



REVIEW OF THE SUPPORT REQUIREMENTS OF BAME GROUPS & ORGANISATIONS

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1. BACKGROUND

Bradford Council currently fund support services for the voluntary community sector (VCS) through 3 key infrastructure grants. The accountable body for the current grants is Community Action Bradford & District (CABAD). The delivery partners are:

- CABAD (Including Young Lives and Young Lives Consortia)
- Bradford District Community empowerment Network (CNET)
- Volunteering Bradford
- Volunteering Keighley
- West Yorkshire Accounting Services (WYCAS)

In addition, the CCG's fund patient and public engagement through the Engaging People contract.

Over the past 2 years, the council has undertaken a review of the infrastructure support needs of the VCS. Summary of the consultation to date highlighted a need to engage directly with leads of BAME organisations to establish their specific support requirements.

The Race Equality network supported by CNET facilitated the consultation during September and October 2020. Phase 1 was a series of 3 workshops, phase 2 was a survey questionnaire.

2. PURPOSE OF THE CONSULTATION

To assess the support needs of the BAME voluntary and community sector groups and organisations from infrastructure services.

- i. Identify the support needs, particularly those specific to BAME groups and organisations
- ii. Highlight barriers to accessing support
- iii. Propose recommendations and potential solutions to improve the support available going forward

3. PHASE 1 - WORKSHOPS

i. Friday 25th September 10 to 12 noon

Specific support for African and African Caribbean communities facilitated by Charles Dacres, Bradford Hate Crime Alliance Coordinator

ii. Tuesday 29th September 1 to 3 pm

General support needs facilitated by Sofia Mahmood, Empowering Minds

iii. Wednesday 30th September 1 to 3 pm

Specific support for BAME Women facilitated by Sofia Mahmood

Following introductions, participants were given a summary of the support on offer through the current infrastructure delivery partners.

Workshop discussions

- What kind of support has your group/organisation received in the past?
- What kind of support is need by your group/organisation?
- What are the barriers to accessing help and support?

- What are the barriers to your involvement in meetings, consultations and leadership/representation opportunities such as joining statutory decision making boards and committees, joining forums etc.?
- What are the solutions and recommendations for the future?
- What improvements could be made to current infrastructure support services?
- Any other support needs

Many common themes emerged through the three workshops, such as support with funding bids, where to go for help and a desire to network. However, specific needs were identified from each group as highlighted in **bold** within the collective feedback and recommendations. .

4. COMMENTS AND ISSUES FROM WORKSHOP PARTICIPANTS

- There is lack of support for training, funding and sustainability
- Statutory organisations are equally responsible for reaching out to BAME communities. It's an easy excuse to say VCS are better equipped to reach out, we already know we are equipped
- Refer to support together, not to pass on a problem
- Being BAME is not a problem. More staff need sufficient cultural competency (not 1 day training and becoming experts). Stop using lack of language as an excuse to providing a poor service and forgetting human right laws in regards to consent, respect and dignity
- Board of trustees need regulating and supporting to direct / have vision during economic and social change...like Covid-19. They should be adequately trained to foresee and cope with change
- Project staff should not be left to deal with structural responsibilities...they are to manage the logistics. Implementation and delivery. Having a strong board builds on Two-way partnership and a mechanism of structural support for project staff and sustainability
- When starting our organisation, we found it very hard to access some of these services, currently not inclusive
- We need to find out the barriers - why don't BAME reps come forward, are they too busy, not interested, don't feel listened to?
- Managing a volunteer programme should not be taken lightly. All volunteering services in Bradford should be encouraged to kite mark with People Can and join a registered national volunteering org if finances allow it. Training should all have some form of accreditation or certification
- Volunteers need to be valued and their training needs validating
- Annual skills reviews should be a compulsory service in particular if working with vulnerable adults and children where safeguarding or clinic and social changes in health care provision changes
- Volunteers should demonstrate upskilling knowledge annually

5. PHASE 2 - SURVEY

Many groups could not attend the workshops, they may not have heard about them, or not had the time to take part. So a survey was developed using Survey monkey to gain a wider range of views and perspectives.

