Spadework. Although his

parents were initially worried about this new arrangement, Freddie took to his increased independence straight away, gaining more confidence and skills.

"Freddie enjoys the horticultural activities and even plants beans at home now."

Our care team observed Freddie's confidence increasing further over the next few years, so we suggested that Freddie could try coming to

Spadework without his PA. Although initially hesitant, Freddie's parents agreed and he has been thriving since, as noted by Freddie's father:

"He's more likely to ask for things and talk to people. Whereas before Freddie was standing in the shadow of his PA, who did most things for him, he is now standing taller, smiling and can do so much more for himself. He's got a voice and feels comfortable sharing his sense of humour with people."

Before coming to Spadework, Freddie's parents cared for him around the clock; they described 24/7 care as "hugely draining". Now, later in life, they can take some time to look after their own wellbeing – going for a swim or to the gym and gardening, knowing that Freddie is well cared for and enjoying his time at Spadework.

"Without Spadework, Freddie's future would have been bleak. Spadework really helps people with special needs to grow and learn new skills so that they can live a meaningful and fulfilling life."



Our care team ensure that every Trainee has a voice that is heard and provide high quality person-centred care that evolves with our Trainees.



*name has been changed

Our Trainees are less isolated

Reduced Isolation

To help overcome the isolation that Trainees would otherwise be experiencing, we help them to extend their support network by encouraging Trainees to form friendships at Spadework and talk to our staff for help if needed.



94%

of Trainees (51 out of 55) said that they have people that they can talk to if they needed help.

73%

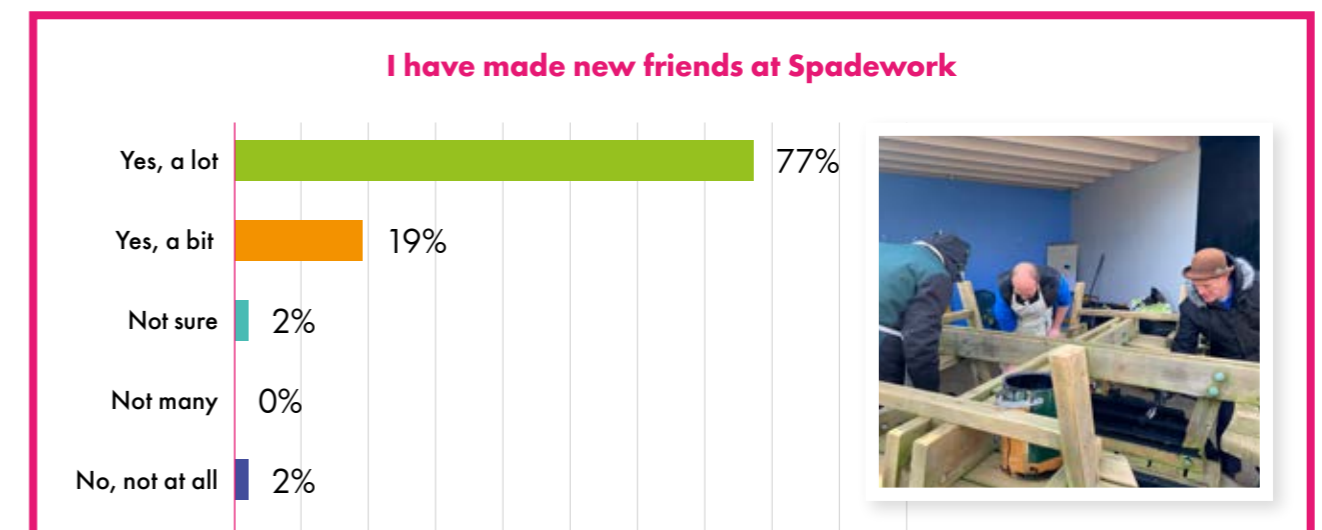
of respondents to the support network survey (30 out of 41) said that the Trainee they support is more connected to people outside of their support network as a result of Spadework.

“I notice them having more active participation on the Spadework Zoom calls, responding to comments made by others.”

