

Meeting

Barnet CHILDREN'S PARTNERSHIP BOARD

Date and time

Thursday 13TH JULY, 2023

At 4.30 PM

Venue

Virtual MEETING - ONLINE

To: Members of Barnet CHILDREN'S PARTNERSHIP BOARD (quorum 3)

Chair: Chris Munday

Pauline Coakley Webb

B Thomas

L Robinson

C McCarthy

R Morris

M Miah

E Burton-Lee

J Baines-Holmes

G Bradley

N Marlow

J Matthewson

J Kelly

T Howarth

C Spybey

E Waters

M Serrao

C Posen

L Longworth

E Rosen

S Sands

Substitute Members

S Olusanya

J Osbourne

D Bezalel

N Taylor

C Collier

V Wicks

In line with the Constitution's Public Participation and Engagement Rules, requests to submit public questions or comments must be submitted by 10AM on the third working day before the date of the committee meeting. Therefore, the deadline for this meeting is Monday 10 July 2023 at 10AM. Requests must be submitted to Emma.Powley@Barnet.gov.uk Scarlett.Ryan@Barnet.gov.uk

You are requested to attend the above meeting for which an agenda is attached.

Andrew Charlwood – Head of Governance

Governance Service contact: Emma.Powley@Barnet.gov.uk Scarlett.Ryan@Barnet.gov.uk

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Barnet Children's Partnership Board

MINUTES OF MEETING HELD ON 27 April 2023 AT Virtual meeting - Online

AGENDA ITEM 2

PRESENT:

Cllr Pauline Coakley Webb	Chair of Children, Education & Safeguarding Committee
Chris Munday (Chair)	Executive Director for Children's Services
Ben Thomas	Assistant Director Education, Strategy and Partnerships
Collette McCarthy	Assistant Director Commissioning
Rebecca Morris	Participation Officer
Neil Marlow	Director of School Improvement and Traded Services (BELS)
Janet Matthewson	Chief Executive Officer, Young Barnet Foundation
Joanne Kelly	Community PRU Headteacher
Emma Waters	Public Health Consultant
Liz Longworth (Co-Optee)	Head of Northside School
Sarah Sands (Co-Optee)	Garden Suburb Infants

APOLOGIES: L Robinson (Commissioning Strategy & Policy Advisor)
Youth Ambassadors x 2

1. WELCOME

The Chair welcomed everyone to the meeting.

2. MINUTES OF PREVIOUS MEETING

RESOLVED that the minutes of the meeting held on 2nd March 2023 be agreed as a correct record.

3. ABSENCE OF MEMBERS

Apologies for absence were received from Lee Robinson and both Youth Ambassadors due to exams.

4. MY SAY MATTERS

The Chair welcomed the member of Youth Parliament to the meeting and thanked them for their attendance. Liz Shaw -Practice Standards Manager -Children's Services offered her congratulations to the young person present and their peers having been received an 'Outstanding Service to the Community as a Young Citizen of Barnet' for their contributions, promotion and creation of 'My Say Matters'. The young person updated the Board and explained that concern remained about levels of knife crime and the impact that this had on young people's safety and noted that some progress had been made as the Police had proposed a School Officer. A meeting was due to be held between the Head teacher and the Police School Officer but this had been delayed due to strike action of teachers.

The Chair thanked the young person for attending and congratulated them on their civic award.

5. ADOLESCENTS AT RISK

Chris Kelly - Partnerships and Engagement Lead - Children's Services, gave the Board a verbal update on Adolescents at risk. It was noted that the current Adolescents at Risk Strategy ran from 2020-2022 and an updated version was currently being updated and revised, prior to it going out for consultation. It was reported that there had been collaborative working on the strategy with the inclusion of children and young people and also the voluntary and community sector to gain a better understanding of community and to build and maintain strong links. A number of key areas from the last strategy would be brought forward and included in the updated version as there would be a continuation of building on the current coherent approach regarding early help. The Board discussed the importance and significance of early intervention and early help which would include working with social workers and schools whilst targeting hot-spots and identifying exploiters.

6. AUTISM, RACE AND CULTURE

This item was deferred to the next meeting of Barnet Children's Partnership Board.

7. EDUCATION STANDARDS REPORT

Neil Marlow - Chief Executive and Director of Education and Learning gave an update to the Board and reported the statistics for attendance were positive and that Barnet was currently in the top 20% for Local Authorities. Early Years provision remained strong, and data was being studied to ensure any weaknesses could be identified or improvements made.

The Phonics method of teaching had been introduced across all schools in Barnet; there had been some hesitancy nationally, but Barnet schools had implemented it straight away and embedded it into their systems.

At Key Stage (KS) 1 level it was reported that Barnet were above the national average, with writing continuing to improve as focus had been placed on this and efforts were being made to improve writing abilities. SEN schools were doing well at KS2 although there were some ethnic groups doing well, there were other ethnic groups underperforming and continued support would be needed to achieve improvements. Progress 8 was reported as being 7th best in the Country in Barnet although it was noted that prior to covid Barnet was 2nd.

The Board discussed the availability of data for parents/guardians who chose to opt for home-schooling for their children and it was agreed that Lauren Jefferson- Education Welfare Officer and Helen Morrison - Learning Network Inspector be invited to a future meeting to update colleagues on available information on home-schooling, including for looked after children.

8. STABLE HOMES - BUILT ON LOVE

The Chair introduced the report and explained that the strategy set out a vision to rebalance children's social care away from costly crisis intervention to more meaningful and effective early support. The main actions would address urgent issues facing children and families, set national direction for change and lay the foundations for whole system reform; the reform would be carried out in phases over the next 2 year and there would be investment of £200 million.

It was explained that the Families First for Children Pathfinder would see £45 million invested in it to test key elements of Family Help, child protection and kinship reforms in up to 12 areas.

It was explained that there were 6 pillars of reform:

Pillar 1: Family Help provides the right support at the right time so that children can thrive with their families.

Pillar 2: A decisive multi- agency child protection system

Pillar 3: Unlocking the potential of family networks.

Pillar 4: Putting love, relationships and a stable home at the heart of being a child in care

Pillar 5: A valued, supported and highly skilled social worker for every child who needs one.

Pillar 6: A system that continuously learns and improves and makes better use of evidence and data.

It was noted that Barnet had very few high-cost placements and work was underway in collaboration with other local authorities who had high costs placements. Barnet had relatively few children in care compared to other local authorities and it was emphasised that very few children were taken away from their homes.

9. SEND & ALTERNATIVE PROVISION ACTION PLAN

Karen Flanagan, Director SEND and Inclusion updated the Board which informed the board members that the Children and Families Act1 (CFA) was enacted in 2014. Part 3 of the Act relates to children and young people in England with Special Educational Need and/or Disabilities (SEND). It was explained that the aims of the reforms were for children's needs to be identified earlier; families to be more involved in decisions affecting them; education, health and social care services to be better integrated; and support to remain in place up to the age of 25 where appropriate.

Since then, there has been much criticism about the system from families, Councils, and wider professionals. This has included the National Audit Office report into SEND 2019 and the Inquiry by the House of Commons Select Committee. It was noted that the proposal for Education and Health Care Plan's to be more digitalised resulted in those on

the lower incomes with the fewer opportunities to access smart tech and actually get the necessary information.

It was explained that it would be positive for the Action Plan to be developed in conjunction with Partners. The current biggest implication was capacity and there would be a requirement for data analysts to be employed as the data required to inform and co-produce the local area Needs Assessment, SEF and LIP and to be ready for the Area SEND Inspection would be significant. A dedicated data analyst would be needed to set up the systems needed to collect, cleanse, report and analyse the data needed and to determine the longer-term data resources to support this ongoing work. This will need to be supported by a data support worker. The Chair commented that whilst additional funding would be available in some areas of Children's services, there was a desire for this to be spend on the needs of children rather than the provision of administrators.

A detailed action plan, including timescales and accountability would need to be drafted, discussed and agreed at the next SEND and AP Strategic Board meeting on the 13 June 2023 and brought to a future Children's Partnership Board.

10. FORWARD WORK PROGRAMME

The Board were invited to send suggestions for inclusion in the Work Programme at any time to the Chair.

The Forward Work Programme was noted.

11. LIST OF ABBREVIATIONS

The list of abbreviations was noted.

12. ANY OTHER BUSINESS

Ben Thomas, Assistant Director of Family Services updated the Board and commented that the Draft Children and Young people's plan had been circulated to the Board. It was explained that it had been designed in collaboration with children and young people and would be going out for public consultation week commencing 1 May 2023 for a 6-week period.

The meeting finished at Time Not Specified

Acronym	Long title	Description
AVA		
BACE	Barnet Active, Creative Engaging	The council have worked with the Young Barnet Foundation to provide the Barnet Active, Creative Engaging (BACE) holidaying scheme which is DfE funded for all free school meal children and vulnerable children to access fun activities with a hot meal, activities include learning about healthy eating and exercise.
BCU	Borough Command Unit (Check)	Policing
BEA	Barnet Equalities Allies	
BECC	Borough Emergency Control Centre	
BEHMHT	Barnet Enfield and Haringey Mental Health Trust	
BELS	Barnet Education & Learning Service	Barnet Education & Learning Service (BELS) is a local authority controlled company which is responsible for providing the Council's Education & Skills service to Barnet schools.
BING	Barnet Inclusive Next Generation	Barnet Inclusive Next Generation (formerly Barnet Development Team Youth) is our SEND Youth Voice Forum.
BOOST	Burnt Oak Opportunity Support Team	Multiagency team with staff from Jobcentre Plus, Barnet Homes, Councils Benefit Service, Education and Skills Team. We are an employment, benefit advice, skills and wellbeing project helping Barnet residents.
BPSI	Barnet Partnership for School Improvement	BPSI is a school improvement traded service to pool funding for training, consultancy and support.
BSPP	Barnet Suicide Prevention Partnership	
BYOD	Bring Your Own Device	Use of personal devices for limited business use.
CAMHS	Children and Adolescent Mental Health Services	
CAW	Case Assistant Worker	Used in a health and wellbeing context.
CDOP	Child Death Overview Panels	Used in a health and wellbeing context.
CEAM	Child exploitation and missing tool	Used in a health and wellbeing context.
CESC	Children, Education & Safeguarding Committee	Barnet Committee
CETR	Care, Education and Treatment Reviews	Used in a health and wellbeing context.
CIL	Community Infrastructure Levy	Planning obligation to raise funds for local infrastructure. Also see S106
CSC		
CWFS	Covid Winter Fund Scheme	
CWP	Children's Wellbeing Practitioners	Used in a health and wellbeing context.
CYP	Children & Young People	
CYPP	Children & Young People's Plan	
DCT	Disabled Children's Team	Used in a health and wellbeing context.
DPR	Delegated Powers Report	Report on a decision made at Officer level.
EHCPs	Education, Health and Care Plans	Used for children with specific needs.
FPC	Financial Performance and Contracts Committee	Barnet Committee

Acronym	Long title	Description
HEP	Health Education Partnership	
HEYL	Healthy Early Years London award programme	Healthy Early Years London (HEYL) is an awards scheme funded by the Mayor of London which supports and recognises achievements in child health, wellbeing and development in early years settings.
HOSC	Health Overview & Scrutiny Committee	(Pronounced Hosk)
HSL	Healthy Schools London award programme	Taking part in Healthy Schools London (HSL), and working successfully through the tiered awards, will enable schools to directly support the health and wellbeing of their pupils and staff.
ICP	(Borough Based) Integrated Care Partnerships	Health reference to joined up services.
ICS	Integrated Care System	Health reference to joined up services delivered by an ICP.
IRIS	Identification and Referral to Improve Safety	
MARAC	Multi Agency Risk Assessment Conference	
MASH	Multi-Agency Safeguarding Hub	
MHFA	Mental Health First Aiders	
MHST	Mental Health Support Teams	
MOPAC	Mayors Office for Policing and Crime	
NCIL	Neighbourhood Community Infrastructure Levy	Planning obligation to raise funds for local infrastructure. Also see S106
NEET	Not in Education, Employment and Training	
NRPF	No Recourse to Public Funds	Asylum/refuge status
P&R	Policy & Resources Committee	Barnet Committee
PRU	Pupil Referral Unit	Specialist educational support unit supporting schools with pupils with additional needs.
PVIs		
RON	Risk of NEET	Educational at risk group.
RRR	Recovery, Reset and Renaissance Project	Recovery, Reset and Renaissance (RRR) Project - part of schools related COVID-19 recovery.
S106	Section 106	Legal agreement for planning obligations in a local area (also see CIL)
SARG	Safeguarding Adolescents at Risk Group	Used in a health and wellbeing context.
SCAN	Service for children and adolescents with neurodevelopmental difficulties	Used in a health and wellbeing context.
SEF	Self-Evaluation	"The Local Area Special Educational Needs and Disabilities (SEND inspection and Self-Evaluation (SEF))" Educational reference.
SEMH	Social, Emotional and Mental Health	Education related.
SENCO	Special Educational Needs Coordinator	Used in a health and wellbeing context.
SEND	Special Educational Needs & Disability	School and educational terms for those with additional support requirements
SEND	Special Educational Needs and Therapy	Used in a health and wellbeing context.
SFSC		
SMI		Health reference
STP	Sustainability and Transformation Plan	Health reference

Acronym	Long title	Description
UASC	Unaccompanied Asylum-Seeking Children and Young People	
UASC	Unaccompanied Asylum-Seeking Children and Young People	Used in a health and wellbeing context.
VARP	Vulnerable Adolescents at Risk Panel	Used in a health and wellbeing context.
VAWG	Violence Against Women and Girls	Used in a health and wellbeing context.
YOT	Youth Offending Team	Used in a health and wellbeing context.

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Barnet Children's Partnership Board Report

Title: State of Barnet Voluntary Sector Report

AGENDA ITEM 6

Meeting Date: 13th July 2023

Author:

Service/ Dept.:

Report to be Presented By: Janet Matthewson

Introduction

We are delighted to present Young Barnet Foundation's (YBF) State of the children and young people's (CYP) Sector Report. YBF is the lead within the Barnet Together Alliance for groups working with children/young people and families (CYP/F).

Barnet Together is a partnership established in 2018 between YBF, Volunteering Barnet, and Inclusion Barnet. Barnet Together offers free capacity building-support service for the borough's Voluntary, Community, Faith, and Social Enterprise (VCFSE) sector. It supports local VCFSEs with funding, training, resources, and advice, and offers a platform for stronger sector representation, voice, and connection. Working together in this way is essential in being able to offer a wide range of support for the VCFSE across Barnet. Our wider partnership is the Barnet Together Alliance, recognising our partnership with the Local Authority.

Some Basic Barnet Facts

Barnet is an outer London Borough and has close regional relationships with neighboring boroughs through the **North Central Sub-Regional resilience forum** as well as being part of the **North Central London Integrated Care System**.

Barnet is the largest borough in London with a rising elderly population and an increasingly diverse population, with a higher-than-average life expectancy for both London and England.

Barnet, though a relatively affluent borough, has pockets of significant deprivation in Colindale, Burnt Oak, Child's Hill, and West Hendon.

The [Barnet Voluntary Sector Manifesto](#) (2020) suggests a thriving and impactful sector in terms of social capital, return on investment and contribution to the local economy.

From a YBF perspective, knowing and understanding our members/the sector not only allows us to meet its development needs but also allows us, as a partnership, to help support the sector to deliver for our CYP/F and the borough. Understanding the sector is also important as we are called upon to represent and advocate for the CYP sector strategically, which we can do fairly, giving valuable insight into the work of the sector.

Understanding the needs of the sector, against the backdrop of the needs of our CYP/F is crucial to achieving our overarching goal of creating a safer, fairer, stronger, more connected Borough.

1. Summary

As a membership organisation, YBF, takes the helicopter view of the borough, the needs of CYP/F and the development needs of the sector, allowing us, and the wider partnership, to fully understand the needs which helps to shape the support and funding that is needed to meet those needs. Collecting data on the CYP/F sector has been a journey for us but it was a crucial to help partners really understand the sector and its reach, there is always more to do. Home, School and Community all have important ingredients to help a child become tomorrow's successful adult.

The 2022, (collected January 2023) state of the CYP/F sector report draws on data from over 200 organisations in the VCFSE sector in Barnet working with CYP/F.

The CYP/F sector landscape changes year on year, impacted by external and internal factors, so we conduct a member renewal process every year. This process captures important information about individual members and gives us an overview of the CYP/F sector as a whole. The results can be standalone but also feed into the Barnet Together State of the Sector report, looking at organisations operating from cradle to grave.

YBF – Membership Renewal Data – (Membership Data) Collected in quarter one of 2023 – 2022 Memberships.

- As you will see from the report and accompanying presentation (Appendix A), it gives the partners a deeper snapshot into the sector, and highlights the contribution/reach of the sector, together with the challenges. Thus, we, as the Barnet Together Alliance, can be proactive with overarching/strategic support.
- The data we collect contributes to a better understanding of the sector, resulting in better cross-sector partnership working. Through strong partnerships, we can attract the funding needed to sustain delivery. Together we can BE the difference in the lives of our children and young people.
- As the largest borough in London, one would expect that there would be a thriving and diverse VCFSE in it, and this is very much borne out in the profile of the YBF members contributing to the renewal, with 67% of organisations reporting growth. However, it's not all good news as 32% say they are surviving with 1% declining.
- Funding remains a perennial concern for all VCFSE organisations, and it is no surprise that it features as a matter of great importance and where the need for support is most desired. However, we do see that staff well-being features almost as prominently. This demonstrates the very real need for VCFSE staff and volunteers to have the support they need to deliver crucial support service to the community.

