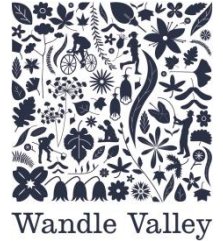


Volunteer Training Plan – April 2018 – Final Version



Introduction

The first volunteer Training Plan was completed in February 2013 by consultants Barker Langham for the Living Wandle Landscape Partnership (LWLP). It provided an overview of LWLP's volunteer and training activity, including audience demographics and laid out some guiding principles on managing volunteers within the partnership.

The purpose of the budget was to up-skill organisations and volunteers in the Wandle Valley who contributed time to LWLP projects. It was intended to improve the quality of the programme, whilst at the same time helping to leave a legacy and maintenance options for the projects and wider partnership activities. It also supported other groups, wherever possible, who help conserve Wandle heritage through volunteer-led activities.

Below is an overview of all training completed throughout LWLP (2013 – 2018) which details participant numbers, costs and skills gained for:

- Training paid for through the Training Plan project budget
- Training delivered in-house by LWLP staff / partner organisations
- Additional training / skills developed via ongoing mentoring and cascade training through LWLP projects

Overview of updates to the Training Plan

- June 2015 – Training Plan was reviewed and simplified from the 2013 version to better suit requirements of partners.
- January 2016 – Predicted underspend (of the Plan) identified and partners reviewed their training requirements. Partner consultation led to clarification around training requirements and commitment of the full £104,000 budget to training activities.
- March 2017 – Overspend in other areas of LWLP led to a further review of the Plan. Surplus budget from the Plan was identified and released to help compensate overspend in other projects. A total of £29,200 had been spent to that point (Sept 2013 - March 2017), with a further £57,200 due to be spent by December 2017. Approx. £18,500 was released from the Plan to other programmes in March 2017.
- January 2018 – The Plan was reviewed again, in line with the final months of LWLP delivery, to identify total spend to date (Sept 2013 – Jan 2018) recorded at £56,210 with £20,220 ear-marked for spending by the end of March 2018. LWLP was extended by 2 months from March to May 2018 and delivery of activities in the Training Plan was also extended to this date.
- May 2018 – Total spend of the Training Plan at the end of LWLP was approximately £74,950 reduced from an original budget of £104,000

TRAINING TO SUPPORT PROJECT DELIVERY

Programme A: CONSERVING AND RESTORING

A1 Catchment Plan

£5,329 volunteer value achieved

Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
CDM Training	1 staff	June 2015	1 day	Course	Xenophon	£810	Better understanding of Construction (Design and Management)
QGIS Training	1 staff	Nov 2015	1 day	Course	GiGL	£442	Improved mapping
Fundraising	1 staff	June 2015	1 day	Workshop	Institute of Fundraising	£0	Improving awareness of how to fundraise
Making Short Films	1 staff	Jan 2016	½ day	Course	Superhighways	£30	More professional looking films produced
Brush Cutting	4 volunteers 2 staff	Oct 2016	1 day	Course	Groundserve	£1057	Improved maintenance of river banks and wetlands
Fish Habitat Training for River Monitoring	17 volunteers	Jan 2016	1 day	Workshop	Luke Mitchell	£1,190	Volunteers can monitor river restoration through assessing fish habitat and flow diversity of river.
Invertebrate Monitoring Training	8 volunteers	Sept 2016	1 day	Workshop	Dr Murray Thompson	£1,265	Increased knowledge of invertebrate identification to aid monitoring restoration projects
River Restoration Techniques	197 volunteers (not unique individuals)	2014 - 2017	As required	Multiple events	Wandle Trust	Staff time	Increased knowledge and understanding amongst local community about river restoration
Designing River Restoration Work	17 volunteers	Feb / Apr 2015	2 days	Workshop	Wandle Trust	Staff time	River Rehab volunteers understand what improvements are required for river restoration
River Restoration Physical Delivery	43 volunteers	Oct 2016 / Aug 2017	As required	Multiple Sessions	Wandle Trust	Staff time	River rehab team implement their restoration designs. Improved biodiversity and enhanced resilience of the river.
River Safety Training	197 volunteers (not unique individuals)	2014 - 2017	As required	Multiple Events	Wandle Trust	Staff time	Staff and volunteers are safe when working in or near the river. H&S briefing at start of each session.
Chainsaw Felling Refresher	1 staff	March 2018	1 day	Course	Surrey Horticultural Training	£195	Improved safety & maintenance of river banks / wetlands and sourcing of woody debris for river restoration
Abrasive Wheel Cutting	5 Staff	Aug 2017	1 day	Course	Surrey Horticultural Training	£565	Improved safe maintenance of scrub
Sundries						£108	Volunteers can afford to attend training
Equipment / PPE						£390	Lifejackets serviced to ensure adequate PPE for volunteer
Sub Totals:	Approximately 100 volunteers, 6 staff					£6,052	

