

Community Leadership Programme

Consultation report and findings
April 2021

Putting Communities First Team
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THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

Introduction

Background

The Community Participation Team were keen to understand the views of residents on the Community Leadership Programme to help shape Year Two of the programme. The Community Leadership Programme is a partnership with a variety of voluntary sector organisations to provide a free programme of workshops and training to support local individuals to increase their civic spirit and to contribute locally to creating social capital through strengthening and gaining new skills, tools and knowledge.

An online survey was promoted via email, through conversations with residents and via The Curve. The online survey ran between 18 February 2021 - 9 April 2021. A range of stakeholder engagement sessions took place between November 2020 and April 2021 to capture feedback about the Community Leadership Programme, with a summary of these discussions included in this report.

Methodology and report

There were 80 respondents in total. Not all respondents answered all questions. Where graphs are shown, percentages are used. Base numbers represent the total number of respondents for each question.

For analysis purposes, any multi-option questions which have Strongly Agree, Agree, Strongly Disagree and Disagree as options, these have been combined to create: Agree (Strongly Agree + Agree); and Disagree (Strongly Disagree + Disagree). These will be outlined where appropriate throughout the report.

Appendix

The appendix contains details of all themed comments made by respondents in relation to the consultation, and all notes from stakeholder discussion groups. All other responses and data are in the report. The appendix is available upon request.

Equalities

Equalities data is presented on the '**About Respondents: Demographic Breakdown**' section.

Acknowledgements

The Council would like to thank everyone that took the time to take part in the exercise and give their views.

Results at a glance – Survey Findings

- When asked about their overall experiences of the Community Leadership Programme, a total of 52 per cent agreed that they ***'learnt new things'***, whilst 49 per cent of respondents agreed that the Community Leadership Programme ***'helped them think about what they can offer to my community'***. A total of 47 per cent of respondents agreed that the Community Leadership Programme ***'helped them with self-confidence and motivation to do things'***.
- When asked about the future themes of the Community Leadership Programme, a total of 49 per cent of respondents outlined that they would like to ***'add to the themes'*** at the Community Leadership Programme, whilst 44 per cent of respondents would like to ***'keep the themes the same'***.
- When asked about future courses of the Community Leadership Programme, a total of 59 per cent of respondents outlined that they would like to see ***'fundraising and budget management'*** and ***'IT training'*** made available as part of the programme. Whilst just over half of respondents outlined that they would like to see ***'community coaching'*** (54 per cent) and ***'bid writing'*** (53 per cent) made available.
- When asked about what would best enable residents to lead on the decision-making process for the Community Leadership Programme, a total of 69 per cent of respondents felt a ***'resident-led assessment panel'*** would best enable residents to lead on decision-making processes, whilst just over half (56 per cent) felt an ***'online voting process'*** would enable this.
- When asked what was the best option when delivering the Community Leadership Programme online in Year Two, the majority (78 per cent) of respondents felt that delivering the courses ***'in two phases, with some being delivered online from April, and the rest taking place face-to-face when restrictions allow'*** was the best way forward for delivering the courses. Whilst a total of 14 per cent preferred to ***'limit it to those projects that can be delivered online'***.

Results at a glance – Stakeholder Engagement

Feedback from the various stakeholder groups

- Kensington and Chelsea Interfaith Focus Group
- Community Leadership Programme Year Two: Community Conversations (Involvement and Design)
- Community Leadership Programme Providers Network
- Community Leadership Programme Stakeholder Engagement/Consultation Feedback
- Community Leadership Programme Consultation with Youth Forum members.

Resident-led, bottom up approach

The feedback from stakeholders was that there needs to be greater collaboration to co-design the Community Leadership Programme with the community, exploring community-based solutions that the Community Leadership Programme can achieve with greater community involvement. An example given was undertaking a skills audit understanding what kind of training is important for North Kensington residents in regard to leadership, and working with the community to deliver this.

Stakeholders also identified the desire for a longer consultation period to be in place for the Community Leadership Programme and that this should be led by, and involved with, local residents to deliver what the community need. It was suggested that the community should be given funding to appoint community administrators to oversee the Community Leadership Programme, reporting to a local community board/resident-led steering group/assessment panel who will have greater responsibility in running the programmes.

Greater transparency to help build trust

It was discussed that there should be greater transparency around the distribution of funds and clarity of why all the organisations are funded. It was highlighted that there needs to be evidence that shows the funds allocated to projects show that they will benefit the community and have clear outcomes linked to Grenfell Recovery, and that applications have value for money and there is evidence of social impact and outcomes. Transparent reports, case studies and numbers of attendees to be provided, so everyone can see the numbers with regards to participation (no other information though).

Results at a glance – Stakeholder Engagement

Development of a comprehensive volunteer programme

Discussions were had about an accredited training programme that should be developed with the Volunteer Centre, in particular targeting the volunteers that are part of faith and religious network as well as those that want to develop more intergenerational work. It was discussed that, due to the access the faith groups have to volunteers, that an organised volunteer programme could be really meaningful in enriching and empowering volunteer leaders in the community. There was concern that due to the amount of work volunteers have been doing as a result of COVID-19, that numbers could be diminishing. A specific example was discussed to use a piece of music such as Jerusalem to have a shared dance across faith groups, showcasing the volunteers across the borough and across different faith groups.

Stakeholders mentioned that the Community Leadership Programme should be used to provide volunteer opportunities for young people to develop skills that would be great for a role as community leader. Most jobs today demand that young people have relevant experience – by increasing volunteer opportunities, this will enable young people to network and gain hands-on experience which employers look for. Opportunities such as mentoring, interning, work shadowing and work experience could help young people get into areas they are interested in and develop the knowledge and confidence to progress in their field.

Reflection and monitoring of projects

Stakeholders discussed the need to understand that if projects have a good impact, consideration should be given to explore funding for an additional year, working with the provider to look at other sources of funding. It was also suggested that reflection on the Community Leadership Programme Theory of Change was necessary, to understand whether we are working towards the long term outcomes originally identified by residents when developing the Community Leadership Programme.

Results at a glance – Stakeholder Engagement

Working with young people to shape and deliver future programmes

Conversations were had about how important young people are to the direction and shaping of the programmes, by either delivering projects or becoming Young Leaders. It was raised that a long-term mentoring programme, where mentors are existing community leaders, and the mentees are young adults that are emerging in the community, could give the programme sustainability and longevity. To do this, there would need to be programmes geared towards young people, including programmes such as writing and spoken word, to help develop their skills to become leaders in the community. A common discussion point was that young people should be given more ownership as part of the programme, and opportunities for them to be more involved throughout the process, to experience greater opportunities for leadership. There were concerns amongst stakeholders about young people in particular, and the risks of them becoming disillusioned if they aren't given the right opportunities to get involved.

Stakeholders also discussed the importance of working with local places of worship to help improve community engagement with the young people that attend services, and encourage them to access training through the Community Leadership Programme, and to also highlight to community leaders the importance of faith and religion in close-knit communities.

Partnership working to develop funding ideas and identify skills gaps

Stakeholders discussed the potential for improved partnership working, and the creation of a consortium for developing funding ideas. This could be important for supporting smaller organisations through larger faith organisations. Also, discussions were had to outline the importance of showing and sharing with residents baseline skills gained through year one of the programme – this would enable gaps to be identified to understand what could be focused on in year two of the programme. This process will need to be transparent with all providers, including faith groups, to identify what worked well to develop community leaders and how knowledge has been built. Having such transparency in itself will help to build trust. The group also raised the importance of having a holistic Community Leadership Programme that prioritised health, body, mind and spirit.

