



The  
**seventh**  
year  
APRIL 2022 - MARCH 2023



Worshipful  
Company  
of Gardeners

**BANKSIDE  
OPEN SPACES  
TRUST** 



Cover images:  
Top Future Gardeners 14 (Eleanor Bentall rspb-images.com)  
Middle Future Gardeners 15  
Bottom Future Gardeners 16



## Foreword

**The seventh year of Future Gardeners has seen the programme running three courses, Future Gardeners 14, 15 and 16.**

I was delighted to get involved with the Future Gardeners Programme as part of my duties during my year as Master of the Worshipful Company of Gardeners. I was thrilled to present certificates to the students at their graduation event and every time I was inspired by the students' enthusiasm for their chosen career. I also loved hearing the stories of how the course has helped them in their horticultural journeys, this really has made me understand how important this programme is to the industry.

Future Gardeners, created alongside Bankside Open Spaces Trust, has been one of the most successful of the Gardeners Company initiatives in the last few years and I'm excited to watch how this project grows in the future.

**John Gilbert**

*MASTER, The Worshipful Company of Gardeners*

**The Future Gardeners scheme aims to provide horticultural training to people who have been long-term unemployed, or who have faced challenges in their lives, and benefit from gaining confidence, skills and the opportunity of training and employment.**

## What is Future Gardeners?

Developed by prominent organisations in the industry, including Bankside Open Spaces Trust (BOST), The Worshipful Company of Gardeners, The Royal Parks Guild and Walworth Garden, the course now works in partnership with numerous other organisations to ensure its success.

Participants are given the opportunity to gain the skills they need to be work-ready and get an entry level horticultural job or go onto further training in the industry. Although the course is suited to a wide variety of people, it targets those with the most need, such as people not in education or training, the long-term unemployed, those who cannot afford other horticultural courses, and people who have learning needs or disabilities.

The course is practically focused and includes the following:

- A City and Guilds qualification in Practical Horticultural Level 2 at Walworth Garden.
- Practical experience in BOST community parks and gardens.
- Work experience with horticultural industry leaders including Royal Parks Greenwich, Chelsea Physic Garden, Crown Estates Paving Commission, Kew Gardens, Froggnal Gardens, Maylim and Willerby Landscapes.
- Research visits and workdays with outside organisations in the horticultural sector: Chiswick House and Gardens, Royal Horticultural Society (RHS) Garden Wisley, Kew Gardens, National Trust's Morden Hall, Fulham Palace House & Garden and Horatio's Garden in Stanmore.
- Horticultural industry expert talks to inspire students about their future careers.
- CV building, help with applying for jobs and interview techniques to ensure students are work-ready once they complete the course.
- One-to-one individually tailored mentoring and support aimed at building confidence.

# The need for Future Gardeners

- **The shortage of skilled professionals entering the horticultural industry in the UK has now been deemed 'critical' by the Royal Horticultural Society (RHS).** This is due to three factors: the current ageing workforce, lack of apprentices going into the industry at entry level and difficulties in recruiting for skilled vacancies.
- **With the OHRG predicting that the skills shortage will seriously restrict future business growth** and with horticulture contributing over £9 billion to the UK economy each year, there are sound economic reasons to address this skills shortage. (*The 2019 Horticulture Sector Skills Survey undertaken by Pye Tait for the Ornamental Horticultural Roundtable Group (OHRG)*).
- **Unemployment can affect mental health, confidence and self-esteem as well as lead to debt and poor physical health.** A study from 2017 (BBC) showed that if you are young and unemployed you are more than twice as likely to have mental health needs. At the same time there is a need for horticulture to be presented as an accessible (no barriers to entry), fulfilling career choice to many who may not have thought of it as being an option for them, especially those who have limited or no qualifications and who would prefer to have a career outdoors. Horticulture is an accessible, healthy and fulfilling career option for those looking for a change from indoor jobs, or those who have not yet achieved the qualifications to begin a career. There are a wide variety of opportunities from garden design, landscaping, floristry, arboriculture and tree maintenance, plant propagation and growing, working in nurseries and garden centres to maintaining sports pitches and golf courses, the list goes on...

