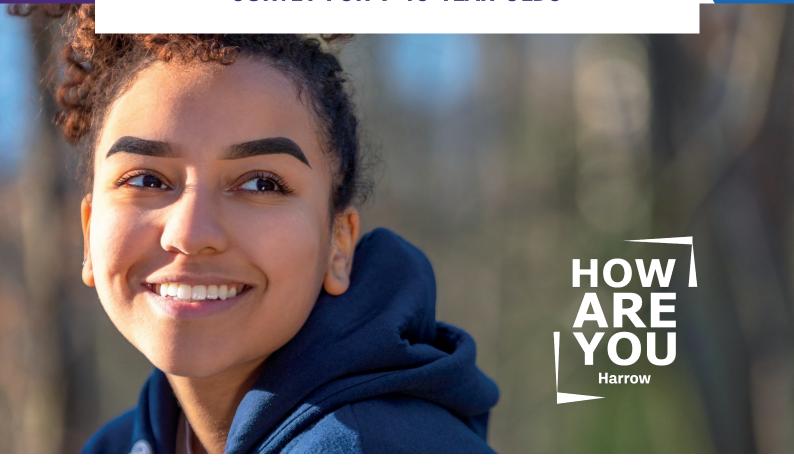
HOW ARE YOU HAY HARROW 2021

KEY FINDINGS OF THE HEALTH AND WELLBEING SURVEY FOR 9-18 YEAR OLDS











CONTENTS

roleword From Harrow Councit, Toding Harrow Foundation, Harrow School Nursing Service & NW London	1000 3
About HAY Harrow	4
Snapshot of Young People in Harrow	5
Key Themes	7
Topic #1 - Poverty	8
Topic #2 - Feeling Safe (including sexual harassment, exploitation, violence and risky behaviour)	9
Topic #3 - Emotional Wellbeing	10
Topic #4 - Physical Health	11
Physical activity	12
Barriers to physical activity	12
Diet	13
Oral health	13
Sleep	13
Body image	14
Sexual health	14
Getting health advice	14
Medical conditions	14
What predicts feeling physically healthy?	15
Topic #5 - Impact of Covid on Young People	16
Topic #6 - Future + Employment	17
Key Worries for Young People	18
Main worries at Key Stage 3	18
Main worries at Key Stage 4/5	20
Main worries for FE college students	22
Focus on Specific Groups	24
What Next	25

FOREWORD

FROM HARROW COUNCIL, YOUNG HARROW FOUNDATION, HARROW SCHOOL NURSING SERVICE & NW LONDON CCG

It has been our aim ever since the last borough-wide survey of young people in 2018 ('This is Harrow') to repeat the exercise to see what had changed. And we know so much has changed in the last 18 months since the beginning of Covid and lockdowns. The pandemic gave added importance to asking how our young people were feeling about their lives, what was going well and what really wasn't going so well.

Thanks to our amazing partners in Harrow's schools and colleges we were able to hear from 6,052 of our young people aged between 9-18+, which represents a quarter of the total population of that age group living in Harrow. We feel immensely privileged that they felt able to share with us their hopes, fears and struggles.

Most said that they feel loved and supported which is testament to the wonderful families, schools and colleges and supportive networks in our Borough. But some of the things our young people said are difficult to hear, and we feel even more proud of our young people for the bravery and resilience that so many of them bring to every day.

Now we have to respond to what they've said. We are working, as a collective alongside young people and partners, on an action plan to make meaningful, long term change. The key strategic partners all sit on the Harrow Children and Young People Integrated Partnership Board which has agreed to make our response to HAY Harrow a key priority. The journey will be documented and available to see at youngharrowfoundation.org/HAYHarrow. (The full HAY Harrow report is also available on that weblink.)

One of the most important things we can do is discuss the results of this report with colleagues, friends and family. We hope you will feel inspired to get involved in this mission.











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ABOUT HAY HARROW

The How Are You (HAY) Harrow survey report represents a comprehensive investigation of the health and wellbeing of young people studying and living in Harrow in 2021.



Our last survey of young people in Harrow – This Is Harrow – was run in 2018 and had responses from 4,358 young people aged 10-19. They key themes were 1) Mental and Emotional Wellbeing; 2) Youth Violence; 3) Accessing Employment Opportunities; 4) Inequalities; 5) Being Active. Over the last three years the survey has helped to raise over £3 million for children and young people services in Harrow.