Results at a glance – Stakeholder Engagement

Improved communication of the Community Leadership Programme

Stakeholders outlined a desire for improved communication of the Community Leadership Programme, making it easier to understand submissions and how to get involved. It was suggested that this could include an online platform for submissions, the development of a mind mapping exercise which can create a centralised community database of Grenfell related services, and easier, more visual explanations on the website, explaining the processes for the Community Leadership Programme. Stakeholders suggested working with the communications team at Kensington and Chelsea to explore how interactive videos could be added to the website to engage more residents, using different social media platforms such as TikTok and Instagram. It was suggested that there should be an opportunity for regular feedback from the community about the Community Leadership Programme, and that the development of a steering group bespoke to the programme would be beneficial to improve the overall programme. It was also highlighted that there needs to be better advertising, promotion and marketing of the Community Leadership Programme to ensure as much interest is raised and as many people as possible can get involved.

It was also raised that there should be more awareness of the opportunities available to young people, and as a result, there should be more of a push on schools to advertise opportunities such as shadowing and mentoring to help young people develop and grow as future leaders. It was suggested that there could be talks or events that young people can attend and learn about Community Leadership Programme and get the perspective of other community leaders on their roles, as many young people in the local area attend university outside of the borough or are not integrated fully into the local community.

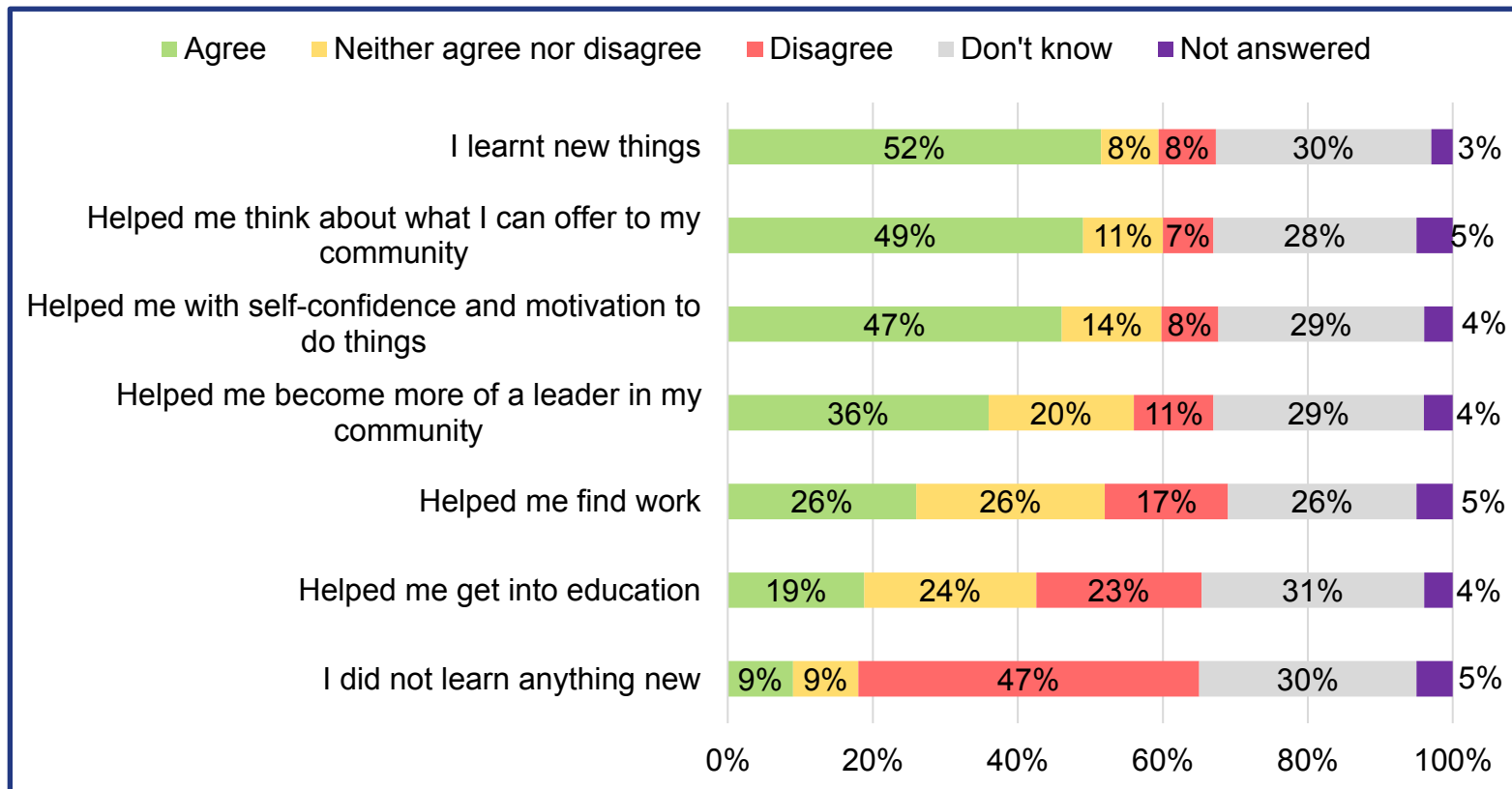
Delivery of Year Two of Community Leadership Programme

Stakeholders outlined that they would support delivery of the Community Leadership Programme to take place in two-three phases, with some courses going online in the short-term, with more being delivered face-to-face when restrictions allow. Stakeholders also raised that, because of those who may be digitally excluded in the borough, a maximum of 50 per cent of courses should be delivered online and that there could be some taster sessions delivered as an introduction to the programme.

Summary charts – Overall views of the Community Leadership Programme

Respondents were asked to what extent they agreed or disagreed with a series of statements related to their experience of the Community Leadership Programme:

- A total of 52 per cent agreed that they '**learnt new things**', whilst 49 per cent agreed that the Community Leadership Programme '**helped me think about what I can offer to my community**'.
- A total of 49 per cent of respondents agreed that the Community Leadership Programme '**helped me with self-confidence and motivation to do things**'.



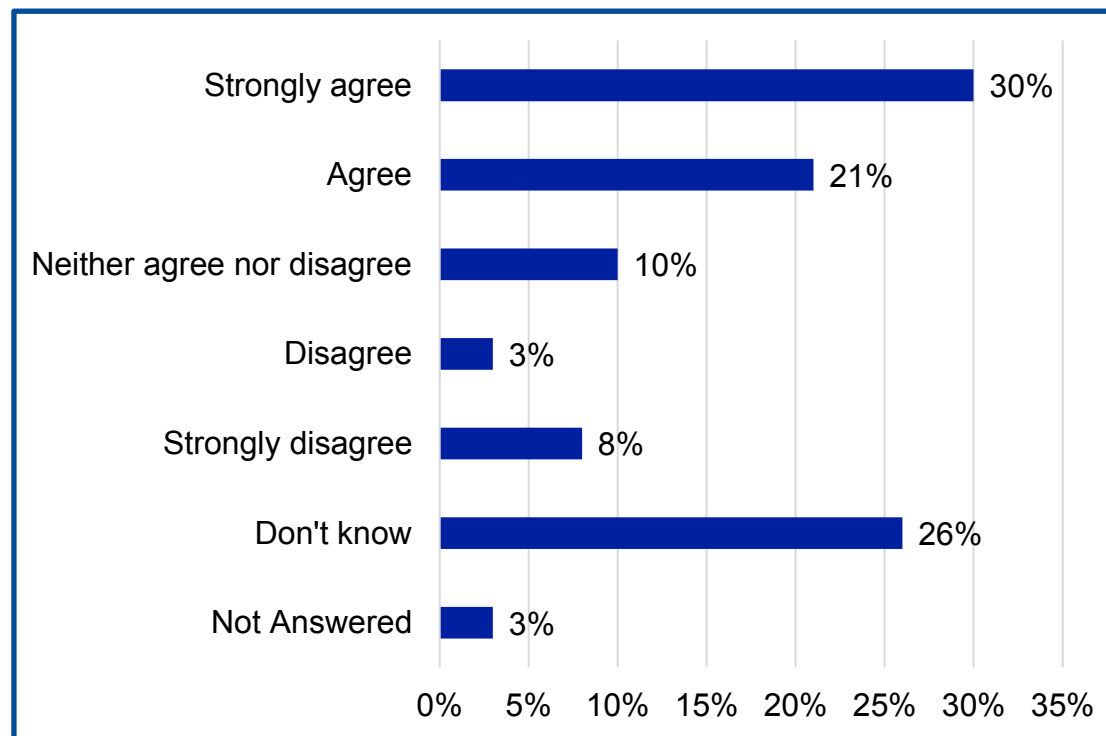
*Combined scale applied: Strongly Agree/Agree= 'Agree'; Strongly Disagree/Disagree = 'Disagree'

