

ANNUAL REPORT of the BOARD OF TRUSTEES 2025



Supporting Islanders who have a disability
or long-term health condition secure
and sustain employment



Chair's Statement

Dan Perkins, acting chair of the Board of Trustees



"So, where does the money actually go?"

It is a fair question – one that taxpayers, funders and the wider community are entitled to ask. This report provides the answer. Not only through financial accounts, performance measures and KPIs – important though they are – but through the real stories behind them. Stories of opportunities created, confidence restored and lives changed. Before turning to the year itself, I want to recognise two groups without whom JET could not deliver its mission.

Firstly, our staff. 2025 has been an exceptionally challenging year for the organisation. Despite

uncertainty and growing demand, our staff have continued to show up every day for the people we support. They have brought not only professional expertise, but patience, compassion and an unwavering belief in the potential of others. Their commitment, often shown under considerable pressure, reflects the very best of JET and deserves sincere recognition and thanks.

Secondly, I would like to thank the many members of our community who expressed their support for JET during the year, including those who signed the petition on our behalf in January 2026. That support was deeply encouraging and served as a powerful reminder of the value placed on our work across the Island.

2025 was a year marked by rising demand, increasing complexity and sustained pressure across our services. Yet it was also a year of resilience, progress and determination. Demand for support continued to grow, particularly among individuals experiencing complex mental health challenges. This required us to adapt, strengthen collaboration with health and social care partners and ensure our services remained responsive, personalised and focused on long-term outcomes. Despite these pressures, clients continued to make meaningful progress – securing employment, building confidence and developing skills that will support them well into the future.

Across our employment and training services, a tightening labour market created real challenges. Recruitment conditions remained competitive and employers were understandably cautious. Even so, our teams continued to create opportunities, and every successful job outcome represented a significant step forward for the individual involved. Our vocational training programmes also continued to evolve, aligning with local workforce needs and helping clients not simply enter employment, but succeed and thrive within it.

A major milestone during the year was the launch of the JET Ambassadors programme, created in memory of our late colleague, Dean Lowe. Dean devoted 17 years to championing the rights of Islanders with disabilities and long-term health conditions. He believed passionately that JET should be a household name – because greater recognition opens doors, reduces stigma and creates opportunity.



The Lieutenant Governor His Excellency Vice Admiral Jerry Kyd CBE and his Chief of Staff Major Justin Oldridge with JET chief executive Penny Shurmer at Acorn Woodshack

Chair's Statement



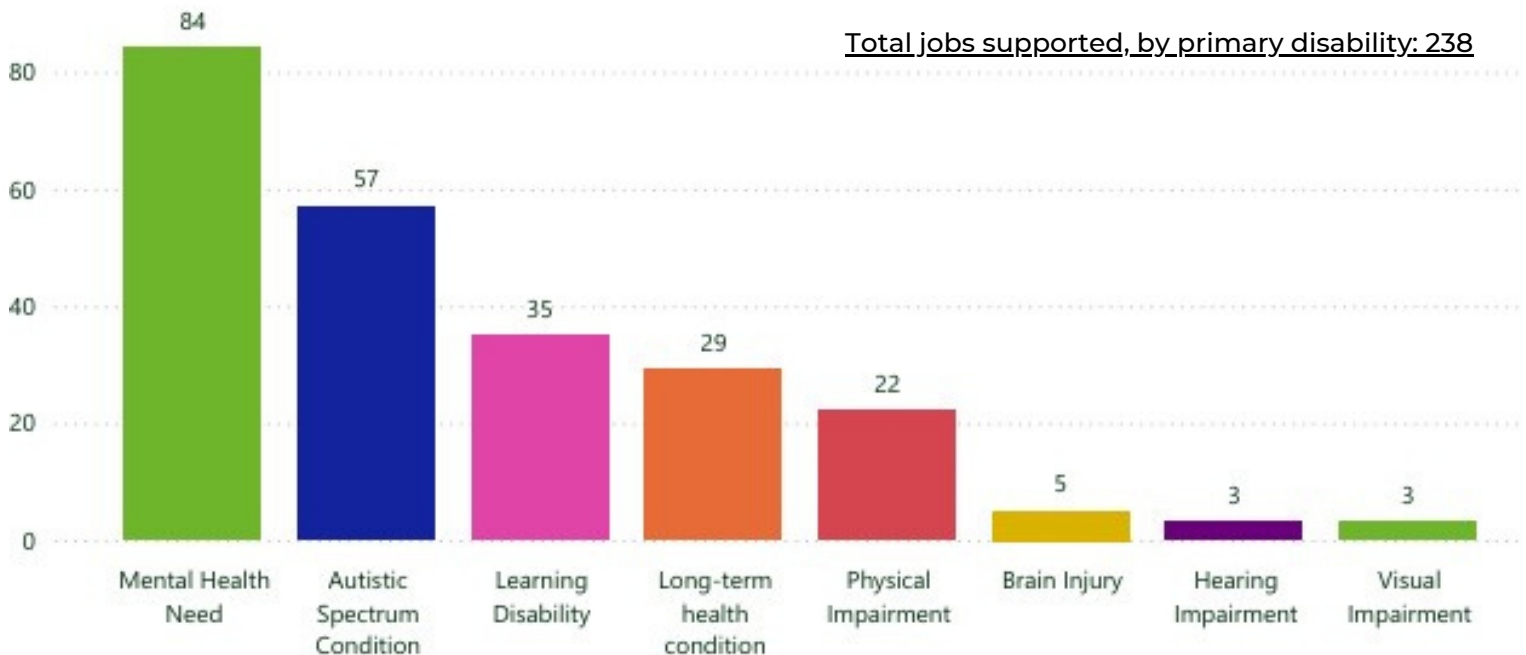
Clients can now gain qualifications in bike mechanics; Christian Basilio, for whom Acorn Training & Development has been instrumental in finding his artistic talent; and (right) Penny Shurmer presents Philippa Stahelin and Jo Le Poidevin with a plaque to mark the 40th anniversary of the Lloyds Bank Foundation for the Channel Islands

The inaugural group of 20 Ambassadors, including employers, former clients and HR professionals, reflects a broad cross-section of Island life. What unites them is a shared determination to challenge barriers and advance JET's mission. At the launch event, keynote speaker Kenan Osborne spoke powerfully about Dean's vision of a future where every disabled Islander who wants to work can access meaningful employment. His message was clear: diversity and inclusion must sit at the heart of business strategy, not at its margins.

Our social enterprise, Acorn Enterprises, also continued to play a vital role throughout 2025. Balancing commercial reality with social purpose, Acorn provides structured work experience, training and practical learning opportunities for people who benefit from hands-on development. For many participants, it offers more than skills alone – it provides confidence, routine and an important pathway towards sustainable employment.