# Course outcomes

Outline of Future Gardeners April 2022 – March 2023

## Future Gardeners 14

May to July 2022

**Kaya Begum** continued to study at Walworth Gardens.

**Santa Pedone** is working in garden maintenance for Frogna Gardens.

**Angela Marc** is continuing to look for work in the industry.

**Hayden Jones** is working at Royal Parks, Greenwich Park.

**Frank Williams** is working in a garden centre in North London.

**Alice Darko** is continuing to look for work in the industry.



**Sophie Scott** is working in garden maintenance for Frogna Gardens.

**Molly Addison** is continuing to volunteer and look for paid employment.

**Sammy Smiles Wood** withdrew from the course due to personal circumstances.

**Adnan Husein** withdrew from the course due to personal circumstances.

**Annie Barnes** withdrew from the course due to personal circumstances.

**Michelle Byrne** withdrew from the course due to personal circumstances.

**Michael Baker** withdrew from the course due to personal circumstances.

13  
participants  
8  
graduated



14  
participants  
11  
graduated

## Future Gardeners 15 September to December 2022

**Alfie Baker** is working at the Horniman Museum.

**Daniel Lea** is working on freelance gardening projects.

**Dindy Thomas** is working in garden maintenance for Frogna Gardens.

**Jamie Seymour** is doing temporary contracts with Fresh Horticultural Careers.

**Lena Koch** is looking for a trainee placement within the industry.

**Maria Craze** is working for Willerby Landscapes in Stratford.

**Maribel Bennett Greig** is working for Willerby Landscapes in White City.

**Polina Shestopalova** is volunteering at Fulham Palace Garden while applying for traineeships.

**Tracy Holtam** is working for Willerby Landscapes in Battersea Power Station.

**Yu Han Lo** is working in garden maintenance for Frogna Gardens.

**Isabelle Mazille** is volunteering at Hyde Park Nursery and working for BOST as a gardening seasonal worker.

**Lukhwinder Lally** left the course.

**James Berentsen** left the course to take up a job in a different industry.

**Muhammad Tayab** left the course.



## Future Gardeners 13

January to March 2023

**Edward Ambler** is working with Willerby Landscapes at Elephant Park.

**Carolina Ongaro** is continuing with her community gardening project.

**Fenna Lyttle** is looking for work in the industry.

**Christine Wright** is looking for work in the industry.

7  
participants  
6  
graduated

**Marcus Bailey** is looking for work in the industry.

**Chak Kwong Li** is working for Willerby Landscapes in Claremont Park.

**Miri Malky** left the course due to family commitments.



“I have thoroughly enjoyed it. I’ve learned a great deal, made new friends, visited interesting gardens for free, gained experience and improved my gardening skills, and secured a paid placement as part of the course. I’m so glad I came across it and joined!”

“The course was lots of fun and... (I met) interesting people on the course learning things I didn’t know in gardening.”

“I have enjoyed the Future Gardeners course and Bankside Open Space Trust’s very green spaces! I can’t describe how important the whole journey has been to me – it opens doors to give me confidence to pursue my passion in botanical world, visit different gardens and even have a chance to work with them! I have always looked forward to these two days per week to gain the knowledge in horticulture. Thanks for organising this amazing course!”

“Very grateful for having had this opportunity, thought it was very well organised and has really helped my mental health and job prospects – thank you!”

“Thank you for this amazing opportunity, which I have found really informative and helpful. It has been a great experience and I feel more confident in my horticulture journey.”



Student  
feedback  
from our  
**seventh**  
year

“It has been great! Louisa is so helpful, and Walworth is a brilliant place with excellent staff.”

“It has been such an incredible experience I can't think of ways to improve it. I now feel even more passionate about gardening and I realise I've only just scratched the surface and there is so much more to learn.”

“Thanks for the opportunity. Thank you for selecting some very enjoyable people for me to be in community with after having a very difficult time over last couple of years.”