- When it comes to funding, the data shows there to be a particular reliance on local funding including YBF's Space2Grow CYP Fund, closely followed by Local Authority and National Lottery funding, and then the Barnet Community Fund (operated by YBF on behalf of the BTA). Whilst all this funding is welcome there is perhaps room for a more diverse funding landscape to sustain the sector. There is also an opportunity to grow local giving to S2G and the BCF.
- The end of COVID-specific funding is still having an impact on organisations and the ongoing cost-of-living crisis is impacting the sector's ongoing sustainability.
- Funders are reporting rising applications, leading to increasingly difficult decisions. (We are a member of London Funders.)
- VCFSE members focusing on CYP/F consider mental health, the cost-of-living crisis, and the impact of COVID on CYP/F to be the most pressing concerns for their cohort. This demonstrates that the sector comes into close contact with the some of those most in need of support and this should be particularly recognised.
- Encouragingly, the survey and YBF delivery data shows that grassroots collaboration is alive and well and that partnership is key to VCFSE delivery.

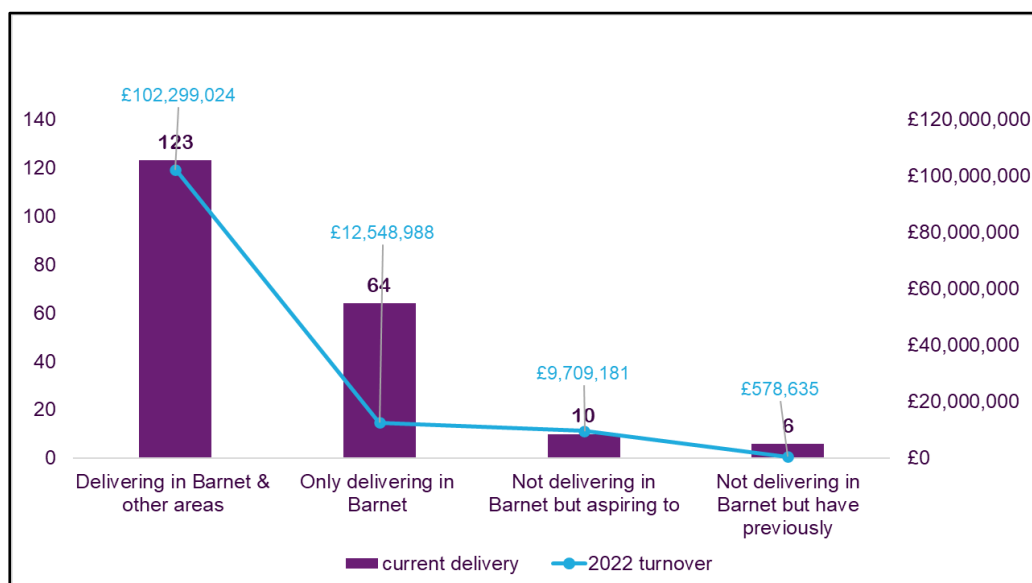
The accompanying presentation (Appendix A) contains all the recent data on our membership, (including those who were part of our member renewal process).

Some key points include:

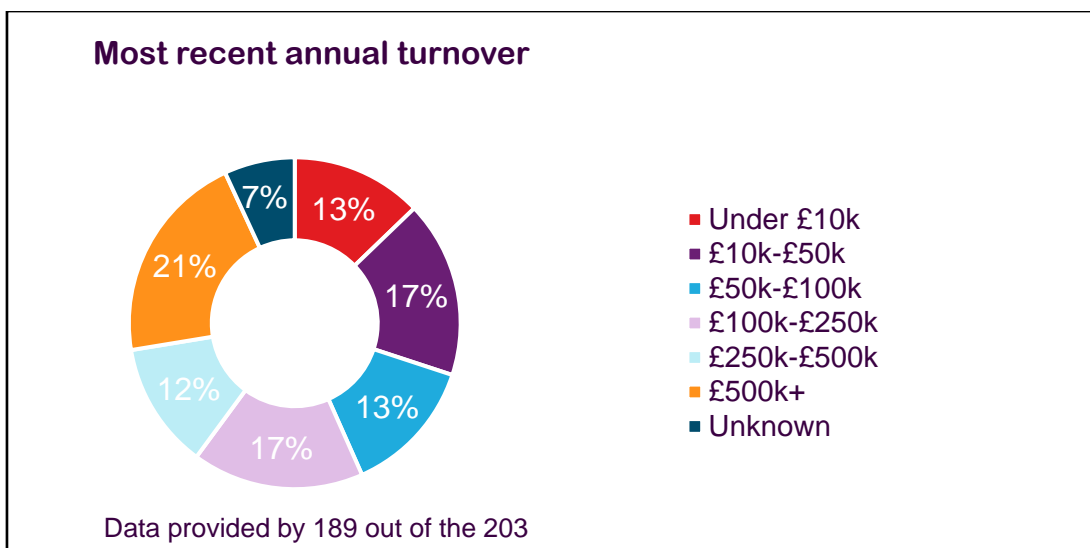
Organisational overview

The economic and social benefit of the CYP Sector to the London Borough of Barnet.

As of 27th June, YBF has 203 VCFSE members, 32% of which are only delivering services in Barnet (64). Using turnover data from these members, we can equate that in 2022 it brought £12,548,988 investment in the borough (2022-member turnover)



Taken from the 2023 YBF Member Renewal Survey



Taken from the 2023 YBF Member Renewal Survey

It is worth noting the income of the majority of members puts them into the small/micro charity category, indeed any charity with a turnover of under £1million is deemed a small charity.

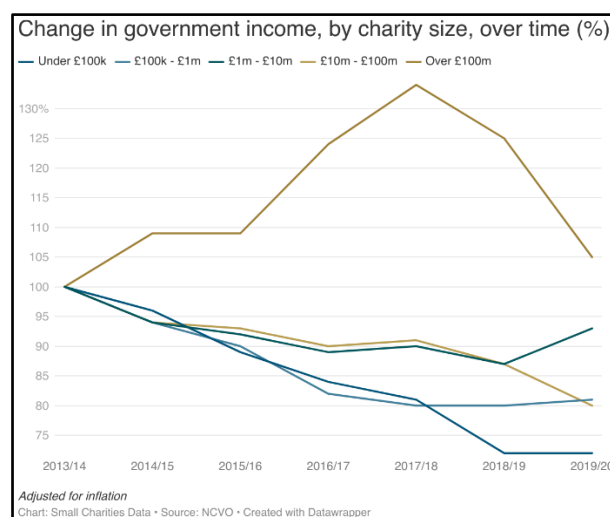
Growing – surviving - declining

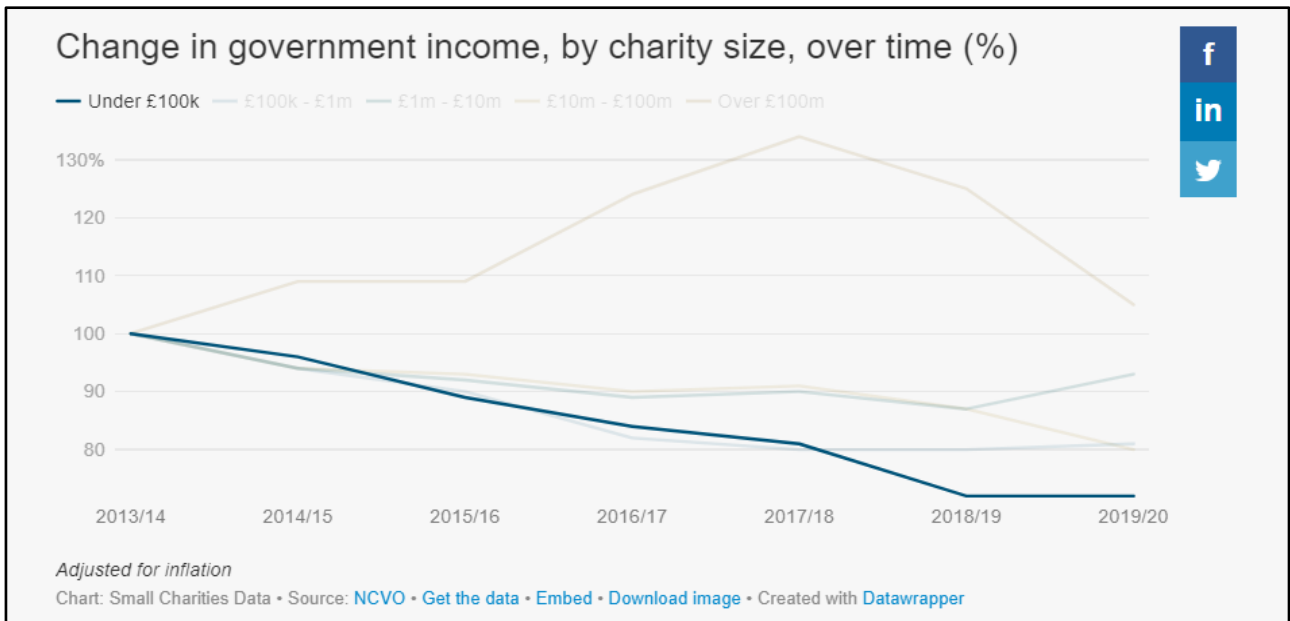
68% of members cite their organisational health as growing (137), 31% surviving (62) and 1% declining (2). Despite this, funding support, access to small grant pots and capacity building are currently the top 3 priorities. Which in turn stretches the services we provide even further.

Funding the sector – not just a Barnet issue.

How has government funding changed by the size of the charity over time?

- Over the past five years, income from the government has significantly declined for all charities, other than the very largest.
- The largest charities (over £100m) have seen a decrease in government income since 2017/2018.
- Overall, government income for all small charities has dropped by 20%.
- Charities with an income of under £100k have seen the greatest decline in their income from government, receiving nearly a third less than they did in 2013/14.





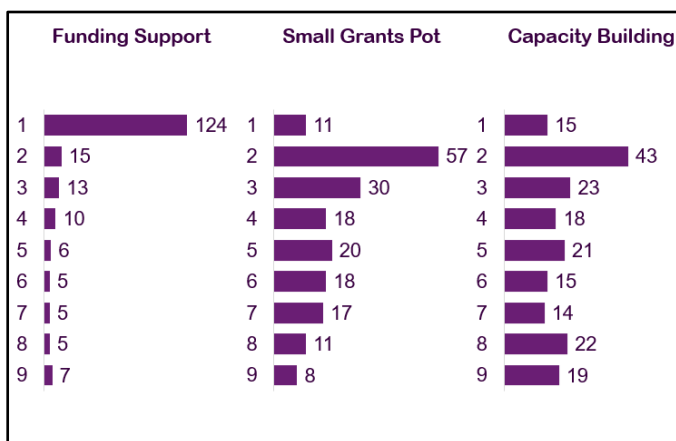
97% of charities are small, with an income of less than £1m. Yet this huge number of charities receive less than 20% of the total sector’s income.

[Government Funding to Small Charities](#)

[Championing Small Charities](#)

Sector Needs

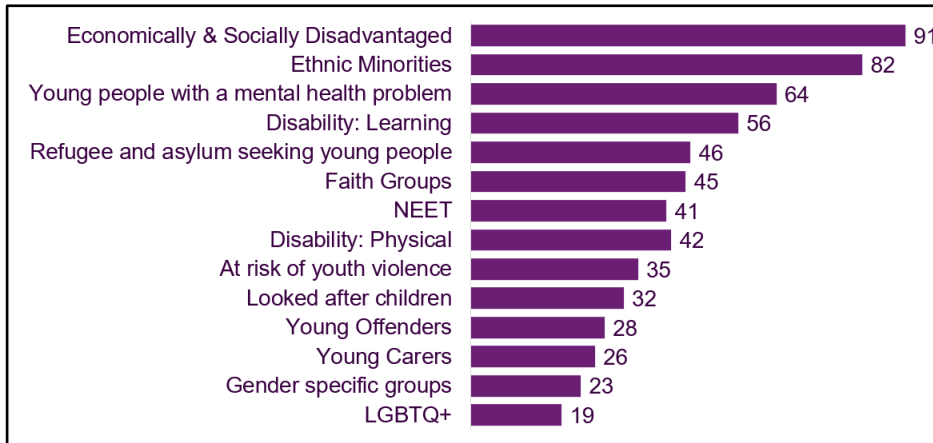
The following responses is no surprise, set against the backdrop of the Covid-19 pandemic, cost of living crisis, growing demand, lack of affordable community space, the sector is feeling quite bruised, (Top 3 reported below), with members also reporting back that the strain on their wellbeing and that of their staff is unsustainable – see Challenges below.



The [Value of Small](#) showed that small and local charities are distinctive in what they do, how they do it and where they do it. Importantly, this enables small charities to deliver high levels of value – to individuals, the economy and communities. Further reading [Expect yet undervalued and on the frontline](#)

Taken from the 2023 YBF Member Renewal Survey

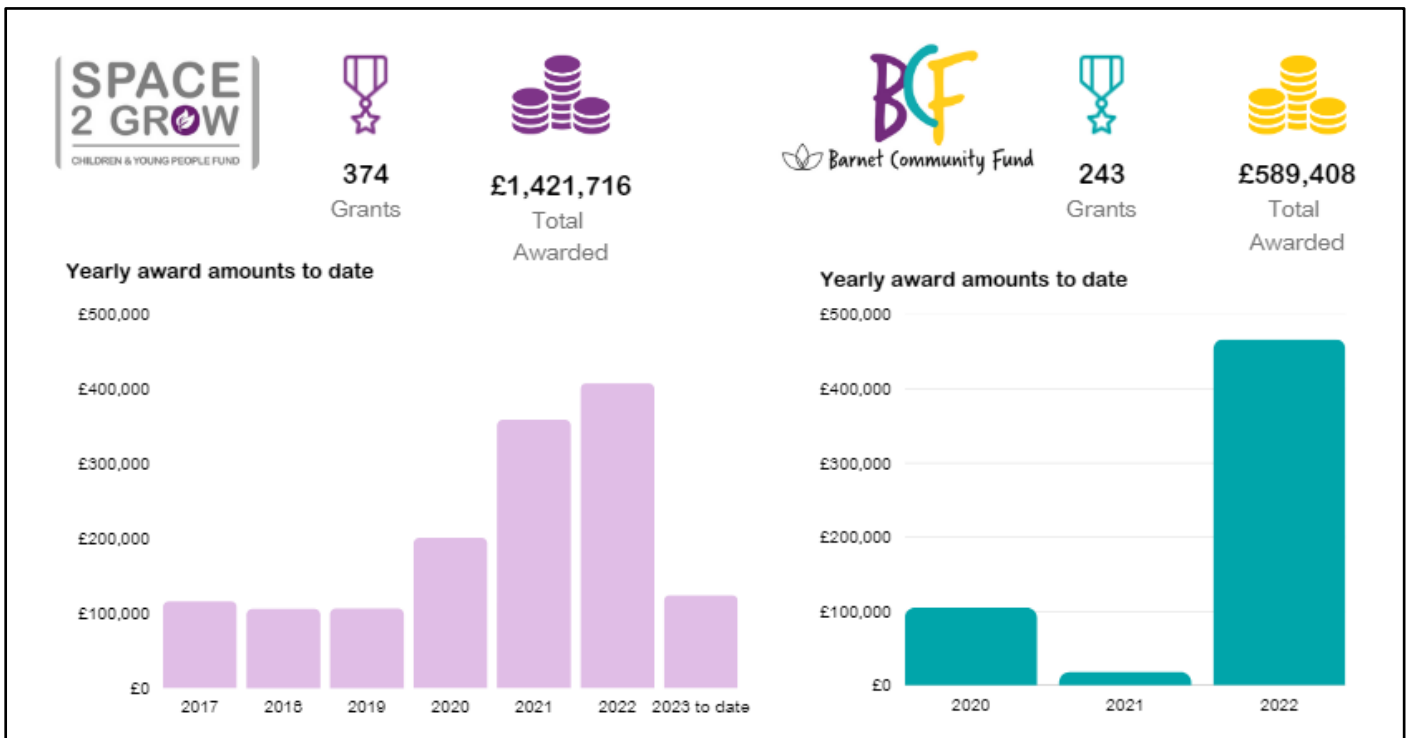
Members continue to support diverse communities (see below), with the top 2 groups being: economically and socially disadvantaged groups and ethnic minorities.



Taken from the 2023 YBF Member Renewal Survey

This reflects the need within the borough, as according to the Census 2021 50% of Barnet households are deprived in at least one dimension (education, employment, health, or housing). In addition to this 48% of the Barnet population (aged 24 years and under) are from an ethnic minority.