We were also delighted to welcome the Lieutenant Governor, His Excellency Vice Admiral Jerry Kyd CBE, and his Chief of Staff, Major Justin Oldridge, to Acorn during the year. Their visit provided an opportunity to showcase both the breadth of Acorn's work and the tangible impact it has across our community.

Financially, 2025 demanded careful stewardship. Rising operational costs and increasing demand placed continued pressure on resources, requiring Trustees and the executive team to focus relentlessly on directing support where it was needed most.



Chair's Statement

We remain deeply grateful to our funders, donors and partners, whose continued commitment enabled JET to maintain stability and protect frontline support during a period of wider economic uncertainty.

Alongside this, investment in staff development, organisational resilience and strong governance remained a priority. The needs of the people we support continue to evolve, and JET must remain skilled, adaptable and strategically prepared to meet them.

As we reflect on 2025, one thing is clear. Demand for personalised, holistic employment support continues to grow, and many Islanders still face significant barriers to opportunity. Yet the achievements of this year demonstrate both the enduring importance of JET's mission and the determination of those who make that mission possible.

I would like to thank my fellow Trustees for their guidance, the executive team for their leadership, and every member of staff and volunteer whose dedication underpins our work. Most importantly, I want to acknowledge the people we support. Their courage, perseverance and trust remain the driving force behind everything we do.

We also extend our sincere thanks to Helen Ruelle for her outstanding leadership and commitment during her 10 years as chair of the Board of Trustees. Her guidance, insight and steadfast support have left a lasting mark on both JET and the community it serves.

So, where does the money go? It goes towards real people, here in Jersey, working to overcome barriers, realise potential and build better lives.



The squirrel became firmly established as Acorn's mascot in 2025

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It has been an honour for me to serve as part of the JET Board for the past seven years. JET is a symbol of the Jersey community at its best. The Board is committed, dedicated and supportive and has worked tirelessly in what have been, and continue to be, challenging times. They offer their time and wisdom generously and extensively in support of the most wonderful executive team, led by Penny Shurmer. I wish JET all the very best as it navigates the challenges of the future.

Outgoing Chair
Helen Ruelle



Employment Coordinators Mel Therin, Nick Ozouf and Tony Butters out and about promoting our work



Sales of bikes were boosted by a donation of 68 bicycles from Maillard & Co property management company, who had collected unclaimed bikes from their properties

Who We Are

The Jersey Employment Trust (JET) is an independent charitable trust that provides a specialist employment service for people who have a disability and/or long-term health condition. We have three main service delivery areas: the Employment Service, the Acorn Training and Development Service, and the Acorn business group known as Acorn Enterprises.

Acorn Enterprises comprises Acorn Reuse, Acorn Nursery and Acorn Woodshack. As a social enterprise, Acorn's sole purpose is to provide realistic employment and an appropriate training environment for people who may require additional support.

Employ Jersey is a limited company under the auspices of JET which oversees the Employment Service, Under-25s Team and Acorn Training & Development.

- ✓ Registered with the Jersey Charity Commissioner: No. 158
- ✓ Member of the Association of Jersey Charities: No. 157
- ✓ Member of the British Association for Supported Employment (BASE)
- ✓ Member of the Jersey Chamber of Commerce
- ✓ Employ Jersey and Acorn Enterprises are members of the Eco Active Business Network
- ✓ Member of Genuine Jersey (Acorn)



Board of Trustees



Helen Ruelle, chair
Left 19.12.25



Dave Chalk
Treasurer



Lorna Pestana
Left 15.7.25



Steph de la Cour
Left 8.8.25



Matt Tabb



Jason Laity
Left 15.7.25



Dan Perkins



Peter Marett



Heather Wallace

Three new trustees were appointed early in 2026: Robyn Le Gallais, Neville Benbow and Norson Harris.

Dan Perkins became Acting Chair.

Constitutional Objectives



a) To champion and facilitate the development of appropriate employment and training options for Islanders who have a diagnosed disability or long-term health condition.



b) To provide employment and vocational training for Islanders who have a disability or long-term health condition. Any project developed to fulfil this object should, as far as practicable, assist in the protection and preservation of the environment.



c) To ensure the application of consistent policies, organisational structures, management systems and employment practices in all training and work provisions for those people who have a disability or long-term health condition.

Strategic Objectives

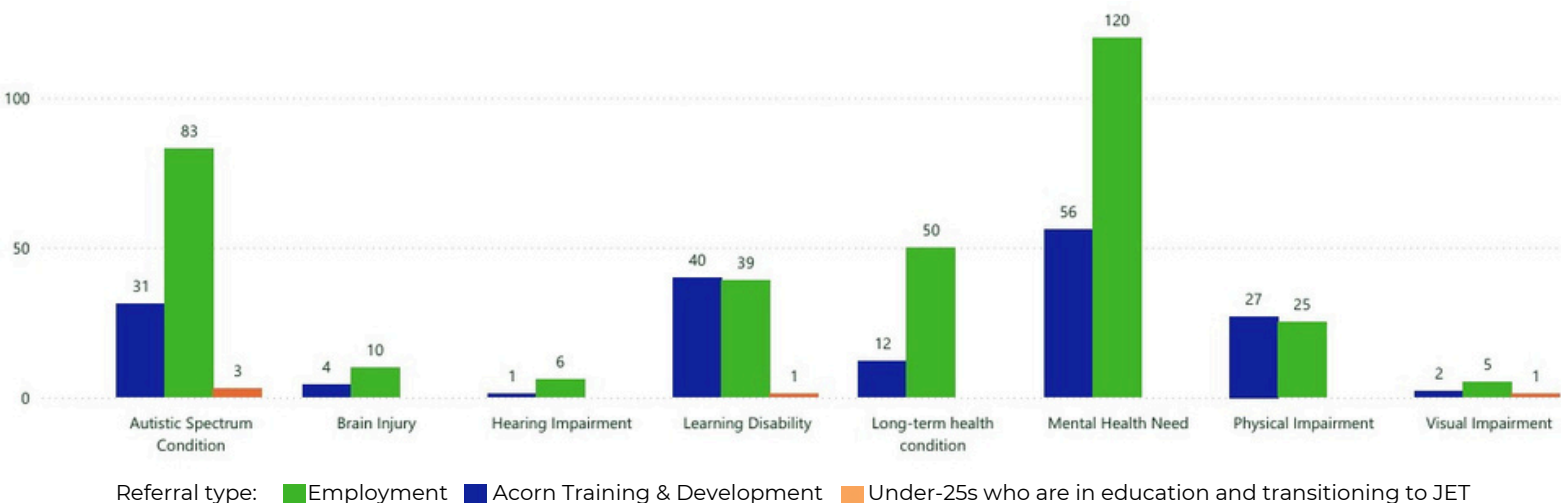
Employment Service

1. Maximise and promote our clients' potential capacity to move towards employment.
2. Provide a quality, professional recruitment and information service for employers.
3. Contribute to the wider Jersey community and develop sustainable environmental projects for our clients.
4. Maintain effective governance, quality premises and resources which are fit for purpose whilst strengthening our financial position.
5. Enhance our working environment to ensure that staff feel valued and have rewarding careers.