A2 Waddon Ponds								£0 volunteer value achieved (in line with bid)	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome		
River Safety (Ponds)	18 volunteers	Aug 2015	2 days	Event	TCV	Staff time	Staff and volunteers are trained in pond health and safety		
Sub Totals:	18 volunteers					£0			

A3 Wandle Eel Project								£1,007 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome		
Installing Eel Passes	2 volunteers	Nov & Dec 2017	2 days	Session	Wandle Trust and EA	Staff time	Volunteers learn how to install eel and fish passes at weirs and obstructions		
Monitoring Eels	10 volunteers, 4 staff	June 2017	1 day	Workshop	ZSL	Match funding to project (£5,000)	Volunteers learn how to monitor eels and fish using specialist traps		
Adapting Passes for Successful Migration	15 staff (NT)	Sept 2017	1 day	Workshop	ZSL / NT / EA / Thames Estuary Partnership	Project budget covered costs	National Trust staff from across the UK learn ways of adapting their own waterways to aid eel/fish passage		
Citizen Science Eel Forum	1 staff (LW team)	Oct 2017	½ day	Event	ZSL	Staff time	Learning about best practice and results for improving eel numbers across the country and other rivers		
Sub Totals:	12 volunteers, 19 staff					£0			

A4 Boat with outboard motor								£0 volunteer value achieved (in line with bid)	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome		
Safe Boat Use and Decontamination	5 volunteers, 1 staff	As required	H&S briefing at start of session	Multiple sessions (4)	National Trust	Staff time	Volunteers are safe using the boat for wetland work and INNS removal, and understand the importance of biosecurity.		
Sub Totals:	5 volunteers, 1 staff					£0			

A4 Invasive Species Action Plan						£4,984 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Invasive Species Conference	1 staff	June 15	1 day	Event	Non-native Species Secretariat	£75	Edinburgh conference for national INNS projects; awareness of latest news and initiatives
Invasive Species Conference	2 volunteers	Jan 2018	2 days	Event	Non-native Species Secretariat	Project budget	Stafford conference for national INNS projects; awareness of latest news and initiatives
PCA Conference	1 staff	Aug 2015	1 day	Event	Property Care Association	£86	Awareness of latest news and initiatives
River Ranger INNS Training	18 volunteer	Aug 2015	½ day	Workshop	GiGL	£487	Volunteers have an increased knowledge of INNS
River Ranger Surveys	48 volunteer (not unique individuals)	2015 - 2017	6 days	Multiple Events	Wandle Trust / Wandle Landscape Biodiversity Group	Staff time	Volunteers learn how to conduct INNS surveys and feedback at annual meetings to improve method
PA1 Pesticides Training	4 volunteers	Aug / Sep 2016	½ day	Course	Landscape Training	£5390	Safe effective use of pesticides by staff and volunteers
PA6 Pesticides Training	4 volunteers		1 day				Safe effective use of pesticides by staff and volunteers
PA6W Pesticides Training	4 volunteers		1 day				Safe effective use of pesticides by staff and volunteers
PA6 Inj Pesticides Training	4 volunteers		½ day				Safe effective use of pesticides by staff and volunteers
Pesticides Exam Fees	4 volunteers		½ day				Qualification to allow volunteers to treat under direction
INNS Must Out Events	25 staff (not unique individuals)	Jan 16 / Feb 17	½ day x2	Workshop	Wandle Trust	Staff time	Improved communication with and understanding of INNS amongst landowners
Invasive Species ID and Control	154 volunteers (not unique individuals)	2015 - 2016	4 days	Multiple Events	Wandle Trust	Staff time	Volunteers become skilled in ID, able to train others, and effective at controlling/removing INNS species
First Aid at Work	1 staff	Oct 2017	3 days	Course	St John's Ambulance	£349	Staff and volunteers are appropriately first aid trained to work safely in remote locations
PPE for Pesticides Training						£147	Staff and volunteers administering pesticides are safe and have appropriate PPE for INNS work
Sundries						£5	Volunteers can afford to attend training
Sub Totals:	Approximately 100 volunteers, 33 staff					£6,540	