To read the full This is Harrow report visit: youngharrowfoundation.org/hayharrow

SNAPSHOT OF YOUNG PEOPLE **IN HARROW**

Harrow's young people are ethnically diverse; they are more likely to be (British) Asian than White. If they are White, then they're often from families with links to European countries outside the UK. 40% live in homes where a second language is spoken, most commonly (in rank order) Romanian, Arabic, Gujarati or Tamil.









90% live in a home with their Mum, and 75% live in a home with their Dad. Up to 10% also live with another family or non-family member (most commonly their grandmother). A fifth live with someone with a health or medical health condition. 1% live with a foster family and 1% live in a children's home or supported living.

Nine in ten live in one home, about 6% live in two homes (for example because their parents are divorced) and about 5% in temporary housing.



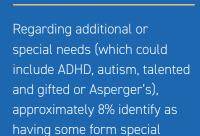


Those in Key 4/5 and college were asked about sexuality. 92% identify as straight, 2% gay or lesbian and 5% bisexual.

In terms of status in this country, overall 83% identify as British, 11% as 'other', 4% as a refugee and 4% as an asylum seeker. Most who replied 'other' self-describe as 'EU citizen'.













Only about six in ten have their own bedroom. A small number don't have a bedroom at all. 14% don't have a laptop they can use at any time and 20% have no quiet space to do homework.



needs across all age groups.

21% live with someone with a health or mental health condition. 3% live with someone who has problems with substance abuse.



Harrow's young people eat meals with their family several times a week or more.



Just over 10% worry that their family might run out of food because of lack of money or other resources. This rises to 18% for those in college.

ETHNICITY	% RESPONDENTS
Asian/British Asian	41%
White	28%
Black/Black British	11%
Other ethnic group (most common in rank order 'Arab', 'Indian' or 'Afghan')	11%
Mixed/dual heritage	9%
Chinese	1%

KEY THEMES

Overall our young people are doing well and are happy:

- 86% eat meals with their family several times a week or more
- Over 80% agree that their family helps and supports them, and that their parents or carers are interested in what happens to them at school or college
- 80% say they like school or college a bit or a lot
- 82% say they agree they have a really good friend or friends.

BUT THE HAY HARROW SURVEY HIGHLIGHTS 6 KEY THEMES THAT YOUNG PEOPLE ARE STRUGGLING WITH:

01

Poverty: Despite Harrow's image as a leafy, relatively prosperous borough, the HAY Harrow survey brings issues related to poverty that our young people face - from worries about their family having resources for food; access to laptops to do school or college work; not having a bedroom; or living in temporary accommodation.

02

Feeling safe: Across different domains of feeling unsafe in their own home; feeling unsafe in the area where they live; experiencing sexual harassment; receiving images or messages on social media that made them feel uncomfortable; the small percentage but significant number who say they have been involved in gang activity - this report sets out the issues that we need to understand better and then address through all stakeholders.

03

Emotional wellbeing: Mirroring the national picture, the emotional wellbeing of young people in Harrow remains concerning. It continues to be something young people need support with.

04

Physical health: Most of our young people report feeling in good or even excellent physical health. This is welcome but the survey highlights a number of areas from physical activity levels, barriers to physical activity, diet, oral health, sexual health, getting health advice and medical conditions where there are areas of concern.

05

Covid and its impact on young people: HAY Harrow shows that our young people have been impacted negatively in a number of ways.

06

Future and employment: Only half our young people feel optimistic about the future, many say they have missed out on work experience and do not feel they are getting the right career support.