Acorn Enterprises

1. Improve the employability of people who have a disability or long-term health condition and develop working partnerships with other charities and community organisations to achieve greater social good.
2. Assist in the protection and preservation of the environment and promote the concept of reduce, reuse and recycle waste.
3. Ensure there are more jobs and opportunities by increasing the financial viability of Acorn Enterprises.

Total number of referrals supported: 516



In 2025, JET continued to support clients facing economic and social pressures within a complex and changing environment. The impact of the cost-of-living crisis remained evident for many individuals, particularly those already experiencing vulnerability. Securing safe and affordable housing continued to present significant challenges, affecting stability, wellbeing and long-term independence.

Although progress towards greater inclusion has been made across the Island, stigma surrounding disability and long-term health conditions persists, limiting opportunities for some clients to participate fully in community life. Access to essential public services also remained challenging at times, with system pressures contributing to delays in obtaining timely support.

Despite these barriers, JET's ongoing collaboration with Andium Homes through the Partnership Pathway initiative continued to deliver positive outcomes. During 2025, a number of clients successfully secured appropriate social housing, leading to improved living conditions, enhanced stability and strengthened prospects for the future. JET extends its sincere thanks to Andium Homes for its continued partnership and shared commitment to improving the lives of Islanders.

Risk

JET continues to operate within a robust Risk Management Framework designed to identify, assess and mitigate risks across all aspects of the organisation. The framework includes a comprehensive Risk Matrix, which is reviewed biannually by the Board of Trustees and the senior management team to ensure it remains dynamic, proportionate and aligned with the organisation's strategic objectives.

The Risk Matrix addresses the following key areas:



- ➔ Financial risk
- ➔ Governance risk
- ➔ Operational risk
- ➔ Environmental and external factors risk
- ➔ Compliance risk

Operational and fire risk assessments are conducted across all service areas to complement this framework. These assessments are reviewed twice yearly by the Strategy and Risk Manager in partnership with managers responsible for each business area, ensuring a coordinated and proactive approach to risk oversight and organisational resilience.

Safeguarding

Safeguarding continues to be a central priority for JET in 2025. Building on previous engagement, JET has maintained active involvement with Safeguarding Partnership Jersey and its subgroups, contributing to the ongoing development of safeguarding practices across the Island. Through this engagement, JET continues to advocate for the specific needs and rights of individuals with disabilities and long-term health conditions.

The organisation retains two accredited safeguarding pool trainers, enabling the delivery of timely foundation and refresher training to all staff. This ensures that safeguarding awareness remains embedded throughout the organisation and that team members are equipped with the knowledge, confidence and skills required to uphold the highest standards of protection and care. Peter Marett continues to serve as the nominated Safeguarding Trustee Lead.

Cybersecurity

Cybersecurity remained a strategic priority for JET in 2025 as digital risks continue to evolve. Protecting organisational data, systems and infrastructure is essential not only for operational continuity, but also for maintaining stakeholder trust and safeguarding the sensitive information entrusted to the organisation. JET continues to hold Cyber Essentials accreditation, demonstrating its sustained commitment to strengthening digital resilience and implementing recognised standards of cyber protection. Ongoing monitoring, staff awareness and system improvements ensure that cybersecurity remains embedded within JET's broader risk management approach and supports the integrity and reliability of its services.

Social Impact

“Being a person with a disability, sometimes you are seen as weak, but JET gives you your voice back, gives you the power to go and find the right job, find the right thing for you that works”

Sofia Marques

In 2024, the Jersey Employment Trust demonstrated significant economic and social impact, generating an estimated £1.70 of economic value for every £1 spent. Overall, the charity created approximately £7 million in economic value and £10.3 million in social value, resulting in a total net value of £15 million. These figures highlight the substantial return on investment delivered through our work in supporting people with disabilities and long-term health conditions to access employment and training opportunities.

The calculations were produced through the Jersey Community Foundation Health, Social Care & Wellbeing Charities Impact Accelerator Programme, which provides charities with tools and support to measure and better understand the value of their work to the community. The results demonstrate not only the financial benefits of our programmes, but also the wider social outcomes, including improved wellbeing, greater independence and stronger community participation for the individuals it supports.

Further evidence of the organisation’s value can be seen in the refreshed economic analysis originally conducted by Grant Thornton in 2022 and updated in 2024. This work estimated that JET generated approximately £3.5 million in Income Support savings for the Government of Jersey by helping individuals move into sustained employment and reduce reliance on benefits.

In addition, JET’s activities contributed around £5.2 million in tax and Social Security revenue to the States. These findings underline the broader fiscal contribution made by the charity, demonstrating how investment in supported employment programmes can deliver meaningful savings for public services while simultaneously improving the lives of Islanders who may otherwise face significant barriers to work.

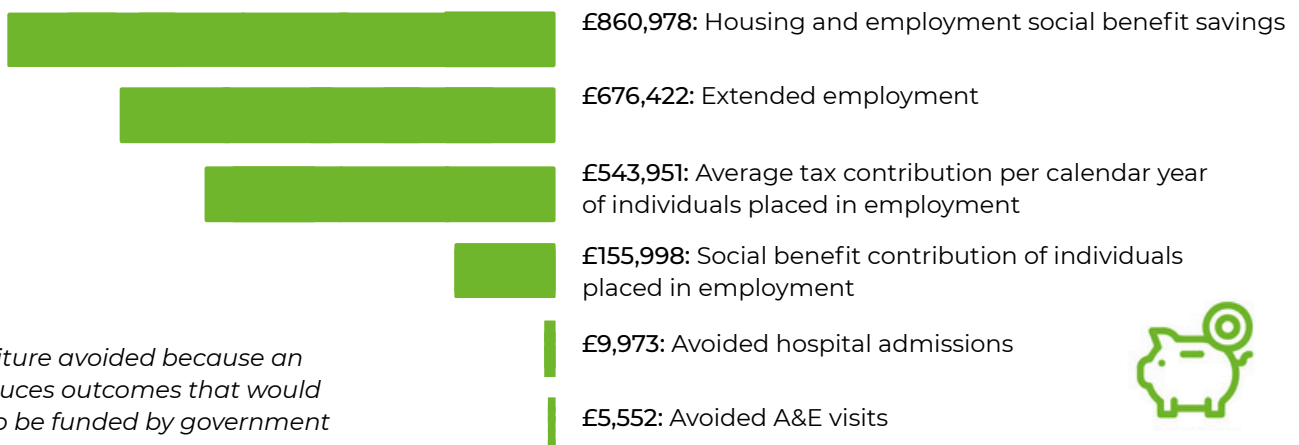
JET also continued to prioritise environmental responsibility and sustainable organisational practices. In 2024, we maintained our Eco Active Business status, reflecting our commitment to reducing environmental impact and promoting responsible resource use. We continued to work with the Future-Fit Business Benchmark, a recognised framework designed to help organisations understand and improve how they operate sustainably.