A21 Fish Habitat Improvement Project					£471 volunteer value to be achieved		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
River Restoration Techniques	5 volunteers, 20 staff	April 2017 & Jan 2018	4 days	Multiple Sessions	Environment Agency / Wild Trout Trust	Staff Time	Volunteers and staff understand river restoration techniques to improve fish habitat
Health and Safety / River Safety	5 volunteers, 20 staff		H&S briefing at each event	Multiple Sessions		Staff Time	Volunteers and staff are safer during the river restoration works and events
Sub Totals:	5 volunteers, 20 staff					£0	

A22 Wandle Vistas					£2,596 volunteer value to be achieved		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Making Short Films	9 volunteers	Nov 2017	½ day	Workshop	Superhighways	Project budget	Volunteers can create storyboards and learn film techniques to take footage of vistas
Digital Photography	11 volunteers, 2 staff	Aug 2017	½ day	Workshop	Superhighways	Project budget	Volunteers are skilled in taking quality photos of vistas using smartphones, iPads and other tech.
View Analysis	14 volunteers	July 2017	½ day	Workshop	Fiona Fyfe Associates / Untitled Practice	Staff time	Volunteers learn how to appraise views and write comprehensive analysis of their construction (foreground, middle ground, background)
Landscape Character Assessment	12 volunteers	Aug 2017	¼ day	Workshop	Fiona Fyfe Associates / Untitled Practice	Staff time	Volunteers learn how to read and interpret the landscape
Archive Research	12 volunteers	Aug 2017	¼ day	Session	Merton Heritage Service	Staff time	Volunteers learn how to use archives and local heritage services to access the information
Vistas Educational Film	N/A	May 2018	N/A	N/A	Bobbin Productions	£3,052	Public and stakeholder learn about Wandle Vistas through educational / celebratory film
Sub Totals:	17 volunteers, 2 staff					£3,052	

Programme B: INCREASING COMMUNITY PARTICIPATION
B5 Wandle Flowing Through Time
£7,350 volunteer value achieved

Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Oral History Training	9 volunteers, 1 staff	Jan 2014	1 day	Course	Sarah Lowry	£350	Volunteers trained in interviewing techniques for oral histories
Interviewing Techniques	6 volunteers	Jan – May 2014	½ day	Workshop	Groundwork London	Staff time	Volunteers and staff will be prepared to work across the community for oral histories
Researching History of the River Wandle	9 volunteers	Through project	As required	Through project	Groundwork London	Staff time	Staff and volunteers made aware of regional heritage
Interpretation / Presentation of Oral History	6 volunteers	Jan 2014	As required	Workshop	Groundwork London	Staff time	Local community input of the interpretation of oral histories
Design and Planning a Celebratory Event	6 volunteers	Aug 2014	As required	Workshop	Groundwork London	Staff time	Volunteers trained in event planning and communicating heritage of river
Sub Totals:	9 volunteers, 1 staff					£350	

B6 Social Landlords
£671 volunteer value achieved

Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Great Crested Newt Training	1 staff	Mar 2016	1 day	Course	Oxford Brookes University	£170	Improved knowledge and understanding by staff to incorporate newts into community activities
River Awareness	12 RSL staff, 531 residents	2014 -2016	Multiple events	Workshop followed by events	London Wildlife Trust	Staff time	Estate residents gain an improved understanding of the river
Emergency First Aid	1 staff	Sept 2014	1 day	Course	St Johns Ambulance & First Aid Cooperative	£165	Volunteers able to lead events more safely
Dragon Fly Training	1 staff	Aug 2015	1 Day	Course	Sutton Ecology Centre	Staff time	Increased river awareness amongst RSL staff
Sundries						£231	Accommodation and travel expenses to allow staff to attend training
Sub Totals:	531 volunteers (residents), 12 RSL staff, 1 staff					£566	