PARENTS/CARERS SURVEY RESPONDENT



Making new friends

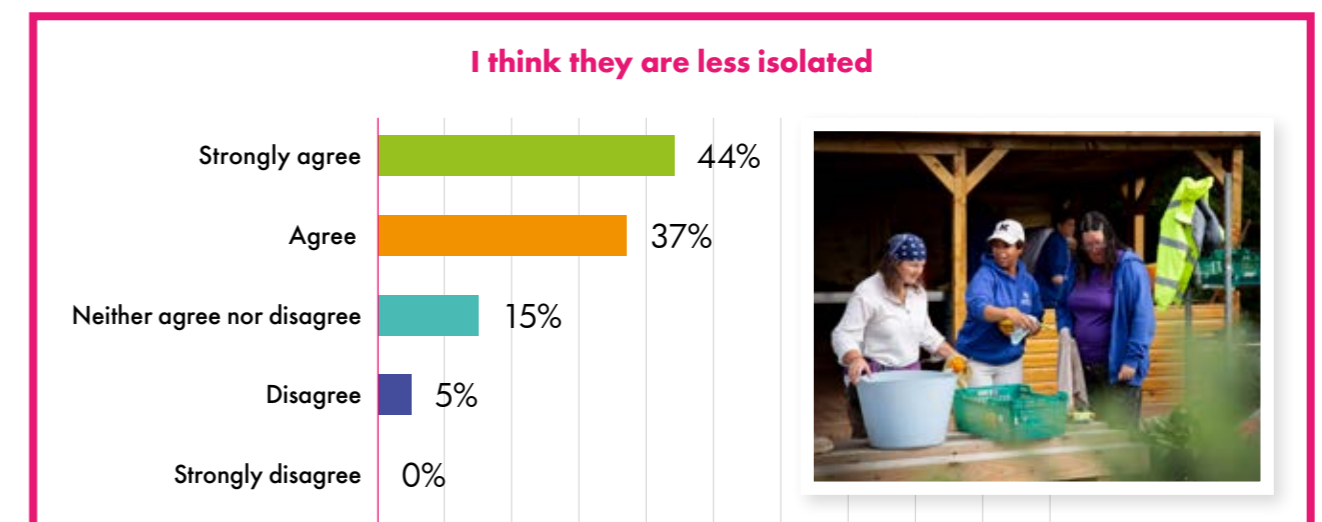


Source: Trainee survey

96% of Trainees (51 out of 53) said they have made new friends at Spadework.

66% of support network respondents (27 out of 41) also think that the Trainee they support has made new friends, although 29% are neutral on this.