“Engaging with JET has been absolutely life-changing in terms of what it’s allowed me to do”

Jess, Affinity

The framework provides clear goals and practical guidance to ensure that organisations do not harm society or the environment while pursuing their objectives. It also outlines a series of positive outcomes that organisations can work towards in order to accelerate meaningful change and contribute to a more sustainable future. JET is grateful for the continued support and expertise of Ian Roberts of Acacia Ltd, whose guidance and dedication have played an important role in helping us progress on our sustainability journey.

Savings to public expenditure: £2.25 million



Public expenditure avoided because an intervention reduces outcomes that would otherwise need to be funded by government





Contribution to Government of Jersey Priorities

We help the Government of Jersey deliver its main priorities in the Government plan 2024 – 2027



Housing and Cost of Living

We support people to gain and maintain employment. In order to keep people in work we often need to provide pastoral work, supporting Islanders navigate housing issues, benefits and so on. We benefit low-income families by providing affordable goods at our Reuse shop. We have signposted many clients so they know how to access food banks.



Economy and Skills

We support more than 500 people each year to develop skills and gain and maintain employment. They contribute to the economy, pay taxes, and earn a pension, saving the taxpayer thousands of pounds every year. We employ many people in our organisation who may otherwise struggle to work elsewhere.



Children and Families

We have a dedicated Under-25s Service working with young people to help them move smoothly from education to the world of work. We partner with other services to ensure that young people get the best opportunities they can.



Environment

Projects at Acorn have to be beneficial to the environment, for example, scrap metal recycling and bicycle refurbishment. A new workshop introduced in 2025 is repurposing plastic into new products that we can sell to generate further income. Reuse helps protect the environment by saving on average 90 tonnes of goods from going to the waste stream every month.

Solar panels have been installed at Acorn and we have invested in two electric vans. The Woodshack is a zero-waste operation, utilising the Island's waste timber.



Ageing population

We don't have an upper age limit on our services and encourage anyone who wants to work to access JET, whether they are 16 or over 60.



Health and Wellbeing

By supporting people to get a job and providing training and vocational activity at Acorn, our clients report a marked increase in their wellbeing. Learning new skills boosts their confidence and self-esteem and they are less isolated.



Community

JET and Acorn are at the heart of Island community.

We prepare clients for independent volunteering in the community.

Our staff support other charity initiatives such as helping the Salvation Army with Christmas Day deliveries. And we connect funders and corporate sponsors to see our work through active engagement and CSR.



JET Ambassadors

Co-ordinator of the JET Ambassador Programme Emma Burns



Some of the first Ambassadors at the launch of the programme: Antonia Rubio, Sue Gill, Ana Cengic, Hayley Routier, Kenan Osborne, Claire Reynard, with trustee Matt Tabb



Dean Lowe was passionate about championing inclusive workplaces

In 2025 we launched the JET Ambassadors programme to honour the memory of our friend and colleague Dean Lowe, a passionate advocate for diverse and inclusive workplaces. What began with eight founder members has grown into a vibrant network of more than 20 Ambassadors, representing different sectors of the Jersey community, including employers, former clients and HR professionals. What unites them is their shared passion for what JET does and breaking down barriers in society.

The initiative was created to honour Dean's legacy by bringing together individuals committed to making a meaningful impact. In his keynote speech at the launch of the programme, Kenan Osborne said: 'Dean envisioned a future where all disabled Islanders who want to be employed can find meaningful work. We hope this Ambassador programme goes a long way to realising that dream. Diversity and inclusion needs to be at the heart of every business strategy, not an afterthought.'

Since the launch in March, Ambassadors have contributed more than 700 volunteer hours. They have formed five subgroups focusing on different areas, including advocacy, employment support, fundraising and community engagement. The employment subgroup is already seeing results in extending reach to work experiences, job tasters, mentoring and job opportunities. They also supported the Level Up programme, run by the Under-25s team, with work insights and mock interviews.

The Ambassadors are working tirelessly to raise awareness of the challenges faced by disabled people and to build understanding across the wider community. They have delivered community-based training, hosted presentations for employers, and collaborated with charities and partner organisations to create stronger, more inclusive networks.

In promoting inclusive and accessible opportunities, Ambassadors have also contributed to the development of a pilot programme with the Government of Jersey, which led to three internships giving work experience across several departments.

Some Ambassadors have favoured more hands-on volunteering, supporting practical projects at Acorn, such as painting the toilets. One Ambassador used their contacts to arrange for professional gutter-cleaning services to be carried out free of charge.

"Diversity and inclusion needs to be at the heart of every business strategy, not an afterthought"

Kenan Osborne



JET Ambassadors

Shifting perspectives to build truly diverse and inclusive workplaces



Dr Adam Perchard:
'Promoting inclusion in the workplace is vital'



Adele Dare:
'I am dedicated alongside JET to helping others find their voice'



Ana Cengic:
'Everyone deserves the chance to succeed at work, free from barriers'



Antonia Rubio:
'I want to use my voice and platform to help others on the same journey'



Claire Reynard:
'Dean's infectious spirit & dedication to his work left a mark on all of us'



Hayley Routier:
'It is a profound honour to contribute to Dean's legacy'



Jeff Livingston:
'I want to advocate for those who can't advocate for themselves'



Juliette de Guelle:
'Everyone deserves a chance and the support to reach their potential'



Kenan Osborne:
'I saw first-hand the transformative difference that JET makes'



Kerry Adams: 'I want to help others see the importance of diversity in the workplace'



Kevin Lacey:
'I got to see first-hand the passion and belief that my friend Dean had'



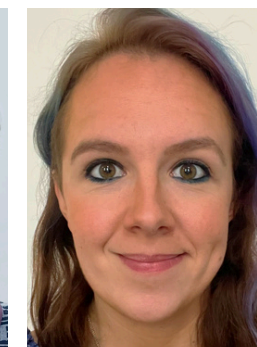
Kiley Henley:
'JET's important work should be touching every sector in the Island'



Luke Canavan:
'I wouldn't be where I am today without the support from JET'



Ryan O'Connell:
'I feel responsibility to advocate for younger disabled people'



Sasha Russell:
'I am passionate about continuing Dean's mission as an Ambassador'



Sofia Marques:
'I don't want people to struggle as much as I did before I found JET'



Sue Gill:
'Diversity enriches our relationships both inside and outside of work'



Tina Palmer:
'Dean was a force of nature, and driven to help others'

Employment Service

Employment Service Manager
Emma Powell

Despite a challenging year marked by operational pressures and financial uncertainty, the Employment team consistently demonstrated professionalism, adaptability and a strong commitment to delivering a high-quality employment service. We supported 516 clients in 2025, secured 114 new jobs and 52 new work experiences.