B7 Discovering the Source of the Wandle						£1,007 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Landscape Character Assessment Conference	2 staff	Sept / Nov 2016	2 days	Conference x2	IALE / University of Reading	£135	Improved knowledge and understanding of how to conduct landscape character assessments
Archive Research	7 volunteers	2017	1 day	Informal session as required	Wandle Trust / Local Archives	Staff time	Enable volunteers to get the most out of local archives
Landscape Character Assessment Training	7 volunteers	2017	1 day	Informal session as required	Wandle Trust	Staff time	Volunteers have better knowledge and understanding of Wandle landscape
Guided Walk Creation	7 volunteers	2017	1 day	Informal session as required	Wandle Trust	Staff time	Volunteers can plan / run engaging walks to raise awareness
Sub Totals:	7 volunteers, 2 staff					£135	

B8 Reflecting the Wandle						£19,450 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Volunteer Induction with Health & Safety	45 cast	Feb – Sept 2014	As required	Workshop and informal session	Groundwork	Staff time	Volunteers are aware of the project and the LWP scheme, connecting to the Wandle
Assistant Director, Costume Designer	4 volunteers		12 workshops	Workshop and informal session	Groundwork	Staff time	Volunteers trained and contribute to the development of the project
Sub Totals	49 volunteers					£0	

B9 River Celebration Events				£6,554 volunteer value achieved			
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Wandle Fortnight Evaluation / Future Planning	50 participants	Nov 2017	½ day	Workshop	Wandle Valley Forum	£530	Organisations reflect on events held during Wandle Fortnight and build skills / contacts for delivering events into the future
Wandle Storyboards Design & Print	N/A	May 2018	N/A	N/A	Wandle Valley Forum	£500	Interpretation updated for educational purposes at Wandle Fortnight events
Staff Support to Deliver Wandle Fortnight 2016/17	2 staff	2016 / 2017	As required	Informal session as required	LW team	Staff time	LW team provided guidance and support for members of WVF in planning and delivering the celebration events
Sub Totals:	50 participants, 2 staff					£1,030	

B10 Wandle Piscators				£771 volunteer value achieved			
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Youth Coaching	4 volunteers	As required	Several events per year	Workshop and informal sessions	Piscators	Volunteer Time	Young people are trained in fishing and river conservation
River Safety Training	All volunteers and children	As required	As required	Workshop or informal session	Piscators	Volunteer Time	Volunteers and young people are trained in river health and safety
NPTC Chainsaw - Felling Small Trees	1 volunteer	Jun 16	5 days	Course	Merrist College	£990	Improved safety and maintenance of river banks / wetlands, sourcing of woody debris for river restoration
Emergency First Aid	1 volunteer	2013	1 day	Course	St John's Ambulance	In kind MBC	Increased safety of participants at angling events
Level 1 Angling Coaching	2 volunteers	Dec 2013 / Feb 2016	2 days each	Course	Angling Trust	£220 (1 st fee covered by project budget)	Volunteer licenced to coach to level 1
Level 2 Angling Coaching	1 volunteer	Feb 2016	2 days	Course	Angling Trust	£325	Volunteer licenced to coach to level 2
AQA Certifications	7 school children	2016	Several days	Course	Chris Reeves (angling coach)	Thames water funding	Wandle Valley school children trained in angling and gain accredited AQA's as part of school syllabus
Sub Totals:	9 volunteers, 7 students					£1,535	

B24 Living River Performance					£0 volunteer value achieved (in line with bid)		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Performance Skills	20 volunteers	July 2017	5 days	Workshop	Battersea Arts Centre	Staff time	Volunteers will gain an increase in performance skills and increased self confidence in performing to audiences
River Awareness	139 volunteers, 1 staff	June 2017 - Jul 2017	½ day x5	Multiple Workshops	Battersea Arts Centre	Staff time	Volunteers and staff will learn and get engaged with the history and natural environment of the Wandle
Sub Totals:	159 volunteers, 1 staff					£0	

Programme C: ACCESS AND LEARNING							
C11 Wandle Gateway Project					£300 volunteer value achieved		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Film Making Workshop	6 volunteers	Oct 2016	2 days	Workshop	Groundwork / Wandle Valley Regional Park Trust	£1,695	Production of more professional engaging films to raise awareness of Wandle Trail and access to it
Bird Identification	40 members of public	Oct 2017	½ day	Event	Groundwork London	£1040	Raised awareness and education of bird species at Waddon Ponds.
Sub Totals:	46 volunteers					£2,735	