Base: 80 (all responses)

Summary charts – Training from the Community Leadership Programme

Respondents were asked to what extent they agreed or disagreed that the training they accessed at the Community Leadership Programme suited their needs:

- Half of all respondents (51 per cent) strongly agreed/agreed that the training they accessed suited their needs.
- Whilst a total of 11 per cent strongly disagreed/disagreed that the training they accessed suited their needs.



Base: 80 (all responses)

Survey comments – Training from the Community Leadership Programme

Respondents were asked to provide comments on the training they accessed as part of the Community Leadership Programme. Comments made have been themed and the themes with four or more comments are summarised in the table below. Examples of comments made can be seen overleaf, with the full list of themes and comments made can be found in appendix two.

Theme	Count
Lack of awareness of the programme	20
Training was insightful and informative	16
The training helped develop individual skills and confidence	11
Training wasn't suited to individual needs	5
Other	4

Base: 56 (all comments)

Survey comments – Training from the Community Leadership Programme

“Recently heard about the courses, never accessed any as I found out after the courses ended.”

Lack of awareness of the programme

“I have only heard about this programme now in March 2021.”

Lack of awareness of the programme

“The training sessions were very insightful, I learned so much about setting up a charity/CIC. The tutors were great and the presentations were very helpful. I left thinking about my role in the community and how my organisation can fit in. I felt empowered and hopeful in setting up my CIC.”

Training was insightful and informative



“Training helped my confidence and my ability to be a better community member.”

The training helped develop individual skills and confidence

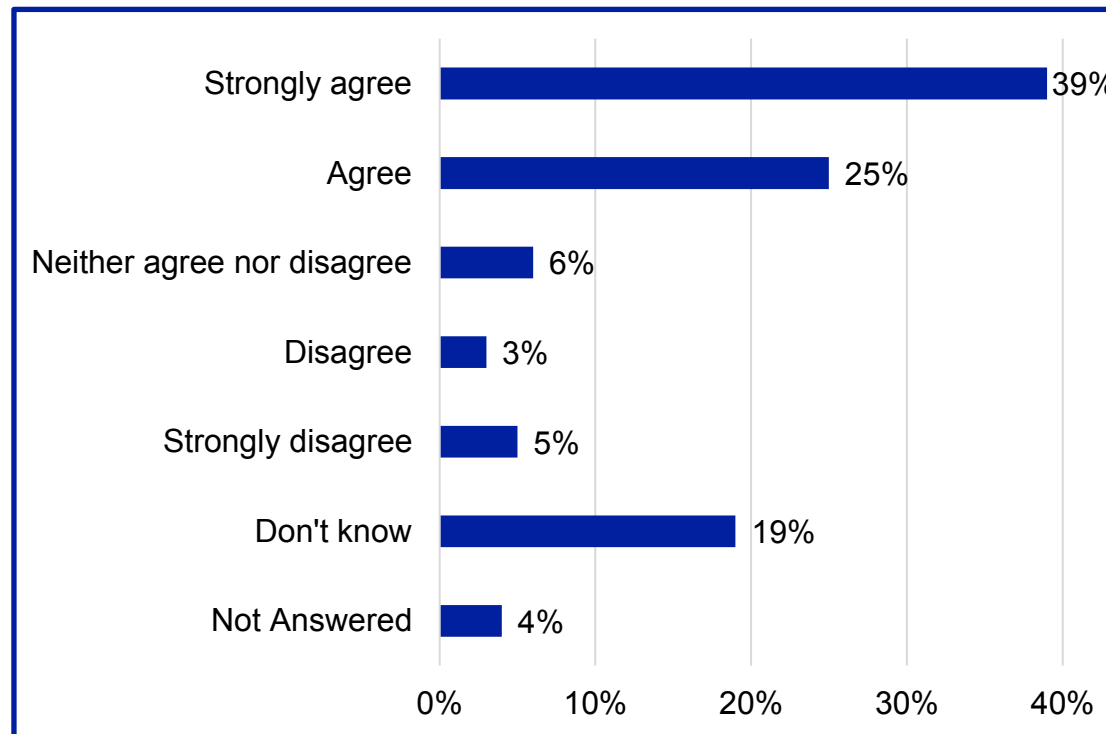
“I don’t think the programme was very useful. I think the focus on leadership was wrong. What people in this area need is either skills training to get a job which will be more than a day or two or they need events and activities to bring people together and improve well being. In my opinion, the programme fell between these two stalls. A lot of people in the area are non working parents or people on benefits. That is not going to change.”

Training wasn’t suited to individual needs

Summary charts – Recommending the Community Leadership Programme

Respondents were asked to what extent they agreed or disagreed that they would recommend going on the Community Leadership Programme to a friend or neighbour:

- A total of 64 per cent strongly agreed/agreed that they would recommend the Community Leadership programme to a friend or neighbour.
- Whilst a total of eight per cent strongly disagreed/disagreed that they would recommend the programme to a friend or neighbour.