We also want to highlight two focus issues:

- a) Exam pressure
- b) Specific groups of young people that are struggling

TOPIC #1 - POVERTY

Harrow is often seen as a leafy, affluent borough but when we look below the surface the numbers of young people experiencing material deprivation become apparent. The survey asked a number of questions relating to poverty and inequality. Young people told us:

- 12% worry that their family might run out of food because of lack of money or other resources.
 This rises to 18% for college students.
- Comparing across ethnicity groups revealed that those who identify as (British) Black, Chinese, mixed/dual heritage and 'other ethnic group' are significantly more likely to worry about running out of food.
- Further analysis revealed a significant negative link between food insecurity and how young people felt mentally and physically. It was statistically associated with poor oral hygiene (i.e. not regularly brushing teeth twice a day with toothpaste), not getting enough sleep, not eating breakfast, a lower rating for feeling physically healthy, and higher electronic device use at weekends.
- 40% don't have their own bedroom and 2% said they have no bedroom.
- 14% don't have access to their own laptop or tablet at home for school or college work; they either have to share or don't have one to use.
- **5% said they live in temporary housing;** this went up to 10% for college students.
- Young people identifying as 'other ethnicity group' were more likely to say they were living in temporary housing.



FEELING SAFE (INCLUDING SEXUAL HARASSMENT, EXPLOITATION, VIOLENCE AND RISKY BEHAVIOUR)

We asked young people to tell us how safe they were feeling in Harrow in terms of their physical safety around Harrow, their experiences of exploitation and sexual harassment, as well as risky behaviours.

- 2% say they do not feel safe at home. And a further 10% only felt safe at home some of the time.
- 13% of young people at KS4/5 and above said they felt they had been the victim of **sexual harassment**: That average figure rises to 28% for young people who identify as **non-binary**, 19% who are female and 7% who are male agree that they have experienced sexual harassment.
- Ability to be assertive in relationships: Young people were asked whether they agreed with this statement: 'if someone asked me to do something that I didn't want to do, I would say no'. Overall, about 9% of young people disagreed with this, 22% were neutral and 68% agreed.
- If they are in Key Stages 3, 4 or 5, about 3% say they have been involved in gang activities.
- Four in ten say there are areas of Harrow where they feel unsafe. Often mentioned were Harrow-on-the-Hill train station, Wealdstone or Harrow Weald, as well as places that are not busy like alleyways and parks.
- About 7% do not feel safe in the area where they live. A further 35% feel unsafe in the area where they live some of the time.
- Just over one-in-ten have been sent images or messages that have made them uncomfortable, or have been asked to send nude pictures of themselves or join in with sexual conversations.
- 11% have daily online contact with people they have never met in real life. It is not clear how young people understood this question. It could refer to playing with someone online or commenting / liking social media posts but this warrants further investigation.



TOPIC #3 EMOTIONAL WELLBEING

We know from the 2018 'This is Harrow' survey, that mental health was something young people wanted more support around. In 2021 this remains a priority. The results largely mirror the national averages. In the HAY Harrow responses:

- 65% said they "sometimes" or "often" feel depressed or anxious
- Overall, 19% of young people surveyed "often" feel nervous or anxious; this was lowest in KS2 and highest in KS4/5
- Nearly 30% of KS4&5 "often" feel nervous or anxious and 24% of them "often" feel depressed
- Half of young people agreed that they could cope when life gets tricky, 38% were neutral and 12% disagreed. This was relatively consistent across age groups

WHAT PREDICTS HIGHER LIFE SATISFACTION?

The following factors predict high life satisfaction (in rank order):

- feeling happy yesterday
- feeling loved
- liking the way you look
- feeling down/depressed less often
- feeling physically healthy feeling able to talk to family about problems
- liking school
- not worrying about food insecurity
- feeling safe in the area you live
- not being non-binary

BULLYING

- 11% of young people overall said they had been bullied, and 3% said they had taken part in bullying someone in the last few months.
- The breakdown by ethnicity was 29% of Chinese young people said they had been bullied in the past few months in comparison with 15% of White, 12% of (British) Asian, 12% of mixed race/dual heritage, 13% of 'other ethnic group' and 10% of (British) Black young people.
- Analysis of the free text answers as to the reason for the bullying suggested it mainly focused on something that was noticeably 'different': ethnicity and body shape were common themes, as they got older it might be about gender/sexual orientation.
- School is the most frequently mentioned location for bullying (about a third of free text comments). Online bullying is mentioned less frequently (between one in six to one in 20 free text comments).
- Bullying happens most often when young people are of an age when they are in primary and the start of secondary school.
- In school the bullying usually takes place outside of lesson time, and comments suggested that there was sometimes a lack of awareness and/or understanding by adults entrusted with supervision during lunch and break times.

