



Impact of Coronavirus (COVID-19) on the BAME community and voluntary organisations

Phase 1: Findings

24 March 2020

Why the survey?

The Coronavirus (COVID-19) situation is changing rapidly and is already having an impact on the voluntary and community in the UK.

The needs of organisations working in the BAME communities may not be getting through and their needs may be more acute than the wider communities.

The survey was an immediate and first step in a process of trying to see what, if anything, can be done to support the sector.

The Ubele Initiative (Ubele) circulated a survey between 19 and 23rd March, ahead of the government's major shut down announcement.

“The survey highlighted that Covid-19 was already affecting the sector’s ability to function, even before the weekend and the measures announced yesterday by the government.

Staffing problems as well as financial difficulties have hit the sector. This looks likely to worsen markedly in coming days and weeks.”

(London Plus – 16 March 2020)



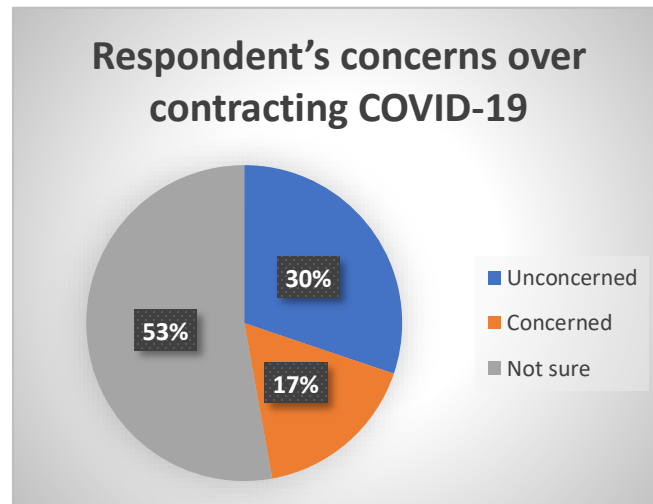
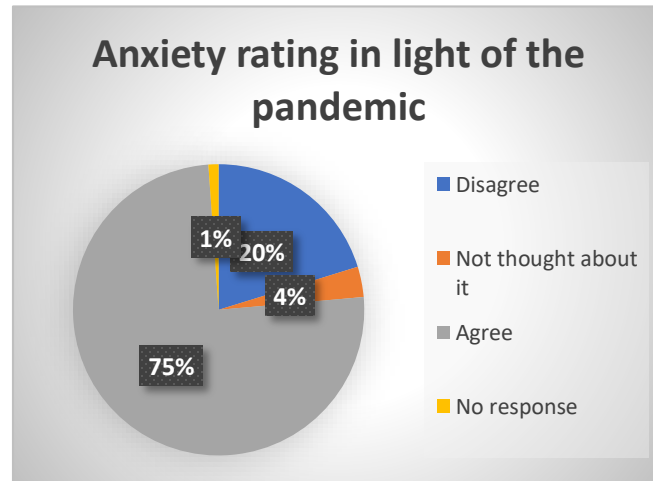
What the survey tried to
find out...

- The survey sought to ascertain the impact that COVID-19 (Coronavirus Disease) was having on charities and wider civil society generally, but specifically on the impact it may be having on BAME led organisations (i.e. those with 51% of their management board/committees from black, Asian and minority ethnic communities) across the UK.
- This initial phase 1 survey covered:
 - Awareness and concerns of COVID-19
 - Initial impact of COVID-19 on the organisation
 - Financial impact
 - Impact upon service delivery

Some characteristics of responding organisations....

- 89 responses received as at 24 March 2020
 - 58% of responses came from London with the North West the next highest at 16%
 - 61 (69%) of responding organisations were BAME led, of which 32 (52%) were based in London.
 - 25% of all responding organisation's charitable purpose involved 'citizenship or community development'
- The overwhelming majority of organisations worked with clients aged 19 – 55yrs (57%)
 - 40% of all responders were CEOs/Directors and senior managers within the organisation.
 - 56% of all responding organisations did not have a 'continuity plan' in place.
 - 64% of BAME led organisations did not have a 'continuity plan' in place.

Key findings - general responding population



Had respondent's anxiety about COVID-19 increased significantly over the past week?

