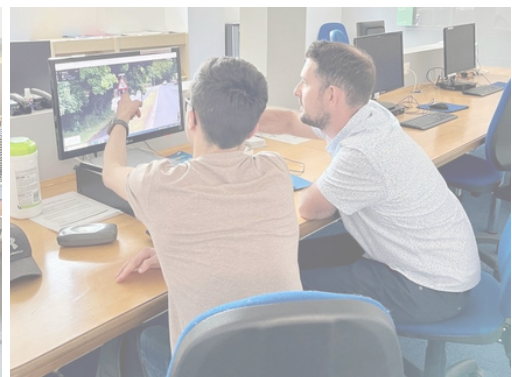


ANNUAL REPORT of the BOARD OF TRUSTEES 2023



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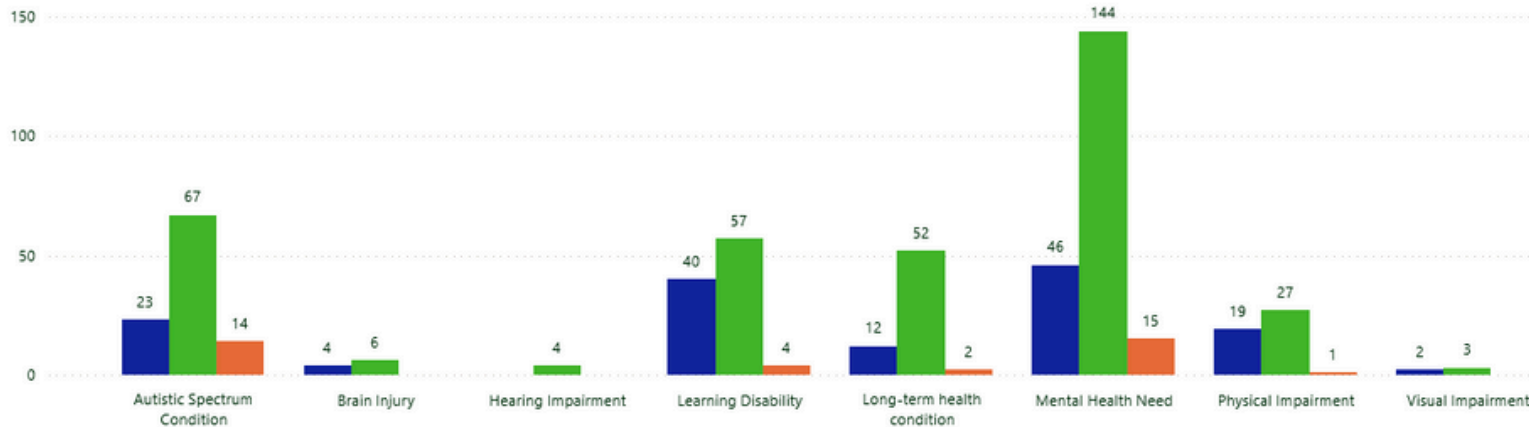
Awards.....21

Thank You.....22

Accounts for the year ending 31 December 2023

Total number of Referrals supported in 2023 = 542
Employment = 360
ATD = 146
14-21 service = 36

Referral Type ● Acorn Training & Development ● Employment ● Transition



Chair's Statement

Helen Ruelle, chair of the Board of Trustees



2023 will sadly go down in the Jersey Employment Trust's history as the year that we lost a dynamic, hard-working and fun-loving colleague. Dean Lowe and his 11-year-old son Charlie were killed in a suspected hit-and-run collision on 5 August.

Dean had worked for JET for 17 years as an Employment Co-ordinator and more recently as Employment Engagement Manager. He was forging partnerships with new employers in every industry as well as umbrella organisations like Digital Jersey and Jersey Finance. A tireless campaigner for inclusion and champion for disability, Dean was also known by hundreds of Islanders for different things, including singing and playing guitar with Acorn colleague Tony Greed in the band 24-Seven.

In September Dean was posthumously recognised in the Jersey Evening Post's Pride of Jersey awards. He received the Gary Burgess Award which acknowledges Islanders who stand out as beacons of the community. He was also recognised with a special Lifetime Achievement award at the DIFERA awards, with his mother Kay Löwe and JET executive officer Penny Shurmer accepting the award.

Dean wanted JET to be a household name. In the hundreds of tributes to him, he was described as JET's greatest ambassador and it is this which we are taking forward to establish his legacy, which will be developed in 2024.

The Jersey Employment Trust remains at the heart of tackling Jersey's skills and talent shortage, by working with employers and helping them tap into an untapped pool of talent. There were 149 new job starts across the service, 103 from clients accessing the Employment Service and 46 with the 14-21 Service.

Picture courtesy of the JERSEY EVENING POST



Fundraising Manager Caroline Spencer and Executive Officer Penny Shurmer joined Dean's mother, Kay Lowe, on stage at the Pride of Jersey Awards. They accepted Dean's award from Alan Burgess, Gary's husband



The late Dean Lowe

Chair's Statement

We are seeing a continued rise in clients reporting mental health issues as their primary disability, and many are showing more complex needs. Our Employment Co-ordinators offer a high level of pastoral support for longer as we see cost-of-living pressures reflected on our clients' lives, whether that is with housing issues or accessing food banks, as well as supporting their health and wellbeing.

An important area of our work is with young people. The number of young people we work with is increasing as they need support to transition to the workplace, not least because of the lasting impact of Covid. JET is playing a crucial part in this. The 14-21 Service, which will rebrand as the Under-25s, is also working with other agencies to develop an improved transition pathway for young people.

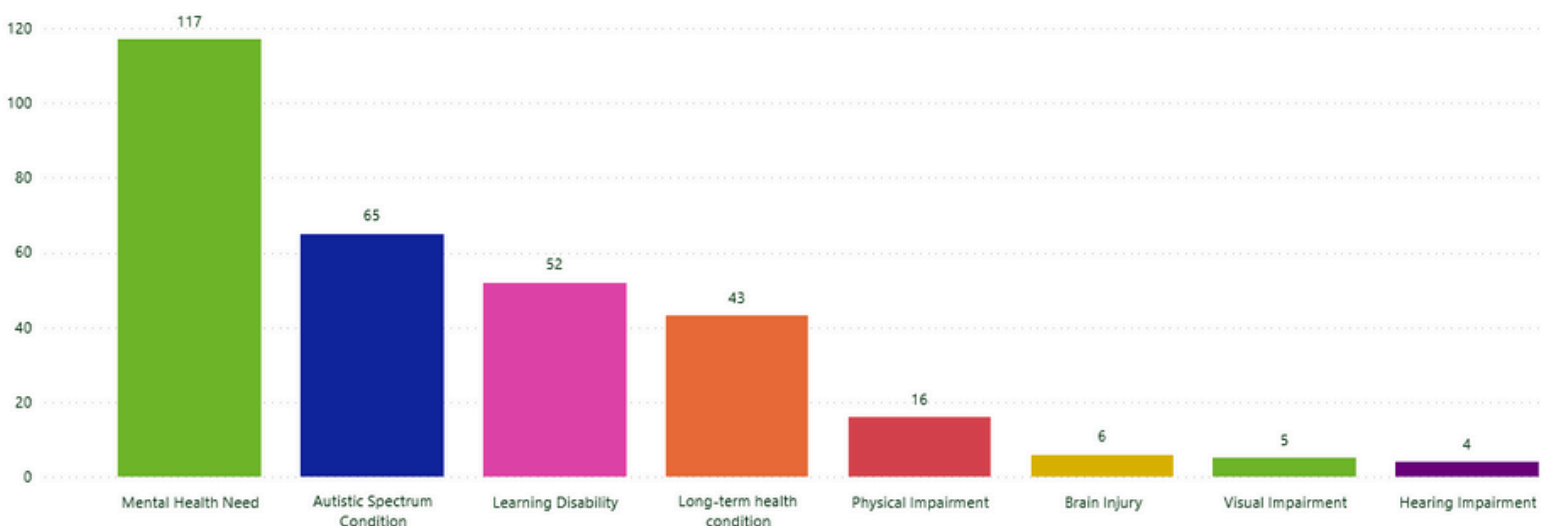
We renewed our contract with the Government of Jersey for a further year and we are looking to secure a longer-term contract at the end of 2024. With challenges around securing long-term funds, we sought to demonstrate our social value to the Island.