Our Space2Grow funding initiative and the Barnet Community Fund remain an important vehicle through which we can continue to reach grassroots organisations. To date, we have distributed over £2million in grants across both funds. We continue to see an increased interest in accessing these funding sources from our membership.



Taken from YBF grants reporting.

How many different young people have you worked with in the last 12 months? (Data from 191 members)

202,533 different young people worked with in the last 12 months *we do not capture data on CYP/F attending more than 1 group. DATA - 0-25 years plus parents.

The Reach of the CYP/F VCFSE

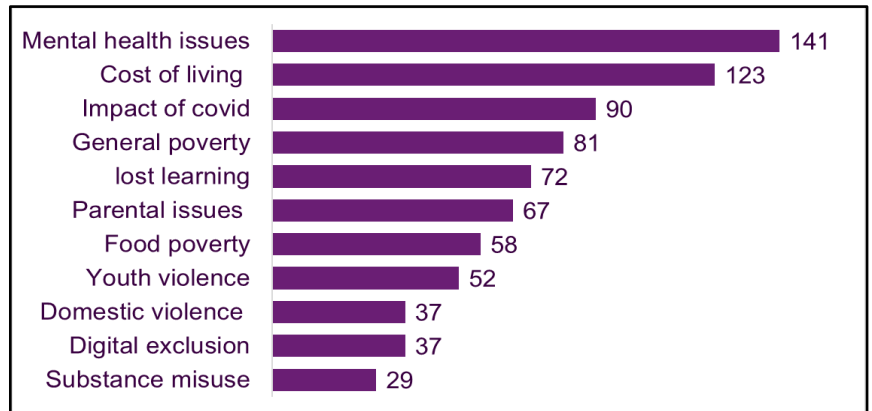
Evidence shows that small and local charities possess extensive expertise in repairing the damage caused by lack of trust or gaps in local systems. They intervene when other entities do not have the reach or trusted

relationships, assisting individuals in transforming their lives. This undertaking is of utmost importance. Moreover, our smaller charities gain valuable insights into areas where existing methods are ineffective, enabling them to pioneer novel approaches to support. They have a deep understanding of the issues and frequently possess viable solutions. Therefore, we firmly believe that small and local charities should be empowered to leverage this knowledge to bring about change, fostering innovation and fortifying their communities, thereby preventing these problems altogether. We will continue to nurture and help develop this work so that the borough can continue to benefit.

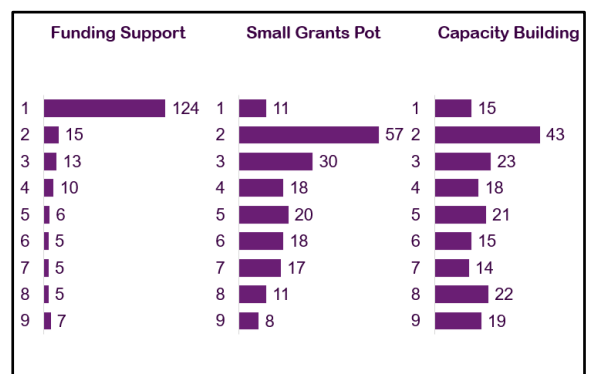
Challenges for the CYP Sector

Data from the ground.

Our renewal data shows that mental health issues is the top concern being experienced our members cohorts. This is the same as at our 2022-member renewal. We are now seeing the consequences of the pandemic further exacerbated by the cost-of-living crisis. The pandemic has exposed the additional capacity required for services particularly concerning the areas of mental health, poverty, and education.



There is no doubt that the challenges facing the sector are multi-faceted. **Top 3 priorities** for support are no surprise, set against the backdrop of the Covid-19 pandemic, cost of living crisis, growing demand, lack of affordable community space, the sector is feeling quite bruised, with members also reporting back that the strain on their wellbeing and that of their staff is unsustainable. We are now seeing the consequences of the pandemic further exacerbated by the cost-of-living crisis. Reduced funding and the capacity to offer services, Staff well-being and difficulty in recruiting new staff, are of top concern. Reduced funding and the capacity to offer services, Staff well-being and difficulty in recruiting new staff, are of top concern. Office and delivery space is also a key concern (other).



A concern is **that 6% (26)** of members report growing safeguarding concerns. We signpost members to the Barnet Safeguarding Childrens Partnership and disseminate training offered but do not have a dedicated safeguarding advisor for the sector. Given the number of groups, that operate in Barnet, we believe that more support is needed.

Data from February and March 2021 shows that [rates of probable mental disorder in children and young people have increased between 2017 and 2021](#) (rates identified in 2020 were similar to 2021). In 6- to 16-year-olds, rates had increased from 11.6% to 17.4%, among 17- to 19-year-olds, rates had increased from 10.1% to 17.4%. Additionally, [the proportion of children and young people with possible eating problems also increased](#). Among 11- to 16-year-olds, the proportion increased from 6.7% in 2017 to 13% in 2021, among 17- to 19-year-olds the proportion increased from 44.6% in 2017 to 58.2%.

Special educational needs (and disability) (SEND)

Some children with SEND appear to have suffered substantial impacts on their mental health and experienced greater anxiousness during the pandemic than children without SEND.

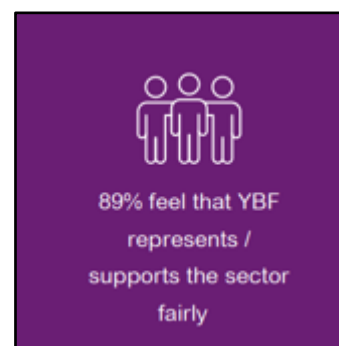
[COVID-19 mental health and wellbeing surveillance: report](#)

This is set against a background of decreased funding. The average success for a funding bid is 1 in 25, this represents a huge time investment in applications that are unsuccessful. This is in part echoed in a recent Pro Bono Economics report which cites that small charities and community groups are the most vulnerable to increasing demand and worsening finances.

[Breaching the Dam report](#)

Strategic Engagement

The lack of cross sector engagement has always been a challenge, but this is not for any other reason but lack of capacity. Expectation of engagement poses a huge pressure on the sector, their knowledge of their communities is sought regularly, with each engagement more pressing than the last, but with organisations stretched beyond their capacity delivering for their communities, regularly engagement is not an option for most of them. That is why it is important the Young Barnet is able to represent the sector and be trusted to do so.

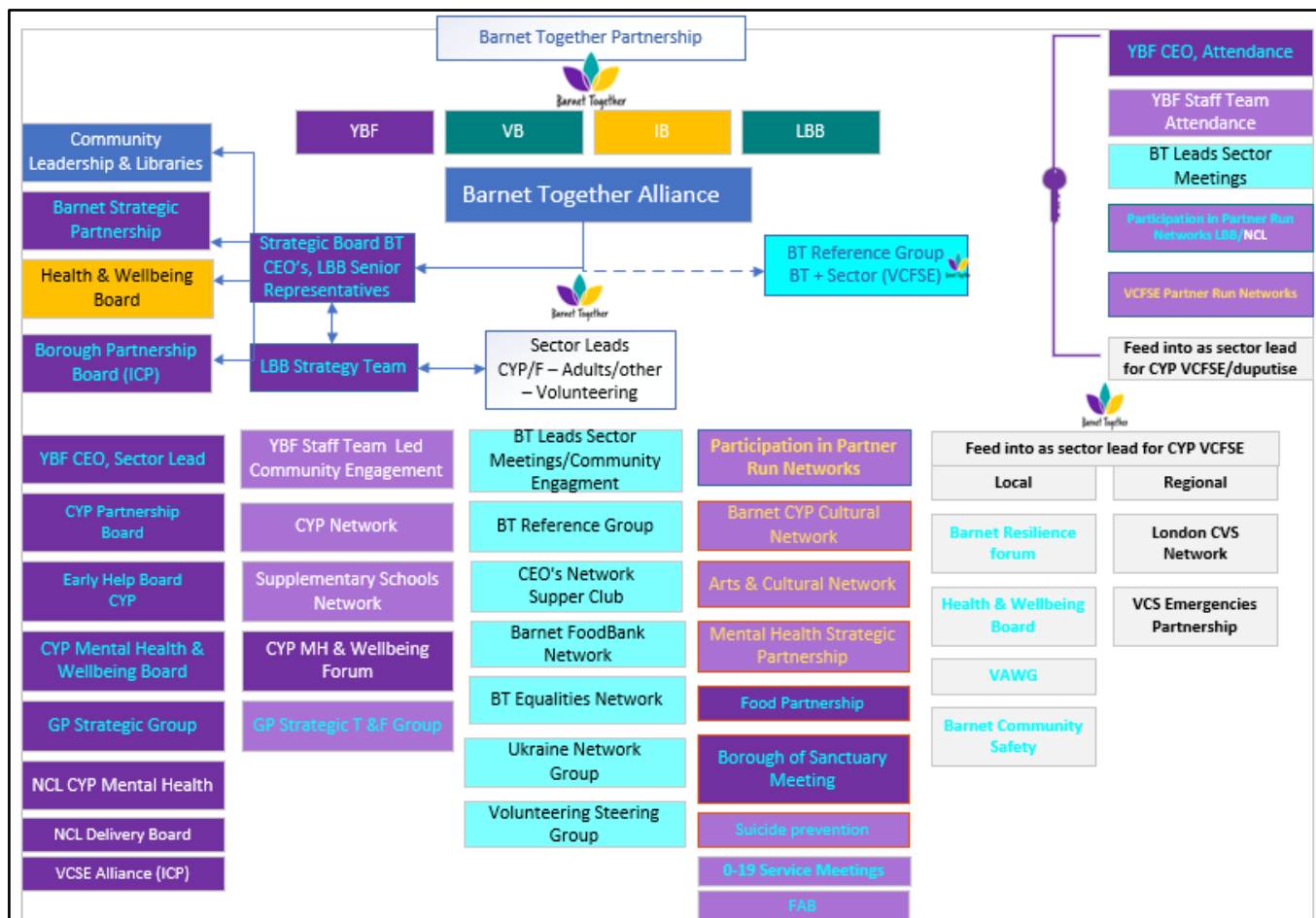


Taken from the 2023 Member Feedback survey

The emerging health strand with NCL, to include the 'neighbourhood model' is another example of mounting pressures on the sector. The need for health to reach into communities to better understand them and to address health inequalities is driving the need to engage with the YBF and the VCFSE. There is no doubt that the sector can support this strand of work, but the funding needs to follow the resident/patient. As stated above, most of the sector do not have the capacity to engage strategically, or to delivery additional services without the funding to do so. The sector, supported by YBF/BT and Public Health, successfully delivered on a funded vaccination campaign, which included training and support for organisations, allowing us, as a partnership to reach the demographic needed for this to be a success. Many of these groups are now supporting wider vaccine engagement within their community.

As leads for the sector, we are called upon to represent and advocate for the sector regularly but also many ad hoc meetings and projects. This represents YBF's strategic involvement – representing the sector and sharing learning with partners at LBB. We too, are being asked to represent the sector in the ever-growing health strand, this presents us with a capacity issue too.

YBF Strategic Engagement – Leadership and Advocacy



2. Consultation and Engagement

Included within the report

3. Conclusion and Recommendations

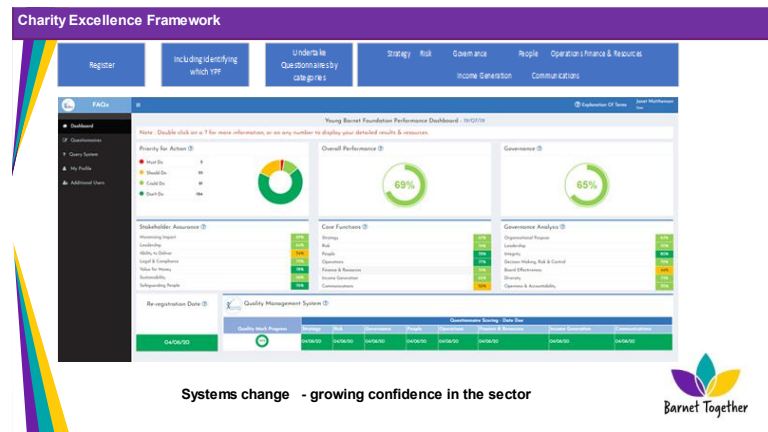
Continued Organisational Support

- Barnet has a high percentage of very small groups, as Young Barnet (Barnet Together) we need to ensure that support services are targeted to and accessed by these groups especially those run entirely by volunteers.

This is to include:

- Access to information, advice, peer support and training

- Continue to roll our Charity Excellence Framework – a self assessment tool for groups



- Encourage participation in the wider VCFSE community through Barnet Together CEOs Network/supper club, plus other relevant networks
- Big changes are anticipated within Health as the Integrated Care Pathway is reinforced, the sector will need further support to adapt to these changes, and where possible to grow delivery within the Early Intervention and Prevention Strand to support this. However more capacity/funding is needed to delivery this.
- Continue the volunteering support offer to Volunteer leaders to help attract additional volunteers.
- A small percentage of organisations have identified their current organisational situation as declining (options were growing, surviving, or declining based on last year). A targeted approach will be offered to support their development needs.

Safeguarding

- Continue to signpost members to Barnet Safeguarding Childrens Partnership
 - Share training from the BSCP
 - Disseminate training and support available from BSCP – Tony Lewis

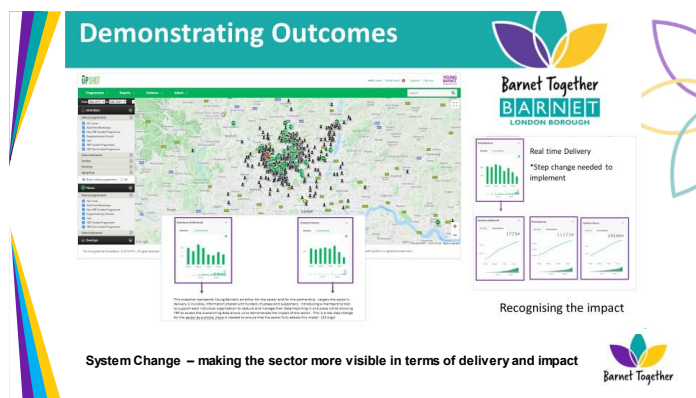
Funding Support

- Continue to provide funding support to all organisations to strengthen the sector:
 - Through 1-1's bid reviews – a learning journey.
 - Continue to provide group fundraising training *.
 - Partnership brokerage, ensuring that groups are working together to complement skills and delivery.
 - Provide support to the sector to develop and submit bids within the Borough and to external funders.
 - Support our partners to generate interest in the *ICP Innovation Fund, the Area Committee Funds and Crowdfund Barnet.
 - Sustain/Grow the small grants pots available through Space2Grow Children and Young People's Fund and the Barnet Community Fund and make sure this is widely publicised.

*See feedback on Fundraising sessions within PowerPoint

Measuring Impact

- Priorities for the sector will be the focused our delivery - YBF.
- Sector – we will continue the rollout of Upshot - upskilling the sector on the importance of monitoring and evaluation to support funding success.



Well-being of the Sector

- The sector has been at the front end of delivery throughout COVID, the ongoing challenges have done nothing to elevate this pressure on leaders and their workforce and they are reporting welfare challenges for the second year.
 - Explore with partners specific training and support around staff welfare given this is the biggest concern for many groups, we need to prevent sector burn-out. (As Barnet Together, we did deliver a partnership pilot – Well-being for Leaders to test the support that is needed for leaders within Barnet, this was well received. Unfortunately, to date, we have been unable to fund its expansion.)

Recruitment

- The sector has highlighted challenges with recruitment and retention.
 - Explore with partners how we put Barnet on the map in terms of recruitment, as challenges exist across all sectors. How do we share recruitment, insight, and best practice.

Volunteering

- The sector highlighted that volunteering has changed during COVID, and now the retention and recruitment of volunteers is a priority.
 - Our partners, Volunteering Barnet will provide support and training to look at the diversity and flexibility of volunteer roles to meet the needs and availability of volunteers in Barnet, including Trustee recruitment. This comes on the back of the Volunteering Strategy that was recently launched. [Volunteering Strategy](#)
 - Volunteering Barnet to explore/understand motivators and inhibitors for volunteering to support more engagement

Partnership Development

- Sustain and broaden work that supports partnership development to strengthen networks and delivery.
- Continue to work with groups/partners e.g., LBB/Schools to broker partnerships to attract additional funding into Barnet.
- Grow our schools offer as this has proved a great success for both schools and VCFSE with has resulted in...
 - 46 school partnerships
 - 147 constructive connections with at least 43 successful projects being delivered between schools and the VCFSE
 - Now establishing links with Elective Home Education

- Promoting School funding opportunities
- Supporting schools to apply to fund joint delivery through John Lyon's Charity
- Successful collaboration fund application – 1 school – 2+VCFSE working together to address challenges. In excess of £400K – plus one in the pipeline.
- Supporting a partnership school with a fundraising campaign for a new mini bus.