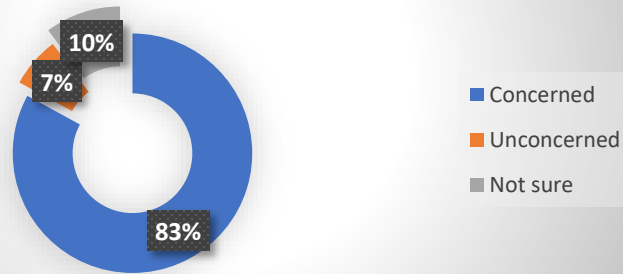
- 75% of all respondents expressed increased anxiety as a result of the pandemic;

How concerned are you about contracting Coronavirus (COVID-19)?

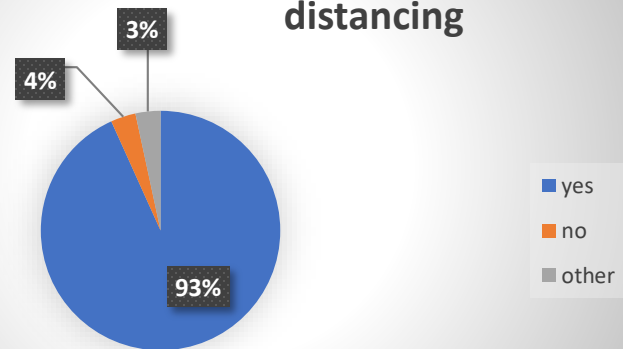
- 30% of respondents indicated that at the time they were not overly 'concerned' about contracting the virus. However, 53% felt 'unsure', which