Part of the Picture

The Voluntary and Community Sector across South Yorkshire

Rob Macmillan

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September 2006

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Executive Summary

1. The background to the mapping study

This study forms part of an emerging and ongoing programme of research coordinated by South Yorkshire Open Forum into the nature and development of the Voluntary and Community Sector in South Yorkshire. It builds on the results of an initial scoping study carried out in 2005, which identified that an 'extensive' mapping survey of the scale and scope of the VCS across South Yorkshire is a key research priority. 'Are You Part of the Picture?' was, therefore, conceived as an attempt to increase the understanding of what the VCS across South Yorkshire is and does. The research involved a postal survey of voluntary organisations and community groups operating in South Yorkshire carried out in May-June 2006. Analysis was undertaken on the basis of the 692 valid responses to the survey.

2. The 'anatomy' of the Voluntary and Community Sector in South Yorkshire

How many voluntary and community organisations are there?

It is estimated that there may be at least 6264 voluntary organisations and community groups operating in South Yorkshire. Just over half are based in Sheffield, 21% in Rotherham, 14% in Barnsley and 12% in Doncaster. Nearly three fifths are registered charities (59%). Just over two fifths of organisations (42%) work at a small scale neighbourhood or community level. Just over a fifth of organisations (22%) operate across a single district.

When were they established?

Overall the VCS in South Yorkshire in 2006 appears to be quite 'young' - around a quarter of organisations have been in operation for less than 10 years, and just under a half for less than 20 years. The 'busiest' five year period for the establishment of organisations which are operating in 2006 appears to be between 1994 and 1998, with 1996 apparently the 'busiest' year. The current VCS in Sheffield and Rotherham appears to be slightly older than that in Barnsley and Doncaster.

What does the Voluntary and Community Sector do?

The VCS in South Yorkshire is very diverse. It makes a contribution across a wide range of areas and in many different policy domains. Lots of organisations span several areas at once. Nearly two fifths

(39%) of voluntary organisations and community groups in South Yorkshire are involved in leisure, recreation and sport activities. Just under a third of organisations are involved in education, research and training. Between a quarter and a third are involved in some form of social welfare activities, such as welfare and social care (32%), childcare, play and youth work (28%) and health (27%). Smaller proportions are involved in more specialist areas of work, such as environment and conservation (18%), economic and community development and regeneration (17%), community safety (11%) and housing or homelessness (10%).

It is estimated that the total number of people using services provided by the VCS in South Yorkshire as a whole in a year is 17.1 million. Individual organisations work with lots of different groups of people. Around half of all survey respondents (51%) state that they work with all members of their community. Where organisations tend to work with particular groups, the main focus appears to be older people (37%), children aged between 5 and 15 (32%) and young people aged between 16 and 24 (31%).

3. Resources in the Voluntary and Community Sector: people, money and buildings

Large numbers of people are estimated to work either paid or unpaid in the VCS in South Yorkshire, as the table shows.

	Estimated total number	Female	Male
Paid staff	25,700	66%	34%
Volunteers	112,500	59%	41%
Management Committee members	50,500	51%	49%

Note: The figure for volunteers includes those serving as management committee members

Paid employment in the VCS

Nearly two thirds of organisations across South Yorkshire (63%) have no paid staff at all, leaving just over one third (37%) with at least one member of paid staff. Overall, just over half of employment in the sector consists of full time positions (of 30 hours or more per week). Part time employment of between 16 and 30 hours per week makes up 32% of total employment, and the remaining 17% consists of part time employment less than 16 hours a week. There are about twice as many women working in the sector as men, but female staff are more likely to work part time than male staff.

Volunteers and management committee members in the VCS

Overall 41% of organisations have less than 10 volunteers. Just over one third of organisations (38%) rely on the equivalent of up to 1 day of volunteer time in total per week. A further third (35%) rely on the equivalent of between 1 and 5 days volunteer time per week. Nearly half (48%) of volunteers are aged 50 or above, one third (33%) are aged between 25 and 49, and nearly a fifth (19%) are aged under 25.

Overall two fifths of organisations in South Yorkshire (40%) have between 5 and 9 committee members or trustees. In aggregate, there appears to be a healthy balance between more long standing management committee members and newer recruits: two fifths (39%) of committee members overall have served on the committee for less than 3 years.

How big are voluntary organisations and community groups in South Yorkshire?

Most of the VCS is made up of very small groups, run entirely on voluntary effort. Three quarters of voluntary organisations and community groups in South Yorkshire (73%) have an income of less than £50,000 per year, three fifths in total (61%) have less than £20,000, and just over one half (51%) have an income of less than £10,000 per year. There are some, but relatively few, very large voluntary organisations: 19% have an income exceeding £100,000 per year, 6% exceed £500,000 and 3% exceed £1m income per annum. The distribution of organisations across different income size bands is similar between the four districts: between 17% (Rotherham) and 20% (Sheffield) of organisations have incomes exceeding £100,000 per annum.

How much is the Voluntary and Community Sector worth?

It is very difficult to capture and describe the contribution of the VCS in South Yorkshire, given its diversity and the typically intangible role it plays. One way of quantifying the contribution is to estimate the total income of the VCS. Using the survey results as a basis, the total income for the VCS in South Yorkshire for the most recently completed financial year is estimated to be £843 million.

4. Organisational Development

What are the main problems facing the VCS in South Yorkshire?

The research asked survey respondents to consider the extent to which a range of 22 different issues represented a problem for their organisation. This provides a 'snapshot' of the health of the VCS in 2006. The five most pressing issues for the voluntary and community sector in South Yorkshire as a whole appear to be:

(1) funding: both 'raising funds' generally (over half of respondents - 51% - regard this as a significant or major problem) and 'skills in being able to put in good quality funding bids';

(2) volunteers: 'finding and recruiting new volunteers' (48% regard this as a significant or major problem) and 'keeping and developing volunteers';

(3) 'time to get involved in networks and partnerships';

(4) 'getting new members and users involved in your group', and

(5) 'getting the right skills and experience on your management committee'.

How severe are the issues experienced by the sector?

An average of 59% of respondents reported the range of 22 issues facing the sector to be a problem. However, only just under a quarter (23%) tend to regard them as major or significant problems. Groups based in Doncaster and Rotherham appear less likely overall to report issues as a problem, compared with those based in Barnsley and Sheffield. Similarly, organisations with incomes between £10,000 and £99,999 per year appear to experience the greatest problems. The smallest organisations (less than £10,000 income per year) and the largest organisations (£500,000 or more income per year) appear less likely than average to report issues as problems.

Can organisations access the external support they need?

Two thirds of survey respondents overall (66%) report that *'finding out what support is available'* is a problem and a quarter (24%) find it a significant or major problem. But there is some variation amongst different groups: the oldest organisations (those aged 50 years or more) and the smallest organisations (those with incomes less than £20,000 per year, and/or those with no paid staff) are more likely to regard it as a significant or major problem.

5. Future Challenges

Anticipating change in the next three years

Respondents to the survey considered how a range of 18 factors (covering general issues, staff and volunteers, finances, and external relationships) may or may not change for them over the next three years. Overall a slight majority (54%) on average perceive that the 18 issues will remain the same. But a majority of respondents expect things to change in four key areas: *'our expenditure overall'* (66% anticipate change), *'our income overall'* (65%), *'the total value of grant funding'* (62%) and *'expectations regarding the service we deliver'* (59%). The smallest organisations (with incomes less than £20,000 per year) and the oldest organisations (those aged 25 years or more) are more likely to anticipate that things will remain the same than the average for all organisations, whilst the youngest organisations (those aged less than 5 years old) and the largest organisations (those with incomes exceeding £100,000 per year) are most likely to expect that things will change.

Anticipated change in services, people, finances and external relationships

Over half of organisations (54%) believe that *'expectations regarding the service delivered'* will increase in the next three years, but this increases for larger organisations. Only 36% of the smallest organisations (with incomes below £10,000 per year) anticipate that expectations will increase, compared with 60+% those with incomes of £10,000 or more per year.

Higher proportions of the larger organisations expect the number of paid staff and the number of volunteers will increase over the next three years, compared with smaller organisations. Overall under one third of organisations expect the number of paid staff and volunteers to increase. Around 40% of organisations expect their income overall to increase, but this contrasts somewhat worryingly with the 55% who expect their expenditure overall to increase. Larger organisations, and the youngest organisations, tend to expect their incomes to increase in the next three years.

Just over a third (35%) of organisations expect their involvement in networks and partnerships to increase. A similar proportion (34%) believe that their influence with statutory agencies will increase. The largest and youngest organisations are more likely to expect that these kinds of external relationships will increase, whereas the oldest and smallest organisations are more likely to anticipate that they will remain unchanged.

Will organisations still need external support?

Nearly two fifths of organisations overall (38%) expect that the need for external support from VCS infrastructure over the next three years will increase. Larger organisations (though not the largest), the youngest organisations and organisations based in Barnsley appear to be more likely than average to expect that this need for external support will increase.

6. Conclusions and implications

The report discusses a number of implications of the findings. Three of the main ones are that:

1. Alongside the 'big numbers' estimated for the sector's income, staff and volunteers, it is clear that the VCS is involved in many different aspects of South Yorkshire life. As such it is truly 'Part of the Picture'. It is involved in health, in regeneration, in childcare and youth work, and in sport and leisure. It campaigns, trains, provides advice, facilities, services and social activities. It works across and beyond South Yorkshire, and at neighbourhood and community level. It is both part of the strategic picture for South Yorkshire, but crucially also part and parcel of everyday life.

2. But at the same time, it is clear that there are a number of issues of concern for the sector, including the 'perennial problems' of money and people: raising funds and getting volunteers. It is arguable that the sector continues to be in a relatively fragile position. If this is a signal that existing 'capacity' in the sector could so easily be lost, it also recognises that its contribution could so readily be enhanced by a strategic approach to sector development.

3. As well as looking at the South Yorkshire picture overall, the research has sought to recognise and capture the voluntary and community sector's diversity. Much of the analysis has explored differences apparently experienced by different types of organisation, by district, size and age. The important overall research finding here is that there are different outcomes for organisations in different circumstances. As a consequence, a more fine-tuned approach should be taken to both policy on the sector's development and the practical support offered to different parts of the sector. Underlying this is a necessary shift in understandings and assumptions about '*the* Voluntary and Community Sector' in South Yorkshire, which in reality reveals a number of different faces depending on the circumstances. Sector policy and day to day practice should always as a result at least question whether it reflects and responds to that diversity.

*The full report is available from **South Yorkshire Open Forum**:*
Tel: 01709 519 100; www.syopenforum.org.uk

1. The background to the mapping study

1.1 Introduction

In recent years research on different aspects of the voluntary and community sector in the UK and internationally has grown dramatically. The evidence base on the size, shape and issues faced by the sector across the UK continues to increase rapidly.

Every two years the National Council for Voluntary Organisations (NCVO) produces its UK-wide voluntary sector Almanac. This is partly about enhancing the visibility and role of the sector to key stakeholders, especially central government. Using a definition of the sector restricted to 'general charities', the most recent edition (Wainwright et al 2006: 1) suggests that:

> *The upward growth curve of the UK voluntary sector is still very much in evidence, but overall increases in the size, scope, roles and responsibilities of voluntary organisations have not necessarily translated into more resources for all.*

Specifically, based on data from 2003/04:

- there are around 169,000 active general charities in the UK,
- with a total income of £26.3 billion,
- an operating expenditure of £24.9 billion, and
- a workforce of 608,000 paid employees.

The report outlines the following trends in the development of the sector:

- The long term expansion of the sector is continuing
- Small charities continue to grow in number (and 56% of voluntary organisations have an annual income of less than £10,000)
- The number of large charities has more than doubled
- **The *sector's* income is rising….**
- **…but *individual organisations'* incomes are static at best**
- Large organisations account for a greater share of income
- Social enterprise is driving the voluntary sector economy….
- …as are statutory income sources.
- The number of paid employees continues to increase
- Part time staff are becoming a larger part of the workforce
- Formal volunteering is slowly increasing
- Formal volunteers equate to double the paid workforce

(Wainwright et al 2006: 1-5, emphasis added)

It is worth drawing attention to the highlighted trends in this list. The income of the voluntary and community sector appears to be growing nationally primarily as a result of new organisations. Incomes for individual organisations on average appear to be falling slightly or remain broadly the same. In particular, there appears to be a squeeze on organisations with incomes between £10,000 and £100,000 per year, where average incomes have fallen by 10% (Wainwright et al 2006: 52).

In addition to this kind of extensive survey of the 'big picture' regarding the voluntary and community sector, there is a vast programme of smaller scale research examining different issues and aspects of the sector, including, for example, the structure of voluntary organisations and community groups, the meaning and experience of 'partnership', the motivations behind volunteering, the impact of funding, and the loss of funding, and the role of external support provided by VCS infrastructure.

Much research, particularly that based on extensive surveys, tends to formulate a predominantly national picture. But this opens the question as to the extent of variation between different geographical areas, for example at regional and local level. The question is typically asked: *"If that is the national picture, is it the same round here?"* This research study aims to consider the position for the Voluntary and Community Sector across South Yorkshire in 2006.

1.2 The national policy context

Since 1997 the UK government has sought to develop a deeper and clearer relationship with the Voluntary and Community Sector in practice. Repeated encouragement in ministerial speeches has been supplemented by new policy initiatives and new resources designed to enhance the role of the sector both in shaping and delivering public services, and in contributing to active citizenship and civil renewal. One commentator has suggested that the voluntary and community sector is now being brought into the mainstream of the policy making process (Kendall 2003: 44-65). This can be seen in many policy developments, but perhaps stands out in five main initiatives:

- the unprecedented launch in November 1998 of the national Compact on relations between government and the voluntary and community sector. Work to extend the reach and significance of local Compacts continues, alongside proposals to give the initiative teeth via 'Compact Plus' and a new dedicated Compact Commissioner

- the development of a formal role for voluntary and community sector representation in Local Strategic Partnerships as part of the National Strategy for Neighbourhood Renewal

- the development of policies and programmes around Civil Renewal and active citizenship and emerging discussions of 'new localism' and 'double devolution' as part of the reform of local government

- the current reform of Charity Law based on the proposals set out in the Cabinet Office Strategy Unit review of charitable law published in September 2002

- the Treasury's Cross Cutting review into the role of the voluntary sector in the delivery of public services, also published in September 2002 (HM Treasury 2002), involving additional resources to develop VCS infrastructure (the ChangeUp programme now being coordinated by CapacityBuilders) and the Futurebuilders investment programme designed to increase the role of the sector in public services.

As part of the emerging 'civil renewal' agenda, former Home Secretary David Blunkett stressed the significance of the voluntary and community sector to the Government's aspirations and overall programme:

> *Departments … need to reach out to the many voluntary organisations and community groups who are much closer to the problems which Government is seeking to address, and* ***to involve them as strategic partners, valuing their expertise and knowledge and recognising their ability to devise new and different ways to solve difficult problems****. Government needs to be prepared to resource them to do this and develop their capacity to make the*

contribution of which they are more than capable, providing they have the right kind of support.

(Blunkett 2003: 26, emphasis added)

Within this short quotation a clear steer is being given by the government on the importance of the sector (its ability to play a part in delivering objectives and the sector being closer to key issues and problems), the reasons why the sector is valued (for its expertise, knowledge and innovative capacity) and some of the problems which need to be addressed in order to fulfil this role (issues of capacity). Some of these themes are informing the current review of the role of the sector in social and economic regeneration being undertaken by the Treasury.

1.3 The local context for this study – an ongoing research programme

At regional level, the recent review by Gary Craig and colleagues (Craig et al 2005) to evaluate the contribution of the voluntary and community sectors (VCS) to the Yorkshire and Humber region offers a thorough and up to date picture of the role of the sector. It argues (ibid: 4) that:

"The VCS contributes to the region through a variety of means. Amongst the most important of these, it:

- *Generates jobs – between 3-4% of the regional workforce*
- *Prepares people for paid work – through hundreds of thousands of volunteering opportunities*
- *Levers in substantial additional funding (perhaps with a multiplier of, typically, 8:1 but sometimes of much larger figures) over and above statutory sources: total turnover is of the order of 4% of regional GDP, including both direct and indirect contributions*
- *Creates the conditions for economic stability at local level*
- *Promotes democratic life and civic engagement*
- *Develops the region's skill base through training and mentoring*
- *Identifies and meets new needs*
- *Innovates and creates new responses to local conditions*
- *Acts as a voice for those with no champion and builds their capacity to speak for themselves all within a general mission or goal of social inclusion"*

In order to strengthen, secure and render more transparent the contribution made by the VCS, it calls for (ibid: 6-7), among other things:

- a change in attitudes to create a mature relationship between the VCS and its partners/funders
- proper resourcing of VCS involvement in partnership working and local governance to overcome exploitation of the sector's dependent position
- funding should be based upon negotiated and defined outcomes, replacing annual grant cycles with three year funding agreements, and the VCS should take outcome measurement more seriously
- a strengthening of regional VCS infrastructure to support an effective and autonomous VCS, which involves recognising the Regional Forum and the four sub-regional organisations as part of what it calls the *'given organisational architecture'* of the region.

At the same time, the spectre of the 'cliff edge' represented by the loss of major regeneration funding streams in the region continues to exercise policy makers and the VCS itself. Shutt and Kumi-Ampofo (2005) estimate that this could represent a loss to the region through to 2008-09 of up to £54 million. South Yorkshire may be expected to be particularly adversely affected by this, given the role of Objective 1 funding.

This provides some more localised context for the research work on the sector underway in South Yorkshire. This mapping study forms part of an emerging and ongoing programme of research coordinated by South Yorkshire Open Forum into the nature and development of the VCS in South Yorkshire. Three phases of the current programme research have been envisaged:

- **Phase 1 – 'scoping phase'**: an initial scoping study sought to identify what was thought to be known about the voluntary and community sector in South Yorkshire, and what might be seen as the immediate priorities for research. The research was undertaken in early 2005 and the report *Mapping the Voluntary and Community Sector across South Yorkshire: a scoping study* (Macmillan 2005) was published in March 2005.

- **Phase 2 - 'extensive research'**: this phase aims to fill some of the gaps in knowledge identified from the scoping work, particularly relating to the scale and scope of the sector's activities. This report is the outcome of the extensive research phase.

- **Phase 3 - 'intensive research'**: a subsequent phase of work is planned which allows the scope to examine some particular issues in more depth, through more intensive qualitative research involving case studies and in-depth interviews.

1.3.1. Findings from the scoping phase - what we think we already know about the VCS in South Yorkshire

The scoping research involved a review of existing studies and evaluations. The report outlined some of the broad findings about the scale and scope of the VCS from this review, as highlighted in the Box below.

What we think we know about the VCS in South Yorkshire

How many voluntary organisations and community groups?
There may be around 6,000 voluntary organisations and community groups operating in South Yorkshire. Local authority level studies indicate that this figure may include around 1,130 organisations in Rotherham and 1,058 in Doncaster.

How many staff?
Only around a quarter (1,500) of these organisations and groups have any staff, but overall there may be around 16,000 full time and part time staff. Of these, Rotherham accounts for around 2,138 and Doncaster 2,683 staff.

How many volunteers?
There may be around 90,000 volunteers in the sector (including both service-based and management committee volunteers). Of these, the local authority level studies suggest that there may be over 15,000 volunteers in Rotherham, and 12,812 in Doncaster. The Barnsley report refers to a figure of 2,026 active volunteers.

How big are the organisations and groups which make up the sector?
Most organisations in the sector are fairly small, reflecting the fact that most do not have staff. In Rotherham it was estimated that 74% of organisations have an annual income of less than £10,000, in Doncaster the figure is 59%, but the Barnsley report refers to 28% of organisations having a budget of up to £10,000. At the other end of the spectrum, 10% of organisations in Rotherham have an income of over £100,000; in Doncaster the figure is 14%, and the Barnsley report has a figure of 21%.

What is the financial value of the sector?
We have no figure for the sector across South Yorkshire as a whole. In Rotherham the highest estimate of the value of the sector in 2003 was £61m (the low estimate was £32m). In Doncaster the highest estimate of the value of the sector in 2003 was £92m (the comparable low estimate would be £21m).

Macmillan (2005), pp20-21

1.3.2. Findings from the scoping phase - research priorities

Interviews and email correspondence with key stakeholders within the VCS undertaken as part of the scoping research identified that, amongst other things, an assessment of **the impact and contribution of the voluntary and community sector** across South Yorkshire would be a high priority.

This was raised and considered favourably by more stakeholders than anything else. A comprehensive view of the sector was thought to be needed because there had been no full mapping exercise undertaken in Sheffield or Barnsley, and the Rotherham and Doncaster studies were becoming dated.

An overview at a South Yorkshire level was suggested, but also some assessment of the contribution made in different geographical areas such as the differences between the four districts:

"Economic impacts on a South Yorkshire wide basis, with analysis at district level. The same information needs to be known about each district in order to make comparisons"

One respondent in Sheffield noted that nobody is particularly aware of how many organisations there are in the sector, their turnover, or how many people work in the sector: *"We don't know what our sector looks like"*.

1.4 The study design

This study was conceived as an attempt, therefore, to increase our understanding of what the VCS across South Yorkshire is and does.

As indicated above, the strategy for the research programme overall was to undertake an 'extensive' investigation first (by way of surveying the sector). This would be followed by more 'intensive' examinations of particular issues arising from this study, from other work and from emerging concerns within the sector, which might merit more focused attention.

Given the resources available, it was decided that the only realistic way to survey the sector as a whole, given its diversity, would be to carry out a postal survey. This decision was made in full recognition of the practical and methodological risks involved (for details, see Macmillan 2005), which mainly concern relatively low response rates and potential biases in the sampling frame and in survey response. Lots of locality-based VCS mapping studies have been undertaken in the last 5 to 10 years or so, using a range of different methodologies, including the studies already mentioned in Rotherham and Doncaster. Some have more success than others in reaching and capturing the sector.

