



Annual Report



2021

Contents



A birthday in one of our shared houses, an office volunteer, a COPS trip and a lunch session. Cover: A COPS walking group in Whetstone Back Cover: One of our tenants getting crafty



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Chair's Report

It has been a real pleasure to be Chair of Barnet Mencap over the last year.

Thanks to the hard work and dedication of all the staff, Barnet Mencap has continued to provide services for people with learning disabilities and autism.

It has found new ways to use IT to help through the Covid crisis – keeping people in touch, running activities, and giving support when it was not possible to see people face to face.

We have done our very best to keep everyone active and in touch, even though, at times, we have missed seeing each other!

Closing Sherrick House has been hard, but we will soon have new premises in Station Road and there are lots of plans for activities there.

We will now be able to run more new projects such as Open Door and IT coaching, because we have been successful in applying for new grants.

So there is lots of good news, but now it is time to plan for the next three years. Over the next few months, we will be asking for the views of everyone who uses Barnet Mencap.

Please tell us what you think of us so our plans will be the right ones.

Thank you,
Sheila Oliver



Sheila Oliver, Barnet Mencap's Chair of Trustees

Board of Trustees 2020/21

Sheila Oliver, *Chair* (from 20/11/20)

Mike Wiffen, *Honorary Treasurer*

Kinjal Amin (appointed 20/11/20)

Meg Kirk

Faib Riley

Cristina Sarb

Prithma Athwal-Shah &

Kate Tokley (co-opted 7/1/21)

Ray Booth, *Chief Executive Officer
and Company Secretary*

Tom Glenister & Andrew Waite
(resigned 20/11/20)

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Working together with Barnet Council.
A Company Limited by Guarantee. Registered in England
and Wales Company Registration No: 04274621

Bright Futures



Some members of our social project, Springboard, at a community gardening session

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

The last year has been particularly challenging for **COPs (Community Opportunities Project)** due to the pandemic, all face-to-face sessions were stopped during the lockdown, so we adapted and started to deliver online sessions.

This was positive, but also highlighted the digital inequalities

that our client group faces. We responded by applying for grants to be able to give training and tablets so clients could access sessions as well as staying connected with friends.

Working for You has been supporting Barnet adults with autism or learning disabilities since 2012.



COPs
delivered
153
online
activity sessions
and 89 face-to-face
following guidelines



**Working
for You**
has
supported
over 800 clients
since the project
began

We provide much needed information advise and guidance to our clients on a wide range of issues that they may need help dealing with.

We have supported over 800 individuals with many returning to use the service multiple times whenever necessary.

The service is free and the clients build good long term working relationships with their advisors.

We help with benefit issues, freedom passes, accessing social care, life planning and anything else that may arise!

The Covid pandemic badly affected the **Employment service**. Much of the country was in lockdown, as workplaces closed or faced an uncertain future, especially in retail and hospitality. The team adapted its approach, supporting people with learning disabilities and autism online, trying to keep people in existing jobs, as well as finding them new ones. The team worked with 37 people in 2020-21 and 7 were supported into paid employment. The goal now is to work with others, explore new employment sectors, and to make sure that people with learning disabilities and autism

can participate in the economic recovery and not to get left behind in the jobs market.

Despite the pandemic, **Engagement** generally has widened during this year. Although training online took some time to get established, Engagement expanded into other areas. The initial biggest challenge was to get the Have Your Say group meeting online instead of in person. This involved initiatives to get them all tablets and remote instructions on how to use the devices, so that they could participate in online meetings. Once online, the Have Your Say Group have continued to work with the local Borough and external organisations on over 20 projects, plans and surveys.

Engagement has been active and represented on the Finchley Central Town project; APPG (All Parliamentary Party Groups) and working with the Whittington Trust to devise and deliver Dental Workshops for people with learning disabilities and/or autism. The Coordinator recorded 8 videos for the Barnet Mencap website to teach and revise Makaton to our clients.

