


Section	Section Title
7.	<b>Training and Skills</b>

<i>Project</i>	<i>PA No.</i>
Working Woodlands in the Weald Forest Ridge	PA 02
Local Distinctiveness and Buildings Heritage	PA 41
Sustaining Farming and Landscape	PA 09
Young People’s Heritage Project	PA 60
Archaeological Training Placements	PA 45
Inspiring People, Improving Places	PA 03
Forest Schools Focus for the Weald Forest Ridge (in-part)	PA 06
Delivery Partner and Stakeholder Training	n/a

Training and Skills		PA 02
<b>Project Name</b>	<b>Value</b>	
Working Woodlands in the Weald Forest Ridge	£ 50,463	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	<p>To facilitate the growth of sustainable woodland management in the Weald Forest Ridge area by the transfer of woodland skills to contractors, commoners, volunteer workers and committed woodland owners alike.</p>	



### What Was Delivered?

Esus Forestry – Training (formerly Esus Forestry & Woodlands) is a woodland skills training provider; with a focus on SE England and a particular specialisation in the woodlands of the High Weald. Throughout the three delivery years from 2009 to 2011, they staged a wide range of woodland management, and wider coppice craft, skills training: to existing woodland workers in the private, public or voluntary sectors; potential entrants to the profession; and volunteers or interested amateurs. All courses offered were also open to non WFR–eligible attendees: who paid full course fees rather than the subsidised fees available to Scheme–eligible people. Eligibility was determined by whether attendees lived and/or worked in the Weald Forest Ridge.

The majority of training delivered (25 out of a total of 49 courses) was in NPTC–qualification chainsaw courses. Most of these were combined CS 30 and 31 courses – the introductory level to enable felling of trees up to 15” diameter – whilst others included CS 32 and 41. Three ITA–certified chainsaw courses were also delivered to trainees not requiring the more–formal NPTC assessments. Several chainsaw trainees were obtaining formal qualifications so that they could cut personal firewood supplies on Ashdown Forest, or in one case exercise their commoners’ rights. This “win, win” situation is also delivering increased woodland and heathland management on the Forest.

Two coppice harvesting efficiency courses were also delivered: a specialist, intensive, 5–day course to teach efficient extraction methods in coppice woodland: a major proponent of the WFR’s woodland matrix.

One notable development in the Working Woodlands project was the delivery of two “Coppice Weeks”. These were intensive blocks of multiple, coppice–craft training courses; delivered in a woodland camp–style setting adjacent to Ashdown Forest. Both pivoted around training courses in traditional, earthburn charcoal production, which was a focal point to the Week. Other courses, delivered by regional and national specialists, included making hazel hurdles, oak swill baskets, willow baskets and chestnut gate hurdles. Several courses were multiple–day,

### Key Outputs

- 49 different, woodland and coppice–related training courses staged.
- In total, 419 training days undertaken by 131 different trainees.
- 2 “Coppice Weeks” staged: intensive, multi–course training and skills sharing events.

*“The course exceeded my expectations and was delivered in an excellent manner.”*

*“The hurdle making skills I learnt will enable me to start making hazel hurdles from the coppice woodland I manage at Wakehurst Place, within the WFR area.”*

*“I’ve improved my chainsaw skills so that I can cut firewood for personal use on the Ashdown Forest. My new-found skills might also lead me to consider a career change from engineering.”*

Trainees attending Esus Forestry - Training courses



© Esus Forestry – Training

and participants often camped over; adding an important tier of networking to the training provision.

Other training delivered within the project included “on-demand” courses involving WFR Delivery Partners; such as PA1 and PA6 pesticide application training for RSPB Broadwater Warren staff and volunteers.

Promotion and marketing of the courses was undertaken largely by the Delivery Partner, combined with a mail-out by the WFR Scheme Management Team and a joint WFR training brochure designed, also, by the Scheme Management Team.



## What Does the Future Hold?

*“People who have been trained tend to work more safely and thoughtfully, which in the case of woodland skills and tree felling in particular, is very important – for both professionals and hobbyists. On Ashdown Forest, the subsidised training gave particularly valuable “leverage” to persuade commoners to get proper training before cutting on the Forest.*

*However, I am most proud of the way “Coppice Week” – conceived and launched within the WFR LPS – is now an annual fixture travelling around the southeast to a fresh venue each year. Thanks to the LPS, it now has a legacy life of its own!”*

Esus Forestry Training

All trainees who attended courses have obviously gained increased knowledge and skills, to enable them to help conserve and enhance the woodland heritage of the Weald Forest Ridge. Many hobbyist chainsaw trainees, in their evaluation, stated they were looking to use their qualifications to cut their own firewood supplies from local sites, with others considering a career change to the conservation/forestry/log supply sectors. If followed through, there will hence be significant outcomes for the Scheme.