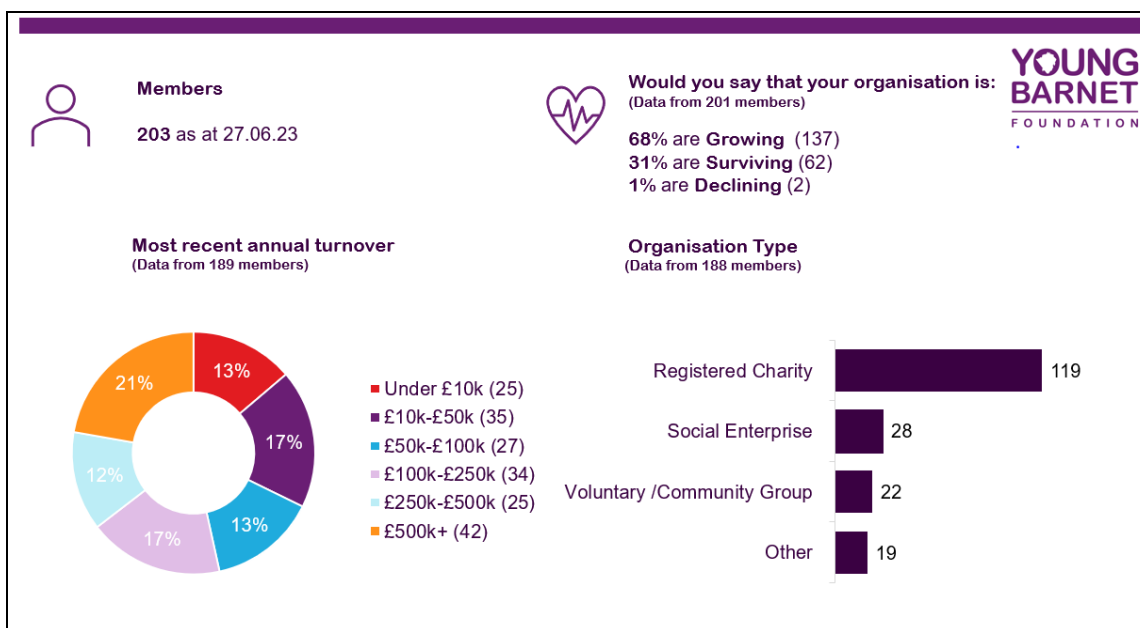
Community Resources - Space

- Groups are hampered by the lack of delivery/storage space. To support the sector, we need to understand fully the availability of and need for community spaces.
 - To this end we will continue to work with the council and partners to broker partnerships in terms of delivery space, continue with our community spaces review to map space and community space need to ensure that we can, where possible, build this into the borough's plans.

4. Background Papers

Please see the accompanying presentation (Appendix A) for a detailed breakdown, duplication of the PowerPoint presentation.

Appendix A: Young Barnet Foundation Membership data Member Overview



(Data from all 203 members)

How many full time employees currently work for your organisation?	How many part time employees currently work for your organisation?	How many volunteers support the work of your organisation?
0: 42% (85)	0: 20% (40)	0: 10% (21)
1-5: 40% (81)	1-5: 46% (94)	1-5: 29% (58)
6-10: 7% (14)	6-10: 13% (27)	6-10: 19% (38)
11-20: 7% (14)	11-20: 8% (16)	11-20: 15% (31)
21+: 4% (9)	21+: 13% (26)	21+: 27% (55)

Do you have any of the following quality marks/badges?
(Data from 73 members)

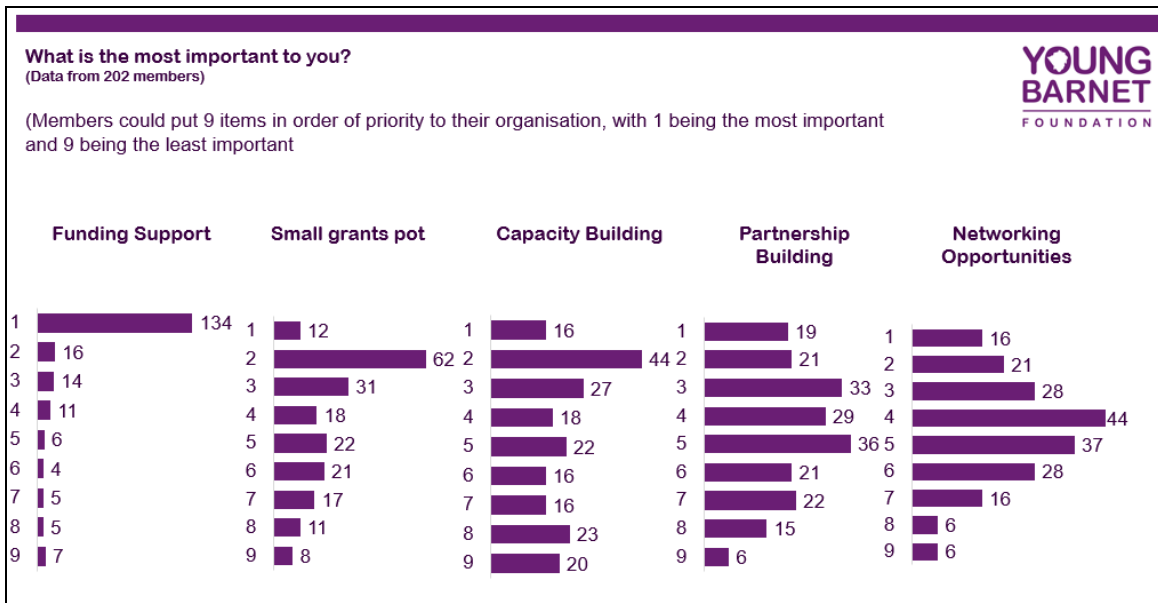
(As more than one quality mark/badge could be selected the figures below represent each option selected by members)

- 29% Other (24)
- 22% London Youth (18)
- 14% National Resource Centre for Supplementary Education (for supplementary schools) (12)
- 11% Arts Award Supporter (9)
- 8% National Council for Voluntary Organisations (7)
- 7% Charity Excellence Framework (6)
- 6% National Governing Body (for sports groups) (5)
- 2% UK Youth (2)

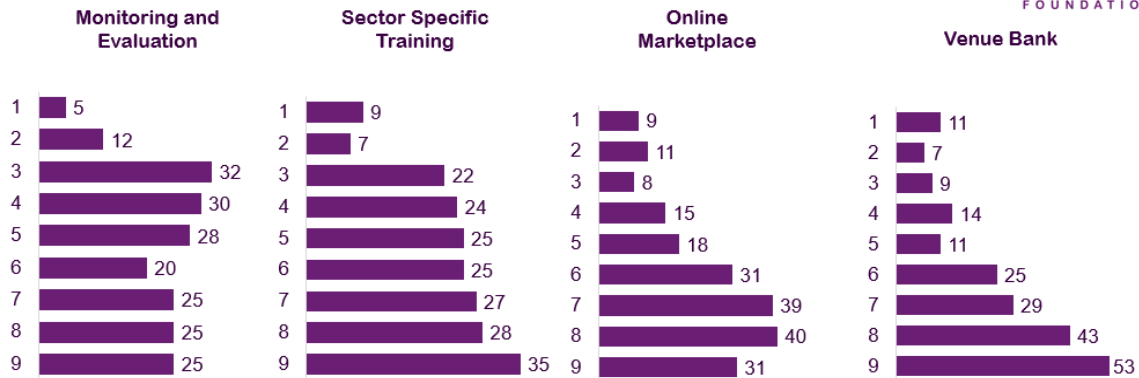
Other? (Please give details)
(Data from 17 members)

- Advice UK
- ASDAN
- Association of Mental Health Providers
- AQA accredited
- AQS
- BASE
- Children and Young People's Mental Health Coalition
- Cyber Essentials Plus
- Disabled Children Partnership
- Disability Confident Employer
- FA Accreditation
- Family Arts Standard
- Fantastic For Families
- Investors in People
- Investing in Volunteering
- Living Wage
- Matrix Standard
- OISC
- Refugee Council
- Sandford Award
- UK Registered Learning Provider

Member Priorities



What is the most important to you? (continued)



What are your aspirations for the next 12 months?

(Data from 183 members)

(As more than one aspiration could be selected the figures below represent each option selected by members)

- 21% Secure sustainable funding (117)
- 20% Increase our services (113)
- 15% Increase volunteer recruitment (83)
- 13% Increase staff (74)
- 9% Deliver in Barnet's schools (52)
- 6% Review our policies and governance (34)
- 6% Sustain our services at the current level (33)
- 5% Secure premises (31)
- 3% Move premises (17)
- 2% Other (give details) (11)
- 0% Decrease our services (1)

Other? (Please give details)

(Data from 10 members)

(Some examples listed below)

- Build an outdoor gym
- Find more ways to spread the word about our free online resources
- Partner up with a local charity and expand the number of member events
- Redevelop building
- Secure new venues to host events
- Support youth providers locally to sustain/expand services

Member Delivery



Are you currently actively delivering in Barnet?

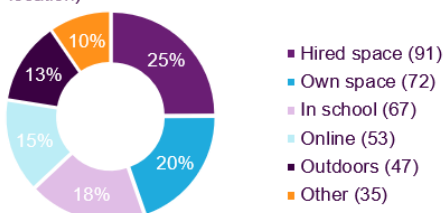
(Data from all 202 members)

- 61% deliver in Barnet and other areas (123)
- 31% deliver only in Barnet (64)
- 3% do not deliver in Barnet but have previously (6)
- 5% do not deliver in Barnet but are aspiring to (10)

Where do you deliver your activities?

(Data from all 203 members)

(Members could select more than one delivery location)



When do you deliver your activities and/ or services?

(Data from all 203 members)

(Members could select more than one delivery time)

- 30% deliver after school - term time (152)
- 26% deliver in school holidays (134)
- 22% delivery at weekends (113)
- 22% deliver in school time - curriculum support (112)



We currently deliver in partnership with:

(Data from all 203 members)

(Members could select more than one delivery partner)

- 32% None of these (84)
- 27% Barnet Schools (71)
- 23% Other local VCFSEs (60)
- 19% Barnet Council (49)



Which schools do you deliver in?
(Data from 59 members)

(Some examples listed below)

- Child's Hill Primary School
- Barnet and Southgate College
- Bell Lane Primary School
- Bishop Douglas School
- Dollis Primary School
- Etz Chaim Primary School
- Finchley Catholic High School
- Hendon School
- Mill Hill County High School
- Saracens High School
- The Orion Primary School
- Woodhouse College
- Wren Academy Finchley

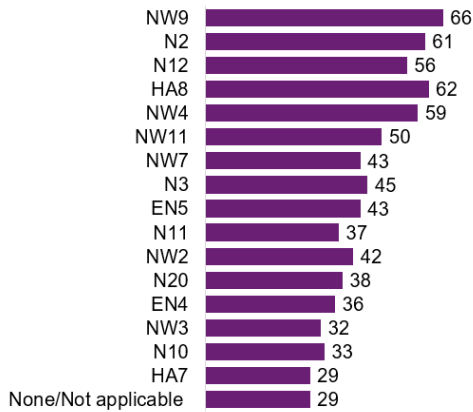
If you selected 'Other' please tell where else you deliver activities?
(Data from 32 members)

(Some examples listed below)

- Broadwalk meeting room
- Community spaces
- Church halls
- Local woodlands
- Mobile media bus
- Online
- Youth clubs

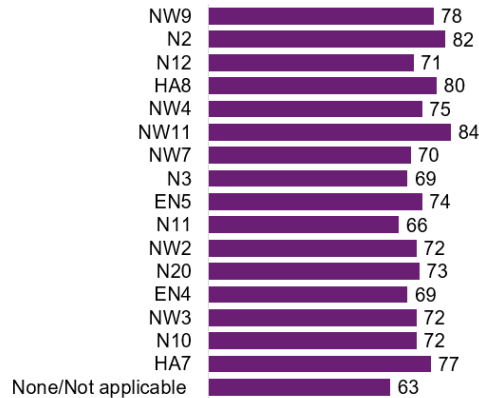
In what Barnet areas are you currently delivering activity?
(Data from all 203 members)

(Members could select more than one)



In what Barnet areas could you deliver activity? (this is areas where you're not delivering at the moment, but where you have capacity to in the future)
(Data from all 203 members)

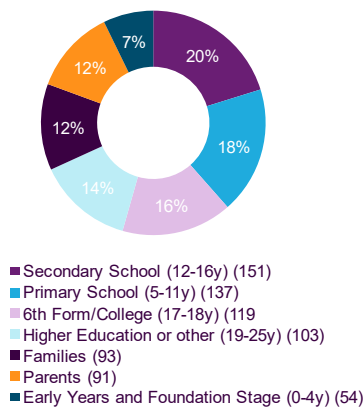
(Members could select more than one)



Participants

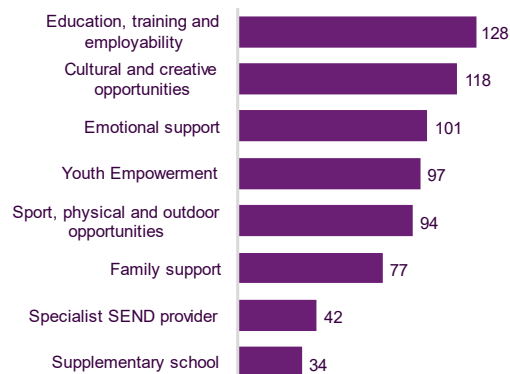
Which age groups do you currently work with?
(Data from 202 members)

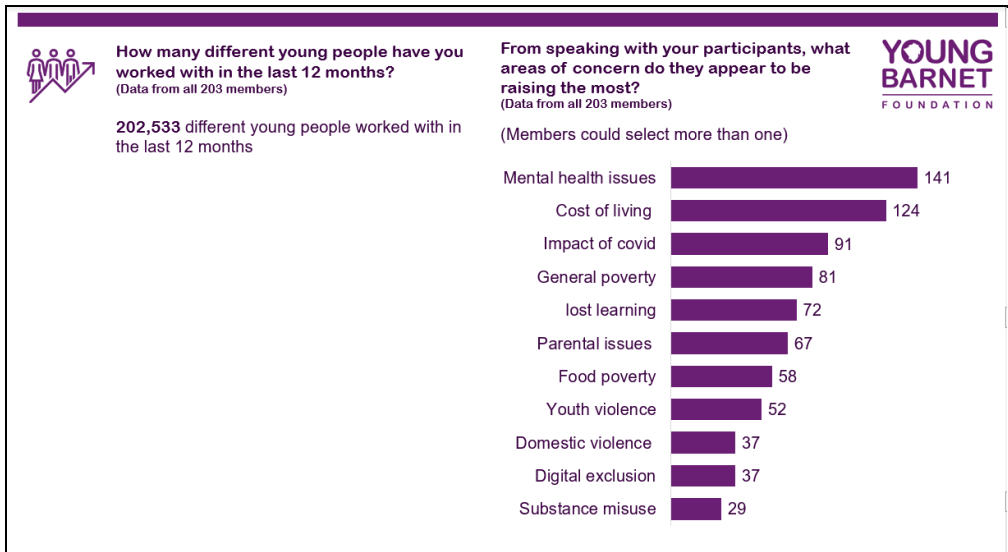
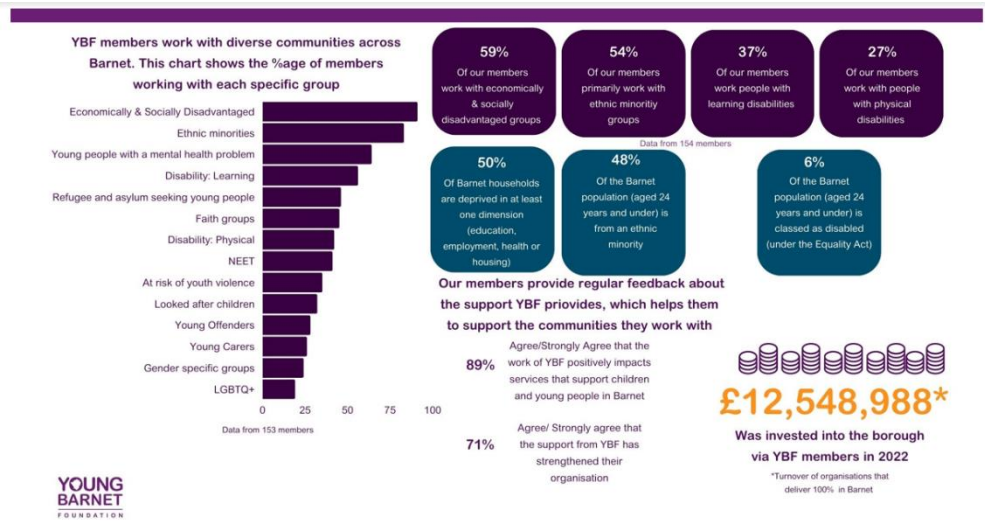
(Members could select more than one)



Which of these services do you provide to the people you support? (please select all that apply)
(Data from 202 members)

