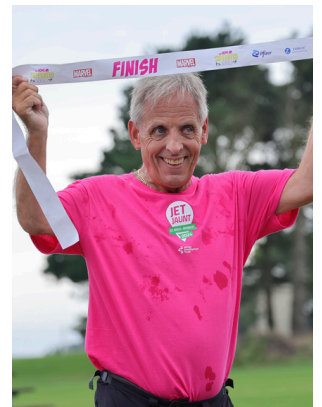


# ANNUAL REPORT of the BOARD OF TRUSTEES 2024



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

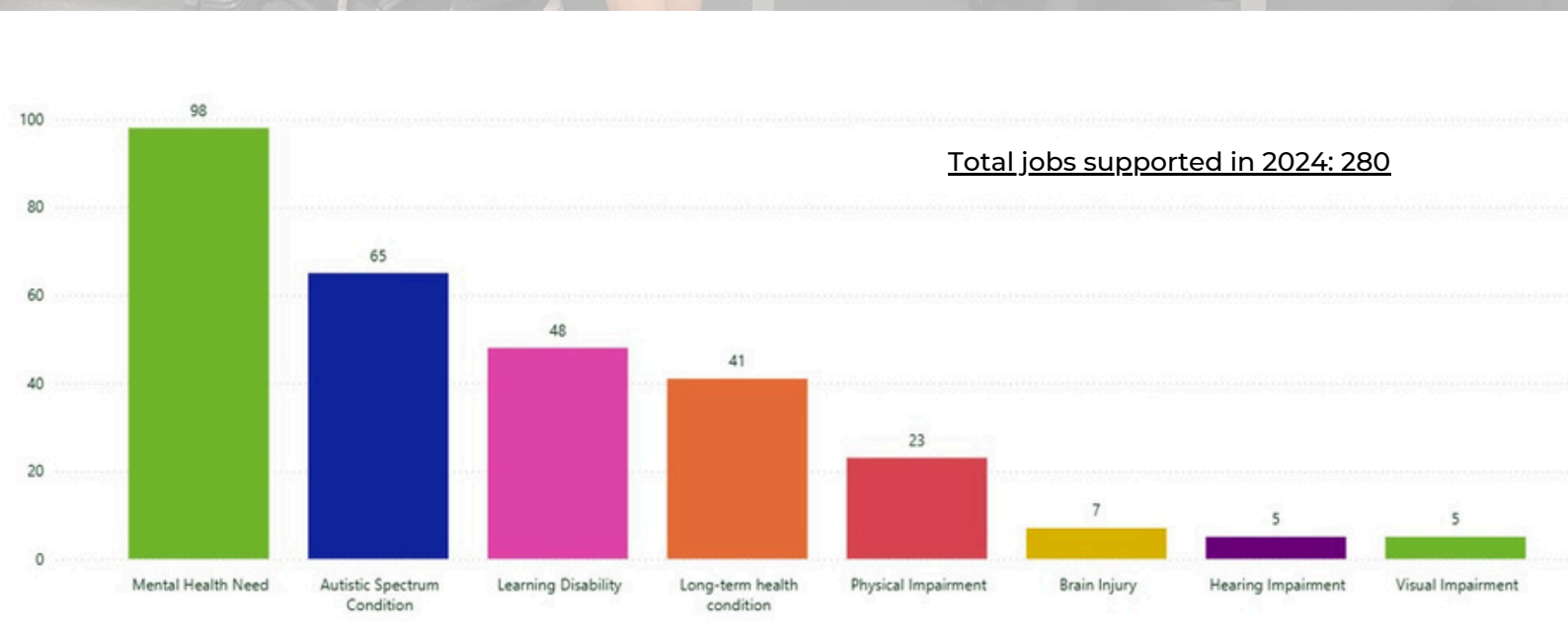
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# Chair's Statement

Helen Ruelle, chair of the Board of Trustees



2024 was another year of real highlights but also challenges. JET, alongside all our colleagues and other organisations in the third sector, faces an ever increasingly difficult financial climate. We continue to work hard with Government and all stakeholders to do all we can to future-proof the essential services which JET provides to the community and some of our most vulnerable people.

A real highlight of 2024, and for hundreds of others involved in it, was our presence at the Jersey Expo as part of the Royal Visit of Their Majesties King Charles III and Queen Camilla. At the invitation of EcoActive Jersey, Acorn's display focused on our bikes refurbishment and



King Charles was introduced to ATD Co-ordinator Tim Le Breuilly (left), and clients Leandro Loretto and Steven Porter  
Picture by MAX BURNETT

Gearing Up projects, demonstrating the benefits to our environment as well as to our community. Participants on the first Gearing Up project built their own bike over 12 weeks. All participants demonstrated employability, some have returned to education and some are seeking work. They have all come away with something valuable to put on their CV, learned new skills, worked as a team, and are armed with information about physical and mental health.

The Jersey Expo was a showcase of the very best of Jersey, including its cows, Jersey Royals and heritage, and we like to think that Acorn and our wider Employment Service represent the very best of the third sector in the Island and that we are at the heart of the community. Our Royal display gave just a small insight into the varied way we work to support Islanders who have a disability or long-term health condition, all of which is covered in this annual report.

As we reflect on 2024, overall, it was a positive year. Across the organisation, we supported 554 people. Of the 194 new referrals to our service, 106 worked with our Employment Co-ordinators in the main employment team, 59 with our Under-25s Service, and 29 with Acorn Training and Development.

The majority (61%) of new referrals reported mental health issues as their primary disability. As we reported last year, our Employment Co-ordinators continue to offer a high level of pastoral support for longer as we see cost-of-living pressures reflected in our clients' lives, whether that is with housing issues or accessing food banks, as well as supporting their health and wellbeing. In 2024 we spent 14,789 hours supporting clients with their wellbeing.