C12 Merton Priory Chapter House					£0 volunteer value achieved (in line with bid)		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Teaching Pack for Schools	Plan to train 10 teachers	Sep 2018 onwards	N/A	Information Pack	MPCH Trust	IHR 1 project budget	Increased awareness of local heritage in schools
Educational Film for Schools	Plan to educate multiple schools	Sep 2018 onwards	N/A	Information Resource	MPCH Trust	£4,755	Educational film to show at MPCH museum to visitors and school groups
Sub Totals:	N/A					£4,755	

C13 Morden Hall Park Wetlands and Learning in the Wetlands					£21,696 volunteer value achieved		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
First Aid at Work	7 volunteers, 3 staff	Jun 2016	2 days	Course	Essential Training	£700	Improved safety on site during maintenance
Brush Cutter / Strimmer Operation	3 volunteers, 4 staff	Mar 2017	1 day	Course	EXCEL training	£1,080	Safe removal and maintenance of scrub, INNS, wetlands
Tractor Operation	4 volunteers, 4 staff	Apr 2017	2 days	Course	EXCEL Training	£2,240	Safe operation of machinery on site for wetland management and catchment restoration
Excavator Operation	1 volunteer, 3 staff	Apr 2017	5 days	Course	EXCEL Training	£4,950	Safe operation of excavator for in channel river restoration
Bird Identification	14 volunteers, 8 staff	March 2018	2 days	Multiple courses (2)	Field Studies Council	£1,154	Volunteers can identify birds found at MHP/wetlands to educate the public
Aquatic Invertebrate Identification	10 volunteers, 5 staff	Feb 2018	2 days	Multiple courses (2)	Steve Brooks – Natural History Museum	£36	Volunteers can identify species found in the wetlands to educate the public and schools during events
Leading Guided Walks	20 volunteers, 10 staff	Nov 2017	2 days	Multiple courses (2)	Heritage Insider	£960	Volunteers learn how to create/ lead guided walks and can take visitors to explore the wetlands/river
Child Safeguarding	6 volunteers, 5 staff	Nov 2017	1 day	Course	Kidscape	£560	Staff and volunteers are safe working with the public on education sessions and activities
River and Wetlands Species Identification	Visitors and volunteers	Aug 2016 - Jan 2017	As required	Resources and events	National Trust	Staff time	Increased recognition of the Wandle as a habitat and increased data collection.
Sundries		As required				£790	Volunteers can afford to attend training and equipment/refreshments provided
Sub Totals:	Approximately 72 volunteers, 22 staff					£12,470	

C14 River Education Programme				£0 volunteer value achieved (in line with bid)			
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Classroom Education and Assistance	2 freelance teachers	May 2015 – Jul 2017	As required	Sessions	Wandle Trust	Staff time	Teachers and volunteers gain experience in environmental education and knowledge of the Wandle. Strong ties with local community, children gain stewardship of the Wandle
INSET Teacher Training	97 teachers	Dec 2016 – April 2017	1 day	Sessions	Wandle Trust	Staff time	Local teachers and schools are familiar with the education programme and able to deliver internally
Education on Native River Plants / Animals	Approx. 4,000 pupils across four boroughs	May 2015 – July 2017	1 day for each school – 120 sessions delivered	Sessions	Wandle Trust	Staff time	Children educated in biodiversity and help to rear their own plants/animals
Environmental Education on River Processes	Approx. 4,000 pupils across four boroughs	May 2015 – July 2017	1 day for each school – 133 sessions delivered	Sessions	Wandle Trust	Staff time	Children educated in environmental issues, made aware and connect with their local part of the Wandle
Sub Totals:	2 freelance teachers, 97 teachers, 8,000 school children (headcounts not unique individuals)						£0