Less isolated

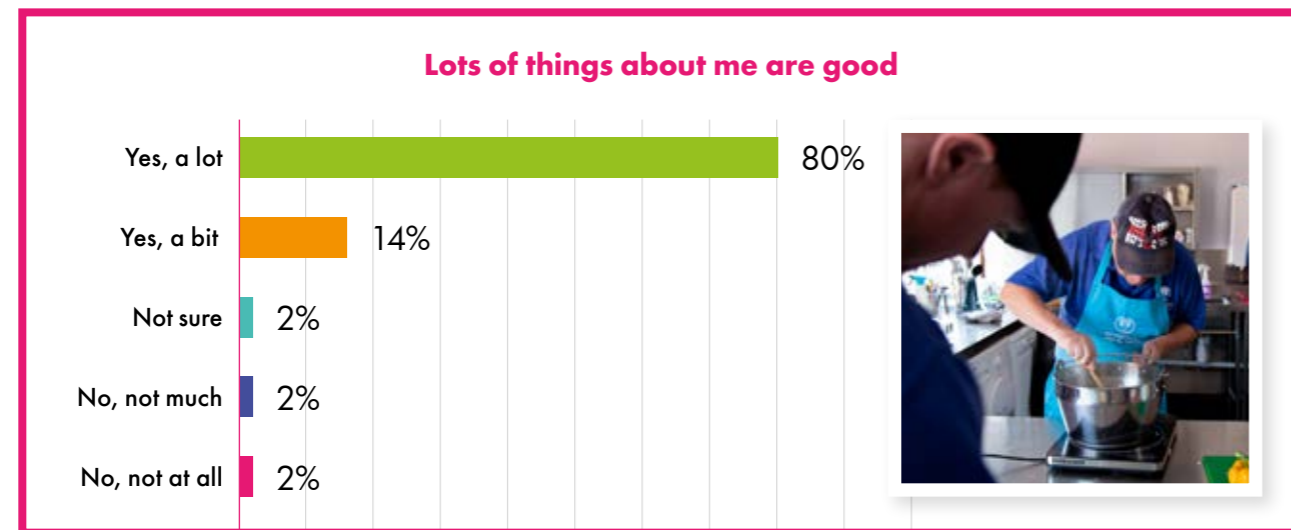


Source: Support network survey

Our Trainees have increased mental wellbeing

Increased self-esteem

When people first start coming to Spadework, we often notice that their expectations of what they can achieve can be quite low, with many experiencing low self-esteem. By supporting Trainees to see what they are good at and helping them to see the fruits of their achievements – from growing food and making lunch, to performing in front of others and crafting – we start to see improvements in their confidence and self-esteem.



Source: Trainee survey

94%

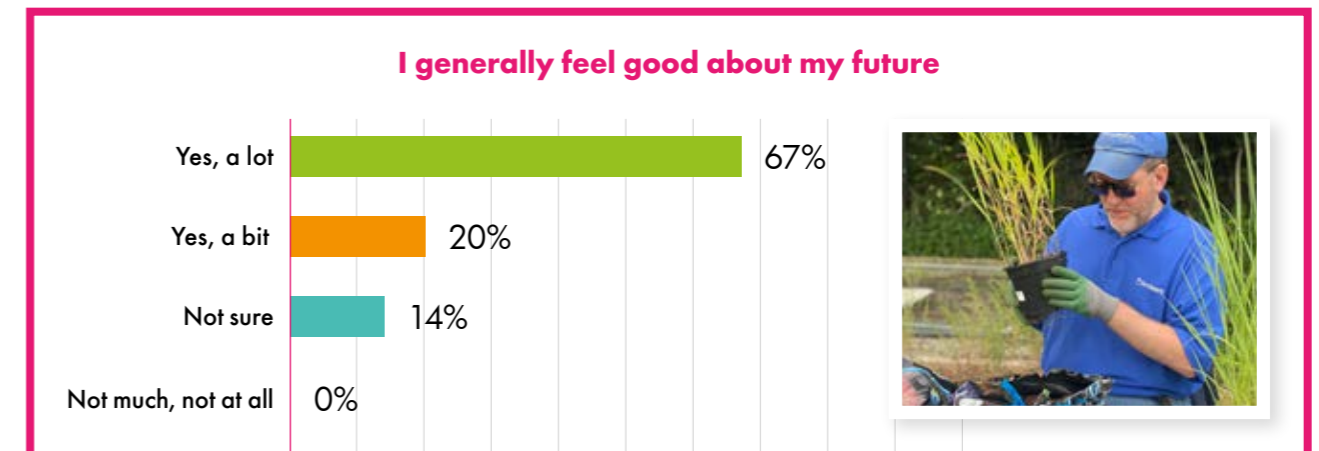
(48 out of 51) of Trainee respondents feel good about themselves

“I like performing arts – singing, dancing and communication... It helps us to feel good.”

TRAINEE



Greater optimism



Source: Trainee survey

87%

(44 out of 51) of Trainee respondents feel good about their future.