The Engagement project trained 238 people online from 21 organisations



The Employment project worked with 37 people across the year.



2021 is **Equality Housing's** 39th year of supporting adults with learning disabilities and/or autism.

We support adults to live independent lives in their own flats or one of our 3 shared houses.

Over that past year we have supported 6 new clients onto the scheme and helped others move on to other settings.

Our tenants were supported to keep safe and well and to be double vaccinated are now able to get back to their places of work and to

engage in their various activities now lockdown has been lifted which is fantastic.

We do have a vacancy in our Whetstone shared house so please get in touch if you are thinking of starting your own journey to independent living.



We have taken on
6 new clients this
year!



We support a total
of 69 clients every
week



Two clients of our Autism Service relaxing in a pub at a social event, pre-pandemic

The **Autism Service** has continued to deliver information, advice and support to adults with autism in Barnet throughout the pandemic.

Far from being negatively affected by it, some activities like our Peer Support Group and women's group have thrived in their online version: clients are able to join us from the comfort of their home (or wherever they choose) and can participate as much or as little as they want. The autism awareness workshops (for service users) and training sessions (for professionals) have resumed in an online version too.

The Autism Advisors are delivering a series of training sessions to Barnet social workers and the police.

The Autism Service has also been actively involved in the Barnet Suicide Prevention Strategy and as a result autistic individuals have been identified as a risk group and specific actions have been agreed. During Suicide Month (September) the Autism Service delivered specific awareness sessions.



The online peer support and women's groups are each attended by 15-20 people monthly



605 people have used the service since it began in 2017



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.



Despite having to adapt our **IAG service** to mainly supporting families via telephone calls and online, we were still able to offer support with Disability Living Allowance, PIP, Carer's Allowance, housing issues, benefits, applications to charities, and signposting to other services.

Initially, our **Parenting Service** adapted to offer parenting support via a parenting helpline but as restrictions allowed we were able to offer face to face small group Triple P courses. These were moved online due to changes in restrictions. Online courses proved to be successful so we were able to offer an online Family Links Course to families with children with ADHD.



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



12
families
have - or
had -
regular 1:1 support
through Take a
Break



A child enjoying a bubble fun session

As the financial year came to a close we secured 3-year funding for our **Open Door Service** for families with a child under 5 with additional needs. This means we can offer a more complete service to these families as well as family activities.

Take A Break has faced many challenges during the pandemic with staff turnover and families not wanting support during full lockdown; we then faced a sharp increase in referrals and families requesting support. There is a waiting list of 12 families but all of these have been offered group

activities and the majority attended. Hopefully, we can reduce the waiting list and offer our services to more families. We launched a Summer Camp that ran for 5 weeks, 3 days a week and in between this 1-1 support continued. The summer camp was a success that catered for 30 families in total, some activities had a waiting list whilst others were full – giving promise to future camps.

Early Help has 4 clients that it is supporting. 3 of these 4 families are interested in pursuing further more permanent support from the council.



Take a Break have supported 52 families and this number continues to grow!



Project 300



One of our workers checking in with one of our service users during the pandemic

Project 300 made weekly calls to check in, offer advice and support to 300 individuals/families who live across the borough.

Project 300 was a regular voice and sounding board during the lockdown. At a time where many face-to-face appointments or sessions were not able to take place, Project 300 allowed for consistent and constant contact with a professional.

Staff have been able to help individuals and families with

financial support, food packages, getting emergency help for a member of a family who had Covid, supporting individuals who required a vaccination at home, supporting with anxiety and loneliness and much more.

We are currently now actively calling 132 individuals or families who still require our services.



We have made thousands of phonecalls over the pandemic, helping 300 families



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



Looking out for Safe Places stickers

We monitor and train a network of Hate Crime Reporting Centres across the borough, where vulnerable adults can receive support to report hate crime to the police. Reporting Centres also signpost and refer people to relevant specialist support services.