Such an endeavour should be undertaken with some caution, as Craig et al (2005: 5) warn:

> *Mapping the sector, its size and financial capacity is difficult because of a lack of adequate and accessible data bases; neither the VCS itself, nor its funders, can*

provide more than rough estimates. This is a fact of life: the continual process of change and renewal makes the search for a comprehensive database or greater statistical precision pointless.

The current study was undertaken with this firmly in mind. Many of the recent mapping studies directly informed the research design pursued here (see, for example, Coule 2003, MTL 2003, NYFVO 2000, VONNE 2000, Wilding et al 2002), but it remains important to stress that the estimates and descriptions outlined in this report provide only broad parameters on the nature of the sector in 2006.

Appendix 1 provides more information about the specific methodological approach undertaken.

1.5 The structure of this report

The remainder of this report comprises four main analytical chapters, followed by a concluding chapter. Chapters 2 and 3 endeavour to describe the main features of the VCS in South Yorkshire, whilst chapters 4 and 5 focus on the issues and concerns facing the sector.

Chapter 2 looks at **the basic features and composition of the voluntary and community sector in South Yorkshire**. It seeks to address the fundamental question: what does the VCS in South Yorkshire in 2006 look like?

Chapter 3 continues this analysis, but examines in a little more depth the human, financial and physical **resources within the sector: people, money and buildings**. This chapter contains estimates for the number of paid staff, volunteers and the total income of the sector.

In **chapter 4** we look specifically at **organisational development issues**, including an in-depth analysis of a number of problems experienced by voluntary organisations and community groups.

Then in **chapter 5** we look ahead at **future challenges**, asking to what extent organisations are anticipating change in the next few years in the environment in which they work.

A concluding chapter seeks to draw the main findings together and discusses the main implications of the research for policy makers within and beyond the sector.

2. The ‘anatomy’ of the Voluntary and Community Sector in South Yorkshire

Key findings:

1. How many organisations are there?

Our estimates suggest that there may be at least 6264 voluntary organisations and community groups operating in South Yorkshire.

2. What type of organisations exist?

Nearly three fifths of voluntary organisations and community groups in South Yorkshire are registered charities (59%), but only 18% are registered as companies limited by guarantee. The largest organisations are more likely to be registered as charities and companies limited by guarantee compared with the smallest groups.

3. When were organisations established?

Across South Yorkshire as a whole around a quarter of organisations have been in operation for less than 10 years, and just under a half for less than 20 years. Nearly two thirds of organisations in the VCS have been established in the last 30 years. The ‘busiest’ five year period for the establishment of organisations which are operating in 2006 appears to be between 1994 and 1998, with 1996 apparently the ‘busiest’ year. The sector in Sheffield and Rotherham appears to be slightly older than that in Barnsley and Doncaster, which has seen more recent development.

4. What does the sector do?

Nearly two fifths (39%) of the sector in South Yorkshire is involved in leisure, recreation and sport activities. Just under a third of groups and organisations are involved in education, research and training. Between a quarter and a third of the sector is involved in some form of social welfare activities, such as welfare and social care (32%), childcare, play and youth work (28%) and health (27%). Smaller proportions of respondents are involved in specialist areas of work, such as environment and conservation (18%), economic and community development and regeneration (17%), community safety (11%) and housing or homelessness (10%).

5. Who does the sector work with?

It is estimated that for the voluntary and community sector in South Yorkshire as a whole, the total number of people using services in a year is 17.1 million, and the total number of groups or organisations using services in a year is 0.3 million. Around half of all respondents (51%) state that they work with all members of their community. Where organisations tend to work with particular groups of people, the main focus appears to be older people (37%), children aged between 5 and 15 (32%) and young people aged between 16 and 24 (31%).

6. At what geographical level does the sector operate?

Just over two fifths of organisations (42%) work at a small scale neighbourhood or community level. Just over a fifth of organisations (22%) operate across a single district. Far fewer organisations work at larger geographical scales.

This chapter attempts to describe the basic features of the voluntary and community sector in South Yorkshire. It is primarily derived from Section A of the 2006 'Are You Part of the Picture?' survey, where respondents were asked some general questions about their group or organisation: what it is, what it does, who for, where and how.

In turn we consider:

- The number of organisations believed to be working in the sector (section 2.1)
- The types of organisation operating in the sector (section 2.2)
- How long organisations have been operating (section 2.3)
- What the sector does and how (section 2.4)
- Who the users of services are (section 2.5)
- The geographical levels at which the sector operates (section 2.6).

2.1 How many organisations are there?

Across South Yorkshire we estimate that there may be at least 6264 voluntary organisations and community groups operating in South Yorkshire. Just over half are based in Sheffield, 21% in Rotherham, 14% in Barnsley and 12% in Doncaster.

This estimate is derived from the work to develop a comprehensive list of organisations from which to draw a sample for the survey. Further information on this can be found in Appendix 1.

The figures are likely to be conservative estimates, for a number of reasons. Firstly, they account for only those organisations or groups which happen to appear on the lists drawn together for the purposes of the survey. Any groups not listed, or with incomplete contact details, will not be taken into account. It is possible that there will be a significant number of smaller and more informal groups and organisations which do not appear on the mailing lists and databases we were able to consult.

Secondly, database listings begin to date from the moment they are compiled. The voluntary and community sector is in a constant state of movement, with new organisations being established and older groups folding. Newer groups and organisations will tend to be overlooked on database listings. But also we have seen as we conducted the survey that there are significant numbers of listed groups which have actually closed down. Hence, the number of newer unlisted groups *may* be compensated for by the number of defunct but still listed groups, but only in so far as the rates of ‘birth’ and ‘death’ are comparable. Unfortunately, we do not have information which can guide such an assessment.

2.2 What types of group exist?

Respondents were asked to identify what kind of group they were from a list of ten options. Where relevant, more than one option could be identified. Tables 2.1 and 2.2 below show the results overall, by district and by organisation size.

Nearly three fifths of voluntary organisations and community groups in South Yorkshire are registered charities (59%), but only 18% are registered as companies limited by guarantee.

There are a higher proportion of registered charities in the sector in Barnsley (62%) and Doncaster (66%) than in Sheffield (57%) and Rotherham (52%). Recent data from NCVO (Wainwright et al 2006: 48) suggests that there are between 16 and 20 charities per 10,000 people in Sheffield, but under 16 charities per 10,000 people in each of Barnsley, Doncaster and Rotherham.

Table 2.1: What type of organisation are you? (South Yorkshire overall and by district)

	SY	Barnsley	Doncaster	Rotherham	Sheffield
N	685	96	127	136	326
Registered charity	58.5	61.5	66.1	52.2	57.4
Local voluntary organisation	28.5	32.3	27.6	22.8	30.1
Company limited by guarantee	18.2	28.1	15.0	16.2	17.5
Informal neighbourhood or community group	18.1	11.5	21.3	20.6	17.8
Other non-profit organisation	13.1	10.4	11.8	14.0	14.1
Branch of a national voluntary organisation	12.8	12.5	15.0	11.0	12.9
Church or faith organisation	11.4	11.5	6.3	9.6	14.1
Registered friendly society or Industrial and Provident Society	1.2	0.0	1.6	0.7	1.5
Housing Association	0.9	1.0	0.0	0.0	1.5
Not a community or voluntary organisation	1.0	0.0	1.6	1.5	0.9

All figures other than N are percentages
N=685
Multiple responses possible, so the columns do not total 100%.

Table 2.2: What type of organisation are you? (by organisation size)

		Annual Income				
	N	£0-£9,999	£10,000-£19,999	£20,000-£99,999	£100,000-£499,999	£500,000 or more
Overall	**608**	**50.7%**	**9.9%**	**20.7%**	**12.7%**	**6.1%**
Registered charity	360	40.0%	11.1%	24.7%	16.4%	7.8%
Local voluntary organisation	183	49.7%	10.9%	23.0%	11.5%	4.9%
Company limited by guarantee	116	6.9%	6.9%	25.0%	39.7%	21.6%
Informal neighbourhood or community group	104	77.9%	6.7%	13.5%	1.9%	0.0%
Branch of a national voluntary organisation	82	57.3%	15.9%	15.9%	9.8%	1.2%
Other non-profit organisation	81	61.7%	9.9%	11.1%	11.1%	6.2%
Church or faith organisation	60	53.3%	13.3%	30.0%	1.7%	1.7%
Registered friendly society or Industrial and Provident Society	7	14.3%	14.3%	14.3%	42.9%	14.3%
Housing Association	4	0.0%	0.0%	25.0%	25.0%	50.0%

Row percentages total 100%
Multiple responses possible, so the columns do not total 100%.

Around half of all registered charities in South Yorkshire have an income of less than £20,000 per year. However, larger organisations are more likely to be registered charities compared with smaller organisations. For example, 47% of organisations with incomes between £0 and £9,999 per year are registered charities, compared with 67% of those with incomes between £10,000 to £19,999 per year, and around 75% of those with incomes of

£100,000 per year or more. A majority of companies limited by guarantee in the sector have incomes of £100,000 per year or more.

Nearly 30% of groups across South Yorkshire describe themselves as ‘local voluntary organisations’; nearly 20% as ‘informal neighbourhood or community groups’; 13% as branches of a national voluntary organisation and 11% as church or faith organisations. The smallest organisations are more likely to describe themselves as informal neighbourhood or community groups compared with larger organisations.

Over nine tenths of the sample of voluntary organisations and community groups have a constitution or written set of rules. This ranges from nearly 90% in Sheffield to 96% amongst groups in Barnsley. 88% of organisations with an income of less than £10,000 per year have a constitution or written set of rules, rising to 100% of organisations with an income of £500,000 or more.

2.3 How long have groups been operating?

The survey asked respondents to indicate when their organisation was established. Results from this question enable analysis not only of how old organisations are, but also the overall pattern of establishment of organisations over time. Are there some periods when organisations were being established at an apparently faster rate?

Table 2.3 indicates how long organisations have been going. Overall, the sector appears to be relatively young. Across South Yorkshire as a whole around a quarter of organisations have been in operation for less than 10 years, and just under a half for less than 20 years. Nearly two thirds of organisations in the VCS have been established in the last 30 years. Conversely, only 22% of organisations in the sector in 2006 have been going for 50 years or more, and 8% for 100 years or more.

Table 2.3: How many years have groups and organisations been in operation?

Years	Frequency	%
Less than 10	153	24.1
10 - 19	155	24.4
20 - 29	94	14.8
30 - 39	64	10.1
40 - 49	29	4.6
50 - 59	23	3.6
60 - 69	18	2.8
70 - 79	18	2.8
80 - 89	14	2.2
90 - 99	19	3.0
100 or more	49	7.7
Total	**636**	**100.0**

Table 2.4 displays the results on a district basis, and offers a more fine-tuned analysis of how long groups have been operating.

Table 2.4: How many years have groups and organisations been in operation? (by district)

Years	SY	Barnsley	Doncaster	Rotherham	Sheffield
Median age	**20**	**14**	**17**	**20**	**22**
Less than 5	8.6%	10.5%	13.2%	5.4%	7.7%
5 - 9	15.4%	18.6%	18.2%	16.3%	13.0%
10 - 14	14.2%	20.9%	11.6%	14.7%	13.0%
15 - 24	18.1%	10.5%	15.7%	21.7%	19.7%
25 - 49	21.5%	22.1%	19.0%	21.7%	22.3%
50 or more	22.2%	17.4%	22.3%	20.2%	24.3%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Across South Yorkshire as a whole, around 9% or organisations have been going for less than 5 years. However, slightly higher proportions of the youngest organisations are found in Barnsley and Doncaster. This suggests that the sector as a whole appears to be somewhat older in Sheffield and Rotherham than in Barnsley and Doncaster. This is confirmed by the median average age of groups in 2006: in Barnsley this is 14 years, in Doncaster 17 years, in Rotherham 20 years and in Sheffield the median is 22 years.

Table 2.5 presents the same information from groups, but this time in terms of when organisations were established.

Table 2.5: When were groups and organisations established?

Year established	Frequency	%
2000 - 2006	102	16.0
1990s	180	28.3
1980s	104	16.4
1970s	74	11.6
1960s	32	5.0
1950s	23	3.6
1940s	18	2.8
1930s	13	2.0
1920s	21	3.3
1910s	13	2.0
1900s	17	2.7
1800 - 1899	25	3.9
Pre 1800	14	2.2
Total	**636**	**100.0**

Once again this table confirms the establishment of large numbers of groups in recent decades. The more detailed results from the survey suggest that much of the sector as we know it today has been built since around the second half of the 1980s.

Overall, 75% of the sector in South Yorkshire in 2006 has been developed since 1966, 67% since 1975, and just over 50% since 1986. This pattern differs slightly across the districts. In

Barnsley, 50% of the current sector has been developed since only 1992, in Doncaster since 1990, Rotherham since 1986 and in Sheffield since 1984.

This pattern is borne out more recently as well. The last 10 years has seen the establishment of:

- 29% of the current Barnsley voluntary and community sector
- 31% of the current Doncaster voluntary and community sector
- 22% of the current Rotherham voluntary and community sector, and
- 21% of the current Sheffield voluntary and community sector.

This again suggests that the current (2006) composition of the sector is somewhat older in Sheffield and Rotherham than in Barnsley and Doncaster. Table 2.6 below provides a further illustration of this pattern, by comparing the district results with each other and South Yorkshire as a whole. Higher proportions of organisations have been established since 2000 in Barnsley and Doncaster than in South Yorkshire as a whole

Table 2.6: When were groups and organisations established? (South Yorkshire and by district)

Year established	SY	Barnsley	Doncaster	Rotherham	Sheffield
2000s	16.0%	20.9%	23.1%	10.9%	14.0%
1975 - 1999	50.8%	51.2%	44.6%	58.1%	50.0%
1950 - 1974	14.2%	14.0%	11.6%	14.0%	15.3%
1925 - 1949	6.6%	5.8%	5.8%	5.4%	7.7%
1900 - 1924	6.3%	1.2%	9.1%	6.2%	6.7%
Pre 1900	6.1%	7.0%	5.8%	5.4%	6.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

The results for when organisations were established have been used to compare every five year period[1] in terms of the number of organisations responding to our survey which have survived through to 2006.

The 'busiest' five year period of organisation establishment across South Yorkshire appears to be between 1994 and 1998, with 1996 apparently the 'busiest' year[2]. These results are similar across the districts, although the 'busiest' period in Doncaster seems to have been more recent.

The sector in Rotherham and Sheffield appears to have had a smoother build up over a longer period than appears to have been the case in Barnsley and Doncaster, where the apparent growth in the number of organisations established appears to have been more sudden.

It is important to conclude this section by drawing an important qualification. Although the results suggest that it is *probable* that the sector in South Yorkshire has experienced growth in the number of organisations established in the last 20 years or so, it may not be as dramatic as the figures suggest. By definition, the survey is of organisations which are still operating in 2006, not those which have closed down or ceased operations. Of the

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[1] Using a 'moving average' of the number of organisations established across each five year period

[2] The number of organisations being established in the last three or four years appears to have declined slightly from the 'busiest' period noted above. However, some caution is required here, since it is possible that newer organisations are less likely to be included on the sampling frame for the survey, and may have been less inclined to complete a questionnaire if they were included.

organisations which have survived through to 2006, the results suggest that a high proportion were established in the last 20 years of so. But many of the organisations established before, and since, will have subsequently closed down. Because we do not know the rate of closure over time, we cannot be certain that the aggregate number of organisations being established or surviving is increasing. However, this does raise an important policy and practical question for further research, namely, what are the factors that contribute to the endurance of some voluntary organisations and community groups, compared with those with shorter life-spans?

2.4 What does the voluntary and community sector in South Yorkshire do?

In order to provide a 2006 snapshot of what the sector does, the survey asked two related questions:

- What are the main areas of work you are involved in?
- What are your main activities within this work?

Table 2.7 provides the overall results for the first of these questions for South Yorkshire and for each of the districts. Table 2.8 shows the results by organisational size. The table presents the degree to which particular areas of work are undertaken by organisations of different sizes. Because the sector often defies easy categorisation, multiple responses were possible on the assumption that many respondents are involved in several areas of work.

The most frequently cited area was leisure, recreation and sport activities. Nearly two fifths (39%) of the sector in South Yorkshire is involved in this area. Just under a third of groups and organisations are involved in education, research and training, the second most cited category, followed by a similar proportion of respondents who say they are involved in supporting or working with other community and voluntary groups.

Between a quarter and a third of the sector is involved in some form of social welfare activities, such as welfare and social care (32%), childcare, play and youth work (28%) and health (27%). Smaller proportions of respondents are involved in specialist areas of work, such as environment and conservation (18%), economic and community development and regeneration (17%), community safety (11%) and housing or homelessness (10%).

Compared to South Yorkshire as a whole, groups in Barnsley are more likely to be involved in:

- Environmental activities/conservation/heritage/work with animals
- Welfare/Social Care
- Supporting or working with other community and voluntary groups, and
- Leisure/recreation/sport

In Doncaster, respondent organisations are more likely than those in South Yorkshire as a whole to be involved in:

- Supporting or working with other community and voluntary groups
- Environmental activities/conservation/heritage/work with animals
- Education/research/training, and
- Economic and community development and regeneration

In Rotherham, groups are more likely than those in South Yorkshire as a whole to be involved in leisure/recreation and sport, but less likely to be involved in Welfare/Social Care, Health and Supporting or working with other community and voluntary groups.

In Sheffield the situation is broadly similar to the South Yorkshire wide picture, but groups are somewhat less likely to be involved in environmental activities, conservation, heritage and work with animals.

Table 2.7: What are the main areas of work you are involved in? (South Yorkshire and by district)

	SY	Barnsley	Doncaster	Rotherham	Sheffield
N	669	95	125	132	317
Leisure/recreation/sport	38.7	46.3	36.8	45.5	34.4
Education/research/training	32.6	29.5	38.4	33.3	30.9
Supporting or working with other community and voluntary groups	32.0	40.0	38.4	26.5	29.3
Welfare/Social Care	31.5	40.0	29.6	23.5	33.1
Childcare/Play/Youth work	27.7	34.7	26.4	28.0	25.9
Health	26.8	28.4	32.0	20.5	26.8
Arts and cultural activities	24.1	22.1	18.4	27.3	25.6
Environmental activities/conservation/heritage/ work with animals	18.1	30.5	24.0	15.9	12.9
Economic and community development; regeneration	16.7	22.1	22.4	12.9	14.5
Community safety/criminal justice	10.9	14.7	14.4	11.4	8.2
Housing/homelessness	10.3	11.6	8.8	8.3	11.4
Other	13.2	9.5	19.4	9.1	13.6

All figures other than N are percentages
N=669
Multiple responses possible, so columns do not add up to 100%

Table 2.8: What are the main areas of work you are involved in? (by organisation size)

		Annual Income				
		£0-£9,999	£10,000-£19,999	£20,000-£99,999	£100,000-£499,999	£500,000 or more
	N	%	%	%	%	%
Overall proportions	**603**	**50.2%**	**10.0%**	**20.9%**	**12.8%**	**6.1%**
Leisure/recreation/sport	232	55.2%	12.5%	17.7%	10.3%	4.3%
Education/research/training	198	43.9%	7.1%	23.7%	16.2%	9.1%
Supporting or working with other community and voluntary groups	191	33.0%	14.1%	25.1%	16.8%	11.0%
Welfare/Social Care	181	36.5%	7.7%	28.7%	19.9%	7.2%
Childcare/Play/Youth work	164	34.1%	15.9%	29.9%	12.2%	7.9%
Health	152	38.2%	9.2%	26.3%	15.8%	10.5%
Arts and Cultural activities	145	54.5%	11.0%	20.0%	11.7%	2.8%
Environmental activities/conservation/heritage/ work with animals	107	48.6%	15.9%	15.9%	12.1%	7.5%
Economic and community development; regeneration	102	28.4%	8.8%	21.6%	23.5%	17.6%
Community safety/criminal justice	67	37.3%	7.5%	22.4%	23.9%	9.0%
Housing/homelessness	62	35.5%	0.0%	24.2%	21.0%	19.4%

Multiple responses possible
Row percentages total 100%

There are some interesting patterns across organisations of different income levels. 50% of the survey respondents had an income of less than £10,000 per year. However, higher proportions of these groups were involved in leisure, recreation and sports (55%); and arts and cultural activities (55%), compared with organisations as a whole.

Organisations with incomes of between £10,000 and £19,999 per annum (which make up 10% of the survey) are disproportionately involved in childcare, play and youth work (16%) and in environmental activities, conservation, heritage and work with animals (16%). Meanwhile those with incomes of between £20,000 and £99,999 per annum (comprising 21% of the survey) are disproportionately involved in welfare and social care (29%); childcare, play and youth work (30%) and in health (26%).

Organisations with incomes of between £100,000 and £499,999 per annum (13% of the survey) are disproportionately involved in welfare and social care (20%); economic and community development and regeneration (24%); community safety/criminal justice (24%) and in housing and homelessness (21%). At the top end, organisations with incomes of between £500,000 per annum or more (6% of the survey) are disproportionately involved in economic and community development and regeneration (18%); and housing and homelessness (19%).

Table 2.9 covers the specific activities which respondents were involved in, as opposed to the general area of work. Once again, multiple responses were possible, so the figures total more than 100%.