An increasingly important area of our work is with young people. The Under-25s Service, rebranded from the 14-21 Service, is working with other agencies to develop an improved transition pathway for young people.

# Chair's Statement



Staff from ATD and the Employment team joined forces to host a stall at the Government's Embrace Our Difference event



Chief Minister Lyndon Farnham on a visit to Acorn

We are extremely grateful to all our funders and supporters who make an enormous difference to the organisation and therefore the lives of those we support. A huge thank you goes to Kenan Osborne and Magellan Consultancy, who continue to provide invaluable support with a range of services including strategic development, being a professional sounding board and facilitating workshops. We also thank those partners whose values align with ours, and who offer not just funding but also sharing of skills and expertise, with some of their team immersing themselves alongside ours to support our clients.

Acorn Enterprises in Trinity continues to be the destination of choice for many shoppers and donors, with donations to Reuse remaining high. However, it is sad for us to report that shoplifting was a real challenge in 2024. We engaged with the community police and made several internal changes. We would like to thank members of the public for being vigilant and supporting us in identifying the offenders.

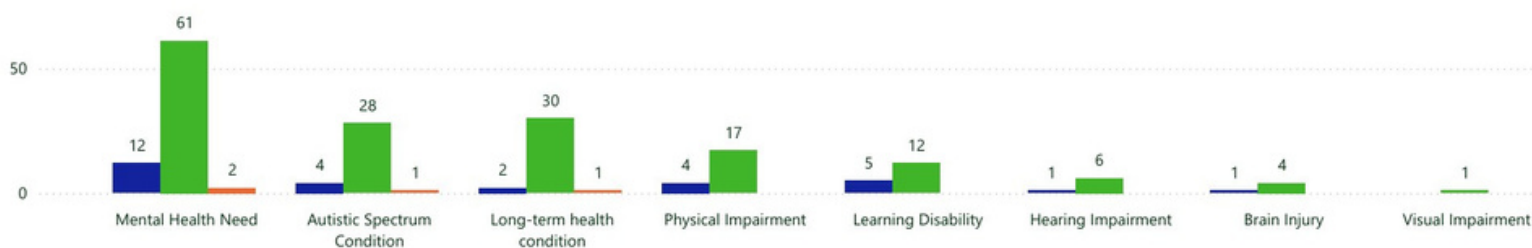
Sales were the best on record for the plant nursery, and the Woodshack reported another busy year, processing 100 tonnes of demolition timber over the year.

A generous donation from the Roy Overland Charitable Trust allowed us to repay some of the loan on the original Acorn building, something which was invaluable to us at a time of high interest rates. We thank them for their ongoing and valuable support.

Acorn welcomed representatives of the British-Irish Council in September. Members of the BIC Creative Industries and Social Inclusion Work Sector were interested to hear how Acorn provides work and training opportunities and how it links to the model of supported employment run by our Employment team.

Referral Type ● Acorn Training & Development ● Employment ● Transition

## JET referrals by primary disability





# Chair's Statement

We organised our first major fundraising challenge, the JET Jaunt. Inspired by the TV programme Race Across the World, and working in partnership with Lupine Travel, the race saw participants travel from St Malo to Monaco over a weekend in September. Thanks to generous sponsorship from CSC, Ports of Jersey and All Island Media, the JET Jaunt raised more than £22,445 and it will be repeated with a different destination in 2025.

We were delighted to give our support to a great community event, the Lions Club of Jersey Swimarathon. We entered a team of swimmers and had volunteers counting laps. Money raised went towards our Wellbeing Walks and the allotment at Acorn, which are very beneficial to our clients.

In 2024, we started a new collaboration with Acacia Ltd and this has provided an invaluable opportunity to take a structured, forward-thinking approach to sustainability. Leveraging an established framework called Future-Fit has allowed us to critically assess our environmental and social impact while setting clear, actionable goals for long-term improvement.

While our primary objective is always jobs and training for Islanders who have a disability or long-term health condition, our secondary objective is looking after our environment. We are delighted that Oakfield staff have set up their own environmental group to identify areas where we might improve, such as electricity usage at Job Club and creating a pollinator patch at our Oakfield Building.

As I often say with some emotion, I am honoured and privileged to serve as the chair of JET, which in my opinion is a symbol of the Jersey community at its best. I am supported by a fabulous Board of Trustees. I am extremely grateful for their continued wisdom and guidance. I enjoy working with such a passionate dedicated and thoroughly lovely group of people. And I know the support that they give to the executive team is very much valued. We welcomed Heather Wallace as a board member in 2024. Heather is already making a hugely valuable contribution and makes a great member of the team. I would also like to pay tribute to our former Treasurer Chris Leck, who left us after a 10-year term. Chris's dedication to JET was always clear to see. He gave of his time and knowledge extensively and it was hugely appreciated.

Thank you to all our supporters, donors, staff, volunteers and customers for their continued loyalty. Without you all, we wouldn't be the organisation we are. I would like to end my thank-yous by recording how grateful I and the Board are to work with a truly amazing executive team and wonderful staff led by CEO Penny Shurmer. This work is difficult and the passion, enthusiasm and dedication shown by each and every one is inspiring.

As we look ahead to 2025, an innovative Squirrel Run has been set up to mark what would have been the 50<sup>th</sup> birthday of our dear late colleague Dean Lowe, as we ask people to 'go nuts for Acorn'. And more formally, we will be launching a JET Ambassadors programme in his memory. We described Dean as 'JET's greatest ambassador' and believe it will be a fitting legacy to have Ambassadors who share the passion for what we do, to create long-term change in the employment landscape and change mindsets to make every workplace truly diverse and inclusive.