As a specialist training provider, Esus Forestry – Training will continue to offer training to WFR residents and workers, as part of its training portfolio in the wider environs of Kent, Sussex and Surrey. Experience from the three years of the WFR LPS has enabled some courses to be refined and improved, leading to better quality training in the future.

The two Coppice Weeks staged were particularly successful – not just with the amount of training delivered, but importantly with the networking and skills-sharing engendered by the camp-based setting. Esus Forestry Training has already staged a Coppice Week in 2012, and plans to make it an annual event, ideally with greater public access. It was decided to hold the 2012 Week on the margins of the High Weald in Kent; hence enabling delivery of a wider project legacy.



### Partnerships

- ✓ Conservators of Ashdown Forest
- ✓ Roger Fitzwater (owner of training venue, Angley Wood)
- ✓ Great Dixter Charitable Trust
- ✓ National Trust (Wakehurst Place)
- ✓ Plumpton Agricultural College
- ✓ The Scout Association (Broadstone Warren site)
- ✓ Weald & Downland Open Air Museum
- ✓ WFR Historic Environment Awareness Project

*Match funding*: subsidised course fees.


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Training and Skills		PA 41
<b>Project Name</b>	<b>Value</b>	
Local Distinctiveness and Buildings Heritage	£ 14,418	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	To raise awareness of, and increase skills in, the local distinctiveness and building heritage of the Weald Forest Ridge.	



### What Was Delivered?

The Weald & Downland Open Air Museum is a training centre of excellence in the building conservation industry. Previously, however, its courses were not specifically targeted at the building heritage needs of the WFR area. Hence, specially designed courses of particular relevance to the WFR were developed and offered to a broad range of audiences within their overall training programme. Typical course attendees were architects, builders, craftspeople, conservation officers, engineers and homeowners – who either lived or worked in the Weald Forest Ridge.

Courses were delivered in a concentrated block in September / October of each year. Initially, just one day courses were offered, but some of these were expanded, and new subjects introduced, in 2010 and 2011, so that two- and three-day courses were also offered. These longer courses tended to contain more practical, hands-on content, which was appreciated by many attendees.

The total subject range of courses delivered was:

- An introduction to the conservation of weather-boarded & tile-hung buildings.
- An introduction to timber-framed buildings and their conservation.
- Conservation of ironwork.
- Repairs to historic brickwork.
- Practical scarf repairs.
- An introduction to timber repairs.

Evaluative feedback from all courses was overwhelmingly positive.

Promotion and marketing of the courses was undertaken largely by the Museum, combined with a mail-out by the WFR Scheme Management Team and a joint WFR training brochure designed, also, by the Scheme Management Team.

All courses offered were also open to non WFR-eligible attendees: who paid full course fees rather than the subsidised fees available to Scheme-eligible people. Given the economic recession throughout the Scheme's delivery period, this was a necessary approach to ensure economic viability of the courses – although the vast majority of courses still had a majority of WFR attendees.

### Key Outputs

- 13 training courses delivered, varying in length from 1 to 3 days.
- 60 trainees undertook a total of 80 training days.
- 10 different volunteers contributed 20 volunteering days.



All photos © Weald and Downland Open Air Museum

*"I was amazed at how much I learnt!"*

*"It was a very interesting and instructive course. I received much new information about traditional iron-working techniques and had good practical demonstrations."*

*"Everything I learnt was new and interesting. The Conservation of Ironwork course fully met my expectations and provided lots of information."*

*"The Practical Scarf Repairs course was a great insight. I learnt loads!"*

Trainees attending Weald & Downland Open Air Museum courses

**Course Booking Form**

**Payment details:**  
 I enclose a cheque for £ ..... or  
 I wish to pay £ ..... by credit or debit card  
 (\*please delete as appropriate)

If paying by card, please complete the following:

Cardholder name: .....

Type of card:  
 Visa / MasterCard / Switch/Maestro  
 Other (please state): .....

Card number: .....

Expiry date: .....

Start date (Switch/Maestro only) .....

Security number (last 3 digits on signature strip) .....

Signature: .....

Is the card's billing address the same as provided  
 overleaf? Yes / No (please delete as appropriate)

If no, please provide billing address below:  
 .....  
 .....