In 2023 we worked with Grant Thornton and PwC Channel Islands to showcase the value of JET to the community. Through their support we have calculated that the Jersey Employment Trust provided over £14.5 million of benefits to the Island in 2022, with every £1 spent by JET generating a further £2.95 of direct and indirect social, economic and environmental benefits.

Magellan Consultancy have provided invaluable support for the last three years, with a range of services including strategic development, being a professional sounding board and facilitating workshops. We would like to thank them for their time and expertise, and we look forward to working with them for a further three years.

We continue to raise our profile across the Island. We worked with the Institute of Directors on their event, Valuing Neurodiversity in the Workplace, with Dean sitting on the panel. And we supported the Government of Jersey's fourth Embrace Our Difference event, designed to raise awareness of disability. Working with the theme of disability in the workplace, we focused on how employers can make reasonable adjustments to support people in work.

**JET Total Supported Employments by
Primary Disability in 2023**
Total = 308



Chair's Statement

At Acorn we developed our own in-house opportunities in retail by creating internships within Acorn Reuse, helping more clients be work-ready in external employment.

Acorn continue to play an important part of the Island's waste strategy by encouraging Islanders to reuse rather than throwing away. Donations of unwanted goods continue to rise. In 2023 we received more than 600 tonnes of donated goods ranging from bric a brac to large items of furniture.

Acorn's solar panels, which were installed three years ago, have resulted in 44,800kg of Co2 emissions saved, the equivalent to 1,338 trees being planted. In 2023 we produced 22% of our own electricity, a total of 5.53MWh.

The amazing staff team at Acorn, 45 of whom have a disability or long-term health condition, have all pulled together to make Acorn the largest and most successful social enterprise in Jersey of which we can all rightly be proud.

Sales were the best on record for the plant nursery, and the Woodshack reported another busy year, processing more than 100 tonnes of demolition timber over the year.

We were delighted to give our support to a great community event, the TMF Island Walk, in the summer.



After an invitation from Jersey Trees for Life, staff from JET and Acorn gathered on a wet November day to plant an oak and a hedgerow at Howard Davis Farm in memory of Dean



Kerry Robinson, Rob Hewlett and Helen Clayton took part in the relay in the TMF Island Walk. Acorn was one of the beneficiaries of the challenge, receiving funds for our bikes project

Having been picked by organisers as one of the main charities to benefit, Acorn received £22,000 to put towards its bikes project.

We welcomed three new board members in 2023: Daniel Perkins, Peter Marett and Dave Chalk. I am confident that the skills and experience they bring will be invaluable to us and will complement the existing skills of the Board, to whom I am extremely grateful for their continued wisdom and guidance.

I would like to thank all our supporters, donors, staff, volunteers and customers for their loyalty. We couldn't do it without them.

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 ATD.

- ✓ Registered with the Jersey Charity Commissioner: No. 158.
- ✓ Member of the Association of Jersey Charities: No. 157.
- ✓ Member of the Reuse Network.
- ✓ Employ Jersey and Acorn Enterprises are members of the Eco Active Business Network.



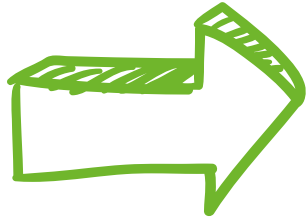
Board of Trustees



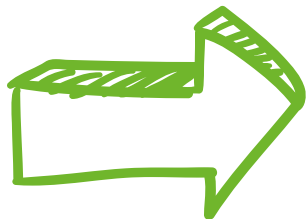
From left to right:
Helen Ruelle (chair),
Chris Leck
(treasurer), Lorna
Pestana, Steph
de la Cour, Matt
Tabb, Jason Laity,
Dan Perkins, Peter
Marett, Dave Chalk.



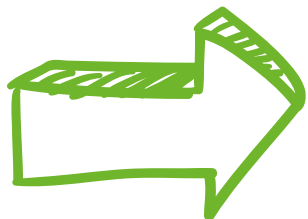
Constitutional Objectives



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



b) To provide employment and vocational training for Islanders with a diagnosed 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.



Objectives 2020-2023

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.

Strategy & Risk

Throughout 2023, JET observed the mounting challenges confronting its clients, as they grappled with the compounding pressures of a shifting landscape. The cost-of-living crisis caused real issues for many Islanders. In addition, the pursuit of safe, affordable housing remained problematic for many, exacerbating the strain on individuals and families alike.

Despite incremental improvements, the enduring stigma surrounding disabilities continued to cause concern for some of our clients, hindering their full participation in society. For many, accessing essential public services proved to be a hurdle which caused delays in them securing the support they required. However, collaboration with Andium Homes under the Partnership Pathway initiative enabled some clients to secure social housing which improved their accommodation situation and general wellbeing.

Risk

JET manages risks under its established Risk Management Framework. This framework includes a Risk Matrix which is subject to annual review by the Board of Trustees. The senior management team also reviews the Risk Matrix annually, which together provides for a six-monthly review of the risks JET faces and associated control measures. The Risk Matrix identifies risk in the following areas:



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

This Risk Matrix is supplemented by operational and fire risk assessments for all areas of operation. These risk assessments are reviewed annually by the Strategy and Risk Manager, with the appropriate manager for each business area.

Safeguarding

JET takes the safeguarding of its clients extremely seriously. A senior management team member sits on Jersey's Safeguarding Partnership Board as well as various subgroups of this board. This enables JET to be in a position to contribute to the development of good practice and safeguarding in the Island and highlight issues that those with disabilities and long-term health conditions might face.

In addition, JET has two safeguarding pool trainers which enables the organisation to deliver foundation and refresher training to its staff in a timely manner. Another member of staff has been identified to become a pool trainer and will receive the necessary training during 2024. Where safeguarding concerns are identified, JET staff work with partner agencies to achieve positive outcomes with its clients under the principle of 'Making Safeguarding Personal'.

Cybersecurity

During 2023 cybersecurity was upmost in the minds of management at a time of ever-growing digital threats, safeguarding data, infrastructure, and way of life in the interconnected world of the 21st century. With each passing day, the realm of cyberspace expands, offering boundless opportunities for innovation and communication, yet simultaneously exposing us to potential breaches and attacks.

This reality underscores why we take cybersecurity so seriously. It's not merely about protecting information; it's about preserving trust, ensuring privacy, and upholding the integrity of systems that underpin operations. As evidence of our commitment to cybersecurity, we proudly hold Cyber Essentials accreditation, a testament to our proactive measures in fortifying our digital defences against evolving threats.