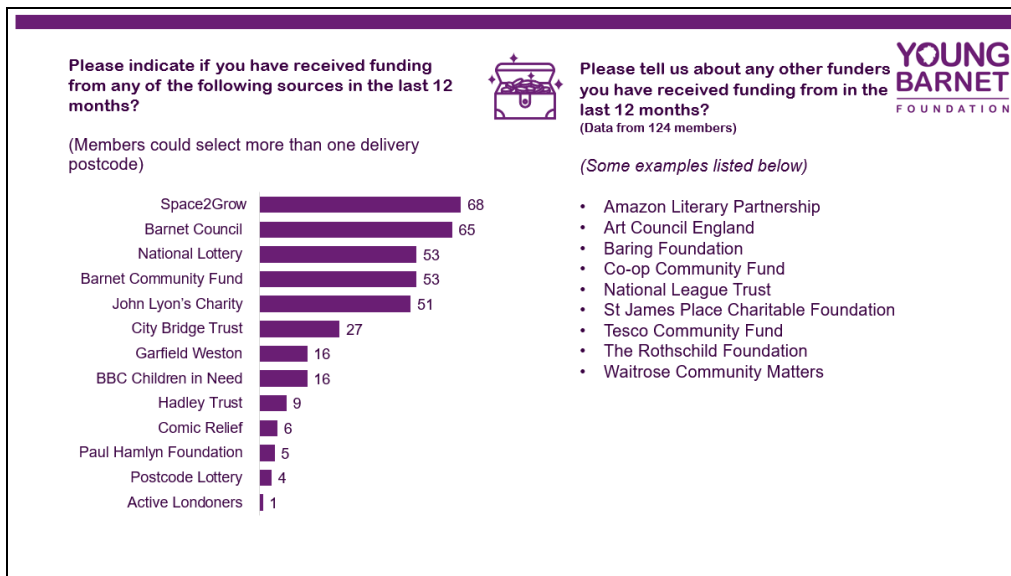
(Members could select more than one)



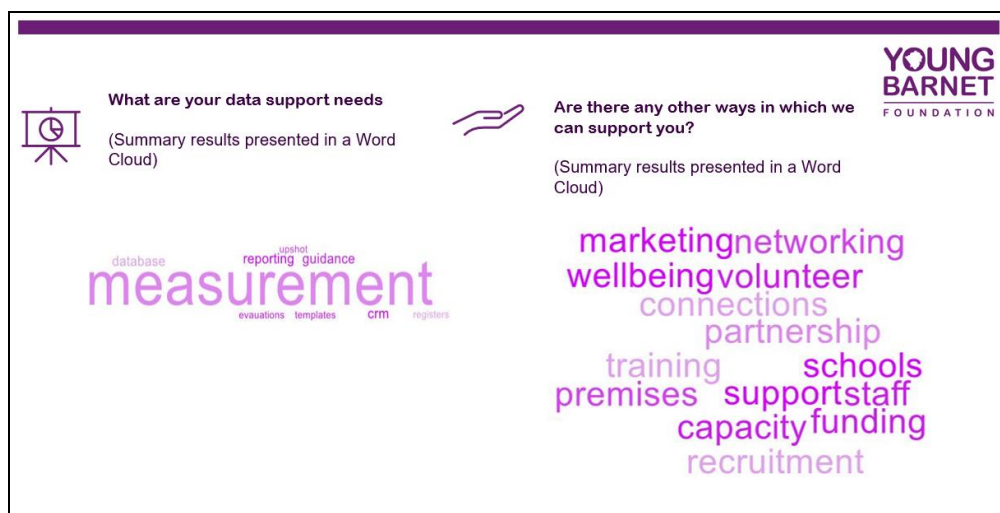


Funding

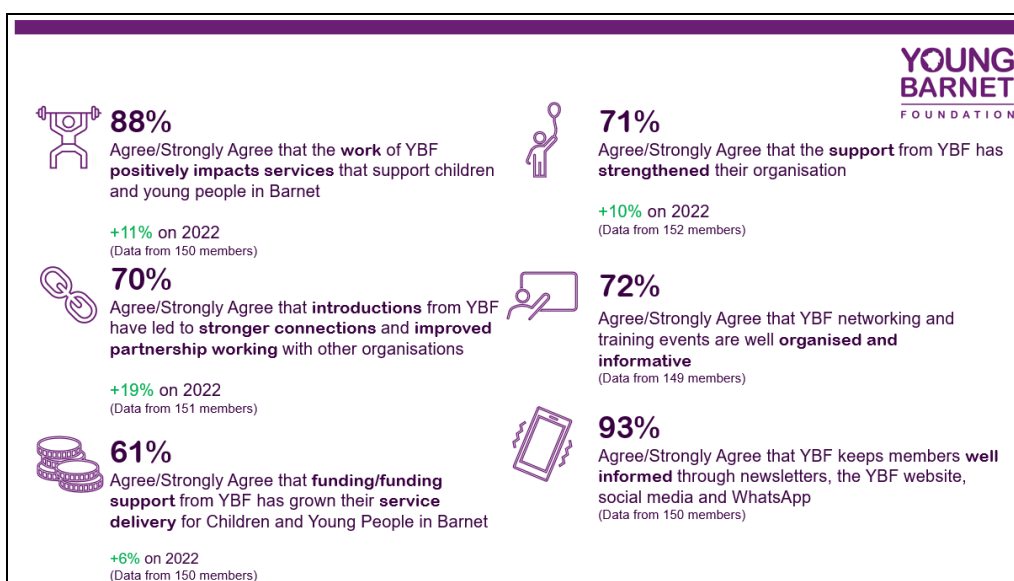




Support Needs



Member Satisfaction Survey Results (for YBF)



Comments

It has been great working with you so far. Excited for the year ahead.

YBF is incredibly well organised and supportive. I cannot thank you enough for the connections you have given us and all of the support. We love being members as it helps us to have support as founders.










We are glad to be part of Young Barnet Foundation

One recent introduction has led to a probably new project from September 2023, new to the borough and not just us. Staff are amazing - supportive, knowledgeable and passionate

We know that you have the sector's back and this counts. You bring us together when it matters most and everyone I have met who works at YBF is deeply committed to strengthening the voluntary sector. Thank you

Overview of Activities

Supporting the Sector – 2022 – YBF Delivery

 428 1-2-1 member support visits held (623 hours)	 830 meetings held with partners (1,258 hours)	 6 Member Network Meetings held with 80 unique organisations attending	 3 Supplementary School Forums held with 13 unique organisations attending	 3 CYP Mental Health and Wellbeing Forums held with 16 unique organisations attending
 13 CEO Networks run in Partnership with Barnet together	 6 Funding Workshops held with 76 unique organisations attending	 364 Constructive Connections made between members and partners	 12 monthly Member Newsletters sent to 6,003 recipients	 130 sessions training attended by staff (315 hrs)

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Membership Data – State of the CYP/F VCFSE Sector

(As at 27.06.23)

Contents

View in
slideshow
mode to
click on
links to
each area



[Overview](#)



[Priorities](#)



[Delivery](#)



[Participants](#)



[Funding](#)



[Support Needs](#)



[Satisfaction Survey
Results](#)



Members

203 as at 27.06.23



Would you say that your organisation is:
(Data from 201 members)

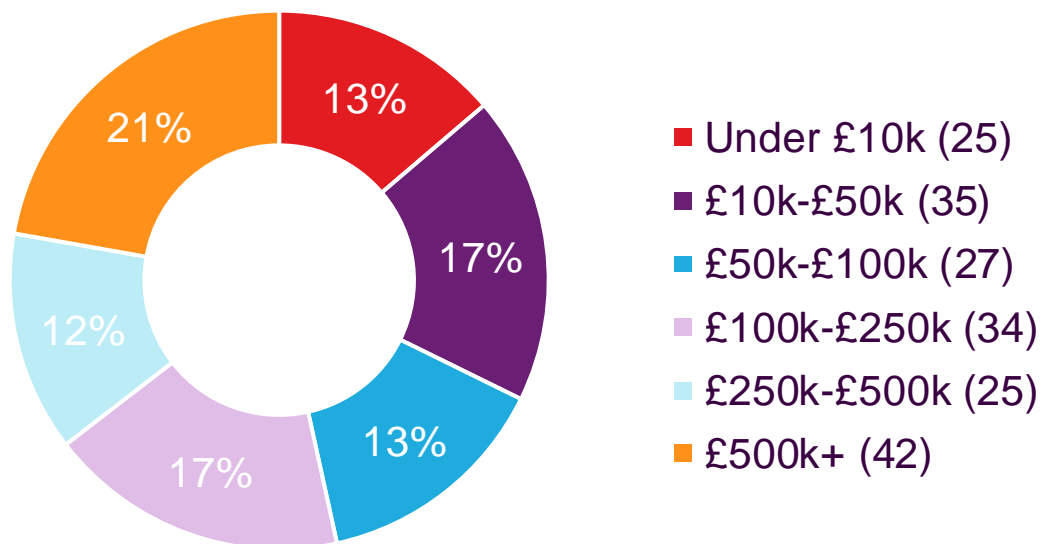
68% are **Growing** (137)

31% are **Surviving** (62)

1% are **Declining** (2)

Most recent annual turnover

(Data from 189 members)



Organisation Type

(Data from 188 members)



(Data from 203 members)



How many full-time employees currently work for your organisation?

0 42% (85)

1-5. 40% (81)

6-10. 7% (14)

11-20. 7% (14)

21+ 4% (9)

How many part time employees currently work for your organisation?

0 20% (40)

1-5. 46% (94)

6-10. 13% (27)

11-20. 8% (16)

21+ 13% (26)

How many volunteers support the work of your organisation?

0 10% (21)

1-5. 29% (58)

6-10. 19% (38)

11-20. 15% (31)

21+ 27% (55)



Do you have any of the following quality marks/badges?

(Data from 73 members)

(As more than one quality mark/badge could be selected the figures below represent each option selected by members)

29% Other (24)

22% London Youth (18)

14% National Resource Centre for Supplementary Education (for supplementary schools) (12)

11% Arts Award Supporter (9)

8% National Council for Voluntary Organisations (7)

7% Charity Excellence Framework (6)

6% National Governing Body (for sports groups) (5)

2% UK Youth (2)

Other? (Please give details)

(Data from 17 members)

- Advice UK
- ASDAN
- Association of Mental Health Providers
- AQA accredited
- AQS
- BASE
- Children and Young People's Mental Health Coalition
- Cyber Essentials Plus
- Disabled Children Partnership
- Disability Confident Employer
- FA Accreditation
- Family Arts Standard
- Fantastic For Families
- Investors in People
- Investing in Volunteering
- Living Wage
- Matrix Standard
- OISC
- Refugee Council
- Sandford Award
- UK Registered Learning Provider

Priorities

What is the most important to you?

(Data from 202 members)

(Members could put 9 items in order of priority to their organisation, with 1 being the most important and 9 being the least important)

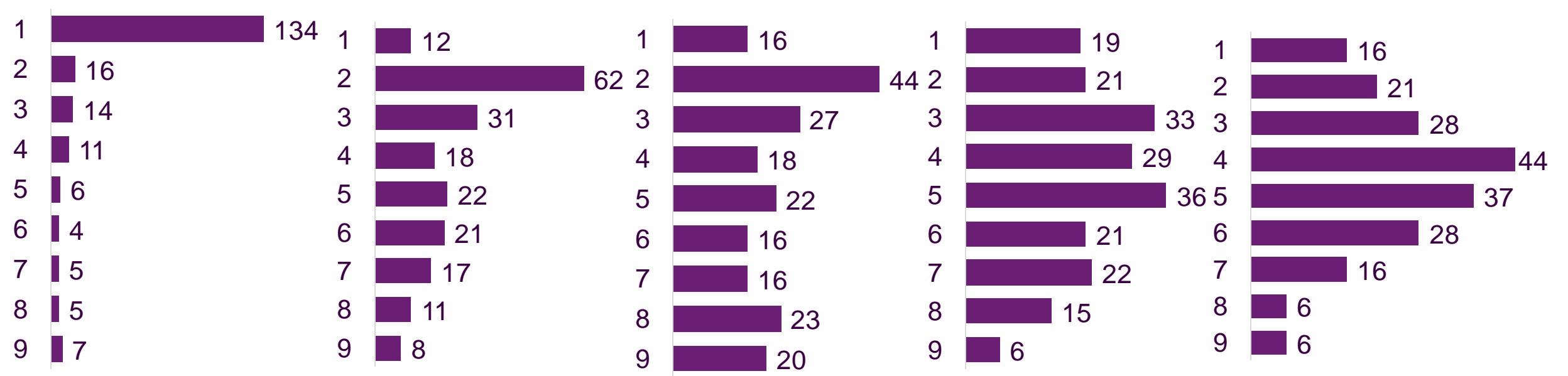
Funding Support

Small grants pot

Capacity Building

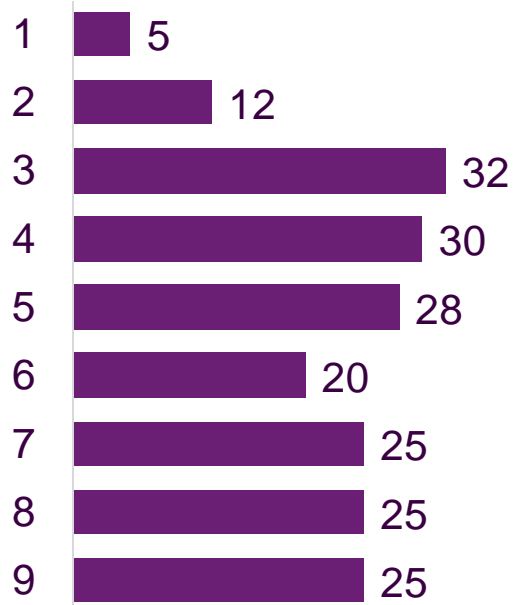
Partnership Building

Networking Opportunities

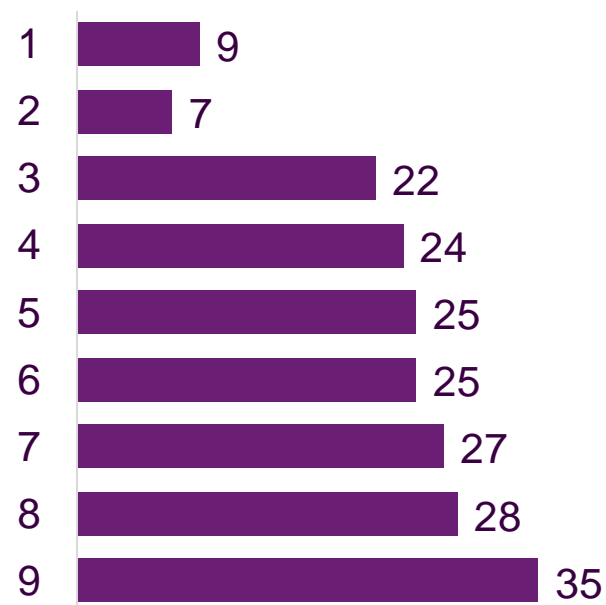


What is the most important to you? (continued)

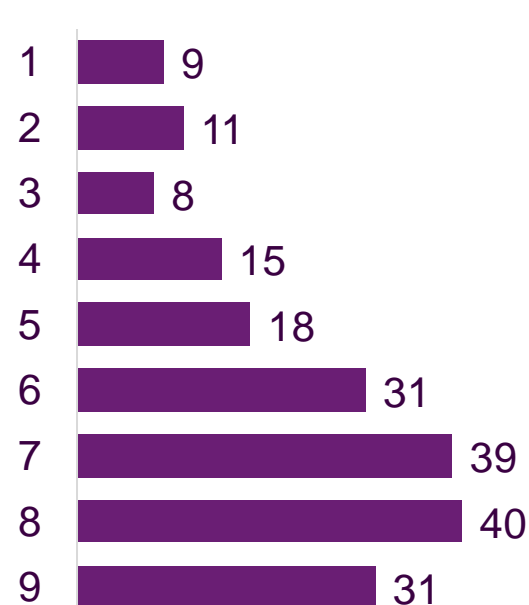
Monitoring and Evaluation



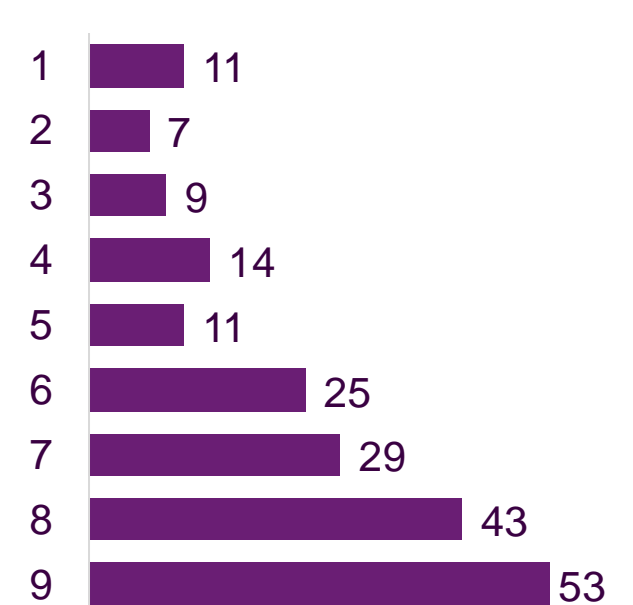
Sector Specific Training



Online Marketplace



Venue Bank





As we move through the cost-of-living crisis, what 3 major challenges are you facing?