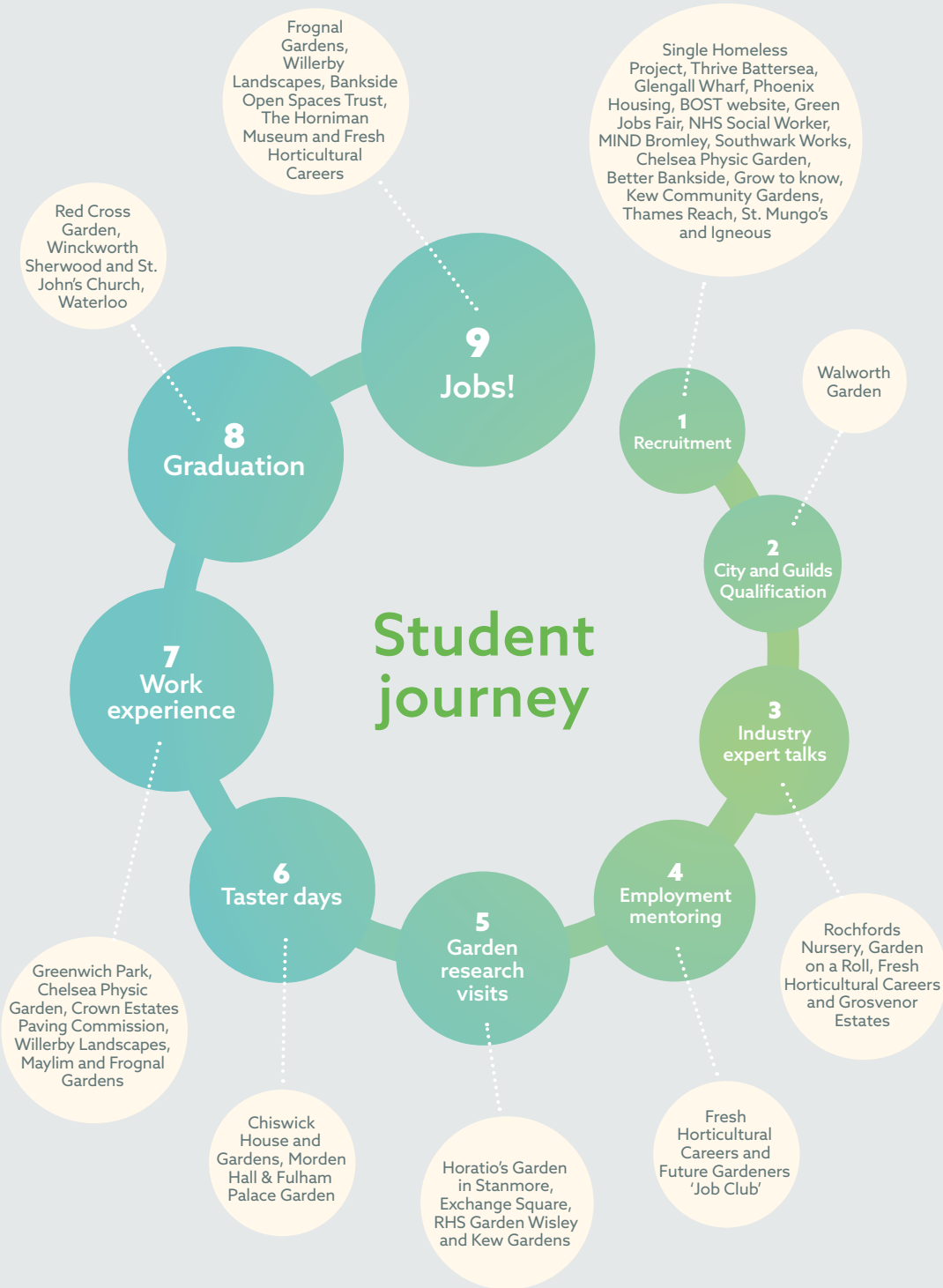
“I have really really really loved it! :)”

“Excellent course! The theory combined with practical work and visits to other gardens made this course really valuable in my learning experience.”

“Really enjoyed the course and really appreciate the unique access to the horticulture industry as well as new horticultural and application/ interview skills.”

“I am incredibly thankful to Louisa for giving me the opportunity and trust in securing the course. I've loved the course so much. I think it's really special and value the fact that students are allowed to take part at their own pace and never forced to share if they don't feel able but still supported at every step. The teaching at Walworth is great! And also the access to employability resources and regular emails from Louisa with job adverts has been really useful.”