Social Impact

In 2023 we worked with Grant Thornton and PwC Channel Islands to showcase the value of JET to our Island community. Through their support we have calculated that the Jersey Employment Trust provided over £14.5m of benefits to the Island in 2022, with every £1 spent by JET generating a further £2.95 of direct and indirect social, economic and environmental benefits.

We will build on these findings to continue to quantify and assess our value to society. We will continue to apply these insights to make data-driven decisions, helping us to redirect our limited resources to those areas needing support most, and where we hope to have the greatest positive impact.

These studies are invaluable to us for showing what value our grant-funded services provide, and helping government and external funders understand the return on their investment. It is also important for staff to see their day-to-day worth.



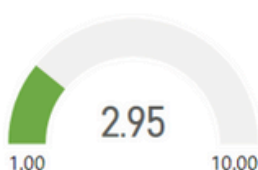
Value to Society



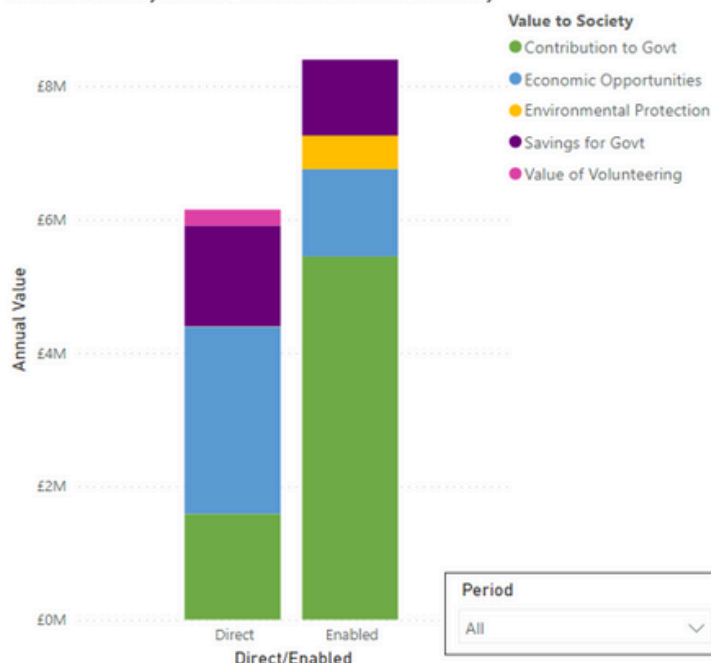
JET Social Benefit/Cost Ratio - Direct Only



JET Social Benefit/Cost Ratio - Direct & Enabled



Annual Value by Direct/Enabled and Value to Society



£4.12M

Economic Value

£508K

Environmental Value

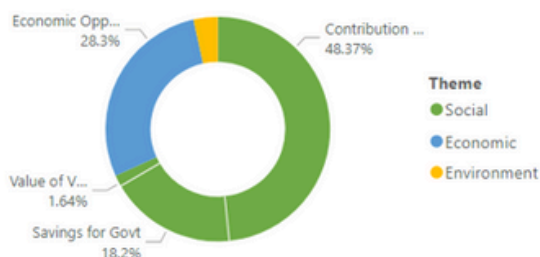
£9.9M

Social Value

£14.5M

Total Value to Society

Annual Value by Theme and Value to Society



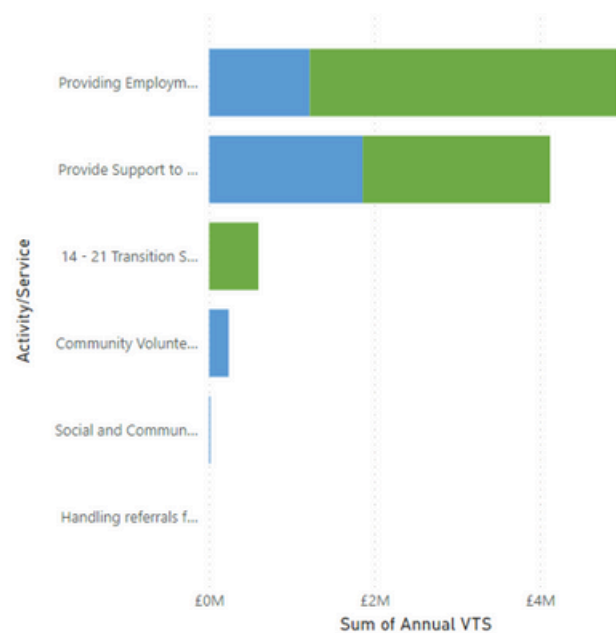
Social Impact

Value to Society: Social



Social Value Generated by Activity

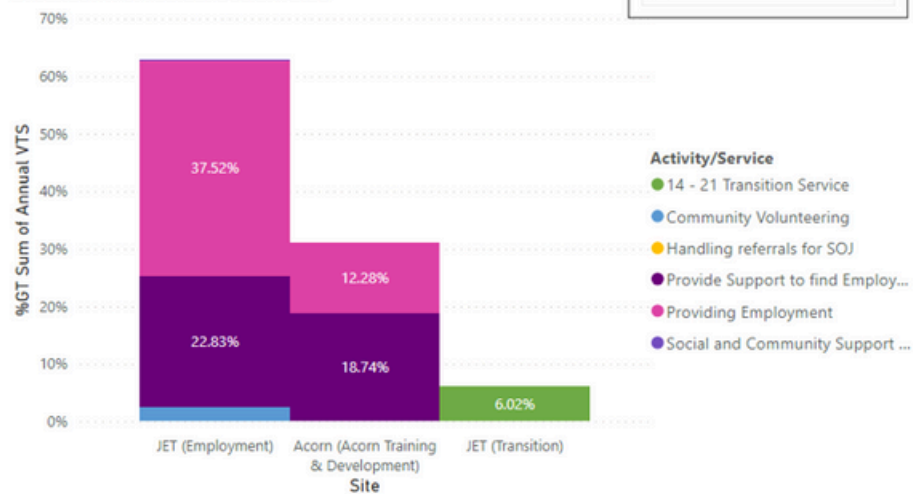
Direct/Enabled ● Direct ● Enabled



Breakdown of Annual Social Output



Breakdown of Annual Social Value



Social Value

£10M

Period

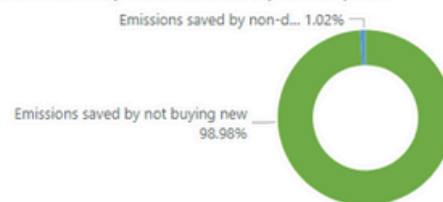
All

Value to Society: Environmental



Direct/Enabled	Acorn (Reuse)	Acorn (Woodshack)	Total
Direct			
Emissions prevented by Renewable Energy	21		21
Emissions saved by non-disposal	12781	6212	18993
Enabled			
Emissions saved by not buying new	1800932	41110	1842043

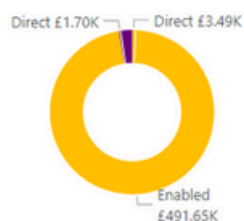
CO2e (Tonne) by Value to Society Description