**Weald Forest Ridge LP Scheme**  
 Involving people with the unique heritage in one of  
 England's Finest Landscapes

The High Weald is a medieval landscape of rolling  
 hills, small irregular fields, abundant woods and  
 hedges, scattered farmsteads and sunken lanes.  
 The Weald Forest Ridge - running east to west  
 from Tonbridge to Hordham - is the highest ridge  
 of the High Weald, and is the focus for a three-  
 year Heritage Lottery-funded Landscape  
 Partnership (LP) Scheme. The Scheme is enabling  
 people to: reconnect with their local landscape;  
 more easily access and enjoy it; understand its  
 unique natural, cultural and built heritage; take  
 part in caring for it and leave a legacy for future  
 generations.

The Weald & Downland Open Air Museum is  
 delivering buildings heritage training within the  
 Weald Forest Ridge Scheme. Other courses  
 available as part of the Scheme include:

**Conservation of Ironwork**  
 Leader: Geoff Wallis  
 Friday 18 September 2009

**An introduction to timber-framed buildings  
 and their conservation**  
 Leaders: Richard Harris & Roger Champion  
 Thursday 24 September 2009

For more information on the Weald Forest Ridge  
 LP Scheme, please visit [www.highweald.org](http://www.highweald.org).

**WEALD & DOWNLAND OPEN AIR MUSEUM**  
**WEALD FOREST RIDGE**  
 Landscape Partnership

**An introduction to the  
 conservation of weather-boarded &  
 tile-hung buildings**

A day of lectures, tours and practical  
 demonstrations exploring the historical  
 background behind the prevalence of  
 weather-boarded, tile-hung houses in the area,  
 and methods for the conservation of these  
 historic features.

**Tutors**  
 Joe Thompson  
 Gwen Jones

**Venue**  
 Weald & Downland Open Air  
 Museum, Singleton, Chichester,  
 West Sussex

**Date**  
 Wednesday 23 September 2009

**Time**  
 9.30 am to 5 pm

**LOTTERY FUNDED**



## What Does the Future Hold?

All trainees who attended courses have obviously gained increased knowledge and skills, to enable them to help conserve and maintain the buildings' heritage of the Weald Forest Ridge. They are also on the mailing database of the Weald & Downland Open Air Museum, so will continue to receive future training course details, which they can attend, albeit on a non-subsidised basis.

*"The course was fabulous!"*

*"The Conservation of Ironwork course far exceeded my expectations."*

*The Introduction to Timber Repairs course was all extremely helpful, although the practical aspects of the course were top of my list."*

Trainees attending Weald & Downland Open Air Museum courses

The Museum has developed three years experience of delivering courses specifically tailored to the building heritage of the WFR and, in effect, the wider High Weald. It is hence able to continue to stage these courses - to upskill further people who live or work in the area - assuming there is sufficient demand.



All photos © Weald and Downland Open Air Museum

## Partnerships

✓ Esus Forestry Training

✓ Plumpton Agricultural College

*Match funding*: subsidised course fees, plus volunteers.


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Training and Skills		PA 09
<b>Project Name</b>	<b>Value</b>	
Sustaining Farming and Landscape	£ 8,998	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	<p>To assist landowners in the Weald Forest Ridge area with skills and knowledge to manage their land productively, using methods that protect the natural features and historic landscape, and to assist farm businesses to add value and market their products locally.</p>	



All images © Plumpton College

### What Was Delivered?

As with the Working Woodlands (PA02) and Local Distinctiveness (PA41) training and skills projects, the Sustaining Farming and Landscape project delivered subsidised training to eligible trainees: with eligibility determined by whether attendees lived and/or worked in the Weald Forest Ridge.

Project delivery was by a satellite site of Plumpton College – one of Sussex’s county agricultural colleges. This satellite centre specialises in educational and advisory work to promote sustainable food, farming and forestry in the region. Whilst originally founded in 2002, the centre moved location in 2010 to become known as the Plumpton College Centre for Sustainable Food, Farming and Forestry. This move roughly coincided with the delayed start of their WFR project delivery; following the untimely death of the centre founder in 2009. The emphasis of the delayed delivery did need to shift solely to a comprehensive range of training courses, but the project plan was still successfully met.

Training courses targeted the farming and food needs of the Weald Forest Ridge. In particular, there was a focus on meat preparation and processing – such as bacon and gammon making, sausage making, beef butchery, food smoking and poultry processing – which sought to add value to local farm gate products. Other courses delivered practical animal husbandry, such as lambing, and managing sheep, pigs and beef cattle.

Some land management courses were also delivered, including orchard management and improving pasture for better return. A particularly productive relationship was struck with a steam railway tourism attraction in the WFR. Whilst this directly resulted in the delivery of food safety and other training to the attraction, there were also additional, mutually beneficial outcomes.

Promotion and marketing of the courses was undertaken largely by the Delivery Partner, combined with a mail-out by the WFR Scheme Management Team and a joint WFR training brochure designed, also, by the Scheme Management Team.