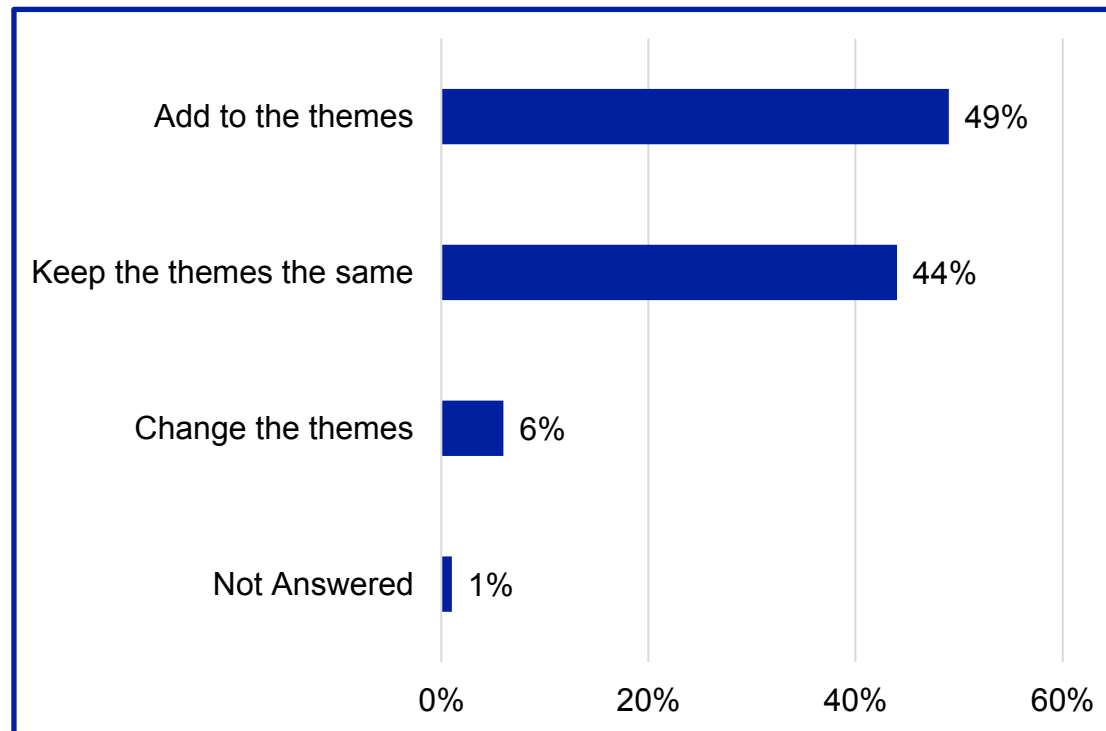


Base: 80 (all responses)

Summary charts – Future themes of the Community Leadership Programme

Respondents were asked to outline their preference about the themes for the courses delivered at the Community Leadership Programme in Year Two.

- A total of 49 per cent of respondents outlined that they would like to ***'add to the themes'*** at the Community Leadership Programme, whilst 44 per cent of respondents would like to ***'keep the themes the same'***.
- A total of six per cent outlined that they would like to ***'change the themes'*** of the Community Leadership Programme.



Base: 80 (all responses)

Survey comments – Add to the themes of the Community Leadership Programme

Respondents who outlined that they would like to add to the themes of the Community Leadership Programme, were asked to provide comments on what themes they would like added. Comments made have been themed and the themes with two or more comments are summarised in the table below. Examples of comments made can be seen overleaf, with the full list of themes and comments made can be found in appendix two.

Theme	Count
Business and financial skills	11
Health and wellbeing	6
Community leadership	5
Creative courses	4
Employment skills	4
Equality and Diversity	2
Digital skills	2
Other	7

Base: 36 (all comments)

Survey comments – Add to the themes of the Community Leadership Programme

“More help for start ups and small businesses to access local space to work and trade. Help from established successful businesses in the area in creating opportunities for SMEs.”

Business and financial skills

“Managing emotions (anger, depression). Emotional literacy. Parenting.”

Health and wellbeing

“Mentoring, community support and leadership.”

Community leadership

“Equality and diversity. Unconscious bias. Overcoming racism and social disadvantage.”

Equality and Diversity



“I think there should be a theme around re-use and upcycling. This can incorporate a lot of DIY, restoration and art skills.”

Creative courses

“EMPLOYMENT. TRAINING. EDUCATION.”

Employment skills

“Youth development skills, Computer/media courses, how to build your own website/ online business.”

Digital skills

Survey comments – Changing the themes of the Community Leadership Programme

Respondents who outlined that they would like to change the themes of the Community Leadership Programme, were asked to provide comments on what themes they would like changed. Due to the low number of responses, theming of comments wasn't possible. All comments to this question have been included below.

- *"Equality and diversity. Unconscious bias. Overcoming racism and social disadvantage."*
- *"The existing themes are good, adding skills directly for employment and self employment."*
- *"I think the aim of these programmes and the intended use of these programmes needs to be clarified to residents, so that we can apply if necessary and required. I would also recommend specifying the existing themes in more detail. For example, prior to 2020 Leaders had never required the skill of maintaining a team whilst staff are furloughed; working from home; or may need to be made redundant. Some residents may need to learn that new management skill."*
- *"I think the leadership theme should be taken out."*
- *"Engaging people, creating networks, up skilling, therapeutic art work with a cause rooted in the traditions of the area."*
- *"None."*
- *"How about community organising, how to lobby your council successfully, how to get the attention of the council officials that make decisions about you, how to advocate for better housing provision, how to organise effective residents' associations?"*
- *"Something that match the reality that is out here."*
- *"They are good themes, definitely sounds good, just the access to them? How do people find out about them. We never had it mentioned in school newsletter. We moved from opposite the tower due to trauma to Colville ward. From St. Francis of Assisi school to Colville Primary, never heard about any courses, and I am an active member of our community and the workshop provider. I self organised, without knowledge of any support."*
- *"Total Empowerment of the local."*
- *"A combination of class and football pitch."*
- *"As I explain it is a general review I am looking at."*

Summary charts – Future courses of the Community Leadership Programme

Respondents were asked to outline which courses they would like to see made available at the Community Leadership Programme. Respondents were asked to select all that apply:


- A total of 59 per cent of respondents outlined that they would like to see '**Fundraising and budget management**' and '**IT training**' made available as part of the Community Leadership Programme.
- Just over half of respondents outlined that they would like to see '**Community coaching**' (54 per cent) and '**Bid writing**' (53 per cent) made available as part of the programme.



Base: 80 (all responses)

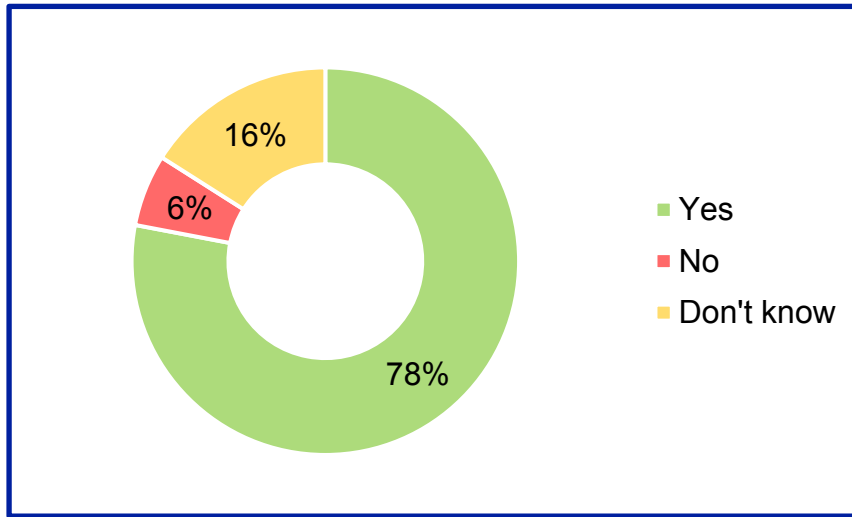
Survey comments – Future courses of the Community Leadership Programme

Respondents who selected 'Other' when asked about which courses they would like to see made available on the Community Leadership Programme were able to provide comments about any other courses they would like to see. Due to the low number of responses, theming of comments wasn't possible. All comments to this question have been included below.