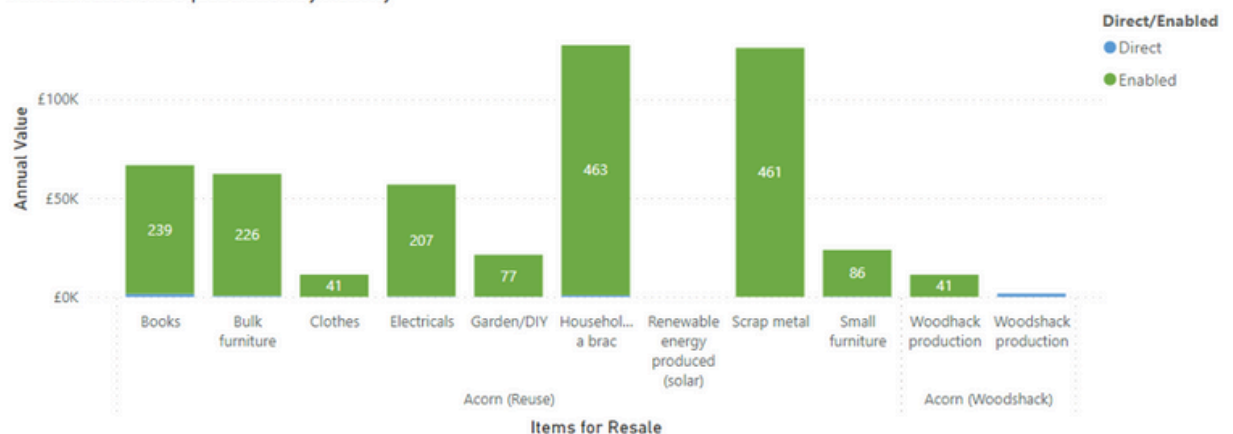
Environmental Value

£508K

Annual Value by Site and Direct/Enabled



Annual Value of Sequestration by Activity

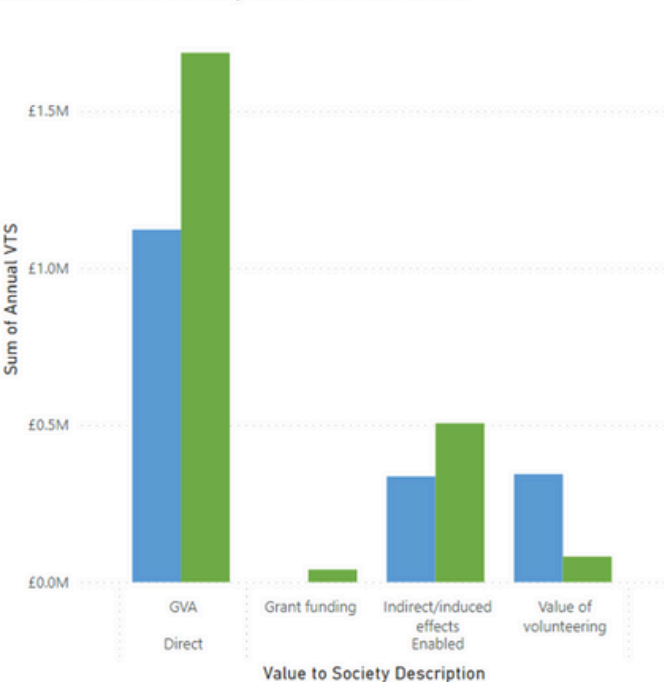


Social Impact

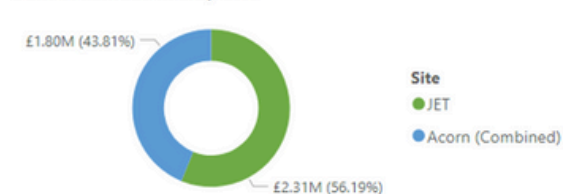
Value to Society: Economic



Annual Economic Value by Source & Business Arm



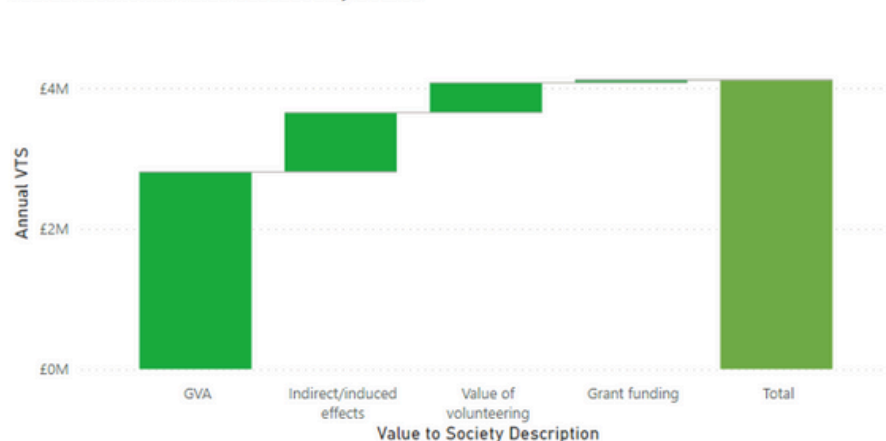
Sum of Annual VTS by Site



Economic Value

£4.12M

Annual Economic Value Cascaded by Source



In 2023 we worked with Grant Thornton and PwC Channel Islands to showcase the value of JET to our Island community. Studying Employ Jersey and ATD, initial research by Grant Thornton concluded that JET provides over £10 million social value benefit to the Island year on year. Building on this, and applying an enhanced scope and methodology, we participated in PwC's Impact Accelerator Programme, through which we calculated that the Jersey Employment Trust provided over £14.5m of benefits to the island in 2022, with every £1 spent by JET generating a further £2.95 of direct and indirect social, economic and environmental benefits. We will build on these findings to continue to quantify and assess our value to society.



£4,150,000
Income support benefit saving.*



£4,400,000
Benefit through increased tax and social contributions.*



£1,310,000
Individuals building their own pension funds.▲



£36,000
Additional pastoral care to support the demands placed on other services.



£182,000
Benefit from JET clients volunteering in the community.



- * 2022 figures data based on government figures for a single person in a bedsit.
- ♦ Based on government average weekly wage per industry sector.
- ▲ Based on 2022 annual report data of JET having supported 284 individuals.





Contribution to Government of Jersey Priorities

We help the Government of Jersey deliver its main priorities in the Government plan 2023 – 2026



Housing and Cost of Living

We support people to gain and maintain employment. We do a lot of 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.



Children and Families

We have a dedicated 14-21 Service working with young people to help them move smoothly from education to the world of work.



Environment

Projects at Acorn have to be beneficial to the environment, for example, we have introduced scrap metal recycling and bicycle refurbishment. Reuse helps protect the environment by saving on average 60 tonnes of goods from going to the waste stream. Solar panels have been installed on a roof at Acorn. 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.



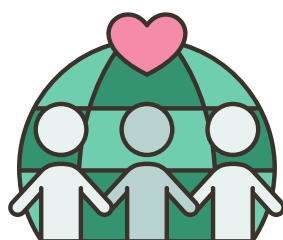
Health and Wellbeing

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



Community

We are looking to branch out to provide our services in the wider community. In 2023, thanks to a Government of Jersey Connect Me grant, our Communitree project introduced participants to art in the community at Acorn sessions at the Harbour Gallery. We have enabled disabled Islanders to have their voice heard by facilitating sessions which supported the Public Voice: Common Ground project. In addition, Acorn supports the community by keeping prices affordable for low-income families.



Employment Service

In 2022 we were delighted to announce the development of employer relationships with the appointment of Dean Lowe as Employer Engagement Manager. He was the central point of contact to develop existing relationships with employers and bring new ones on board. He wasted no time in forging relationships with Digital Jersey, Finance Jersey and the Jersey Retail Association, amongst others.

The loss of Dean in August 2023 has had a profound and lasting impact on all of us. He was an intrinsic member of the team. Not only was he primarily involved in all employer engagement, but he was also an Employment Co-ordinator and the central person who liaised with Back to Work. It has taken time to reallocate his workload as well as process our grief.