*JET is vital. It's a bit like a bolt in the steel girders. If you take out the bolt, the rest might support the structure, but it would be a bit wonky and over time it may end up collapsing.*

Luke Canavan, client, pictured with  
Employment Co-ordinator Emma Burns

# 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



Dave Chalk, Treasurer



Lorna Pestana



Steph de la Cour



Matt Tabb



Jason Laity



Dan Perkins



Peter Marett



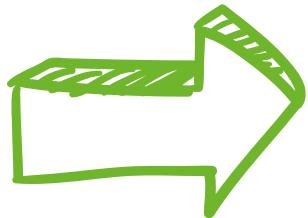
Chris Leck,  
left 12.3.24



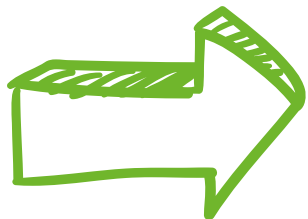
Heather Wallace,  
joined 12.3.24



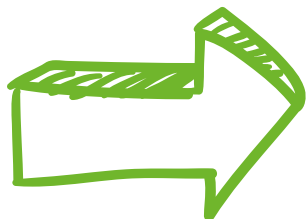
# Constitutional Objectives



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.



## 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.

## General

In 2024, JET continued to observe the significant challenges facing its clients as they navigated a complex and evolving landscape. The ongoing cost-of-living crisis presented real difficulties for many, intensifying the struggle for stability. Access to safe, affordable housing remained a pressing issue, further straining individuals and families.

Although progress has been made, the persistent stigma surrounding disabilities continues to limit the full societal participation of some clients. Additionally, challenges in accessing essential public services created delays in securing critical support. Despite these obstacles, JET's collaboration with Andium Homes through the Partnership Pathway initiative enabled several clients to secure social housing, significantly improving their living conditions and overall wellbeing.

JET extends its sincere gratitude to Andium Homes for their continued partnership, which has had a meaningful and positive impact on the lives of many clients.

## Risk

JET employs a robust Risk Management Framework to address and mitigate potential risks. This framework includes a comprehensive Risk Matrix, reviewed biannually by the Board of Trustees and the senior management team to ensure its relevance and effectiveness. The Risk Matrix encompasses the following key areas:



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

To complement this framework, operational and fire risk assessments are conducted across all areas of operation. These assessments are reviewed biannually by the Strategy and Risk Manager in collaboration with the respective managers for each business area, ensuring a proactive approach to risk management.

## Safeguarding

Safeguarding remains a cornerstone of JET's operations. Throughout 2024, a senior JET manager participated actively on Jersey's Safeguarding Partnership Board and its various subgroups. This involvement has enabled JET to contribute to the advancement of safeguarding practices across the Island while advocating for the specific needs of individuals with disabilities and long-term health conditions. JET is also equipped with two safeguarding pool trainers, enabling the organisation to deliver timely foundation and refresher training to staff. This ensures that all team members are equipped with the knowledge and skills to uphold the highest safeguarding standards. Peter Marett is the nominated Safeguarding Trustee Lead.

## Cybersecurity

Cybersecurity remained a top priority for JET in 2024 as digital threats continue to evolve in an increasingly interconnected world. Protecting data, infrastructure and operations is not just about security; it is fundamental to maintaining trust, safeguarding privacy, and ensuring the resilience of the systems that underpin our work. As part of its commitment to cybersecurity, JET proudly holds Cyber Essentials accreditation. This achievement reflects the organisation's proactive measures to strengthen its digital defences, ensuring resilience against emerging threats and reinforcing its dedication to operational integrity.



# Social Impact

Your pa

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 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.

In 2024 we started working with Acacia to assess Acorn's sustainability performance. The Future-Fit benchmark is an established management framework to help organisations assess their impact on society and the environment and set long-term goals to improve their sustainability. This includes looking at the use of energy and water, procurement, the health of employees, and the organisation's conduct. Ultimately, the Future-Fit goal is to transform society into one which is environmentally restorative, socially just and economically inclusive, which is aligned to Future Jersey's vision of a sustainable Island.

The collaboration between JET, Acorn and Acacia has provided an invaluable opportunity to take a structured, forward-thinking approach to sustainability. Leveraging the Future-Fit framework has allowed us to critically assess our environmental and social impact while setting clear, actionable goals for long-term improvement.

## The Jersey Employment Trust provides over **£10 million** social value benefit to the Island year on year.

JET provides Islanders who have a disability or long-term health condition with a comprehensive and bespoke employment and vocational training service.



**£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.

Right,  
to work...

- \* 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.

**Jersey Employment Trust**



# 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 Under-25s 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 90 tonnes of goods from going to the waste stream every month. Solar panels have been installed 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. Learning new skills boosts their confidence and self-esteem and they are less isolated.

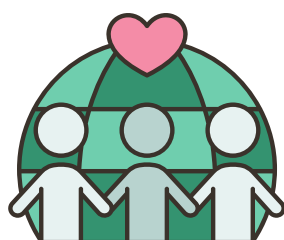


## Community

JET and Acorn are at the heart of Island community. In 2024 we got involved with the Eisteddfod and the Swimathon.

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.





# Employment Service

Employment Service Manager  
Emma Powell

In 2024 the Employment team continued to provide a robust service to clients despite staffing deficits including the loss of our Employment Engagement Manager in 2023.

Of the 194 new referrals, 106 worked with our Employment Co-ordinators in the main employment team. We supported 146 new job starts, 14 of which were secured within the Government of Jersey. This figure is unprecedented and without the direct support of Government departments. Clients' success was totally independent and on their own merit.

Mental health is still the main reason for referral, followed by autism and ADHD and long-term health conditions such as fibromyalgia. As a result we have trained staff to deliver Decider Skills to groups of clients. This training helps clients learn strategies to recognise their thoughts, feelings and behaviours thus enabling them to monitor and manage their emotions and mental health.

The level of pastoral support continues to be high. This aspect of the service is essential due to the complexities of clients and the lack of resources in primary services. We have started logging these hours and our CRM shows that Employment Co-ordinators spent 14,789 hours supporting clients with their wellbeing.