62%

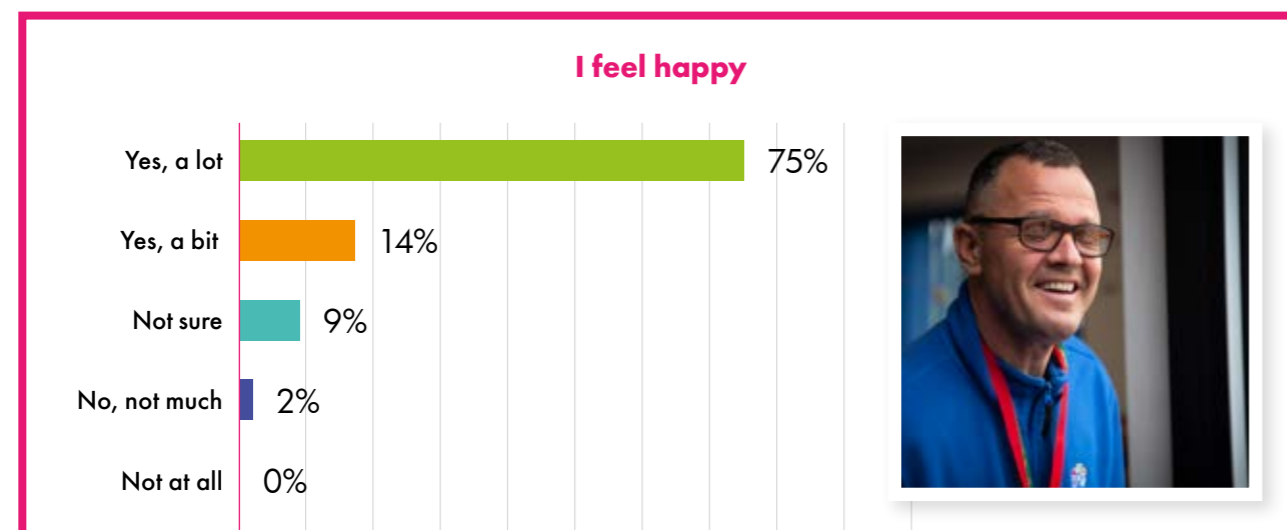
of people supporting Trainees (26 out of 42) also agreed that the Trainee is optimistic about their future.



Our Trainees have increased mental wellbeing

Happier

Spadework Trainees enjoy a good level of happiness, with parents, carers and Support Workers noting that 90% of Trainees are happier since coming to Spadework.



Source: Trainee survey

89%

of Trainee respondents (49 out of 55) said that they feel happy.

90%

of people supporting them at home (36 out of 40) thought that the Trainees are happier as a result of coming to Spadework.

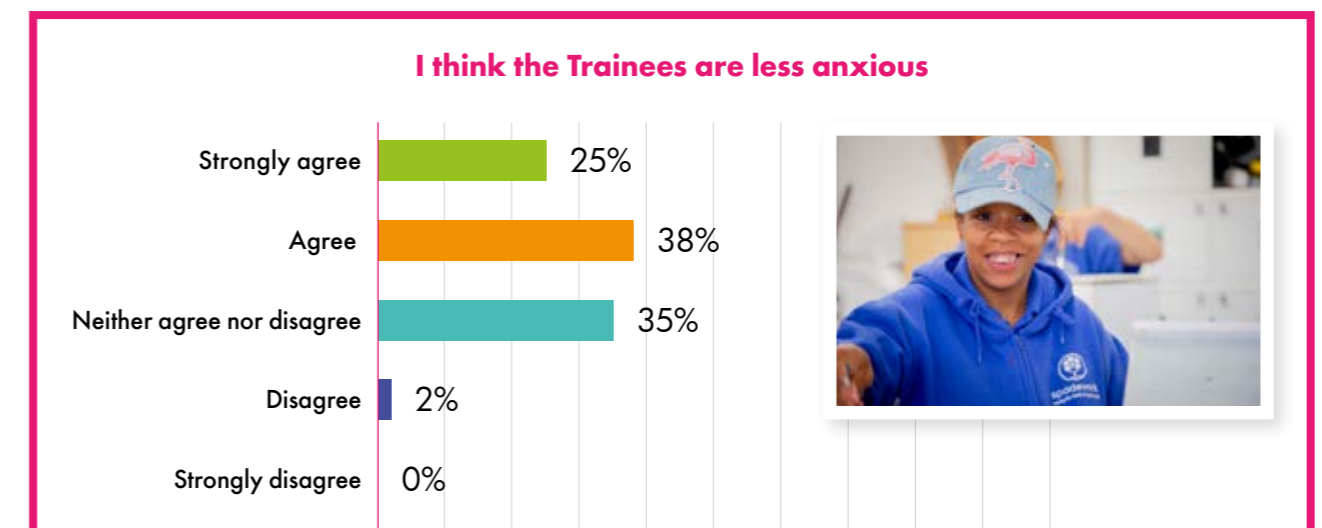
“They are happier since going back. Really enthusiastic about what they have done and love to show anything they have made.”

SUPPORT NETWORK SURVEY RESPONDENT



Less anxious

Several Trainees participating in our focus group said that the activities they do at Spadework help to keep them calm, with 63% of parents, carers and Support Workers noticing it has resulted in less anxiety.