C15 Industrial Heritage Recording Project		Module 1 – MPCH Documentary			£6,111 volunteer value achieved		
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Oral History Training	6 volunteer	Sept 15	1 day	Course	Sarah Lowry / Oral History Society	£250	Improved knowledge and understanding of interviewing for information gathering
Social Media Training	1 volunteer	Jun 16	½ day	Course	Superhighways	Staff time	Improved social media presence gaining more followers
Making Short Films	1 volunteer	Apr 16	½ day	Course	Superhighways	£25	Tiny Films Big Impact
Audio Capture and Editing	2 volunteer	May 16	1 day	Course	City Bridge Trust	£50	Volunteers are trained to record interviews and embed on website
Audio Visual (using a tripod, SLR camera, microphone & photography)	5 volunteer	Sept 15	3 days	Workshop	Groundwork	Staff time	Volunteers trained in photography for recording interviews, how to use SLR cameras / tripods microphones
Basic Editing of Footage	3 volunteer	Jun 16	1 day	Workshop	Groundwork	Staff time	Volunteers learn how to edit video clips on computer software to create the documentary
Background Information about MPCH	79 volunteer	2015 / 2016	½ day	Workshop	MPCH Trust	Staff time	Improved knowledge and understanding about MPCH from the public
Sub Totals:	Approximately 98 volunteers					£325	

C15 Industrial Heritage Recording Project				Module 2 – Wandle Treasures		£3,800 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Digital Mapping	9 volunteers	May 2015	1 day	Workshop	The Building Exploratory	Staff time	Volunteers are trained to digitally record the history and heritage of the Wandle industry
Archive Research	9 volunteers	Nov / Dec 2014	½ day	Multiple sessions (4)	The Building Exploratory / Local Archivists	Staff time	Volunteers are trained to use local archives / heritage services to aid project research
Sub Totals:	9 volunteers					£0	

C15 Industrial Heritage Recording Project				Module 3 – Mapping the Mills		£3,539 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Archive Research	14 volunteers	July 2017	½ day	Multiple sessions (2)	Merton & Wandsworth Heritage Services	Staff time	Volunteers can use the local archives effectively to carry out history research
Heritage Training	12 volunteers	May 2017	½ day	Session	The Building Exploratory / WIM	Staff time	Understanding local heritage of the Wandle
Guided Walk Training	12 volunteers	Nov 2017	½ day	Session	The Building Exploratory	Staff time	Volunteers learn how to develop guided walks and pass on knowledge to community attending
Sub Totals:	38 volunteers					£0	

C16 Interpretation Strategy				£5,064 volunteer value achieved			
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Webpage Training (Sundries Only)	4 staff	2016	1 day	Workshop	Big Kid	£90	Webpages better maintained
Aquatic Invertebrate Identification	10 volunteers, 6 staff	Jul 2017	2 days	Multiple workshops (2)	Steve Brooks – Natural History Museum	£50	Volunteers equipped to correctly identify riverfly and other freshwater species
Sundries						£180	Refreshments and volunteer expenses
Sub Totals	10 volunteers, 10 Staff					£320	

C25 Mitcham Community Orchard and Garden				£307 volunteer value achieved			
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Wildlife Identification	60 children	2016/17	½ day	Multiple sessions (2)	MCO&G	Volunteer time	Children are educated about Wandle wildlife
Sub Totals:	60 school children					£0	

Programme D: TRAINING AND SKILLS
D17 Climate Change Awareness
£307 volunteer value achieved

Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Creating and Planting Rain Gardens / SuDS	10 volunteers, 1 staff	Mar / May 2017	3 days	Multiple sessions (3)	London Wildlife Trust	£566	Volunteers/residents learn how to install or plant, SuDS and rain gardens
SuDS Community Workshops	53 volunteers, 3 staff	May 2017	1 day & ½ day x5	Multiple sessions (6)	London Wildlife Trust		Volunteer/residents learn about the urban water cycle and how to install SuDS and rain gardens
SuDS Workshops and Walks	1 staff	Oct / Nov 2016	2 days	Multiple sessions (2)	Thames 21 / CIRIA	£0	Informal visits to SuDS examples in wider London context
SuDS Foundation Course	1 staff	Oct 2016	1 day	Course	CIRIA	£342	Foundation course giving background to urban SuDS, implementation and best practice
SuDS Foundation Course	10 staff	May 2018	1 day	Course	CIRIA	£2,500	Foundation course giving background to urban SuDS, implementation and best practice
Emergency First Aid	1 staff	Feb 2018	1 day	Course	British Red Cross	£173	Staff can respond to emergency first aid needs when working in the community
Paediatric First Aid	1 staff	Mar 2018	1 day	Course	British Red Cross	£126	Staff can respond to emergency first aid needs when working in schools
Staff Induction	1 staff	Feb 2018	1 day	Session	London Wildlife Trust	£600	LWT staff induct Wandle Trust staff in SuDS along the Wandle
SuDS Educational Film	Unknown	Post 2018	N/A	Information resource	London Wildlife Trust	£2,900	Educational film to inform the public about SuDS work along the Wandle and the Wandle Rain Gardens project
Sub Totals:	63 volunteers, 14 staff					£7,200	