In a survey of clients, we received excellent feedback across all areas, and this comment summed it up: 'JET gave me the strength to say the word disability without shame.'

Positive relationships with employers are paramount to our work. 2024 provided excellent examples of where established relationships proved beneficial for our clients. For example, Jersey Post took on six clients for seasonal roles and RBSi offered placements for four clients, with two being taking on permanently.

In 2024 our Neurodiversity Champion Emma Burns delivered neurodiversity training to seven employers. It started with Neurodiversity Celebration Week in March and continued from



Ewan, who works at Waitrose



Employment Co-ordinator Mel Therin with her client David



Neurodiversity Champion Emma Burns (centre) with Employment Co-ordinator Mel Therin and Ana Cengic from Affinity, one of the firms who had neurodiversity training

554

referrals  
supported  
in 2024

146

new  
jobs  
sourced

76

% job  
retention  
rate\*

59

% of  
caseload  
in work

64

people  
under  
25

49

new work  
experience  
placements

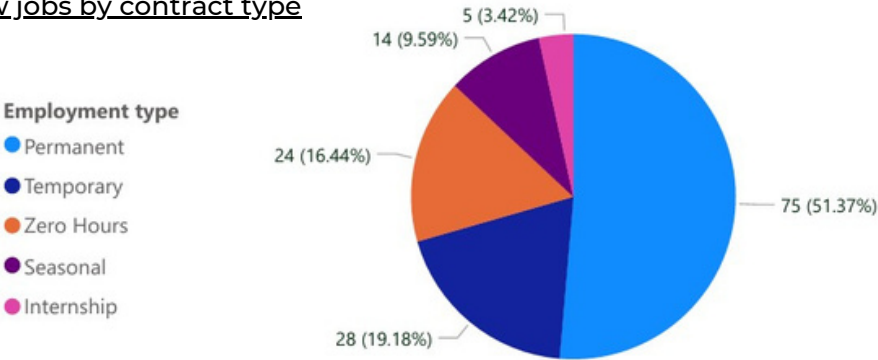
# Employment Service

there, providing the chance for us to celebrate the strengths of neurodiverse individuals, and to showcase the strengths they can bring to the workplace. The delivery of neurodiversity training not only enabled us to generate some funds, but also provided an entry point to explore employment and training opportunities for clients.

During 2024 we received several enquiries from AXA to support individuals with their return to work. Job retention is an intrinsic part of our service, so it was positive to see AXA acknowledging and utilising the skills and experience of the employment team.

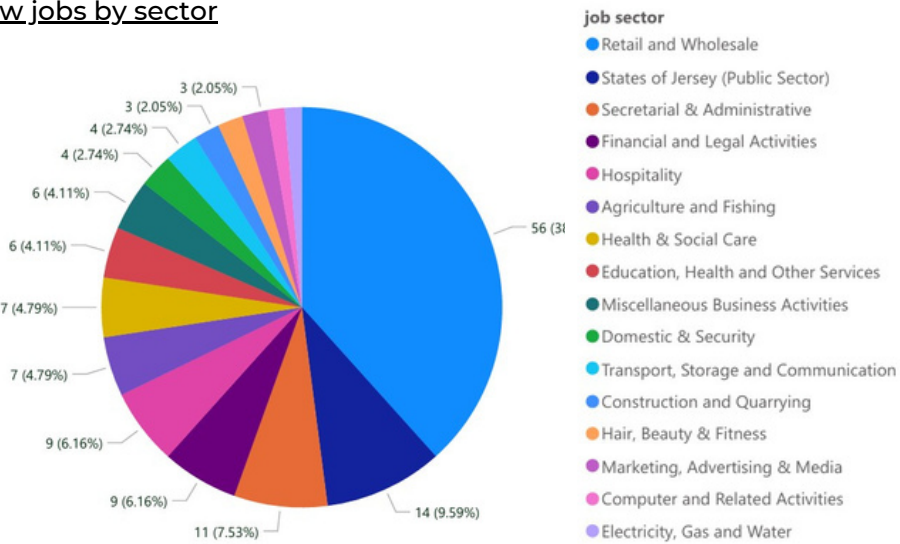
We established a commemorative seating area at Oakfield in memory of our dear friend and colleague Dean Lowe. This is a lovely reflective space for staff, clients and visitors.

## New jobs by contract type



JET sourced 146 new jobs in 2024. The main sector was retail, with Acorn providing 17 of these roles. There were 14 jobs in the Government of Jersey, including Foundations with Customer and Local Services, Health and Social Services, Education and Youth Service, Statistics department and Customs and Immigration.

## New jobs by sector



“Instead of being a burden to society through demanding medical intervention, instead of financial support through other agencies, I have been “processed” by JET at a fraction of the cost to the public purse. I have been “processed” more swiftly and with less angst to all parties. I conclude this is down to exceptional empathy and diligence from my Employment Co-ordinator. One thing he said to me which acted as a beacon and held me steady when I was wavering with anxiety in the small hours was that I could come back to see him if I needed to. That was a powerful thing. It worked. I’d say that JET carries the Gold Standard in employment success.

Michael Officer



We awarded a star trophy to James Montgomery, of Gen II, for his work on neurodiversity in the workplace



# Under-25s Service

Under-25s Senior Employment Co-ordinator  
Simon Jones

The transition from education to employment can be a daunting journey for young people, particularly for those facing barriers to entering the workforce. The Under-25s Service is here to bridge that gap, supporting young people from the age of 15 in planning their next steps after education. Our mission is to guide them toward successful career paths, equipping them with the skills and experience needed to thrive in today's competitive job market.