# Student journey



# The programme

## City and Guilds Level 2 Award in Work-Based Horticulture

### The course at Walworth Garden covered the following:

- Plant nomenclature, terminology and identification
- Establishing propagation material
- Maintaining plants outdoors
- Monitoring and maintaining health and safety
- Maintaining and developing personal performance
- Establishing and maintaining effective working relationships with others
- Preparing the ground for seeding and planting
- Establishing plants and seeds in soil
- Maintaining the appearance of decorative amenity areas
- Maintaining equipment and machines

### With Project Manager Louisa Mansfield at Bankside Open Spaces Trust (BOST), the students learned the theory and practice of:

- General garden maintenance at local community gardens
- Working at local BOST sites
- Learning to identify weeds
- Identification of trees in the local area
- Reseeding lawn at Waterloo Millennium Green

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Future Gardeners 14 in the outdoor classroom at Walworth Garden



Future Gardeners 14 reseeded Waterloo Millennium Green (*Eleanor Bentall rspb-images.com*)

## Industry expert talks

A variety of speakers from the industry came and spoke to the students about their jobs and journeys into the industry – these included:

- **Marian Barker**, Business Owner, Fresh Horticultural Careers
- **Simon Lewis** and **Andrew Maskell**, Landscape Managers, Grosvenor Estates
- **Anthony Henn**, Director, Garden on a Roll
- **Kerry Austen**, Senior Team Leader, Rochfords Nursery

Simon and Andrew from Grosvenor Estates speaking to Future Gardeners 14



Anthony Henn from Garden on a Roll planting up the terrace at Living Space

# Employment mentoring

**Future Gardeners Project Manager Louisa Mansfield supported students with careers advice and employability skills. The aim is that all students have an up-to-date gardening CV and are confident in both applying for jobs and attending interviews by the end of the course.**

The students were helped in their employment journey with a mixture of presentations, workshops and a weekly 'Job Club'. Held outside of the class, the club offers 1-2-1 help with whatever the students need in their job search. In the post course survey carried out, 100% of respondents who had attended Job Club said it was useful for updating their CV.

All students were also introduced to Fresh Horticultural Careers – a specialist recruitment agency for the garden maintenance, landscaping and horticulture industries throughout the UK – and were assisted in registering for both permanent and temporary jobs.



A FRESH APPROACH TO RECRUITMENT



## Garden research visits

### RHS Garden Wisley

Future Gardeners Programmes Manager Louisa Mansfield successfully applied for a bursary from the RHS to continue trips with each of the cohorts of students to RHS Garden Wisley.

For the summer and spring visits the students went to Wisley for the day and had the chance to meet with current apprentices, look round the gardens and find out more about the work of the RHS. The students in the autumn went to the Apprentice and Training Discovery Day held at RHS Wisley during the time of their programme.



Future Gardeners 14 at RHS Wisley

“ Spending the day at RHS Wisley was great! I really enjoyed the tour and I was really impressed by the immense variety and diversity of plants present in every corner. I particularly enjoyed the wildlife gardens, seeing so much color and everything sprouting and blooming in this time of the year. Really interesting to hear more about the library and research strands that are being carried out. Thank you! ”

## The Royal Parks Guild Apprentice and Trainee Discovery Day at RHS Garden, Wisley – Wednesday 28th September 2022

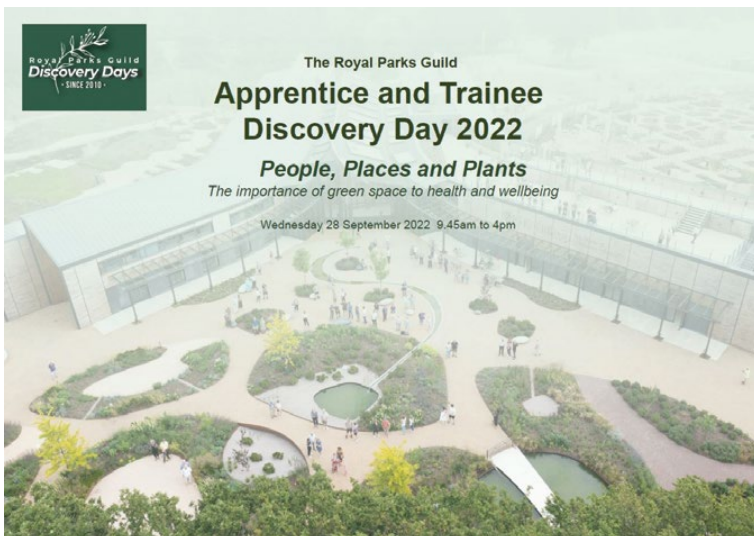
### People, Places and Plants – The importance of green spaces to health and wellbeing.