TOPIC #4 PHYSICAL HEALTH

Overall most young people report that they are feeling fairly physically healthy - 80% said their physical health is "good or excellent".* However, the HAY Harrow highlights a number of areas of concern:

- Opinion of overall physical health
- Physical activity levels
- Barriers to physical activity
- Diet

- Oral health
- Awareness of sexual health services
- Sources of health advice
- Medical conditions

OPINION OF OVERALL PHYSICAL HEALTH

































The proportion of young people rating their physical health as fair or poor increased as they got older, such that the figure was **12.4%** for KS2 pupils but **23%** for college students.

(British) Black, Chinese and those young people identifying as "other ethnic group" were all more likely, and (British) Asian and White young people less likely, to rate their physical health as **poor/fair**.

Harrow Year 9s and 11s (particularly girls) are **less likely** to feel physically healthy than the UK data.

^{*}It is important to note that self-rated estimation of good physical health does not necessarily equate to good physical health.

PHYSICAL ACTIVITY

• On average our young people are getting at least 1 hour of exercise 5 days a week. This dips slightly to 4 days per week for KS4/5 and college.



The UK national guidelines are that 5-18 year olds should engage in moderate to vigorous physical activity for an average of at least 60 minutes per day across the week.

- Over 50% said that they do not go to a gym, sports or exercise club at least once a week.
- 46% of KS2 and 40% of KS3 get to school by car or taxi (at least one day a week).

BARRIERS TO PHYSICAL ACTIVITY

- The biggest barriers to participating in sports outside of school / college, was the lack of suitable spaces or pitches near to their home (18% of respondents); nearby groups not offering the sports they wanted to do (12% of respondents) and cost (9% of respondents).
- About 6% of young people say they are stopped from being able to get out and exercise because they
 needed to look after others in the family.

WHAT STOPS YOU DOING THE SPORTS OR EXERCISE YOU WANT TO DO?

"No female-only "I'm not allowed to "I'm a girl so I can't join any services at local go out by myself" football teams" centres" "Don't have time "I would normally want "I have exams most of to cycling but I can't because I'm going the time and I have to college and after right now because of to study for them so Covid 19" college I'm going to I barely have time working" sometimes" "Covid-19" "Because of my "Fat shamers" period" "People being "Not allowed "Overload of school judgemental" homework" by parents" "Covid" "Disability"

DIET



Overall, seven in ten young people had breakfast every day. The proportion decreases as young people get older, so whilst 86% of KS2 children have breakfast every day, this decreases to just 53% of KS4&5 and college students. Comparing across ethnicity groups revealed that (British) Asian young people were significantly more likely to have breakfast every day than other ethnicity groups.



Overall, about half of young people ate vegetables every day and 80% ate them at least several times a week. This was consistent across all age groups. Comparing across ethnicity groups revealed that (British) Black young people were significantly less likely, and (British) Asian young people were more likely, to eat vegetables every day than other ethnicity groups.



• Overall, 8% of young people had a fizzy or energy drink every day, and nearly 30% had one at least several times a week. About 16% never had them. Of those who drank fizzy / energy drinks, the frequency of drinking them increased with age such that only 4% of KS2 children drank them daily in comparison with 16% of college students. Comparing across ethnicity groups revealed that (British) Asian young people were significantly less likely to frequently drink fizzy drinks than other ethnicity groups.



Overall, 9% of young people said they never ate fast food or take-aways, 75% said they
ate them once a week or less and 16% said they ate fast food or take-aways several
times a week or more.

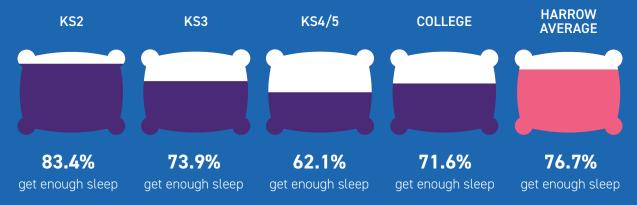
ORAL HEALTH



80% of young people said they always brushed twice a day with toothpaste; 15% said sometimes, 2% said rarely and 1.5% said never. This was broadly similar across the age groups.

SLEEP

Overall 23% of young people said they did not get enough sleep. This was notably higher for KS4/5 students, where 38% said they didn't feel they were normally getting sufficient sleep.