- *"Skills for self employment (accounting for self assessment/book keeping."*
- *"Stress free contacts with RBKC service customer service departments. Making effective complaints."*
- *"Respect, resilience and sports/arts."*
- *"Community outreach."*
- *"Art therapy, making with hands  together."*
- *"Coaching 1-2-1."*
- *"Health and wellbeing needs to stay"*
- *"Emerging and niche market opportunities"*
- *"What's emotional intelligence training??? Do you mean mental health? Physical First Aid and Civic Accountability."*
- *"All of these. But also aimed at council staff who, in my experience, need these trainings as much as anyone."*
- *"Art therapy, pottery."*
- *"Yoga, not just as physical poses but as a philosophy of way of life"*
- *"Those suggested above. Plus many youth and young adults would airfield practical skills learning in basic carpentry, electrics, metalwork etc. With infirmity on how to gain airbrushing of over 25yrs... as there are too many unemployed young men and girls for that matter, unable to access funded training and so are left with nothing. This impacts mental health and well being. The Borough needs to invest in young adults and help give them direction."*
- *"Computer keyboard and other skills, written and spoken English, advanced arithmetic."*

Base: 14 (all comments)

Summary charts – Resident steering group



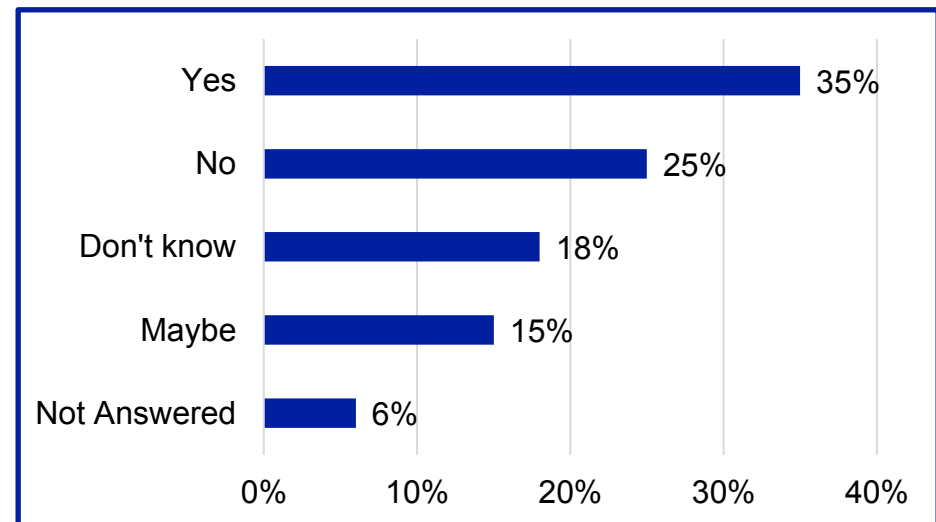
Base: 80 (all responses)

Respondents were asked whether they thought it was a good idea to create a resident steering group to make decisions for Year Two of the Community Leadership Programme

- Over three quarters (78 per cent) of respondents thought it was a good idea to set up a resident steering group.
- A total of six per cent did not think this was a good idea.
- Whilst 16 per cent didn't know whether it was a good idea or not.

Respondents were asked whether they would be interested in taking part in a resident steering group:

- A total of 35 per cent of respondents outlined that **'yes'** they would be interested in taking part in a resident steering group
- Whilst a quarter (25 per cent) outlined that **'no'** they would not be interested in taking part in a resident steering group.

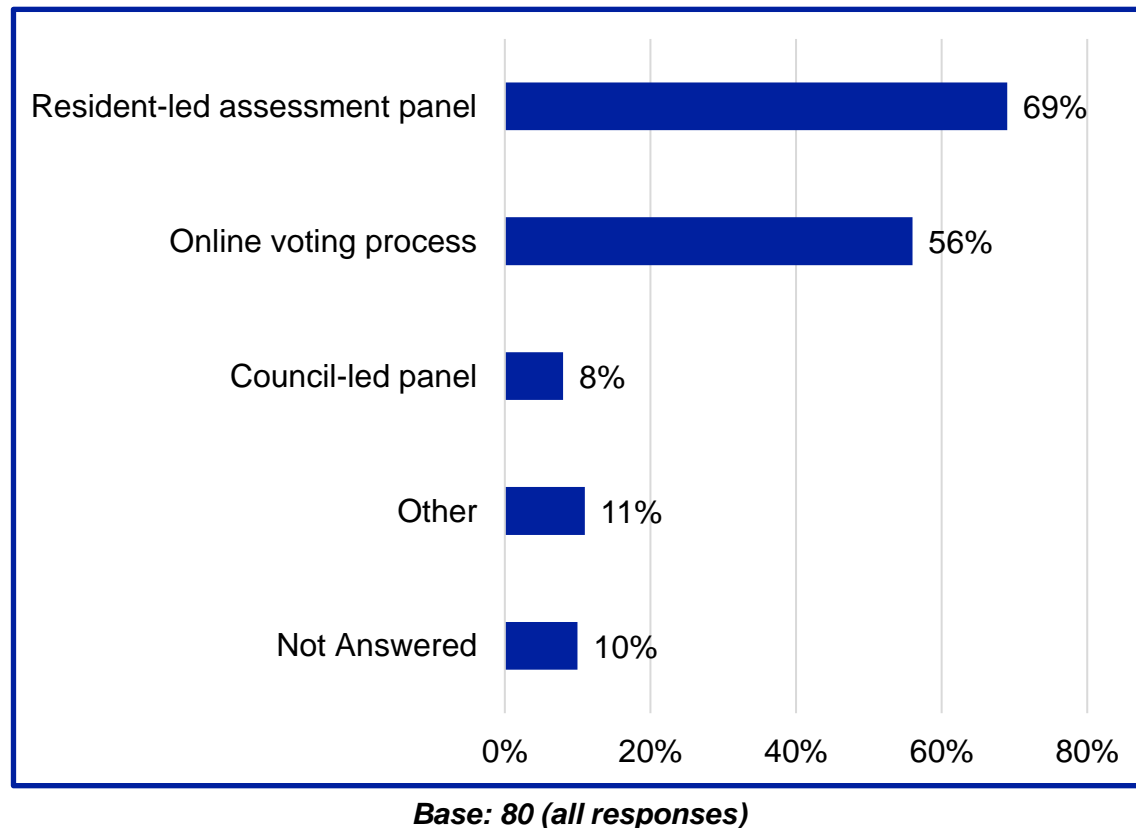


Base: 80 (all responses)

Summary charts – Decision-making process for the Community Leadership Programme

Respondents were asked to select all of the options they felt would best enable residents to lead on the decision-making process for Year Two of the Community Leadership Programme:

- A total of 69 per cent of respondents felt a '**resident-led assessment panel**' would enable residents to lead on decision-making processes.
- Whilst just over half (56 per cent) felt an '**online voting process**' would enable residents to lead on decision-making processes.



Survey comments – Decision-making process for the Community Leadership Programme

Respondents who selected 'Other' when asked what they felt would best enable residents to lead on the decision-making process for Year Two of the Community Leadership Programme, were able to provide comments about any other suggestions they had. Due to the low number of responses, theming of comments wasn't possible. All comments to this question have been included below.