We deliver training workshops to local organisations that support Barnet residents; and awareness raising workshops for residents, clients, carers and professionals. We host community stands with the

Metropolitan Police across Barnet where people can get information on how to report hate crime and can register to become Hate Crime Reporting Champions.

We have re-launched the Barnet Safe Places Scheme so that vulnerable adults can receive support in a safe and quiet space if they feel lost, anxious or threatened when out in the community. Safe Place venues are monitored regularly and staff are trained to support people with learning disabilities and autism.



18 Hate Crime incidents recorded and clients offered support



Hate Crime Awareness workshops attended by over 280 people

Office



One of our reception volunteers, once it was safe to return to the office

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

We kept the office open throughout the pandemic, with a limited rota of staff and managers, whilst we also learned to work with cloud technologies, video conferencing and redirected phones. We have our COVID secure workplace certificate so that staff and visitors can come to our office confident that we have taken all possible measures

to keep them safe. We have adjusted our guidance as the government advice changed, and we look forward to having a busy and noisy office again very soon. Please check our website for updates.

You can also find us on Facebook, Twitter and Instagram as [@barnetmencap](#)



The 2020 wellbeing survey showed 100% of staff agreed we used meaningful ways to stay connected during the pandemic



Thank you to Angela Bloomberg who has decided to step back as a volunteer after 15 years working with us



The Mencap Warriors after their London to Brighton bike ride to raise money for Mencap and Barnet Mencap

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

Our Fundraising Coordinator along with other Barnet Mencap staff, volunteers and service users are all involved in fundraising. Despite having to cancel / postpone public facing events, it has been a hugely successful year. Staff took part in the 2.6 challenge and we teamed up with a yoga teacher who organised Zoom yoga sessions. The Big Give challenge was a great

success and we thank all of our supporters for their generosity.

The money raised has helped Barnet Mencap as an organisation and was allocated to areas of need including Project Support and Communications. Thanks to several grants awarded, numerous families received food, essential items and IT equipment to support them during the pandemic.



The Big Give
Christmas
Challenge 2020
raised over
£4,000!



Summary Statement of Financial Activities 2020/21

I'm pleased to announce that the financial position of the charity was vastly improved during 2020/21, with a net surplus of £191,600 being achieved, following a number of years of deficits. The main factors behind this result were the decision to close Sherrick House, where demand for the respite service had completely collapsed; investments regaining most of their 2019/20 losses; better financial management, the award of grants through our fundraising officer and fee increases from the Council and additional grant and contract payments.

Expenditure totalled £1,277,700 compared with £1,430,300 the previous year, while Income reached £1,469,300 compared with £1,372,800 in 2019/20.

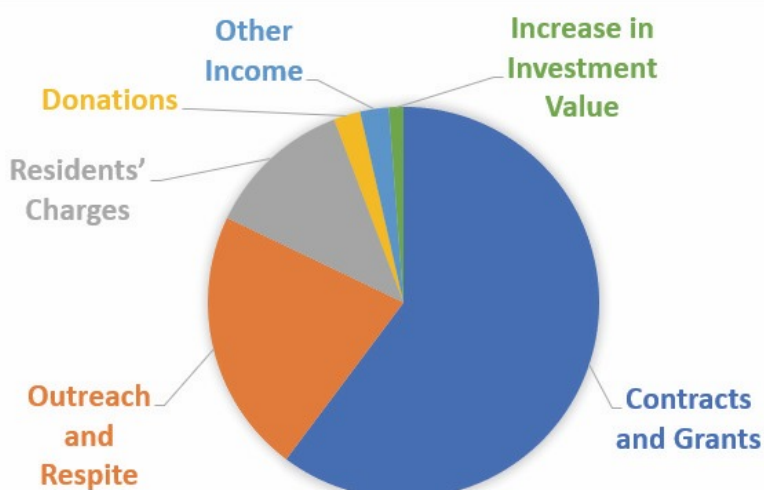
Contracts and grants, mainly through the London Borough of Barnet, continue to be our main source of income at 60.2%. On the expenditure side, staffing costs amounted to 75.5% at just short of £1 million. The summary report and the full trustees report tell the story of how this money has been invested 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 2021 stood at £266,000 which is above the minimum level set in the charity's policy. They are at their highest level since March 2018.