### Key Outputs

- 29 different food and farming-related training courses staged.
- In total, 78.5 training days undertaken by 86 different trainees.

*“An excellent course, with good practical information as well as an understanding of the background theory.”*

*“A very valuable course, both in terms of meeting my work requirements and highlighting potential issues.”*

*“The objectives were very well fulfilled by the training.”*

*“The Food Smoking course was a good grounding for my new business start up.”*

Trainees attending Plumpton courses

The Weald Forest Ridge is the highest ridge of the High Weald AONB. Today 325,000 people live within the Ridge and its eight neighbouring towns.

### Professional Training Opportunities for Businesses, Landowners and Individuals

If you live or carry out work in the Weald Forest Ridge area of Sussex and Kent, you could benefit from subsidised training, provided through the Weald Forest Ridge Landscape Partnership Scheme.

Places are limited and available for a short time only.

The Weald Forest Ridge Landscape Partnership Scheme is a three year programme of activity, delivered by twenty different partners and co-ordinated by the High Weald AONB Unit. The Weald Forest Ridge Landscape Partnership Scheme aims to enable these groups to reconnect with their landscapes, mark newly access and enjoy the Ridge, understand it's unique natural, cultural and built heritage, take part in caring for it, and leave a legacy for future generations.

www.highweald.org



## What Does the Future Hold?

All trainees who attended courses have obviously gained increased knowledge and skills, which they will take forward in their professional capacities. The Plumpton College Centre will also continue to offer training to WFR workers and residents, as part of its portfolio in the wider area of Kent, Sussex and Surrey.

Many of the project's trainees were new entrants to agriculture or food-related business, or were considering a change in career. These trainees could not have received funding support through traditional RDPE funding, and would have been unlikely to undertake training. Hence, the WFR support could lead to successful business start-ups, whose entrepreneurs will then be able to access RDPE support in future.

*"The WFR funding has allowed us to offer our training courses to a much wider audience than just farmers. We have been able to help some of the new entrants to food and farming, that we could not offer help to under our existing funding and this has included the extended family of some micro businesses.*

Sarah Blackford, Centre Manager, Plumpton College Centre for Sustainable Food, Farming and Forestry

One important element developed during the project delivery, which the Centre, is the facilitation of networking and the physical connecting of businesses for potential mutual benefit. One example has been the steam railway tourism attraction contact. Plumpton College became involved with the Sussex Food Festival run at this attraction, and has already become an event sponsor.

A second connection and networking example is through training provided to a local ingredient supplier business based within the WFR. This supplier has been put in contact with meat processing businesses within the area, who make sausages, bacon and gammons. The supplier has developed a much greater understanding of the producers' needs, and can stock such things as natural sausage skins and brine without additives, as well as give informed advice.



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### Partnerships

- ✓ ESUS Forestry – Training
- ✓ Weald & Downland Open Air Museum

Training and Skills		PA 60
<b>Project Name</b>	<b>Value</b>	
Young People's Heritage Project	£ 23,115	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	To develop a dynamic range of heritage learning and engagement opportunities for young people in the Weald Forest Ridge area.	



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### What Was Delivered?

ESAMP has considerable experience of providing “hands-on” training, learning and general educational opportunities to a wide range of audiences. The 16–25 year age group, however, is one that they were particularly keen to find opportunities to work with and, especially with the target “NEETs” students (Not in Employment, Education or Training), one that rarely engages with more traditional heritage; in both the WFR and nationally.

Contacts were developed with two learning establishments working with NEETs, and programmes set with both of them using different site locations for day-long sessions of hands-on heritage activities: from flint arrow-head creation, through working with animal hides to building reconstruction buildings.

Delivery was by both ESAMP staff and volunteers: the volunteers especially helping to bridge some of the social issues associated with working with the young people. Relatively small group numbers enabled more intimate levels of working and high levels of engagement with young people who would often struggle to be engaged by less kinaesthetic methods of learning.

An issue recognised by ESAMP in the project’s development was the lack of a suitable educational-based centre in the WFR, to use as an outdoor teaching venue. Consequently, initial sessions were held at Bentley – close to the WFR’s target audience of Uckfield and a well-established centre with in-situ archaeological resources. However, linked to other ESAMP work in the WFR LPS (see PA’s 25 and 44), the Ashdown Forest Centre was very successfully developed for use in the Young People’s Heritage Project. Additionally, a second centre was developed close to the WFR boundary at Mayfield, in an innovative partnership with a private landowner.

Feedback from the two learning establishments was very positive. There was significant learning about heritage skills and the broader historical development of the WFR landscape – with the former important for developing the employment potential of some of the young people. The most notable outcome was the level of engagement achieved with many of the young people, who did not engage with more traditional learning methods within their organisations.

