

FELTHAM  
CONVENING  
PARTNERSHIP  
PROGRESS REPORT 2023

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# INTRODUCTION

As we near the end of our third year and reflect back on the Feltham Convening Partnership's (FCP) progress over the last 12 months, one thing is clear: collective impact work is hard!

This report, once again rigorously compiled by Pete Garside and Kamal Salami from Kingston University, showcases many successes whilst also highlighting the challenges faced by any collective partnership trying to improve outcomes for babies, children and young people, over time.

So, although we are keen to celebrate FCP's progress - and there has been lots! - we are just as keen to share our learnings and, hopefully, encourage others to engage in the difficult but essential act of convening cross-sector, cradle-to-career partners to achieve systemic change.

Speaking of engaging others, we are taking a different approach to identifying our 'next steps' in this year's report. Instead of Kingston University, or indeed the Planning Team, identifying what the Partnership's next steps should be, we are staying true to two of our original design principles:

1. *Collective and community-driven impact*
  - a. Young people, parents and members of the local community are involved in all aspects of collective learning and decision-making, with sufficient support to fully participate.
2. *Continuous collective learning and improvement*
  - a. We will reflect honestly and openly on what is and isn't working well - including the activities we decide to undertake or commission for this project.

In practice, this means we are already actively involving all the Working Groups in reviewing the findings in this report and helping to decide the Partnership's priorities and next steps for the year ahead.

We are hugely grateful to our funders, the Mohn Westlake Foundation, for sharing our vision and providing us with the capacity to build a powerful, local Partnership. For example, one of FCP's core commitments is that we pay our young leaders the London Living Wage. By recognising and remunerating them for their time, effort and hard work, we are also living our values: ensuring equity of participation, authentic co-production, and promoting high quality development and leadership opportunities for local young people.

These young FCP leaders are increasing in number and force; they are an inspiration! I hope you enjoy reading about their work and the work of the growing Partnership, and how it is making a difference.

*Mei Lim, Planning Team Lead*

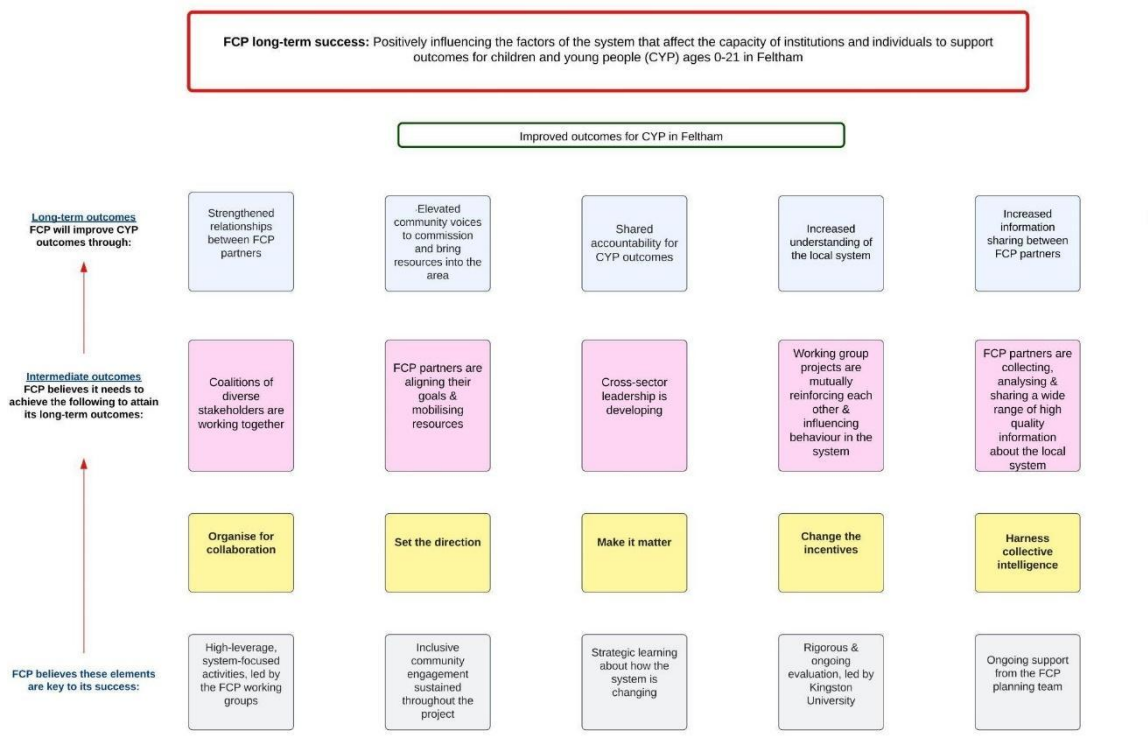
## Section 1: Overview

### 1.1: Aim

The aim of this progress report is to assess the Feltham Convening Partnership's (FCP's) progress towards systems change in Feltham by measuring against five intermediate systems change outcomes:

1. *Coalitions of diverse stakeholders are working together*
2. *FCP partners are aligning their goals and mobilising resources*
3. *Cross sector leadership is developing*
4. *Working Group projects are mutually reinforcing each other*
5. *FCP partners are collecting, analysing and sharing a wide range of data about the local system*

Meeting the intermediate outcomes outlined above will provide a platform for FCP to meet their long-term systems change outcomes over time. This will support FCP to achieve sustainable long-term change to improve outcomes for babies, children and young people in Feltham, as detailed in the theory of change below.



### 1.2 Executive summary

#### FCP's successes over the past year towards creating local systemic change

- The level of engagement in the Partnership has increased over the past year, with particular growth in engagement of young people and local primary schools. This engagement has also developed across two dimensions: deepening existing relationships and connections with the Partnership, and building new connections and bringing new cross-sector Partners into the work.
- The impact of stronger relationships means that Partners are more closely aligning their goals and adopting an attitude of shared vulnerability, which enables them to be open about the challenges they

are facing and explore how these resonate with the challenges faced by others.

- Increased collaboration between cross-sector Partners has led to more opportunities for collective impact. Whilst FCP is creating the conditions for collaboration through its Working Group structure and the resulting programmatic interventions, much of this collaboration is now taking place *outside* of FCP, which is a clear indicator of how the Partnership is acting as an incubator and catalyst of wider systems change.
- Partners are more confident articulating how their personal and institutional goals align with FCP's goals. This has consequently led to greater mobilisation of resources towards FCP's shared goals - predominantly people's time, energy, ideas, knowledge and skills. Partners are also taking more ownership and leadership of specific Working Group interventions, for example: the Mental Health & Wellbeing CPD Network and the Business Breakfast.
- There has been a significant growth in the number of young people benefitting from leadership, training and employment opportunities through FCP in the past year. This focus on youth leadership ensures young people's voices and experiences are central to the Partnership's strategic decision-making and the co-creation of effective interventions.

#### FCP's barriers over the past year towards creating local systemic change

- Despite the reported success of increased collaboration amongst Working Group Partners, Partners also identified the rigid WG structure as a barrier to greater collaboration i.e. across Working Groups themselves.
- Whilst there is clear evidence of how resources are being shared across FCP in service of the intermediate and long-term goals, these resources do not currently include finances or resources linked directly to teaching and learning.
- This links to the issue around shared data and the different types of data that are more readily shared across institutions, and those that aren't e.g. institutional quantitative data relating to academic outcomes. However, it is encouraging that the majority of Partners feel there has been a shift in attitudes about sharing data, which is a promising step in the right direction.
- It is an ongoing challenge to communicate effectively across the Partnership – connecting people to each other, the work, and ensuring everyone has a sense of the whole. Additional measures have been put in place this year but there is still a need to sustain and re-engage people, over time.

## Section 2: Progress towards FCP's intermediate outcomes

### 2.1. Intermediate outcome 1: Coalition of diverse stakeholders are working together

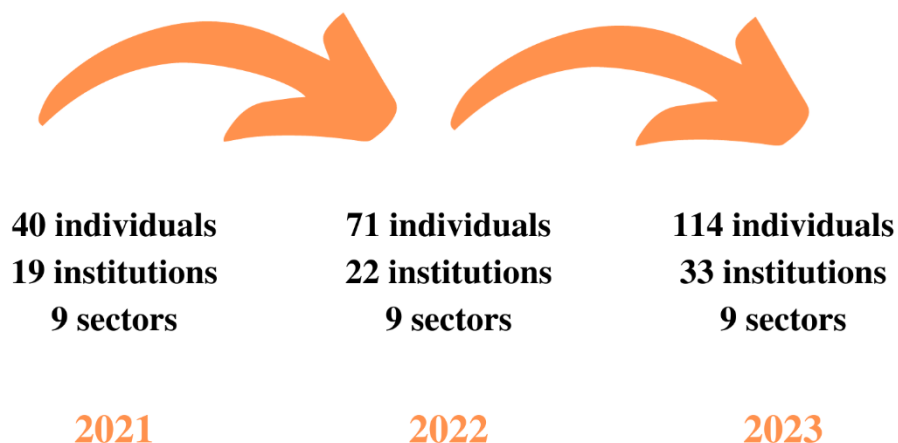
#### Headline

Over the past year, there has been clear progression from the “emerging” stage of activities around Partners working together towards a more “sustaining” level of engagement, facilitated by the FCP Planning Team. This has primarily been driven by Partners working together across new networks, which have been fostered by FCP but that operate independently outside of the Partnership’s immediate Working Groups and interventions. This is a very encouraging shift across all Partners. However, the Young Leaders and Young Researchers feel this could go further and that there needs to be even more opportunities for them to work with other Partners in future.