Source: Support network survey



“They are definitely less anxious and are much happier to have a structured routine and a purpose. It is lovely to see them chat and laugh again and talk about what they have done with their days.”

SUPPORT NETWORK SURVEY RESPONDENT

Our Trainees have increased physical wellbeing

Healthy eating

At Spadework we place a big emphasis on healthy eating in our life skills activities and through learning about how food grows in our horticulture activities.

“I changed to healthy eating at home. I eat more fruit and veg and I cut out a lot of bread. I put less milk on my cereal. I eat chicken, mushrooms, pepper and salad.”

TRAINEE IN FOCUS GROUP

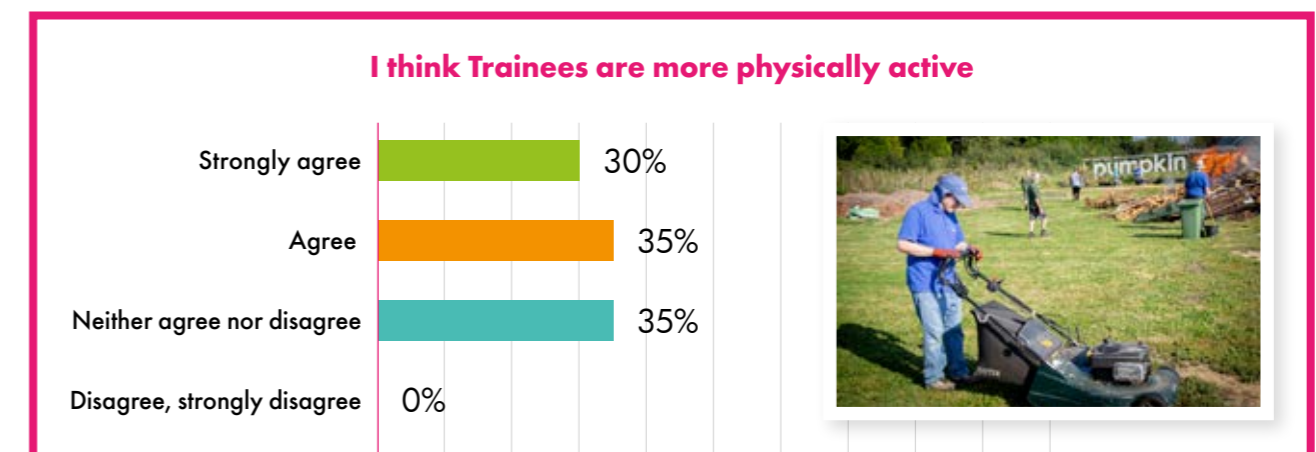


“I now eat more fruit and veg after we learnt how to grow veg here.”

TRAINEE IN FOCUS GROUP

More physically active

Most of the activities our Trainees take part in mean they are more physically active. We encourage all our Trainees to move around the site and enjoy the fresh air.



Source: Support network survey

65%

of people responding to our support network survey (**26 out of 40**) thought that Trainees are more physically active when at Spadework.

“Being at Spadework ensures he goes out and is physically active, rather than sitting at the computer most of the day.”

SUPPORT NETWORK SURVEY RESPONDENT





**Supporting the wider community
through new services** → → →



Recognising the devastating impact of the Covid-19 pandemic on increasing isolation and mental health problems within the community, and after discussions with key agencies, we have initiated new dementia and wellbeing services.

Time to Grow

is our weekly gardening and wellbeing project aimed at people who are experiencing isolation. It started in July 2021 and has provided 285 hours of support.

“It kept me busier and happier, I’m looking forward to next week.”

TIME TO GROW PARTICIPANT

Dementia Services

started in September 2021 to provide space and support to those affected by dementia. We currently provide a monthly Memory Café and carers group, which provides an opportunity for carers to spend time together, whilst we spend time with the individuals living with dementia. Shortly we will be setting up groups for individuals and their carers who have recently been diagnosed with dementia.

“I hear from our Carers who attend how grateful they are to have places to take their loved ones.”

STAFF AT THE LOCAL HOSPICE

Woodwork for Wellbeing

is a new service established in March 2022.



Our Social Impact

Promoting local skills and employment



51

people from Kent are employed by Spadework.