The referral list was put on hold in the last quarter of the year due to uncertainty over future funding, which meant that 40 Islanders joined the waiting list. The demand for the Employment Service remains high, with most new referrals coming directly from clients themselves. The main reason for referral continues to be mental health issues, followed by challenges faced by neurodivergent clients.

We incorporated two new drop-in sessions at our Job Club in Kensington Place. This enables clients to access support and guidance outside of the existing appointment-only system, providing more flexibility for individuals.

We continued to strengthen the capability of our Employment Service through targeted staff training. Team members completed a range of professional development sessions to enhance reflective practice, confidence, and decision-making in complex cases. Focused training on handling challenging or sensitive conversations, covering conflict resolution, motivational interviewing, boundary setting and managing difficult client interactions has strengthened the team's communication and resilience.

The support from JET Ambassadors has been invaluable. Their contribution, particularly their expertise in recruitment processes, CV development and conducting mock interviews, has enhanced the support we offer. Their real-world experience has not only improved the quality of employability training but has also increased client confidence and preparedness when approaching the job market. Receiving a one-to-one mentoring session can be very beneficial, and having a third party offer advice and guidance has been well received.

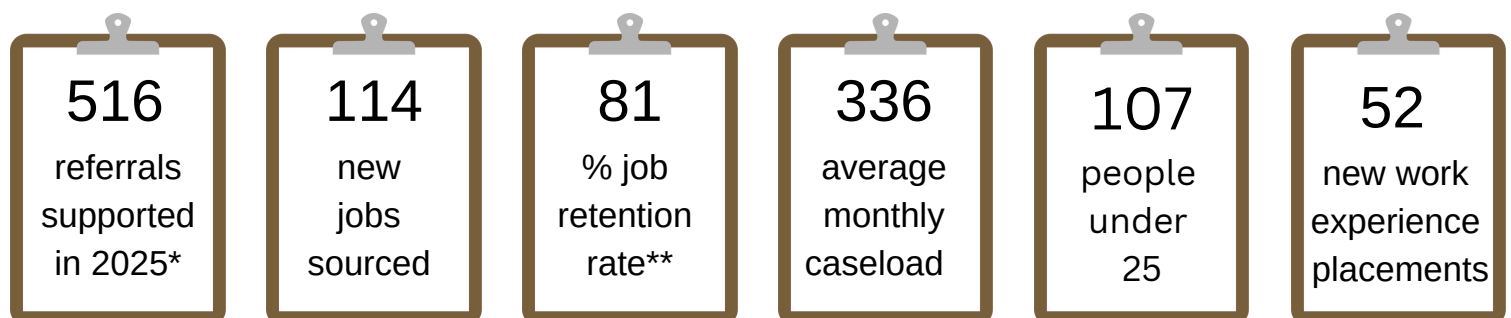
The successful pilot of the Government of Jersey Paid Internship Scheme was a major achievement. Designed to give early-career individuals meaningful exposure to the world of work, the scheme placed interns across several departments, providing both practical development for participants and valuable project support for teams.



AFM managing director Dave Webb: 'We believe that everyone should have access to meaningful employment opportunities, whatever their circumstance'



Neurodiversity Champion Emma Burns (right) with Employment Co-ordinator Mel Therin and Jada Heynes from Whitmill, one of the firms who had neurodiversity training from the team at JET



*Many more were on the waiting list

**Job retained for more than six months

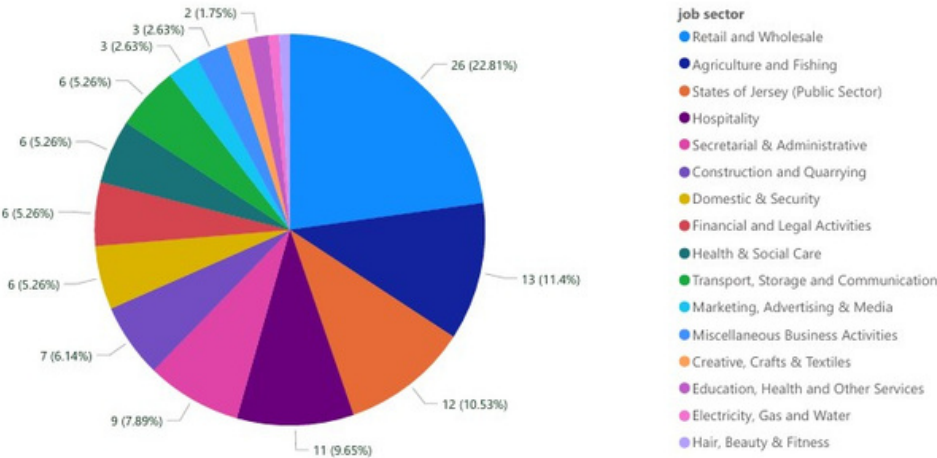
Employment Service

Feedback from interns and hosting managers has been positive, citing increased confidence, improved workplace readiness and fresh insights brought into departmental work. The goal was to achieve paid roles. Unfortunately this did not occur, but the experience gained by the clients and the partnership working with government departments has been successful. We hope that we can build on the pilot and look at forging further relations with other managers and departments within the Government of Jersey.

In the summer, the Under-25s team put on a four-week Level Up programme to give work experience and employment skills to a dozen young people. The young clients were given work experience at Acorn which included retail skills. They also had the chance to get creative, designing wooden beach huts, bags and mugs. Later in the programme they were given the challenge of selling these products from a pop-up shop in St Helier, requiring them to be customer-facing. Several local businesses supported the programme with job tasters in hospitality, banking and IT. Six JET Ambassadors also helped with mock interviews. Getting a cohort of young people together helped them work as a team and we saw them gain confidence. We want to develop and extend this model, making more investment in group training, which will be more efficient to deliver, as well as giving our clients some great opportunities.