#### Further findings

##### a) Overview of engagement across FCP

There has been a significant increase in community engagement over the past year. FCP has shown signs of deepening pre-existing relationships and building new relationships across individuals and institutions.



**Figure 1:** Individual and institutional engagement has deepened throughout the last year of FCP

##### i) Youth engagement through FCP's youth leadership programmes

FCP's youth engagement work has grown exponentially since last year through the Feltham Youth Activists' (FYA) after school club, the Young Researchers' Group and the FCP Summer Programme.

Last year FCP engaged 6 young people in FCP's leadership pathways, but this year they have worked with **30+ Young Leaders** across six different schools (5 mainstream schools & 1 specialist school). In addition to this, the Young Researchers worked together to build their peer networks and implement a listening campaign. They mobilised their peers and listened to 350 young people in total across Feltham secondary schools.

This positive shift in youth engagement empowers young people to be at the forefront of the Partnership's work. However, the Young Researchers commented that they would like more collaboration between FCP partners, especially the Young Leaders, and they were unclear about what some of the Working Groups were focusing on.

*"The opportunity to be part of the listening campaign has built my confidence. I remember when I chaired a focus group in my school for the first time alone. It felt great! I never would have been able to do that before! Listening to other young people at my school has shown me that many young people worry about the same things I do and I'm not alone!"*

- A Young Researcher involved in the listening campaign

ii) Local primary school engagement

Opportunities for collective action between local primary schools has significantly increased as a result of the Primary Mental Health Cluster which was set up as an extension of the existing Mental Health & Wellbeing Working Group in November 2022. **14 primary schools** regularly engage in this group and have stated they find the group useful to connect with each other and share ideas and information.

*“This group is a great opportunity to connect with colleagues from different professions and find out about what’s available to ultimately improve the mental health of our children.”*  
- Deputy Headteacher at a local Primary School

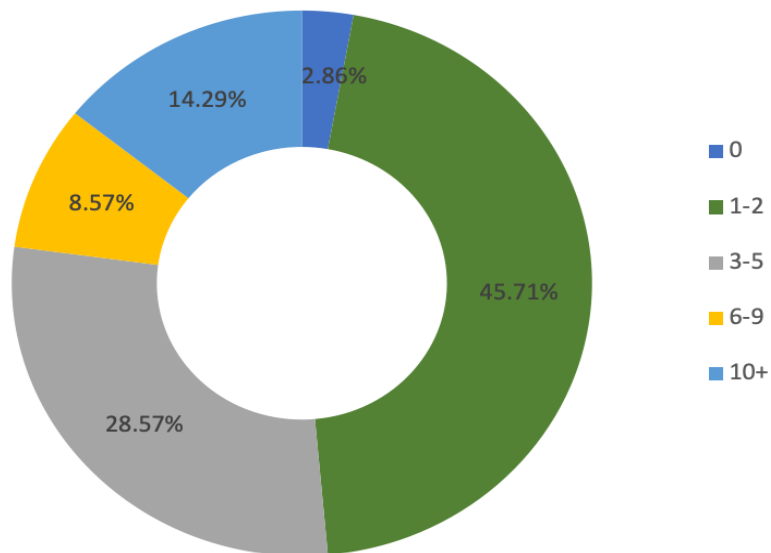
b) Overview of Partner collaboration across FCP

There has been an increase in Partner collaboration between institutions as a result of FCP. This is evident across all Working Groups. On average, Partners are collaborating with an additional 1-5 people as a result of the Partnership. FCP has been shown to be a vessel to share best practice, ideas with other cross-sector Partners, fundraising opportunities and community development initiatives.

FCP Partners reflected on FCP being the vessel for strengthening community cohesion.

*“FCP has facilitated community cohesion and collaborative working.”*  
- Mental Health & Wellbeing Working Group Partner

How many People/Individuals/Organisations (approx) are you collaborating with as a result of working with the Partnership?



**Figure 2:** How many people/individuals/organisations (approx.) are you collaborating with as a result of working with the Partnership?

Partners who engage with the Post-16 Working Group consistently referenced the Hawk Apprenticeship Programme as an example of how cross-sector institutions are now working more collaboratively as a result of FCP.

*“The Hawk programme has been instrumental in raising awareness around apprenticeship pathways.”*  
- Post 16 Working Group Partner

Some Partners even mentioned that FCP networks are working together to drive forward initiatives within local institutions, outside of the programmatic interventions of FCP.

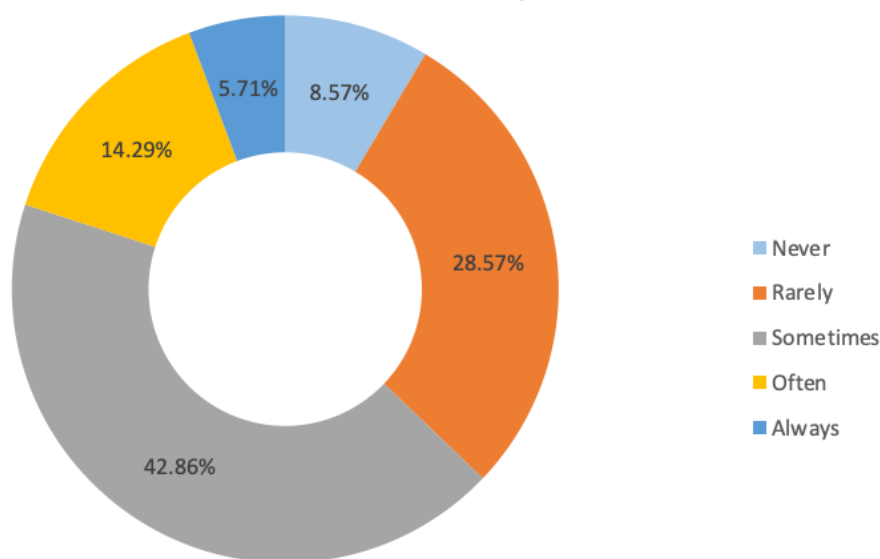
*“Direct interaction with FCP has led to a conversation about expanding aspects of the internal initiatives through collaboration with other partners. E.g. collaboration with Southville on community projects”*  
– Steering Group Partner

Many partners felt there were opportunities to network outside of the FCP’s designated meetings, which is a key driver in building and strengthening relationships across the Partnership.

*“As a result of FCP, I attend more events and become more active in more organisations. The increase in participation is due to word of mouth leading to coalition with stakeholders.”*  
- Mental Health & Wellbeing Working Group Partner

85% of Partners who filled out the survey said that they engage with other Partners from different sectors outside of the meeting times. This was particularly evident in the Mental Health & Wellbeing Working Group.

To what extent have you engaged with other Stakeholders from different sectors outside of the Working Group meetings times as a result of FCP activity?



**Figure 3:** To what extent have you engaged with other stakeholders from different sectors outside of the Working Group meetings times as a result of FCP activity?

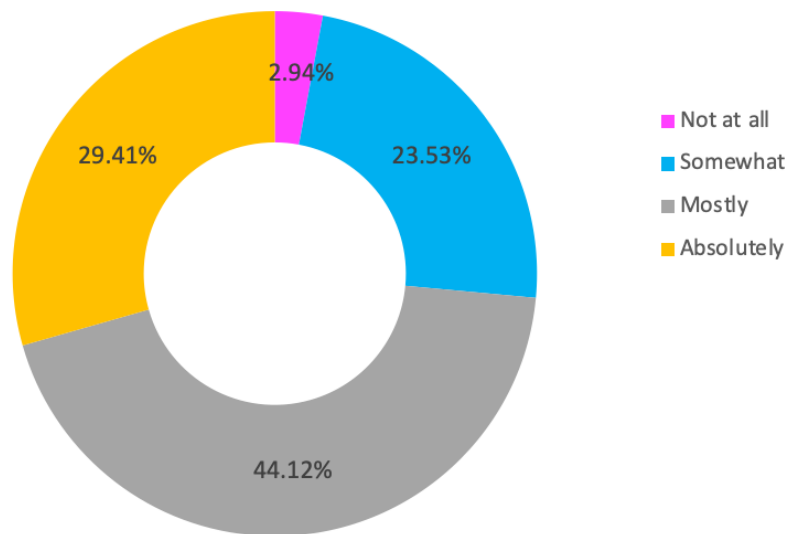
According to the survey results, nearly half of respondents stated that they often engage with different stakeholders outside of working group meetings. However, one of the participants said during the face-to-face interview that

*“No collaboration, except through the Working Group meetings organised by FCP”*  
- Steering Group



This will be addressed through the new Working Group arrangements for 2023/24 and will be assessed as part of future evaluations.