(Data from 183 members)

(As more than one major challenge could be selected the figures below represent each option selected by members)

- 29%** Reduced funding and capacity to offer services (123)
- 14%** Staff Wellbeing (57)
- 12%** Lack of staff – difficulty recruiting (52)
- 10%** Volunteers are no longer available (42)
- 7%** Other (please specify) (29)
- 6%** Growing safeguarding concerns (26)
- 6%** Reduced staff numbers (24)
- 5%** Inadequate accommodation (21)
- 3%** No accommodation from which to operate (14)
- 3%** Lack of technological support staff (14)
- 3%** Limited governance support to oversee change (12)
- 2%** Lack of technological support customers (7)

Other? Please specify*

(Data from 28 members)

(Some examples listed below)

- The financial stability of supplementary schools
- Costs if storage space keeps going up
- Families can't afford the minimal fees
- Increased demand for services
- Increased competition for funding
- Overhead costs rising
- Qualified coaches
- Uncertain outlook



What are your aspirations for the next 12 months?

(Data from 183 members)

(As more than one aspiration could be selected the figures below represent each option selected by members)

- 21%** Secure sustainable funding (117)
- 20%** Increase our services (113)
- 15%** Increase volunteer recruitment (83)
- 13%** Increase staff (74)
- 9%** Deliver in Barnet's schools (52)
- 6%** Review our policies and governance (34)
- 6%** Sustain our services at the current level (33)
- 5%** Secure premises (31)
- 3%** Move premises (17)
- 2%** Other (give details) (11)
- 0%** Decrease our services (1)

Other? (Please give details)

(Data from 10 members)

(Some examples listed below)

- Build an outdoor gym
- Find more ways to spread the word about our free online resources
- Partner up with a local charity and expand the number of member events
- Redevelop building
- Secure new venues to host events
- Support youth providers locally to sustain/expand services

Delivery



Are you currently actively delivering in Barnet?

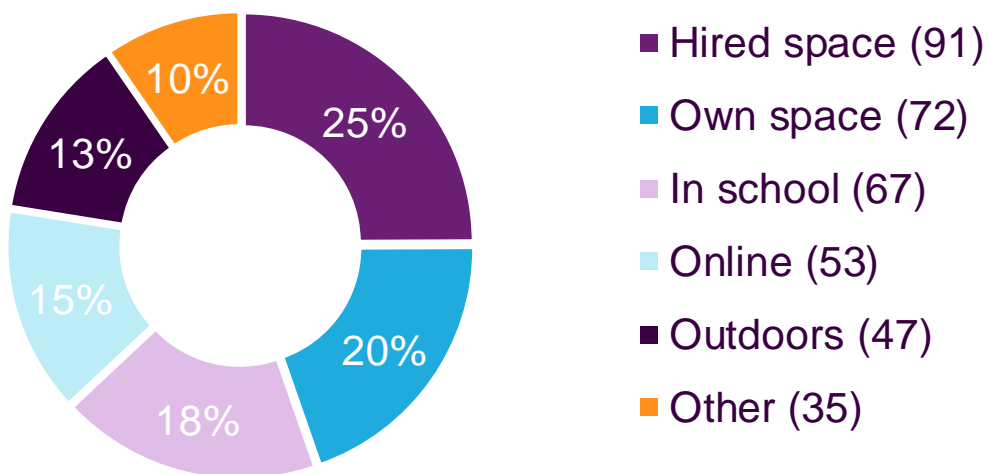
(Data from 203 members)

- 61% deliver in Barnet and other areas (123)
- 31% deliver only in Barnet (64)
- 3% do not deliver in Barnet but have previously (6)
- 5% do not deliver in Barnet but are aspiring to (10)

Where do you deliver your activities?

(Data from 203 members)

(As more than one delivery location could be selected the figures below represent each option selected by members)



When do you deliver your activities and/ or services?

(Data from 203 members)

(As more than one delivery schedule could be selected the figures below represent each option selected by members)

- 30% deliver after school - term time (152)
- 26% deliver in school holidays (134)
- 22% delivery at weekends (113)
- 22% deliver in school time - curriculum support (112)



We currently deliver in partnership with:

(Data from 203 members)

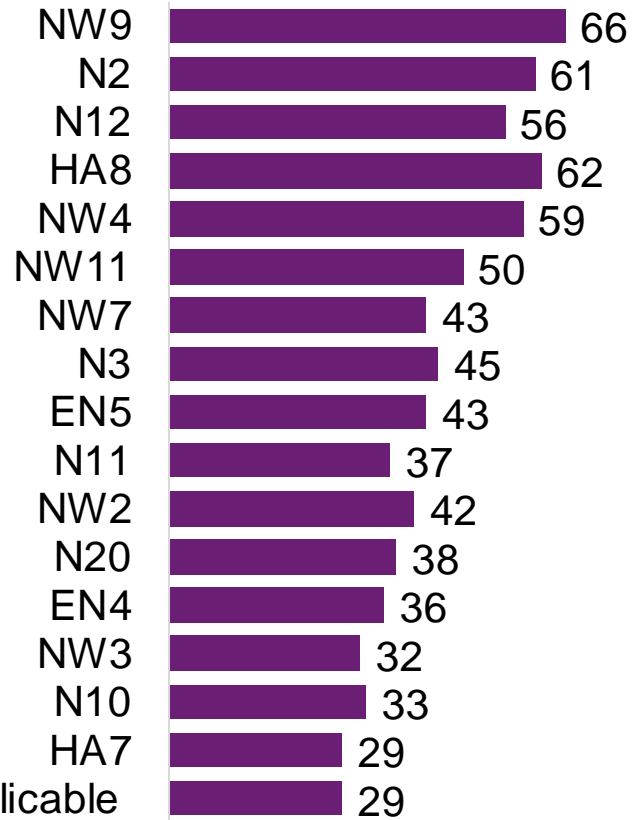
(As more than one partnership type could be selected the figures below represent each option selected by members)

- 32% None of these (84)
- 27% Barnet Schools (71)
- 23% Other local VCFSEs (60)
- 19% Barnet Council (49)

In what Barnet areas are you currently delivering activity?

(Data from all 203 members)

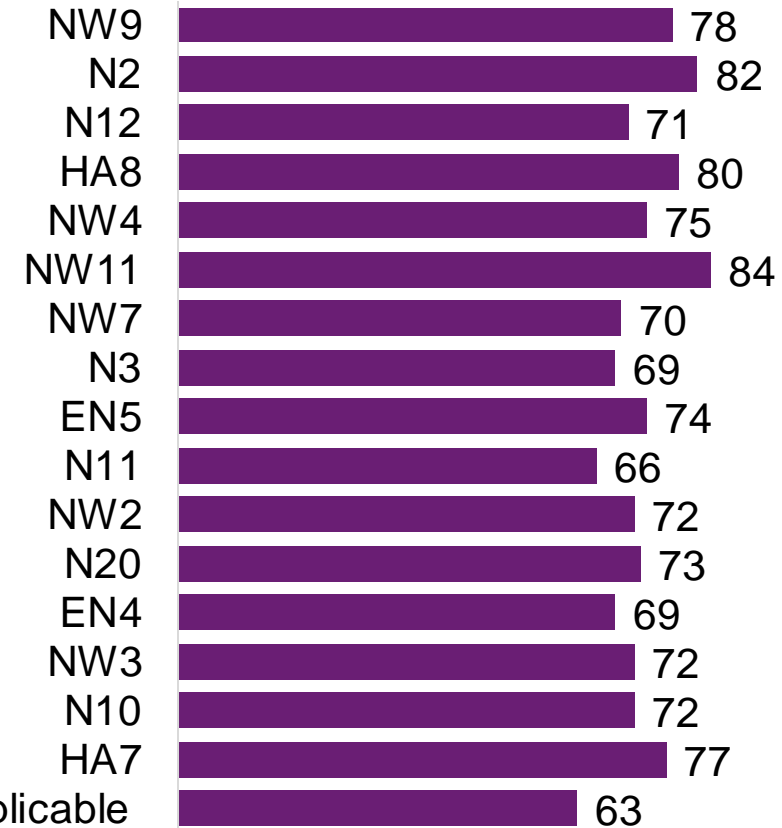
(As more than one postcode could be selected the figures represent each option selected by members)



In what Barnet areas could you deliver activity? (this is areas where you're not delivering at the moment, but where you have capacity to in the future)

(Data from all 203 members)

(As more than one postcode could be selected the figures below represent each)





Which schools do you deliver in?

(Data from 59 members)

(Some examples listed below)

- Child's Hill Primary School
- Barnet and Southgate College
- Bell Lane Primary School
- Bishop Douglas School
- Dollis Primary School
- Etz Chaim Primary School
- Finchley Catholic High School
- Hendon School
- Mill Hill County High School
- Saracens High School
- The Orion Primary School
- Woodhouse College
- Wren Academy Finchley

If you selected 'Other' please tell where else you deliver activities?

(Data from 32 members)

(Some examples listed below)

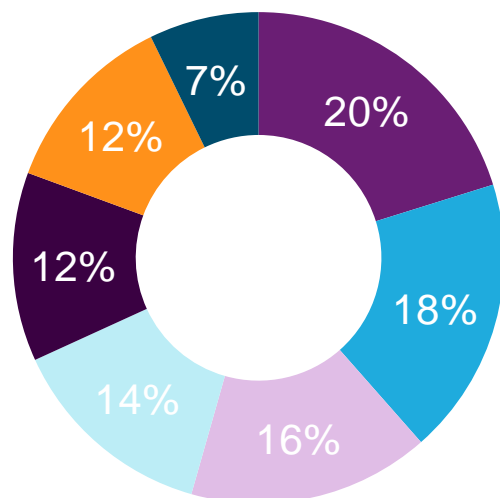
- Broadwalk meeting room
- Community spaces
- Church halls
- Local woodlands
- Mobile media bus
- Online
- Youth clubs

Participants

Which age groups do you currently work with?

(Data from 202 members)

(As more than one age group could be selected the figures below represent each option selected by members)

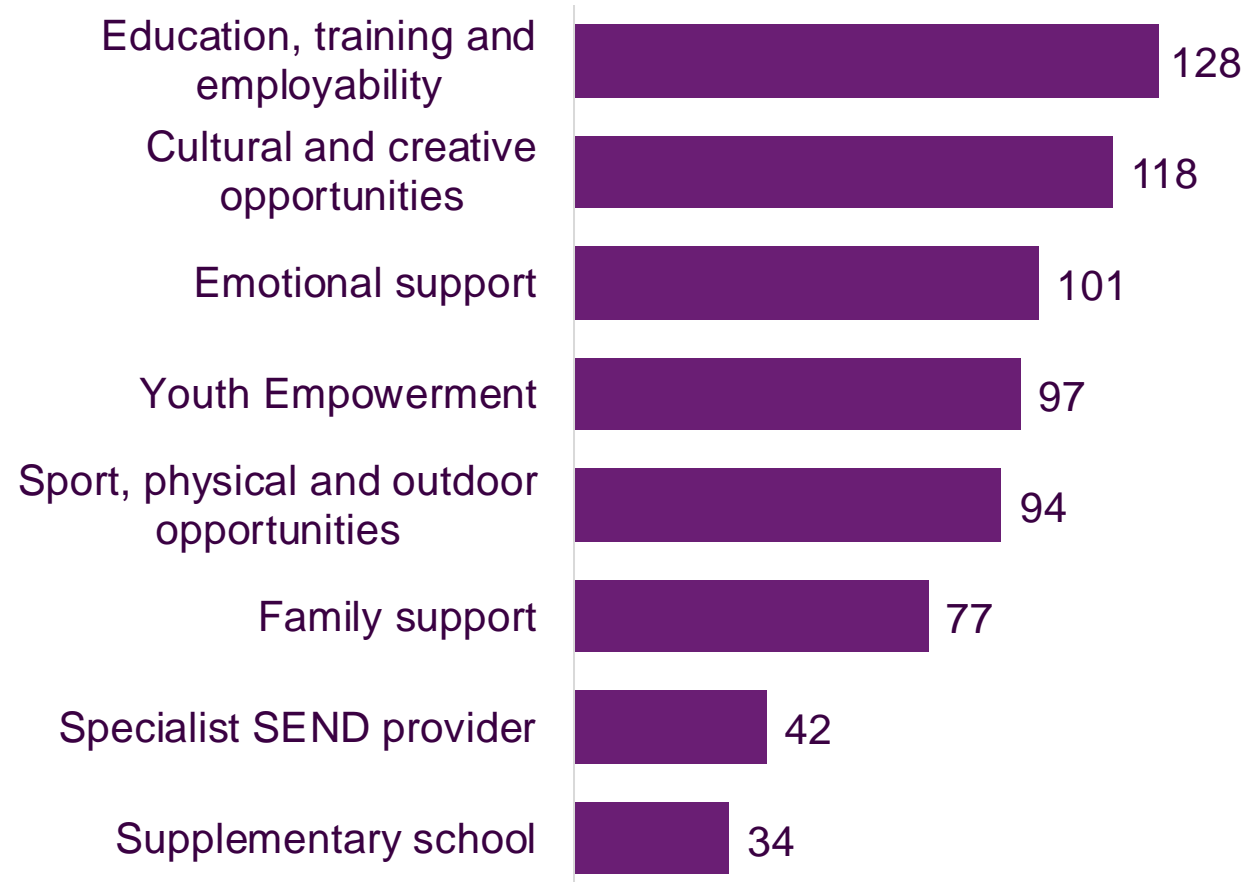


- Secondary School (12-16y) (151)
- Primary School (5-11y) (137)
- 6th Form/College (17-18y) (119)
- Higher Education or other (19-25y) (103)
- Families (93)
- Parents (91)
- Early Years and Foundation Stage (0-4y) (54)

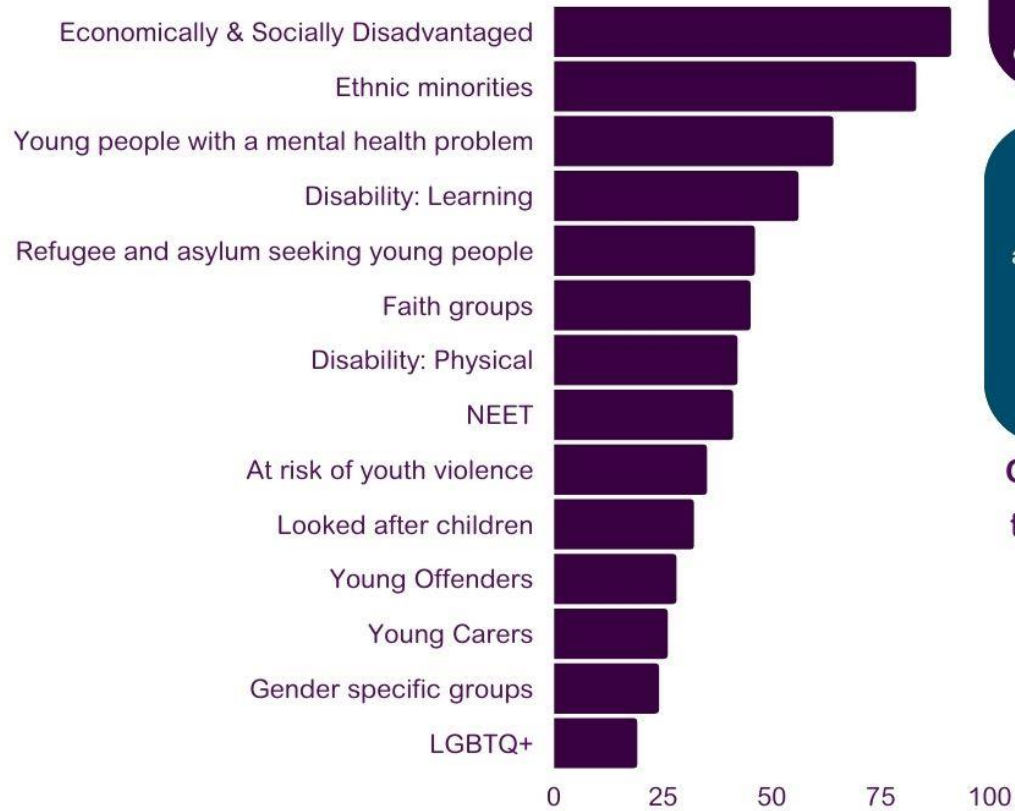
Which of these services do you provide to the people you support? (please select all that apply)

(Data from 202 members)

As more than one service could be selected the figures below represent each option selected by members)



YBF members work with diverse communities across Barnet. This chart shows the %age of members working with each specific group



Data from 153 members

59%
Of our members work with economically & socially disadvantaged groups

54%
Of our members primarily work with ethnic minority groups

37%
Of our members work people with learning disabilities

27%
Of our members work with people with physical disabilities

Data from 154 members

50%
Of Barnet households are deprived in at least one dimension (education, employment, health or housing)

48%
Of the Barnet population (aged 24 years and under) is from an ethnic minority

6%
Of the Barnet population (aged 24 years and under) is classed as disabled (under the Equality Act)

Our members provide regular feedback about the support YBF provides, which helps them to support the communities they work with

89% Agree/Strongly Agree that the work of YBF positively impacts services that support children and young people in Barnet

71% Agree/ Strongly agree that the support from YBF has strengthened their organisation



£12,548,988*

Was invested into the borough via YBF members in 2022

*Turnover of organisations that deliver 100% in Barnet



How many different young people have you worked with in the last 12 months?