Table 2.9: What are the main activities within this work? (South Yorkshire and by District)

	SY	Barnsley	Doncaster	Rotherham	Sheffield
N	669	95	125	132	317
Provide advice/information	46.6	49.5	45.2	38.3	49.7
Social activities	37.8	41.1	39.5	45.9	32.7
Direct provision of services	32.7	32.6	31.5	23.3	37.1
Provide support to other organisations	26.0	42.1	21.8	20.3	25.2
Training and community education	23.6	28.4	27.4	21.8	21.4
Sports and recreation	23.1	30.5	24.2	24.1	20.1
Self help and support	22.7	27.4	22.6	24.1	20.8
Play activities	22.2	26.3	24.2	24.1	19.5
Advocacy/campaigning	21.2	25.3	16.1	13.5	25.2
Raising funds other than for your own local organisation	17.2	23.2	17.7	16.5	15.4
Provide and manage office accommodation or meeting spaces	15.8	20.0	17.7	10.5	16.1
Counselling	10.7	10.5	8.9	9.8	11.9
Worship and religious education	10.7	12.6	6.5	9.0	12.6
Representation (for example if you are an umbrella body)	10.3	13.7	11.3	10.5	8.8
Resource centre	8.7	9.5	8.1	3.0	11.0
Give grants to organisations	7.3	8.4	6.5	6.8	7.5
Give grants to individuals	6.9	8.4	7.3	6.0	6.6
Housing advice and provision	6.3	5.3	2.4	3.8	9.1
Provide and manage living accommodation	4.5	1.1	4.1	4.5	5.7
Other	9.9	6.3	8.9	6.8	12.6

All figures other than N are percentages
N=669; Multiple responses possible

The main activities undertaken by the voluntary and community sector across South Yorkshire are providing advice/information (47%), social activities (39%) and direct provision of services (33%). Just over a quarter (26%) state that they provide support to other organisations, while between slightly fewer are involved in training and community education (24%), sports and recreation (23%), self help and support (23%), play activities (22%) and advocacy/campaigning (21%).

Compared to South Yorkshire as a whole, groups in Barnsley are more likely as a whole to be providing support to other organisations, and involved in sports and recreation. There appears to be a smaller proportion of groups involved in advocacy and campaigning in Doncaster than in South Yorkshire as a whole, but otherwise the activities of the sector in Doncaster are similar to the South Yorkshire picture.

The position in Sheffield is also similar to that across South Yorkshire as a whole. However, groups in Sheffield are more likely to be involved in the direct provision of services (37% compared to 33% overall), whilst those in Rotherham are less likely to be involved in the direct provision of services (23% compared to 33% overall). Groups in Rotherham are also less likely to be providing advice and information, involved in advocacy and campaigning and providing support to other organisations, but more likely to be involved in undertaking social activities.

Table 2.10 shows how this varies by organisation size.

Table 2.10: What are the main activities within this work? (by organisation size)

		Annual Income				
		£0- £9,999	£10,000- £19,999	£20,000- £99,999	£100,000- £499,999	£500,000 or more
Overall	**604**	**50.3%**	**9.9%**	**20.9%**	**12.7%**	**6.1%**
Provide advice/information	286	43.4%	7.3%	22.4%	17.5%	9.4%
Social activities	220	55.9%	9.1%	20.0%	11.8%	3.2%
Direct provision of services	198	26.3%	8.6%	27.8%	24.2%	13.1%
Provide support to other organisations	159	33.3%	11.3%	25.2%	18.2%	11.9%
Training and community education	147	27.9%	10.9%	23.8%	25.2%	12.2%
Sports and recreation	140	50.7%	14.3%	19.3%	12.1%	3.6%
Play activities	132	48.5%	12.1%	25.8%	9.8%	3.8%
Self help and support	131	50.4%	5.3%	23.7%	15.3%	5.3%
Advocacy/campaigning	123	41.5%	7.3%	20.3%	22.0%	8.9%
Raising funds other than for your own local organisation	101	43.6%	13.9%	21.8%	12.9%	7.9%
Provide and manage office accommodation or meeting spaces	95	28.4%	8.4%	24.2%	25.3%	13.7%
Representation	66	42.4%	4.5%	13.6%	22.7%	16.7%
Counselling	62	33.9%	8.1%	24.2%	24.2%	9.7%
Worship and religious education	58	55.2%	10.3%	31.0%	1.7%	1.7%
Resource centre	53	26.4%	5.7%	24.5%	32.1%	11.3%
Give grants to organisations	46	45.7%	10.9%	17.4%	4.3%	21.7%
Give grants to individuals	44	54.5%	9.1%	22.7%	6.8%	6.8%
Housing advice and provision	37	40.5%	2.7%	18.9%	18.9%	18.9%
Provide and manage living accommodation	25	12.0%	4.0%	28.0%	20.0%	36.0%

Multiple responses possible; Row percentages total 100%

The smallest organisations (income less than £10,000 per annum) are marginally more likely to be involved in social activities and much less likely to be involved in direct provision of services, providing and managing living accommodation and training and community education.

Those with incomes between £10,000 and £19,999 are disproportionately involved in sports and recreation and in fundraising for other organisations, while those respondent organisations with incomes between £20,000 and £99,999 are disproportionately involved in direct provision of services; worship and religious education and in providing and managing living accommodation.

The largest organisations (with incomes of £100,000 or more) are disproportionately involved in direct provision of services; acting as a resource centre; representation; providing and managing office accommodation or meeting spaces; and in training and community education.

2.5 Who does the sector work with?

The questionnaire asked respondents to estimate the total number of people or organisations who use their organisation's services in a year.

From the survey response, we have put these together and extrapolated the result to our estimate for the number of organisations thought to be operating in the sector as a whole. From this calculation, we estimate that for the voluntary and community sector in South Yorkshire as a whole, the total number of people using services in a year is 17.1 million, and the total number of groups or organisations using services in a year is 0.3 million. This is based on figures supplied by respondents themselves, and assumes that the survey response is unbiased. Appendix 1 provides details of the methodology.

Table 2.11 shows which groups of people survey respondents say they work with. Because organisations in the sector rarely work exclusively with particular groups, multiple responses were possible, so that the total percentages here exceed 100%.

Around half of all respondents (51%) state that they work with all members of their community.

Where organisations tend to work with particular groups of people, the main focus appears to be older people (37%), children aged between 5 and 15 (32%) and young people aged between 16 and 24 (31%).

One quarter of groups work with people with physical disabilities while just over one fifth (22%) work with people with learning difficulties. Lower proportions of organisations work with people in more vulnerable situations, such as refugees and asylum seekers (12%); lesbians, gay men and bisexual people (10%); homeless people (9%); substance users (9%) and offenders/ex offenders (9%). Around 10% of organisations work with specific ethnic minority groups.

In Barnsley, there appears to be a greater proportion of groups than in South Yorkshire as a whole working with children aged between 5-15, other charities/voluntary groups, families and young people aged between 16-24

In Doncaster, there appears to be a greater proportion of groups than in South Yorkshire as a whole working with children under 5 and families.

In Rotherham, there appears to be a smaller proportion of groups than in South Yorkshire as a whole working with unemployed people, young people aged between 16-24, low-income groups, carers and families.

Reflecting the nature of the population, there are proportionately fewer organisations working with specific ethnic minority groups in Barnsley and Doncaster, and a higher proportion in Sheffield.

Table 2.11: Who do you work with? (South Yorkshire and by District)

	SY	Barnsley	Doncaster	Rotherham	Sheffield
N	667	92	122	134	319
All members of your community	50.8	56.5	56.6	43.3	50.2
Older people	37.3	41.3	34.4	37.3	37.3
Children aged between 5-15	32.4	46.7	34.4	29.1	28.8
Young people aged between 16-24	30.6	38.0	32.8	25.4	29.8
Volunteers	30.1	37.0	31.1	32.1	27.0
Families	29.1	37.0	35.2	21.6	27.6
Other charities/voluntary groups	26.1	38.0	29.5	22.4	23.0
People with physical disabilities	24.9	27.2	22.1	28.4	23.8
People with learning difficulties	21.7	19.6	24.6	23.9	20.4
Unemployed people	20.7	19.6	22.1	15.7	22.6
Women and girls	20.7	18.5	18.9	22.4	21.3
Low-income groups	19.8	20.7	20.5	14.2	21.6
Lone Parents	19.8	21.7	23.0	14.9	20.1
Children under 5	19.2	23.9	25.4	17.9	16.0
People with mental health difficulties	18.0	17.4	20.5	14.9	18.5
Carers	13.9	17.4	15.6	8.2	14.7
Refugees and asylum seekers	12.0	12.0	11.5	9.7	13.2
Lesbians, gay men and bisexual people	10.0	8.7	12.3	7.5	10.7
Ethnic minority groups	9.5	4.3	5.7	8.3	12.9
Substance users	9.1	8.7	9.0	6.0	10.7
Homeless people	9.1	5.4	10.7	7.5	10.3
Offenders/ex offenders	9.0	9.8	12.3	4.5	9.4
People with health concerns	7.8	5.4	10.7	7.5	7.5
Victims of crime	6.9	6.5	6.6	9.0	6.3
Other defined groups of people	12.5	8.7	14.8	10.5	13.5

All figures other than N are percentages
N=667
Multiple responses possible

Table 2.12 shows how this varies by organisation size.

The smallest organisations (income less than £10,000 per annum) appear to work with a broad range of beneficiaries, but are much less likely to work with substance users, victims of crime, offenders/ex-offenders and with refugees and asylum seekers.

Organisations with incomes between £10,000 and £19,999 work disproportionately with children under 5; children aged between 5-15 and young people aged between 16-24.

Those with incomes between £20,000 and £99,999 work disproportionately with lesbians, gay men and bisexual people, substance users, victims of crime, people with mental health difficulties, low income groups, unemployed people, people with physical disabilities and people with learning difficulties.

Organisations with incomes between £100,000 and £499,999 work disproportionately with victims of crime, substance users, homeless people, offenders/ex-offenders, and with refugees and asylum seekers.

The largest organisations (with incomes of £500,000 or more) work disproportionately with offenders/ex-offenders, substance users, homeless people, unemployed people and with refugees and asylum seekers.

Table 2.12: Who do you work with? (by organisation size)

		Annual Income				
		£0-£9,999	£10,000-£19,999	£20,000-£99,999	£100,000-£499,999	£500,000 or more
	N	%	%	%	%	%
Overall	**602**	**50.5%**	**9.8%**	**20.9%**	**12.8%**	**6.0%**
All members of your community	302	48.3%	10.3%	22.8%	11.6%	7.0%
Older people	223	48.4%	8.5%	22.9%	15.2%	4.9%
Children aged between 5-15	197	38.6%	15.7%	24.4%	15.2%	6.1%
Young people aged between 16-24	187	34.8%	12.8%	23.5%	20.9%	8.0%
Volunteers	182	33.0%	9.9%	26.9%	22.0%	8.2%
Families	172	41.3%	11.0%	24.4%	16.9%	6.4%
Other charities/voluntary groups	157	35.7%	10.8%	23.6%	19.1%	10.8%
People with physical disabilities	145	35.9%	6.9%	31.0%	19.3%	6.9%
People with learning difficulties	132	27.3%	7.6%	31.1%	22.7%	11.4%
Unemployed people	122	22.1%	5.7%	31.1%	26.2%	14.8%
Women and girls	119	37.0%	5.9%	24.4%	23.5%	9.2%
Low-income groups	116	25.9%	7.8%	31.9%	22.4%	12.1%
Lone Parents	114	31.6%	7.9%	27.2%	22.8%	10.5%
Children under 5	111	40.5%	12.6%	26.1%	16.2%	4.5%
People with mental health difficulties	104	24.0%	5.8%	30.8%	26.9%	12.5%
Carers	76	36.8%	5.3%	28.9%	22.4%	6.6%
Refugees and asylum seekers	68	20.6%	4.4%	29.4%	32.4%	13.2%
Lesbians, gay men and bisexual people	55	21.8%	7.3%	32.7%	27.3%	10.9%
Ethnic minority groups	55	29.1%	7.3%	25.5%	29.1%	9.1%
Substance users	52	11.5%	3.8%	32.7%	36.5%	15.4%
Offenders/ex offenders	52	17.3%	5.8%	26.9%	32.7%	17.3%
Homeless people	50	22.0%	2.0%	28.0%	34.0%	14.0%
People with health concerns	44	36.4%	6.8%	27.3%	20.5%	9.1%
Victims of crime	38	13.2%	7.9%	31.6%	36.8%	10.5%
Other defined groups of people	75	54.7%	10.7%	14.7%	14.7%	5.3%

Multiple responses possible
Row percentages total 100%

2.6 The geographical level of the voluntary and community sector's activities

The survey asked respondents to identify at which geographical level they operate – from those working at neighbourhood level, to those operating across England, the UK or even overseas. Table 2.13 presents the results for South Yorkshire as a whole, and for each of the districts. Respondents were asked to identify the single most appropriate level, so each column totals 100%.

Table 2.13: Where do you work? (South Yorkshire and by district)

	SY	Barnsley	Doncaster	Rotherham	Sheffield
N	657	93	124	129	311
At the neighbourhood or community level	41.6	37.6	53.2	38.8	39.2
Across several neighbourhoods but not all of the district	12.0	14.0	13.7	8.5	12.2
Across all of a district	22.2	30.1	12.1	31.0	20.3
Across more than one district in South Yorkshire	3.8	1.1	2.4	4.7	4.8
South Yorkshire-wide	7.0	3.2	4.8	6.2	9.3
Across Yorkshire and the Humber	2.9	2.2	2.4	3.1	3.2
England	1.8	3.2	3.2	1.6	1.0
UK	3.3	5.4	3.2	3.1	2.9
Overseas	0.3	1.1	0.0	0.0	0.3
Other	5.0	2.2	4.8	3.1	6.8
Total	100.0	100.0	100.0	100.0	100.0

All figures other than N are percentages
N=657

For South Yorkshire as a whole, just over two fifths of organisations (42%) work at a small scale neighbourhood or community level. Just over a fifth of organisations (22%) operate across a single district. In between these levels, 12% work across several neighbourhoods but not all of a district.

That over half of voluntary organisations and community groups work below district level perhaps adds weight to the claim that the sector often operates in close geographical proximity to its users and members.

Far fewer organisations work at larger geographical scales. Around 4% operate across more than one district in South Yorkshire, 7% work on a South Yorkshire wide basis and 3% regionally across Yorkshire and the Humber. The remaining 10% of respondents indicate that they operate across larger scales, including some with an international orientation.

There are some interesting differences between districts. Doncaster appears to have a higher proportion of groups (54%) operating at a neighbourhood or community level than in South Yorkshire as a whole (42%), and far fewer organisations operating at a district level (12%, compared to 22% in South Yorkshire as a whole). There appears to be a higher proportion of organisations working at district level in both Barnsley and Rotherham, compared to South Yorkshire as a whole.

Table 2.14 shows how this varies by organization size.

Groups operating at a neighbourhood or community level tend to be smaller – 59% of these have an income below £10,000 per year, compared to 51% for the survey as a whole. Higher proportions of larger organisations tend to work across larger geographical scales.

Table 2.14: Where do you work? (by organisation size)

		Annual Income				
		£0-£9,999	**£10,000-£19,999**	**£20,000-£99,999**	**£100,000-£499,999**	**£500,000 or more**
	N	%	%	%	%	%
Overall	**596**	**50.7**	**9.6**	**20.8**	**12.9**	**6.0**
At the neighbourhood or community level	249	59.4	11.2	19.7	8.8	0.8
Across several neighbourhoods but not all of the district	66	39.4	6.1	25.8	19.7	9.1
Across all of a district	133	42.1	6.8	23.3	17.3	10.5
Across more than one district in South Yorkshire	23	52.2	4.3	26.1	8.7	8.7
South Yorkshire-wide	46	45.7	10.9	19.6	17.4	6.5
Across Yorkshire and the Humber	19	31.6	10.5	15.8	15.8	26.3
England	12	50.0	16.7	16.7	16.7	0.0
UK	19	36.8	15.8	21.1	15.8	10.5
Overseas	1	100.0	0.0	0.0	0.0	0.0
Other	28	67.9	10.7	10.7	3.6	7.1

Row percentages total 100%

More specifically, the smallest organisations (income less than £10,000 per annum and those with incomes between £10,000 and £19,999) appear to operate disproportionately at a neighbourhood or community level.

Organisations with incomes between £20,000 and £99,999 operate disproportionately across several neighbourhoods, across a single district and South Yorkshire-wide.

Organisations with incomes between £100,000 and £499,999 appear to operate disproportionately across several neighbourhoods, across a single district and across more than one district in South Yorkshire.

The largest organisations (with incomes of £500,000 or more) operate disproportionately across a single district and at a regional level.

Having considered the basic features of the voluntary and community sector in South Yorkshire, including some of the differences evident between the four districts and amongst organisations of different sizes, we turn in the next Chapter to look in more depth at the resources in the sector: people (paid staff, volunteers and trustees), money and buildings.

3. Resources in the Voluntary and Community Sector: people, money and buildings

Key findings:

1. How many paid staff work in the Voluntary and Community Sector?

We have been able to estimate the total number of paid staff employed by the voluntary and community sector in South Yorkshire as a whole as around 25,700 (of which 66% are female and 34% male). But nearly two thirds of organisations across South Yorkshire (63%) have no paid staff at all, leaving just over one third (37%) with at least one member of paid staff.

Overall, just over half of employment in the sector consists of full time positions (of 30 hours or more per week). Just under a third (32%) consists of part time employment between 16 and 30 hours per week, and the remaining 17% consists of part time employment less than 16 hours a week. There are about twice as many women working in the sector as men. Female staff are more likely to work part time than male staff, especially between 16 and 30 hours per week.

2. How many volunteers work in the Voluntary and Community Sector?

The total number of volunteers working in the voluntary and community sector in South Yorkshire as a whole is estimated to be 112,500. Female volunteers make up approximately 59% of the total and male volunteers comprise 41% of the total. Nearly half (48%) of volunteers are aged 50 or above, one third (33%) are aged between 25 and 49, and nearly a fifth (19%) are aged under 25.

3. How many management committee members are there in the Voluntary and Community Sector?

Overall we estimate that around 50,500 people serve on management committees in the voluntary and community sector in South Yorkshire, of whom 51% are female and 49% male. There appears to be, at least in aggregate, a healthy balance between more long standing committee members and newer recruits. Three fifths of committee members overall (61%) have served on the committee for at least 3 years, whilst two fifths (39%) have served for less than 3 years.

4. What is the Voluntary and Community Sector worth?

The survey results have been used to estimate the total income of the voluntary and community sector across South Yorkshire. From our sample of respondents who answered the relevant question, and assuming that our survey response was unbiased, the total income for the most recently completed financial year is £843 million.

5. How big are organisations in the Voluntary and Community Sector?

Overall just over one half of organisations in South Yorkshire (51%) have an income of less than £10,000 per annum; three fifths in total (61%) have less than £20,000 and three quarters (73%) less than £50,000 per annum. There are relatively few large voluntary organisations: only 19% have an income exceeding £100,000, 6% exceeding £500,000 and 3% exceeding £1m income per annum.

There are some differences across the four districts, but overall the distribution of organisations across the income size bands is similar. For example between 17% (Rotherham) and 20% (Sheffield) of organisations have incomes exceeding £100,000 per annum. However, amongst smaller organisations variation is a little more noticeable. Doncaster and Rotherham appear to have a larger proportion of smaller organisations, with incomes below £20,000 per year, compared with Barnsley and Sheffield.

This chapter seeks to address the human, financial and physical resources currently available in the sector: the people as paid members of staff, volunteers, trustees or management committee members; income and expenditure and buildings.

This is primarily derived from two sections of the 2006 'Are You Part of the Picture?' survey: section B (where we asked respondents to tell us about who was involved in their group or organisation) and section C (where we asked about financial details).

3.1 Paid staff in voluntary organisations and community groups

The survey asked how many paid members of staff were employed in each respondent organisation. Table 3.1 below displays the results.

Table 3.1: How many members of paid staff do you have?

Staff - headcount	SY	Barnsley	Doncaster	Rotherham	Sheffield
N	620	88	116	123	293
None	63.2%	56.8%	64.7%	67.5%	62.8%
1 - 4	15.5%	20.5%	14.7%	13.8%	15.0%
5 - 9	8.2%	11.4%	9.5%	8.1%	6.8%
10 or more	13.1%	11.4%	11.2%	10.6%	15.4%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Staff figures are headcounts, rather than Full Time Equivalent (FTE)

Nearly two thirds (63%) of organisations across South Yorkshire have no paid staff at all, leaving just over one third (37%) with at least one member of paid staff.

There is, however, some variation between the four districts: 43% of organisations based in Barnsley have at least one member of paid staff, 37% in Sheffield, 35% in Doncaster and 32% in Rotherham.

Table 3.2 below attempts to convert headcount staff numbers into full time equivalent staff numbers. This derives from a question in the survey asking respondents to estimate the total number of hours worked by all paid staff together in a week.

Table 3.2: Full time equivalent staff

Staff - FTE	Frequency	%
None	327	55.6
0.01 - 0.99	63	10.7
1.00 - 2.99	67	11.4
3.00 - 4.99	43	7.3
5.00 - 9.99	41	7.0
10.00 or more	47	8.0
Total	**588**	**100.0**

FTE is treated for the purposes of these calculations as 35 hours per week.
Unclear or missing responses = 104

Because fewer respondents were able to answer this question, direct comparisons between the headcount figures and the FTE figures are hard to make. However, it is worth noting that whilst 16% of respondent organisations have between 1 and 4 members of staff on a headcount basis, 29% of organisations have at least some but less than 5 FTE staff. Moreover, whilst 21% of organisations have 5 or more members of staff on a headcount basis, only 15% of organisations have 5 or more FTE staff. These contrasts suggest sizeable numbers of staff employed in the sector on a part time basis.

Questions on staffing also referred to the balance between male and female members of staff and between full time and part time staff. Table 3.3 shows the balance between women and men in the sector as a whole, and in relation to full time and part time work.

Table 3.3: What is the balance of women and men working in the sector?

	All staff %	Male %	Female %	Ratio of female to male staff
Part time (less than 16 hours per week)	16.8	15.3	17.5	2.50
Part time (between 16 and 30 hours per week)	31.7	18.7	37.6	4.37
Full time (30 or more hours per week)	51.5	66.0	44.8	1.48
Total	**100.0**	**100.0**	**100.0**	**2.18**

N = 2763 (870 male, 1893 female)

Overall, just over half of employment in the sector consists of full time positions (of 30 hours or more per week). Just under a third (32%) consists of part time employment between 16 and 30 hours per week, and the remaining 17% consists of part time employment less than 16 hours a week.