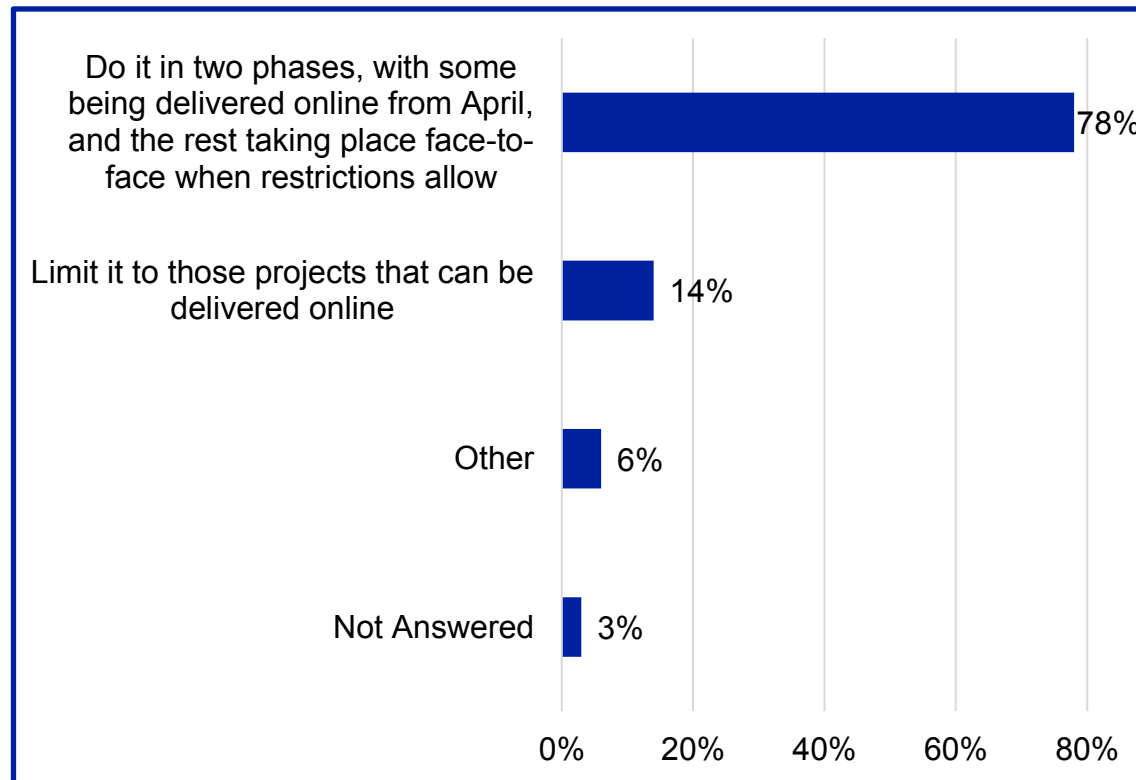
- *"Consultation and clarification of who or what the programmes are designed for. Consultation on what areas we need training in, to support the community going forward."*
- *"People who work but don't necessarily live in the community."*
- *"Some kind of collaboration between council and us. Picking up on talent and great ideas and helping to bring them to life."*
- *"Council/Residents Panel."*
- *"Mixture of residents, voluntary and community organisations and council panel."*
- *"Show how it your business will benefit others/local community."*
- *"An engaged decision-making process that brings council and residents together as equal partners, to co-create a programme, instead of these patronising, top-down, Council-led initiatives are the only way to ensure effective participatory democracy in RBKC."*
- *"Stand for election for the Council and if possible get elected."*
- *"Give them the power of really influencing decisions. It is just window-dressing (for the press) otherwise."*
- *"Community organisations could also contribute to the debate"*
- *"I suggest a vote first, and then a resident-led panel assesses the vote. This allows ideas which do not gain a large vote, perhaps because they only benefit a minority, to be appraised."*
- *"NOTHING STATED"*

Base: 12 (all comments)

Summary charts – Online delivery of the Community Leadership Programme

Due to the COVID-19 pandemic, large numbers of courses will need to be delivered online. Respondents were asked what they felt was the best option when delivering the Community Leadership Programme in Year Two:

- A majority (78 per cent) of respondents felt that delivering the courses ***‘in two phases, with some being delivered online from April, and the rest taking place face-to-face when restrictions allow’*** was the best way forward for delivering the courses.
- Whilst a total of 14 per cent preferred to ***‘limit it to those projects that can be delivered online’***.



Base: 80 (all responses)

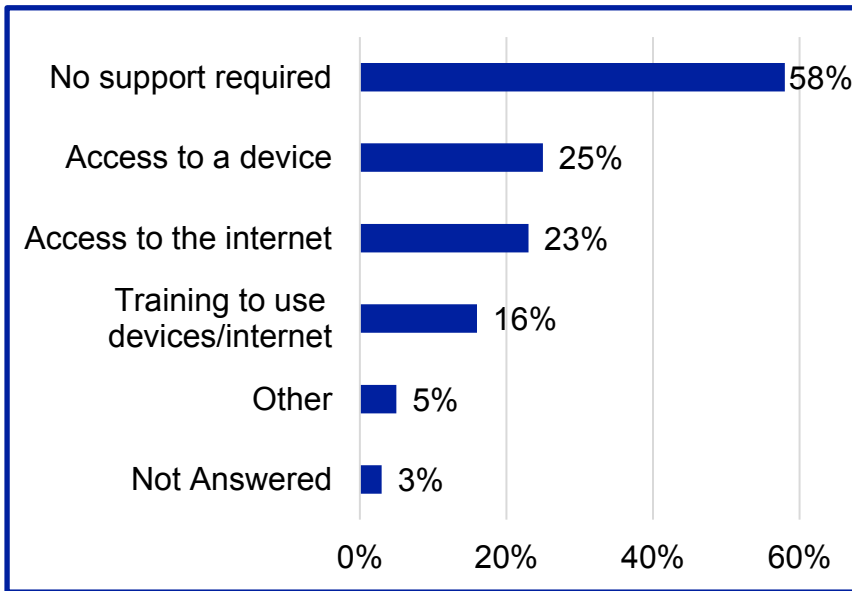
Survey comments – Online delivery of the Community Leadership Programme

Respondents who selected 'Other' when asked about which method they would like to see the Community Leadership Programme delivered by, were able to provide comments about any other suggestions they had. Due to the low number of responses, theming of comments wasn't possible. All comments to this question have been included below.

- *"With the uncertainty of COVID everything should be online."*
- *"I think it would be good to continue delivering some projects online regardless. Community members who cannot access face to face will benefit too."*
- *"Online is fine. Sometimes even handier if childcare is needed but if it's hands on than we all wait for it to open up."*
- *"Mix and match. Many barriers to participating in both models of training so you need to consider all needs."*
- *"However, I think attending online should be made compulsory/continue alongside face-to-face training if possible since it opens the doors and makes attending more possible e.g. disabled with significant mobility issues and such."*
- *"Both online and face to face, as separate offerings and as "blended offerings" - ones that work regardless of COVID restrictions."*
- *"The courses should use the post online is a poor second choice."*
- *"I don't see the point of them!"*
- *"Simply appraise with the criteria that it should be possible to deliver the course this year, then leave it to the applicant to say how they will achieve this."*
- *"Fully face to face."*

Base: 9 (all comments)

Summary charts – Online delivery of the Community Leadership Programme



Base: 80 (all responses)

Respondents were asked what support, if any, they would need if courses were delivered online:

- A total of 58 per cent of respondents outlined that ***'no support was required'***
- A quarter (25 per cent) of respondents outlined that they would need ***'access to a device'*** and a total of 23 per cent would require ***'access to the internet'***.
- Whilst 16 per cent of respondents outlined that they would need ***'training to use devices/internet'*** to support their involvement in any online delivery.

Respondents who selected 'Other' when asked about what type of support they would need to access Community Leadership Programme courses delivered online, were able to provide comments about any other support they required. Due to the low number of responses, theming of comments wasn't possible. All comments to this question have been included below.