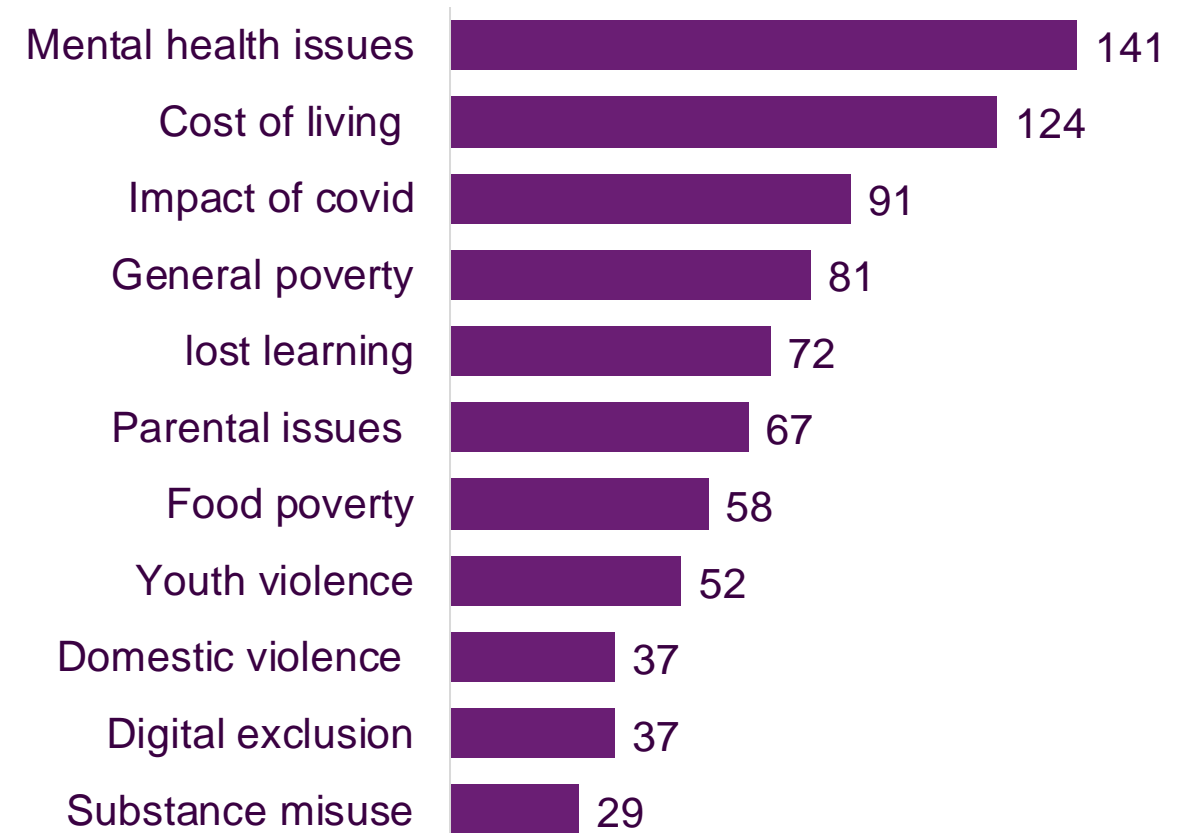
(Data from all 203 members)

202,533 different CYP/F worked with in the last 12 months (CYP attending other provision is not tracked)

From speaking with your participants, what areas of concern do they appear to be raising the most?

(Data from 203 members)

(As more than one area of concern could be selected the figures below represent each option selected by members)



Funding

Sources of Income over the last 12 months

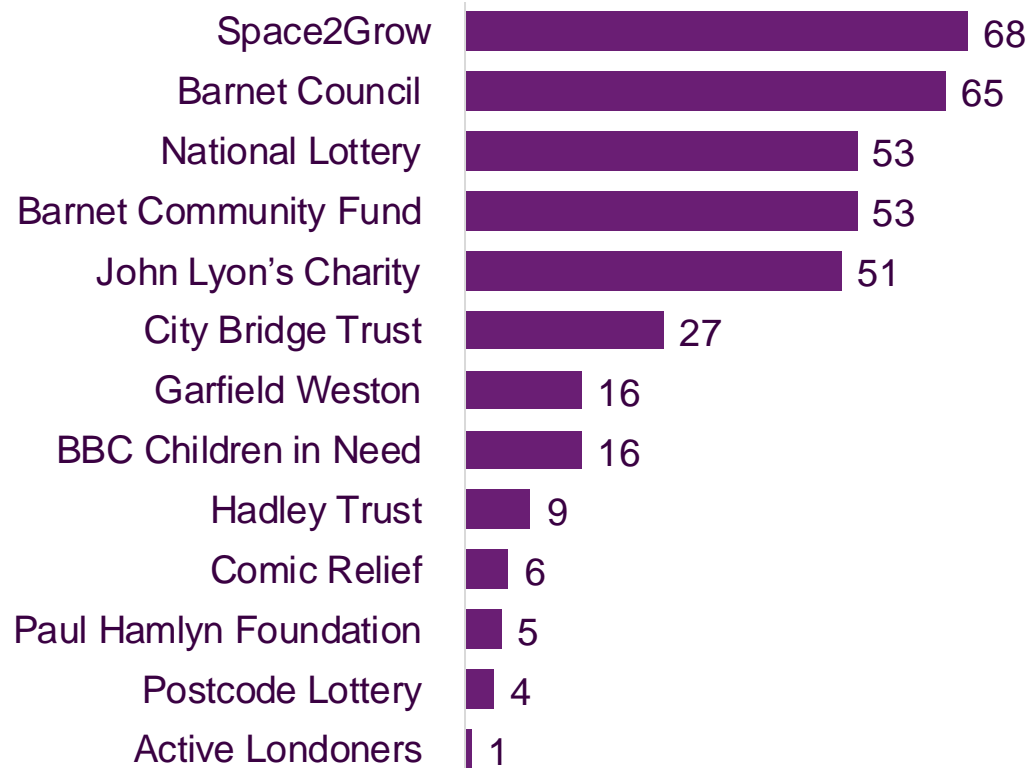
(Data from 202 members)

(As more than one source of income could be selected the figures below represent each option selected by members)



Please indicate if you have received funding from any of the following sources in the last 12 months?

(The figures below represent the number of members who have received the following sources of income)



Please tell us about any other funders you have received funding from in the last 12 months?

(Data from 124 members)

(Some examples listed below)

- Amazon Literary Partnership
- Art Council England
- Baring Foundation
- Co-op Community Fund
- National League Trust
- St James Place Charitable Foundation
- Tesco Community Fund
- The Rothschild Foundation
- Waitrose Community Matters

Support Needs

A proud partner of



Barnet Together



What are your data support needs

(Summary results presented in a Word Cloud)



Are there any other ways in which we can support you?

(Summary results presented in a Word Cloud)



Satisfaction Survey Results

This data was collected from renewing members, so those that have been a member of YBF for at least 6 months (joined before July 2022)



88%

Agree/Strongly Agree that the **work** of YBF **positively impacts services** that support children and young people in Barnet

+11% on 2022
(Data from 150 members)



71%

Agree/Strongly Agree that the **support** from YBF has **strengthened** their organisation

+10% on 2022
(Data from 152 members)



70%

Agree/Strongly Agree that **introductions** from YBF have led to **stronger connections** and **improved partnership working** with other organisations

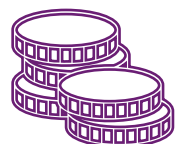
+19% on 2022
(Data from 151 members)



72%

Agree/Strongly Agree that YBF networking and training events are well **organised and informative**

(Data from 149 members)



61%

Agree/Strongly Agree that **funding/funding support** from YBF has grown their **service delivery** for Children and Young People in Barnet

+6% on 2022
(Data from 150 members)



93%

Agree/Strongly Agree that YBF keeps members **well informed** through newsletters, the YBF website, social media and WhatsApp

(Data from 150 members)

Comments

It has been great working with you so far. Excited for the year ahead.

YBF is incredibly well organised and supportive. I cannot thank you enough for the connections you have given us and all of the support. We love being members as it helps us to have support as founders.

We are glad to be part of Young Barnet Foundation

One recent introduction has led to a probably new project from September 2023, new to the borough and not just us. Staff are amazing - supportive, knowledgeable and passionate.

We know that you have the sector's back and this counts. You bring us together when it matters most and everyone I have met who works at YBF is deeply committed to strengthening the voluntary sector. Thank you

Our Member Feedback

(Based 56 Q1 2023 responses to the YBF Feedback Form)

Member Feedback



89% feel that YBF represents / supports the sector fairly



73% view their YBF membership as being extremely important



100% say the support / engagement was very valuable / valuable to their organisation



86% were either very satisfied or somewhat satisfied with the training/ workshop/ Member Network Meeting



Will take up the connections suggested



Will explore the advice given



Will attend future network meetings



Will put in a funding application



Will take up funding leads

Barnet Together Fundraising Programme 2023

Barnet Together hosted a series of free funding sessions for Barnet's Voluntary, Community, Faith and Social Enterprise (VCFSE) organisations. Below is snapshot of how the programme supported capacity building within the sector and some feedback from attendees



*total number of session hours for all attendees
** total number of individuals attending across all sessions

^^Did not attend 2022 sessions (excluding organisations registered as YBF Members/Strategic partners/ BT partnership after the 2022 sessions)

Some comments from attendees

“ Fantastic training that gave practical actions ”

“ Excellent resource at no cost to us well worth attending, highly recommend ”

“ Thought the speaker was exceptional and made what appeared to be a daunting task seem possible ”



#ItTakesABorough

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Autism, Race & Culture



Research looking into the Intersectionality of Autism and Race in the London Borough of Newham



RESOURCES FOR AUTISM IS A REGISTERED CHARITY,
NUMBER 1061253

WWW.RESOURCESFORAUTISM.ORG.UK

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ACKNOWLEDGMENTS



Scope and Objectives of Research

1. Our research aimed to identify themes and issues which can be used on a practical level to influence policy, the local offer and support offered by VCOs, and to stimulate further debate on this important area.
2. Within the ethnically diverse community in Newham, our focus was on autistic people and families of a Black African, Asian Bangladeshi and Asian Pakistani heritage, given that these are the most well-represented ethnic groups in the Borough.¹
3. We specifically sought to understand the barriers to accessing services, and the intersectionality of autism, mental health and ethnic diversity, with a focus on three key factors which we believe to affect ethnically diverse households in Newham most profoundly:
 - a. Stigma
 - b. Language barrier
 - c. Cultural perception of autism

¹The ethnic make-up of Newham is diverse, with a substantially higher percentage of people from diverse backgrounds than the London average (respectively 72.4% to 43.5%). Those from an Asian heritage account for a total of 36% of the Borough's population (Indian 14%, Bangladeshi 12% and Pakistani 10%) (Newham, 2021). The ethnic profile of RfA's service-users who live in Newham closely matches that of the Borough. In Newham, we currently have 369 autistic individuals on our waiting list (259 are ethnically diverse), all of whom do not have access to other support.



Executive Summary

- 1.** Families from ethnically diverse backgrounds experience a high level of challenge following an autism diagnosis of a family member, including lack of support and understanding from the community, peers and schools; limited access to support structures and services; and financial pressures.
- 2.** Families can feel socially isolated and experience stigma following an autism diagnosis.
- 3.** Religious and community leaders have a vital part to play in creating acceptance and inclusivity within ethnically diverse communities, and would benefit from autism awareness training.
- 4.** Strong support, which is both culturally and linguistically specific, will allow for greater access to help and better outcomes for the autistic family member.
- 5.** Cultural and linguistic support and understanding of autism should be given to close family members as early as possible.
- 6.** Further research on the intersectionality of race and autism would be instructive in further influencing policy and provision and ensuring that an intersectional lens is applied by all professionals when working with autistic people of colour



Background

Resources for Autism seeks to work on a practical, data-driven level. At the time of our application for funding, our waiting list for ethnically diverse individuals awaiting support numbered 259, representing less than 10% of our total waiting list. However, we know that this is not reflective of the national picture, given that 48% of our beneficiaries are from ethnically diverse backgrounds. We also know that there are significant barriers facing ethnically diverse autistic people who can face a 'double discrimination', and that they are less likely to be diagnosed, receive benefits or access services and support.

We were thus grateful to receive funding from Compass Wellbeing, to explore the experiences of parents and carers of autistic people from ethnically diverse backgrounds.



Summary of Previous Research

1. Ethnically diverse communities can face significant barriers in accessing statutory services that are not inclusive and/or sensitive to their needs and culture.²
2. According to a YouGov poll commissioned by Autistica (2022),³ there remains in the UK a significant lack of understanding about autism:
 - a. 46% of adults believe *'we are all somewhere on the autism spectrum'*
 - b. 30% of adults are unsure whether autism "can be cured"
 - c. 35% believe that autism is a learning disability
3. Research consistently suggests that early diagnosis, autism-specific interventions and support for carers can improve outcomes for both autistic individuals and their carers.⁴ Identification at an early stage of those who would benefit from interventions and support is key.
4. Individuals from ethnically diverse backgrounds are amongst those cohorts least likely to access health, mental health and care services⁵ and autism support services⁶.
5. 'Collectivist cultures' (which place priority on community interdependence and shared group norms and values) are generally more likely than individualist cultures (which place priority on personal independence, goals and values) to stigmatise people who deviate from the norm. This is partly because such people are more likely to be identified in the community due to high surveillance levels, which such cultures rely upon in achieving their goals of interdependence and group conformity. The two main consequences here are that:
 - a. those identified as deviating from group harmony are vulnerable to being devalued, rejected and stigmatised
 - b. families fear such stigmatisation and consequently hide their circumstances from their community. This in turn has a range of harmful consequences⁷
6. Research in this area can often be ethnocentric in its focus, relying on White British participants rather than utilising a more representatively diverse cohort; this can result in inappropriately designed services or recommendations.⁸



Summary of Previous Research Cont.

7. There is a growing recognition of the need to understand the barriers faced by individuals from marginalised groups which prevent them from accessing and engaging with autism support services.⁹

8. Language barriers, institutional racism, cultural differences, religious beliefs, and family traditions are some of the barriers ethnically diverse groups report as hindering access to services.¹⁰ Other barriers include stigma, lack of respect and stereotypes among professionals, limited knowledge and awareness of autism in some cultures, isolation, and lack of consideration to the intersectional identity experienced by minority ethnic groups.¹¹

9. Ethnically diverse people often do not recognise that they have a mental illness because mental health may be stigmatised or rarely discussed in their community.¹² Moreover, professionals that do not work regularly in the autism space may lack awareness of ethnically diverse cultures and struggle to spot the nuanced differences between a mental health and an an autism diagnosis. It is not surprising that autistic individuals with mental health challenges from ethnically diverse backgrounds report to us a 'triple discrimination' which creates even greater barriers to accessing support.

10. Our findings suggests that awareness is at the root of the stigma that some families felt. This may also lead to late diagnosis and to not accessing relevant services after being diagnosed.

²*Improving the Experience of Community Mental Health Services for Black, Asian and Minority Ethnic People in Tower Hamlets, Newham and City and Hackney* – by Samuel Ogunkoya, East London NHS Trust (<https://www.elft.nhs.uk/sites/default/files/2022-02/BAME%20Let%27s%20Talk%20Report%202021.pdf>)

³<https://www.autistica.org.uk/news/attitudes-index-news>

⁴Dawson et al, 2010; Smith, 1999; Corsello, 2005; Rogers, 1996; Carter et al, 2011; McConachie and Diggle, 2007

⁵Ajayi, 2021; Ogunkoya, 2021

⁶Slade (2014): *Diverse perspectives: the challenges for families affected by autism from black, Asian and minority ethnic communities* - The National Autistic Society; Burkett et al, 2015

⁷Papadopoulos et al, 2013

⁸Sheikh et al, 2009; Munroe, Hammond and Cole, 2016

⁹Kandeh et al, 2020; Slade, 2014

¹⁰Bobb, 2017

¹¹Kandeh et al, 2020; Ajayi, 2021; Autism stigma and the role of ethnicity and culture, Papadopoulos, 2016

¹²Mental Health Foundation, 2022



Research Methodology

1. We sought to build a foundation for our research by developing a strong understanding of previous findings in this area, through a literature review and a review of reports within the sector. Key themes are noted in the Literature Review section.
2. 54 families completed a carefully constructed questionnaire, which we designed following our research and literature review:
 - a. We included 13 questions regarding participants' demographic and ethnic backgrounds.
 - b. A Bengali version was made available to maximise access.
 - c. We circulated the survey to families who are registered with RfA from ethnically diverse backgrounds who live within the London Borough of Newham. We also promoted it to our partners and contacts across the Borough, and asked them to share it with relevant families.
3. 9 parents participated in private, in-depth interviews over Zoom, with the aim of growing our understanding of challenges during the early stages of their child's autism and their journey as parents of an autistic child. In addition, 53 parents/carers participated in facilitated group discussions at RfA support groups in Newham.