There were 158 new referrals into the Employment Service in 2023, 112 of which accessed the main employment team and 46 accessed the 14-21 service. One third of all new referrals listed mental health as their primary disability.

In 2023 there were 360 referrals supported with employment services. Of those, 129 were under 21 and 231 were part of the main Employment team.

The high level of pastoral support is still prevalent across all caseloads. Clients accessing the service are presenting with more complex needs predominantly related to mental health, autism and ADHD.

Employers contacted us more readily regarding their recruitment needs. We will always endeavour to job match appropriately thus reinforcing the trust that employers have in the service.

We are taking a more proactive approach to getting our name out to employers and young people. We are going to be much more visible at public events and careers fairs, now that we have a branded gazebo and staff T-shirts.

In April we were delighted to participate in the Courage To Be You conference. The LGBTQ+, Disability and Heads Up employee-led networks for the Government of Jersey wanted to raise awareness of diversity and provide educational activities to encourage colleagues to be authentic at work. Our staff facilitated workshops on reasonable adjustments in the workplace.

At the end of the year the Employment Team was involved with the Government of Jersey Embrace Our Difference campaign which was promoting equality and diversity in the workplace and challenging the prejudices that still arise for people with disabilities.



Emma Powell and Simon Jones with the keynote speaker at the Courage To Be You conference, Welsh rugby player Gareth Thomas

Below: Lydia Ward and Kate Fry, raising awareness of reasonable adjustments for Embrace Our Difference



542

referrals
supported

149

new jobs
sourced

159

jobs
retained

54

work
experience
placements

76%

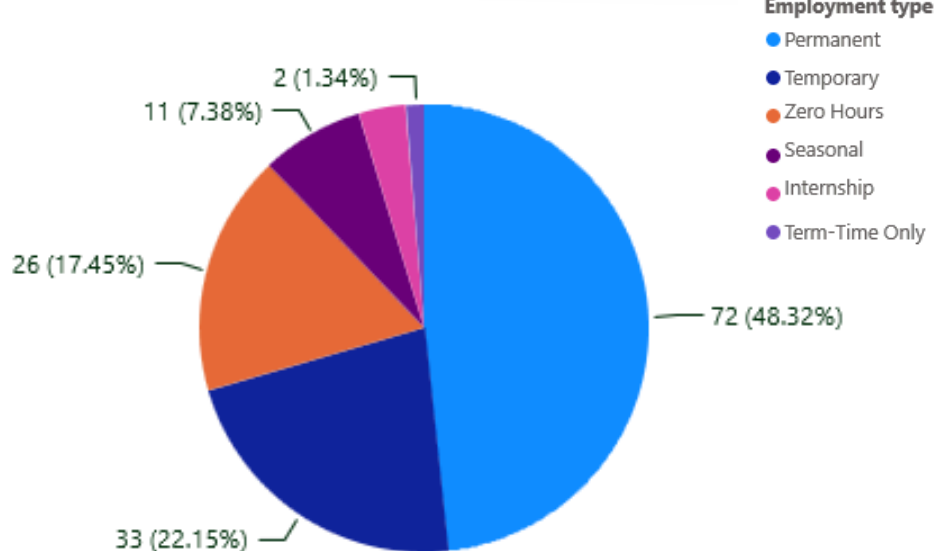
job
retention
rate*

197

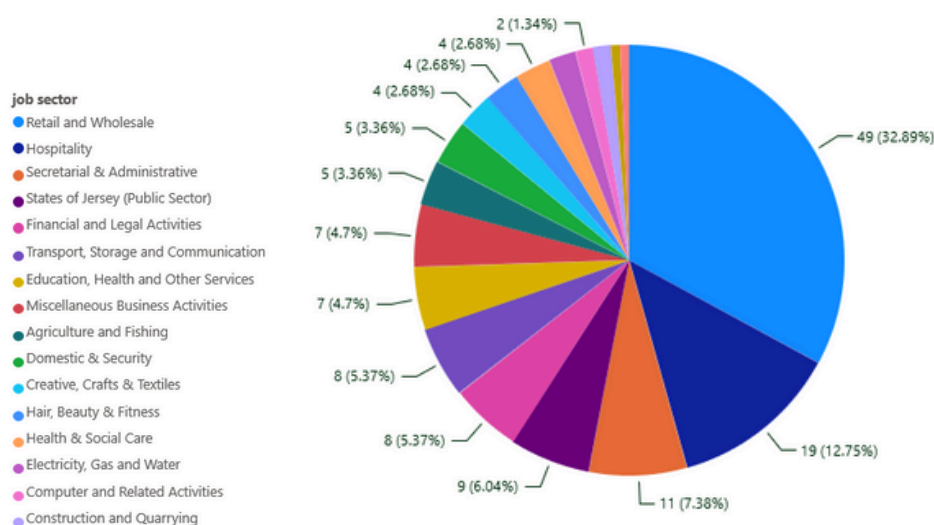
people
under
25

Employment Service

New jobs by contract type



New jobs by sector



On its website JET says it supports people with disabilities and long-term health conditions, but it does so much more than that.

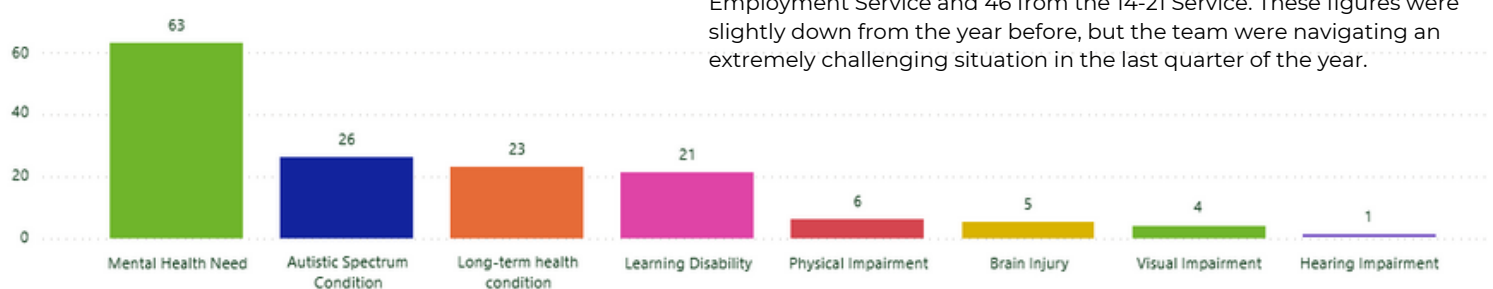
The work they do is vital. As well as giving their clients enhanced support to enter the workforce, they are mentors, guides, even friends. What we don't see is how much pastoral work is involved in their role. They often identify and provide vital connections to other services their clients may need. This could include counselling, welfare advice and financial support.

What JET is also doing is opening the doors for employers to untapped skill and talent.

Given the skills shortage in industries across the Island, it's certainly a resource and talent pool not to be overlooked.

Zach Denholm, Fusion Development

JET Employment Placements by Primary Disability



New Jobs in 2023 = 149

There were 149 new job starts, 103 from clients accessing the Employment Service and 46 from the 14-21 Service. These figures were slightly down from the year before, but the team were navigating an extremely challenging situation in the last quarter of the year.

14-21 Service

2023 was an interesting time for the 14-21 Service. Moving with demand, we primarily worked with young people who were in education or at the start of their employment journey. We supported 183 people under the age of 23, in school, further education, pre-employment and job retention.