1,072 hours

of employment per week are provided.

Working with the local community



32 volunteers providing 8,112 hours of volunteering time to Spadework in 2021.

£80,308

estimated value of volunteering in 2021.

Supporting the local economy



£254,457

was spent on the local supply chain through stock from Kent-based suppliers through our trading enterprises in 2021.



£641,540

was generated through our trading activities in 2021 to support our work with Trainees (46% of total income).

Improved skills for disadvantaged people

99 Trainees

with learning and other disabilities were supported to develop their skills in 2021.

40 Trainees

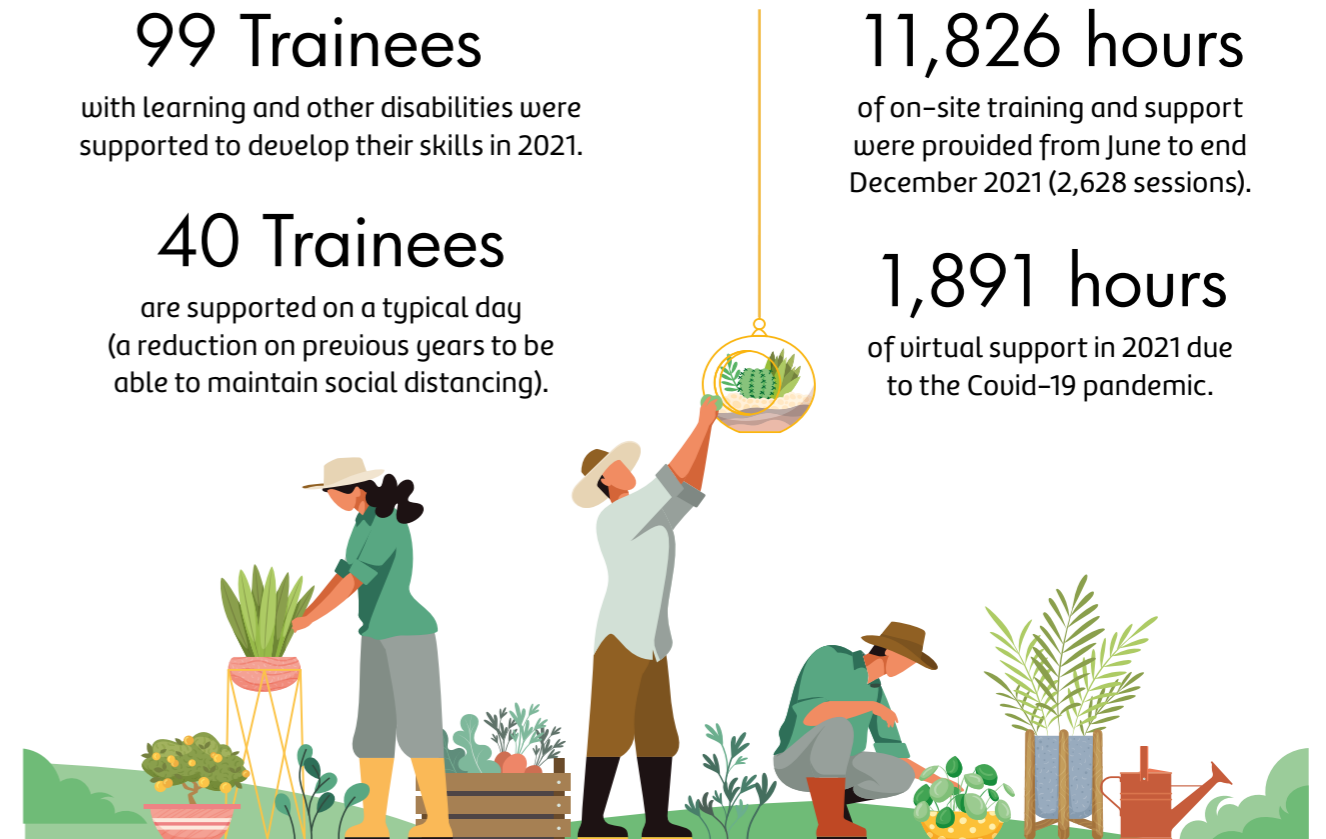
are supported on a typical day (a reduction on previous years to be able to maintain social distancing).