is surprising given the rate at which those diagnosed with the virus had surpassed 5000 recorded cases.

Key findings - general responding population

Level of concern about friends and family members



Respondent's practicing social distancing

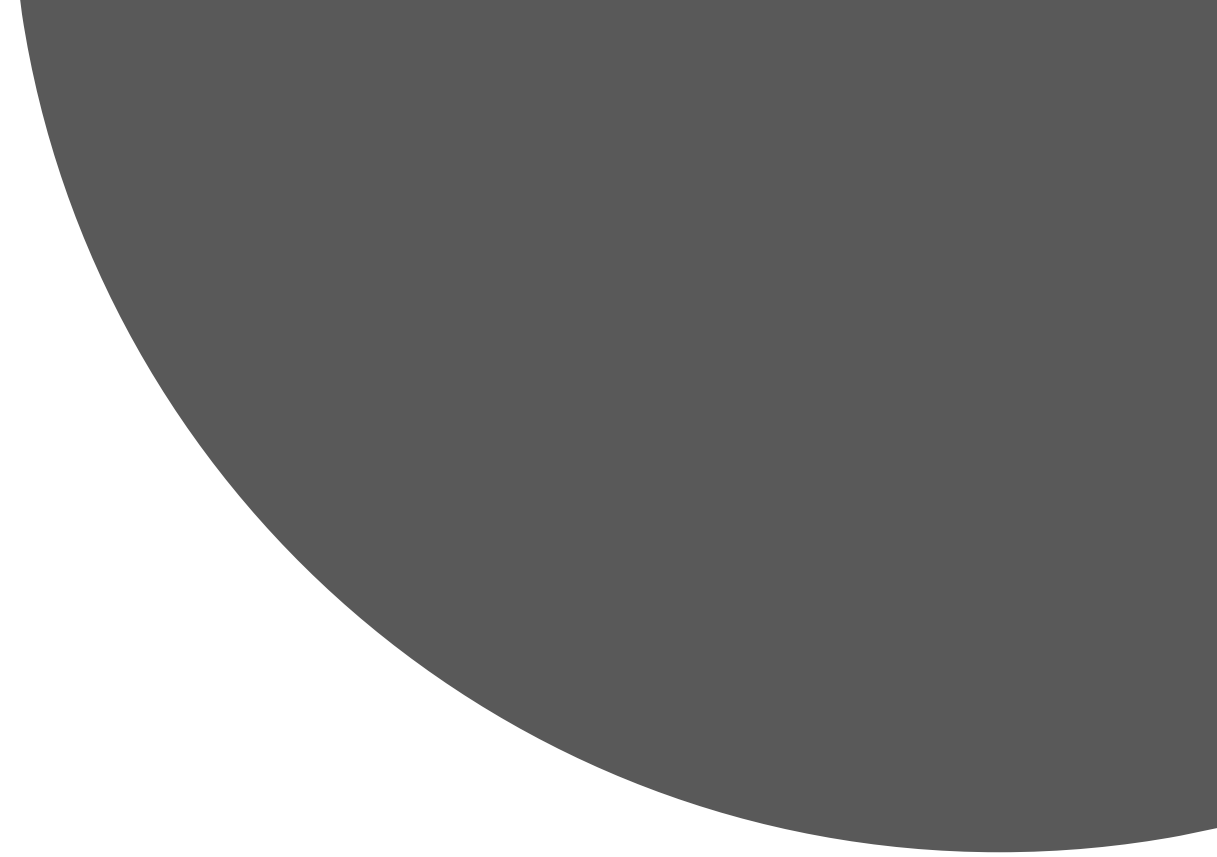
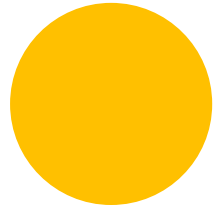
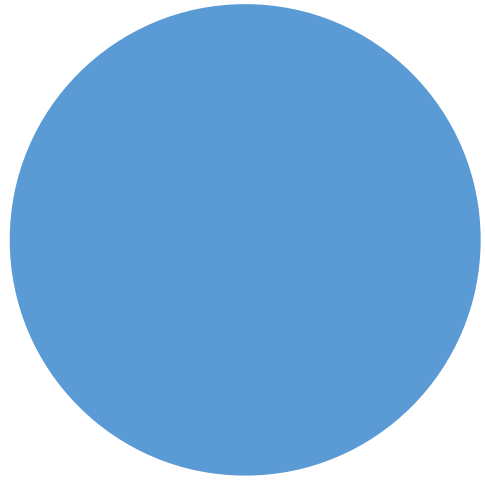


