# VCS Engagement Day 2024

# Welcome!

Migration Yorkshire

# National updates – since we last met

National political landscape has changed:
- General election in July 2024
- 2 Prime Ministers
- 3 Home Secretaries
- 5 Ministers for Immigration with varying remits

Worsening situation in the Middle East

Far right riots and rise in anti-immigration sentiment

Two Yorkshire Integration Festivals in Sheffield and Halifax

# National updates – what's on the horizon?

- Ongoing conflicts in the Middle East, Ukraine, Sudan and elsewhere - [6 global conflicts and crises to watch in 2024](#)

- Ongoing work to bring down net migration - [Labour's pledges on migration: the data - Migration Observatory - The Migration Observatory](#)

- Illegal Migration Act is still the most up to date legislation

- Impact of the appointment of new Border Security Commander

- Lack of legal provision

- Asylum and NRM backlogs

- Roll out of e-visas

# Asylum updates – since we last met

- Safety of Rwanda Bill has come and gone

- Bibby Stockholm and other large sites not progressing

- Pressures of the Streamlined asylum process last winter

- Decision making has started again

# Asylum – what's on the horizon?

- Increase in decision making and homelessness, but no evictions between 20 Dec 2024 – 2 Jan 2025

- Roll out of e-visas and farewell to BRPs

- Ongoing progress against the full dispersal plan, and continued use of hotels

# UASC updates – since we last met

## UASC Definition:
- Anyone aged under 18 who claims asylum in their own right, and is not accompanied by a parent or other adult with responsibility for them.

## Social Care Duties
- Local authorities - duty to care for UASC as Children Looked After (s20 of the Children Act 1989).
- Former UASC 18+, in receipt of 13 weeks+ of support under s20 = entitled to support as Care Leavers (Children Leaving Care Act 2000).
- National Transfer Scheme - mandated since 2021

## Stats
- July 23 – Jun 24 = 4,781 UASC applied for asylum.
- 94% male, majority aged 16/17.
- UASC = 9% of all CLA in England in 23/24, up from 6% in 2020.
- Former-UASC care leavers numbers increasing, need for support.

Welcoming Young Refugees
Part of Migration Yorkshire

# UASC – what's on the horizon?

**Age Disputes/Assessments**
- Children wrongly assessed as adults at Port.
- Children classed as UASC, but age disputed pending assessment.
- Age Assessment process – NAAB, potential scientific methods.

**Placement issues**
- Lack of placements, rising costs vs. no LA funding increase
- Post 18 move on accommodation

**Lack of legal aid** -Delays asylum and appeals process, children in 'limbo', 'ageing out'

**Mental health & wellbeing impact-** high demand for services, long waiting lists

**News**
- SAP/PIM re-instated November 2024 - for top 5 grant rate countries (Afghanistan, Eritrea, South Sudan, Sudan & Syria).

Welcoming Young Refugees
Part of Migration Yorkshire

# Resettlement updates – since we last met

- **August 2023 closure of Afghan bridging hotels** – positive collaborative working and no street homelessness in Y&H

- **Ministry of Defence** involvement for the ARAP cohort. One **Transitional SFA** site in Y&H run by LA and wraparound provided by Refugee Council

- **Serviced Accommodation** (temporary housing for ACRS) – one site in Y&H run by the LA

- Range of properties used for **settled accommodation** including Private Rented, SFA, Mears, Local Authority Housing Fund (LAHF) and other Social Housing

- **United Kingdom Resettlement Scheme (UKRS)** continues, with the Home Office accepting 500 new referrals from UNHCR for the 2024/25 year

- **Lebanon** – Syrian families in Lebanon resettled into Y&H (and nationally)

# Resettlement – what's on the horizon?

- Afghan resettlement looks set to continue into 2025 (both **ARAP and ACRS**)

- Continuation of UKRS

- Impact of global politics and conflicts

# Ukraine – since we last met

- 3 free routes into UK – 3 years visas (new visas after February 2024 for 18 months)
     Visa Extension Scheme  (closed May 2024)
     Family Scheme  (closed February 2024)
     Homes for Ukraine Sponsorship Scheme (HfU): new restrictions on who can sponsor

- Ukrainian Permission  Extension Scheme  - start early 2025 for 18 months

- Nationally: 216,200 arrivals, Regionally: 7,306 arrivals (HfU)

# Ukraine – what's on the horizon?

- Future uncertainty – the ongoing conflict, visa length and LA funding

- Access to housing

- Access to employment

## Hong Kong – since we last met

- Over 170,00 applications received; within official estimates

- Top destinations in Y&H – Leeds, Sheffield, North Yorkshire (Harrogate), York , Wakefield, Hull, Doncaster