Future Gardeners 15 were invited by The Royal Parks Guild to attend the annual apprentice and trainee day which was being held at RHS Wisley as part of their course. The day was for exploration of the benefits of green spaces to people's health and wellbeing and was held at the new RHS Hilltop building opened in June 2021. The students were able to participate in activities designed to assess their connection with plants, places and planet and the impact this

would have on their wellbeing and wellbeing of others. They also had the opportunity to mix with other horticultural trainees and discover topics and ideas not always encountered in day-to-day work and training but which are related to a career in horticulture. We were excited to see two ex-Future Gardener students, Poppy and Tony, who are now working at Kew Gardens on the programme. The pair spoke under the 'Emerging Talent' section of the day.

“Having a walk at RHS Wisley and doing the scents, sights and feel of plants as much as possible was interesting. I appreciate different species of dahlias and salvia. Honestly, I can't imagine how much effort it takes for such a beautiful area, but I'm sure that working in the green industry brings me a sense of satisfaction, and I want to keep in touch with nature. I'm grateful to have had this opportunity to know so many organisations and meet people in the horticulture area.”

“The day had some really inspiring and relevant talks from passionate people. They gave a good insight into a range of knowledge, horticultural careers and career journeys. The staff and volunteers were all really friendly and accommodating. It was useful to meet and speak to other people in the industry.”



“Also the emerging talents of all the young people and how they got where they are and what they are doing now was very inspiring and made me think about my own choices and that I have a chance to maybe change my life for the better. It was a very great privilege to get to go to Wisley and meet some very interesting people and for that I will always be grateful.”

**FUTURE GARDENERS**  
**GROW YOUR CAREER**

*Other research visits across the year were to Kew Gardens with current apprentice Tony (ex-Future Gardener student), Exchange Square and Battersea Power Station with Maylim, Horatio's Garden in Stanmore and the Royal College of Physicians.*



Future Gardeners 15 with Jack Skinner, Head of Soft Landscaping, Maylim, at Battersea Power Station



*Left:*  
Future Gardeners 16  
on a tour of  
Kew Gardens

*Right:*  
Future Gardeners 16  
at Horatio's Garden



## Work taster days

The students went to Morden Hall, Chiswick House & Gardens and Fulham Palace House & Gardens to work with their garden teams for the day.



Future Gardeners 14 learning to care for tools at Chiswick House & Garden



Future Gardeners 16 planting potatoes at Fulham Palace House & Gardens



Future Gardeners 15 about to double dig a rose bed at Morden Hall

## Work experience

Work experience placements this year included Royal Parks Greenwich, Chelsea Physic Garden, Crown Estates Paving Commission, Willerby Landscapes, Maylim, Royal College of Physicians, Grosvenor Estates, Kew Gardens and Froggnal Gardens.



FG 14 Angela at work experience at Grosvenor Estates



FG 14 Adnan and Annie at work experience at Crown Estates Paving Commission





FG 15 Isabelle at  
Kew Gardens

*Right:*  
FG 14 Hayden at  
Greenwich Park



*Far right:*  
FG 15 Yu-Han and  
Dindy with Noel from  
Froggnal Gardens



FG 16 Chak with  
Ryan from Willerby  
Landscapes  
at Claremont Park

# Student achievement

A graduation event was held for each group of students at various venues across London with a variety of influential speakers from the industry to welcome and inspire the students.

Venues were BOST's Red Cross Garden, the offices of Winckworth Sherwood and St. John's Church Waterloo. Speakers were past students, George Hudson, Evening Standard columnist & the Garden Museum's Green Curator and Louisa Mansfield, Future Gardeners, Programmes Manager at Bankside Open Spaces Trust.