### Key Outputs

- 17 whole day activity sessions delivered on 5 different sites.
- 191 young people (16 – 25) attended the sessions, along with 155 adults.
- 14 skilled volunteers assisted delivery.

*“This was a fantastically engaging programme of traditional activities for young people to learn new skills and have new experiences. They all focused like we could never imagine before. Thank you, ESAMP!”*

Adventure Unlimited

*“One attendee particularly benefited from the session. He found the hands-on approach really brought the past alive. Very thought provoking.”*

Tutor, Sussex Downs College



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© ESAMP



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## What Does the Future Hold?

ESAMP staff and volunteers found working with NEET young people to be one of the most rewarding areas of its heritage teaching. Enabling the young people to produce a completed product fairly rapidly enabled them to remain focused, whilst having a diverse range of activities to choose from helped maximise the inclusiveness of the days. Once

*"The level and style of engagement that ESAMP provides always fulfils our young people, and overcomes their usual lack of focus or interest."*

Adventure Unlimited

*"The conversational aspect (of working outdoors in groups) is extremely healthy as so many of our learners lean heavily on modern technology for their communication, and face to face talking is not something a lot of them feel confident in doing. All of the practical, hands-on work encourages social interaction."*

Tutor, Sussex Downs College

focused on an activity, the young people responded well to discussions, which allowed the whole heritage landscape to be opened up. ESAMP's work within this project has contributed to most of the young people moving on to either further education or employment.

Consequently ESAMP is developing its new WFR partnerships further. The aim is to create a new initiative, funded under HLF Young Roots, which will include a significant design input to the project from the young people. Many of the successful activity themes from the WFR LPS work will be expanded upon in the new bid.

ESAMP remains in working contact with the Ashdown Forest Centre and will next be taking volunteers there in autumn 2012.

## Partnerships

- ✓ Adventure Unlimited
- ✓ Bentley Wildfowl and Motor Museum
- ✓ Conservators of Ashdown Forest
- ✓ East Sussex County Council
- ✓ JobcentrePlus Hastings
- ✓ Sussex Downs College

Match funding: ESAMP, plus volunteers.

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Training and Skills		PA 45
<b>Project Name</b>	<b>Value</b>	
Archaeological Training Placements	£ 19,772	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	<p>To provide structured training and development opportunities in the fields of heritage management and interpretation to selected participants, who will learn from their Weald Forest Ridge experience and move into employment within the heritage management and interpretation sector at the end of the training.</p>	



All photos © ESAMP

### What Was Delivered?

During the three year delivery period, a total of ten trainees undertook placements at five different locations. Trainee selection was based on whether they lived in the WFR area or surrounding target towns, or, in at least one instance, if they were to deliver their placement in the WFR area, hence delivering wider Scheme benefits.

Positions were offered on the principle of a nine-month placement. In reality, actual lengths varied based on the needs of trainees: from a minimum of two months for one trainee who went on to employment; through to just over one year for others who combined their placement with part-time employment, and used the placement to develop skills to enhance their employment and to increase their volunteering capabilities.

All trainees received a general induction from ESAMP, as well as specific training in a wide range of areas: identified on an individual needs basis through a targeted Learning and Development Plan. Individual training ranged from CV writing and interview techniques, through to specialisations such as storytelling, photography and oral history in museums; ABC of working with schools; and Photoshop training.

The ten trainees undertook the vocational elements of their placements in one of five different locations:

- One was based in the Historic Environment Team at East Sussex County Council; mainly undertaking Historic Environment Record work, but also getting closely involved with the WFR Historic Environment Awareness Project (see PA27).
- A total of six trainees were based in museums in either Horsham, Lewes or Brighton. At least four of these went on to some form of paid employment with their host museum or another Sussex/Kent-based museum.
- Three trainees worked within ESAMP's Archaeological Interpretation Unit. They hence gained considerable hands-on experience in heritage interpretation and education. They were also involved in delivery of ESAMP's three other WFR projects (see PA's 25, 44 and 60), gaining considerable broader knowledge of the WFR LPS.

Individual evaluations with trainees were particularly positive, with ESAMP universally praised for delivering excellent placements targeted to specific needs in a supportive environment where trainees were given real working responsibilities.

### Key Outputs

- 10 placements undertook hands-on training in 5 heritage establishments.
- In total, 410 weeks of training undertaken by 10 placements.
- At least 9 of 10 placements entered employment after training.
- 12 skilled and 10 unskilled volunteers assisted delivery.

