



# Annual Report



# 2020



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Genesis with his Spongebob drawing during a Take a Break short break  
**Cover:** Various activities taking place online during the pandemic  
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Our Board of Trustees

### Chair's Report

This is my third and final year as Chair of Trustees and I have really enjoyed every moment of it. This year has been strange due to Covid-19 although everyone has pulled together and we have kept things going as much as possible.

I mentioned Fundraising last year and we have made some progress with it but sadly not enough to keep Sherrick House open. It has been hard to look at positives with so much to worry about but we are pleased that our "Project 300" has been really effective in connecting service users to the support they need. Technology improvements we made last year have helped us through as many of the staff worked from home.

We look forward to returning to "normal" and seeing you all again in person. Let's all make a pledge to do something to help – what can you do? If you are stuck for ideas, please speak to a member of staff or a Trustee. Everyone can do something, however small. Many thanks to everyone, in advance for your help and support.

### Board of Trustees 2019/20

**Andrew Waite**, *Chair*

**Sheila Oliver**, *Vice-Chair (and HR Sub-Committee Chair)*

**Mike Wiffen**, *Honorary Treasurer (and Finance Sub-Committee Chair)*

**Ray Booth**, *Chief Executive Officer and Company Secretary*

**Tom Glenister**, *Fundraising*

**Meg Kirk**, *Premises*

**Faib Riley**, *Safeguarding*

**Cristina Sarb**, *Legal and Digital*

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Working together with Barnet Council.  
A Company Limited by Guarantee. Registered in England  
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## Bright Futures

Bright Futures is made up of our 'COPs' project, 'Working for You, the Employment project and Engagement work.



Dahria ready to hit the water for some bell boating at Phoenix Outdoor Centre

The **COPs (Community Opportunities Project)** continues to provide social, cultural, educational, health and wellbeing activities through Springboard. This includes trips to places including Paradise Wildlife Park and the V&A Museum, and cultural evenings covering

Mexico, America and South Africa which have proved very popular.

Fit2gether offers sports and physical activities such as martial arts, swimming, football, golf and touch rugby - which is delivered by Project Rugby at Mill Hill Rugby Club and has been very successful.



COPs hosted exactly 500

activity sessions for members and some non-members



Working for You supported 193

clients this year, compared to 181 last year



Barnet Mencap is committed to supporting Adults with Learning Disabilities and or Autism through our **Working For You** information, advice and guidance service.

The service is free and our advisors can help with any issue, however big or small.

Benefit support is still the most sought after help requested and we support clients to complete application forms, submit appeals and attend tribunals when necessary. We have a very high success rate obtaining the correct benefits for clients.

We also offer help and advice about housing, finances, life planning, correspondence etc and build a lasting working relationship with our clients who will often return for future support.

**The Employment Project**, through Royal Mencap, continues to provide support for people with learning disabilities and autism, so that they can get paid work, training and placements. This has been a difficult year. Funding was reduced during the year. Staff turnover also made it hard to achieve as much as previous years. Eight people got jobs during the year

and there were fewer referrals than usual. The service has been reviewed and will focus on promotion and partnership working to improve the service in 2020-21.

**Engagement** raises awareness about Learning Disability and/or Autism through training external organisations, running the Have Your Say group and working with the London Borough of Barnet on local projects and plans.

Members of the 'Have Your Say' group gave feedback on 25 proposed projects and plans.

They also met with Mike Freer, the local MP, to discuss Universal Credit, Employment reasonable adjustments, Easy Read literature for the Benefits System, and Crime. Members also attended parliamentary groups at Westminster, the Barnet Council Annual Summit, Barnet Council Working groups, Hate Crime Week events, a Mental Health and Wellbeing Event, Purple Tuesday at Brent Cross, Council Involvement Board meetings, the Patient Experience and Equality Forum and participated in Mystery Shopping for Safe Places.

We taught targeted Makaton (eg medical and fire specific words) to 40 people at 3 organisations



We trained 509 staff in Learning Disability and/or Autism Awareness at 18 organisations



## Equality Housing



Tom mowing his lawn in one of our shared houses

**Equality Housing** is Barnet Mencap's supported living project. We provide support for individuals to live independent lives, safely and happily in homes of their own. We provide shared accommodation in 3 houses in the borough whilst the rest of our clients live in flats of their own.