FG 14 Graduating at Red Cross Garden



FG 15 graduating at Winckworth Sherwood

# Publicity

Future Gardeners had a stand at two job fairs to promote the programme, one with our referral partner **Single Homeless Project** and one in collaboration with the **London Wildlife Trust** at their **Green Jobs Fair**.



Louisa Mansfield, Future Gardeners Programmes Manager, at the Green Jobs Fair

## Association of Professional Landscape Awards

Louisa Mansfield, Future Gardeners Programmes Manager, presented an award to Esse Landscapes who won the Judges Special Award, and Garden Feature sponsored by Rochfords Nursery.



Louisa Mansfield (2nd front right back row), at the APL awards



Esse  
Landscapes  
winning design

# Success of Future Gardeners

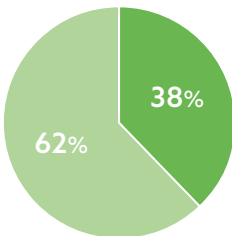
During the 2022-23 year, 34 students enrolled and 25 completed the course, a completion rate of 71%.

64% of those who have completed the course have now gone into employment or further training in the industry. Employers include Frogna! Gardens, Willerby Landscapes, The Horniman Museum, Bankside Open Spaces Trust and Greenwich Park.

**71%**  
completion  
rate

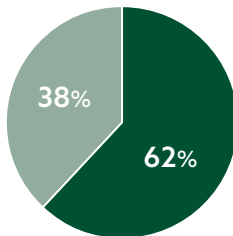
## Demographics for the seventh year students

Gender



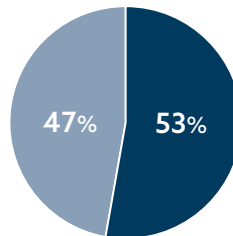
- Male
- Female

Nationality



- White British or other white background
- Ethnic minority background

With/without disability/  
health condition



- No disability/health condition
- With disability/health condition

# Impact evaluation

At the beginning and end of each course students are asked to complete an anonymous survey about their current levels of physical activity and fitness as well as their sense of life satisfaction, happiness, self-confidence, being appreciated, connection to nature, community belonging, anxiety and loneliness.

100% of students reported improved feelings in each of the areas. The biggest improvement reported was with increased connection to nature followed by decreased anxiety and decreased loneliness.

## When thinking about impact statements:

**100%** agreed or strongly agreed they have more knowledge of plants and gardening.

**100%** agreed or strongly agreed their gardening abilities had improved.

**86%** agreed or strongly agreed they were more aware of environmental issues.

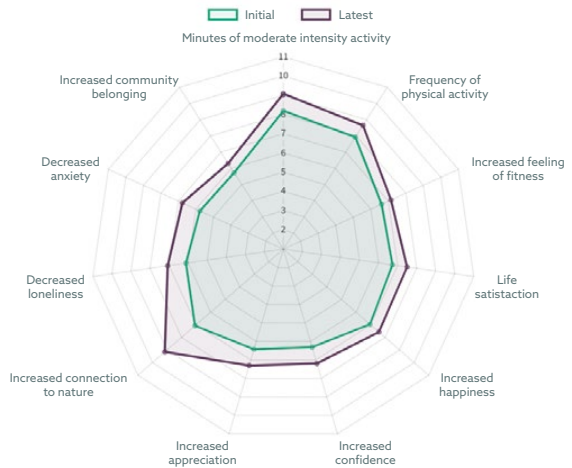
**64%** agreed or strongly agreed they felt prouder of where they live and work.

**64%** agreed or strongly agreed they had more friends.

**77%** agreed or strongly agreed their self-confidence had increased.

**75%** agreed or strongly agreed they were better able to communicate with others.

**77%** agreed or strongly agreed they were better at working as part of a team.



**96%** of respondents said they intend to pursue a career in horticulture

# Aims for Future Gardeners

After the success of seven years of Future Gardeners there is both the need and the demand to develop and expand the scheme. In order to realise this aim, Bankside Open Spaces Trust and The Worshipful Company of Gardeners are delighted that Future Gardeners has recently become a charity in its own right (Charity Number 1191623). This will give us the opportunity to generate more funding opportunities and to grow the programme.