We are aware of the limitations of our findings, particularly that:

1. Our data pool of survey participants and in-depth interview participants is not academically rigorous, nor does it necessarily represent all ethnically diverse people in the area. However, our research does provide a fairly consistent steer and hopefully offers a series of practically attainable recommendations.
2. There were inconsistencies in some survey answers; for example people from a Black heritage answered the question regarding language barriers very differently, but this is likely to be because English is their first language and language barriers were not an option.
3. It may be that harder-to-reach families chose not to respond to our request for involvement, despite our efforts to encourage people to complete our survey in ways that were as accessible as possible, such as over the phone.

In our efforts to mitigate against these limitations, we:

1. co-produced the survey with support from Black and Asian professionals.
2. phoned people to help them to complete the survey over the phone.
3. supported people to complete the survey at RfA parent groups and drop-in surgeries.



Research Findings

1. There is a widespread lack of awareness pre-diagnosis and lack of understanding post-diagnosis about autism in ethnically diverse communities.

Most interviewees acknowledged that they did not know what autism was prior to receiving their child's diagnosis.

- *'When they said my son's autistic, I didn't have a clue what it meant. It was all new to me and to our family as well. It's available now on the internet. There wasn't much when he was diagnosed.'* – Asian Bangladeshi Parent
- *'I didn't know anything about autism before my son was born. So no, we were told they're just ill. Years after my son was born [at the age of four], when they told us he's autistic, I didn't have a clue what it meant, what it was, so it was all new to me.'* – Asian Bangladeshi Parent
- *'So back then in the community, not everyone knew what it was or most people hadn't heard of it so I didn't get much as a support from the community.'* – Bangladeshi Parent
- *One mother noted that only when her son was eight and had been diagnosed as autistic only a few years earlier did she start to understand what autism: 'Now when I go outside I can tell straight away that's a special needs person or if that's autism whereas before I would've thought, if it was an adult misbehaving, he's probably drunk.'*
- *'Most people from my community never heard of autism so I didn't get much support. The older generation don't know as much about autism.'*
- *'In the very beginning I was understanding when my son was diagnosed as an autistic child, then I understand as it theoretically not practically. It's a very basic information they provide when he was diagnosed.'*
- *An African Somali parent said that her extended family viewed her (pre-diagnosis) son as 'ill' and did not know about the condition. At 2 years' old, her son's health visitor did not recognise the signs of autism, which also delayed access to services. He was 3.5 when he received his autism diagnosis. 'The health visitor kept sending me back saying, it's ok, he's still young, just discipline him, just tell him no.'*



Research Findings Cont.

2. Stigma and lack of acceptance can lead to a sense of isolation for a family with an autistic member, whether by their own family, friends or community.

For most survey participants, receiving a diagnosis and raising an autistic child had a markedly negative impact on relationships with immediate family, extended family and friends:

- 65% felt their child's diagnosis created strains within their immediate family, particularly for those with an Asian heritage (68% versus 60% for those from a Black ethnic background).
- 67% noted that their child's diagnosis created strains within the wider family, again at a slightly higher rate for those with an Asian heritage (68% versus 65% for those from a Black ethnic background).
- 55% noted that their child's diagnosis created strains with friends, again at a higher rate for those with an Asian heritage (61% versus 45% for those from a Black ethnic background).

Sadly, stigma remains prevalent, which can lead to a sense of rejection, blame and isolation, precisely at a time when support is most needed, in communities that rely heavily on the family unit.

Comments from interviewees also highlighted this challenge:

- *'It was really hard, not even as a family but in my own house. His father was saying he is going to grow out of it, he is going to turn better.'*
- *'From the day our child was born, our family changed. It impacted a lot in our family, especially with my other two children who couldn't get as much time as my son. Everything now revolves around him.'*
- *'There is a lot of shame I think when he was about four and I brought him to meet my family. We visited their house and it was my mum who recognised something was different. It was really hard for him to have that relationship with his grandma because she didn't want to interact with him much because he is different. It is really difficult with my parents. I tried to explain he has autistic [sic.] but I don't think she really believes me.'*
- *An Asian Bangladeshi parent with an autistic child told us that her husband and extended family (whom her son visits) still don't understand that the child is autistic: 'They don't understand that he's got problems because he's like normal. I do because I'm always living with him. And his dad also doesn't understand that he has problems.'*



Research Findings Cont.

On a positive note, we found that 40% of individuals from a Black ethnic background and 22% of people from an Asian ethnic background felt the diagnosis actually strengthened relationships with family and friends:

- *'It brought everyone a lot closer and my son likes that family is doing things together. We probably wouldn't have done as much things together if my son wasn't autistic.'*
- *'My daughter was 3 years old when my 4-year-old son was diagnosed with autism. She was at nursery and I couldn't spend enough time with her because of my son's special needs. My daughter had a few tantrums growing up so it definitely had an impact on her. She's graduated as a nurse so she understands more now.... My son is sociable and brings the family together. He has a phone with all the family members and contacts them all every day. No other child in the family does that, phoning his gran every day to ask are you ok.'* -Asian Bangladeshi Parent

Some parents also noted that their child's school had been very helpful in providing support and increasing their understanding of autism. The school had provided plans to support the child's needs and also offered an opportunity to meet other carers in similar situations, thus reducing isolation.

3. Lack of support from cultural and religious leaders can reduce a family's participation in communal or religious activity and structures.

A lack of awareness of autism can extend to religious and cultural leaders, impacting on a family's choice to participate in social gatherings, further contributing to a sense of social isolation. Although for many ethnically diverse people the local place of worship offers a vital opportunity to engage with their cultural and religious community, many parents or carers of autistic children experience a sense of exclusion. Our survey notes:

- Only 35% felt that news of their child's autism diagnosis was well-received in their community (45% for Asian families versus 20% for those from a Black African background).
- Only 43% felt supported by their cultural/religious community (55% for Asian families versus just 25% for those from a Black ethnic background).
- Only 45% believe their cultural/religious community has a good understanding of autism (48% for Asian families versus 40% for those from a Black African background).



Research Findings Cont.

- 59% believe their cultural/religious community holds stigma around autism (58% for Asian families versus 60% for those from a Black African background).
- 60% of those from an Asian heritage felt that the leader of their place of worship understands autism and supports their child's needs, while strikingly only 30% of those from a Black African background felt the same.

One interviewee noted a sense that their religious community was unable to include their autistic child while also allowing his parents the opportunity to engage with prayer in the same way as other adults:

- *'He went to the mosque but he's not going at the moment because he runs away. When I'm praying I have to give concentration. I can't look after him. Me and my wife go together, but not at the moment. When our son runs, they get upset. So I said, he has needs. He has a need to run and thinks that this is big, quite open space he can run. Yeah, he's not like me and you, thinking that he needs to sit down.'*

In interviews some parents noted positive experiences and acceptance of their autistic child within their mosque:

- *'Just before Covid first started, all these one-to-one classes, special needs for small groups and all that. Whereas before you would never, so that shows they're more understanding now. I think the schools and speech and language and all that there are sort of coming together and teaching them to think more about it. Yeah, I mean I would like a bit more understanding but before there was nothing.'*
- *'I saw a leaflet that said if you have an autistic child, you can take them to this mosque and I was interested.'* – African Somali Parent
- *'In the mosque, there isn't a separate room so a child with autism would need a certain level of understanding. My autistic daughter attended after-school Koran Studies at the mosque and was well supported by the young, female Muslim teachers. They were mindful and they understood autism.'* – Asian Kashmiri Parent

4. Connection with, and support from, professionals is challenging to obtain.

Many of the parents and carers interviewed felt that professionals do not effectively promote and provide services for ethnically diverse communities. This can lead to a sense of mistrust and lack of crucial support for children. Our survey noted that:



Research Findings Cont.

- Only 29% of participants felt that support was easy to find when seeking diagnosis (32% for Asian families versus 25% for those from a Black African background).
- Only 30% felt that when seeking a diagnosis support was easy to understand (33% for Asian families versus 25% for those from a Black African background).
- 51% agreed that, if needed, services can provide information in your home language (58% for Asian families versus 40% for those from a Black African background).
- 33% of participants feel that professionals understand your cultural background and respect your needs (39% for Asian families versus 25% for those from a Black African background).

Our interviews noted the frustrations of some parents around the lack of support and potential judgment given their ethnic background:

- *'Even the professional people know how there's so much help groups nowadays. When my child was diagnosed, professional services were not supportive. We thought no one really cared.'*
- *'Some of them see that I'm Asian and treat me differently.'*
- *'Raising [an] autistic child is a hundred times harder than [professionally] working with an autistic child.'*

5. Language and communication barriers and a lack of understanding of the 'system' can influence support obtained for an autistic family member.

For many of the parents and carers we interviewed, English is not their first language. One carer with whom we spoke is deaf and communicates with British Sign Language (BSL). This can present problems in multiple ways; for example, a diagnosis entails a new set of vocabulary and terminology around autism, behaviours and support structures or options; those for whom English is an additional language may struggle to respond with effective speed and understanding to a diagnosis as a result:

- *'If I don't speak English, I could have a Bengali translator. I could speak in Bengali, they could misunderstand me and tell the doctor something different.'*
- *'And they didn't send the report. They did diagnosed [sic.] on the day and they said this and that, but they didn't send me the report and all the documents. So I cannot get the support from the right department for his needs for his speech and language. Occupational, any sort of sensory he has. It is a difficult, I couldn't get the support until then.'* – Bangladeshi Parent



Research Findings Cont.

- *One father said that, due to language barriers and not knowing the care system, receiving the support his child needed was a struggle: 'You are making his life worse because the support you're not giving, the delay you are doing. You're not destroying the only children life, you're destroying the parents' life as well. Because I'm the one suffering, I'm the one who's dealing this kind condition. See that my son didn't get the right support in the start. My son didn't get the right support from the social services when he has needs.'*

6. Assimilation into, or equal treatment from, the wider community can be impacted through having an autistic family member.

Assimilation – which is already challenging for many individuals from ethnically diverse backgrounds – is made even more difficult with an autistic family member. A lack of wider societal understanding about autism, which provides challenges for families of all backgrounds, is only deepened when ethnic stereotypes, bias or judgments come into play. This is again exacerbated when a parent or carer may not feel confident in the potentially complex care required for their autistic child, or supported within their own community.

Stereotypes around young black men and criminal intent or behaviour also affect families challenged by their child's behaviour:

- *'So when you need to restrain them [the child, for their own safety], a stranger sees you, they're thinking, why are two big people acting like that towards a child? Can you not, blah, blah, blah, etcetera. Them not knowing that you have to restrain them to do your job because okay, you could let them go. Then what? They come and attack you. So sometimes if the public need to be educated.'* – Father of Black Caribbean heritage
- *'That's the whole thing that happened with the police, where the police had to be educated. Especially with black boys. They could be a black teenager and you could be upset, so he starts smashing, maybe he kicks a car and all that. Or he kicks the shop. Or he's acting in a way where people might say something. So the police come, just sees he as a black youth, just want to arrest him. So making a situation worse so he can't communicate properly. He don't know what's happened. So you made the situation worse.'*



Recommendations from Parents and Carers

During our research process, we asked parents and carers to share constructive, achievable ideas that would help families like theirs:

1. Support community and religious leaders to understand more about autism, so as to make local spaces and places of worship more accessible.
2. Provide information on autism and support services in different languages – in Newham, this particularly includes Bengali.
3. Provide local autism services that are relevant to people from ethnic backgrounds.
4. Provide parent support groups and one-to-one discussion groups with autism specialists.
5. Bring together personnel from schools, social care, health, CAMHS and the Borough to collaboratively shape services, care and education.
6. Offer autism-friendly childcare in the Borough where parents and carers can take their autistic children during non-school days.
7. Support schools to offer opportunities to bring together and educate parents around autism.



Resources for Autism's Recommendations

We would suggest that all recommendations below are designed, planned and delivered through co-production with members of the communities to which they are targeted.

- 1.** Our findings suggest the need for increased awareness-building in, and support for, families and communities to address the stigma and isolation experienced by families with autistic children. This will help to improve access to diagnosis and support, reduce the sense of isolation, and build an acceptance of autism. Our study underscores the importance of cultural sensitivity and diversity in autism research, diagnosis, and support services. With this in mind, we would recommend development of community-based autism awareness programmes that target Black African and Asian communities, to cover early signs of autism, how to access services and how to support autistic children. Programmes should involve community leaders and extended family members
- 2.** The lack of awareness of autism in the Asian and Black communities was a common theme among our interviewees and is an important one to acknowledge because it is likely to have implications on the ability of autistic people to receive an early diagnosis, gain acceptance and the support they require early on.
- 3.** This proves that there is an urgent need for services to support the improvement of autism awareness in society and within the criminal justice system.
- 4.** Information should be provided in different languages to maximise reach and impact.
- 5.** Offer autism awareness training that is specifically aimed at religious leaders, to support them to build truly inclusive, accepting communities lacking in stigma. The need for support is particularly high for religious leaders within the Black community.



Resources for Autism's Recommendations

6. Promote anti-stigma messaging to challenge negative attitudes towards autism and autistic people. Messaging could focus on the strengths and abilities of individuals with autism and emphasise the importance of accepting and supporting them. Messages could be disseminated through social media, local media and community events, potentially supported by respected local figures or influencers.
7. Develop support groups for families with an autistic child, to build emotional resilience and provide useful resources, as well as to give an opportunity to connect with other families going through similar experiences.
8. Encourage collaboration between healthcare providers, educators and community organisations to better support families with autism.
9. Conduct follow-up research to better understand the experiences of Black African and Asian families who have an autistic child and how that experience compares with that of white families. This could include the impact of culture, language and stigma on diagnosis, treatment and support. This research could inform the development of more effective interventions and support for families.



Acknowledgements

Resources for Autism expresses its warmest thanks to all those who participated in our research. We appreciate that, for many parents and carers who shared their personal experiences, there are many emotional challenges inherent in a family member's diagnosis.

Our thanks go to RfA's Project Co-ordinator Kenny Shaw, who oversaw the project and led the interviews, and to RfA's Co-Production Lead Daniel Bendelman, who was the lead researcher the project.

It is our hope that our findings make a difference to the lives of those involved, as well as to all those families and communities seeking to support autistic people and allow them to be free and happy, and able to lead fulfilling lives.

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**London Borough of Barnet
Barnet Children’s Partnership Board
Forward Work Programme
2023 / 2024**

Contact: Scarlett Ryan (Governance) scarlett.ryan@barnet.gov.uk

Subject	Decision requested	Report Of	Contributing Officer(s)
13 July 2023			
Business items			
My Say Matters	The Board to receive verbal input from young people.		Practice & Learning Manager (Liz Shaw)
State of Barnet voluntary sector report	The Board to receive an update report.		Janet Matthewson
Autism, Culture and Race	The Board to receive an update report.		Dolyanna Mordochai
Regional Expert Partnership	The Board to receive an update report.		Karen Flanagan
Maternity health programme update	The Board to receive an update report.		Anna Stewart
Reference items			
List of abbreviations	The Board to note the list	Chair of the BCP Board	Governance Officer
Forward Work Programme	The Board to note the Programme	Chair of the BCP Board	Governance Officer
16 November 2023			
Business items			
My Say Matters	The Board to receive verbal input from young people.		Practice & Learning Manager (Liz Shaw)
Neighbourhood Model Programme'	The Board to receive an update report.	Neighbourhood Model Programme Lead NCL ICB	daniel.heller@nhs.net
School road closure consultations	The Board to receive an update report.		Alex Sexton

Subject	Decision requested	Report Of	Contributing Officer(s)
Whittington Health Update Report	The Board to receive an update report		Vanessa Cooke/Kate Bayley/ Marion Neuman
Reference items			
List of abbreviations	The Board to note the list	Chair of the BCP Board	Governance Officer
Forward Work Programme	The Board to note the Programme	Chair of the BCP Board	Governance Officer
29 February 2024			
Business items			
My Say Matters	The Board to receive verbal input from young people.		Practice & Learning Manager (Liz Shaw)
Reference items			
List of abbreviations	The Board to note the list	Chair of the BCP Board	Governance Officer
Forward Work Programme	The Board to note the Programme	Chair of the BCP Board	Governance Officer
11 April 2024			
Business items			
My Say Matters	The Board to receive verbal input from young people.		Practice & Learning Manager (Liz Shaw)
Reference items			
List of abbreviations	The Board to note the list	Chair of the BCP Board	Governance Officer
Forward Work Programme	The Board to note the Programme	Chair of the BCP Board	Governance Officer
25 July 2024			
Business items			

Subject	Decision requested	Report Of	Contributing Officer(s)
My Say Matters	The Board to receive verbal input from young people.		Practice & Learning Manager (Liz Shaw)
Reference items			
List of abbreviations	The Board to note the list	Chair of the BCP Board	Governance Officer
Forward Work Programme	The Board to note the Programme	Chair of the BCP Board	Governance Officer

Action Tracker

Meeting	Item	Description	Status