We have worked hard to ensure our tenants were kept safe and well both mentally and physically whilst in lockdown, providing additional shopping support for those shielding and much needed reassurance.

We currently have 2 vacancies in our shared accommodation as we have supported tenants to move on to homes of their own having gained the skills and support network to enable them to live on their own.



**We support 69 clients every week to live independently, make their own choices and enjoy life!**







The stage is set at the Autism Professional Awards

**The Autism Service** continues to take many referrals for screenings, the first step to formal diagnosis for those with high functioning autism.

In addition to screenings, we also offer advice, support, workshops, social events and training. Some of this had to be suspended due to Covid-19, but we adapted to using online platforms for our peer support sessions instead.

We were extremely proud that the service was nominated for a national award at the Autism Professionals Awards in Birmingham.

Staff continue to offer much needed advice via telephone and email to those seriously struggling at this time.



**The pilot project has been extended upto March 2021**



**209 people used the Autism Service in 2019-20**





## Children's Services

**Children's Services** support parents of children and young people with additional needs with Information, Advice and Guidance (IAG), workshops and parenting programmes. Through Take a Break (TAB), we also offer short breaks for children and young people.



Jeremy and Jasmine during a Take a Break short break

We supported a large number of families to applying for Disability Living Allowance, Carer's Allowance, housing issues, benefits, applications to charities, and signposting to other services.

In an attempt to reduce our waiting lists we trialled running Disability Living Allowance Clinics.

We were successfully able to support 25 families over five clinics.

We delivered five parent Workshops including the popular Time to Talk and Information on The Local Offer.

For the local authority we delivered five Triple P Parenting Programmes and two Family links Programmes. Unfortunately, due to Covid-19 one of the Family Links courses had to



**We supported  
526 families  
with IAG  
which was  
more than double our  
contracted target**



**62  
parents  
attended  
our  
Parenting  
Programmes**





Lyo about to hit the water in a kayak during a Take a Break short break

be cut short. We are planning to meet these parents in the Autumn to finish off this course.

In conjunction with Royal Mencap and The Tizard Centre (University of Kent) we also delivered an E-PaTS Parenting Programme for families with children under 5.

Take a Break (TAB) short breaks provide social opportunities for children and young people as well as giving primary carers a chance for respite, enabling them to spend time with other family members.

Predominantly a 1:1 service, TAB has now successfully started

group activities that trialed over the Summer and now run through all the school holidays. The camps have included baking and arts and crafts as well as trips to museums, farms and the theatre.

The service has brought together more families than the year before and has helped create new friendships groups amongst our service users.

As the pandemic began and we entered lockdown at the end of the financial year we did not stop the service and continued to support our families and new clients throughout.



**Take a Break have gone from supporting 10 families to 34 and this number is continuing to grow**





## Short Breaks

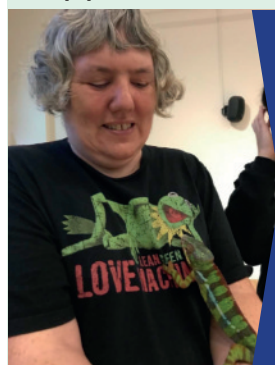


Lunch time on our holiday to Butlin's

Our **Sherrick House Short Breaks Service** provides overnight respite, day activities and supported holidays for adults with learning disabilities.

Between April 2019 and April 2020, we have organized 6 holidays and supported 34 people on trips to Leigh-on-Sea, Great Yarmouth, Edinburgh, Centre Parks, Butlins and Barcelona. We have continued to provide respite at Sherrick House which celebrated 40<sup>th</sup> anniversary in 2019. We also started new day provision and delivered 85 days of support to our regular and new

clients. 2020 will bring lots of changes to Short Break Service as Sherrick House will stop offering respite due to low demand. We will replace this with new offer of overnight respite at client's homes, daytime breaks with 1:1 support and Independent Living Skills workshops from Monday to Friday. We are also looking to plan more holidays in the UK and abroad.



**We organized 6 holidays,  
developing new day provision  
and delivered 85 days of support  
to regular and new clients**





## Hate Crime Reporting

Reshma, our Hate Crime Reporting Coordinator, alongside Ray during Hate Crime Awareness Week



**Hate Crime Reporting Project** supports vulnerable adults to identify and report all strands of hate crime and hate related incidents, including people who are targeted because of disability or mental health conditions, race, religious and faith hate crime and anti-LGBT hate crime.