How concerned are you about friends and family contracting Coronavirus (COVID-19)?

- 83% of all respondents expressed concerns about friends and families contracting the virus, which contrasted markedly with concerns over themselves contracting the virus (30% indicating not being concerned).

Were respondents practicing social distancing?

- 93% of respondents indicated that they were practicing social distancing, which suggest the government's message was getting through ahead of the national shutdown announcement.



Impact of COVID-19 on BAME organisations

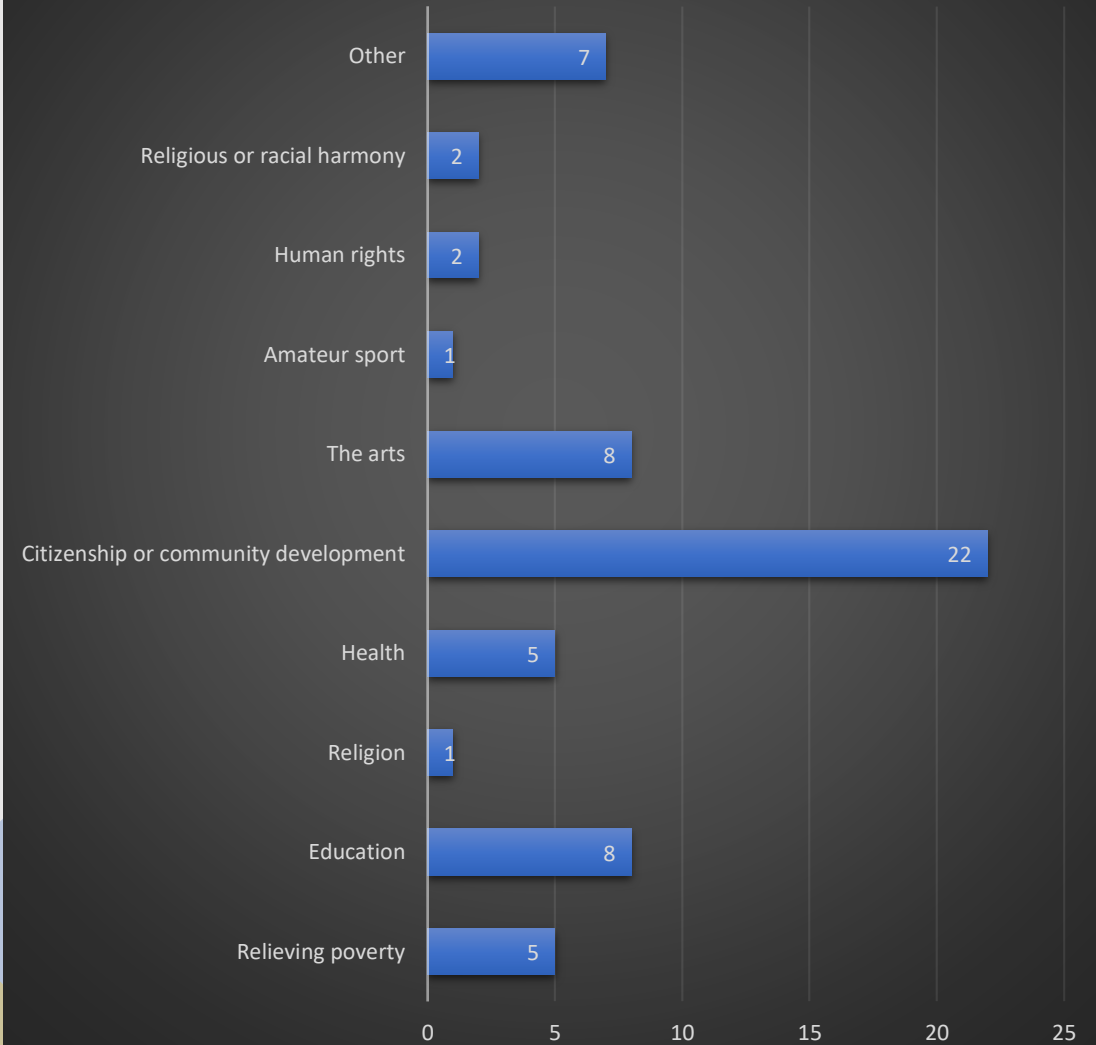


Key findings...

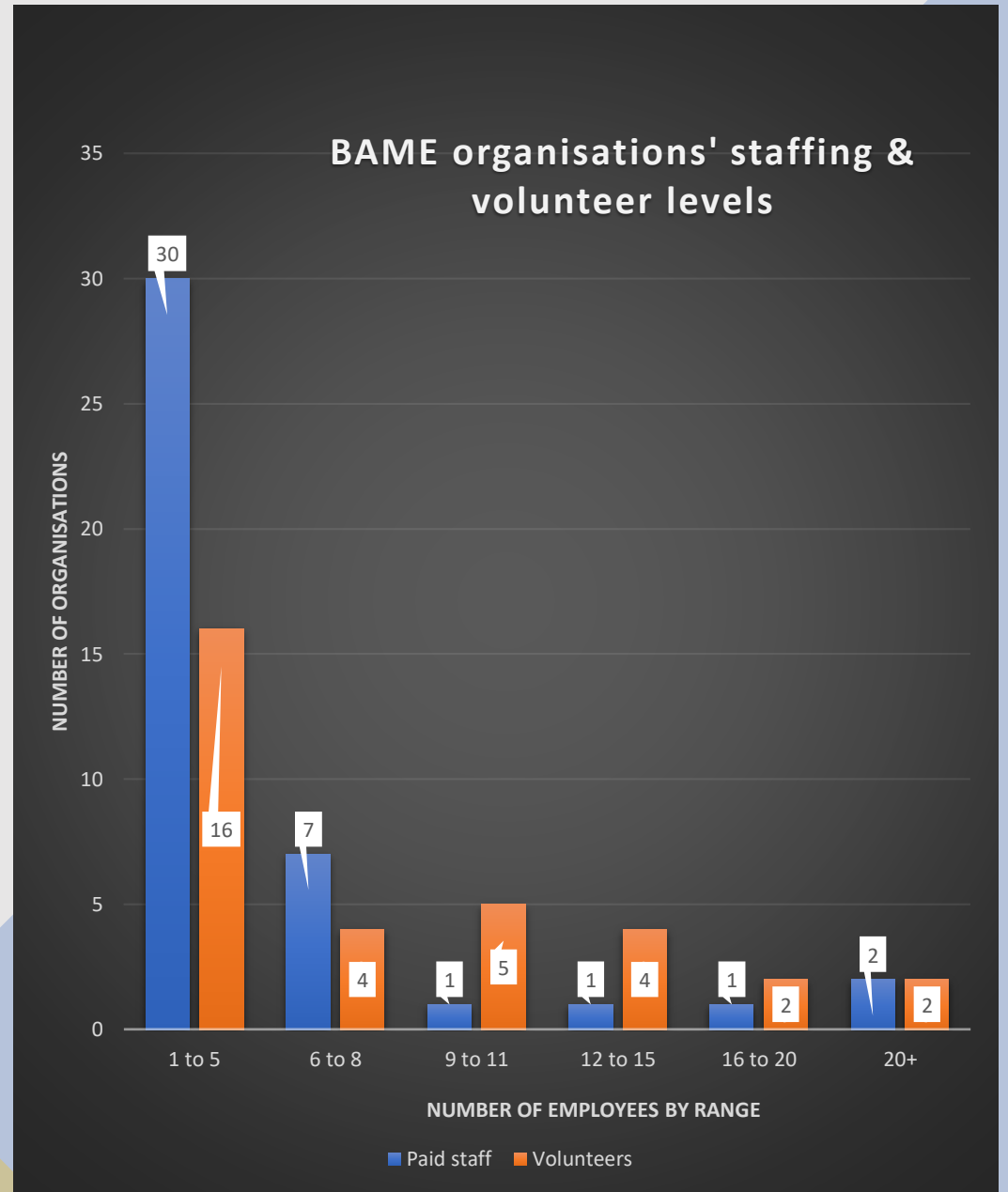
- **Continuity planning/business planning:** preparedness of organisations to changing situations and circumstances (64% of BAME organisations did not have in place a '*business continuity plan*')
- **Capacity to deliver services:** 51% of BAME organisations employed 1 to 5 full-time staff and as much (48%), employing 1 to 5 part-time staff. This low proportion of full-time staff is worrying given that the majority of organisations were employing on average 2 staff (part-time and/or full-time). Redundancies could have disastrous impact on service delivery.
- **New working approaches to service delivery:** over next 6mths, services will be challenged as to how to sustain programmes through novel and creative ways (e.g. possible greater use of online video conference platforms). Comments from respondents indicated that they are looking into new and creative ways to deliver services, though for some, this would be problematic as those they work with are in the vulnerable category.
- **IT skills development:** if greater use of online platform video conferencing is likely to be the way ahead, then skills to be able to access and make the most of this approach will be required. Comments from respondents indicate that while this approach is likely to be the way ahead for many, there was a concern that the elderly who they work with would not be 'tech savvy' and equally some of their staff in working through on-line approaches.