BODY IMAGE

• Overall, 60% of young people felt they were about the right size, 4% of young people felt they were "much too thin", and 4% felt they were "much too fat".*

SEXUAL HEALTH

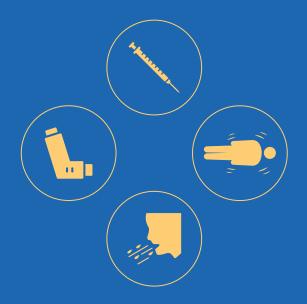
Over 60% in Key Stages 4 and 5 and college do not know how to access local sexual health services.

GETTING HEALTH ADVICE

Young people were asked who they would talk to if they were worried about their physical or mental health (not asked to KS2 children). Overall, the three most popular answers were talking to someone in their family (70%), talking to friends (56%) and looking online for more information (30%).

MEDICAL CONDITIONS

• The proportion of those with diabetes and epilepsy increased with age, from under 1% in KS2 children to over 2% in those at college. When we look at the interaction between ethnicity and these medical conditions we find that more (British) Black and Chinese and mixed/dual heritage and fewer white young people reported having asthma than expected by chance. This pattern was identical for allergies. More Chinese and 'other ethnic group' young people and fewer (British) Asian young people identified as having diabetes than expected by chance.



^{*}The wording for this question was taken from the national WAY (What About Youth) survey from 2014.

WHAT PREDICTS FEELING PHYSICALLY HEALTHY?

Our researcher looked for any correlations in respondents' answers to this question to see what factors could predict whether someone said they felt physically healthy or not. The following factors emerged as predicting feeling physically healthy (in rank order)*:

- Physically active during the week
- Eat regular family meals
- Get enough sleep to feel rested
- Eat breakfast daily
- Not worry about family food insecurity
- Daily teeth brushing
- Not using electronic devices for 6+ hours per weekend day

*It is important to remember that correlation is not causation i.e. we cannot draw the conclusion that young people using their electronic devices less will increase their feeling physically healthy.



TOPIC #5 IMPACT OF COVID ON YOUNG PEOPLE

- It seems to have led to lower life satisfaction. More of our young people (16% of them) are reporting lower life satisfaction scores below the mid-point compared to the last five pre-pandemic national surveys when the proportion ranged between 10% and 13%.
- A fifth used to attend clubs or gyms that are now closed because of the pandemic (as of April/May 2021)
- Fewer young people have visited the doctor in the last 12 months than previous national data trends.
- The percentage who feel able to approach a trusted adult at school or college, and who feel that teachers care about them as a person, is lower than national pre-pandemic data.



FUTURE + EMPLOYMENT

The future feels daunting for many of our young people. Only half of them said they felt optimistic about it. Many have missed out on work experience, and some don't feel they are getting the right support. Our young people said...

- Only 40% have found someone who can offer careers advice that feels relevant to them
- Only one third have carried out work experience in an area of work that interests them
- 39% agreed they had found someone who could offer them careers advice that's relevant to their interests; 27% disagree
- When asked what kind of jobs they would like the most common answers (in rank order) were:
 - Owning own business
 - Some form of engineering
 - Health professions (doctor, nurse)
 - IT-related jobs (programmer, web designer, working in gaming, social media)
 - Lawyer
 - Teacher
 - Accountant
 - Therapist (beauty)
 - Nursery nurse
 - Designer (graphic, interior, clothing)

WHAT KIND OF JOB WOULD YOU LIKE TO HAVE WHEN YOU'RE OLDER?

"I hope I will soon be accepted as a british citizen and then I will learn to be an airport security officer or an ambulance driver."

"Have my own business"

"Anything with alot of money to it"

"I have an idea but is not my dream job because I really don't know what i want to do or who i wanna be"

KEY WORRIES FOR YOUNG PEOPLE

Exams, school/college, fear of failure and the future are the main worries for our young people that emerge from the work clouds of their free text responses (the question was not asked of KS2 students).