- *"The RBKC community programme website page needs to be regularly updated."*
- *"The older you are the more chance you will be excluded."*
- *"The Venture Centre has an IT suite welcoming up to 15 visitors."*

Survey comments – Other changes to the Community Leadership Programme

Respondents were given the option to provide comments about any other changes they would like to see made to the Community Leadership Programme. Comments made have been themed and the themes with two or more comments are summarised in the table below. Examples of comments made can be seen overleaf, with the full list of themes and comments made can be found in appendix two.

Theme	Count
Improved promotion and communication of the programme	10
Better support offered to residents	8
Nothing	2
Other	4

Base: 24 (all comments)

Survey comments – Other changes to the Community Leadership Programme

“Some kind of communication. We can't do the survey of things that passed by without any notice. How do you advertise, how accessible is this support. We did leave our emails at Latimer Christian Centre session , no one came back to us, but [named officer] with coaching which was great.”

Improved promotion and communication of the programme

“Consistency on the courses being delivered and opportunities for more people to get involved locally.”

Better support offered to residents



“Improvements in marketing and council cohesion in helping to share information.”

Improved promotion and communication of the programme

“Locals with the skills doing some of the teaching. This borough seems afraid of employing people from the area. We have hundreds of qualified and retired teachers here. Use us!”

Better support offered to residents

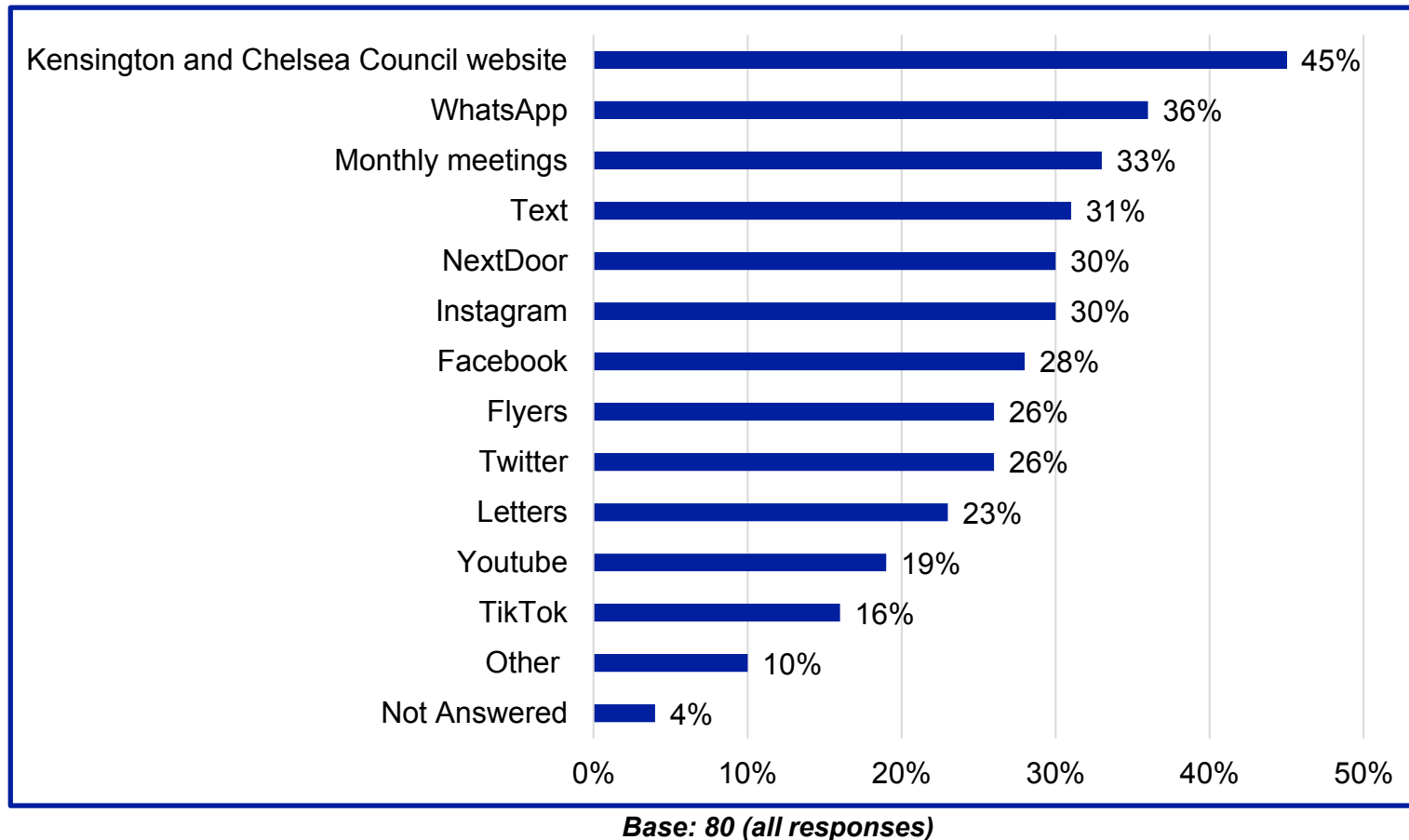
“Kensington Council getting to grips with delivering real, effective, decent, basic services. A lot of this stuff is otherwise just window-dressing.”

Other

Summary charts – Communications

Respondents were asked to select which ways they would like to be kept updated about Year Two of the Community Leadership Programme:

- Just under half (45 per cent) of respondents would like to be kept updated via the '**Kensington and Chelsea Council website**'.
- Just over a third (36 per cent) would like to be kept up to date via '**WhatsApp**'.



Survey comments – Communications (‘Other’ responses)

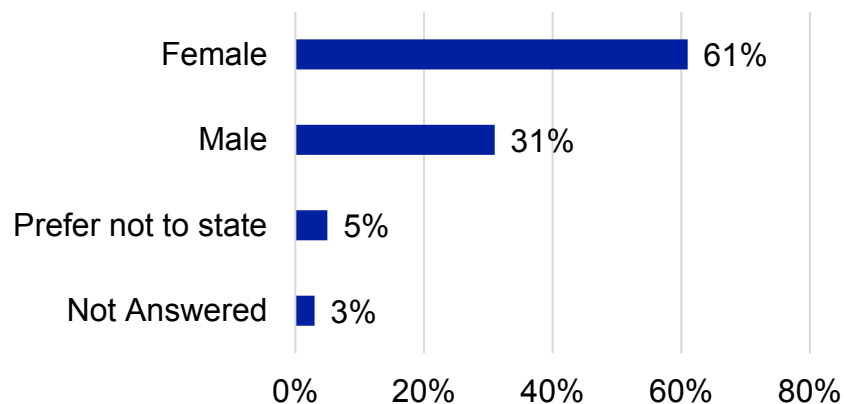
Respondents who selected ‘Other’ when asked about which method they would like to be contacted about the Community Leadership Programme, were able to provide comments about any other suggestions they had. Comments made have been themed and the themes with three or more comments are summarised in the table below. All comments can be seen in the appendix document.