36% (22) of BAME organization's charitable purpose involved citizenship or community development

BAME organisations by charitable purpose as defined by the Charity Commission (n=61)

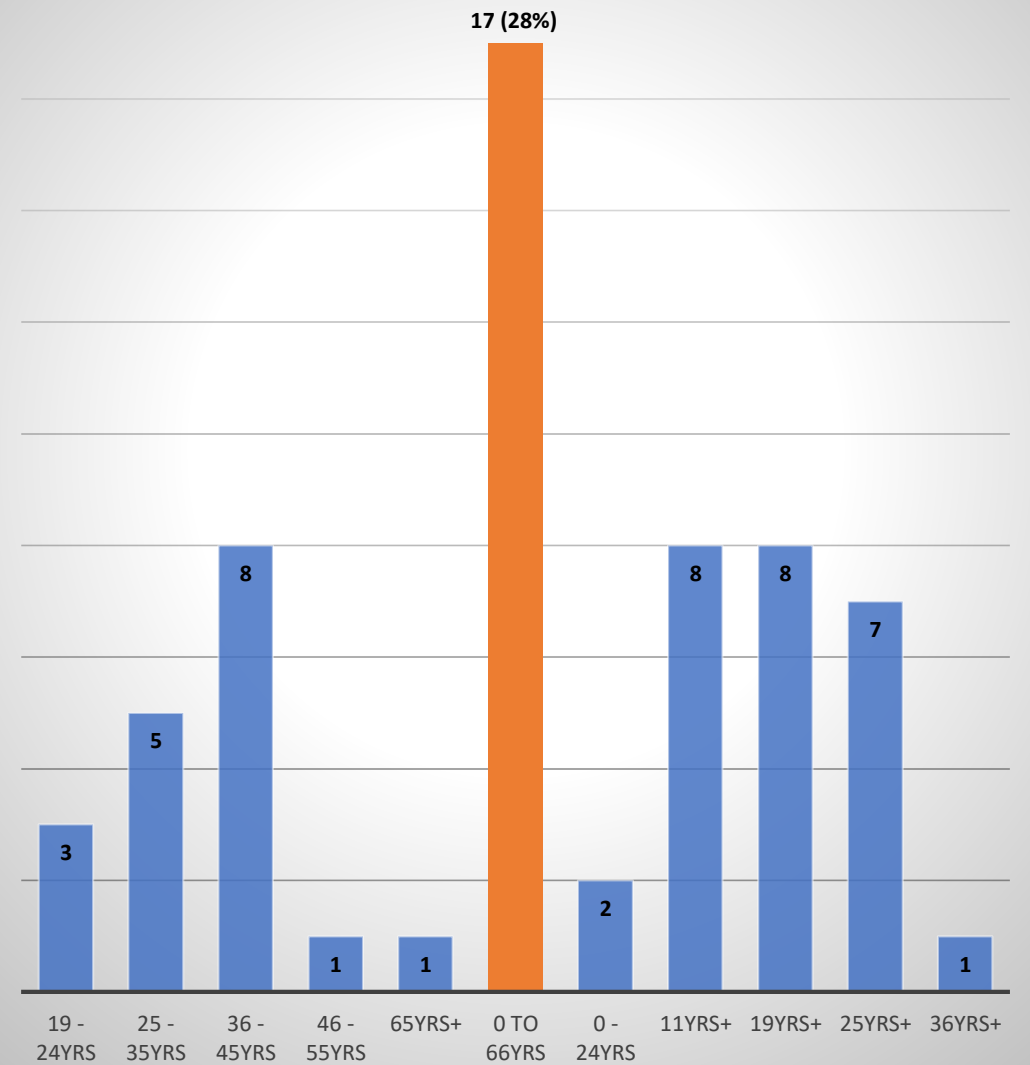


49% (30) of BAME organisations employed 1 to 5 paid staff (full and part-time) and 26% (16) engaged 1 to 5 volunteers

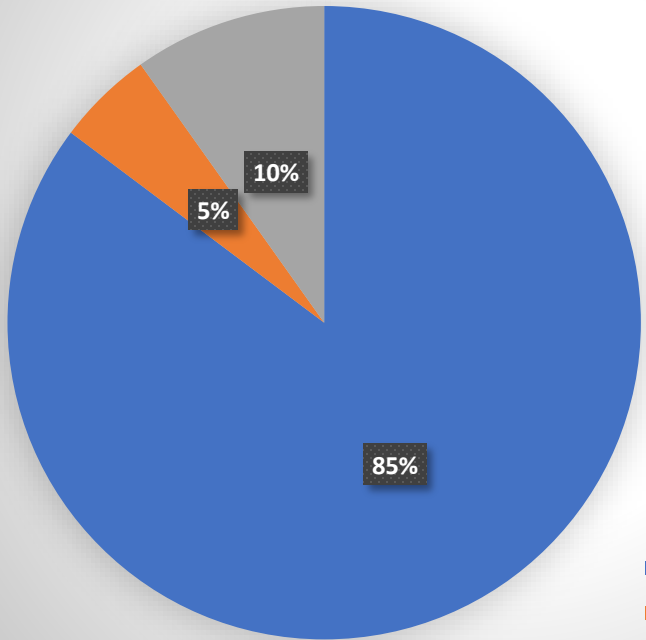


28% (17) BAME organisations worked with zero to 65yrs+, which reflected building-based providers

Age range of BAME led organisations (actual)