In 2023, we were expecting our biggest cohort with a possible 40 referrals (up from our usual 25) of young people coming out of the education system, ie those who were going to leave education and had no plan for what to do next. In the end, we received 56 new referrals, 63% of whom listed their primary disability as mental health – a percentage that is higher than the Employment Service as a whole.

We helped clients gain 55 new roles. With more young people securing employment, rather than staying on in education or training, we have had to factor in more employment support, resulting in us delivering less of a service to the younger age groups in schools.

2024 will see a rebrand of the 14-21 Service to The Under-25s Service, following the proposals to the Children's and Young Person's Law. We are realigning our service to reflect this legislation, widening the demographic of young people we are able to support. We will continue to support young people leaving education and continue the careers and skills development of clients up to the age of 25.

A support worker is going to join the team to help some of our clients who are furthest from engaging in job seeking, and to support them in pre-employment activities like accessing projects, training or volunteering.

In 2024, in conjunction with Acorn Training & Development, we will be delivering a wider range of training and programmes tailored to young people. Gearing Up is a pilot programme where participants build their own bike. Over 12 weeks the project will help the participants develop new skills, work as a team, and learn more about wellbeing and the benefits of exercise. Sessions will include everything from road safety and bike maintenance to decider skills and goal planning. This will give them something valuable to put on their CV and progress them towards further training or employment opportunities.

Plans are also under way to run a pop-up shop on behalf of Acorn Reuse to engage young people in the full process of retail from stock management, visual merchandising, and customer service.

The team will be engaged in a new initiative of ensuring that no young person is NEET [Not in Education, Employment or Training]. We will work alongside many different agencies including Education, Skills Jersey, the Youth Service, and other charities. We collaborate with many different agencies to ensure the best outcome for the Island's young people, to make sure they are all engaged in education, employment or further training.



Acorn Training & Development

The Acorn Training & Development Service (ATD) has focused on reducing the waiting list, so that individuals don't have to wait too long to access the service. Unfortunately, the impact of Covid was still being felt in 2023, as the number of people requiring support went up significantly after lockdown. At its worst, the waiting list peaked at 65, with waiting times of over a year.

In the summer of 2023, three ATD support workers were employed, two of whom were paid for on a temporary basis by external funders. It was decided that support staff were needed to help run client project sessions and therefore free up co-ordinators' time, to have larger caseloads and take new clients from the waiting list. This process has helped reduce the waiting list to only 10 people, with an approximate wait time of two to three months.

Wherever possible, ATD links with the Acorn business units to offer group training opportunities and work experiences. We have increased the number of metal recycling sessions, where clients learn problem-solving as well as hand-tool skills.

Two new training sessions in bike refurbishment were also started for clients. In 2024 we will trial a bike training programme called Gearing Up, where six young people will learn how to build a bike from start to finish, whilst accessing Job Club, writing a CV and setting new training/work goals. If the pilot is a success, we plan to discuss future funding opportunities with the Education Department.

In 2023 we received a £5,000 grant from the Government of Jersey to run a project in the community to support people with their mental health and wellbeing. Our Communitree project introduced participants to art in the community, by running sessions at the Harbour Gallery. Not only was this deemed a success in itself, but also we were delighted to see that one young person has shown real artistic talent, and two others are now engaging independently in the Gallery's programmes.

We have trialled a new merchandise project where clients are supported to design and print Acorn-branded goods such as mugs, bags and keyrings, all of which have sold well in Acorn Reuse. We are also fortunate to have secured funding for an embroidery machine, which will further enhance client opportunities and skill development in this project.

146

people
supported

350

vocational
training
placements

66

supported
community
volunteers



Mugs are one product being branded with Acorn in the merchandise project



The Communitree project took Acorn out into the community, and we held project sessions at the Harbour Gallery

Acorn Training & Development

We took part in Jersey Zoo's Tortoise Takeover by designing a small tortoise, thanks to sponsorship from PwC. Professor Hermiticus Repurpose (affectionately known as Hermi) was created by clients and represented what Acorn is all about: Inclusion, skills development and teamwork, whilst supporting the environment. Everything that was glued to the tortoise shell had come from Reuse.

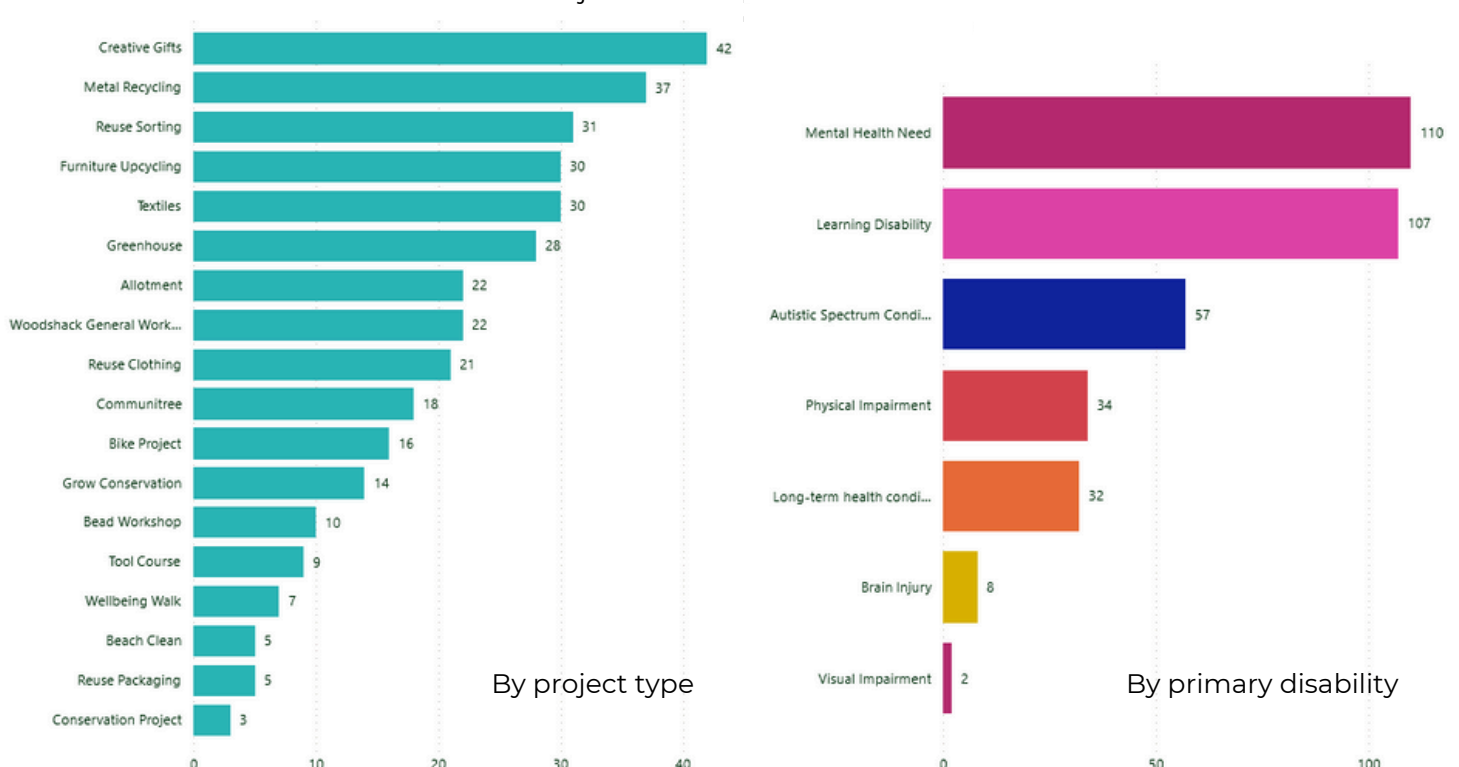


We were delighted at the end of the year to be invited to showcase our Christmas stock, all of which had been handmade in textiles and upcycling projects by clients. Staff and clients attended a Christmas market hosted by Ocorian, who have been a great support to JET.