In 2024 the 14-21 Service rebranded to the Under-25s Service following proposed changes to the Children's and Young Person's Law. The service was realigned to reflect this legislation, widening the demographic of young people we support. The Under-25s Service continues to make a tangible difference, with several key achievements to highlight:

- \*59 new referrals
- \*42 young people secured employment
- \*17 work experience placements facilitated
- \*8 young people returned to education
- \*Numerous work insights and tasters provided across various sectors

Our efforts are designed to ensure that each young person has the tools, opportunities and guidance to make informed decisions about their future.

Our initiative extends beyond one-on-one support.

We also engage young people through events aimed at expanding their career horizons and helping them gain a clearer understanding of their options. Key events included the Skills Jersey Careers Show and the Inclusion 4 Everyone education show.

These events allow young people to explore various career paths, meet potential employers and gain valuable industry insights.

The addition of a new team member has allowed us to further extend our reach and provide even more personalised support for young people. Some of the key improvements we have made in the past year include enhanced in-house client training opportunities, expanded mock interview training sessions, and increased financial support for young people pursuing professional training and qualifications. We also continue to strengthen our partnerships with organisations like Skills Jersey, Jersey Youth Service and Highlands College, working collaboratively to deliver a more comprehensive NEET (Not in Education, Employment or Training) framework called Next Steps. This framework is designed to provide young people with clear, actionable paths to achieve their career goals.

Despite our progress, there are areas where we continue to face challenges. One significant hurdle is the decline in work experience placements, driven by the increased demands on employers to deliver higher outputs with fewer resources. We will continue to work closely with employers to address this issue and create more opportunities for hands-on learning.

2024 has seen many young people take important steps toward their chosen career paths, but there is still much work to be done. The first step toward a career is often the hardest, and our focus remains on ensuring that young people have the guidance, support and opportunities they need to succeed in the workforce. We remain committed to empowering the next generation, helping them maximise their potential, and contributing to a stronger, more resilient workforce.



The Under-25s team worked with the Acorn Training & Development Service to develop the Gearing Up bikes project

# Acorn Training & Development

Client Services Manager  
Fiona Scott

In 2024, ATD staff have continued to run a varied programme of project training sessions along with Acorn work experiences, wellbeing support and community volunteering opportunities, to further develop confidence, social integration and boost general employability skills.

## Gearing Up

The Gearing Up project was a pilot programme aimed at teaching young people who were not engaging in education and training how to build a bike from scratch and evidence soft employment skills, along with accessing employment awareness training and Decider Skills. This pilot was successful, with five young people completing the course. They have either returned to college courses or are currently accessing work training placements. Gearing Up, along with our bike recycling project at Acorn, was showcased at the Jersey Expo event organised for the Royal Visit in the summer.

## Community Volunteering Service

One important pathway to employment within the ATD Service is our Community Volunteering Service where two members of staff work with clients to progress from supported sessions at Acorn to further develop their employability skills in bespoke community placements. In 2024, 59 clients were supported in volunteering placements and some managed to secure paid work arising from it. Other clients transferred to the JET Employment Service for further job seeking and employment support, after many months of building skills and confidence in their voluntary placement.

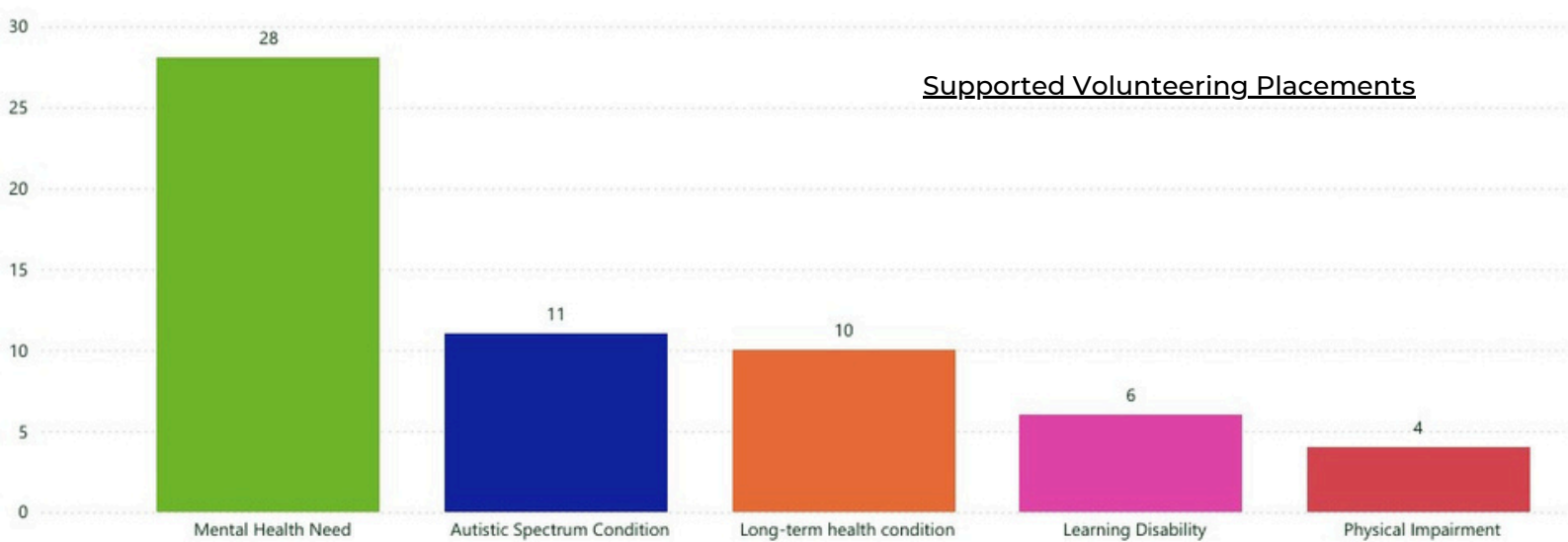
## Wellbeing Support

While all staff support clients with their wellbeing, some will be referred on to our Wellbeing Co-ordinator for specific blocks of support, especially when they have more complex wellbeing needs. The types of support offered may include sleep hygiene, risk management, and safety planning, linking clients with services such as JAAR, IDVA, Crisis team and Jersey Talking Therapies. The Wellbeing Co-ordinator also helps advise and support other staff in the business units at Acorn.