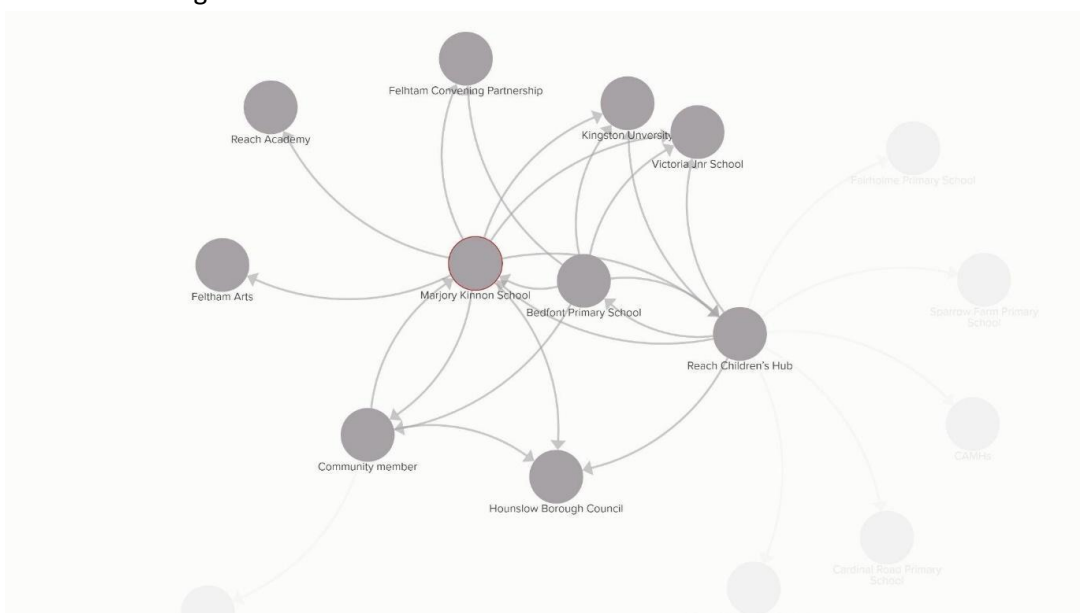
To what extent do you feel that your collaboration with people/Individuals/Organisations has increased as a result of working with the Partnership?



**Figure 4:** To what extent do you feel that your collaboration with people/individuals/organisations has increased as a result of working with the Partnership?

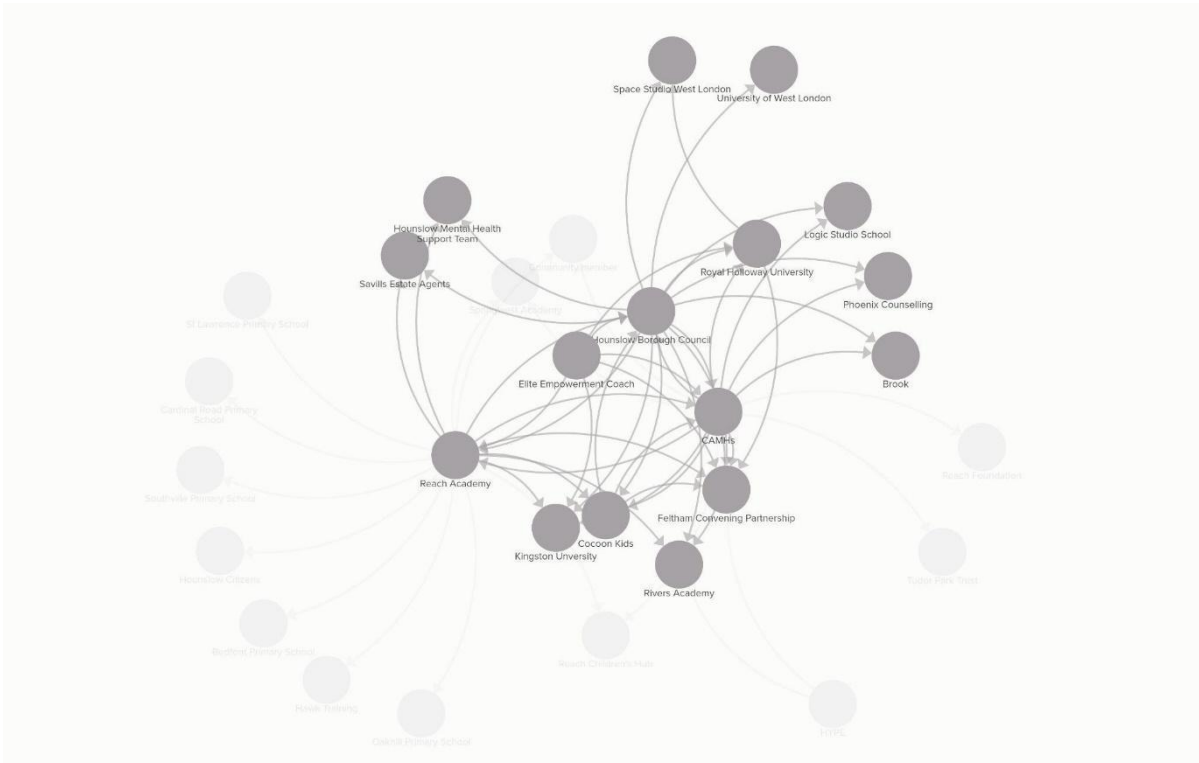
c) *The Social Network Analysis (SNA)*

The **Social Network Analysis (SNA)** which is a snapshot of the connections that people feel they have developed as a result of the FCP work, gives a flavour of the types of new connections being generated by FCP’s activities and interventions. Due to the numbers who took part in this exercise, this is only a partial visual representation of the coalition’s working together. However, it illustrates the direction of travel and shows how Partners have started to expand their organisational networks. This analysis was carried out at the start of 2023, and should therefore also be considered the start of the journey for many; this representation will be used as a baseline to compare future developments against. The connections outlined are the ones individuals felt they had built with other individuals in organisations external to their own. However, to anonymise people the connections are displayed as between the organisations themselves.



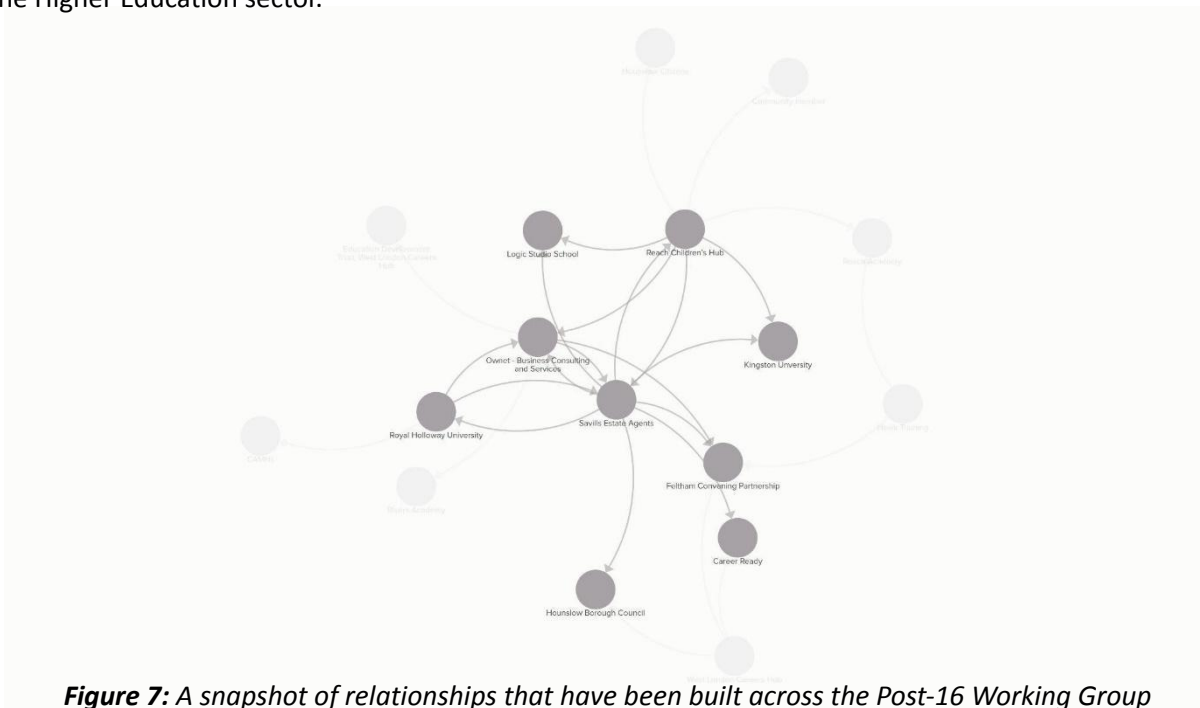
**Figure 5:** A snapshot of relationships that have been built across the Early Years and SEND Working Group of FCP

The new connections developed through the Early Years and SEND network show a wide range of organisations that have started to work and collaborate together, shifting the centre of gravity away from the Reach Children’s Hub. This is as a result of more community members’ involvement and a wider cross section of schools becoming more connected. Connections between individuals who are part of the Hub have also been developed outwards to others in multiple organisations.