MAIN WORRIES AT KEY STAGE 3

Young people in Years 7 to 9 of secondary school (children aged 11 to 14) most often mentioned themes such as worrying about:

- Failing at school, disappointing parents, teachers, or themselves
- Family members dying
- Feeling like they have no friends, or worrying about friendships being real and connecting with friends
- Health worries, in particular how they look and what they eat

Common words for Key Stage 3 are shown in the tag cloud below

friends future getting going grades happens hard help homework id im keep life loosing losing member mum music nothing ones parents people pressure really SChool sleep someone something sometimes speak stress talk teacher tests things think thought trust work worry

SELECTION OF QUOTES FROM THE YOUNG PEOPLE

KS3

"The homework in school
is astronomical I have no
time to revise and the
worst part is the homework
doesn't even help."

"The stress of memorizing things and moving down sets in school"

"I dont really know but i just get stressed about work and tests and future."

"The thought of growing up and being nothing."

"I need help with talking to people and making new friends"

"Death of close ones"

"I worry much about my future and what i'm going to be, i want to get good grades so that i don't disappoint my parents"

"Being overworked/
pressured"

"When my parents fight. or when i get stressed about school."

"If I ever loose a friend or family member."

"Being a failure failing in tests or getting low grades"

"Having to do
Unnecessary homework
on a daily basis and
not having any free
time after school which
is really needed during
school days"

"Disappointing my dad and mum because I did something wrong"

"The feeling of never being good enough"

"I might get stabbed on the street"

"If i fail my GCSE's."

"I get stressed about homework every day" "The pressure of always succeeding in assessments and failing worries me a lot."

"Pressure of failing school and having a poor life in the future"

"My family having financial issues really worries me, and sometimes its hard to see them try to make us happy when they don't even have enough money."

"The feeling of never being good enough"

"I worry about how I look and what food and drink I intake."

"My mum has some health issues and it is hard to juggle some stuff when I'm helping her"

"School and Homework mainly"

MAIN WORRIES AT KEY STAGE 4/5

Young people in KS4&5 (young people aged 14 to 18) often mentioned themes such as:

- Upcoming GCSE and A-level exams
- Personal feelings of anxiety, depression, loneliness, fear of failure or the judgement of others
- The future

Common words for Key Stages 4 & 5 are shown in the tag cloud below

anxiety bad career cope covid death depression disappoint doctors dont dr etc everything example EXAMS extremely failure fake family fear feel future getting grades harmful health job life masks mental money parents people pressure really revision School something stop stress studies talk teeth tests things useless vaccine Work worry years



KS4/5

"· A levels · Exam pressure · Time management · Commitments · Fear of Failure."

"Passing exams bo it determine everything in your life also money"

"If i fail my tests what i will do in life"

"I find it sometimes difficult to cope with major exams like Mocks."

"SCHOOL AND EXAMS
- I have a lot of pressure"

"Im worried if something happens to my friends and family"

"The future, living up to my own and other people's expectations."

"My mum dying school grades"

"Fear of failure and disappointment."

"Not being a failure in life"

"That i might disappoint my parents due to my lack of concentration when studying resulting in poor grades"

"Exam or any sort of school stress I just seem to break down at the thought. Parents expectations"

"Maybe that I might chose the wrong career path which makes me depressed and I have to go to school for many years and then work a full depressing job to only get payed very little"

"Life just feels hard to keep up with"

"Me getting bad grades and not being able to find something to do in life"



MAIN WORRIES FOR FE COLLEGE STUDENTS

Young people at college (typically aged 16 to 18, although a small minority might be older) often mentioned themes such as:

- Stepping into adulthood in terms of leaving home and finding a job
- Identifying a life goal in terms of a career
- Earning enough money to live
- Losing important people in their lives

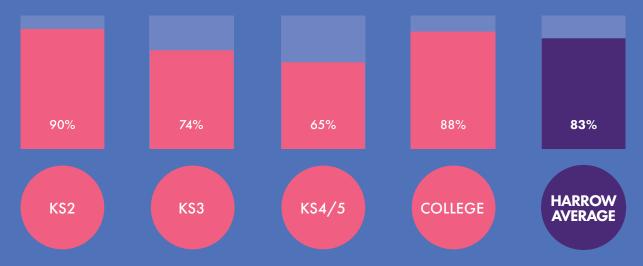
Common words for College are shown in the tag cloud below

tailing failure family feel financial finding friends future getting going grades happen health help home iob keep life listen members mental money monkey music others past people person pray relationship school sleep someone sometimes speaks studies talk think trauma university work worries

This mirrors the findings of the Children's Society's Good Childhood Report 2020¹ which found that the UK has the unhappiest children in Europe and that the reason that correlates most strongly is fear of failure.