The ratio figures indicate that overall there are just over twice as many women working in the sector as men (ratio = 2.18). Women also outnumber men in absolute terms in all three categories of part time or full time employment.

However, female staff are more likely to work part time than male staff, especially between 16 and 30 hours per week. Whilst there are more female full time workers than male full time workers in absolute numbers, proportionately men are more likely to work full time.

From our survey, and assuming an unbiased response, we have been able to estimate the total number of paid staff employed by the voluntary and community sector in South Yorkshire as a whole as around 25,700. Female members of staff make up approximately 66% of the total and male members of staff make up 34% of the total.

3.2 Volunteers

The questionnaire asked respondents to identify how many volunteers or unpaid workers are involved in their group. Table 3.4 displays the results.

Overall 41% of groups have less than 10 volunteers (15% between 0 to 4 volunteers, 26% between 5 and 9). A further 33% have between 10 and 20 volunteers.

Table 3.4: How many volunteers or unpaid workers are involved in your organisation/group? (South Yorkshire and by district)

	SY	SY	Barnsley	Doncaster	Rotherham	Sheffield
Number of volunteers	Frequency	%	%	%	%	%
0 - 9	239	40.5	29.8	35.5	48.2	42.6
10 - 19	192	32.5	35.7	41.8	26.8	30.3
20 - 49	115	19.5	22.6	18.2	19.6	19.0
50 or more	44	7.5	11.9	4.5	5.4	8.1
Total	**590**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

N = 590 (Barnsley 84, Doncaster 110, Rotherham 112, Sheffield 284)

Rotherham has the highest proportion of groups (nearly half) with less than 10 volunteers. Rotherham is close to the South Yorkshire average for the proportion of organisations having between 0 to 4 volunteers (16%), but higher than average (32%) for those with between 5 and 9 volunteers.

In contrast, in Barnsley only 30% of groups, and in Doncaster only 36% of groups, have less than 10 volunteers. But whereas Doncaster has comparatively fewer organisations with less than 5 volunteers, Barnsley has comparatively fewer organisations with between 5 and 9 volunteers. Barnsley appears to have a higher proportion of organisations with 20 or more volunteers, but caution is needed in interpreting this as the percentages are based on relatively small numbers.

Table 3.5: How many volunteers or unpaid workers are involved in your organisation/group? (by organisation size)

	Overall	£0-£9,999	£10,000-£19,999	£20,000-£99,999	£100,000-£499,999	£500,000 or more
No. of volunteers	%	%	%	%	%	%
0 - 9	39.1	51.7	14.3	28.8	35.1	26.5
10 - 19	33.1	32.1	46.4	32.2	29.7	29.4
20 - 49	20.3	13.2	30.4	28.0	24.3	23.5
50 or more	7.5	3.0	8.9	11.0	10.8	20.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
N	**547**	**265**	**56**	**118**	**74**	**34**

Table 3.5 indicates how the number of volunteers per organisation relates to the size of organisations. The smallest organisations are disproportionately likely to have fewer numbers of volunteers. Over half (52%) of those with incomes of less than £10,000 per year have less than 10 volunteers. Organisations with incomes between £10,000 and £19,999 per year and between £20,000 and £99,999 per year tend to have more volunteers, and are disproportionately likely to have between 10 and 49 volunteers.

Table 3.6 below attempts to convert headcount volunteer numbers into full time equivalents. This derives from a question in the survey asking respondents to estimate the total number of hours worked by all volunteers in a week.

Table 3.6: Full time equivalent volunteers

Total FTE volunteer hours	Frequency	%
Less than 0.20 (1 day per week)	165	37.5
0.20 - 0.49 (1 up to 2½ days per week)	91	20.7
0.50 - 0.99 (2½ up to 5 days per week)	64	14.5
1.00 - 1.99 (5 up to 10 days per week)	63	14.3
2.00 - 2.99 (10 up to 15 days per week)	29	6.6
3.00 - 9.99 (15 up to 50 days per week)	22	5.0
10.00 or more (50 or more days per week)	6	1.4
Total	**440**	**100.0**

Just over one third of organisations (38%) rely on the equivalent of up to 1 day of volunteer time per week. A further third (35%) rely on the equivalent of between 1 and 5 days volunteer time per week. Just over one quarter of organisations (27%) rely on the equivalent of 5 days or more volunteer time per week.

Table 3.7 below provides some estimates from the survey of the composition of the volunteers, in terms of age and gender. The questionnaire asked respondents to identify the number of male and female volunteers and the numbers of volunteers in different age groups.

Table 3.7: Who volunteers?

	%
Female	59.4
Male	40.6
Total	**100.0**
Aged under 20	4.4
Aged 20-24	14.2
Aged 25-34	7.2
Aged 35-49	25.9
Aged 50-64	22.3
Aged 65 or more	26.1
Total	**100.0**

From the survey results, it appears that there are more female than male volunteers, although the difference appears not to be as great as with paid staff.

According to these figures, nearly half (48%) of volunteers are aged 50 or above, one third (33%) are aged between 25 and 49, and nearly a fifth (19%) are aged under 25.

The total number of volunteers working within voluntary organisations and community groups in South Yorkshire as a whole (including those serving on management committees) is estimated to be 112,500[3]. Female volunteers make up approximately 59% of the total and male volunteers comprise 41% of the total.

[3] It is important to note that this figure does not represent the total sum of volunteers in South Yorkshire. It does not include, for example, volunteers working in and alongside statutory services.

3.3 Management Committee members

The questionnaire asked respondents to identify how many management committee members are involved in their group. Table 3.8 below displays the results.

Table 3.8: How many management committee members or trustees does your organisation have? (South Yorkshire and by district)

	SY	SY	Barnsley	Doncaster	Rotherham	Sheffield
No. of MC members	Frequency	%	%	%	%	%
None	64	11.3	5.1	7.9	15.0	12.9
1 - 4	74	13.0	11.5	14.0	11.5	13.7
5 - 9	226	39.8	35.9	45.6	44.2	36.5
10 - 19	183	32.2	42.3	29.8	24.8	33.5
20 or more	21	3.7	5.1	2.6	4.4	3.4
Total	**568**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

N = 568 (Barnsley 78, Doncaster 114, Rotherham 113, Sheffield 263)

Overall two fifths of organisations in South Yorkshire (40%) have between 5 and 9 committee members or trustees. A further third have between 10 and 19 members, though most of these are between 10 and 12. Across South Yorkshire as a whole, the average (mean) management committee size is 8 members, ranging from 0 to 30.

Across the four districts, Rotherham and Sheffield appear to have higher proportions of groups with no committee members. Rotherham and Doncaster appear to have higher proportions of groups with committees of between 5 and 9 members. Barnsley appears to have a higher proportion of groups with slightly larger committees.

Table 3.9: How many management committee members or trustees does your organisation have? (by organisation size)

	Overall	£0-£9,999	£10,000-£19,999	£20,000-£99,999	£100,000-£499,999	£500,000 or more
No. of MC members	%	%	%	%	%	%
None	11.3	14.3	6.7	8.1	4.7	2.9
1 - 4	13.0	18.9	6.7	10.8	7.8	0.0
5 - 9	39.8	37.0	30.0	43.2	56.3	48.6
10 - 19	32.2	28.3	55.0	30.6	26.6	40.0
20 or more	3.7	1.5	1.7	7.2	4.7	8.6
	100.0	100.0	100.0	100.0	100.0	100.0
N	**568**	**265**	**60**	**111**	**64**	**35**

Repeating this comparison across organisations of different sizes (table 3.9) suggests that the smallest organisations (with incomes below £10,000 per year) tend to have smaller management committees. Larger organisations tend to have larger committees, although the pattern is by no means clear cut.

Table 3.10 below illustrates the gender balance on management committees, as well as how long people have been members.

Table 3.10: The composition of management committees - gender and experience

	All committee members	Male	Female	Ratio of female to male committee members
On the committee for:	**%**	**%**	**%**	
Up to 12 months	15.3	12.9	16.6	1.41
Longer than 1 year but less than 3 years	23.9	23.2	25.1	1.19
Longer than 3 years but less than 5 years	19.0	18.2	19.1	1.15
5 years or more	41.8	45.8	39.2	0.94
Total	**100.0**	**100.0**	**100.0**	**1.10**

N = 4791 (2271 male, 2490 female)

Committee membership overall appears to be relatively evenly balanced in the sector in South Yorkshire[4], with slightly more women than men serving on committees.

On the basis of this snapshot survey, there appears to be, at least in aggregate, a healthy balance between more long standing committee members and newer recruits. Three fifths of committee members overall (61%) have served on the committee for at least 3 years, whilst two fifths (39%) have served for less than 3 years.

This might only be considered a healthy position in so far as those who have joined committees more recently are likely to stay as members for longer periods of time. However, because it is a snapshot, the survey cannot provide information on this.

A marginally higher proportion of men than women have served on committees for 5 years or more, whereas women are more likely to be more recent recruits.

The mean number of committee meetings per year for respondent organisations is 8 meetings. Monthly meetings appear to be most common (24%) followed by bi-monthly (16%) and quarterly (15%).

Overall we estimate that around 50,500 people serve on management committees in the voluntary and community sector in South Yorkshire, of whom 51% are female and 49% male.

3.4 Income

Table 3.11 below indicates the range of annual incomes of organisations in the sector in South Yorkshire.

Overall just over one half of organisations in South Yorkshire (51%) have an income of less than £10,000 per annum; three fifths in total (61%) have less than £20,000 and three quarters (73%) less than £50,000 per annum. There are relatively few large voluntary organisations: only 19% have an income exceeding £100,000, 6% exceeding £500,000 and 3% exceeding £1m income per annum.

[4] Note that this is an aggregated finding, and as such does not provide details of the extent to which individual organisations may have balanced committees or not, nor of whether male or female committee members are more or less likely to take up positions of office, such as chair, treasurer or secretary.

Table 3.11: For your most recently completed financial year, what was your group's total income?

	SY	Cumulative	Barnsley	Doncaster	Rotherham	Sheffield
N	**610**	**610**	**86**	**116**	**118**	**290**
£0-£9,999	50.8	50.8	44.2	55.2	61.0	46.9
£10,000-£19,999	9.8	60.7	15.1	10.3	5.9	9.7
£20,000-£49,999	12.6	73.3	16.3	9.5	8.5	14.5
£50,000-£99,999	8.0	81.3	5.8	7.8	7.6	9.0
£100,000-£249,999	7.0	88.4	7.0	7.8	5.9	7.2
£250,000-£499,999	5.6	93.9	4.7	5.2	4.2	6.6
£500,000-£999,999	2.8	96.7	2.3	2.6	5.1	2.1
£1m-£10m	2.8	99.5	4.7	1.7	1.7	3.1
£10m or more	0.5	100.0	0.0	0.0	0.0	1.0
Total	**100.0**		**100.0**	**100.0**	**100.0**	**100.0**

All figures other than N are percentages
Column percentages: each column totals 100%

There are some differences across the four districts, but overall the distribution of organisations across the income size bands is similar. For example between 17% (Rotherham) and 20% (Sheffield) of organisations have incomes exceeding £100,000 per annum.

However, amongst smaller organisations variation is a little more noticeable. Although 51% of organisations in South Yorkshire as a whole have incomes less than £10,000 per year, this ranges from only 44% in Barnsley to 61% in Rotherham. Doncaster and Rotherham appear to have a larger proportion of smaller organisations, with incomes below £20,000 per year, compared with Barnsley and Sheffield. But in the latter cases, higher proportions of organisations are found in the income range between £20,000 to £99,999 per year.

Again we have used the survey results to estimate the total income of the voluntary and community sector across South Yorkshire. From our sample of respondents who answered the relevant question, and once again assuming that our survey response was unbiased, the total income for the most recently completed financial year is £843 million[5].

Table 3.12 identifies the main types and sources of income identified by survey respondents.

The largest categories as sources of income are fundraising and membership fees/subscriptions. But note that this is in terms of numbers of organisations identifying these as sources of income, rather than the total value they represent. Grants from local authorities are received by a quarter of organisations in the survey, but contracts and service level agreements appear to be applicable to just under 10% of the sector. We might anticipate that this will increase in the years ahead.

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[5] It is worth noting that this figure is derived from extrapolating the average annual income of survey respondent organisations to the estimated number of organisations in the sector as a whole. As such it represents a *gross* income figure for the sector. It does not account for the fact that a proportion of this income will represent an internal transfer between voluntary organisations. This is where the income of one organisation comes from another organisation, for example through grants or forms of sub-contract. We do not know the scale of internal transfers in the sector in South Yorkshire, but national figures for charities suggest that this might amount to around 10% of total income (Wainwright et al 2006: 59).

Table 3.12: Types of income

	Frequency	%
Earned income		
Sales of goods and services	141	23.1
Contracts or Service Level Agreements	56	9.1
Voluntary Income - general sources		
Fundraising	261	42.8
Membership fees/subscriptions	240	39.0
Business donations, fundraising and sponsorship	102	16.7
Contributions in kind	68	11.2
Voluntary Income - grants		
Grant from a Local Authority	155	25.2
Grants from Charitable Trusts	111	18.1
Grants from the Lottery or Community Fund	85	13.8
Grants from Central Government	65	10.5
European funding	53	8.6
Grant from South Yorkshire Community Foundation	53	8.6
Grant from a Parish or Town Council	32	5.2
Grant from Health Authority	28	4.5
Investment returns		
Interest	184	30.0

Note: Frequencies and percentages are of organisations identifying each as a type of income they receive.
The categorisation of income (earned income, voluntary income and investment returns) is derived from NCVO (Wainwright et al 2006: 58).

There has been a great deal of interest in recent years about the use of new forms of financing in the voluntary and community sector, particularly in the use of loans and investment. Table 3.13 below indicates that as of 2006 at least, this appears to have been of relevance to only a very small minority of organisations, although it remains to be seen to what extent this will percolate more widely through the sector in the near future.

Table 3.13: Loan finance

Do you currently have, or have you ever previously had, any loan finance or used an overdraft facility?

	N	Frequency	%
Currently have a loan	574	28	4.9
Previously had a loan	574	19	3.3
Used an overdraft facility	573	19	3.3
Never had any loan finance	573	509	88.8

3.5 Expenditure

Table 3.14 shows the range of annual expenditure by respondent organisations. For obvious reasons the pattern is similar to annual income shown in table 3.11.

Over half of respondents have an annual expenditure of less than £10,000; just under two thirds in total (63%) spend less than £20,000 per year; and three quarters in total spend less than £50,000 per year. Only 10% of organisations have an annual expenditure of £250,000 or more.

Table 3.14: For your most recently completed financial year, what was your group's total expenditure?

	Frequency	%	Cumulative %
£0-£9,999	307	53.9	53.9
£10,000-£19,999	50	8.8	62.6
£20,000-£49,999	68	11.9	74.6
£50,000-£99,999	51	8.9	83.5
£100,000-£249,999	37	6.5	90.0
£250,000-£499,999	26	4.6	94.6
£500,000-£999,999	15	2.6	97.2
£1m-£10m	14	2.5	99.6
£10m or more	2	0.4	100.0
Total	**570**	**100.0**	

3.6 Premises

Finally, survey respondents were asked about the premises they use and occupy. As table 3.15 demonstrates, over two fifths of organisations (43%) rent a building or rooms, but as many as a quarter of organisations (24%) actually own a building solely or jointly with others. Around a quarter of organisations appear to meet in what might seem to be more vulnerable circumstances, either having free use of rooms or a building, or only able to meet at a members home or in a public place.

Table 3.15: Use of premises

What premises do you use?

	Frequency	%
A building or rooms which you rent	243	43.2
A building owned by your organisation	133	23.6
Free use of rooms or a building	98	17.4
Only able to meet at a members home or in a public place	40	7.1
A building you own jointly with other organisations	4	0.7
Other	45	8.0
Total	**563**	**100.0**

The last two chapters have described the broad features of the voluntary and community sector in South Yorkshire in 2006. The next two chapters look in more detail at the reported problems faced by the sector, and its future challenges.

4. Organisational development

Key findings:

1. What are the main problems facing the VCS in South Yorkshire?

The survey asked for organisations to consider the extent to which a range of 22 different issues represented a problem. The five most pressing issues for the voluntary and community sector in South Yorkshire as a whole appear to be:

(1) funding (both raising funds generally - over half of respondents (51%) regard this as a significant or major problem - and skills in being able to put in good quality funding bids);

(2) volunteers (finding and recruiting new volunteers - 48% regard this as a significant or major problem - and keeping and developing volunteers);

(3) time to get involved in networks and partnerships;

(4) getting new members and users involved in your group, and

(5) getting the right skills and experience on your management committee.

2. How severe are the issues experienced by the sector?

An average of 59% of respondents reported the range of 22 issues facing the sector to be a problem. However, only a small minority in each case tend to regard them as major problems. On average 'a major problem' was cited by 8% of organisations, 'a significant problem' was cited by 15% of organisations, 'a slight problem' was cited by 35% of organisations, and 'no problem' was cited by 41% of organisations.

Groups based in Doncaster and Rotherham appear less likely overall to report issues as a problem, compared with those based in Barnsley and Sheffield. Likewise, organisations with incomes between £10,000 and £99,999 per year appear to experience the greatest problems. The smallest organisations (less than £10,000 income per year) and the largest organisations (£500,000 or more income per year) appear less likely than average to report issues as problems.

3. Can organisations access the external support they need?

Two thirds of survey respondents overall (66%) report that **'finding out what support is available'** is a problem and a quarter (24%) find it a significant or major problem. But there is some variation amongst groups of respondents in different circumstances: it is regarded as a significant or major problem in *higher than average proportions* by: the oldest organisations (those aged 50 years or more) and the smallest organisations (those with incomes less than £20,000 per year, and/or those with no paid staff).

This chapter looks at the some of the development issues faced by voluntary organisations and community groups. This is primarily taken from analysis of section E of the 2006 'Are You Part of the Picture?' survey, on 'Developing Your Group'.

4.1 Planning and quality standards

In recent years the sector, like others, has been encouraged to become more 'business-like' in its approach. Two aspects of this include the importance of planning ahead strategically, and in terms of the development and adoption of quality frameworks within the sector. The survey asked two questions designed to gauge the prevalence of these aspects of organisational development. Table 4.1 below indicates the results.

Table 4.1: Planning and quality standards

Does your organisation have a strategic or business plan?
Has your organisation adopted or achieved any quality standards, such as Investors in People, or PQASSO?

	Strategic or Business Plan		Quality Standards framework	
	Frequency	%	Frequency	N
Yes	239	38.5	81	14.3
No	382	61.5	426	75.0
Working towards one	NA	NA	61	10.7
Total	**621**	**100.0**	**568**	**100.0**

Just under two fifths of organisations (39%) have a strategic or business plan. Just under half of these (44%) are for 3 years, whilst 27% are for 5 years.

Around 14% of respondents have adopted or achieved a quality standards framework. The main frameworks mentioned by respondents include Investors in People (36 references), PQASSO (17 references), Quality Mark (6 references) and Customer First (4 references).

A further 10% are working towards the achievement of a framework. The main ones mentioned here again include PQASSO (36 references) and Investors in People (12 references).

This leaves a further three quarters of respondents which have neither adopted, achieved nor are working towards a quality standards framework.

Groups in Barnsley and Sheffield are more likely to report that they have a strategic or business plan (46% and 42% respectively) compared to 32% in Rotherham and 31% in Doncaster. Groups based in Doncaster are less likely than elsewhere to have adopted or achieved a quality standards framework, but more likely on average to be working towards one. However, because the numbers are quite small when responses are split by district, it is difficult to draw strong conclusions.

The smallest organisations (with incomes of less than £10,000 per year) are least likely to have a strategic or business plan. Only 12% have one. This contrasts with 32% of organisations with incomes of between £10,000 and £19,999 per year, 54% of organisations with incomes of between £20,000 and £99,999, 83% of organisations with incomes of between £100,000 and £499,999 per year, and 100% of those with incomes of £500,000 per year.

The largest organisations are also more likely to have adopted or achieved a quality standards framework. Nearly three fifths (58%) of those with incomes of £500,000 per year have done so. This contrasts with less than 5% of organisations with incomes up to £19,999 per year. Organisations with incomes of between £100,000 and £499,999 are most likely on average to be working towards the achievement of a quality standards framework. Just under a third (32%) of these report that they are doing so.

Given that it is only in the last 5 to 10 years or so that the strategic and business planning has come to the fore, it may also be more a feature of younger organisations than older ones. Whilst 47% of organisations less than 5 years old, and 51% of those between 5 and 9 years old have a strategic or business plan, only 31% of those aged 50 years or more have one. Organisations most likely to have already adopted or achieved a quality standards framework are aged between 5 and 24 years old. However, organisations most likely to be working towards one tend to be less than 5 years old. Over time, it appears that the sector may be gradually adopting more strategic approaches, in the form of strategic and business plans and quality standards. Once again though, small numbers between different age groups suggests a need to be a little cautious here.

4.2 Issues facing organisations in the Voluntary and Community Sector

The survey sought to identify the extent to which a range of 22 issues were regarded as problems by respondent organisations in terms of meeting their objectives, asking respondents to signal whether each issue was a major, significant, slight or no problem. Table 4.2 illustrates the relative importance of the 22 issues, indicating:

- the percentage of groups regarding each issue as a problem at all,
- the percentage of groups regarding each issue as a significant or major problem
- a 'weighted score' designed to come to an overall view of how severe each problem is thought to be.

The shaded rows indicate where at least two thirds of respondents considered each issue to be a problem.

4.2.1 Overall patterns

There are significant variations between issues. Clearly some issues are more problematic than others. Seven issues are reported by more than two thirds of respondents in each case as a problem:

1. Finding and recruiting new volunteers (84%)
2. Time to get involved in networks and partnerships (83%)
3. Raising funds (82%)
4. Getting new members and users involved in your group (79%)
5. Keeping and developing volunteers (71%)
6. Getting the right skills and experience on your management committee (68%)
7. Skills in being able to put in good quality funding bids (68%).