Overall, it has been a positive year, and we continue to look for new initiatives to ensure we are offering the best opportunities for our clients. Acorn is such a positive and supportive environment for clients so some clients with potential to progress don't always want to leave Acorn and staff are continually looking at new ways to help clients progress over to the Employment Service. That said, for some clients, the reality of reaching employment is far away, and ATD receive a lot of referrals from Islanders who are not progressing on to work but want to engage in volunteering opportunities within a supportive environment. Volunteering offers many health and wellbeing benefits for individuals, especially those with long-term and often complex health conditions.

Looking ahead to 2024, we will ask for client feedback and suggestions for future development, as well as carrying out an in-depth Quality Assurance assessment. Lastly, we have identified a need to focus on a cohort of young people, who have found it harder to progress over to the Employment team due to their complex learning needs. We need to ensure that we continually offer these clients relevant work opportunities and bespoke plans, and we are planning a new work awareness course and pre-employment training course. This will be a significant piece of work in 2024.

Project Placements: 350



Acorn Reuse



Acorn Reuse have had their most successful year to date in terms of income, with the main streams continuing to come from Clothing, Furniture and Household categories. The level of donated goods has remained high at an average of 55 tonnes per month which demonstrates that the Jersey community continue to generously support Acorn by donating their unwanted goods.

In 2023 we launched our refurbished bicycles area. We built a workshop in the donations building and carried out training with four members of staff to ensure that the bikes we sell meet safety criteria.

For the first time we did our own in-house auction in November, having saved up donated antiques, collectibles, unusual and vintage items throughout the year. It was a well-attended and successful event, raising £12,000 for Acorn.

We have strengthened our relationship with the Salvation Army. This now means that 100% of all clothing donated is either sold in the shop, reused or recycled.

We have introduced regular pop-up shops for higher value jewellery, designer clothes and shoes, and a Christmas shopping stall. This was designed to increase footfall on a weekday, as well as interest and income.

The pop-up shops raised approximately £6,000 in 2023. It was also designed to eliminate some shoplifting issues by being well staffed. We have set up a committee to tackle the issues we have with shoplifting at Acorn.



Acorn general manager Steve Pearce promoting Acorn gift vouchers



The scrap metal project continues to be very popular with staff and clients



Acorn Reuse manager Amanda Berry with the new EVie van stationed at Acorn



Grant Thornton were one of the firms who came for a CSR day



Acorn Reuse

45
paid
jobs

12
independent
volunteers

19
CSR days
at Acorn

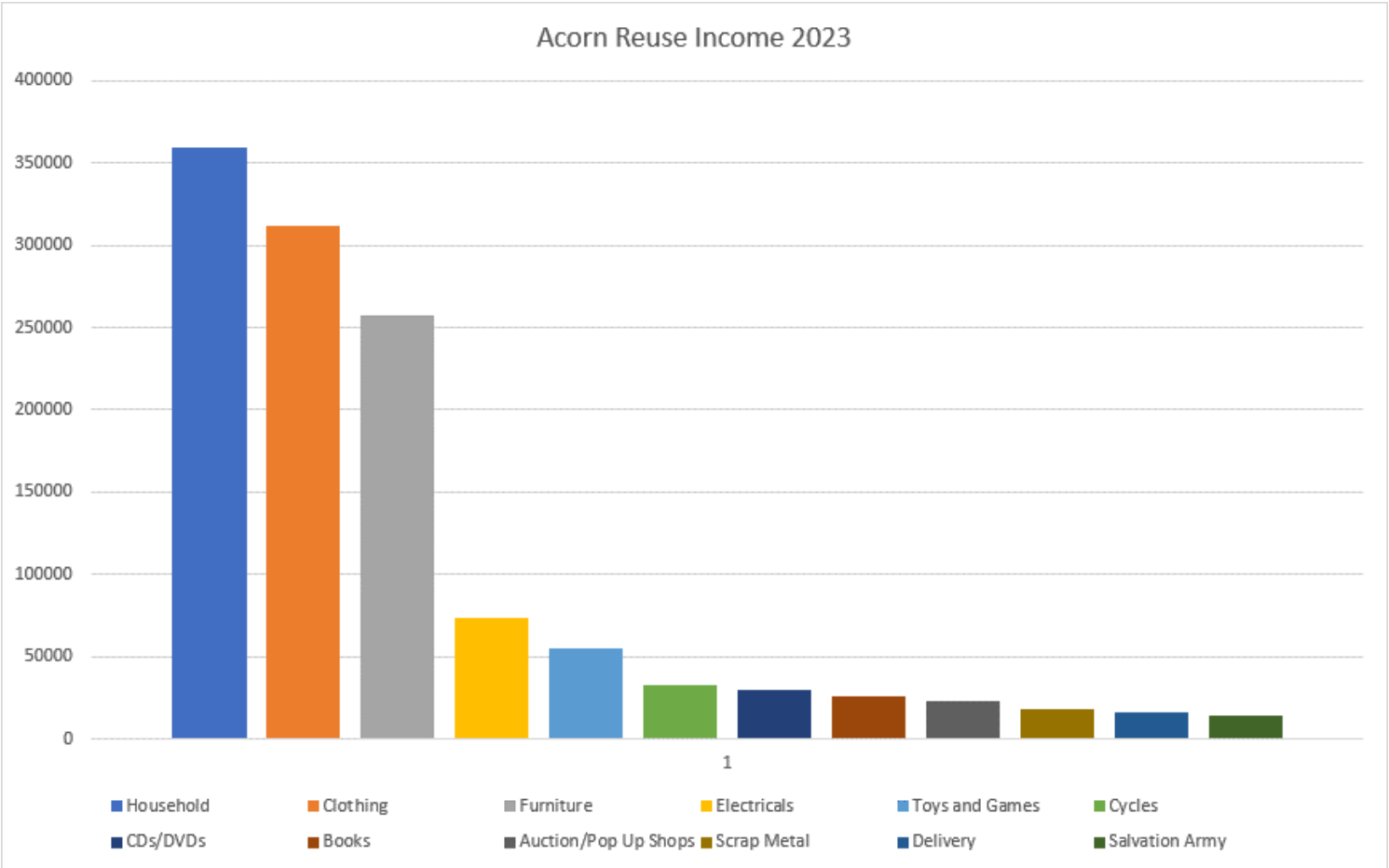
9
Reuse
interns

We also created more job opportunities in 2023 by implementing an internships scheme. It took a similar format to our successful internships for the Employment Service, and offered unpaid work experience for six weeks followed by 10 weeks' paid work. We had nine trainees join us on that scheme and we offered paid work to five of them. One has gone on to open employment.

We hosted 19 CSR volunteering days, involving 100 Islanders, a fantastic way for us to showcase what we do at Acorn and get some valuable volunteer hours to help us at the same time.