11,826 hours

of on-site training and support were provided from June to end December 2021 (2,628 sessions).

1,891 hours

of virtual support in 2021 due to the Covid-19 pandemic.



We expect to provide around **43,200 hours** of on-site support in 2022.

Image by Freepik

Local environment



109 (approx)

plant varieties are available for sale.



We are committed to measuring our carbon emissions and striving to become a carbon net zero organisation by 2050 or before.



In 2020–21 we began major refurbishments on the buildings and site to increase accessibility, accommodate Trainees in a socially-distanced way when they returned after the Covid-19 pandemic and provide more space to expand our services.

Improvements to the site include:

- Giving our Farm Shop a much-needed refresh. Work was completed just days before the first lockdown.
- Creating additional indoor classrooms, including a sensory room or quiet space, a skills classroom and a performing arts room.
- A Trainee common room.
- Moving our woodwork room and including an area for machinery.
- Additional storage for equipment.
- Installing potting pods to provide shelter from the sun and rain.
- Adding block-paving to make the pathways and courtyard more accessible.



Renovations of our site and buildings → → →

“It looks great. I’m in a wheelchair so it is great to move about so easily and it all looks very smart.”

CUSTOMER SURVEY RESPONDENT

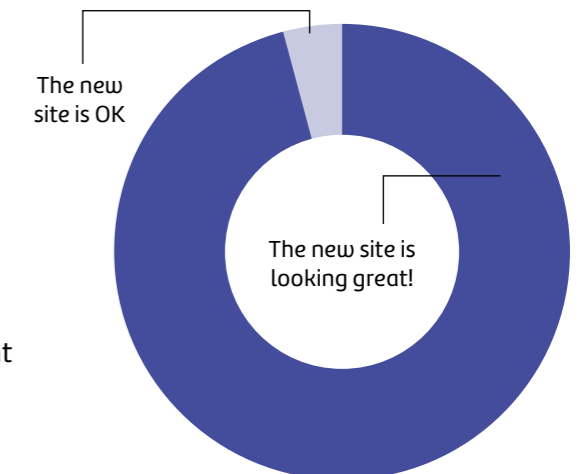


Customer rating of the refurbishment

96%

of customer survey respondents (108 out of 112) who had visited Spadework since the refurbishment were impressed by the changes, particularly its increased accessibility.

Source: Customer survey



Customer feedback and satisfaction

Customer satisfaction is measured by the percentage of customers who agree or strongly agree that they are satisfied with our service or products.

GARDEN CENTRE

98% customer satisfaction with the service.

95% customer satisfaction with the products.

“Your staff and volunteers are the best around! They make the shopping experience an absolute pleasure!”

CUSTOMER SURVEY RESPONDENT

FARM SHOP

95% customer satisfaction with the service.

94% customer satisfaction with the products.

“Having the shop open during lockdown saved my sanity. Being on my own with two kids meant that I couldn’t go to the supermarket, so Spadework became my salvation.”

CUSTOMER SURVEY RESPONDENT

CAFÉ

96% customer satisfaction with the service.

93% customer satisfaction with the products.

“The cafe is definitely a draw for Spadework, as it provides welcome refreshments for many people who want to turn their visit into more than just a shopping trip, especially for an elderly demographic.”

CUSTOMER SURVEY RESPONDENT

What’s next for Spadework

Like many organisations, the last two years have been a whirlwind, but we are delighted to have adapted our services to support our Trainees, other vulnerable groups and our local community.

Our future plans

Extending our support to vulnerable groups within our community, including:

Adults living with early and/or young onset dementia.

- Introducing music therapy and movement sessions

Adults experiencing difficulties with their mental health

- Evolving our Time to Grow and Woodwork for Wellbeing programmes
- Kick starting Time Together – cafe chatter and natter sessions
- Reaching out to younger people

Creating carer forums for those that care for adults with learning disabilities

Expanding the Farm Shop to meet demand and community support since the pandemic



All of these plans aim to bring more people on-site more of the time and to maximise the use of the space we have, so that we can become a hub for the local community.

We couldn't have done it without you

We could not have achieved any of this without the many people who have supported us.

We would like to thank all of the Trusts and Foundations that have supported our work, with particular thanks to The National Lottery Community Fund, Kent Community Foundation and Tesco Community Grants. Many have chosen to remain anonymous.