A further ten issues are reported as a problem by between half and two thirds of respondents, and finally five issues are reported as a problem by less than half of respondents.

Table 4.2: To what extent are the following issues a problem for your group in meeting its objectives?

	Issue	Is this a problem? (%)	Is this a significant or major problem? (%)	Weighted score
1	**Raising funds**	**82.2**	50.7	159.6
2	**Finding and recruiting new volunteers**	**84.3**	48.0	154.5
3	**Time to get involved in networks and partnerships**	**83.3**	40.2	135.3
4	**Getting new members and users involved in your group**	**79.0**	39.9	134.1
5	**Skills in being able to put in good quality funding bids**	**67.5**	31.8	110.4
6	**Keeping and developing volunteers**	**71.1**	27.5	107.8
7	**Getting the right skills and experience on your management committee**	**67.9**	28.9	104.2
8	Recruiting the right staff	65.5	25.5	100.3
9	Finding out what support is available	65.9	23.8	97.1
10	Negotiating contracts and service level agreements	54.9	24.9	90.9
11	Maintaining an active management committee	59.6	25.2	90.4
12	Managing different funding streams	54.6	24.5	87.3
13	Having enough or appropriate space for your group's activities	49.8	21.2	81.9
14	Keeping up with the latest legal requirements relevant to your work	58.8	16.9	80.3
15	Identifying and evaluating the impact of your group or the difference it makes to your services users	57.2	15.2	74.3
16	Keeping up with latest policy developments in your area of work	53.1	14.1	71.8
17	Limited skills in your group/organisation	55.5	13.0	70.5
18	Planning ahead	51.0	14.4	69.0
19	Retaining staff	39.0	11.0	53.4
20	Difficulties faced by members and users such as language barriers and access to child care	38.7	10.5	53.2
21	Managing staff	38.0	9.5	49.4
22	Book keeping and preparing accounts	25.7	6.5	33.8
	Average	**59.2**	**23.8**	**91.3**

Weighted score = ('Slight problem' x 1) + ('Significant problem' x 2) + ('Major problem' x 3). The maximum score would be 300, that is if 100% of respondents reported an issue to be a major problem

Joining similar issues on funding and volunteers together suggests that the five most pressing issues for the voluntary and community sector in South Yorkshire as a whole are:

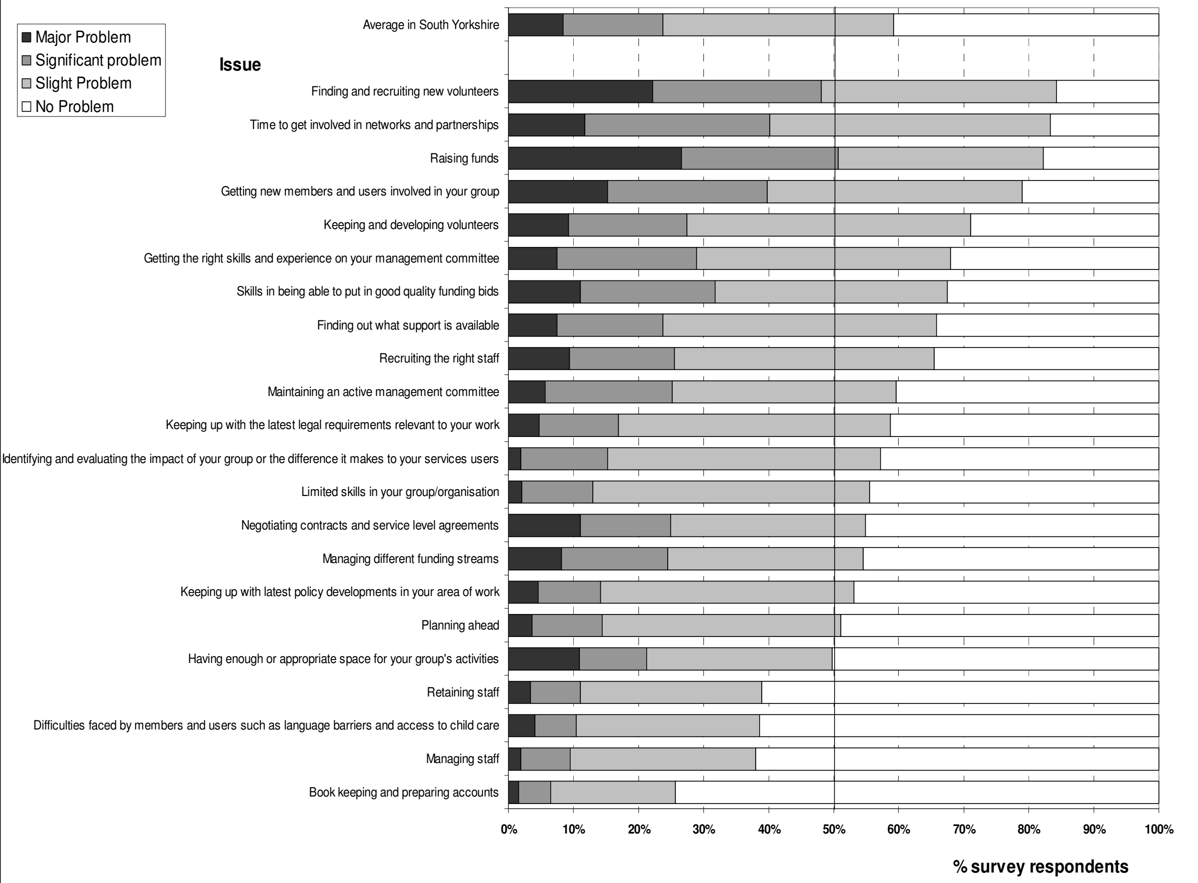
1. **Funding** (both raising funds generally - over half (51%) regard this as a significant or major problem - and skills in being able to put in good quality funding bids - 32% regard this as a significant or major problem).
2. **Volunteers** (finding and recruiting new volunteers - 48% regard this as a significant or major problem - and keeping and developing volunteers - 28% regard this as a significant or major problem)
3. **Time to get involved in networks and partnerships** (40% regard this as a significant or major problem)

4. **Getting new members and users involved** in your group (40% regard this as a significant or major problem
5. Getting the right **skills and experience on your management committee** (29% regard this as a significant or major problem).

Figure 1 below provides a graphical illustration of the full results, with issues ranked in order of the percentage of respondents regarding each as a problem.

Figure 1: Issues and problems in the VCS in South Yorkshire, 2006

To what extent are the following issues a problem for your group in meeting its objectives?



4.2.2 Which organisations are more likely to face the main problems?

The survey data allows an examination of the extent to which groups of respondents in different circumstances may face or report particular problems. Do newer groups experience more problems than older groups? Are larger groups more confident of their capacity to deal with problems?

In this section the main issues reported in table 4.2 and figure 1 are examined to assess whether they are faced or reported by some groups more than others. In each case the 'benchmark' figure for the proportion of all South Yorkshire survey respondents regarding an issue as significant or major is used as the basis for comparison.

1. 'Raising funds' and 'skills in being able to put in good quality funding bids'

We have seen that overall 51% of groups regard **raising funds** as a significant or major problem. How does this differ between groups in different circumstances?

57% of organisations based in Barnsley report that raising funds generally is a major or significant problem, compared to 44% in Doncaster, 45% in Rotherham and 53% in Sheffield.

Difficulties raising funds appears to be particularly concentrated amongst groups with incomes between £20,000 and £99,999 per year (43% regard this as a major problem and a further 21% as a significant problem), and those with incomes between £100,000 and £499,999 per year (40% regard this as a major problem and 29% as a significant problem).

In contrast, only 19% of organisations with incomes of less than £10,000 per year regard raising funds as a major problem, and 21% as a significant problem.

Two thirds of organisations (68%) with between 1 and 4 paid staff regard raising funds as a significant or major problem, compared to 55% of organisations with 5 to 9 staff, 61% of organisations with 10 or more staff, but only 46% of organisations with no staff.

It appears, then, that the reported difficulties faced in terms of raising funds are concentrated amongst medium sized voluntary and community organisations.

The age of respondent organisations appears to make little difference to the degree to which raising funds is considered a significant or major problem. 52% of organisations aged less than 5 years, the same again of organisations aged between 10 and 14 years, and 57% of organisations aged between 15 and 24 years, regard raising funds as a significant or major problem.

We have also seen that 32% overall regard **skills in being able to put in good quality funding bids** as a significant or major problem. This appears to be more of a problem for groups based in Sheffield than elsewhere. 39% of organisations based in Sheffield regard this as a significant or major problem.

The smallest organisations appear to experience difficulties regarding skills in being able to put in good quality funding bids in slightly higher proportions than larger organisations. 37% of groups with incomes less than £10,000 per year, and 41% of groups with incomes between £10,000 and £19,999 per year regard skills in being able to put in good quality funding bids as a significant or major problem, compared to 32% of respondents as a whole.

49% of groups aged 50 years or more, and 42% of groups aged between 15 and 24 years report skills in being able to put in good quality funding bids as a significant or major problem. However, in stark contrast, only 20% of groups aged less than 5 years, and 21% of groups aged between 5 and 9 years regard skills in being able to put in good quality funding bids as a significant or major problem. This would seem to suggest that younger organisations are more confident about their ability to submit good quality funding bids than older organisations.

2. 'Finding and recruiting new volunteers' and 'keeping and developing volunteers'

We know that 48% of respondent organisations overall regard **finding and recruiting new volunteers** as a significant or major problem. But 51% of organisations based in Barnsley find this a significant or major problem, compared with only 44% in Doncaster, 49% in Rotherham and 48% in Sheffield.

Again more of the smallest organisations appear to regard the issue of finding and recruiting new volunteers a major difficulty. 55% of organisations with incomes less than £10,000 per year, and 60% of organisations with incomes between £10,000 and £19,999 per year regard finding and recruiting new volunteers a significant or major problem, compared with only 33% of organisations with incomes between £100,000 and £499,999 per year and 31% of organisations with incomes of £500,000 or more per year. It is likewise seen as a significant or major problem by 55% of organisations with no paid staff, compared with only 30% of organisations with 10 or more staff.

Younger organisations appear to be less exercised by the issue of finding and keeping volunteers. Only 38% of organisations aged less than 5 years regard this as a significant or major problem, but 55% of organisations aged between 15 and 24 years do so.

From our survey we also know that 28% of organisations regard **keeping and developing volunteers** as a significant or major problem. This rises to 31% in Barnsley and 30% in Sheffield, compared with only 23% in both Doncaster and Rotherham.

36% of organisations with incomes between £10,000 and £19,999 per year regard keeping and developing volunteers a significant or major problem, compared with only 18% of organisations with incomes between £100,000 and £499,999 per year. Keeping and developing volunteers is seen as a significant or major problem by 30% of organisations with no staff, and 31% of those with 1 to 4 staff, compared with only 19% of those with 5 to 9 staff and 17% of organisations with 10 or more staff.

This is also regarded as a significant or major problem by 34% of organisations aged less than 5 years, compared with only 22% of those aged between 25 and 49 years.

3. Time to get involved in networks and partnerships

We know that 40% of respondent organisations overall report that **time to get involved in networks and partnerships** is a significant or major problem. Across the districts there is relatively little variation: 43% of organisations based in Barnsley find this a significant or major problem, compared with 40% in Doncaster, 41% in Sheffield and slightly fewer at 37% in Rotherham.

Organisation size does not appear to make much difference either. 41% of organisations with incomes between £20,000 and £99,999 per year, and 44% of organisations with incomes between £100,000 and £499,999 per year regard time to get involved in networks and partnerships as a significant or major problem.

It is also viewed as a significant or major problem by 47% of organisations aged less than 5 years, and by 41% of those aged between 25 and 49 years.

4. Getting new members and users involved in your group

‘**Getting new members and users involved in your group**’ is reported as a significant or major problem by 40% of survey respondents overall. Across the districts 48% of organisations based in Barnsley find this a significant or major problem, compared with only 33% in Doncaster, 37% in Rotherham and 41% in Sheffield.

Comparatively more smaller organisations regard this issue as a problem: 50% of organisations with incomes of less than £10,000 per year, and 49% of organisations with incomes between £10,000 and £19,999 per year regard it as a significant or major problem, compared with only 24% of organisations with incomes between £100,000 and £499,999 per year. This pattern is also shown across organisations of different staffing levels. ‘Getting new members and users involved in your group’ is regarded as a significant or major problem by 45% of organisations with no paid staff, 35% of organisations with 1 to 4 staff, 27% of those with 5 to 9 staff and 25% of those with 10 or more members of staff.

It is also viewed as a significant or major problem by 49% of organisations aged 50 or more years, and by 40% of those aged between 10 and 14 years.

5. Getting the right skills and experience on your management committee

29% of survey respondents overall report that ‘**getting the right skills and experience on your management committee**’ is a significant or major problem. On a district basis, 34% of organisations based in Barnsley find this a significant or major problem, compared with only 24% in Doncaster, 27% in Rotherham and 30% in Sheffield.

‘Getting the right skills and experience on your management committee’ appears to be more of a problem for medium sized rather than smaller organisations. Whilst 37% of organisations with incomes between £20,000 and £99,999 per year, and 39% of those with incomes between £100,000 and £499,999 per year find that this is a significant or major problem, only 21% of organisations with incomes of less than £10,000 per year do so. Again, to confirm this, this issue is seen as a significant or major problem by 46% of organisations with 5 to 9 staff, compared with only 23% of organisations with no paid staff.

‘Getting the right skills and experience on your management committee’ is also regarded as a problem primarily by younger organisations. 44% of organisations aged less than 5 years regard it as a significant or major problem. This compares with lower than average proportions of organisations aged 25 years or more.

4.2.3 The overall severity of problems in the voluntary and community sector

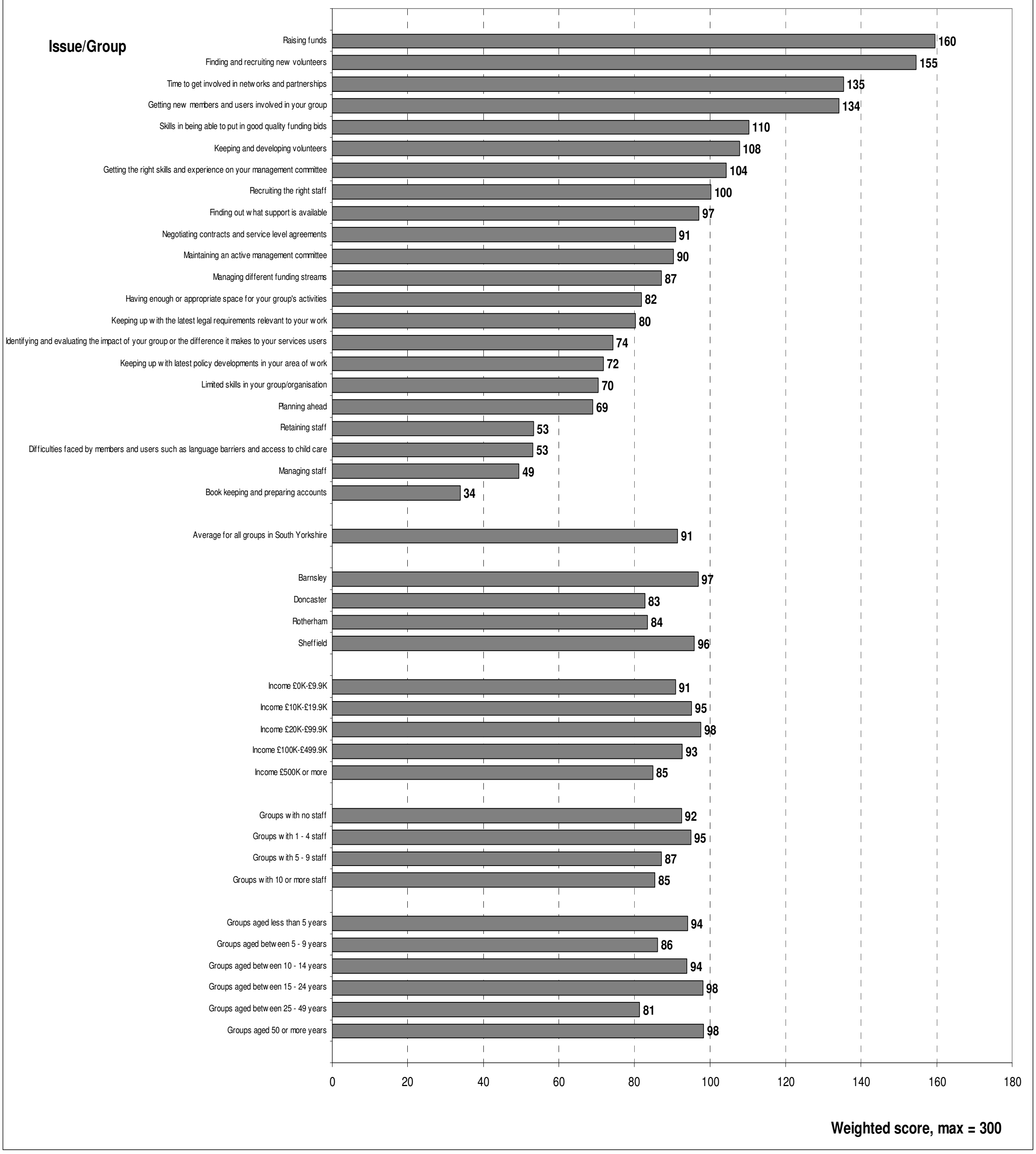
We have seen from table 4.2 and Figure 1 that across all 22 issues, and for all organisations in the survey, an average of 59% of respondents reported an issue to be a problem. However, only a small minority in each case tend to regard them as major problems. On average over the 22 issues:

- 'a major problem' was cited on average by 8% of organisations.
- 'a significant problem' was cited on average by 15% of organisations
- 'a slight problem' was cited on average by 35% of organisations, and
- 'no problem' was cited on average by 41% of organisations.

Figure 2 below translates the differing degrees of severity of problems experienced by respondents into the single ‘weighted score’. This is done firstly for all 22 issues (shown in the top half of the chart) and then secondly as averages for groups of respondents in different circumstances (shown in the bottom half of the chart). The latter allows us to compare the extent to which types of organisation may face particular problems overall.

Figure 2: Issues and problems in the VCS in South Yorkshire, 2006 (Weighted score)

To what extent are the following issues a problem for your group in meeting its objectives?



The bars in the lower half of Figure 2 enable an examination of the circumstances experienced by different groups. This is important because of the sector's diversity. Table 4.3 shows the average severity of problems (across all 22 issues) faced or reported by different types of organisation. The South Yorkshire figures for all respondents provide the benchmark against which groups of respondents in different circumstances can be compared.

Table 4.3: Average ratings of the severity of 22 issues, by groups in different circumstances

Group of respondents	Major problem %	Significant problem %	Slight problem %	No problem %	Weighted score
South Yorkshire - all respondents	**8.3**	**15.4**	**35.4**	**40.8**	**91.3**
By district					
Barnsley	8.5	18.5	34.4	38.6	96.9
Doncaster	7.7	13.7	32.3	46.3	82.8
Rotherham	7.5	12.6	35.6	44.2	83.5
Sheffield	8.8	16.1	37.0	38.0	95.8
By organisation size					
Income: £0-£9,999	10.2	14.1	31.9	43.8	90.8
Income: £10,000-£19,999	9.3	16.5	34.3	39.9	95.2
Income: £20,000-£99,999	9.0	17.2	36.2	37.6	97.5
Income: £100,000-£499,999	6.3	16.6	40.5	36.6	92.6
Income: £500,000 or more	4.4	15.7	40.4	39.5	84.9
By staffing					
No paid staff	10.3	14.6	32.5	42.7	92.4
1 - 4 paid staff	7.9	17.8	35.6	38.7	95.0
5 - 9 paid staff	5.2	17.1	37.5	40.2	87.3
10 or more paid staff	5.6	13.4	41.7	39.3	85.3
By age of organisation					
Less than 5 years old	7.4	17.7	36.4	38.5	94.0
5 - 9 years old	7.1	14.7	35.4	42.8	86.1
10 - 14 years old	10.2	16.0	31.3	42.5	93.8
15 - 24 years old	10.3	16.1	35.1	38.5	98.1
25 - 49 years old	6.2	12.5	37.7	43.6	81.3
50 or more years old	9.4	17.2	35.7	37.7	98.3

1. All figures, other than the 'weighted score', are average percentages of respondents reporting the 22 issues as varying degrees of problem.
2. Weighted score = ('Slight problem' x 1) + ('Significant problem' x 2) + ('Major problem' x 3). The maximum score would be 300, that is if 100% of respondents reported an issue to be a major problem

Groups based in Doncaster and Rotherham appear less likely overall to report issues as a problem, whereas those in Barnsley and Sheffield appear to be more likely on average to report issues as a problem. Hence the 'weighted scores' in Doncaster and Rotherham are somewhat lower than the figure for South Yorkshire as a whole.

Overall, small to medium sized organisations (those with incomes between £10,000 and £19,999 and those between £20,000 and £99,999) appear to experience (or at least report) the greatest problems. The smallest organisations have a slightly lower weighted score than average, suggesting fewer problems, or less likelihood to regard issues as problems. However, where there are problems, these appear on average to be experienced more severely. The largest organisations appear less likely than average to report issues as major problems. This translates well into the pattern experienced by organisations with different levels of staff. Organisations with less than 5 members of paid staff appear to experience greater problems than those with 5 staff or more. Organisations with 1 to 4 staff appear to be under the greatest strain.

There is no clear pattern by the age of respondent organisations. The weighted scores of organisations less than 5 years old, those aged between 10 and 24 years old, and those aged 50 or more years are above the average for the sector as a whole, while those between 5 and 9 years old and between 25 and 49 years old are below average. This may suggest a particular life cycle for organisations with different points of vulnerability at different times.