DGR Slatter kindly funded safety boots for Acorn staff and clients



Acorn Nursery



It was a very successful year for the nursery. Sales were the best on record, all staff and clients carried out their work diligently, and customer and contractor feedback was excellent. The summer bedding season went exceptionally well, despite the weather, and the increased range of plants that we grew enabled us to attract a wider customer base over a longer period of the year. The majority of the 475,000 plants we produced in 2023 were summer bedding plants, but again, as in 2022, we saw a huge increase in the sales of herbs, vegetables, herbaceous perennials, and shrubs.

As well as selling plants to the public, Acorn supplied plants for contractors such as the Merton Hotel, Trinity Parish Hall, and some private residences. We once again grew 100,000 plants for the Government of Jersey, which could be seen in all their glory in Coronation Park, Sir Winston Churchill Memorial Park and Howard Davis Park.

We run training sessions every morning for ATD clients and employ four clients year-round. We employed five clients to help in the bedding season and will be looking to recruit the same number in 2024. 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.

We recycle as many trays and labels as possible and continue to use biological control to combat any pests.

There will always be challenges when producing plants, and the poor weather in April/early May meant that sales were sluggish. However, as the weather improved so did sales, and we had our most successful and profitable season ever. Due to the season being later there was an increase in pests and diseases, and the plants needed a bit more maintenance, but thanks to the hard work and skill of the staff, and our successful biological pest control programme, these challenges were met.

The trend towards people moving away from bedding plants to perennial plants, especially pollinators, has continued, and we will be providing even more choice for the public in 2024.

It was a real highlight of 2023 to see our four staff gain in confidence and learn new skills, and the cohort of five temporary workers we hired for the season all did well. We received incredibly positive feedback from the public regarding the displays of the plants and quality, and the very high standard of service that all of the staff provided.



Biodegradable pots

Acorn Woodshack



customer orders



clients training every week



bags of kindling

The Woodshack had another busy year, with the focus on client training sessions, customer orders, bespoke products and firewood. Client training sessions are held three mornings a week, with up to four clients per session. The introduction to the workshop includes health and safety and risk assessments, and progresses onto making timber products using battery drills, sanders, and various hand tools.

The products, which are all made from reclaimed timber, vary from hedgehog cafés, bird houses and squirrel feeders to painted signs and herb boxes. In 2023 our bat boxes gained media attention for attracting rare migratory roosting bats. We like to think that it was the eco-friendly reclaimed timber that first attracted these bats to roost.

Aside from the training sessions, the Woodshack is attended daily by up to three client volunteers, who help out with its day-to-day running, processing the donated timber and producing our kindling for the local market. In 2023 we supplied 7,000 bags and boxes of kindling to supermarkets. This equates to approximately 25 tonnes of waste timber being reused, this in turn creating training opportunities and paid work for up to 10 people per week.

In the Reuse store we sell our kindling in biodegradable cardboard boxes. 75% of the customers buying our boxed kindling return to refill their boxes at a discounted price. The briquettes that we make from waste sawdust have proved so popular that we are now collecting sawdust from three joinery companies in Trinity.

In the year we completed 130 customer orders and made 250 additional Woodshack products to go on sale in the Reuse shop. We have been involved in making picnic tables, benches and planters for a number of local schools as well as food donation boxes for the Co-Op. We also had the privilege of making bespoke trophies for two prestigious events, the Jersey Charity Awards and the JEP's Pride of Jersey.

Over a year the Acorn Woodshack processes more than 100 tonnes of demolition timber which would have otherwise entered the waste stream. Despite the positive outcomes achieved so far, there is still so much more that can be done to limit the amount of waste timber being disposed of by the building trade, and we very much see ourselves as being a key part of the solution.



The Woodshack made some large planters for Maison St Brelade residential home



Bespoke trophies for the Jersey Charity Awards



Awards

The Jersey Employment Trust and Acorn are officially award-winning organisations!

Pride of Jersey awards

Dean Lowe was recognised in the Jersey Evening Post's annual awards, being awarded the Gary Burgess Award which acknowledges Islanders who stand out as beacons of the community. Penny Shurmer was nominated for Diversity and Inclusion Champion of the Year.

Director of the Year awards

Helen Ruelle won the Institute of Directors Non-Executive Director of the Year award for her work as chair of our Board of Trustees. Executive officer Penny Shurmer was a finalist in the Equality Diversity and Inclusion category. Acorn general manager Steve Pearce was a finalist in the Sustainability category.



Nick Ozouf



The late Dean Lowe

DIFERA awards

JET Employment Co-ordinator Nick Ozouf was named Inspirational Person of the Year. Dean Lowe was recognised with a special Lifetime Achievement award, with his mother Kay Lowe and executive officer Penny Shurmer accepting the award.

Jersey Customer Service Awards

Acorn Reuse won an award for best team in the Channel 103 Jersey Customer Service Awards.

Insurance Corporation Conservation Awards

Acorn won Best Conservation Award (the top prize) for our scrap metal project, winning us £2,500 to reinvest back into the project.

Island Global Research

Acorn was voted Islanders' favourite small brand in Jersey. In a survey by Island Global Research, we were nominated for making a positive contribution to the community, care for our employees, and care for the environment.



Kay Lowe and Penny Shurmer at the DIFERA awards



Helen Ruelle



John Saunders with the scrap metal award

Thank you

We are very grateful for the support of trusts, businesses and foundations as well as the growing number of individuals who take up challenges on our behalf.

A highlight of the year was being chosen as a main charity for the TMF Island Walk. From walkers' fundraising we were donated £22,500 towards Acorn's bikes project.

Five people took part in the Virtual London Marathon for us in April. The late Dean Lowe and Kiley Henley donned squirrel accessories to walk the 26.2 miles. On the same day, we had Acorn Reuse's Michael Hampshire walking around Queen's Valley, and Chris Hamon running laps of Les Quennevais cycle track dressed as a squirrel.

Inspired by the Virtual London Marathon, Employment Co-ordinator Nick Ozouf designed his own challenge, pedalling 50 laps of Les Quennevais cycle track on a tricycle, raising £2,000 for Acorn and Cycle Without Limits.

Mo Jevtic, fresh from going to Everest Base Camp in 2022, climbed Mount Kilimanjaro with his wife Irena and friend Maja Platisa. Funds raised went towards equipment at the plant nursery, where Mo supports one of our clients.

And Val Gavey, one of Acorn's longest-standing clients, opted for a skydive. On landing on the beach she was greeted by a couple of Stormtroopers, something she took totally in her stride as she sipped a glass of champagne.

We have great neighbours in DGR Slatter Decorators. Their support meant we could buy 18 pairs of safety boots and they also sent round Stuart Young and his ice cream van to lift our spirits in the summer.

We also thank all the people who took the time to volunteer at Acorn, whether individually or as a team in one of our CSR sessions.

We would like to acknowledge and thank all our supporters, funders and volunteers in 2023, including: Association of Jersey Charities (CI Lottery funds); Barclays; Co-op Community Fund; CVC; DGR Slatter Decorators; EMR Jersey; Howard Davis Farm Trust; Grant Thornton; Indigo Estates; Jersey Community Foundation (with funds from Dormant Bank Accounts); JT Community Giving; Lloyds Bank Foundation for the Channel Islands; Magellan Consultancy; Mourant; Ocorian; Ports of Jersey; PwC; RBC; Robert Hall Foundation; Rotary Club of Jersey; Sir James Knott Trust; Skipton Community Fund; Société Générale UK Foundation Fund; Sure Community Foundation.



Left: Mo and Irena Jevtic and Maja Platisa summited Mount Kilimanjaro

Right: Acorn client Val Gavey celebrates her skydive with champagne



Far right: Nick Ozouf raised £2,000 through his trike challenge



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