Our targets and impact proposals going forward are:

- **Running three Future Gardener courses per year** in Waterloo, central London. There will be 14 participants per course, three courses per year, enabling 42 people per year to benefit from the course.
- **Out of the 34 students who are expected to complete the course per year**, assuming an 80% completion rate, we aim to support 80% of these participants into jobs in the horticultural industry. This will be a total of 27 students per year going into careers in the industry.
- **Expand the operational capacity** of Bankside Open Spaces Trust to be able to deliver in-house City and Guilds Horticultural Qualifications to all students.
- **Expand the programme to additional London boroughs** and also to other cities in the UK, including but not limited to Glasgow, Belfast and Leeds.

# Partners



## The Worshipful Company of Gardeners

Founded in 1345, the Company was granted its Royal Charter in 1605. A key objective of the Company was to promote horticulture through education. In furtherance of this, members of the Company were permitted to 'bring up' apprentices in the 'Mystery of Gardening'. The Company continues its activities in many ways - the establishment of a library at Guildhall in 1891, scholarships to students, as well as awards to students from colleges of further education. The Company also part-funds apprentices and makes financial grants to outside organisations to promote horticulture.



## Bankside Open Spaces Trust

Bankside Open Spaces Trust is an award-winning environmental and volunteering charity working to provide outstanding green spaces and outdoor activities that enhance the health and wellbeing of urban communities.

We oversee and care for over 19 community spaces across London's SE1 area, including Red Cross Garden, Marlborough Sports Garden, Crossbones Graveyard, Tate Modern Community Garden and Waterloo Millennium Green. We welcome volunteers from both the community and corporate sector, put on free outdoor events and activities, support park steering groups, organise and take part in public events and educational projects, and offer advice to others. We collaborate closely with local residents and businesses to champion green spaces.





### The Royal Parks Guild

The aim of The Royal Parks Guild is to support and promote London's Royal Parks in a manner that befits their status, unique heritage and cultural value through the input and support of Guild members, whilst developing and maintaining a range of social activities that benefit its membership. Its objectives include promoting 'The Guild' and the Parks' heritage and diversity, supporting horticultural excellence, supporting education and vocational training, supporting volunteering and outreach working and maintaining and enhancing links with The Royal Parks. The Guild's members have a desire to keep the parks at the forefront of horticultural, landscape and cultural excellence.



Walworth  
Garden EST. 1985

### Walworth Garden

Walworth Garden is a unique charity dedicated to improving lives through horticulture. Open to everyone, their award-winning gardens provide an oasis in the heart of Southwark. It's a place people come to relax, learn and grow.

Through gardening education, training and therapy, Walworth Garden provides opportunities and support for members of the local community, including vulnerable and disabled adults, those who've suffered traumatic experiences, and unemployed people looking to improve their professional skills and qualifications.

Their twin aims are to enable public access, understanding and enjoyment of horticulture, and to help people develop the skills and confidence they need to find their way back to work, independence and wellbeing. In support of these goals, learning underpins everything they do. Whether people simply want to sit and enjoy their surroundings, take part in training programmes, or find out more about themselves through therapeutic activities, Walworth Garden gives them the space, time and help they need.

# With thanks to our supporters and partners



CROWN ESTATES PAVING COMMISSION





FUTURE GARDENERS  
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**The first year**

London Mansfield Project Manager  
Year ending March 2017






London Mansfield  
Project Manager  
Year ending  
March 2018

**The second year**







April 2018 – March 2019

**The third year**








**THE FOURTH YEAR**

April 2019 - March 2020






**THE FIFTH YEAR**

April 2020 - March 2021







**THE SIXTH YEAR**

April 2021 - March 2022









**the seventh year**

April 2022 - March 2023










## Can you help?

Future Gardeners requires ongoing funding for future expansion plans. If you would like to help us raise funds for this deserving initiative, donate or can help in any other way please contact **Louisa Mansfield** at [louisa@bost.org.uk](mailto:louisa@bost.org.uk) or call **020 7403 3393**



Bankside Open Spaces Trust  
Red Cross Garden  
50 Redcross Way  
London SE1 1HA  
Charity reg: 1085454

[www.bost.org.uk](http://www.bost.org.uk)