21 surveys were completed. The findings are incorporated into the recommendations.

PRIORITY AREAS IDENTIFIED AS “VERY IMPORTANT” IN THE BAME SURVEY

Top priorities in order of scoring

- 1) Engagement and inclusivity (under Voice and Influence)
- 2) Developing relationships and networking (under Voice and Influence)
- 3) Facilitation of forums (under Voice and Influence)
- 4) Accessible information (under Communication and Information)
- 5) Funding and sustainability (under Organisational Development)

The full survey results can be viewed in appendix 2 at the end of the report.

6. RECOMMENDATIONS

i. Organisational development and capacity building

- Free organisational health checks for BAME groups and organisations
- Information about funding opportunities
- Help with bid writing, groups do not have the capacity
- Clarity from the council about support, where to go and how to access. Promote the infrastructure services on offer (council and providers)
- Brokerage to help locate premises to operate from. Details of premises available and premises needed by BAME groups and organisations

ii. Communication and information

- More information about what’s happening and how to get involved (general news and information)
- Ways to find out about other BAME groups, organisations and support services; BAME NETWORK/FORUM, link with REN / Black Health Forum
- Help to market BAME groups and organisations
- Signpost small BAME groups to larger established ones for support
- Transparency about funding allocation from the council (not just infrastructure services)
- More BAME voices at key meetings
- **Voices and representation from the black community**
- Free training for BAME leaders/potential leaders to take part in decision making
- Use plain English in meetings and reports, explain acronyms (many BAME have English as second language)

iii. Networking, voice and influence

- More networking opportunities and events for BAME groups to get together, share information, support each other
- Workshops about the issues and concerns shared by BAME groups

- **Workshops for BAME women, possible women's network (like the CNET one)**
- Opportunities to pool information and share resources, possible web portal
- Education and understanding for all about black communities; their history and culture
- Training about racism, cultural competence, and unconscious bias
- **More focus on the BLACK within BAME**
- Knowledge about how to contact local councillor
- BAME network

iv. Volunteering

- Support to recruit, train and retain volunteers
- Support to gain the volunteering kitemark
- Annual training review for volunteers

7. CONCLUSIONS

- Whilst the larger BAME organisations have survived over a decade of austerity by downsizing, successfully securing funding, income maximisation etc. many smaller BAME organisations have closed down and those that have survived require support to sustain themselves. The council should consider a package of support (financial and practical) to sustain such organisations
- The council should also consider better financial support to BAME infrastructure support organisations in order for them to better support the BAME voluntary sector organisations
- BAME infrastructure support organisations such as REN should be supported and empowered to hold public bodies to account and to bring together forums for advice to public bodies such as the Council, NHS, and Police
- A strategic BAME advisory panel should form part of recommendation iii above (Networking, Voice and Influence). This panel would include (but not limited to) REN, Council for Mosques, British Asian Social Enterprise (new business support body) and others as appropriate
- The council and other public bodies should make a declaration to the effect that, in the quest to deliver equitable services, they will approach BAME infrastructure bodies in a spirit of working together to achieve goals of equality
- Public bodies must also encourage other organisations such as Academies, Housing Associations, Colleges, Universities etc. to consider working towards common District equality aims and to work together to improve services for BAME communities
- In the effort to achieve equitable outcomes, initiatives and ideas must not be diluted for fear of far right backlash. This has happened too many times particularly in institutions failing to address gaps in BAME employment matters with initiatives to improve opportunities for BAME staff generalised for fear of criticism.