*"I will continue to volunteer for ESAMP after my placement, as well as take my improved knowledge and skills back to my part-time work."*

Archaeological Training Placement

## Weald Forest Ridge

### WEALD FOREST RIDGE TRAINING PLACEMENTS

#### BACKGROUND TO THE WEALD FOREST RIDGE

The High Weald is a historic part of the Sussex and Kent countryside of rolling hills, small irregular fields, abundant woods and hedges, scattered farmsteads and sunken lanes. It has four medieval forests, heathy open spaces, the South East's only sandstone rock outcrops, historic parks and gardens, and ancient iron workings. ESAMP is a partner organisation in the Weald Forest Ridge Landscape Partnership Scheme (WFR) – supported by the Heritage Lottery Fund - which aims to enable people to connect with their local landscape, access and enjoy it, understand its unique heritage, and take part in caring for it.

#### TRAINING PLACEMENTS

The East Sussex Archaeology and Museums Partnership (ESAMP) is offering a number of traineeships under the WFR Scheme. Some of these will be based with the Archaeology and Interpretation Unit in Lewes and some in Local Museums. These placements will involve participants in year long traineeships which will provide them with skills in a range of areas including:

- Archaeological and historical research
- Landscape archaeology
- Public interpretation
- Archaeological education
- Practical craft skills
- Museum based skills



All photos © ESAMP

## What Does the Future Hold?

At least nine of the trainees have gained employment of some form after their placements. Most of the posts are in the heritage sector, with at least five working in a museum environment. The trainee placed with East Sussex CC has mostly undertaken freelance work subsequently, including as a heritage illustrator. He supplied illustrations to the WFR Historic Environment Awareness Project for some of the toolkit outputs (see PA27) and also supplied illustrations to ESAMP for other heritage projects. Another trainee works part-time in a school near Edenbridge, Kent.

A significant benefit to ESAMP of concentrated working in the WFR area is that it has enabled it to develop relationships and place trainees with new museums. These relationships will obviously continue after the Scheme conclusion. ESAMP now continues to offer placements for volunteers and trainees in a range of heritage settings, with funding through the Heritage Lottery Fund and Interreg. The structure of the placements builds on that developed under the WFR LPS.

*"ESAMP gave me opportunities for work experience and training that were very valuable to my development and portfolio."*

*"The quality of training and advice from ESAMP has been excellent, as has the overall quality of the programme."*

*"I have found ESAMP to be everything I wanted it to be, and more!"*

*"My placement provided excellent experience and I was doing work that was interesting, satisfying, and with real responsibility."*

Archaeological Training Placements

### Partnerships

- ✓ Anne of Cleves House Museum, Lewes
- ✓ Barbican House Museum, Lewes
- ✓ Brighton Toy Museum
- ✓ Historic Environment Team, East Sussex County Council
- ✓ Horsham Museum

*Match funding* : ESAMP, plus volunteers.


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Training and Skills		PA 03
<b>Project Name</b>	<b>Value</b>	
Inspiring People, Improving Places	£ 241,835	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	<p>To increase residents' understanding and practical involvement in the care of the Weald Forest Ridge.</p>	



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### What Was Delivered?

This project was based on the employment of a Community Project Officer (CPO), appointed in early 2009. The CPO's key remit was to develop and establish four conservation volunteering groups, with ancillary awareness raising and training.

Extensive networking and promotion undertaken in spring 2009 began to identify potential groups. This included liaising with Scheme Delivery Partners over their volunteering needs, and attending volunteering and engagement opportunities. To cater for initially interested people, a "roving" task group was initially established; who travelled mainly to Delivery Partner sites in the WFR.

Gradually, the four groups became established:

- From an initial contact through the West Sussex CC Rights of Way Team, the "Horsted Keynes Hackers" were engaged. The fledgling Hackers initially worked just on public footpath maintenance around their village, but gradually extended to broader construction and greenspace maintenance around the parish. Their membership reached 28 and they were the epitome of a dynamic, self-sustaining community group: with a newsletter, tool storage and varied task programme.
- In conjunction with the Woodland Trust and their emerging Friends', a group was established at Hargate Forest. Tasks focused on habitat enhancements and were also integrated with the site improvements undertaken as part of the WFR LPS (see PA59, Enhancing Publicly Accessible Sites).
- Building on the strong transition town movement locally, the Forest Row Conservation Society was established and soon rose to 25 members.
- Finally, a small group of volunteers was set up around Herontye Ponds, a community greenspace on the edge of East Grinstead.