155  
people  
supported

292  
vocational  
training  
placements

59  
community  
volunteer  
placements



# Acorn Training & Development

## Challenges

The loss of some staff posts has put pressure on the service and reduced the number of client training sessions on offer. This reduction in staff has also had an impact on the waiting list, meaning clients are unfortunately now having to wait between six and nine months to receive a service. Another challenge is when clients with complex needs are unable to progress from the ATD Service onto Community Volunteering, work experience or the Employment Service. This creates a bottleneck, as there is a lack of other services where clients can access therapeutic vocational support.

## Eisteddfod

In March, for the first time, our talented Acorn clients entered the Jersey Eisteddfod Festival of the Creative Arts in both the textiles and upcycling categories. Overall, our clients were awarded a plethora of certificates which they were all delighted with and which sparked their enthusiasm to challenge themselves again in 2025.



## Art Market

In July, a talented group of clients had the opportunity to display and sell their upcycled items in the Art Market pop-up exhibition organised by Ian Rolls. Several of their pieces were sold which they were thrilled with. The clients also enjoyed the field trip to view their own work in the exhibition and gain ideas from other talented local artists.

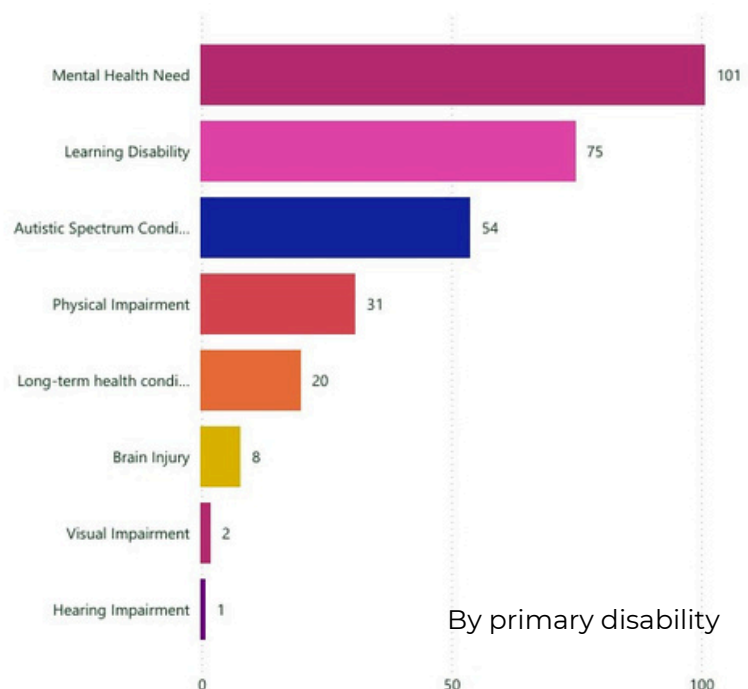
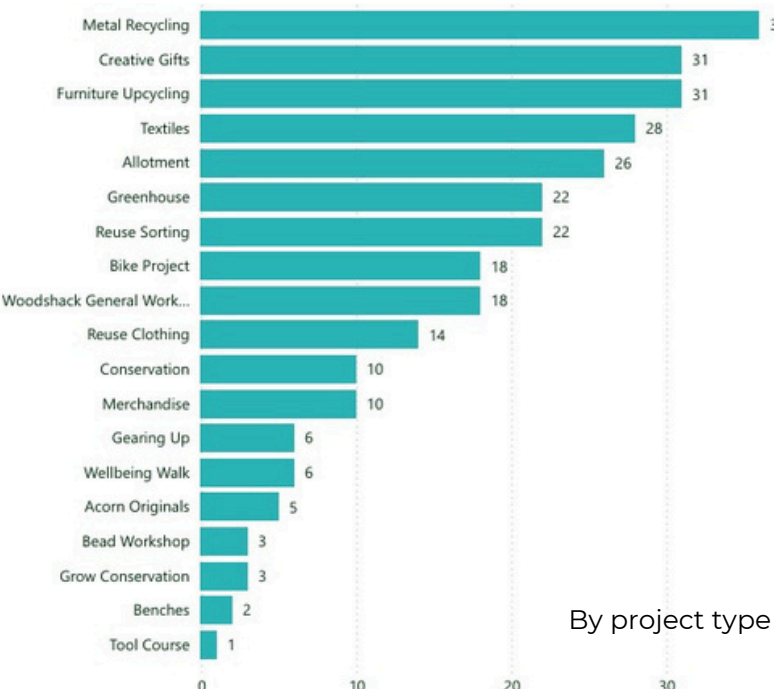


Mark with the cushion cover he made in ATD Textiles sessions



In the Eisteddfod, ATD client Sharleen (left) was awarded the Beatrice Thompson Memorial Trophy for her appliqué cushion. She is pictured with tutor Terry Langford

## Project Placements: 292





# Acorn Reuse

Acorn Reuse Manager  
Amanda Berry

Acorn Reuse had their most successful year to date in terms of income, with the main income streams continuing to come from clothing and household items. The quantity of donated goods has gone up significantly thanks to the increase in popularity and footfall to Acorn and we are now receiving up to 95 tonnes of unwanted goods per month.