4.3 Accessing support

Finally, it is worth looking at the degree to which groups in different circumstances are able to access the support they require. The 2006 survey did not address this question directly[6], but it does provide information on the extent to which 'finding out what support is available' is regarded as a problem, as demonstrated in table 4.4.

Table 4.4: To what extent is 'finding out what support is available' a problem for your group in meeting its objectives?

Group of respondents	Is this a problem? (%)	Is this a significant or major problem? (%)	Weighted score
South Yorkshire - all respondents	**66**	**24**	**97.1**
By district			
Barnsley	62	20	87.3
Doncaster	70	28	105.6
Rotherham	60	17	79.5
Sheffield	68	26	103.8
By organisation size			
Income: £0-£9,999	71	32	116.6
Income: £10,000-£19,999	71	36	119.0
Income: £20,000-£99,999	70	18	91.4
Income: £100,000-£499,999	57	11	70.0
Income: £500,000 or more	57	17	74.3
By staffing			
No paid staff	68	30	109.2
1 - 4 paid staff	67	19	89.9
5 - 9 paid staff	60	13	73.3
10 or more paid staff	59	15	75.0
By age of organisation			
Less than 5 years old	56	18	80.0
5 - 9 years old	57	14	73.7
10 - 14 years old	66	24	97.0
15 - 24 years old	73	28	109.0
25 - 49 years old	67	20	95.2
50 or more years old	76	38	127.9

1. All figures, other than the 'weighted score', are percentages of survey respondents.
2. Weighted score = ('Slight problem' x 1) + ('Significant problem' x 2) + ('Major problem' x 3). The maximum score would be 300, that is if 100% of respondents reported the issue to be a major problem

[6] More information on access to infrastructure services and support can be found in the research undertaken by Meridien Pure for the SY ChangeUp Consortium: Meridien Pure (2004) *Voluntary and community sector infrastructure support in South Yorkshire: Infrastructure Investment Plan* December 2004

The South Yorkshire ‘benchmark’ is that two thirds of survey respondents overall (66%) report that ‘finding out what support is available’ is a problem and a quarter (24%) find it a significant or major problem.

There is some considerable variation between groups in different circumstances. Finding out what support is available is regarded as a significant or major problem in *greater than average proportions* (that is, by 5% or more than the average for South Yorkshire as a whole) by:

- older organisations - those aged 50 years or more
- smaller organisations - those with incomes between less than £20,000 per year, and those with no paid staff.

In contrast, it is regarded as a significant or major problem in *less than average proportions* (again by 5% or more) by:

- larger organisations - those with incomes of £20,000 or more per year, and those with at least 1 member of staff
- younger organisations - those aged less than 10 years old
- organisations based in Rotherham.

These variations may suggest the need for more explicit and fine-tuned targeting of external support services.

5. Future challenges

Key findings:

1. Anticipating change in the next three years

The survey asked respondents to consider how a range of 18 factors (covering general issues, staff and volunteers, finances, and external relationships) might change for them over the next three years. Overall a slight majority (54%) on average across the 18 issues perceive that things will remain the same. In most cases a sizeable minority expect things to change. However, regarding four central issues, a majority of respondents expect things to change: *'our expenditure overall'* (66% anticipate change), *'our income overall'* (65%), *'the total value of grant funding'* (62%) and *'expectations regarding the service we deliver'* (59%).

The smallest organisations (with incomes less than £20,000 per year) and the oldest organisations (those aged 25 years or more) tend to be more likely to anticipate that things will remain the same than the average for all organisations. The youngest organisations (those aged less than 5 years old) and the largest organisations (those with incomes exceeding £100,000 per year) are most likely to expect that things will change. There is relatively little variation between districts.

2. Anticipated change in services, people, finances and external relationships

Whilst 40% of organisations in South Yorkshire anticipate that their core work will increase, this varies from only 30% of the smallest organisations to around 53% of the largest organisations. While over half (54%) of respondents believe that expectations regarding the service delivered will increase, only 36% of organisations with incomes below £10,000 per year anticipate this, compared with 60+% of those with incomes of £10,000 or more per year.

Overall 29% of respondents expect the number of paid staff will increase over the next three years, while 30% expect the number of volunteers to increase (higher proportions of the larger organisations expect both of these to be the case). 16% of respondents overall anticipate that recruiting staff will become harder, compared with 20% concerning recruiting volunteers and 15% recruiting trustees. 70% of respondents expect the ease with which they recruit staff to remain the same, but this is a problem for more of the largest organisations.

Around 40% of organisations expect their income overall to increase, but this contrasts somewhat worryingly with the 55% who expect their expenditure overall to increase. Larger organisations, and the youngest organisations, tend to expect their incomes to increase in the next three years, but organisations in Barnsley appear to be somewhat more pessimistic about overall income compared to the other three districts.

Just over a third (35%) of respondents expect their involvement in networks and partnerships to increase, and a similar proportion (34%) believe that their influence with statutory agencies will increase. Over two fifths of respondents (43%) expect that collaboration with other organisations will increase, while a third (33%) expect that competition with other organisations will increase. The largest and youngest organisations are more likely to expect these external relations to increase, whereas the oldest and smallest organisations are more likely to anticipate that these things will stay the same.

3. Will organisations still need external support?

Nearly two fifths of organisations overall (38%) expect that the need for external support over the next three years will increase. *Higher than average* proportions of respondents expect this amongst: larger organisations (though not the largest); the youngest organisations; and organisations based in Barnsley. *Lower than average* proportions of respondents expect this amongst: the smallest organisations; organisations with 1 – 4 paid staff; organisations based in Rotherham, and the oldest organisations.

This chapter looks at the future challenges anticipated by the Voluntary and Community Sector in South Yorkshire. This is based on Section F ('The future') of the 2006 'Are You Part of the Picture?' survey.

5.1 Expectations of change in the next three years

The survey asked respondents to consider how a range of 18 factors (covering general issues, staff and volunteers, finances, and external links) might change for them over the next three years. Respondents were asked to identify whether each issue would:

- stay the same
- decrease slightly or significantly
- increase slightly or significantly.

Table 5.1 lists these factors, and shows the extent to which respondents anticipate change in the near future.

Table 5.1: Expectations of change in the next three years

			Of which		
	Will stay the same %	**Will change %**	**Will change slightly %**	**Will change significantly %**	**Weighted score**
Overall					
Our core work	53.0	47.0	33.9	13.1	60.1
Expectations regarding the service we deliver	41.4	**58.6**	42.2	16.5	75.1
The complexity of our organisation	62.6	37.4	28.6	8.7	46.1
People					
The number of paid staff working for us	58.7	41.3	32.1	9.2	50.6
The number of volunteers working for us	55.0	45.0	38.1	6.9	52.0
Ease of recruiting staff	70.3	29.7	22.5	7.1	36.8
Ease of recruiting volunteers	57.6	42.4	33.4	9.0	51.3
Ease of recruiting trustees	65.5	34.5	28.2	6.3	40.7
Income and expenditure					
Our income overall	35.5	**64.5**	49.4	15.1	79.7
Our expenditure overall	33.7	**66.3**	54.0	12.3	78.6
The total value of grant funding	38.5	**61.5**	41.6	19.9	81.3
Funding from statutory bodies	51.2	48.8	33.2	15.6	64.4
The value of our contracts	57.6	42.4	32.1	10.3	52.6
External links					
Our involvement in networks and partnerships	56.9	43.1	34.4	8.7	51.8
Our influence with statutory agencies	57.6	42.4	32.9	9.6	52.0
Collaboration with other organisations	53.4	46.6	37.4	9.2	55.8
Competition with other organisations	62.1	37.9	26.3	11.7	49.6
The need to use external support	58.6	41.4	30.4	11.0	52.4
Average across all 18 issues	**53.8**	**46.2**	**35.0**	**11.1**	**57.3**

1. All figures, other than the 'weighted score', are percentages of respondents anticipating the extent of change over the next three years regarding 18 different issues.
2. Percentages for 'stay the same' and 'change' sum to 100% for each issue. Percentages for 'will change slightly' and 'will change significantly' sum to the percentage for 'change' for each issue.
3. Weighted score = ('Stay the same' x 0) + ('Slight change' x 1) + ('Significant change' x 2). The maximum score would be 200, that is, if 100% of respondents reported that they anticipate 'significant change' on an issue.

Overall, across all 18 issues, a slight majority (54%) perceive that things will remain the same, with 46% anticipating change.

In fact a majority of respondents expect things to change regarding only 4 of the 18 issues, highlighted in the table:

- 'our expenditure overall' (66% of respondents anticipate change)
- 'our income overall' (65%)
- 'the total value of grant funding' (62%).
- 'expectations regarding the service we deliver' (59%)

Across all the other issues a sizeable minority (ranging from 30% to 49%) expect things to change. But respondents tend to foresee slight rather than significant change ahead. Of those anticipating change, around three quarters on average anticipate 'slight change' (which equates to 35% of all respondents) against a quarter on average anticipating 'significant change' (which equates to 11% of all respondents).

The main issues in which a relatively high proportion of respondents expect significant change in the next three years are:

- 'the total value of grant funding' (20% expect significant change)
- 'expectations regarding the service we deliver' (17%)
- 'funding from statutory bodies' (16%)
- 'our income overall' (15%)

As with the analysis of issues facing the sector in section 5.2 above, we have created a 'weighted score' as a way of capturing the overall expectation of change in the next three years. This is shown in the final column of table 5.1. In effect this serves as a single index of anticipated change, and allows a straightforward comparison between issues and between groups in different circumstances. It can provide a sense of the extent to which specific issues may be expected to be more turbulent in the near future (table 5.1), alongside the extent to which specific types of organisations may expect change ahead (see table 5.2 below).

At 57.3 the overall average 'weighted score' score, for all 18 issues and for all organisations in South Yorkshire, serves as a benchmark for comparison.

Higher proportions of respondents foresee some turbulence ahead regarding finances, and around the actual core work or the expectations around services provided. Issues regarding staffing, volunteers and trustees appear to be regarded by respondents as least likely to change in the next three years.

Six issues emerge for all respondents as having a comparatively high 'weighted score' (of 60.0 or more):

- 'the total value of grant funding'
- 'our income overall'
- 'our expenditure overall'
- 'expectations regarding the service we deliver'
- 'funding from statutory bodies'
- 'our core work'

In contrast, the six issues with the lowest 'weighted scores' (of less than 50.0) are:

- 'ease of recruiting volunteers'

- ‘the number of paid staff working for us’
- ‘competition with other organisations’
- ‘the complexity of our organisation’
- ‘ease of recruiting trustees’
- ‘ease of recruiting staff’

Groups of different respondents may anticipate change to different degrees. Table 5.2 below compares the situation for certain types of group against the overall picture for South Yorkshire as a whole. In order to compare groups, we have taken the average percentages across all 18 issues, alongside a ‘weighted score’ as in table 5.1. Again the South Yorkshire figures for all respondents provide the benchmark against which groups of respondents in different circumstances can be compared.

Table 5.2: Expectations of change in the next three years, by groups in different circumstances

Group of respondents	Stay the same %	Change %	Change slightly %	Change significantly %	Weighted score
South Yorkshire - all respondents	**53.8**	**46.2**	**35.0**	**11.1**	**57.3**
By district					
Barnsley	49.9	50.1	38.6	11.5	61.6
Doncaster	55.4	44.6	32.6	12.1	56.7
Rotherham	56.4	43.6	32.6	11.1	54.7
Sheffield	53.5	46.5	35.9	10.6	57.1
By organisation size					
Income: £0-£9,999	67.5	32.5	24.9	7.6	40.1
Income: £10,000-£19,999	59.1	40.9	35.8	5.1	45.9
Income: £20,000-£99,999	47.4	52.6	40.5	12.0	64.6
Income: £100,000-£499,999	35.9	64.1	45.2	18.9	82.9
Income: £500,000 or more	36.4	63.6	45.6	18.0	81.6
By staffing					
No paid staff	63.5	36.5	28.3	8.2	44.8
1 - 4 paid staff	48.3	51.7	37.4	14.3	65.9
5 - 9 paid staff	36.9	63.1	44.4	18.7	81.8
10 or more paid staff	41.1	58.9	45.6	13.2	72.1
By age of organisation					
Less than 5 years old	38.3	61.7	39.9	21.8	83.5
5 - 9 years old	46.4	53.6	40.3	13.3	67.0
10 - 14 years old	52.5	47.5	36.8	10.7	58.1
15 - 24 years old	55.4	44.6	34.4	10.3	54.9
25 - 49 years old	58.8	41.2	32.3	8.9	50.1
50 or more years old	65.3	34.7	26.8	7.9	42.6

1. All figures are averages across all 18 different issues.
2. All figures, other than the ‘weighted score’, are percentages of respondents anticipating the extent of change over the next three years.
3. Percentages for ‘stay the same’ and ‘change’ sum to 100% for each issue (subject to rounding). Percentages for ‘will change slightly’ and ‘will change significantly’ sum to the percentage for ‘change’ for each issue.
4. Weighted score = (‘Stay the same’ x 0) + (‘Slight change’ x 1) + (‘Significant change’ x 2). The maximum score would be 200, that is, if 100% of respondents reported that they anticipate ‘significant change’ on an issue.

From this we can see that overall the organisations more likely to be anticipating change are:

- the youngest organisations - those aged less than 5 years old

- the largest organisations - those with the incomes of £100,000 or more per year, or with 5 or more staff

Those which are less likely to be anticipating change in the next three years are:

- the oldest organisations - those aged 25 years or more
- the smallest organisations - those with incomes below £20,000 per year or with no staff

A clear divide appears to exist therefore over the expectations of change ahead between younger and older organisations; smaller and larger organisations; and organisations with and without staff.

This is in contrast to the comparison between districts. Organisations based in Barnsley and Sheffield are more likely to believe that things will change than those based in Doncaster and Rotherham, but the differences between districts are only marginal.

5.2 How are issues changing?

So far we have discussed only in general terms the extent to which respondent organisations anticipate that things will change or stay the same in the near future. We have not considered the *direction of change*. Respondents may believe that income or expenditure, or the expectations surrounding their services are likely to change, but will these things increase or decrease?

Tables 5.3 to 5.6 identify the direction of change perceived by those respondent organisations which are anticipating change across each of the 18 issues. In each case, major variations by types of organisation in different circumstances (district, income, staffing and age) are subsequently identified. Unless specified, all the percentages in this section add together respondents expecting slight and significant increases in particular issues, and add together those expecting slight and significant decreases in particular issues.

5.2.1 General issues

As table 5.3 shows, 40% of respondents in general expect that their core work will increase, while over half (54%) believe that expectations regarding the service delivered will increase.

Table 5.3: Expectations of change ahead – general issues

General issues	Change	Decrease Significantly	Decrease slightly	Increase slightly	Increase significantly
Our core work will	47.0	3.2	3.6	30.2	9.9
Expectations regarding the service we deliver will	58.6	2.5	2.1	40.1	14.0
The complexity of our organisation will	37.4	2.0	2.6	26.0	6.8

All figures are percentages of organisations responding to each question.
The figures for 'change' are the sum of figures in the other four columns

There is little variation between the districts regarding expectations and core work. Marginally more groups in Rotherham and Sheffield anticipate that their core work will increase, compared with those in Barnsley and Doncaster. However, marginally more groups in Barnsley than elsewhere believe that expectations regarding the service they deliver will increase.

More substantial variations arise between organisations of different sizes, staffing and age. Whilst 40% of organisations in South Yorkshire anticipate that their core work will increase, this varies from only 30% of the smallest organisations (those with incomes less than £10,000 per year) to around 53% of the largest organisations (with incomes of £100,000 or more per year). Similarly contrasting proportions arise between organisations with no staff (30%) and those with staff (52%).

More dramatic is the contrast over expectations regarding services delivered. Only 36% of organisations with incomes below £10,000 per year anticipate that this will increase, but this compares with 61% of those with incomes between £10,000 and £19,999 per year, 66% of those with incomes between £20,000 and £99,999 per year, 70% those with incomes between £100,000 and £499,999 per year and 81% those with incomes of £500,000 or more per year.

The youngest organisations are much more likely to anticipate that their core work will increase over the next three years compared with older organisations. Only 27% of organisations aged 50 or more expect this to happen, compared with 44% of those aged 10 to 14 years, 49% of those aged 5 to 9 years and 69% of those aged less than 5 years. Likewise only 40% of organisations aged 50 or more years believe that the expectations around the service delivered will increase, but this rises to 67% of organisations aged under 5 years.

5.2.2 People

Table 5.4 highlights the degree to which respondents overall expect change ahead regarding staffing, volunteers and trustees. Overall 29% of respondents expect the number of paid staff will increase over the next three years, while 30% expect the number of volunteers to increase. 70% of respondents expect the ease with which they recruit staff to remain the same. 16% of respondents anticipate that recruiting staff will become harder, compared with 20% concerning recruiting volunteers and 15% recruiting trustees.

Table 5.4: Expectations of change regarding people

People	Change	Decrease significantly	Decrease slightly	Increase slightly	Increase significantly
The number of paid staff working for us will	41.3	5.2	7.5	24.6	4.0
The number of volunteers working for us will	45.0	3.6	11.2	26.9	3.4
Ease of recruiting staff will	29.7	5.2	10.4	12.1	1.9
Ease of recruiting volunteers will	42.4	5.5	14.7	18.7	3.5
Ease of recruiting trustees will	34.5	2.6	12.0	16.2	3.7

All figures are percentages of organisations responding to each question.
The figures for ‘change’ are the sum of figures in the other four columns

How does this picture play out for organisations in different circumstances? Small variations arise between the districts. For example 31% of Sheffield-based respondents expect the number of paid staff to increase, compared with 25% of Rotherham-based respondents. Respondents based in Doncaster and Rotherham appear to be somewhat more pessimistic about the number of volunteers working with them. Just under a quarter (24%) in each case expect the number of volunteers to increase, compared with 39% in Barnsley and 33% in Sheffield.

Recruiting staff is anticipated to be harder than average by groups based in Barnsley. Groups based in Rotherham appear more likely to consider that ease of recruiting staff will stay the same over the next three years, and marginally less likely to consider that it will become harder. There is little variation between districts regarding the ease of recruiting volunteers and trustees.

The largest organisations anticipate continued growth in terms of paid staff. Against an overall survey average of 29%, 43% of organisations with incomes of £500,000 or more per year expect the number of staff to increase, compared with 36% of those with incomes between £100,000 and £499,999 per year. This falls to 25% of those with incomes between £10,000 and £19,999 per year, and only 20% of those with less than £10,000 per year.

The smallest organisations are also less likely to expect that the number of volunteers will increase in the next three years. Only 21% of those with incomes between £10,000 and £19,999 per year anticipate this happening, compared with 45% of organisations with incomes between £100,000 and £499,999 per year.

Staff recruitment over the next three years is anticipated to be a problem for more of the largest organisations. It was thought likely to become harder by 29% of those with incomes of £500,000 or more per year, compared with 20% of those with incomes between £100,000 and £499,999 per year, but only 6% of those with incomes between £10,000 and £19,999 per year and 12% of those with incomes less than £10,000 per year. The largest organisations are also more likely to expect that recruiting trustees will become harder over the next three years. The ease of recruiting volunteers was fairly evenly matched across organisations of different sizes.

The number of paid staff is believed likely to increase in the next three years by 40% of organisations aged under 5 years, by 36% of those aged between 5 to 9 years, but by only 14% of those aged 50 years or more. Likewise, 53% of the youngest organisations expect the number of volunteers to increase, compared with 39% of those aged 5 to 9 years, 37% of those aged 10 to 14 years, but only 18% of those aged 50 years or more.

There is no clear pattern across groups of different ages regarding the ease of recruiting staff, volunteers and trustees. However, organisations aged between 15 and 24 years appear to be more likely than others to anticipate that recruitment will be harder over the next three years.

5.2.3 Finances

Table 5.5 looks at the expectations of change around financial issues. Around 40% of organisations expect their income overall to increase, but this contrasts somewhat worryingly with the 55% who expect their expenditure overall to increase. This leaves a 'gap' of 15% of respondents overall whose expenditure is increasing but whose income is not.

Table 5.5: Expectations of change regarding finances

Finances	Change	Decrease significantly	Decrease slightly	Increase slightly	Increase significantly
Our income overall will	64.5	9.1	15.8	33.6	6.0
Our expenditure overall will	66.3	3.7	8.1	45.9	8.6
The total value of grant funding will	61.5	13.9	15.8	25.8	6.0
Funding from statutory bodies will	48.8	12.2	12.2	21.0	3.4
The value of our contracts will	42.4	4.0	7.0	25.2	6.3

All figures are percentages of organisations responding to each question.
The figures for 'change' are the sum of figures in the other four columns

Between districts, organisations in Barnsley appear to be somewhat more pessimistic about overall income. Whereas 25% of respondents overall expect their income to decrease, this rises to 33% in Barnsley, compared with 27% in Doncaster, 23% in Rotherham and 23% in Sheffield.

45% of organisations based in Doncaster expect their income to increase, compared with 41% of Sheffield-based organisations, 38% of those based in Rotherham but only 29% of Barnsley-based organisations.

However, this figure of 29% of Barnsley-based organisations expecting income to increase compares with the 46% of them which anticipate that their expenditure will increase. The gap between the proportion of respondents expecting an increase in income and the proportion expecting an increase in expenditure is 17% in Sheffield and Barnsley, 16% in Rotherham, but only 8% in Doncaster.

Against an overall South Yorkshire survey figure of 32%, only 24% of Barnsley-based respondents expect the total value of grant income to increase (40% of these expect it to decrease, compared to 30% in South Yorkshire as a whole). The Barnsley figure for respondents expecting an increase in the total value of grant income compares with 31% in Rotherham, 34% in Sheffield and 36% in Doncaster. Around 24% of respondents overall expect statutory funding to increase, but this ranges from 29% in Doncaster to only 18% in Barnsley.