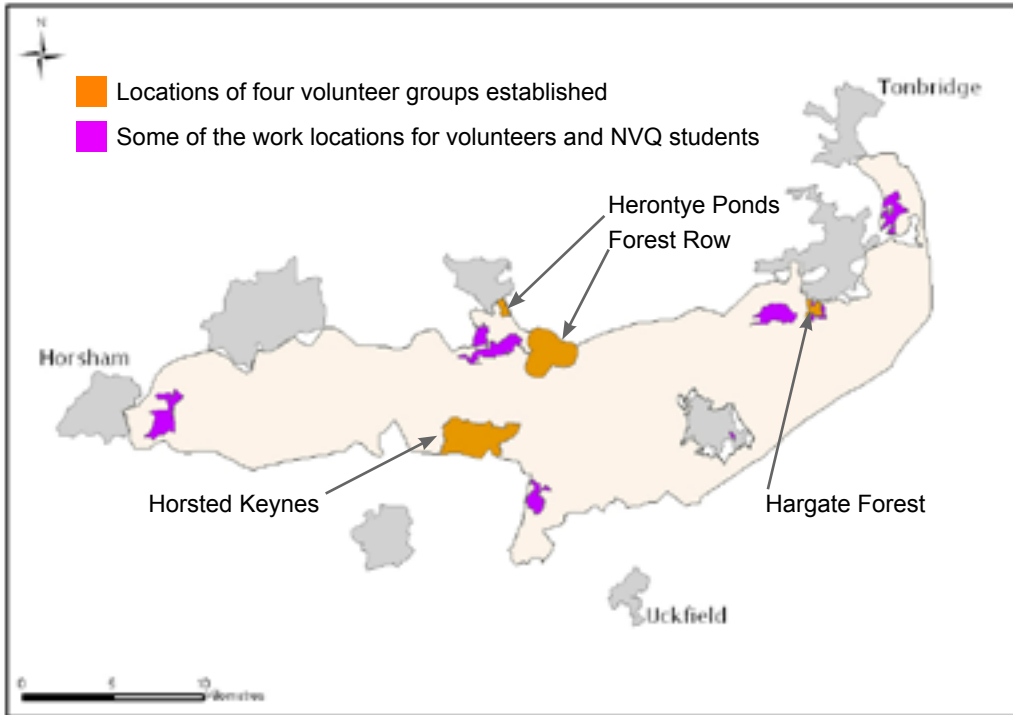
All four groups benefited from heritage awareness raising activities delivered by the CPO, such as guided walks and bat identification evenings. More formal skills training was also provided for volunteers, in such areas as coppicing, pond management and countryside furniture construction. A particularly constructive relationship was formed with the RSPB at Broadwater Warren and Tudeley Woods: with bridges and gates built from sweet chestnut taken from managed site coppice.

### Key Outputs

- 1 F/T Community Project Officer employed.
- 4 self-sustaining volunteer groups established.
- 120 volunteer tasks staged, contributing 620 volunteer days to the local environment.
- 36 training courses delivered, with a total of 170 training days received by 249 trainees.
- 16 awareness raising walks and talks given, with 290 attendees.
- 9 students from within the WFR catchment undertook NVQ training.
- 40 other NVQ students undertook practical site works / training in the WFR.

*"Giving people ownership of their local green space has been the biggest benefit of this project."*

BTCV Community Project Officer



Key to the four groups' long-term sustainability was the provision of training in areas like first aid, risk assessment and project leadership.

Additionally, NVQ Levels 1 and 2 placements were offered to WFR-eligible students in discreet programmes running through the project's delivery. WFR benefit was also derived from this NVQ training through vocational sessions being staged at various WFR woodland and heathland sites.

### What Does the Future Hold?

The sustainability and legacy of the Inspiring People, Improving Places project was embedded in the project at the time of the initial project design. The support, mentoring and training provided throughout the 2009 to 2011 delivery period ensured the four groups set up would emerge, at the end of the project, as fully fledged, self-sufficient conservation volunteering groups. Although each group may have followed very different development paths, this has been successfully achieved.

*"The BTCV role was very useful. Warren came on our tasks and helped with things that we couldn't do - he especially gave us equipment and training."*

Conservation  
Volunteer Group  
Leader

Furthermore, the heritage awareness raising undertaken in the project is also central to the long-term sustainability of the groups. To quote the BTCV CPO "... (part of) the legacy is that the volunteers understand the story of the landscape and their little pocket of the WFR that they are responsible for, whether it be footpaths or a woodland."



### Partnerships

- ✓ Ashplatts Wood Conservation Group
- ✓ Crowborough Town Council
- ✓ Emerson College
- ✓ Forestry Commission
- ✓ Forest Row Transition Town
- ✓ National Trust
- ✓ Plumpton Agricultural College
- ✓ RSPB
- ✓ Shovelstrode Forest Garden
- ✓ Tablehurst Organic Farm, Forest Row
- ✓ West Sussex County Council
- ✓ Woodland Trust

Match funding : Learning and Skills Council.