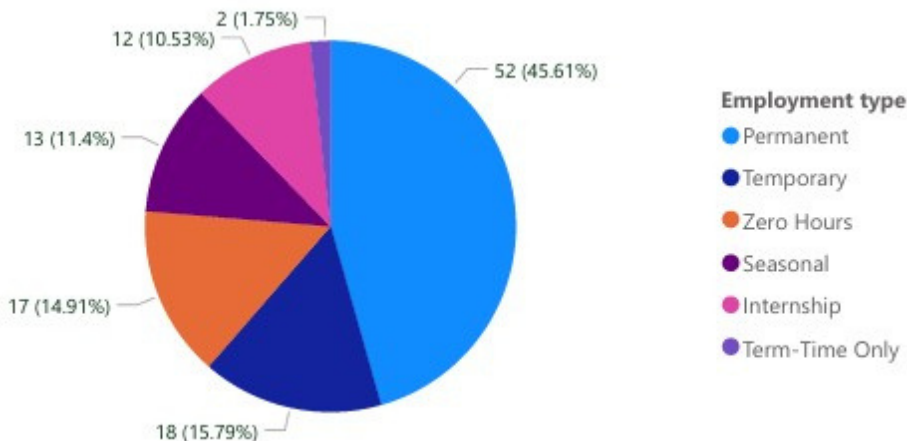
As stated at the launch of the JET Ambassadors programme, we need to continue to advocate for policies that ensure equal opportunities for all. We commit to working together to create a world where every person, regardless of their abilities, has the chance to thrive in the workplace and contribute to society.

New jobs by sector



The graph includes temporary posts in Acorn's plant nursery for the bedding season. Retail and hospitality continue to be the other main sectors. There were 12 jobs in the Government of Jersey, including education, health and sports departments.

New jobs by contract type



I believe diversity and inclusion bring real strength to any workplace. When people from different backgrounds, experiences and abilities work together, it creates a more dynamic and engaging environment. Everyone brings something unique to the table, which often leads to more creative thinking, better problem-solving, and a stronger sense of teamwork

Former Jersey Post HR partner
Robyn Pestana



From a banking hall to making towel swans in a hotel bedroom... the first Level Up cohort of young people were exposed to several interesting employment opportunities

Acorn Training & Development

Client Services Manager Fiona Scott



Left: Martin Jeanne in the new plastics workshop



Right: Steve Ball (far right) helped develop the new horticulture project

The Acorn Training & Development Service continues to offer a wide range of training workshops and programmes for clients with complex health issues and disabilities. 2025 was our most challenging year to date, but we still marked many achievements.

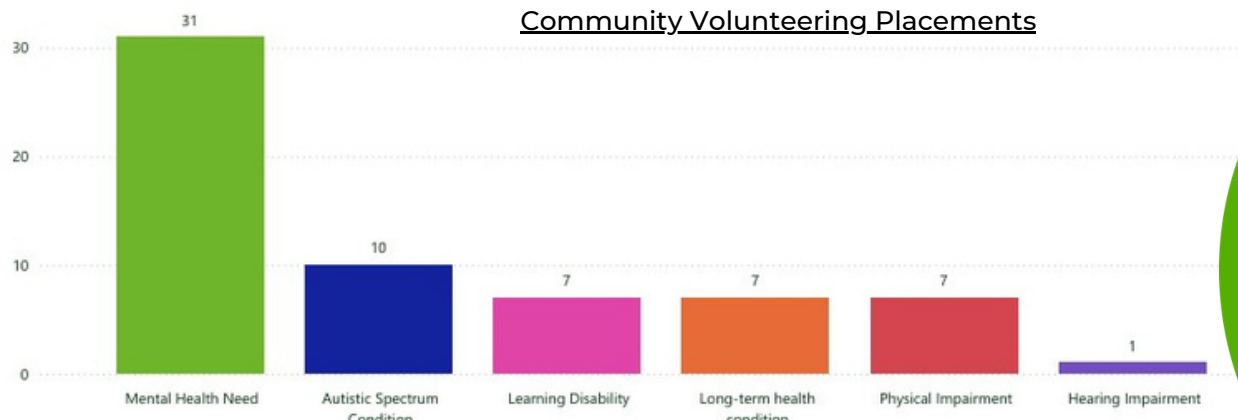
The main challenges for ATD were the waiting lists, which increased significantly towards the end of the year when referrals were put on hold due to funding concerns. The future was particularly uncertain for longer-term clients who, because of their disability or long-term health issues, are unable to progress onto employment. ATD staff were also very unsettled due to being placed at risk of redundancy.

In 2025 ATD offered more than 20 work experience placements, to both ATD and Employment Service clients within the Acorn business units. Some of these opportunities have led onto internship programmes and paid work.

The year started with a new horticultural training programme, a joint venture with the Education Department. Clients who had shown potential on the Acorn allotment were given the opportunity to progress onto work experience in the grounds of the Philip Maurant Centre, with potential for paid opportunities. We have had numerous clients go through the programme, with two clients gaining three months' paid employment. We were grateful to the Rotary Club of Jersey for part-funding the programme, which will continue into a second year.

Five clients attended the second Gearing Up programme, learning how to build a bike from scratch, while developing practical mechanical skills, along with teamwork and evidencing general employability skills. Following a training programme in the UK, one of the ATD team qualified in Level 3 bike mechanics and is now able now to train clients to a Level 2 award and assess them for a recognised qualification in bike mechanics.

Community Volunteering Placements



"I came to Acorn because there was nowhere else to go. The difficulty was trusting the process because everything else had failed. The ATD sessions were a safe space for me to thrive"

Acorn Training & Development

Following an audit of plastic waste on our Trinity site, we developed a new workshop for recycling plastics. Thanks to funding from Butterfield Charitable Trust, we purchased machines which crush and melt plastic, and moulds for making new products. We have been trialling the repurposing of chocolate tubs (Quality Street, Celebrations and so on) into plant pots, pens, sunglasses and bowls. We continue to develop this into a client training programme, whilst producing sellable items from recycled plastic. We were grateful to the Channel Islands Co-op for their support in collecting tubs after Christmas and to the Co-op Community Fund for covering the cost of a 3D printer to complement this initiative.

During 2025, the ATD volunteering service supported more than 49 clients who were looking to volunteer in the community. Organisations such as Jersey Heritage, Age Concern, Cry and Good Companions are just some of the supportive organisations who offer opportunities for our clients. Volunteering offers two options, either to progress onto the Employment Service or to become an independent volunteer in the community.