**Figure 6:** A snapshot of relationships across the Mental Health & Wellbeing Working Group of FCP

The new connections promoted through the Mental Health and Wellbeing group show that whilst people working within Reach Academy have managed to develop and expand their own links into a wide variety of voluntary organisations and schools, people within the Local Authority and CAMHS have also started to play a key role in evolving their own networks with schools and support services. Furthermore, there are signs that the network has spilled over into other Partners from the Post 16 Working Group in both private sector companies and the Higher Education sector.



**Figure 7:** A snapshot of relationships that have been built across the Post-16 Working Group

As with the new connections built within the networks described above, the role of people within Reach Academy has a significant presence within the Post 16 Opportunities Network. This is to be expected at this stage of the FCP development process, where key existing Partners act as dominant nodes. However, there are clear signs here that Partners from private sector organisations and Higher Education institutions have started to play a key role in the network. There are also indications that this network has spilled over into the other areas such as the Mental Health and Wellbeing operations. This is really important for the network to grow and develop, as the support mechanisms and themes are mutually reinforcing and there are opportunities here to share data, ideas and information.

## 2.2 Intermediate outcome 2: FCP partners are aligning their goals and mobilising resources

### *Headline*

From the activities that have taken place and the responses to the evaluation, FCP has exhibited a wide range of examples where many Partners are aligning their goals and these goals are becoming long term sustainable aims. For some this is much easier than others, but even within heavily regulated areas with limited flexibility around resources, particularly the delivery of public services, there have been creative collaborations around improving Mental Health support and provision for Early Years support. In this case the sharing of resources mostly refers to the sharing of information, time, networks and projects.

Currently this does not cover financial resources, but it may in future where bidding opportunities are currently being flagged. The resources tend to be people brokering relationships and sharing knowledge, but this has opened up opportunities for mutually reinforcing activities and the potential to apply for and use additional resources in a more targeted and efficient manner. In addition, this has also promoted institutional change and internal activities around mental health support, post 16 activities in relation to SEND and the role of Young Leaders. Whilst this has a more sustaining pattern to it, it still requires ownership at senior levels in some areas.

### *Further Findings*

#### *a) FCP partners are aligning their goals*

Most of the Partners now agree that they are working towards a shared goal, which is a positive change from last year when the goals were unclear to many.

As mentioned in the previous outcome, many Partners have built and/or strengthened pre-existing relationships as a result of FCP. This has enabled Partners to feel comfortable expressing any issues that their institution may be facing: **71% of Partners** said they felt comfortable sharing challenges and exploring how they fit with the challenges of other institutions. This is an encouraging statement which supports FCP's aim to align goals across different institutions.

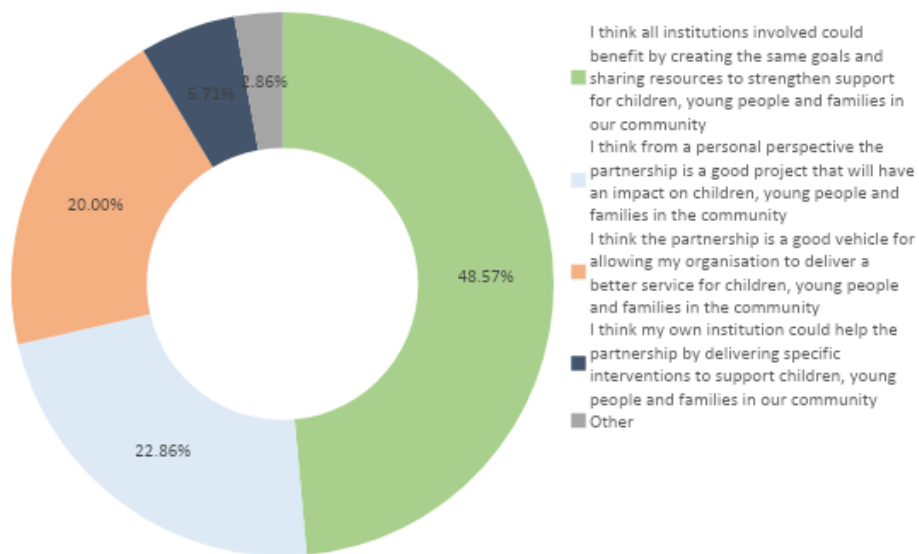
When people were asked about their motivations for being part of the FCP (Figure 8) the majority clearly agreed that it was about improving the life chances of children and young people, based on personal motivations and the idea that involvement could improve the service delivery of whichever organisation/sector of the community they were representing. However, the key motivation was that support for families and children could be improved by creating common goals and by sharing resources across all institutions involved. This is a very powerful understanding of why people and institutions are part of the FCP and their clear understanding of this outcome.

Examples of how this has translated into action can be seen in the development of the Hounslow Family Hub offer, evolving the local SEND offer and creating the '50 Things to Do' Hounslow. The Hub offer brings together the goals of many Partners under one roof to offer Start for Life support in the first 1001 days, early child development support, parental advice, support for those on the ASD pathway and for children with SEND, help

for young parents and more informal and fun sessions bringing together a wide range of professional and support organisations.

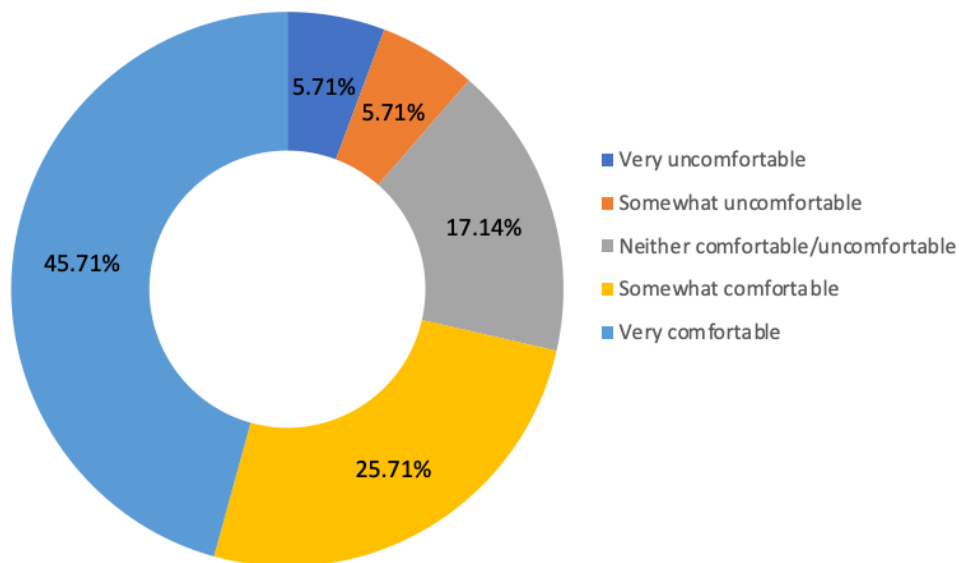
The EY and SEND Working Group were able to feed into the process to refine the SEND offer in Hounslow, particularly the plans to improve the local offer and make it legally compliant. This was achieved by bringing together the work of the Local Authority, local professionals, community voice and the Hounslow Parent Carer Forum. The Working Group was also instrumental in pulling together professionals and community voices to support the development of the Hounslow version of '50 Things To Do Before You Are 5; the Working Group pushed for the LA to fund this resource and provided key information that is now part of the live app.

Please choose which one best describes your motivation for being involved in the partnership



**Figure 8:** What is your motivation for being involved in the Partnership?

To what extent do you feel comfortable opening up to the group and sharing any challenges that you are facing in your role /your organisation is facing?



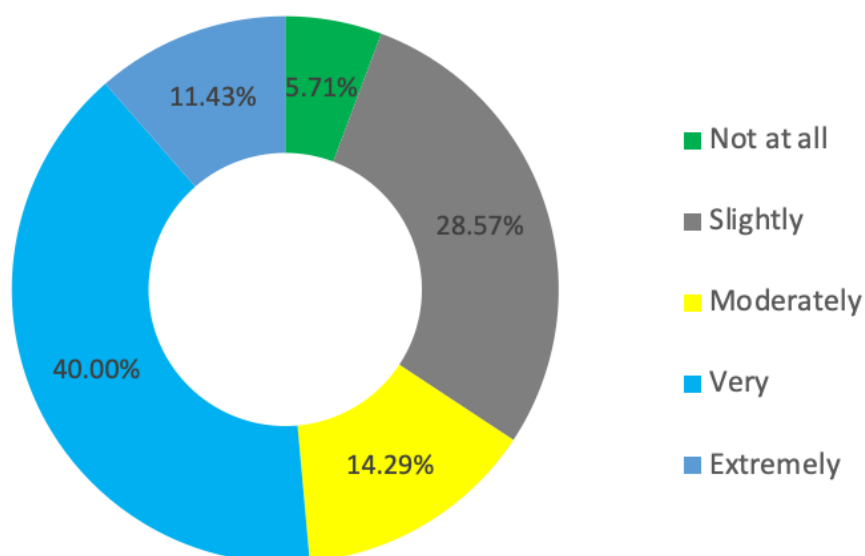
**Figure 9:** To what extent do you feel comfortable opening up to the group and sharing any challenges you are facing in your role/your organisation is facing?