### Contact

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Training and Skills

PA 06

Project Name

Value

Forest Schools' Focus for the Weald Forest Ridge (in-part)

£16,400

Delivery Partner

Project Aim



To co-ordinate a Forest School training programme and develop a sustainable network of FS practitioners: both leaders and assistants.



### What Was Delivered?

As a specialised part of the wider Forest Schools project (see PA06, Learning in Schools), a co-ordinated Forest School (FS) training programme was delivered: to help develop a sustainable network of FS practitioners beyond the life of the WFR LPS. The training provider was Sussex Wildlife Trust, hence ensuring courses were delivered locally to the WFR. Courses offered were accredited through the Open College Network (OCN) and were either at FS3 – Leader, or FS2 – Assistant level. Subsidies of 50 or 100% of course fees were offered, respectively.

The majority of the 13 Level 3 trainees were either primary or secondary school teachers from the Crawley and Horsham areas. Four of the other trainees were independent people looking to deliver FS with schools or outdoor education organisations. In contrast, half of the 30 Level 2 Assistant trainees were independents – many of whom volunteered with the Forest School Co-ordinator subsequent to their training.

### What Does the Future Hold?

All trainees obviously gained increased knowledge and skills in the delivery of Forest Schools, to take forward beyond the LP timespan. The considerable majority of trainees went straight on to delivering FS in some way in the local area: either within schools or in the wider community (such as publicly accessible countryside sites or with beavers' groups). All trainees were also encouraged to join the Surrey and Sussex Forest Education Initiative (FEI) Cluster Group – a networking hub for FS practitioners. One in four trainees did join and, whilst the Group did exist before the WFR LPS, it ended the Scheme in a much stronger position that at the start.

### Key Outputs

- 13 FS Leaders and 30 FS Assistants trained, with 145 training days undertaken.
- 12 FS CPD/Taster Days attended by 159 professionals and volunteers.
- 6 work experience placements provided for secondary school students.

*"I loved the course and the whole Forest School ethic and cannot thank the trainers enough for an inspirational, magical four days."*

Forest School Level 3 Trainee

*"All the staff thoroughly enjoyed this hands on approach to learning"*

Nursery Teacher attending Taster Day



All photos © Gatwick Greenspace Partnership

### Partnerships

- ✓ Crawley Borough Council
- ✓ Sussex Wildlife Trust
- ✓ West Sussex County Council

*Match funding*: subsidised course fees, plus volunteers.



### Contact

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Training and Skills		n/a
<b>Project Name</b>	<b>Value</b>	
Delivery Partner and Stakeholder Training	Approx. £2,250	
<b>Delivery Partner</b>	<b>Project Aim</b>	
	To facilitate skills sharing amongst the Partnership to ensure that the Scheme delivers high quality projects.	



### What Was Delivered?

With the Delivery Partner approach used for project delivery within the Weald Forest Ridge LPS, the Scheme Management Team had a very important role to ensure consistent, high-quality project work was delivered. At the Stage 2 Development Phase, it was decided that this objective would be met, in part, through the provision of training opportunities for partners, combined with the sharing of best practice.

Consequently, three one-day courses were held for partners, and offered to wider Scheme stakeholders as well. They were delivered by specialist trainers:

- Given the importance of ancient woodland in the Scheme area, and the relatively poor understanding of its archaeological heritage, a site-based Woodland Archaeology day was held, looking at features from the late medieval to the modern.
- Interpretation – through boards, leaflets and other approaches – was a key component of many Delivery Projects. Two separate courses were hence held: one an introduction to interpretation and the second a more specific course on interpretive writing.

Annual Partnership Forums were a key element of Scheme Management within the LPS (see Section 8). Building on work undertaken in the Development Phase, these Forums, in part, delivered informal training: through workshops, discussion groups and site visits. Subjects ranged from monitoring and evaluation best practice, through to specifics such as LiDAR analysis in woodlands and interpretation using drama.



© Richard Clarke, CEPAR



### Key Outputs

- 3 1-day training courses delivered to 42 attendees.
- Several workshop sessions delivering informal training given at 3 annual Partnership Forums.

*"I just want to thank you for organising such a super woodland archaeology training day. I'm now seeing all sorts of features I'd previously been oblivious to!"*

Attendee at Woodland Archaeology training day

### Partnerships

- ✓ Numerous Delivery Partners

*Match funding:*

(funded through WFR Scheme Management Programme).

### What Does the Future Hold?

All people who attended courses and/or Partnership Forums have obviously gained increased knowledge and skills, which they have taken back to their respective workplaces. As importantly, the partnership approach enabled cross-organisation sharing of good practice and encouraged future networking. This is a Scheme legacy that will be difficult to measure, but without doubt will exist.