D18 River Guardians				£11,400 volunteer value achieved			
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Event Supervision Training	5 volunteers	Apr 2015	½ day	Course	Thames 21	£120	Delivery of well-planned events and increased safety of participants
Leading A Waterway Clean-Up	5 volunteers	Apr 2015	½ day	Course	Thames 21		Volunteers able to work in river safely and supervise clean ups
Spotting, Monitoring and Reporting Pollution	1055 volunteers (not individuals)	Sep 2014 – Oct 2016	10 x ½ day events	Events	Wandle Trust	Staff time	Volunteers trained to recognise and report pollution. Improved connection between local community and the Environment Agency
River Clean-Up Supervision, Health and Safety	1055 volunteers (not individuals)	Sept 2014 – Oct 2016	As required	Multiple events	Wandle Trust	Staff time	Volunteers aware of health and safety and can work in river safely
River Safety Training and Outdoor First Aid (combined)	7 staff, 4 volunteers	Oct 2017	2 days	Course	Kernow Training	£5,100	Volunteers are safe when working in or near the river
First Aid at Work	1 staff, 2 volunteers	Sept / Oct 2017	3 days	Multiple courses (2)	St John's Ambulance	£550	Volunteers are appropriately first aid trained to work safely in remote locations
Sub Totals:	460 volunteers, 7 staff					£5,770	

Programme E (including Monitoring and Evaluation)						£1,657 volunteer value achieved	
Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
River Restoration Conference	2 staff	April 2017	2 days	Conference	River Restoration Centre	£567	Staff will gain better knowledge and understanding of river restoration techniques and best practice across the UK
Keeping Safe	3 staff	July 2015	½ day	Course	Wandsworth BC	In Kind	Enables staff to work confidently in a public park and manage any intrusions from the public
Plain English	2 staff	Sep 2014	½ day	Course	Wandsworth BC	In Kind	Ensures staff write reports and documents that are clear and easily understood
Staff Induction to WBC	3 staff	Mar 14	½ day	Session	Wandsworth BC	In Kind	Staff are fully briefed on WBC processes, departments and policies
Conflict Resolution Skills	2 staff	May 2014	½ day	Course	Wandsworth BC	In Kind	Enables staff to work confidently in a public space and manage any hostile encounters with the public
Time Management Skills	1 staff	Sept 14	1 day	Course	Wandsworth BC	In Kind	Ensure the smooth running of the programme and meet deadlines
HLF Legacy Planning and Evaluation Conference	3 staff	Mar 2017	1 day	Event	Dearne Valley LPS	£266	Team gain ideas for celebration planning, legacy planning and project evaluation
HLF Heart of Teesdale Final Celebration	1 staff	Sept 2016	2 days	Event	Heart of Teesdale LPS	£135	Team gained insight into LPS celebration and project ideas
HLF Belfast Hills Partnership Conference	3 staff	Mar 2018	1 ½ days	Event	Belfast Hills LPS	£560	Team shared learning and knowledge with other LPS's about Living Wandle legacy and evaluation planning / delivery
Excel Training for Monitoring and Evaluation	1 staff	July 2017	½ day	Course	Superhighways	£36	Staff trained in Excel database use for monitoring and evaluating projects effectively. Will provide cascade training to the other LW team members.
Developing Project Budgets for Funding Applications	2 staff	Nov 2017	½ day	Course	Merton Voluntary Services Centre	£80	Staff understand how to develop project budgets for writing successful bids/ funding applications
Creating Easy Infographics For Impact	1 staff	June 2017	½ day	Course	Superhighways	£30	Staff are trained in how to represent data and information in different, interesting ways
Making Short Films (Tiny Films Big Impact)	2 staff	July 2017	½ day	Course	Superhighways	£30	Staff learn how to produce professional engaging films
Digital Tools to Recruit and Manage Volunteers	2 staff	Jan 2015	½ day	Course	Superhighways	In Kind	Find ways to attract and engage with potential volunteers
Sub Totals:	5 staff					£1,700	