All groups have agreed on a set of shared measures to assess progress in order to align their goals and reinforce each other. FCP Partners agreed that having a clear set of measures to assess progress is useful to ensure that the Partnership stays on track.

*“Having that coordination of knowing what is going on is useful.” - Steering Group Partner*

*“Furthermore, there is a “clear sense of purpose and caring” - Local Authority Partner*

To what extent have the Working Groups agreed on a set of shared measures that can be used to track progress?



**Figure 10:** To what extent have the Working Groups agreed on a set of shared measures that can be used to track progress?

97% of partners felt that their Working Groups have a shared set of measures to track progress in children & young people’s outcomes. During an interview a member of one of the Working Groups mentioned that whilst there are clear shared measures agreed which are useful to align goals across the FCP priorities, they went on to point out that this is not completely accomplished until institutions start sharing up to date information to measure progress on the agreed indicators.

The Celebration Event in the summer of 2023 gave people a chance to talk about how they felt FCP activities were influencing and changing the wider system and one of the recurring themes was that Partners were coming together more and focusing on strategic aims and long term goals. This was highlighted by a series of comments by a Partner that linked the work of organisations around activities such as Post-16 opportunities.

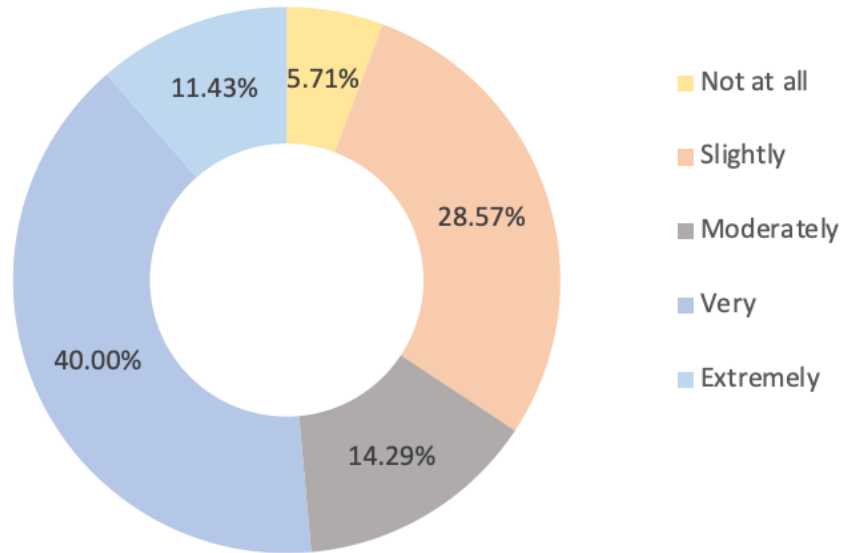
*“Connected more partners in the work including Hawk. The Hawk programme in schools has been instrumental in raising awareness around apprenticeship pathways. Great to see the Partnership growing and engaging more young people from more schools.*

*This is also about using my position in the Local Authority to involve more partners in the work. The approach to the work, bringing people together and getting everyone to do their bit; FCP is providing that leadership to bring everyone together.”*

*- Post 16 Working Group Member*

b) FCP Partners are mobilising resources

Through the FCP has there been an opportunity to share your resources with other Organisations to create a mutually beneficial outcome?



**Figure 11:** Through the FCP has there been an opportunity to share your resources with other organisations to create a mutually beneficial outcome?

An example of FCP Partners aligning their goals and mobilising their resources is the Young Leaders leading the Youth Zone campaign, with Young Researchers' support. However, this could go further and some Young Researchers & Young Leaders stated that they would like to be more informed about the other Working Groups and how their work aligns with the activities of the wider Partnership.

*"In November last year, I led a community walk with some of my peers showcasing the lack of safe, accessible space for young people to hang out with their friends in Feltham. This walk was supported by qualitative stories and quantitative statistics. The walk was attended by the Leader of the Council, Cllr. Rajawat and Cllr. Lily Bath who I had a conversation with. This experience developed my leadership skills by having to guide the councillors through the experience."*

- A Young Leader

Across all the working groups, people have committed time and energy to promote the programme of activities and opportunities, including lobbying and working with the Local Authority on the Youth Zone campaign and pushing for new safe spaces, such as the Alf King outdoor area. This involved resources not just designed in Working Group meetings but coordinating meetings across networks to expand FCP and collect evidence and ideas from wider community engagement. This shows a developing level of autonomy by Partners based upon resource mobilisation, which overlaps directly with the next section on cross sector leadership.

## 2.3. Intermediate outcome 3: Cross sector leadership is developing

### Headline

The movement over the last year within the area of cross sector leadership has been a mixed picture, with some Partners taking control of clear aims and others still just participating in activities led by FCP. This mixture of emerging and sustaining profiles operates across all WG partners and it is felt there needs to be a more targeted recruitment of specific Partners to take on leadership roles. This is already being built into the new format for the WG meetings. In addition, there is clear evidence that developing immediate and long term leadership capacity is coming through the work with Young Leaders and Researchers, driving particular priorities.

### Further findings

#### a) Examples of cross sector leadership

This year, there has been a shift in the Working Groups taking ownership of a certain set of objectives. Changes and improvements in working operations with other Partners have taken place as part of efforts to promote cross-sector leadership.

Two key activities that demonstrate how cross sector leadership has developed across FCP in the last year:

#### i) The Primary Mental Health Cluster

In October last year, Partners identified a need for a group which provides a space for primary school staff to share best practice and challenges when supporting the mental health & wellbeing of their pupils. Senior Leadership at two local primary schools took action and worked with the FCP Planning Team to initiate the group in November 2023.

Partners continue to demonstrate ownership of this group by promoting the Cluster to their peers, recruiting new schools to attend and openly discussing and sharing strategies on common challenges across local primary schools in Feltham.

#### ii) The Mental Health & Wellbeing Network

In January this year, Partners which include local secondary schools worked together to develop an accessible training and development offer targeted at local secondary schools. The aim of this offer is to strengthen school staffs' capacity to support the mental health needs of their pupils. Partners took ownership over the development of this Network and were keen for it to be a space for staff to build relationships across secondary provisions, share best practice and develop clear strategies to support the mental health & wellbeing of young people in Feltham.

This training and development opportunity for secondary school staff continues to be supported across the education sector and as a result engagement from schools in the area is high. Sessions are consistently being delivered to over 20 people (29 in one case) and the evaluation feedback showed not just that it was having a positive impact on those attending the course but that this was also being passed on within the institutions.

*"I feel like I've been given more tools to support young people with their mental health and the confidence to use them. The session was superb; I feel really fortunate that our team could experience it. It is invaluable to our work that we do and gives us the grounding to push for more change across the school."*

- Secondary School Teacher

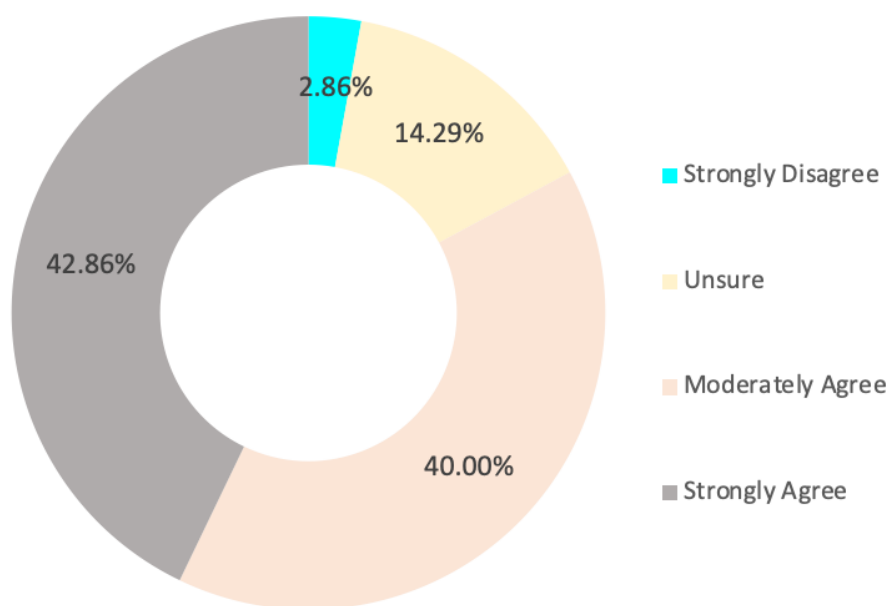
*"Using the information to plan concrete objectives for dissemination to our wider staff body. Sharing with all teachers through briefing and then specific groups in department meetings and CPD sessions."*

- Designated Safeguarding Lead, local Secondary School

This type of cross sector leadership was also evidenced in other areas such as improving post-16 opportunities through bringing together schools, Career Leads and training providers to change the landscape and understanding around apprenticeships. A six-week programme was delivered to 45 pupils across the three secondary schools, and included sessions ranging from employability skills, career progression, money management and managing the transition into work. The outcome and feedback from this type of intervention really highlights how leaders can take these programmes forward and the impact they can have.