YOUNG PEOPLE'S FEELINGS ABOUT SCHOOL OR COLLEGE

Young people were asked how they felt about school or college. KS2 and college students were most likely to say they liked it 'a bit' or 'a lot'.



https://www.childrenssociety.org.uk/sites/default/files/2020-11/Good-Childhood-Report-2020.pd

COLLEGE

"Having enough money for me and my family, having a roof to sleep finding a job"

"Lose everything, especially my family or not be able to get a stable job and keep myself."

"That I don't wanna give up on something that I love because if I do I'm not going to get anywhere in life and I don't want to lose my close family members and friends too."

"Everything, wake up

day by day"

"I feel so alone and depressed sometimes"

"Don't have enough points to get to a nice Uni"

"I pray I listen to music"

"How i am going to cope in the future if i have no one"

"Responsibility of looking after family members"

"Being able to get a

"It's hard to focus on clearing my mind, while handling tension from home and college."

"College work and attendance paying bills not having enough time to spend with friends or family"

"Not being rich"

"Finding a job and earning money"

"That I would not be able to work full time in future."

job that last more then 3 months" HAY HARROW 2021 - KEY FINDINGS

FOCUS ON SPECIFIC GROUPS

There are some groups who stood out from our first analysis that the data suggests we should be thinking about more. The groups we are able to identify depends on the questions we ask. There are other groups that we need to think about – and we hope they emerge as we do more delving into the data and follow-up work - but these are the ones we identified in the first instance that need more thought and care. They are – non-binary young people and Chinese young people.

Those identifying as non-binary (the question was only asked for KS3/4/5 and college) and those who were Chinese made up a very small percentage of the cohort (both around 50 respondents) but they stood out for their much lower life satisfaction.

NON-BINARY YOUNG PEOPLE

Those who identify as non-binary (around 50 young people i.e. 1% of respondents in KS3/4/5 and college though mainly in KS4&5 secondary – the question was not asked of KS2): far lower life satisfaction, being bullied and bullying others, often negative opinions of body image, more likely to be involved in some risky behaviours.

CHINESE YOUNG PEOPLE

Those who are Chinese: (one of Harrow Council's ethnicity classes) lower life satisfaction, more worried for their safety outside the home, less likely to have a quiet place to study at home, less likely to visit dentist or GP in last 12 months, doing less exercise than other ethnic groups, more likely to be bullied and bully others

WHAT NEXT

There are no easy solutions to the difficult issues young people have raised. We are only going to make a difference if this is a collective effort.

There are some things we can take action on and we have listed these below. Others are issues that we cannot 'do' anything about in the short-term but where change can come over time if we enable as many conversations to take place as possible.

COMMITMENTS FROM HARROW COUNCIL, YOUNG HARROW FOUNDATION, SCHOOL NURSING SERVICE, NWLCCG:

- To further investigate, with young people, some of the concerns highlighted in the report in order to understand the issues better
- To empower schools with data through a dashboard that they can see needs specific to their school community and explore their school's specific data
- To report back to young people what we have heard, and understood, from them
- To refine the action plan and inspire a whole range of activity by different partners
- To make sure the voice of young people are part of the process of designing an action plan continues to be at the centre of actions coming out of the report

HOW YOU CAN GET INVOLVED

We would like as many people as possible to share and discuss these findings as widely as possible. This may not sound like much but it would have a huge impact not least as this survey does not answer each and every question. We know there are gaps. It is start of the conversation not the end.

If you want to share with us any of the outcomes of your discussions, please email us:

<u>HAYHarrow@youngharrow.org</u>. We would be very interested to hear your questions, thoughts and ideas and what you've learnt from your conversations and dialogues.

Some of you might want to take part in more detailed discussions about all or some of the aspects of these findings, or do something directly. If that is you, you can add your name to our mailing lists here: https://www.surveymonkey.co.uk/r/Q9PKHY5.

THANK YOU TO ALL PARTNERS FOR THIS COLLABORATION













































