Thanks also to all the community groups that have been unwavering in their support. In particular, thanks go to Rotary Kings Hill, Rotary West Malling, Lions Club Malling, Corpus Christi Social Club Tonbridge, Malling Abbey Lodge, The Malling Society, Parkinson's UK, St. Mary the Virgin, West Malling, St. Michael and All Angels Offham.

We are also grateful to have the support of local businesses who give up their time to volunteer with us, or who support Spadework Social Enterprises, purchasing goods and services from us.

There are many individuals who support us too. You visit our Café, shop in the Farm Shop, support

our Garden Centre, bring friends and family to visit. We are grateful to have the support of so many people, some of whom donate useful items, some who fundraise for us through running or baking and many who spread the word about what we do at Spadework.

Without all of our supporters Spadework would not be the charity and the place that you see today.

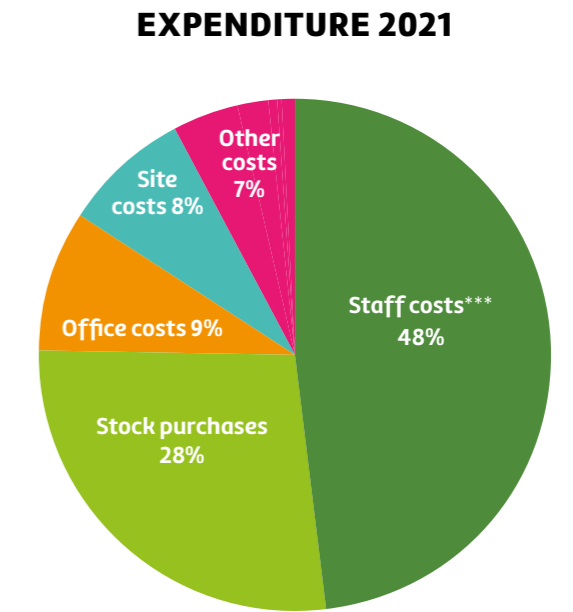
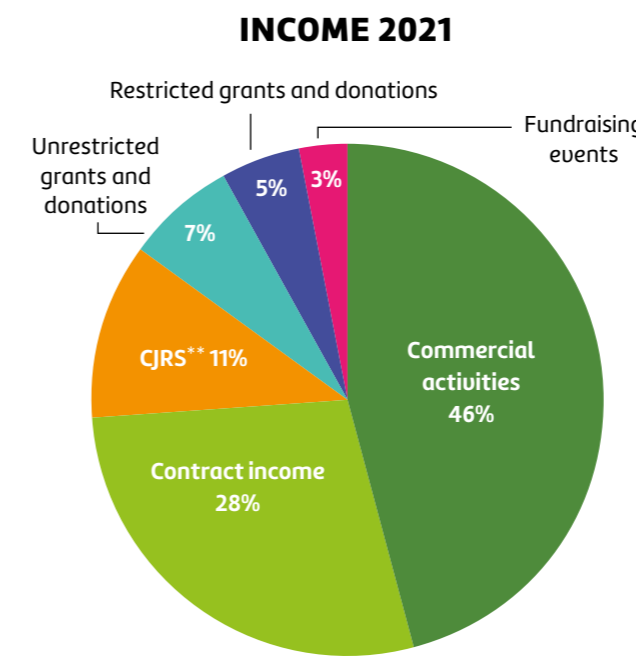
We are grateful for the dedication of our Trustees, our staff and volunteers. Thank you to all our Trainees, parents, carers and support workers for getting involved in the surveys that underpin this report, sharing their stories and trusting us to be part of their journey.

We would like to extend a very big Spadework thank you to everyone who has supported us to achieve our vision to enable people to be more independent and to lead happier, healthier and more fulfilling lives.



How we are funded*

Where we receive our income and how it is spent to support the work we do.



*Audited accounts 2021 **Coronavirus Job Retention Scheme ***Staff costs include wages, salaries, NI, pensions, other staff



 @spadework.offham  spadework.offham  @spadeworkoffham

Spadework, Teston Road, Offham, Kent, ME19 5NA • Tel. 01732 870002
Spadework.org.uk • info@spadework.org.uk

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