8. APPENDICES

APPENDIX 1

Workshop Notes

1. Support Needs

- Accommodation/building for groups
- **Better marketing of information particularly to black community**
- Better communication on services provided by infrastructure and where to access
- Help and support to access funding
- Bid writing help
- Equality – raise support offered to find accommodation for all organisations / groups
- Transparency about who is responsible for supporting
- **Raise profile of black stakeholders**
- Move away from BAME tick box, break it down
- **Education about Black community / understanding of others.** Building Bridges / educate about each other. tackle racism borne from ignorance
- Transparency about distribution of funding
- Finance is problematic
- How to become a constituted organisation
- Where to access help on Volunteering and support available to volunteers

2. What are the barriers to accessing support?

- Not aware of the support available
- Racism/Ignorance of BAME communities
- **Black element in BAME gets lost (BLACK LIVES MATTER)**
- No capacity for bid writing
- Communication issues when English is a 2nd language
- Time constraints (to engage) so busy delivering, no time for involvement in consultations, networking etc.
- Volunteer capacity and burn out
- Cultural barriers
- Discrimination in accessing support for employment / housing / education and medical care

3. Solutions – Next Steps

- Support for the BAME community from Councillors
- Too much signposting - direct support needed
- More communication from Council
- Bid writing support – guidance needed
- **Signpost small/ new Black groups to larger ones**
- Training – make community orgs aware of the support on offer
- Events – bring orgs together, networking/forums
- Accommodation needed for community orgs
- Marketing / communication of support on offer. Recognise new orgs

- Awareness about where to find information (council website should show where VCS support can be accessed).
- Transparency about funding
- Regular updates
- Help and support for community orgs to think more strategically
- Support for volunteers / recruitment
- Financial support / fundraising / volunteer recruitment
- Specific training support for refugee and asylum volunteers
- Workshop sessions to help integrate smaller community orgs
- Accessible training courses in mental wellbeing, safeguarding, recruiting volunteers
- Training to develop staff and volunteers
- Resources to help deliver support to communities
- **Mentoring – particularly for BAME young women**
- More cross forum working - come together around a theme
- Community events - more grassroots input
- Cultivate cross-organisation working collectively – think strategically – work on collaborative bids
[reduce competition / fighting for funding]
- Utilise existing resources
- Improve access to and communication of information on funding, networking and other opportunities
- Community orgs being proactive in reaching out for help

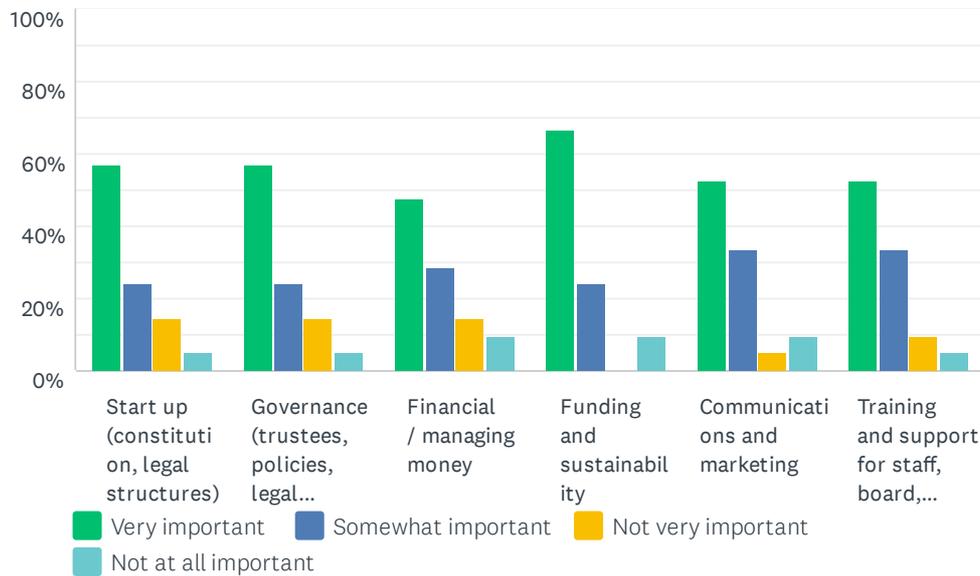
APPENDIX 2

Survey analysis

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Q1 How important are the following VCS support services to your group/organisation? Group/organisational development and capacity building:

Answered: 21 Skipped: 0

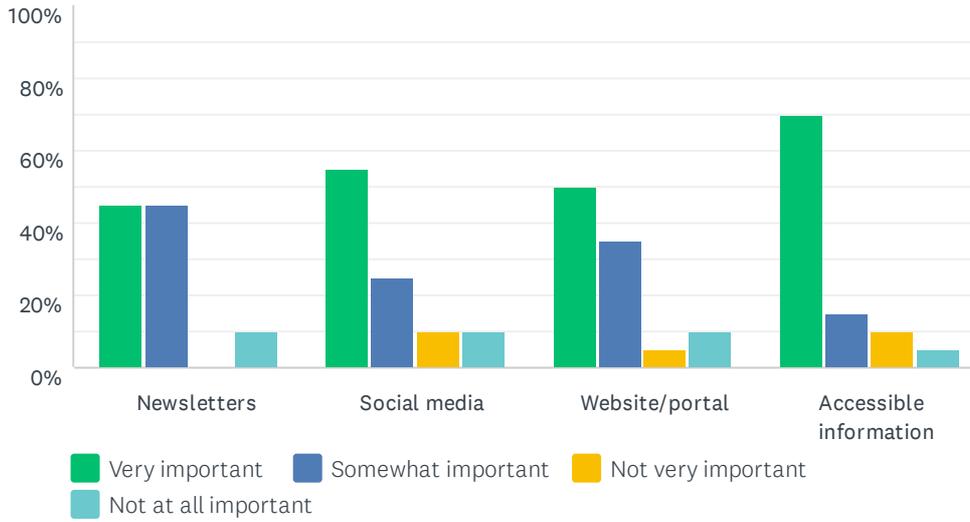


	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Start up (constitution, legal structures)	57.14% 12	23.81% 5	14.29% 3	4.76% 1	21
Governance (trustees, policies, legal structures)	57.14% 12	23.81% 5	14.29% 3	4.76% 1	21
Financial / managing money	47.62% 10	28.57% 6	14.29% 3	9.52% 2	21
Funding and sustainability	66.67% 14	23.81% 5	0.00% 0	9.52% 2	21
Communications and marketing	52.38% 11	33.33% 7	4.76% 1	9.52% 2	21
Training and support for staff, board, volunteers	52.38% 11	33.33% 7	9.52% 2	4.76% 1	21

#	ADDITIONAL COMMENTS / SUPPORT NEEDS	DATE
1	Thanks	10/7/2020 3:01 PM
2	Board of trustees need regulating Or supporting to direct / have vision during economic and social change...like covid. They should be adequately trained to foresee and cope with change. Project staff should not be left to deal with structural responsibilities...they are to manage the logistics.implementation and delivery. Having a strong board builds on Two way partnership and a mechanism of structural support for project staff And sustainability	9/30/2020 9:28 PM
3	When starting our organisation, we found it very hard to access some of these services.	9/30/2020 5:14 PM

Q2 Communication and information:

Answered: 20 Skipped: 1

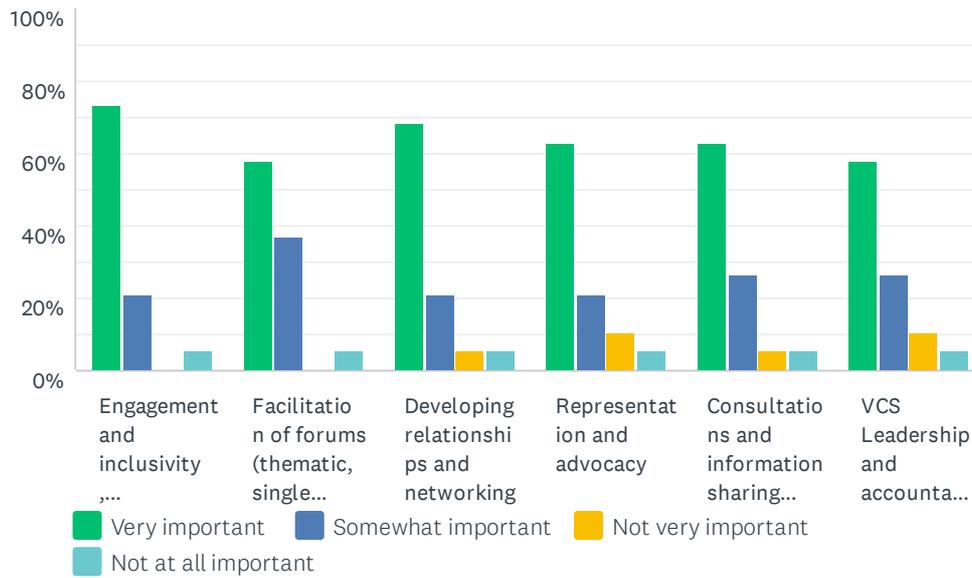


	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Newsletters	45.00% 9	45.00% 9	0.00% 0	10.00% 2	20
Social media	55.00% 11	25.00% 5	10.00% 2	10.00% 2	20
Website/portal	50.00% 10	35.00% 7	5.00% 1	10.00% 2	20
Accessible information	70.00% 14	15.00% 3	10.00% 2	5.00% 1	20

#	ADDITIONAL COMMENTS / SUPPORT NEEDS	DATE
1	we receive a lot of our referrals through our website so to have that working and up to date is very important.	10/12/2020 12:40 PM
2	Thanks	10/7/2020 3:02 PM
3	There is lack of support for training, funding and sustainability	10/6/2020 5:23 PM
4	Statutory organisations are equally responsible for reaching out to BAME communities. It's a easy excuse to say VCS are better equipped to reach out. We already know we are equipped. What are the senior management to taking responsibility to work holistically. Refer to support together...not to pass on a problem. Being BAME is not a problem. More staff need sufficient cultural competency (not 1 day training and becoming experts). Stop using lack of language as an excuse to providing a poor service and forgetting human right laws in regards to consent, respect and dignity.	9/30/2020 9:32 PM

Q3 Voice and influence in policy planning and strategic decision making:

Answered: 19 Skipped: 2

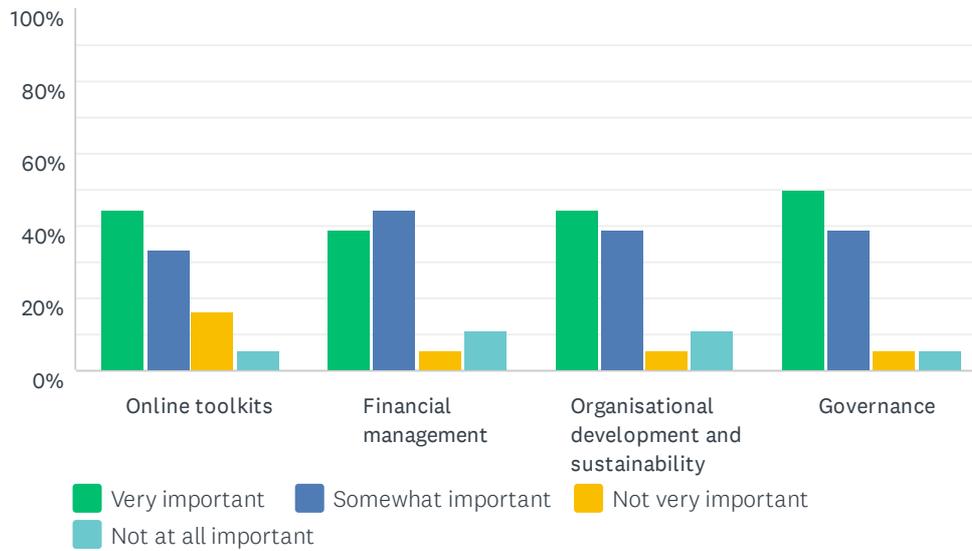


	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Engagement and inclusivity, particularly of seldom heard groups	73.68% 14	21.05% 4	0.00% 0	5.26% 1	19
Facilitation of forums (thematic, single issue, theme)	57.89% 11	36.84% 7	0.00% 0	5.26% 1	19
Developing relationships and networking	68.42% 13	21.05% 4	5.26% 1	5.26% 1	19
Representation and advocacy	63.16% 12	21.05% 4	10.53% 2	5.26% 1	19
Consultations and information sharing events	63.16% 12	26.32% 5	5.26% 1	5.26% 1	19
VCS Leadership and accountability	57.89% 11	26.32% 5	10.53% 2	5.26% 1	19