*“If we didn’t have this opportunity, we wouldn’t see apprenticeships as a potential career path. Before, I thought that apprenticeships were for people who didn’t do well in school. Now I know that this isn’t the case and there are some really good apprenticeship options out there and they’re useful.”*  
 - Young Person on Training Programme

### I feel the Working Groups have taken ownership of a clear set of shared objectives?



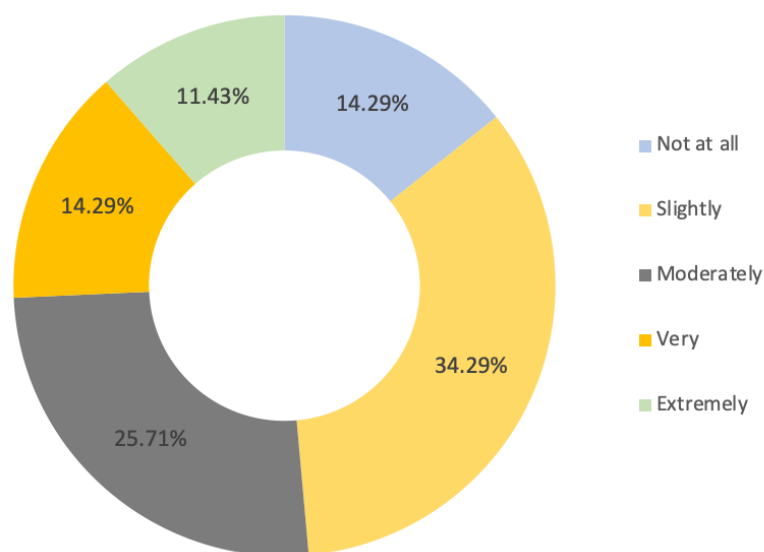
**Figure 12:** To what extent do you agree that the Working Groups have taken ownership of a clear set of shared objectives?

The survey findings and interviews show that FCP has promoted the development of cross sector working as Working Groups start to take ownership of their own objectives and this has also impacted the behaviour and the aims of institutions themselves. This is especially evident in partners who attend the Mental Health & Wellbeing Working Group & Steering Group. One Working Group member stated:

*“Through FCP, there is a boost in morale, a blend of ideas and a shift in cultural image - sharing ideas”*  
 - Primary Mental Health Cluster Partner



To what extent do you think working with the Partnership has impacted the behaviour and aims of your Institution?



**Figure 13:** To what extent do you think working with the Partnership has impacted the behaviour and aims of your Institution?

b) Examples of how FCP has driven leadership development in young people

Developing Young Leaders through FCP’s youth engagement is a major contributor to the leadership development aspect of the Partnership. The Partnership supports the development of local young people’s skills through work experience opportunities and research workshops which supports them to advocate for positive change in Feltham.

1. The Young Researchers leading the listening campaign. Young people had to build core teams within their schools to support the listening and therefore engaged more young people in the Partnership.
2. The Young Leaders leading the FYA after school club. This is an opportunity for them to pass on their expertise and develop a pipeline of next generation Young Leaders.
3. Young people taking part in the two-week summer youth engagement FCP programme.
4. The Young Leaders & Young Researchers mentoring on the summer programme.

*“Being part of the FCP has helped me develop as a leader... I use the skills that I learnt throughout the 2-week summer programme and ongoing and applied it to school life, for example I would take lead of a task that we have been given by my teacher and make sure everything runs smoothly and everyone knows what they are doing, before joining the FCP I wouldn’t be that person that takes lead of group work but now I do.”*  
 - A young person who took part in the Summer Programme

*“As a mentor, I have noticed a significant improvement in my public speaking skills since I started. I realised that this skill was holding me back... However, I have transformed my public speaking ability by participating in group activities, listening to Loudspeaker, and delivering a pitch in front of a crowd...speaking confidently when addressing an audience has made me feel proud of myself.”*  
 - A mentor on the Summer Programme

## 2.4 Intermediate outcome 4: Working Group projects are mutually reinforcing each other

### Headline

The data shows that on the whole Partners across the Working Groups understand they are working towards a common goal. From the survey material, interviews, focus groups and the Social Network Analysis, it is also clear that reinforcing networks are becoming more sustainable, from where they were last year. The spill over between different areas shows mutually reinforcing activities are taking place to support interventions in Primary Education and Post-16, related to mental health and mutual support for dealing with SEND. The Youth Zone campaign which is driven by the Young Leaders is a fundamental example of this. However, as to be expected there are some individuals and Partners on the periphery who are not aware of these possible mutual benefits: but, as stated, the new WG arrangements have been designed to target this.

### Further findings

As already noted in section 2.2 many Partners are motivated by a common goal and are involved with FCP to benefit, not just the services or aims of their own institution but, the larger perspective of working together towards a common aim and sharing resources in order to impact children and families in the Feltham community. This collaboration and mutual support is emerging across many different areas, particularly where different organisations have been able to see the direct connections between working groups and where information has started to flow through new and emerging networks.

The campaign and work around the Youth Zone, the development of Community and Family Hubs, consideration of post-16 SEND and support for mental health now in the Early Years has certainly brought together a range of people from different Working Groups to focus on the potential of how different activities can bring mutual benefit. This is also important in terms of joining up efforts, a better use of resources, more impactful activities and sharing information. All of which reinforces the other intermediate outcomes.

Examples of comments that show how different activities are coming together to impact health and the local environment, where people are looking at opportunities for a joined up collective impact:

*"Many institutions across sectors are now working on a range of activities - which will focus on public health that is creating an environment around schools such as active travel, air quality and food environment."*

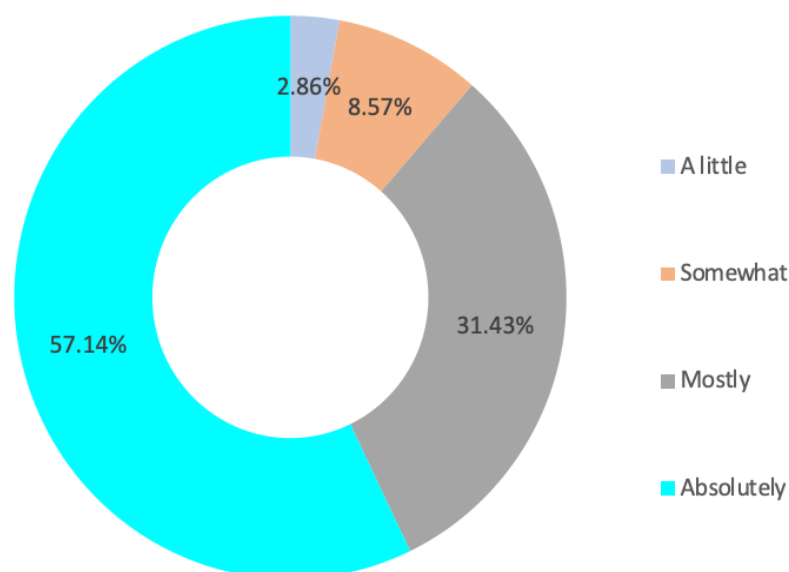
- Mental Health & Wellbeing Working Group

Then there are others who clearly see how all the work of the groups is coming together around strategic campaigns such as the Youth Zone, which is designed to offer support services as well as educational and recreational experiences.

*"Feltham has a big heart and I'm passionate about the Youth Zone because it's what young people need."*

- Southville Primary School Teacher

## To what extent do you believe the activities of all the Working Groups are working towards one common goal?



**Figure 14:** To what extent do you believe the activities of all the Working Groups are working towards one common goal?

It is clear from the interviews and survey that people feel very strongly that groups are working together towards a common goal and that this is reinforcing the messages and the impact. In fact, people clearly feel this is a very powerful strategy for effective use of resources and impact, and it should happen far more from an even wider range of sectors:

*"Furthermore, there is the need for more projects arising from diverse stakeholders from other sectors coming together which can be strengthened by mutual support for groups and intervention."*

- Steering Group Member

The Celebration Event during the summer of 2023 was a great opportunity for people to express their understanding of this mutual working and shared vision.