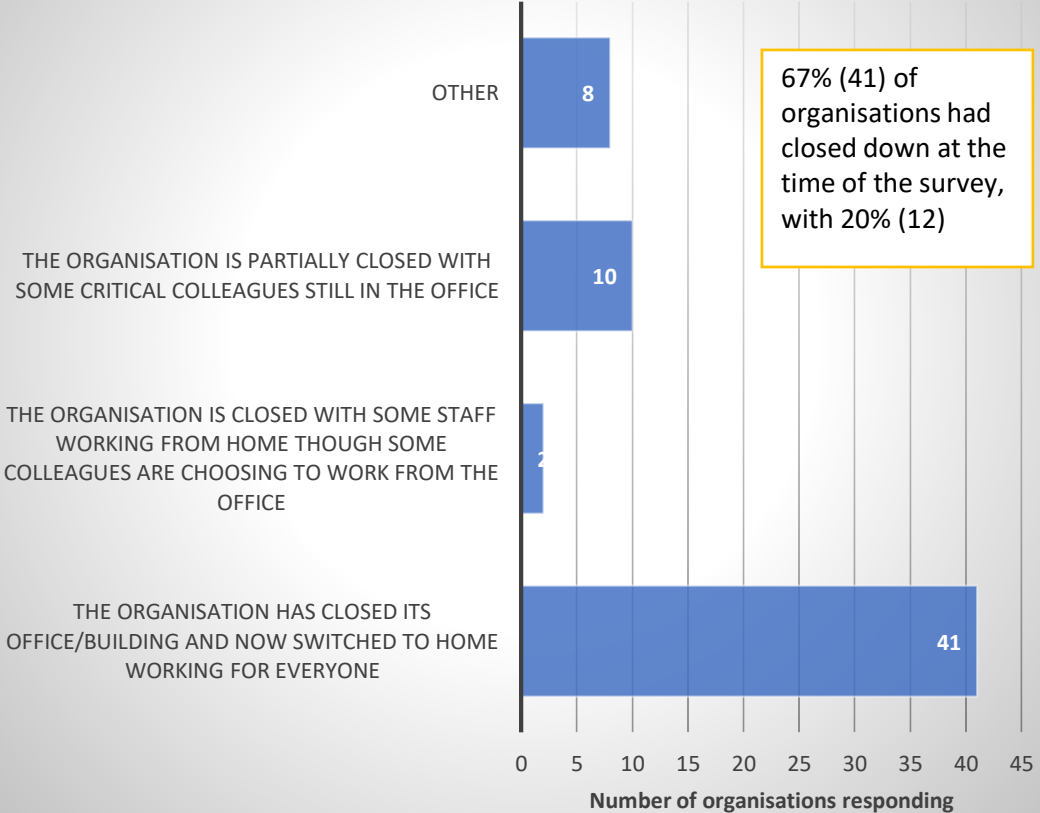
Impact of COVID-19 on BAME led organisations



85% (52) of BAME organisations indicated that they anticipate a significant impact as a result of COVID-19

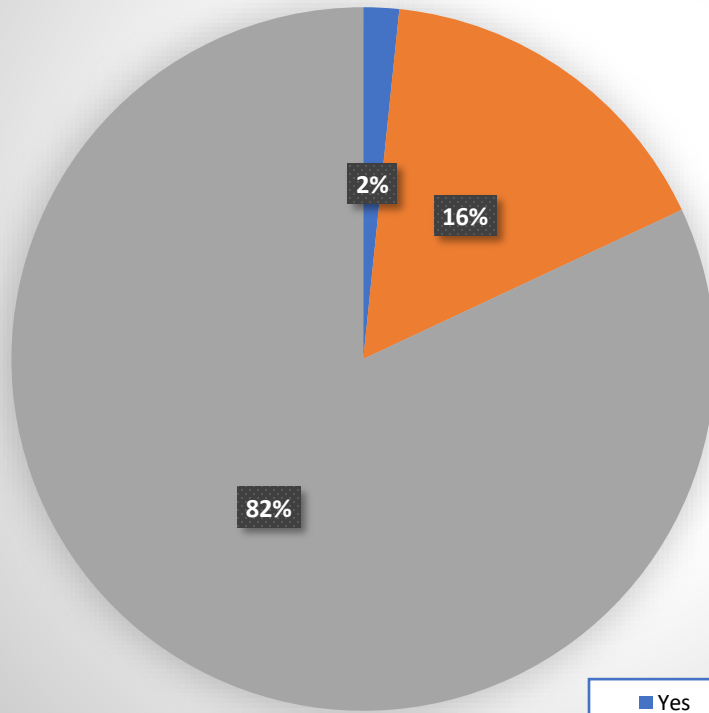
- Yes
- No
- I am not sure - too soon to say

Impact of COVID-19 on BAME led organisations (n=61)

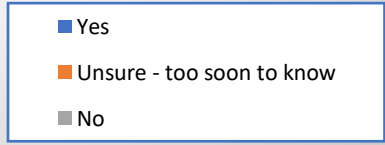


67% (41) of organisations had closed down at the time of the survey, with 20% (12)