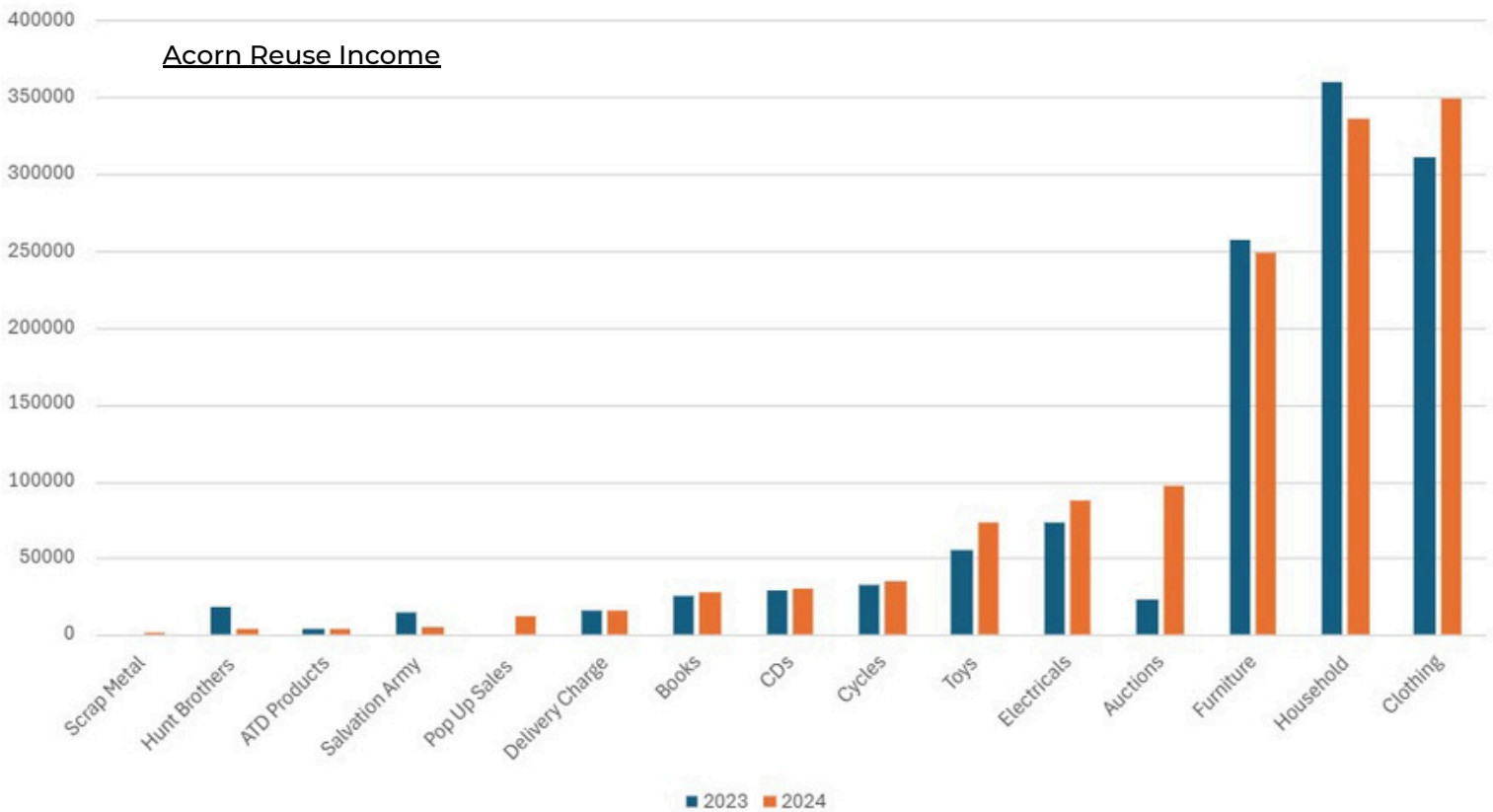
We introduced the concept of pop-up shops in 2024, selling specific items all on one day, for example, designer clothing, vintage items and new toys. The sales have been successful in attracting more customers to the shop on quieter weekdays and preventing shoplifting of higher value items due to the greater staff presence.

Due to the success of Reuse, we are now able to support a staff team of 53 people, 68% of whom have a disability or long-term health condition.

We have taken steps to work in partnership with other charity shops in Jersey and we have now established a quarterly meeting with Hospice and Durrell with the idea that we can share challenges and future plans, and collaborate, for example, on training and development initiatives.



**CSR:**  
20 days  
720 voluntary hours donated  
15 firms



# Acorn Reuse

We continued to utilise the Reuse operation to provide training and development opportunities and pathways for people with disabilities. We provided work trials, opportunities for people in project groups with a support worker, work experience placements and we also offered internship opportunities to five people. The world of Reuse provides a wonderful diversity of tasks and as a result is an effective operational department to help improve someone's employability. 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.

In 2024 we welcomed 15 different businesses to Acorn for CSR volunteering days, giving us an invaluable platform to share Acorn's objectives and values with the wider Jersey community and for us to draw on a free work resource.



Left: Chris and Pete with Laurel and Hardy figures, ready for a vintage pop-up sale  
Above: We awarded a star to Georgina Cook, who posts on social media as awomancalledgeorge and who is a big fan of Acorn and charity shopping  
Below: Scrap metal recycling



**66** People like me would be lost without the services and support you provide. You provide us with the knowledge and experience, tools and training to keep living a life, although that may look different to others. You make us feel that we matter and are not invisible to the world.



House deliveries



Tonnes of stuff donated each month



Refurbished bicycles sold



Sales of books





# Acorn Nursery

Nursery Manager  
Daniel Cunningham

It has again been a very successful year for the nursery. The summer bedding season was the most successful since the business has been in operation, and the increase in sales of perennials has ensured the figures have been good year-round. Sales of winter bedding were slightly disappointing, but we hope to rectify this by having plants ready for sale earlier in the year.

As always, all the staff and clients have carried out their work efficiently and diligently, and we are very lucky to have such dedicated and committed staff and clients in the greenhouse. Without this commitment from everyone who works on the small team, we would struggle to achieve everything each year.