#	ADDITIONAL COMMENTS / SUPPORT NEEDS	DATE
1	Thanks	10/7/2020 3:03 PM
2	Currently not inclusive	10/6/2020 5:24 PM
3	We need to find out the barriers - why don't BAME reps come forward? Are they too busy, not interested, don't feel listened to?	9/24/2020 3:15 PM

Q4 Training provision

Answered: 18 Skipped: 3

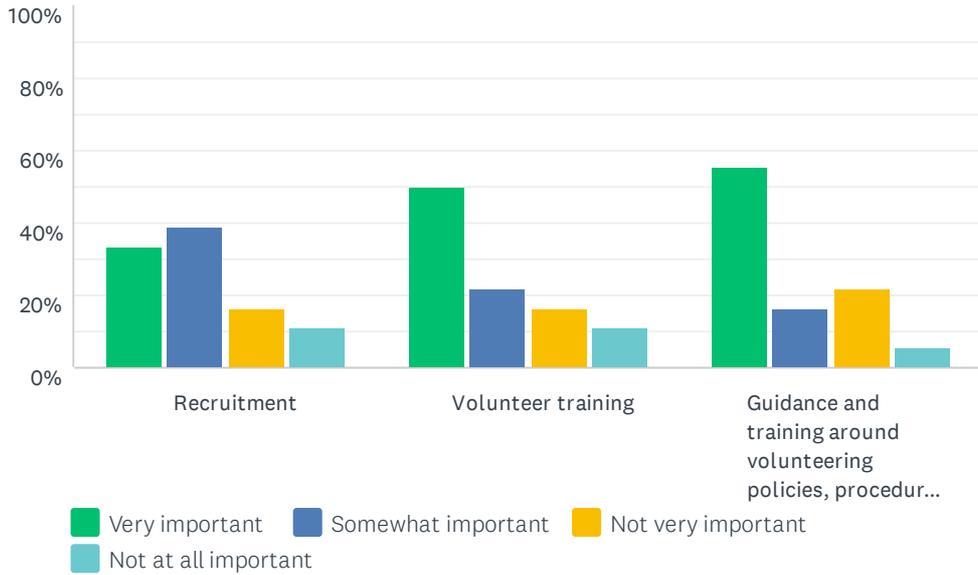


	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Online toolkits	44.44% 8	33.33% 6	16.67% 3	5.56% 1	18
Financial management	38.89% 7	44.44% 8	5.56% 1	11.11% 2	18
Organisational development and sustainability	44.44% 8	38.89% 7	5.56% 1	11.11% 2	18
Governance	50.00% 9	38.89% 7	5.56% 1	5.56% 1	18

#	ADDITIONAL COMMENTS / SUPPORT NEEDS	DATE
1	Thanks	10/7/2020 3:03 PM

Q5 Volunteering

Answered: 18 Skipped: 3



	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT VERY IMPORTANT	NOT AT ALL IMPORTANT	TOTAL
Recruitment	33.33% 6	38.89% 7	16.67% 3	11.11% 2	18
Volunteer training	50.00% 9	22.22% 4	16.67% 3	11.11% 2	18
Guidance and training around volunteering policies, procedures and the law	55.56% 10	16.67% 3	22.22% 4	5.56% 1	18

#	ADDITIONAL COMMENTS / SUPPORT NEEDS	DATE
1	Volunteers are key to our support groups	10/12/2020 12:42 PM
2	Managing a volunteer programme should be taken lightly. All volunteering services in bradford should be encouraged to 1. kite mark with peoples can 2. Join a registered national volunteering org if finances allow it. And 3. Training should all have some form of accreditation or certification. Volunteers need to be valued and their training needs validating. Annual skills reviews should be a compulsory service in particular if working with vulnerable adults and children where safeguarding or clinic and social changes in health care provision changes. Volunteers should demonstrate upskilling knowledge annually.	9/30/2020 9:36 PM