Theme	Count
Email	7
Community coaching	3
Other	4

Base: 14 (all comments)

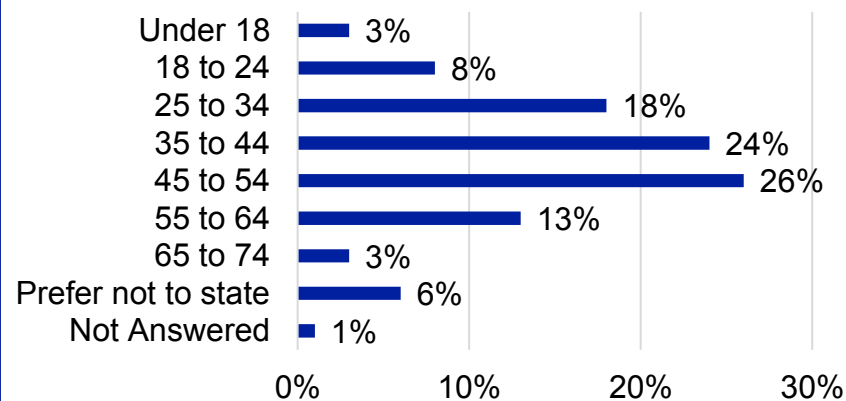
About respondents: Demographic Breakdown

What is your sex?



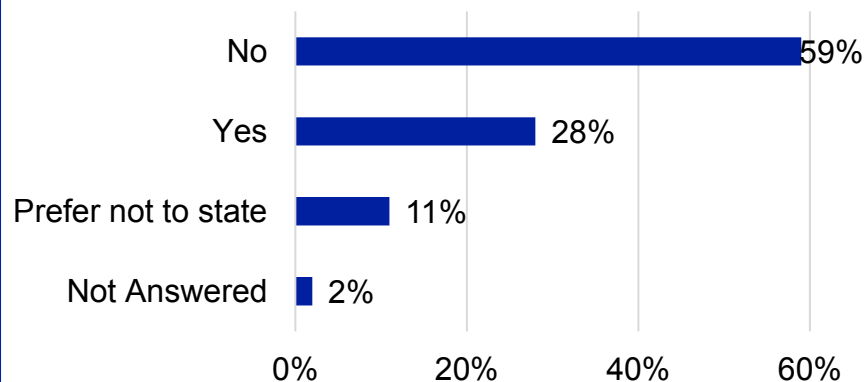
Base: 80 (all responses)

What is your age group?



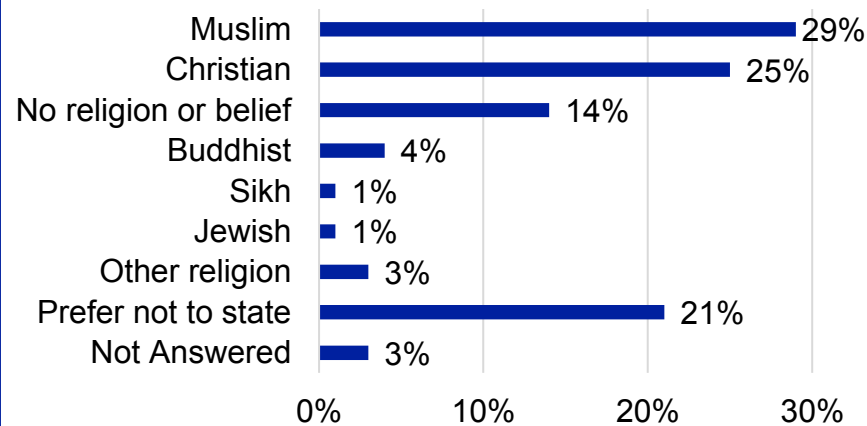
Base: 80 (all responses)

Do you have a long-term illness of disability?



Base: 80 (all responses)

What is your religion?

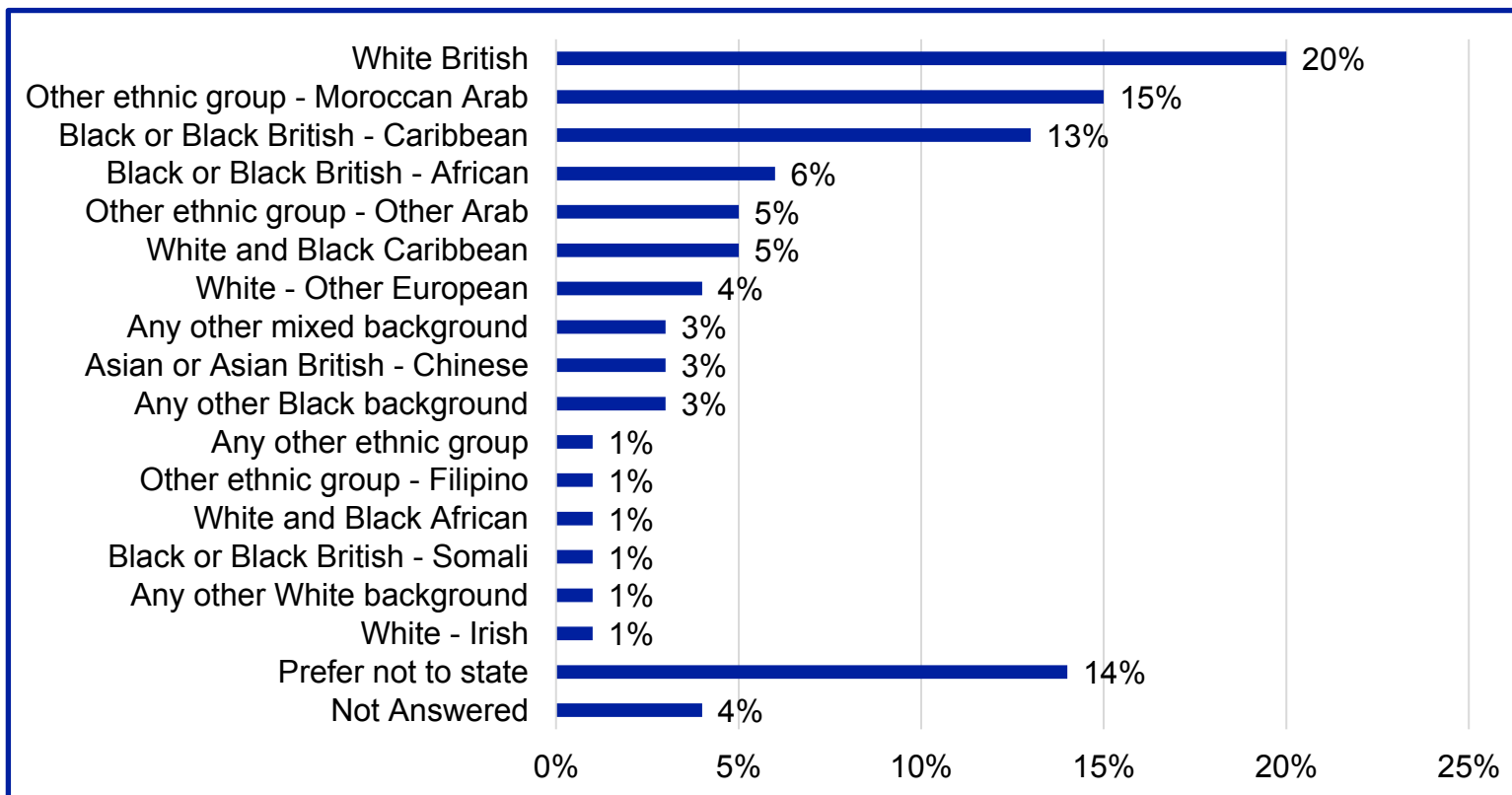


Base: 80 (all responses)

About respondents: Ethnicity Breakdown

Respondents were asked to outline their ethnic group:

- A fifth (20 per cent) of respondents were **'White British'**.
- A total of 15 per cent of respondents were **'Other ethnic group – Moroccan Arab'**
- A total of 13 per cent of respondents were **'Black or Black British – Caribbean'**, and a total of six per cent of respondents were **'Black or Black British – African'**.



Base: 80 (all responses)