Customer and contractor feedback was again very positive. The contractors' plants were all of 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 2025. We once again 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 the range of plants that we grow 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 2023, we have seen a significant increase in the sales of exotic plants, herbs, vegetables, herbaceous perennials, and shrubs.

We have carried on with the practice of recycling every label and tray that we can and have again used biological control to deal with any pests or diseases that a few of the plants have had. There will always be challenges when producing plants, and due to a lack of space sometimes we must grow plants a bit closer together than recommended, which can lead to a slight increase in pests 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 morning for ATD clients and employ four people who have a disability or health condition 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 when necessary. The aim is to teach rudimentary horticultural knowledge and other work-related skills. 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.

Highlights of 2024 include the incredibly positive feedback from the public regarding the displays of the plants, and how successful the business unit was financially. The real highlight was seeing the four permanent staff increase their skill sets, extend their plant knowledge and customer service skills, and gain in confidence.



## 475,000

plants sold to the public

## 100,000

plants for Gov't contract





# Acorn Woodshack

6

staff employed

£40,000

firewood sales

4,000

bags of kindling

2024 brought significant change to the Woodshack. The departure of some senior members of staff led to a comprehensive business review, including a fresh look at shop sales, product lines and customer orders. These changes will see some challenges ahead for 2025 but it is hoped that the project will become more cost effective.

With the help of Deputy Tom Binet and the Council of Ministers, 2024 saw a new memorandum of understanding with the Government of Jersey for the supply of

demolition timber from the Energy Recovery Facility at La Collette. We are now receiving between five and 10 tonnes of timber a week, when the ERF is running. This agreement was critical to enable the Woodshack to continue as timber donations and stock had dwindled to a critically low level. We are extremely grateful for the Government's support. In an average year the Woodshack processes more than 100 tonnes of demolition timber which would have otherwise entered the waste stream. Over the years we have also had tremendous support from Alan Langlois at AAL Recycling Ltd.



Not only does the Woodshack create products to sell, such as picnic benches and bookshelves, it also produces kindling and briquettes, both of which are environmentally friendly fuels. In 2024 we supplied over 4,000 bags of kindling to supermarkets. This equates to approximately 13 tonnes of waste timber being reused, this in turn creating both paid and training opportunities. Sales of kindling in our biodegradable cardboard boxes, which can be refilled at a discounted price, have increased. 75% of the people buying our boxed kindling return to refill their boxes. 441 new boxes were sold and 410 were refilled.

Towards the end of the year our briquette machine broke down but thanks to charitable funding from three sources we purchased a larger machine. The sales of briquettes are now exceeding expectation, and we will expand production by collecting sawdust from three local companies to keep up with demand. Timber and firewood sales have continued to be good, totalling around £40,000.

The bench contract with the Government of Jersey, which has been running in its present form for 15 years, came to an end in December. This decision was made mainly because it is more difficult to collect the newer, heavier memorial benches that are being used to replace many of the lighter standard benches. However, a new agreement has been made whereby a reduced number of benches will be maintained. These will now be delivered to us.

We would like to thank John Hill, who was instrumental in the creation of the Woodshack, for his service. As part of some management training, John and what was then TTS [the States' Transport and Technical Services department] were tasked to find a project that would benefit the environment and the wider community, as well as save the States some money. They came up with the idea of reusing all the waste timber that was burned at La Collette. John was seconded to Acorn for six months to set up the project and ended up staying 10 years as manager.

# Thank you

Fundraising & Relationships Manager  
Caroline Spencer

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

In 2024 we organised our first major fundraising challenge, the JET Jaunt. Inspired by the TV programme Race Across the World, and working in partnership with Lupine Travel, the race saw participants travel from St Malo to Monaco over a weekend in September. Thanks to generous sponsorship from CSC and Ports of Jersey, and additional support from All Island Media and ByBranca, the JET Jaunt raised more than £22,445.



JET Jaunters ready to set off from St Helier Harbour

Acorn was one of the beneficiaries from the Lions Club of Jersey Swimarathon. We entered a team of swimmers, and had volunteers helping count laps. The theme for the 2024 Swimarathon was outdoor wellbeing and therapy, and money raised went towards our Wellbeing Walks and the allotment.

JET Employment Coordinator Nick Ozouf completed a SuperSprint Triathlon in September. He set himself the fundraising challenge to raise money for two charities dear to his heart, Acorn Enterprises and Cycle Without Limits. Also, Michael Hampshire and Tony Osborne from Acorn Reuse raised over £1,460 for Acorn by completing the Virtual London Marathon in April. They covered 26.2 miles by doing laps of Quennevais cycle track for 8 hours 4 minutes. And Paul 'Bernie' Byrne ran the Standard Chartered Jersey Marathon in October to raise £1,000 for JET and Acorn, because he said we have been a 'massive help' to him and his son. He has seen a huge difference in Jude, who has autism, since he has been attending Acorn projects.

We extend our thanks to 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 and funders in 2024, including: All Island Media; Association of Jersey Charities (CI Lottery funds); Barclays; Condor Community Fund; Co-op Community Fund; CSC; CVC; Grant Thornton; Freemasons Jersey; Integritas Charitable Trust; Jersey Community Foundation (with funds from Dormant Bank Accounts); JT Community Giving; Lloyds Bank Foundation for the Channel Islands; Magellan Consultancy; Mourant; Ocorian; Ogier; Ports of Jersey; PwC; RBC; Rotary Club of Jersey; Roy Overland Charitable Trust; Sir James Knott Trust; Skipton Community Fund; Société Générale UK Foundation Fund; Sure Community Foundation; UBS; Waitrose.



Nick Ozouf completing his SuperSprint Triathlon  
Picture by ANDY OZOUF



The Acorn Afloat team in the Swimarathon



Karen Spence was delighted to receive a little Acorn thank-you at the 100th anniversary party of the Sir James Knott Trust

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