The value of contracts is expected by 32% of respondents overall to increase. However, this ranges from 37% in Sheffield, 36% in Rotherham, 32% in Doncaster and again only 13% in Barnsley.

The larger organisations tend to expect their incomes to increase in the next three years: 51% of organisations with incomes between £10,000 and £19,999 per year, 52% of those with incomes between £20,000 and £99,999 per year and 57% of those with incomes of £500,000 or more per year expect their income to increase. Only 28% of the smallest organisations (with incomes below £10,000 per year) expect their income to increase over the next three years, compared with the overall South Yorkshire survey figure of 40%.

Regarding expenditure, only 43% of the smallest organisations expect their expenditure to increase, compared with between 58% and 68% of organisations with incomes above £10,000 per year. The gap between the proportion of respondents expecting an increase in income and the proportion expecting an increase in expenditure is 15% for the smallest organisations, 12% for those with incomes of between £10,000 and £19,999 per year, 17% for those with incomes between £20,000 and £99,999 per year, 14% for those with incomes between £100,000 and £499,999 per year, but falls to only 6% for the very largest organisations.

The total value of grant funding is expected by 32% of respondents overall to increase, but by 39% of organisations with incomes between £20,000 and £99,999 per year, and only 18% of the very largest organisations. 55% of the largest organisations expect the total value of grant funding to decrease.

39% of the very largest organisations expect funding from statutory bodies to increase in the next three years, compared with only 21% of organisations with incomes between £100,000 and £499,999 per year (50% of these think statutory funding will actually decrease), and 15% of organisations with incomes between £10,000 and £19,999 per year (64% think it will stay the same).

Whilst 32% of organisations overall expect the value of contracts to increase in the next three years, this ranges from 56% of organisations with incomes of £500,000 or more per year to only 17% of organisations with incomes of less than £10,000 per year.

The youngest organisations are more likely to expect their income to increase over the next three years: 60% of those aged under 5 years expect their income to increase, compared with 43% of those aged between 5 – 9 years, and falling to under 40% for organisations aged 10 years or more.

But only 53% of the youngest organisations expect their expenditure to increase in the next three years. The very youngest organisations are the only sub-set for which there is no gap in the proportion of organisations expecting income to increase and that expecting expenditure to increase. The gap becomes 8% for organisations aged 5 to 9 years (that is, 51% expect their expenditure to increase, but only 43% expect their income to increase); 20% for organisations aged between 10 and 24 years, and 16% for those aged 25 years or more.

The youngest organisations are also more likely than average to expect that:

- the total value of grant funding to increase (43% compared with 32% overall)
- funding from statutory sources will increase (34%, compared with 24% overall), and
- the value of contracts will increase (54%, compared with 32% overall).

Older organisations tend to be less likely to expect that the total value of grant funding, funding from statutory bodies and the value of contracts will increase. Higher proportions of older organisations expect that these will stay the same.

5.2.4 External relationships

Table 5.6 indicates the proportions of respondents anticipating change regarding external relationships: in networks and partnerships, influence with statutory authorities and relationships with collaborators and competitors. We discuss the need to use external support more fully in section 5.3.

Sizeable minorities of respondents appear to expect that their relationships with others will change. Just over a third (35%) expect their involvement in networks and partnerships to increase, and a similar proportion (34%) believe that their influence with statutory agencies will increase. Over two fifths of respondents (43%) believe that collaboration with other organisations will increase, while a third (33%) believe that competition with other organisations will increase.

Table 5.6: Expectations of change regarding external relationships

External relationships	Change	Decrease significantly	Decrease slightly	Increase slightly	Increase significantly
Our involvement in networks and partnerships will	43.1	3.1	5.1	29.2	5.6
Our influence with statutory agencies will	42.4	4.3	4.1	28.8	5.3
Collaboration with other organisations will	46.6	1.8	1.4	36.0	7.4
Competition with other organisations will	37.9	2.6	2.4	23.9	9.1
The need to use external support will	41.4	1.6	2.1	28.4	9.4

All figures are percentages of organisations responding to each question.
The figures for 'change' are the sum of figures in the other four columns

Involvement in networks and partnerships is expected to increase by 35% of organisations, but in much higher than average proportions amongst:

- the youngest organisations - those aged less than 5 years (63%)
- small to medium sized organisations - those with incomes between £20,000 and £99,999 per year (50%) and between £100,000 and £499,999 per year (46%)
- organisations based in Barnsley (43%).

It is anticipated to stay the same in much higher proportions than average amongst older organisations (those aged 50 or more years - 78% against 57% overall) and amongst the smallest organisations (those with incomes between £10,000 and £19,999 per year (75%) and with incomes of less than £10,000 (70%)).

Influence with statutory partners is expected to increase by 34% of respondent organisations, but in much higher than average proportions amongst:
- the youngest organisations - those aged less than 5 years (58%)
- small to medium sized organisations - those with incomes between £100,000 and £499,999 per year (51%) and between £20,000 and £99,999 per year (46%).

It is anticipated to stay the same in much higher proportions than average amongst the oldest organisations (those aged 50 or more years - 79% against 58% overall), and amongst the smallest organisations (those with incomes of less than £10,000 per year (74%) and with incomes between £10,000 and £19,999 per year (72%).

Collaboration with other organisations is expected to increase by 43% of respondents overall, but in much higher than average proportions amongst:
- the largest organisations - those with incomes of £500,000 or more per year (81%), and with incomes between £100,000 and £499,999 per year (67%)
- the youngest organisations - those aged less than 5 years (58%).

Again collaboration is anticipated to stay the same in much higher proportions than average amongst the smallest and oldest organisations (those with incomes of less than £10,000 per year (72%, against 53% overall) and with incomes between £10,000 and £19,999 per year (69%); and those organisations aged 50 or more years (63%)).

Meanwhile, competition with other organisations is expected to increase by 33% of respondents overall, but in much higher than average proportions amongst the very largest organisations - those with incomes of £500,000 or more per year (58%), and those with incomes between £100,000 and £499,999 per year (54%).

Competition between organisations is thought likely to stay the same in much higher proportions than average amongst:
- the smallest organisations - those with incomes of less than £10,000 (84%, against 62% overall), and those with incomes between £10,000 and £19,999 per year (76%)
- the oldest organisations - those aged 50 or more years (72%), and
- organisations based in Rotherham (68%).

5.3 The need to use external support

In a similar way to the analysis presented in section 4.3, it is worth looking at the degree to which groups in different circumstances anticipate that their need for external support will change in the next three years. This may provide some indication of how the demand for infrastructure support and services may change in the near future. Table 5.7 outlines the survey results.

Table 5.7: Over the next three years, what do you think is most likely to happen to your organisation regarding the need to use external support?

	Our need to use external support will….					
Group of respondents	Stay the same	Change	Decrease	Increase slightly	Increase significantly	Weighted score
South Yorkshire - all respondents	**58.6%**	**41.4%**	**3.7%**	**28.4%**	**9.4%**	**52.4**
By district						
Barnsley	50.7%	49.3%	2.9%	37.7%	8.7%	58.0
Doncaster	60.5%	39.5%	2.3%	19.8%	17.4%	58.1
Rotherham	62.7%	37.3%	6.7%	29.3%	1.3%	41.3
Sheffield	58.9%	41.1%	3.4%	28.5%	9.2%	52.2
By organisation size						
Income: £0-£9,999	66.0%	34.0%	1.9%	25.2%	6.9%	40.9
Income: £10,000-£19,999	59.1%	40.9%	4.5%	27.3%	9.1%	52.3
Income: £20,000-£99,999	54.9%	45.1%	5.9%	30.4%	8.8%	56.9
Income: £100,000-£499,999	41.8%	58.2%	4.5%	38.8%	14.9%	76.1
Income: £500,000 or more	60.6%	39.4%	6.1%	24.2%	9.1%	51.5
By staffing						
No paid staff	63.5%	36.5%	2.3%	26.1%	8.1%	45.0
1 - 4 paid staff	62.8%	37.2%	5.1%	21.8%	10.3%	50.0
5 - 9 paid staff	50.0%	50.0%	9.1%	31.8%	9.1%	65.9
10 or more paid staff	48.5%	51.5%	3.0%	36.4%	12.1%	65.2
By age of organisation						
Less than 5 years old	40.0%	60.0%	11.1%	28.9%	20.0%	84.4
5 - 9 years old	61.4%	38.6%	2.9%	25.7%	10.0%	50.0
10 - 14 years old	58.1%	41.9%	4.8%	29.0%	8.1%	53.2
15 - 24 years old	55.4%	44.6%	2.7%	31.1%	10.8%	58.1
25 - 49 years old	64.6%	35.4%	0.0%	30.5%	4.9%	40.2
50 or more years old	69.6%	30.4%	1.4%	21.7%	7.2%	37.7

1. All figures, other than the 'weighted score', are percentages of respondents anticipating the extent of change over the next three years.
2. Percentages for 'stay the same' and 'change' sum to 100% for each issue (subject to rounding). Percentages for 'decrease', 'increase slightly' and 'increase significantly' sum to the percentage for 'change'.
3. Weighted score = ('Stay the same' x 0) + ('Slight change' x 1) + ('Significant change' x 2). The maximum score would be 200, that is, if 100% of respondents reported that they anticipate 'significant change'. Note that this is a weighted score of 'change', not of 'expected increase'.

The South Yorkshire 'benchmark' is that around 59% of respondents expect that their need to use external support will remain the same in the next three years; around 4% anticipate that it will actually decrease; whilst around 38% anticipate that it will increase.

But this overall pattern masks some interesting variations. Amongst different groups of respondents the proportion anticipating an increasing need to use external support ranges from 54% (amongst larger organisations) to 29% (amongst the oldest organisations).

Higher than average proportions of respondents expect their need to use external support over the next three years to increase amongst:

- larger organisations (though not the largest) - those with incomes between £100,000-£499,999 per year
- the youngest organisations - those less than 5 years old
- organisations based in Barnsley.

Lower than average proportions of respondents expect their need to use external support over the next three years to increase amongst:

- the smallest organisations - those incomes of less than £10,000 per year
- organisations with 1 – 4 paid staff
- organisations based in Rotherham
- the oldest organisations - those aged 50 years or more

Organisations less than 5 years old, those based in Doncaster, and those with incomes between £100,000 and £499,999 per year are most likely to report that their need for external support will increase significantly over the next three years.

5.4 The biggest challenges ahead

The survey asked respondents to describe up to three of the biggest challenges they will face in the near future. A selection of responses is indicated below:

1. Funding and finance

We will increasingly have to bid against other organisations such as local authorities, colleges, to provide services due to funding being allocated at regional/national levels (10105)[7]

Holding onto staff due to short term funding (10341)

The biggest single issue for us is adequate stable funding. We may be able to supplement our grant/SLA income by other means, but the service itself cannot be self-supporting (20201)

Funding streams moving or drying up as there is no way some of our own work could be self-financing - continuation funding is a major problem, many good projects have closed (20391)

Increasing income to match inevitable increase in expenditure i.e. escalating insurance costs, equipment costs, maintenance costs etc (30753)

Funding is always a really big issue with community groups. Manager is only person with any type of security - although this is year to year. With adequate funding all other challenges become surmountable (41019).

2. Volunteers, trustees and members

Maintaining our current number of trustees and attracting younger people to bring new ideas & energy to the group (10203)

We have a real problem to encourage volunteers to give up time to work within the centre (20570)

Recruiting new members. Gets more difficult as young people do not want to join our club (30234)

[7] The five-figure number is a unique reference number for each respondent organisation. Those beginning with 1 are based in Barnsley, with a 2 in Doncaster, 3 in Barnsley and 4 in Sheffield.

Persuading people to act as trustees - they are wary of legal responsibilities and possible workload involved (30601)

Keeping on existing volunteers, many of whom are elderly (41237)

3. Other organisational challenges

Find better bigger premises (10216)

Creating a clear & unique purpose/vision for the organisation, which we & other - specifically the council - understand. (10308)

Introducing change - e.g. volunteer inputs - setting control systems to monitor volunteer inputs & raise quality of service provided - risk volunteers withdrawing (20239)

Managing growing competition within vol/com sector (30539)

Capacity: in order to make the case for future funding a robust consultation needs to be done which existing staff do not have the capacity to undertake (40190).

6. Conclusions and implications

This research study has considered the scale, scope and nature of the Voluntary and Community Sector across South Yorkshire. In turn, we have examined the sector in four different ways:

- Chapter 2: the basic 'anatomy' of the VCS
- Chapter 3: the resources within the VCS
- Chapter 4: organisational development issues, and
- Chapter 5: future challenges facing the sector.

From section 1.3 we noted that detailed knowledge about the shape of the sector in South Yorkshire was patchy, missing or dated. The 2006 'Are You Part of the Picture?' mapping survey was undertaken in this light, in order to gain a better understanding of the voluntary and community sector's overall role and contribution across South Yorkshire. As a result of the survey and the analysis presented here, we now have some better answers to the original thought (from p.13) that *"We don't know what our sector looks like"*.

We have outlined the broad features of the research findings in this report. However, we have only begun to scratch the surface. The dataset from 692 respondents addressing 25 detailed survey questions provides a rich resource for further analysis, and further questions will arise. There are five key points and implications arising from the analysis so far:

1. There seems to be **a vast range and a large number of voluntary organisations and community groups operating in South Yorkshire**. They cut across many different policy and issue domains and do many different things at different geographical levels. They work with a whole range of different people, especially older people, children and young people, but also people in more vulnerable situations.

   It is clear that the sector is involved in many different aspects of South Yorkshire life. As such its 6,000 plus organisations are truly 'Part of the Picture', even if their contribution is sometimes taken for granted or otherwise goes unrecognised. Given the sector's diversity, it is actually a part of lots of different pictures. It is involved in health, in regeneration, in childcare and youth work, and in sport and leisure. It provides advice, facilities, support and representation. It campaigns, trains, provides services and social activities. It works across and beyond South Yorkshire, and at neighbourhood and community level. It is both part of the strategic picture for South Yorkshire, but crucially also part and parcel of everyday life.

2. **The total income of the VCS approaches £850m, and there are an estimated 26,000 paid staff to add to the estimated 112,500 volunteers working in the sector.** But within this, the sector's diversity is highlighted by the fact that alongside the smallest volunteer run groups there are a number of organisations with annual turnovers exceeding £1m. Women make up the majority of staff, volunteers and management committee members.

   The sector as a whole already makes an impressively valuable contribution to South Yorkshire, in so far as this can be captured by the estimates derived from the survey. On simple extrapolated counts, the numbers of people involved and the income in the sector demonstrate its overall contribution. However, alongside these 'big numbers', there is arguably a more pressing need to understand the precise nature of the contribution made by the sector. This begins to address the 'so what?' question. Numbers of staff, volunteers and total income are inputs into the sector's work. The next step is surely to consider the outcomes of that work. What are the varied consequences of all this activity? This is not a straightforward exercise. Given the diversity of the sector (in terms of organisations and the range of activities undertaken), it is likely to defy simple quantitative evaluations. What may be required is an illustrative assessment of the qualitative contribution made by organisations in different fields within the sector.

3. But at the same time, **much of the voluntary and community sector is relatively 'young' and relatively small**. Around half of the sector in 2006 has been operating for less than 20 years, and around half of organisations have an income of less than £10,000 per year. Nearly two thirds of organisations are run entirely by volunteers. Nearly three quarters of organisations are run with the equivalent of only 5 or less volunteer days per week.

   Most organisations in the voluntary and community sector are small and volunteer run, and many are relatively young. This is no different to the national picture. Some of the smallest and youngest organisations will want to stay broadly as they are. But many will want to expand to develop the services, support and contribution they might make. This highlights that there is tremendous potential within the sector, and a great deal of scope for building the sector's role and contribution. How that may occur, and the resources required for such development, will be a vitally important debate in the next few years.

4. At the same time as celebrating its overall contribution, and acknowledging its potential, it is clear that there are a number of issues of concern faced by the sector. A majority of respondents reported that 17 of the 22 issues listed in the survey were a problem. Around a quarter of organisations on average identify 'major or significant' problems for their organisation. But some issues are more problematic than others. **The most pressing problems facing the sector appear to be fundamental to its health: raising funds, finding and recruiting new volunteers, and the time to get involved in networks and partnerships.** Some types of organisation appear more likely to report issues as a problem than others: groups based in Doncaster and Rotherham appear less likely to report problems than those based in Barnsley and Sheffield. Organisations with incomes between £10,000 and £99,999 per year seem to experience the greatest problems, whilst the smallest and largest organisations seem less likely than average to report issues as problems.

   Central amongst the problems faced by the sector are what might be called the 'perennial problems' of money and people: raising funds and getting volunteers. It is arguable that the sector continues to be in a relatively fragile position. On the one hand this is a signal that existing 'capacity' in the sector could so easily be lost, but it also recognises that its contribution could so readily be enhanced by a more thoroughgoing and strategic approach to sector development. Of course this cannot be done without resources, but it also requires an evidence based approach to the problems faced by organisations in different circumstances, as suggested here. This may be informed by a more detailed 'casework' or 'diagnostic' exploration of problems and capacities within individual organisations, rather than dealing with isolated problems presented by individual groups requesting help.

5. **The youngest and the largest organisations are most likely to anticipate that key issues around people, funding and external relationships will change** in the next three years or so. Income and funding issues are particularly regarded as changeable, alongside the expectations of the kinds of services organisations deliver. However, a

slight majority of organisations on average expect that key issues are likely to stay the same over the next three years, and this is particularly evident amongst the smallest and the oldest organisations. **The youngest and larger organisations are also more likely than average to expect that the need for external support will increase**, compared with the smallest and oldest organisations. However, the smallest and oldest organisations are most likely to regard finding out what support is available as a significant or major problem.

When it comes to anticipating the challenges of the near future, many organisations expect things to remain broadly the same. However, the youngest organisations and the largest organisations appear to be facing more turbulence ahead compared to others. At the same time they report that their need for external support is more likely to increase compared to other organisations.

For the youngest organisations this is likely to be related to the challenges of establishment and consolidation. For larger organisations this may be a result of the difficulty of maintaining the resources to deliver services at a time when expectations about the role of the sector are increasing. At the same time we have seen that organisations with incomes between £20,000 and £99,999 per year seem more likely to experience or report a range of problems. We might speculate about what might be at the root of this. These might be organisations that are becoming more complex (for example, developing new projects and services, employing staff, and are being encouraged to grow), but do not yet have the developed systems, resources and capacity to deal with the issues that result. This suggests that more intensive support may be required here.

As well as looking at the South Yorkshire situation overall, the ‘Part of the Picture’ research has sought to recognise and capture the sector’s diversity. Much of the analysis here has explored differences apparently experienced by different types of organisation, by district, size and age. **In general we have seen that differences between districts appear to be less stark than divergent experiences between larger and smaller, and younger and older organisations. Life-stage and size appear to matter more than location and local context.**

But it is necessary also to consider the *implications* of this diversity. It may be worth assessing the extent to which infrastructure support services and interventions at present are adequately targeted at, or are responsive to, challenges faced by organisations in different circumstances.

This suggests that a more fine-tuned approach should be taken to both the practical support offered to different parts of the sector, but also on policy on the sector’s development. For example, when new support projects and services are developed, it would be necessary to consider how their relevance might vary for organisations in different circumstances. When Compacts, codes of practice and strategic plans for the sector are discussed, developed and implemented, it would be necessary to reflect on the extent to which the variable circumstances of organisations within the sector can be accommodated in such overarching frameworks. When new ideas and opportunities are discussed, such as ‘procurement’ or ‘community assets’, it will be important to remember that this will not always be of relevance to all parts of the sector.

Underlying this is a necessary shift in understandings and assumptions about ‘*the* Voluntary and Community Sector’ in South Yorkshire, which in reality reveals a number of different faces depending on the circumstances. Sector policy and day to day practice should always as a result at least question whether if reflects and responds to that diversity.

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Appendix 1. Methodology

This appendix outlines the methodology used in the study. It identifies the steps involved to develop both the sampling frame for the survey of VCS organisations across South Yorkshire and the sampling strategy, and a report on the survey administration, outcomes and analysis.

1. Developing the sampling frame

The principle activities here have been the merging and cleaning of databases holding VCS organisation contact details; with the aim to create a single composite database of VCS organisations.

The main steps involved in drawing sample frame together were as follows:

Step 1: Collect and negotiate access to the following VCS organisation databases: Charity Commission list of SY charities; Sheffield Information Service Help Yourself Directory; Voluntary Action Sheffield; Voluntary Action Rotherham; Voluntary Action Barnsley; Doncaster CVS; and South Yorkshire Open Forum. These are the main directories and databases in the sub-region.

It should be noted that the directories and databases have been collected for different purposes and maintained in different ways. The VA/CVS are essentially contact lists of organisations, the Charity Commission list is of all registered charities, and the SY Help Yourself Database includes organisations which outside the VCS, such as private and public sector organisations.

There are different definitions of the VCS. For the purposes of defining the sample frame we have used a broad definition to include: all organisations which have some voluntary or charitable purpose which are neither in the public or private sectors.

Step 2: Merge databases (removing obvious duplicates and non VCS organisations).

Step 3: Attribute organisations to a SY local authority district. The purpose of this stage is to be able to have a sample strategy which is weighted by the number of organisations in each district area.

Step 4: Remove non South Yorkshire Organisations. In practice this step was quite difficult as many organisations, despite serving South Yorkshire, have a registered contact address located outside the sub-region. An example of this would be where an organisation uses a residential contact address of a member, and the member lives outside South Yorkshire.

Step 5: Remove records where only personal contact details were available and no organisational affiliation. As the databases collected are used to store contact information, in many cases individuals may have given their details but may not have a direct role with a VCS organisation.

Step 6: Remove records where there are no addresses. The survey method being used is a postal survey, it would have created cost and survey bias issues (e.g. telephone surveys tend to have higher response rates) to have included organisations without postal addresses.