ATD continues to offer clients access to wellbeing advice and support and make regular referrals onto other agencies for housing, social work, mental health support, autism assessment and so on.

For the second year running, a highlight was our clients' participation in the Jersey Eisteddfod Festival of the Creative Arts. They won a number of awards in both the textiles and upcycling categories.

We remain hopeful that in 2026 longer term funding will be secured, allowing staff to focus their energy on further developing work and training opportunities for clients and helping them reach their full potential.



ATD staff and clients held a pop-up stall in Acorn Reuse to sell their handmade Christmas decorations

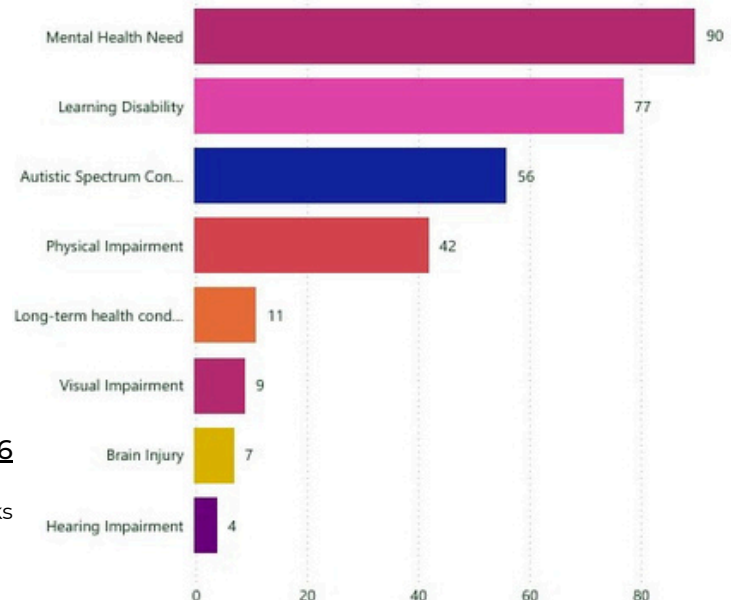


Above: Bumper harvest
Left: ATD's Steve Ball with Harvey on the allotment



Client Training Placements: 296

Each project lasts for approximately 12 weeks



Acorn Reuse

Acorn Commercial Manager
Darren Arnold

Acorn Reuse provides a great number of training and employment opportunities, while also removing tonnes of reusable items from the waste stream and providing low-cost goods for families on low incomes.

In 2025, Acorn Reuse continued to grow, with income of £1,363,000 in sales. We sold a remarkable 484,000 items, which means that we have saved almost half a million items from potentially ending up in landfill. The volume of goods donated by the public continues to get close to 100 tonnes per month at peak times of the year.

We boosted income by holding several pop-up shops. These are for vintage items, collectibles, or clothing which has a higher value than on our rails day to day. We also use the front of the shop to feature goods donated in volume, for example end-of-line items donated by a business. The pop-ups generated approximately £14,000 over five sales. Another big help has been the volunteering of several experts in their field, such as toys, ceramics, jewellery and paintings.

Sales of bikes were particularly successful, with 730 sold in the year, generating an income of £42,000, 20% up on the previous year. It was boosted by a donation of 68 bicycles from Maillard & Co property management company, who had collected unclaimed bicycles from their properties, all of which we refurbished and sold. We also raised the profile of our bikes project at Cycle Sunday events and the SuperTri, thanks to the invitation from our partners UBS.

We have been able to maintain our level of staffing, with 54 paid roles and several volunteers, 66% of whom have a disability or long-term health condition. Reuse continues to facilitate and offer the opportunity for clients to do sessions, work experience and internships which have the potential to progress into paid employment, which will be a particular point of focus for 2026.

The world of Reuse is an effective operational department to help improve someone's employability as it provides a wonderful diversity of tasks, from the moment an item is donated by the public through to its sale at the tills. We observe huge and often life-changing progress from individuals who access training and development support from the Reuse team in terms of improvements to confidence and self-esteem.



Tonnes of stuff
donated each month



Refurbished
bicycles sold



Books
sold



54
paid jobs



Abigail McDermott and Izel Smit from PwC and Andrew Lewis from the Association of Jersey Charities with Acorn's first electric van

Acorn Reuse



A CSR team from UBS enjoyed their day helping behind the scenes

CSR

12 organisations
20 days
800 voluntary hours

In 2025 we secured funding for two electric vans, the first of which arrived in November. This is now fully in use for collections and deliveries, and the second is due early in 2026. This will reduce our costs, as they will be fuelled by our own solar panels. In addition to the panels on the café roof, we added a further 30 panels to the Reuse roof in October 2025. We should start seeing the real benefits of these in spring 2026.

We would like to thank the Jersey Community Foundation, the Association of Jersey Charities, PwC, and the Roy Overland Charitable Trust for their support for the vans and solar panels. The investment helps us towards our objective of becoming carbon-neutral by 2030, ensuring financial and environmental sustainability for the social enterprise and giving us stability to continue offering jobs and training.

We would also like to thank our loyal customers and supporters, and partners such as Ports of Jersey and Gaudin & Co estate agents.

In 2025 Acorn hosted 20 CSR volunteering days, with 12 different businesses or organisations visiting. These days strengthen community ties, boost staff morale, and deepen corporate understanding of social and environmental responsibility, all while providing extra resources for us. It provides a great opportunity to showcase what we do.



Gaudin & Co partnered with Acorn. Company Director Nick Jewell (centre) is pictured with some of the Acorn team
Picture: DANNY RICHARDSON

“ We are extremely fortunate to live in a caring and generous community that looks after the best interests of those less fortunate. In the case of Acorn, this means providing opportunities for belonging, employment and training for Islanders who have a disability or long-term health condition. We feel that this is the perfect charity with which to align our business

Nick Jewell, Gaudin & Co



475,000

plants sold to the public



100,000

plants for Gov't contract



2025 was a very successful year for the nursery. The summer bedding season was the most successful financially since the business has been in operation, and the increase in sales of perennials has ensured the figures have been good year-round. As always, all the staff and clients have carried out their work efficiently and diligently, and we are so lucky as a company to have such dedicated and committed staff and clients in the greenhouse. Without this commitment we would struggle to achieve everything that we do every year.

Customer and contractor feedback was again very positive. The contractors' plants were all to a very high standard, as was the service they received. We continued to grow plants for the parish of Trinity, the Merton Hotel, and other private residences. All these customers have confirmed orders for 2026. We supplied more than 100,000 plants for the Government of Jersey, which could be seen in all their floriferous glory in Coronation Park, Sir Winston Churchill Memorial Gardens and Howard Davis Park.