CROSS PROJECT TRAINING

Complementary Training

Requirement	Number trained	When	Length	Type	Delivered by	Cost	Outcome
PA1, PA6, PA6W, PA6Inj Application of Pesticides	2 volunteers, 9 staff	2015 (various dates)	3 ½ days	Course	Landscape Training	£6,816	Safe and effective use of chemicals for INNS control. Cross Partnership (National Trust, London Wildlife Trust, LW, Wandle Trust) and volunteers.
First Aid at Work	2 staff	Sept 2014 / Jan 2015	3 days (x2)	Course	St Johns Ambulance	£725	Cover for maintenance days, improved safety on site and at events
Water Safety Training	16 volunteers, 18 staff	April 2016	2 days	Course	Damian Hall Associates	£2648	Increased awareness of danger near water and rescue methods Across Partnership. Cascaded to volunteers
Website Training	3 staff	June 2016	1 day	Session	Big Kid	£300	Staff trained in technical use of the website and creating content
PA1, PA6, PA6W, PA6Inj, PA6 MC Application of Pesticides	5 volunteers, 4 staff	June 2017	5 days	Course	Landscape Training	£5,100	Extra volunteers and staff trained in safe use of chemicals to control INNS and help management of wandle reed-beds
Volunteer Thank You Event 2016	38 volunteers / staff	Jun 2016	½ day	Event	LW Team	£817	Thank you event for volunteers
Volunteer Thank You Event 2017	50 volunteers / staff	2017	½ day	Session	LW Team	Project budget	Thank you event for volunteers
<i>Sub Total Complementary</i>						£16,400	

Maintenance Training

Training Need	Number trained	When	Length	Type	Delivered by	Cost	Outcome
Reedbed Management Workshop	8 volunteers, 7 staff	July 2015	1 day	Course	LWT	£350	Wandle reed-beds and wetlands better managed in the long term
Legacy Planning Workshop 2016	8 volunteers, 23 staff	Oct 2016	1 day	Workshop	Partnership	£663	Stakeholders brought together to help legacy planning and achieve lasting benefits of LWLPS
Data Protection and GDPR	2 volunteers, 9 staff	March 2018	½ day	Workshop	Superhighways	£300	Partners understand the new GDPR laws coming into effect May 2018
Building Relationships with Business in your Volunteer Programmes	2 volunteers, 4 staff	March 2018	½ day	Workshop	Groundwork London	£145	Partners learn how to develop their offer of CSR volunteering within their projects

Communicating the Impact of Volunteer Programmes	2 volunteers, 6 staff	March 2018	½ day	Workshop	Groundwork London	£145	Partners learn best practice for monitoring and communicating impact of volunteer programmes
Exciting Writing for Interpretation	3 volunteers, 13 staff	March 2018	1 day	Workshop	Heritage Insider	£485	Partners enhance their skills for developing engaging and informative interpretation
Website Training	3 staff	Jan 2018	½ day	Session	Big Kid	£400	WVRPT staff are trained in technical use of the website and creating content
Equipment for Community Groups	N/A	Feb 2018	N/A	N/A	N/A	£1,030	High Path Community Association and Friends of Ravensbury Park have adequate equipment / PPE to continue maintenance work on the Wandle into the future
Equipment for WVRPT Volunteers	N/A	May 2018	N/A	N/A	Wandle Valley Regional Park Trust	£360	PPE to ensure volunteers and visitors are safe when out maintaining / visiting the Trail
Network Diagram	LWLP Steering Group	March 2018	¼ days	Session	LW Team	£500	Partners learn how the Wandle Valley network diagram was created / can be edited
Sundries						£510	Budget to support training course delivery e.g. venue hire / refreshments
<i>Sub Total Maintenance</i>						£4,870	
Sub Totals:						Approximately 83 volunteers, 38 staff (unique individuals)	£21,270

SUMMARY OF THE VOLUNTEER TRAINING PLAN

Original HLF Volunteer Target - 2013	834 volunteers		
Actual Volunteer Numbers Reached - 2018	1,950 volunteers (approximate - not unique individuals)	198 staff (approximate - not unique individuals)	97 teachers and 8,060 school children (approximate)



Living Wandle
Landscape Partnership