The number of records on each database was as follows (step 1 above):

Source	No.
South Yorkshire Charities	4,528
Sheffield Information Service	5,415
VA Sheffield	1,188
VA Rotherham	932
Doncaster CVS	308
VA Barnsley	1,058
South Yorkshire Open Forum	907
Total	**14,336**

From this list obvious duplicate organisations and non-VCS organisations were removed, producing a list of 8,557 entries (step 2 above).

From Step 2 to Step 6	No.
Step 2 results	8557
less, only individual details provided	695
less, organisations with no address	225
less, organisations outside SY and without a direct SY role	309
Remainder	**7328**

A key stage in this process was also to attribute organisations to a local authority district: for organisations located South Yorkshire this was done on the basis of attribution to one of the four districts based on postal contact details; for organisations outside South Yorkshire but with a South Yorkshire serving role these were where possible attributed to one of the four districts. Only in five cases was this not possible.

A further wave of cleaning was undertaken to remove 684 organisations with addresses outside South Yorkshire and without a clear South Yorkshire purpose. This gave the following spread of VCS organisations across the four districts.

District	Population
Barnsley	988
Doncaster	767
Rotherham	1362
Sheffield	4206
Other	5
Total	**7328**

From this list organisations were removed where full contact details were not available (primarily because they had only provided a telephone number). As a postal survey is being used these organisations were excluded.

	Population	Step 1 - Remove contact by phone/email	Step 2 - Remove No address
Barnsley	988	0	19
Doncaster	767	0	1
Rotherham	1362	8	17
Sheffield	4206	90	677
Other	5	0	1
Total	**7328**	**98**	**715**

After removing these organisations, the net population for the sample framework was 6,515 organisations. The following table shows their distribution across South Yorkshire.

	Population	% of Total	Sample Size
Barnsley	969	14.87	**833**
Doncaster	766	11.76	**766**
Rotherham	1337	20.52	**833**
Sheffield	3439	52.79	**1734**
Other	4	0.06	**0**
Total	**6515**	**100.00**	**4167**

2. The sampling strategy

Resource constraints meant that it was not possible (and would probably have been unnecessary) to survey all VCS organisations thought to exist. Instead, a stratified random sample was taken, where the districts represent the strata. Stratified random sampling, with proportional allocation, attempts to ensure a representation of the population by sampling separately from each stratum. The aim here was to have a sample strategy which would allow for sufficient organisations to be surveyed in each of the districts to ensure that the survey was robust: this meant balancing the need for sufficient organisations in each district to be surveyed with the need to ensure that a sufficient proportion of organisations in each district was surveyed.

However, where strata differ substantially in size as is the case here – Sheffield has four times the frequency of Doncaster and consists of over half the population – it is usual to under sample from large strata and over sample from the smaller strata. As over 50 percent of the VCS organisations in our framework are located in Sheffield, it would not have been apropriate to set a sample fraction of 25 percent for Sheffield. However, there was also a need to ensure that a sufficient response comes from the districts with smaller populations of VCS organisations. For example, it would not have been appropriate to set a sample fraction of 11 percent for Doncaster: this would have risked an insufficient response to be able to comment on Doncaster.

	Sample	Proportion of the sample	Sample Fraction
Barnsley	833	19.99%	86.0%
Doncaster	766	18.38%	100.0%
Rotherham	833	19.99%	63.6%
Sheffield	1734	41.61%	50.5%
Other	0	0.00%	0.%
Total	**4167**	**100.0%**	**64.2%**

To balance these two issues sample fractions for the four districts were set as equal sizes in Rotherham, Barnsley and Doncaster and double this in Sheffield (i.e. 20:20:20:40). Given the smaller population in Doncaster this was not possible, and the remainder was reallocated to Sheffield (hence the slightly higher figure for Sheffield).

3. Survey administration and outcomes

The survey was undertaken between Monday 8th May 2006 and Friday 23rd June 2006. A 12 page questionnaire (see Appendix 2) was posted with a FREEPOST envelope to a random sample of organisations from an amalgamated database listing of 6515 organisations. The sample was 'stratified' according to district location (Barnsley, Doncaster, Rotherham and Sheffield).

Responses of some form were received from over 1000 organisations. However, many of these signalled that the organisation was ineligible, had closed down, or the key contact had changed. The final valid response, from an adjusted population of 6264 organisations, and an adjusted sample of 3933 organisations, was 692 questionnaires. This represents an overall response rate of 18% of the sample, and 11% of the population. These frequencies, however, are maxima as many organisations did not respond to every question.

The response rate was highest in Sheffield, and lowest in Barnsley, as shown in the table below.

	Adjusted Population	Adjusted Sample	Valid Response	Adjusted response rate/sample
Barnsley	904	768	96	12.5
Doncaster	736	736	130	17.7
Rotherham	1289	802	138	17.2
Sheffield	3331	1627	328	20.2
Other	4	0	0	0.0
Total	**6264**	**3933**	**692**	**17.6**

4. Analysis

Data from returned questionnaires was entered into an SPSS database (numerical data) and an Excel spreadsheet (text data). Individual respondents have a unique five-figure ID number (starting with 1 for Barnsley, 2 for Doncaster, 3 for Rotherham and 4 for Sheffield).

The main forms of analysis undertaken have been:

- Descriptive statistics: the frequency and percentages of organisations responding to each question

- Comparisons of results between different types of respondents:
    - by organisations based in each of the four districts
    - by organisation size
    - by staffing
    - by age of organisation

- Extrapolations to estimate aggregate figures for the South Yorkshire Voluntary and Community Sector as a whole.

In the analysis, estimates have been given for district average values per organisation for relevant outcomes and average and total values for South Yorkshire. The sample mean, for random samples, is an unbiased (valid) estimator of the corresponding population mean. The estimated totals for outcomes are simply obtained by multiplying the estimated South Yorkshire mean per organisation by the total number of organisations (6264[8]), as shown in the table below.

	Survey responses	Sample mean	Population estimate	Rounded figure
Service users - individuals	471	2733.24	17,121,015	**17.1m**
Service users - organisations	317	47.26	296,037	**0.3m**
Paid staff	614	4.1	25,682	**25,700**
Volunteers	583	17.95	112,439	**112,500**
MC members	568	8.03	50,300	**50,500**
Total income	606	134618	843,247,152	**£843m**

[8] We have used the adjusted population figure of 6264 organisations as the basis for extrapolation as this is the most reliable figure we have. If we had used the initial sample framework figure of 6515 we would be including estimates for organisations that had closed down or were ineligible. If we had used the Step 6 figure of 7328, we would have been including organisations that we have even less information about and had excluded from the survey. We have thus erred on the side of caution in drawing estimates for the VCS as a whole.

Appendix 2. Survey questionnaire

Reference Number: __ __ __ __ __

Are You… Part of the Picture?

Mapping the Voluntary and Community Sector across South Yorkshire

Nobody is really sure how extensive the voluntary and community sector is across South Yorkshire.

Researchers at Sheffield Hallam University are now helping to map the sector in Barnsley, Doncaster, Rotherham and Sheffield. The aim is to assess how wide ranging its activities are, as well as the contribution it makes.

You can help complete the picture by filling in this questionnaire.

Please help 'paint the picture' by completing and returning this questionnaire in the envelope provided by Friday 26th May 2006.

The questionnaire is in six sections: from A to F, covering 25 questions.
Most questions ask you to tick whichever answers apply to your group.

Some questions ask you to circle a number or tick 'yes' or 'no'. At the end of the questionnaire there is a box for you to add further information if you wish.

We think that the questionnaire should take approximately 45 minutes to complete.

The survey is being funded by *ChangeUp*, and undertaken in partnership with South Yorkshire Open Forum and the South Yorkshire Voluntary and Community Sector *ChangeUp* Consortium.

Sheffield Hallam University | South Yorkshire OPEN FORUM | South Yorkshire ChangeUp | CRESR Centre for Regional Economic and Social Research

Please be assured that the questionnaire remains **completely anonymous**. The results will be reported later this year, but no individuals, organisations or groups will be identified.

If you would like further information about the study overall, or about any of the questions in particular, please contact:

- Anne Shirling at South Yorkshire Open Forum on 01709 519100 (e-mail: anne@syopenforum.org.uk) or
- Rob Macmillan at Sheffield Hallam University on 0114 225 4525 (e-mail: r.macmillan@shu.ac.uk).

Section A. About your group or organisation

Questions 1 to 8 ask you to provide some basic information about your organisation

1. Contact details

Name of your group or organisation: ....

Address:..

....

.... Post code: ....

Contact phone number:...

Email address: ....

Main contact name for your organisation:...

Your role within your group or organisation:...

2. What type of organisation are you?

(Please tick any box which applies)

Informal neighbourhood or community group.. ☐

Registered charity (including exempt or excepted charities)...................................... ☐

Branch of a national voluntary organisation .... ☐

Local voluntary organisation .... ☐

Company limited by guarantee .... ☐

Registered Friendly Society or Industrial and Provident Society .... ☐

Church or faith organisation* .... ☐

Housing Association.. ☐

Other non-profit organisation.. ☐

Not a community or voluntary organisation - and our activities are not relevant to this survey** .... ☐

If you chose this option, please only include in the questionnaire those areas of work which are **not part of worship or evangelism*

***If you chose the last option, please ignore the remainder of this questionnaire and return it in the envelope provided. This will ensure you do not receive further queries regarding your participation in this survey.*

3. Do you have a constitution or set of written rules? Yes / No

4. How many years has your organisation been operating?

We were established in ...., **OR** we've been in operation for ....years

5. a) What do you do?

Please describe here what your aims are and what you do

b) What are the main areas of work you are involved in?

(Please tick all that apply)

- Health ☐
- Welfare/social care ☐
- Arts and cultural activities ☐
- Leisure/recreation/sport ☐
- Economic and community development; regeneration ☐
- Education/research/training ☐
- Childcare/Play/Youth work ☐
- Housing/homelessness ☐
- Supporting or working with other community and voluntary groups ☐
- Community safety/criminal justice ☐
- Environmental activities/conservation/heritage/work with animals ☐
- Other *(please specify)* ☐

c) What are your main activities within this work?

(Please tick all that apply)

- Provide advice/information ☐
- Advocacy/campaigning ☐
- Counselling ☐
- Direct provision of services ☐
- Give grants to individuals ☐
- Give grants to organisations ☐
- Housing advice and provision ☐
- Play activities ☐
- Provide support to other organisations ☐
- Provide and manage living accommodation ☐

(Please note this question continues overleaf)

- Provide and manage office accommodation or meeting spaces ☐
- Raising funds other than for your own local organisation ☐
- Representation (for example if you are an umbrella body) ☐
- Resource centre ☐
- Self help and support ☐
- Social activities ☐
- Sports and recreation ☐
- Training and community education ☐
- Worship and religious education ☐
- Other *(please specify)* ☐

6. Who do you work with?
Please indicate below the main groups of people in the community that you work with or provide services for. Please tick all that apply

- All members of your community ☐
- Carers ☐
- Children under 5 ☐
- Children aged between 5-15 ☐
- Young people aged between 16-24 ☐
- Older people ☐
- Refugees and asylum seekers ☐
- Families ☐
- Lone parents ☐
- Lesbians, gay men and bisexual people ☐
- Women and girls ☐
- Homeless people ☐
- Low-income groups ☐
- Unemployed people ☐
- People with physical disabilities ☐
- People with learning difficulties ☐
- People with mental health difficulties ☐
- Substance users, e.g. alcohol, drugs, etc ☐
- Offenders/ex-offenders ☐
- Victims of crime ☐
- Volunteers ☐
- Other charities/voluntary groups ☐
- People with health concerns *(please specify)* .... ☐
- Ethnic minority group *(please specify which groups)* .... ☐
- Other defined groups of people *(please specify)* .... ☐

7. Please estimate the total number of people or organisations who use your services in a year:

Please insert the number of individuals here ....

Please insert the number of groups or organisations here ....

8. a) **Where do you work?**
Please indicate at which geographical level you work. Please tick only one of these

1. At the neighbourhood or community level .... ☐
2. Across several neighbourhoods but not all of the district .... ☐
3. Across all of a district (Barnsley, Doncaster, Rotherham or Sheffield).................. ☐
4. Across more than one district in South Yorkshire .... ☐
5. South Yorkshire-wide .... ☐
6. Across Yorkshire and the Humber .... ☐
7. England .... ☐
8. UK .... ☐
9. Overseas .... ☐
10. Other *(please specify)* .... ☐

b) **If you have answered 6-9 in question 8a) above, please estimate what proportion of your work is based within South Yorkshire** ....%

Section B: People: staff, trustees, volunteers and members

Questions 9 to 11 ask you about the people involved in your organisation

9. **How many members does your group or organisation have?** ....

10. a) **How many members of paid staff do you have?**
Please complete the following table. If you are a branch of a larger organisation, please give the figures for your branch only.

	Overall number	Part time (less than 16 hours per week)	Part time (between 16 and 30 hours per week)	Full time (30 or more hours per week)
Male				
Female				
Total				

b) **Please estimate the total number of hours worked by all paid staff together in a week** ....

11. a) **How many volunteers or unpaid workers are involved in your organisation/group?**
Please include management committee members or trustees, but exclude any members of your group who receive services but do not otherwise help in the activities of the organisation Total ....

Of the total number of volunteers or unpaid workers, how many are:

Female .... Male ....

1. Aged under 20 ....
2. Aged 20-24 ....
3. Aged 25-34 ....
4. Aged 35-49 ....
5. Aged 50-64 ....
6. Aged 65 or more ....

b) **Can you estimate the total number of hours worked by volunteers for your organisation on average each week?** ....

Please do not forget to include hours contributed on average by management committee members and trustees.

c) **How many management committee members or trustees does your organisation have?** *(Please complete the following table)*

	Overall number	How many have joined the committee in the last 12 months?	How many have been on the committee for longer than 1 year but less than 3 years?	How many have been on the committee for longer than 3 years but less than 5 years?	How many have been on the committee for 5 years or more?
Male					
Female					
Total					

d) **How many times per year does the management committee or board of trustees meet?** ....

Section C: Resources – income, expenditure and premises

Questions 12 to 16 ask you for more detail about finances and premises

12. a) For your most recently completed financial year, what was your group's total <u>income</u>? *(Please tick whichever box applies)*

£0 - £9,999.................................. ☐
£10,000 - £19,999 .... ☐
£20,000 - £29,999 .... ☐
£30,000 - £39,999 .... ☐
£40,000 - £49,999 .... ☐
£50,000 - £59,999 .... ☐
£60,000 - £69,999 .... ☐
£70,000 - £79,999 .... ☐
£80,000 - £89,999 .... ☐
£90,000 - £99,999 .... ☐
£100,000 or more......................... ☐

If you have ticked that your income is £100,000 or more, please could you could indicate the exact amount, to the nearest £1,000, here: £

We are extremely grateful for this information. It helps us provide a better estimate of the size of the voluntary and community sector overall

b) **What period does this cover** ***(e.g. 1 April 04 - 31 March 05)***..............................

c) **What was your annual income:** *(Please provide estimates if the exact figures are not to hand)*

the year before? £......................
three years before? £......................

13. a) What were your major sources of income in the last financial year?

Funding Source *(If you have more than one of any of these, please use the box for 'others' below)*	Yes / No	How much in the last year? £	or % of total income	When does this run to?
Grant from a Local Authority				
Grant from a parish or town council				
Grants from Central Government				
European funding				
Grants from health authorities				
Grant from South Yorkshire Community Foundation				
Grants from the Lottery or Community Fund				
Grants from Charitable Trusts				
Contracts or Service Level Agreements				
Membership Fees/Subscriptions				*Not applicable*
Sales of goods and services				*Not applicable*
Business donations, fundraising and sponsorship				*Not applicable*
Fundraising (e.g. collections, events, donations)				*Not applicable*
Interest				*Not applicable*
Estimated value of contributions in kind (e.g. room hire, photocopying)				*Not applicable*
Others (please state) 1. 2. 3.				

13. b) Do you currently have, or have you ever previously had, any loan finance or used an overdraft facility?

1. Currently have a loan .... ☐
2. Previously had a loan................. ☐
3. Used an overdraft facility .... ☐
4. Never had any loan finance .... ☐

If you have ever had any loan finance or used an overdraft facility, please provide details here (i.e. how much for, who from, what for)

14. a) For your most recently completed financial year, what was your group's total <u>expenditure</u>? *(Please tick whichever box applies)*

£0 - £9,999.................................. ☐
£10,000 - £19,999 .... ☐
£20,000 - £29,999 .... ☐
£30,000 - £39,999 .... ☐
£40,000 - £49,999 .... ☐
£50,000 - £59,999 .... ☐
£60,000 - £69,999 .... ☐
£70,000 - £79,999 .... ☐
£80,000 - £89,999 .... ☐
£90,000 - £99,999 .... ☐
£100,000 or more.......................... ☐

If you have ticked that your expenditure is £100,000 or more, please could you indicate the exact amount, to the nearest £1,000, here: £

b) What was your annual expenditure: *(Please provide estimates if the exact figures are not to hand)*

the year before? £......................
three years before? £......................

15. How much was your expenditure in the last financial year on

	How much in the last year	OR	% of total expenditure
Staffing/salary and associated costs?	£....................		...............%
Costs of premises (e.g. rent, maintenance, etc)?	£....................		...............%
Training	£....................		...............%
Other costs	£....................		...............%

16. What premises do you use? *(Please tick whichever applies)*

A building owned by your organisation.. ☐
A building you own jointly with other organisations.. ☐
A building or rooms which you rent.. ☐
Free use of rooms or a building .... ☐
Only able to meet at a member's home or in a public place .... ☐
Other *(please specify)*.. ☐

Section D: The achievements of your organisation

The next three questions ask you to look at the achievements of your organisation

17. Could you describe why you would say your organisation or group is needed?
Please also describe what impact your organisation's activities makes, i.e. what difference does it make?

18. How, if at all, do you measure what difference has been made by your organisation?

19. Please describe up to three of your group's main achievements over the last three years

Section E: Developing your group

The next three questions ask you about running and developing your organisation

20. a) Does your organisation have a strategic or business plan? Yes / No

b) If yes, how many years does the current plan cover? .... Years **OR** Until..........

21. Has your organisation adopted or achieved any quality standards, such as Investors in People, or PQASSO?

1. No..........................☐

2. Working towards one ...☐ If so, which one(s)...

....

3. Yes .... ☐ If so, which one(s)...

.... When were they achieved/awarded? ....

22. To what extent are the following issues a problem for your group in meeting its objectives? *(Please circle only one number for each issue)*

Issue	No problem	Slight problem	Significant problem	Major problem	Not Applicable
Raising funds	1	2	3	4	NA
Skills in being able to put in good quality funding bids	1	2	3	4	NA
Managing different funding streams	1	2	3	4	NA
Negotiating contracts and service level agreements	1	2	3	4	NA
Book-keeping and preparing accounts	1	2	3	4	NA
Planning ahead	1	2	3	4	NA
Recruiting the right staff	1	2	3	4	NA
Retaining staff	1	2	3	4	NA
Managing staff	1	2	3	4	NA
Finding and recruiting new volunteers	1	2	3	4	NA
Keeping and developing volunteers	1	2	3	4	NA
Getting the right skills and experience on your management committee	1	2	3	4	NA
Maintaining an active management committee	1	2	3	4	NA
Getting new members and users involved in your group	1	2	3	4	NA
Difficulties faced by members and users, such as language barriers and access to child care	1	2	3	4	NA
Having enough or appropriate space for your group's activities	1	2	3	4	NA
Keeping up with latest policy developments in your area of work	1	2	3	4	NA
Keeping up with the latest legal requirements relevant to your work	1	2	3	4	NA
Identifying and evaluating the impact of your group or the difference it makes to your services users	1	2	3	4	NA
Time to get involved in networks and partnerships	1	2	3	4	NA
Limited skills in your group/organisation	1	2	3	4	NA
Finding out what support is available	1	2	3	4	NA

Any others *(please specify)*

1	1	2	3	4	NA
2	1	2	3	4	NA
3	1	2	3	4	NA

Section F: The Future

Questions 23 and 24 ask you to look ahead at the future of your organisation

23. Over the next three years, what do you think is most likely to happen to your organisation? *(Please circle only one number for each issue)*

	Decrease significantly	Decrease slightly	Stay the same	Increase slightly	Increase significantly
Our income overall will	1	2	3	4	5
Our expenditure overall will	1	2	3	4	5
The number of paid staff working for us will	1	2	3	4	5
The number of volunteers working for us will	1	2	3	4	5
Ease of recruiting staff will	1	2	3	4	5
Ease of recruiting trustees will	1	2	3	4	5
Ease of recruiting volunteers will	1	2	3	4	5
Our involvement in networks and partnerships will	1	2	3	4	5
Our influence with statutory agencies will	1	2	3	4	5
The total value of grant funding will	1	2	3	4	5
The value of our contracts will	1	2	3	4	5
Our core work will	1	2	3	4	5
Expectations regarding the services we deliver will	1	2	3	4	5
Funding from statutory bodies will	1	2	3	4	5
The complexity of our organisation will	1	2	3	4	5
Collaboration with other organisations will	1	2	3	4	5
Competition with other organisations will	1	2	3	4	5
The need to use external support will*	1	2	3	4	5

Any others *(please specify)*

1.	1	2	3	4	5
2.	1	2	3	4	5
3.	1	2	3	4	5

** For example, from agencies like your local Council for Voluntary Service, Volunteer Centre, or other support organisations.*

24. **What are the biggest challenges your organisation will face in the near future?**
Please list up to three and describe what each of these are

1.
2.
3.

25. **Please use this box to add anything else you wish to say about your group or organisation, its work, and the challenges and future it faces.**

Thank you very much for your time spent completing this questionnaire

Please return this questionnaire in the FREEPOST envelope provided and return it by Friday 26th May 2006

This survey is taking place amongst a representative sample of groups and organisations throughout South Yorkshire. The overall results will be reported and publicised later this year.

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