The continued increase in our range of plants has helped us increase our customer base, and we have been busier over a longer period of the year. The majority of the 475,000 plants we produced were summer bedding plants, but again, as in 2024, we have seen a significant increase in the sales of exotic plants, herbs, vegetables, herbaceous perennials, and shrubs.

We recycle every label and tray that we can and use biological control to deal with any pests or diseases. There will always be challenges when producing plants, and due to a lack of space sometimes we have had to grow plants a bit closer together than recommended, which can lead to a slight increase in pest and diseases. But thanks to the hard work and skill of the staff, and our successful biological control pest programme, these challenges were met, with few plants lost.

We run training sessions every Wednesday, Thursday and Friday for ATD clients and employ four clients year-round. We employed five clients to help in the bedding season. The main tasks in the greenhouse are pricking out the plug plants, potting on plants, labelling, watering, and pruning/dead-heading plants when necessary. The aim is to teach any client that accesses the greenhouse rudimentary horticultural skills, and other work-related skills. As well as this we aim to foster a sense of self-worth, boost self-confidence and aid the wellbeing of every client who comes to work in the greenhouse.

The nursery has been boosted by the addition to the team of Matt Caboz. Initially he was employed as a nursery support worker, but showed such commitment, aptitude and empathic management of everyone he worked with meant that he was promoted to Deputy Nursery Manager. He continues to lead by example, with a strong work ethic, coupled with an extensive horticultural knowledge and a compassionate manner.



Left: Deputy nursery manager Matt Caboz

Right: Acorn Nursery's plants are used in Jersey's prestigious parks, including here at Coronation Park



Acorn Woodshack

6
staff employed

£66,000
firewood sales

7,000
bags of kindling

2025 presented a number of unexpected challenges for the Woodshack, requiring swift action to maintain a safe and functional working environment. Emergency work was necessary over the summer to ensure that staff could continue working safely. This resulted in a significant amount of disruption with staff having to relocate their work and rest areas. Once the work was completed, staff were able to push on in preparation for the expected orders of kindling and firewood sales, and resume making bespoke products.

The collaboration with the Energy Recovery Facility at La Collette is continuing to work well. There has also been an improvement in the quality of timber received with approximately 80% being usable. We have been very fortunate to receive additional private donations of timber so we have comfortably had enough stocks of timber to fulfil our orders.

Firewood sales continue to increase, which jumped from £40,000 to £66,000. And we have a new customer in the Co-op who have started selling our kindling in their two Grand Marché stores. Sales of kindling also did well, with an increase from 4,000 bags to 7,000.

The new briquette machine, kindly funded by Ports of Jersey Community Boost Fund, Skipton Community Fund and RBC, is also enabling us to supply JJ Fox with bags of briquettes as well as kindling. Sawdust for the briquettes is also sourced from several places including La Moye Prison, LCV Interiors, and the Jersey Community Land Trust.

And finally, the Woodshack was proud to be represented, albeit in a small way, at the prestigious RHS Chelsea Flower Show. Using waste timber, the Woodshack team made the display stand for start-up wildlife habitat brand BrdBx. The BrdBx range, the brainchild of Jersey resident William Davies, was prototyped by the Woodshack and is now manufactured to scale by social enterprise RAW Oxford.



Ian Florence with the new briquette machine



William Davies from BrdBx and carpenter Oli Newman with the Woodshack's David Senior and Ian Florence and (inset) a BrdBx design



Eighty squirrels headed down King Street on the inaugural Squirrel Run. Below: Acorn general manager Steve Pearce with cakes donated by sponsors TMF



A squirrel on the Jaunt? Why not? Kiley Henley and her brother Alex Henley-Good at the JET Jaunt finish line in Prague



Sarah Parker and Lucy Gomas at the Astronomical Clock in Prague. They have won the JET Jaunt for two years in a row

Below: Jeremy Johnson and Mary Surcouf who ditched their phones in favour of old-fashioned map-reading and asking for directions, for which they won the Judges Award. They came second overall, just 17 minutes behind the winners



Thank you

Fundraising & Relationships Manager
Caroline Spencer

We are proud to have established two new and unique fundraising challenges to the charity calendar, both of which are well placed to grow each year, adding much-needed funds as well as awareness.

The inaugural Squirrel Run, sponsored by TMF, was held in March to mark what would have been Dean Lowe's 50th birthday. Eighty people dressed as squirrels ran through town, it was a very inclusive event and 'very Dean'. We raised nearly £15,000 in the process. We now hope that this will become an annual event. We were grateful for the support of Whitmill Trust and Magic Touch.

Our other big fundraiser, the JET Jaunt, saw 26 teams of two racing from St Malo to Prague over one weekend in September, raising over £26,000 – and even an inflatable squirrel racing to the finish line at the Astronomical Clock in the old town. We would like to thank our generous sponsors CSC, Ports of Jersey and All Island Media for their support.

We are very grateful for the support of trusts, charitable foundations and businesses, as well as individuals who take up challenges on our behalf, including Matt Tabb, Allie McMahon and Paul 'Bernie' Byrne who took part in the Standard Chartered Jersey Marathon in October.

We would like to acknowledge and thank all our supporters and funders in 2025, including:

All Island Media; Association of Jersey Charities (CI Lottery funds); Barclays; Butterfield Charitable Trust; CI Co-op; Co-op Community Fund; CSC; CVC; Gaudin & Co; Grant Thornton; Enhance HR; JE 100 Projects That Matter; Jersey Community Foundation (with funds from Dormant Bank Accounts); Lloyds Bank Foundation for the Channel Islands; Magellan Consultancy; Magic Touch; Maillards; NatWest International; Normans; Ports of Jersey; PwC; Rachel's Textiles; RBC; Robert Hall Foundation; Romerils; Rotary Club of Jersey; Roy Overland Charitable Trust; Sir James Knott Trust; Skipton Community Fund; Sure Community Foundation; TMF Group; UBS.

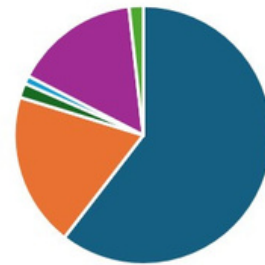


Matt Tabb and Allie McMahon took part in the Jersey Marathon



Jane and Andy Burns were the top fundraisers for the JET Jaunt

Fundraising sources (excl Government grant)



■ Trusts/foundations ■ Corporates ■ Donors
■ Fundraising (individuals) ■ Fundraising (own events) ■ Smaller community funds



Excitement in the air at the Chart Room, Castle Quay, as participants prepare to depart on the ferry for the second JET Jaunt: Passage to Prague, sponsored by CSC

Picture: ALEX CORDINER

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