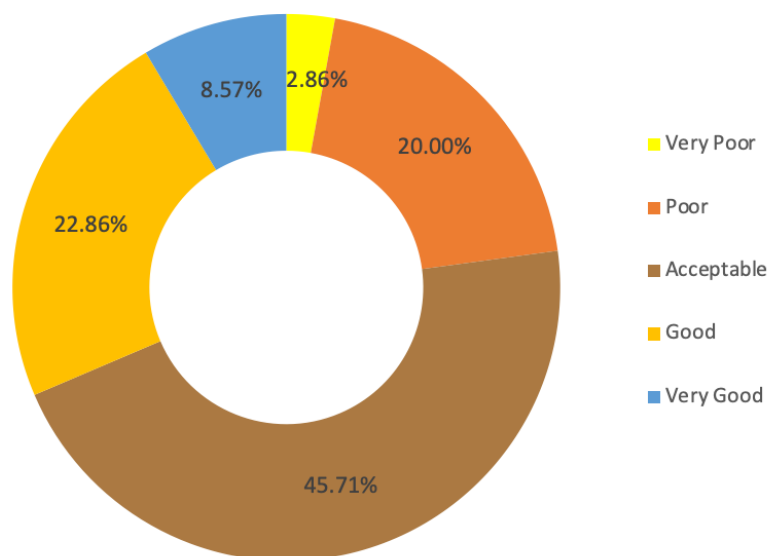
*"We need each and every one of us to make the change - it is within us! Get involved and spread the word."*

- Post-16 Working Group Member

There has been an increase in collaboration between organisations, people and individuals. A Post-16 Working Group member commented on "more effective collaboration and networking", while another Working Group mentioned that "collaboration enabled rapport building".

In addition, and to support the evidence that mutual understanding and working is also happening, over **85%** of Partners that filled out the survey felt that their knowledge of the other Working Groups was at least acceptable.

## How would you describe your knowledge of the other Working Groups?



**Figure 15:** How would you describe your knowledge of the other Working Groups?

Whilst this is a good base to work from, there is a need to encourage more joined up working and collaboration across the Working Groups. Some partners who were interviewed were still not fully aware of other Working Groups with one of the partners saying “no in depth knowledge” (Early Years & SEND Working Group.)

The Youth Zone campaign that is being led by the Young Leaders feeds into all three priorities of FCP. Alongside this, developing the skills of local young people and building their networks supports their post-16/18 pathways. This feeds into the Post-16 priority of FCP. This is a great example of how FCP initiatives are mutually reinforcing each other.

*“The summer programme has dramatically improved my future career in the law sector. The impactful experience of learning teamwork and leadership skills through being a mentor and public speaking in front of an audience has helped my career in law.”*

- A Young Leader

The cross sector opportunities across Working Groups are also having significant personal impacts where young people who have been involved in the Young Researchers and the Young Leaders come along to other groups to chair and share their experiences.

*“I got offered an apprenticeship at Cisco! I met some of their staff at the Post-16 Working Group meeting which meant that when I went to Cisco for the assessments I had already built those relationships! The change is happening!”*

- A Young Leader

A teacher from a local specialist all-through school reflects how working with their pupils has given them meaningful inclusive work experience.

*“The listening project has been a wonderful opportunity for our 2 students. Both of the girls from Marjory Kinnon School feel listened to and involved and it is great that they get to work with young people who are from mainstream settings, without being made to feel ‘different’. They have got more confident.”*

- A Key Stage Lead at a local Specialist School

Through the evolving networks, meetings, events and programmes there have been growing opportunities to develop mutually beneficial activities and change. To make this even more sustainable and impactful institutions are looking at how they can expand the possibility of sharing knowledge and data.

## 2.5 Intermediate outcome 5: FCP Partners are collecting, analysing and sharing a wide range of high quality data about the local system

### Headline

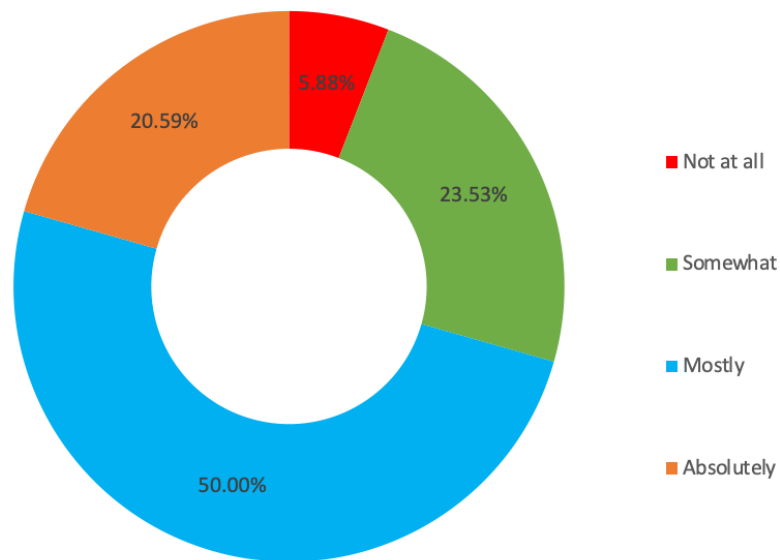
At the start of the process the FCP data team collected a wide range of baseline data, mostly from public sources, and discussed a range of issues with the local Data Hub. Subsequent to this, during all meetings, Partners have been able to share high quality information on projects, programmes and activities, especially opportunities for shared interventions and resource bidding. The sharing of knowledge and system information has become far more fluid across the last year and occurred in a range of settings, both inside and outside the FCP direct network. This has been particularly useful for institutions taking ownership of activities and scaling up pilot projects in the Mental Health & Post-16 areas. The sharing process has taken place both across organisations and within their own internal structures. Where there is less clarity and potentially barriers to this sharing process, is in the areas of quantitative institutional data and agreed indicators to monitor change. This needs to be addressed as a key focus for future activity.

### Further findings

FCP Partners associated with an institution have the opportunity to share resources for beneficial outcomes as a result of FCP.

*“I’ve noticed that the steering of our actions is influenced through sharing documents. It makes a difference when other Partners are able to access and utilize these documents.”*  
- Mental Health and Wellbeing Working Group

To what extent have the Working Groups used and shared robust evidence and data to steer their actions?

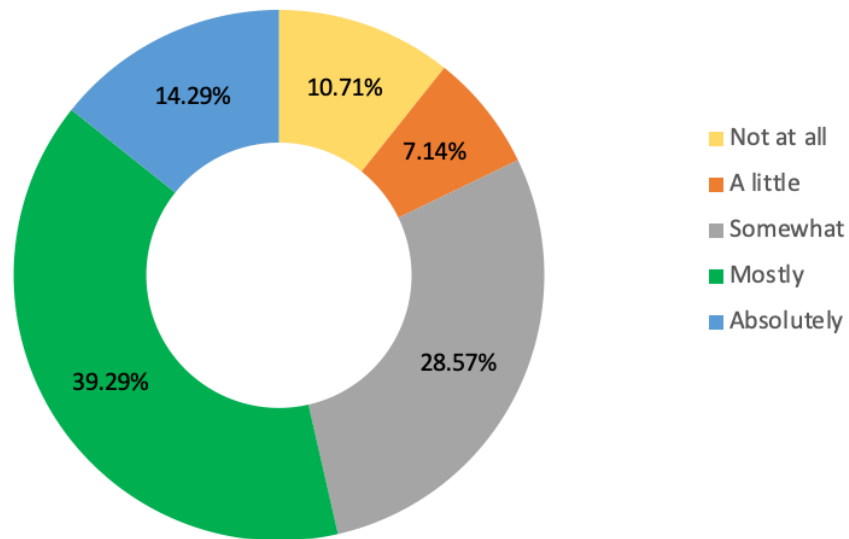


**Figure 16:** To what extent have the Working Groups used and shared robust data to steer their actions?

Just over 70% of survey respondents felt that robust data was being shared in a meaningful way, whereas just under a quarter were less certain and under 6% felt it was not happening at all. For some who expressed an opinion in the interviews, it is clear that is happening but that there is always room for improvement.

*Direct information shared across partners should be encouraged and improved.*  
 - Steering Group Member

Has there been a change amongst Stakeholders attitudes towards being able to use and share Institutional data and evidence to help steer and track FCP progress?



**Figure 17:** Has there been a change amongst stakeholders' attitudes?

According to Figure 17, there is a level of information sharing among institutions, as just over 50% felt institutional data was being made available: "sharing of documents for other stakeholders to access and use" (Early Years and SEND Working Group Member.)

However, others felt more information has to be shared directly to Partners and institutions.

*"In order to facilitate collaborative or individual intervention, information must be shared directly with other Partners."*

- Post-16 Working Group Member

The benefits of sharing resources have enabled institutions or individuals to mutually reinforce each other. The sharing of contacts has been helpful to build connections and networks.