We monitor and train Hate Crime Reporting Centres, where vulnerable adults can receive support to report hate crime to the Police.

We deliver staff training workshops to local organisations, and we held 9 Hate Crime Awareness workshops, which were attended by over 150 clients, carers and professionals.

We host Hate Crime Awareness Information and Reporting Stands with the Metropolitan Police to provide information on how to report hate crime and on becoming Hate Crime Reporting Champions.

We circulate regular bulletins with local hate crime statistics and news stories.



**12 Hate Crime incidents recorded and clients offered support**



**271 residents signed up to be Hate Crime Reporting Champions**



## Office



The staff team at our office away day in February

The **office** staff and volunteers are often the first people you speak to at Barnet Mencap

We are so lucky to have dedicated team of volunteers who give us their time week after week and we look forward to the time when our volunteers can return to their regular timeslots after COVID.

The whole IT system for Barnet Mencap was upgraded in January 2020, this has really helped us during

lockdown, but it has been a steep learning curve as we learn new ways of doing things. Please check our website for updates, including COVID updates, [www.barnetmencap.org.uk](http://www.barnetmencap.org.uk).

You can also find us on Facebook, Twitter and Instagram as @barnetmencap



The 2019 wellbeing survey showed that 95.7% of staff are confident in the decisions of the leadership team



12 people regularly volunteer with office tasks







Nadia, our Fundraising Coordinator, alongside David and Nadine at Barclay's Bank

Our Fundraising Coordinator, along with other Barnet Mencap staff, volunteers and service users, have all been involved with **fundraising** for Barnet Mencap

Highlights include successful bag packing in supermarkets and a stall within a local bank. Not only have we raised funds, we have also raised the profile of Barnet Mencap. Service users enjoyed being part of the Barnet Mencap fundraising experience and took part in a festive fun day in our offices in December. The money raised has helped Barnet Mencap as an organisation and was allocated to areas of need including

the Autism Service and Sherrick House so we can continue to support several clients and families.

We are very grateful to all our supporters this year, both individuals and organisations. Please see the list of organisations we would like to thank on the back page.



 We received a donation of £19,491.05 from New North London Synagogue





## Summary Statement of Financial Activities 2019/20

Following the pattern of recent years the charity incurred a financial deficit in 2019/20, despite our best efforts to balance the budget. The size of the deficit at £81,100 was far greater than anticipated as the Covid-19 lockdown in mid-March had an immediate effect on the financial markets and the value of our investments fell immediately by around £25,000. The other major contributory factor to the loss was the continuing decrease in the use and therefore the financial viability of Sherrick House, which has led to the decision of the Board to close the facility in 2020/21.

Overall in 2019/20 our income was down on the previous year by

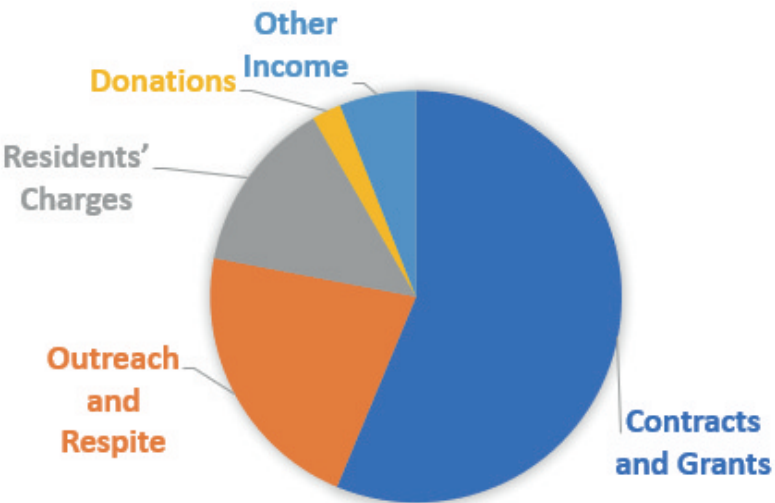
£138,500 to £1,372,800. Contracts and grants continue to be our main source of income at 56.3%.

Expenditure excluding the fall in investment value was £110,800 lower than in 2018/19, with staffing costs amounting to 69.6% at just short of £1 million. The summary report and the full trustees report tell the story of how this money has been invested in services and the impact this has made on people’s lives.