Whilst we look forward to the end of the pandemic and rebuilding

Where our money came from...

Contracts and Grants	£885,000
Outreach and Respite	£321,500
Residents' Charges	£178,000
Donations	£32,300
Other Income	£34,900
Increase in Investment value	£17,600
TOTAL	£1,469,300



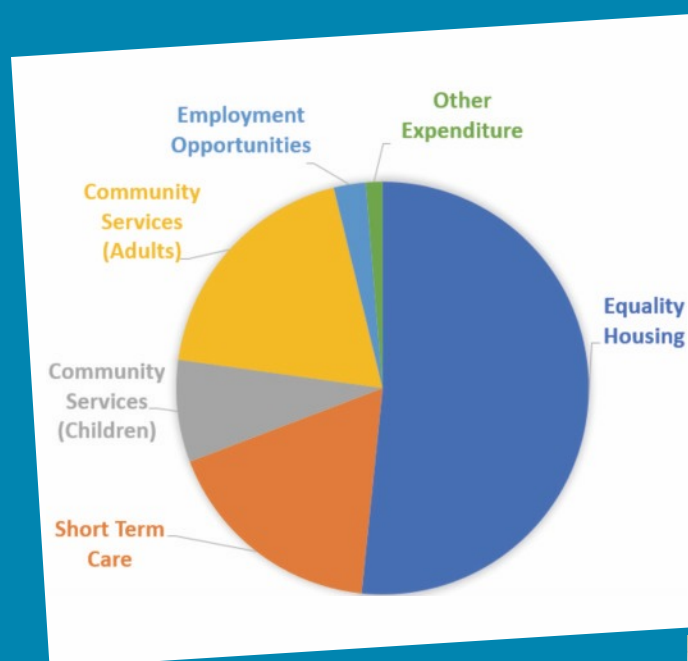
our services it is clear that there are many financial challenges ahead. In the short-term there are immediate challenges relating to the rising cost of living and additional costs of national insurance. In the longer term as the country recovers economically there will inevitably be

increased pressure on the public sector and local authority budgets.

We 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 & Autism £659,700

Short Term Care £224,500

Community Services (Children) £102,200

Community Services (Adults) £242,600

Employment Opportunities £32,000

Other Expenditure £16,700

TOTAL £1,277,700

In the last year we had a surplus of £191,600

...And what we're worth

This is a summary of the information contained in our audited accounts for 2020/21. For a copy of the full Annual Report and Financial Statements 2020/21 please visit our website at www.barnetmencap.org.uk

Our Investments £169,600
 Equipment £11,500
 Money we are owed (Debtors) £152,200
 Money in Bank £284,600
Sub total £617,900
 Minus
 Money we owe others (Creditors) £110,500
TOTAL £507,400

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Barnet Mencap would like to thank you
for your support in 2020/21

**Abacus e-media; Anonymous; Barnet Community Response Fund; Big Lottery;
CommUNITY Barnet; Douglas Martin Foundation; Dunnhumby;
Edward Gostling Foundation; the estate of Roy Franklin;
Kinloss Synagogue; London Borough of Barnet; Millbrook Healthcare;
Mindful Meanders Yoga; National Lottery Grant; NCL Cancer Alliance;
New North London Synagogue; Northway School; Rocking Horse Nursery;
Royal Mencap Society; Royal Mencap Inequalities Grant;
Southgate Progressive Synagogue; St Mary-at-Finchley Church;
Uphall Primary School; Waitrose, Whetstone; the estate of Renee Wheeler;
Young Barnet Foundation**

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