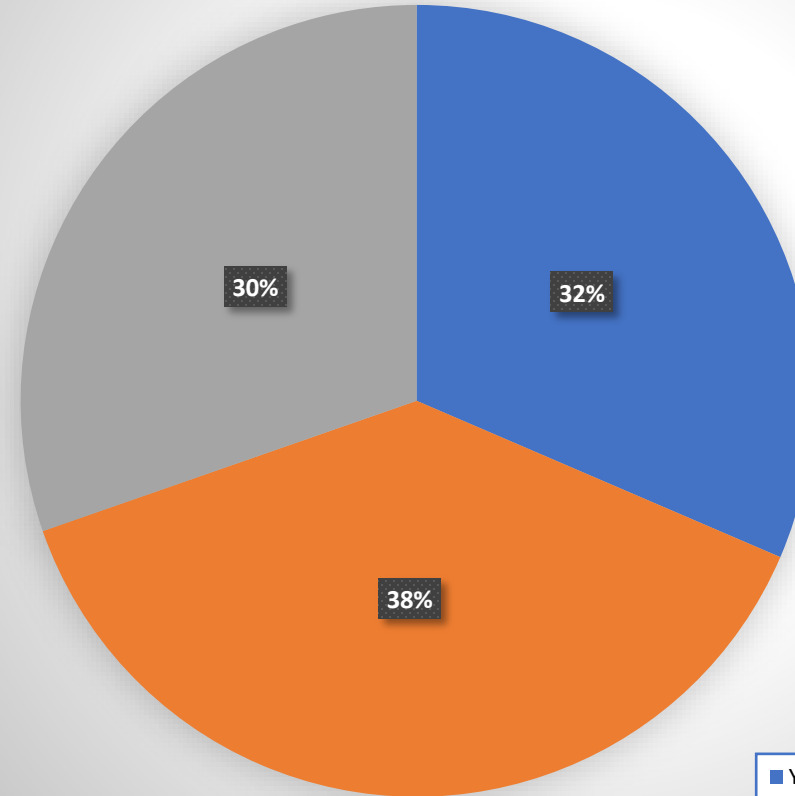
Since COVID-19 has escalated, has your organisation received any additional financial aid to support your capacity?



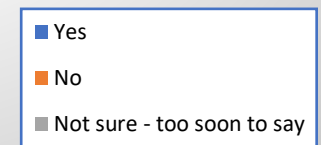
82% (50) BAME organisations reported that they had not yet received any financial aid. However, they added that it was perhaps too soon to know.



Since the COVID-19 Pandemic has escalated, have staff and/existing volunteers taken on any additional duties to aid the organisation's capacity?



There was confusion as to what the full impact will be on organisational delivery and so it is not too surprising that uncertainty will prevail.



64% (39) of BAME organisations did not have at the time a business continuity plan, which was consistent across the regions.

Regions	Business Continuity Plan in place			Total
	Yes	No	Other	
London	11	18	3	32
South East	1	1	0	2
Midlands	2	5	0	7
North East & Yorkshire	1	3	1	5
North West	2	10	0	12
East of England	0	1	0	1
South West	0	1	1	2
Total	17	39	5	61

Older people who are not tech savvy 'risk being left behind' in virus outbreak...

- *"...our research has highlighted the importance of developing confidence in using the internet and offering personal, community-based support to develop these skills". [respondent]*
- *"The elderly have now become more isolated". [respondent]*
- *"We are looking at ways around it [working from home] but that assumes a certain level of IT literacy among service users." [respondent]*



Comments....

- *I have 2 projects working with Caribbean elders which have been suspended. I mix with lots of different people, meetings and events and so am concerned I could be a carrier so I am self-isolating.*
- *We are a community centre and our services to senior groups have been suspended. Most other services have also stopped at the decision of the providers. This means our income stream has been almost gone to zero and we still have costs to meet.*
- *We are looking at making 2 staff redundant*
- *Most of our volunteers are in the at-risk group...*
- *Student placement has ended earlier, staff member off sick and 2 weeks self-isolating...*
- *No change - too soon to say - only a few days since government directive.*
- *Insurance & risk assessments...*
- *We had general risk assessment, but nothing prepared for something like this.*
- *No disruption insurance*
- *We were not prepared for delivering services remotely.*

THANK
YOU!



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