After deducting monies the Board has designated for specific purposes our usable reserves at 31 March 2020 stood at £161,485 which is in line with the charity’s policy on the level of reserves. However I must

## Where our money came from...

Contracts and Grants	£772,800
Outreach and Respite	£298,200
Residents' Charges	£187,500
Donations	£31,600
Other Income	£82,700
<b>TOTAL</b>	<b>£1,372,800</b>



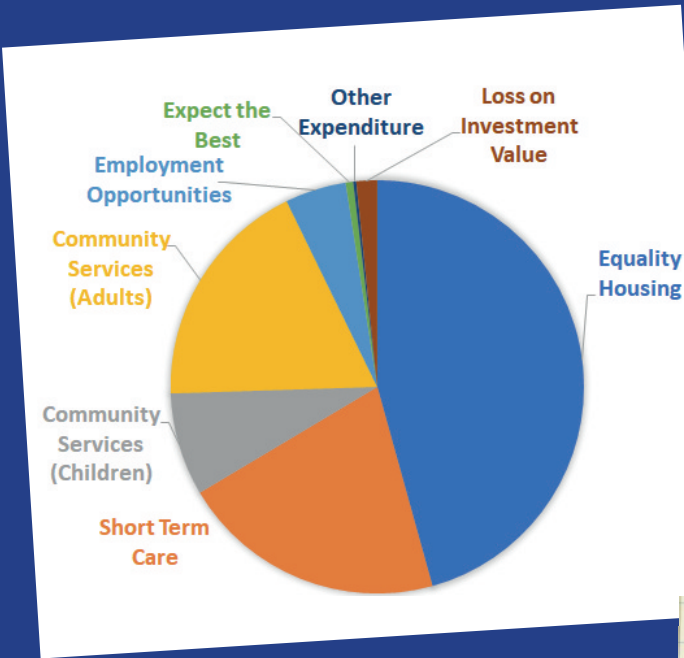


reiterate that continuing to operate at a deficit is not sustainable and we continue our endeavours to at least balance the budget. The Covid-19 pandemic has impacted us in both a micro and macro way – in the former it has meant that many of our services have been curtailed

and in the latter the impact on the country’s economy is devastating, at least in the short term. We will have to plot our way carefully through the financial recovery, but Barnet Mencap will continue to maintain and improve services as best we can, utilising funding opportunities as they arise.

Mike Wiffen, Treasurer

## ...And where it was spent



Equality Housing	£664,300
Short Term Care	£301,700
Community Services (Children)	£117,000
Community Services (Adults)	£265,800
Employment Opportunities	£69,500
Expect the Best	£8,500
Other Expenditure	£3,500
Loss on Investment Value	£23,600
<b>TOTAL</b>	<b>£1,453,900</b>
<b>In the last year we had a deficit of £81,100</b>	

## ...And what we're worth

Our Investments	£152,000
Equipment	£17,900
Money we are owed (Debtors)	£143,100
Money in Bank	£139,200
<b>Sub total</b>	<b>£452,200</b>
Minus	
Money we owe others (Creditors)	£136,500
<b>TOTAL</b>	<b>£315,700</b>

This is a summary of the information contained in our audited accounts for 2019/20. For a copy of the full Annual Report and Financial Statements 2019/20 please visit our website at [www.barnetmencap.org.uk](http://www.barnetmencap.org.uk)

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## Barnet Mencap would like to thank you for your support in 2019/20

**ASDA Barclays Barnet Brookside Methodist Church Big Lottery Fund  
Bird & Bird Law Firm Brent Cross Shopping Centre CL Wheeler  
Community Security Trust Co-Operative Group Douglas Martin Trust  
Gary Jelen Foundation M Hazell Healthwatch Barnet Mr & Mrs Holley  
IFF Research Inclusion Barnet Jagadamba Yoga London Borough of Barnet  
Metropolitan Police Service Middlesex University Mill Hill RFC  
National Citizen Service New North London Synagogue RS Parkar  
Paypal Giving Fund Phoenix Outdoor Centre Royal Mencap Santander  
Saracens Sports Foundation St Mary-at-Finchley Sweettree Farming for All  
A Szymanska Tesco TFL University of Bedfordshire University of  
Warwickshire Veale Wasborough Vizards LLP re estate of Ms Lily Rose DK  
Verity Waitrose Wilkinson Willis Trust Fund Wong Family KM Wurr**

and all the individuals who have given small, regular donations and/or their time  
to help us and who have contributed to our work over the past year