*"As a result of FCP I have had the ability to assess what training is required for staff and have been able to get those training for my organisation."*

- Mental Health and Wellbeing Working Group Member

*"FCP information sharing has been beneficial in terms of contacting organisations and driving change."*

- Post 16 Working Group Member

The evaluations of the programmatic interventions have also demonstrated how valuable it has been to share data and information. For example, as part of the Mental Health and Wellbeing Network in order to reach their long-term aim, it's important that school staff are sharing the knowledge from the network with the wider school community. Everyone that attended the network suggested different ways that they would share this

information more widely across their school community. Most mentioned that they would share this information at team meetings and weekly briefings.

*"The session was superb; I feel really fortunate that our team could experience it. It is invaluable to our work that we do and gives us the grounding to push for more change across the school."*

- Teaching Assistant at a local secondary school

*"Using the information to plan concrete objectives for dissemination to our wider staff body. Sharing with all teachers through briefing and then specific groups in department meetings and CPD sessions."*

- Wellbeing Lead at a local secondary school

In one particular case, the information and strategies that the network provided has informed how one trust will work with their most vulnerable students.

*"We are using this information to form the basis and rationale for the work we do with our most vulnerable students across the trust. A lot of the work around trauma and attachment will form our approach for staff CPD for specific groups of staff."*

- Inclusion Lead at a local secondary school

Sharing of ideas and strategies across Primary Schools has improved through the Primary Mental Health Cluster. Many partners have suggested that the space to share information and best practice is useful to inform their practice in their schools.

*"I was unaware that other schools were doing similar things, and so maybe we are closer than we think in the way we work, making us more streamlined in our approaches."*

*"The ideas/initiatives/organisations that have been shared have been hugely beneficial and I have already fed some back to my Principal to see what we can do differently."*

- Primary Mental Health Cluster

The Young Researchers group was set up to support FCP's participatory approach to evaluation and encourage information gathering and sharing across the Partnership. An example of this data sharing is the Young Leaders presenting statistics and testimonies to the community and the Leader of Hounslow Council.

*"Citizens training and the Youth Zone campaign have given many of our students a productive and tangible avenue to channel their frustrations with the systems that they feel let down by. One student in particular is now feeling confident in sharing ideas in sessions with peers. They also spoke publicly about a tricky topic in front of 80 community members, including the Leader of the Council, which is not something that they would have felt comfortable doing last year."*

- Head of Year at a local secondary school

Others have become far more involved in the sharing of information; and acting as facilitators to collect data from their peers and pass this on to the wider Partnership. Apart from raising awareness, particularly about the challenges facing and ambitions of young people, this has also had personal benefits for those involved.

Throughout the interview process a wide range of issues emerged about the activities and changes taking place that have impacted the system, but a key theme that did emerge was 'sharing'. This is related to ideas and information.





## Section 3: Appendices

### 3.1: Glossary of terms

**Data:** statistical information, stories of lived experiences, strategies, signposting information.

**FCP:** Feltham Convening Partnership

**FCP Summer Programme:** a two week paid work experience for local young people to learn about community development and peer research.

**Intermediate Outcome:** a measure that lets you know if you are making progress towards long-term outcomes.

**Participatory approach to evaluation:** involving parents, young people, residents and professionals in tracking the progress of the partnership

**Partner:** a person or institution that engages with FCP.

**Resources:** contacts, money, buildings, information.

**Stakeholder:** a person or institution with an interest or concern in something.

**Steering Group:** a group of people with decision-making powers in our community that come together to drive the partnership forward.

**Working Group:** a network of people from different backgrounds who work with/engage with babies, children and/or young people in our community, coming together with a shared vision and aim.

**Young Leader:** a local young person who works with FCP to advocate for positive sustainable change in Feltham. This young person is part of FCP's youth leadership programme.

**Young Researcher:** a local young person who works with FCP to support the evaluation of the Partnership This young person is part of FCP's youth leadership programme.

# FCP Highlights 2022/2023

(1) The Young Researcher's Summer Programme	Aug	(2) The first FCP programmes were launched
(3) The Primary Mental health Cluster was set up	Sep	
(5) FYA after school club was set up	Oct	
	Nov	(4) FYA led a community walk
	Dec	(6) The EY & SEND WG presented at the SEND Summit
(7) The Young Researchers launched their listening campaign	Jan	
	Feb	(8) The Post-16 WG hosted a Business Breakfast
	Mar	
(10) The Mental Health & Wellbeing WG launched Feltham's Mental Health & Wellbeing Network	Apr	(9) The Young Researchers held a Discerning Meeting
	May	(11) Trip to Legacy Youth Zone with the Leader of the Council
(12) Co-creation of 50 Things to Do Before You're 5	June	
(14) FCP's Summer Youth Engagement Programme	July	(13) FCP Celebration Event

- (1) In **August 2022**, FCP hosted 15 Young Researchers from five local secondary schools for their first two-week summer placement.
- (2) In **September 2022**, FCP launched the programmes that were developed by the Working Groups of the Feltham Convening Partnership which is made up of professionals across local institutions and sectors.
- The Post-16 Working Group launched the pilot of their Apprenticeship Information Programme in partnership with Hawk Training Providers. 45 students across 3 local secondary schools were involved. You can view an overview of the evaluation of this programme on our website here.
  - The Mental Health & Wellbeing Working Group launched their Transition Buddies Programme in partnership with Hounslow's Mental Health Support Team. 60+ Year 7 pupils, 15 Year 9 Buddies across 2 local secondary schools were involved. You can view an overview of the evaluation of this programme on our website here.
- (3) In **October 2022**, the Primary Mental Health Cluster was set up. 14 local Primary Schools joined.
- (4) In **November 2022**, Feltham's Youth Activists led a Community Walk and Presentation. 80 community members, Cabinet Members and the Leader of the Council attended as part of the Partnership's Youth Zone campaign.
- (5) In **November 2022**, FCP also started their weekly after school club led by FYA Young Leaders. 13 new FYA members joined.
- (6) In **December 2022**, EY & SEND Working Group presented at the SEND summit to 90+ health & education professionals.
- (7) In **January 2023**, the Young Researchers began their listening campaign. 16 Young Leaders listened to 350 young people across 5 secondary schools in Feltham.
- (8) In **February 2023**, the Post-16 Working Group hosted a business breakfast which was attended by 10+ local employers.
- (9) In **April 2022**, the Young Researchers held a Discerning Meeting to decide on how to act on what young people told them. 28 young people attended, 11 Young Researchers presented and 5 young people shared their stories.
- (10) In **April 2022**, the Mental Health & Wellbeing Working Group developed and piloted Feltham's Mental Health & Wellbeing Network for secondary school staff. 28 school staff from six secondary schools in the Feltham area attended. You can view an overview of the evaluation of this programme on our website here.
- (11) In **May 2023**, 17 Young Leaders took the Leader of Hounslow Council, Cllr Rajaway to Legacy Youth Zone
- (12) In **June 2023**, the Early Years and SEND Working Group co-created Hounslow Council's 50 Things to Do Before You are 5 resources.
- (13) In **July 2023**, FCP hosted their annual Celebration Event, 100+ partners, residents, young people and parents attended for a joyous celebration.
- (14) In **July 2023**, FCP hosted their Youth Engagement Programme. 12 Young Researchers & 8 Young Leaders worked with the FCP for two weeks. You can view an overview of the evaluation of this programme on our website here.

### 3.3: Data collection

This progress report is supported by quantitative and qualitative evidence that has been collected by FCP's evaluation team throughout 2022 & 2023 to assess FCP's progress towards their intermediate systems change outcomes.

32 FCP's partners completed a survey between May & June 2023. These partners had varying levels of engagement across the Partnership with a good spread of responses across the different Working Groups. A further 14 partners took part in semi-structured interviews between June and July 2023, which were conducted by the Evaluation Team at Kingston University. Focus groups were conducted with 12 young people who work with FCP as Young Leaders or Young Researchers in June & July 2023 again by Kingston University's Evaluation Team.

Stories and quotations taken from the survey, focus groups and interviews along with more informal data collection are used throughout this report.

## Who we work with

Bedfont Primary School  
CAMHS  
Cardinal Road Primary School  
Career Ready  
Cisco  
Crane Park Primary School  
Education Development Trust  
Edward Pauling Primary School  
Fairholme Primary School  
Feltham & Bedfont Social Prescribing  
Hawk Training  
Hounslow Children's Centres  
Hounslow Education & Skills  
Hounslow Public Health  
Hounslow SEND  
Hounslow Thriving Communities  
Kingston University  
Local parents  
Logic Studio School  
Marjory Kinnon School  
Oak Hill Primary School  
Oriel Primary School  
Paniym City Church  
Phoenix Counselling  
Reach Academy Feltham  
Rivers Academy  
Royal Holloway University  
Savills Estate Agents  
Southville Primary School  
Space Studio School  
Sparrow Farm Primary School  
St Lawrence Primary School  
Victoria Junior School

## Thank you

The Feltham Convening Partnership would like to say a huge thank you to their funders, The Mohn Westlake Foundation, for supporting this work. They would also like to sincerely thank all of their partners for their ongoing commitment and energy to improve outcomes for babies, children and young people in Feltham, without whom this collective work would not be possible.