- National Hong Kong Welcome Programme – LAs and SMPs (no regional VCS Funding)

- National VCS Funding for On Your Side, employment (Growth Company) and wellbeing  (Barnardo's)

# Hong Kong – what's on the horizon?

- Future uncertainty on where people will choose to live

- Funding uncertainty

- Increase in cases of destitution

# Community cohesion and anti social behaviour: a research perspective

Migration Yorkshire

# Research into migrant experiences of antisocial behaviour victimization – early findings

Dr. Kirsty Cameron – Lead Investigator, Leeds Beckett University

Jack Liuta – Community Researcher, Migration Yorkshire

Dr. John Willott – Co-Investigator, Leeds Beckett University

# Defining antisocial behaviour

There is no clear, set definition of antisocial behaviour (or ASB)

Instead, ASB represents a continuum of behaviours, ranging from minor nuisances to more severe crimes (Carr and Cowan, 2006).

Some examples of anti-social behaviour:

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# Defining antisocial behaviour

Antisocial behaviour (or ASB) is defined in policy as:

'(a) conduct that has caused, or is likely to cause, harassment, alarm or distress to any person,

(b) conduct capable of causing nuisance or annoyance to a person in relation to that person's occupation of residential premises, or

(c) conduct capable of causing housing-related nuisance or annoyance to any person.' (Anti-Social Behaviour, Crime and Policing Act, 2014, pg. 2).

# Migrant experiences of antisocial behaviour

Not discussed in research or practice in detail

Believed to be likely to be commonly experienced and that there is likely to be under-reporting of ASB

Impacts of ASB on migrants and their families not yet understood but likely to be severe and long-lasting

# Research

Research Questions:

- To what extent do refugees living in the Yorkshire and Humber region experience antisocial behaviour (ASB)?

- How do experiences of ASB impact refugees and their families?

- How can experiences of refugees/recently settled populations of ASB inform future research, policy and practice?

Methods

- Literature and document search

- Interviews with 20 migrants, refugees and asylum seekers on their experiences of ASB

- Interviews with 7 stakeholders working with this population on experiences of ASB for migrants, refugees and asylum seekers

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# Understandings of ASB

The definition of ASB is unclear to migrants

We need to be careful how it is defined as there are lots of different definitions. And it surprised me that the [Local Council] website, UK Government website and Google all are different.

[Yuet, F, Migrant, Hong Kong]

Specific examples largely focused on extreme, criminal and racist or xenophobic behaviours, although there were some examples of minor annoyance or nuisance

Many migrants talked about behaviours in relation to the feelings they triggered

Words and actions or behaviours which make the other person feel uncomfortable, alienated and feeling like triggering a sense of unbelongingness

[Nathalie, F, Migrant, Mauritius]

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# Experiences of ASB (1 of 3)

ASB from service providers, professionals and police

> People being very rude to you for no reason at all. Shopkeepers shouting. Shopkeepers behaving like you don't speak English, like you're an idiot or something
>
> [Chun, F, Refugee, Hong Kong]

> Some of the people who've got their refugee status now at the hotel are looking for housing in Leeds and are experiencing discrimination from housing providers because of their situation
>
> [Hayley, Refugee and Asylum Seeker Support Worker]

> One of them, they try to hit my wife and my children, and then my children, they was very young, very small. They were five and six years old. For that, we always have an afraid from the police
>
> [Nassar, M, Asylum Seeker, Iraq]

# Experiences of ASB (2 of 3)

Racist and status targeted behaviours

I think sometime it is clear that you experience something because you are a migrant

[Madiba, M, Asylum Seeker, Chad]

My friends try to tell me she is just rude as a person, it's not you. But I increasingly don't buy that, say, they are just rude because, as I told you, my partner is White. When I am with him or when I'm with his family, this kind of thing never happens. It's only when I'm on my own or when I'm with my other migrant friends that this thing happens.

[Chun, F, Refugee, Hong Kong]

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# Experiences of ASB (3 of 3)

Unsafe neighbourhood

> When I'm walking with people, they'll be like, oh, like I like living here. And this is, this is what I like. But like it all changes at night time. Like, that's that that seems to be like a shift that people talk about. So I think in terms of just like general kind of like feelings of safety.
>
> [CJ, Charity Worker]

> If you are in like a deprived area where there's a lot of that going on, it's difficult to know if someone's being targeted or if that is just the way they're behaving.
>
> [Freya, Local Authority Project Officer]

# Impact of ASB

Impacts of ASB were often cumulative, building on trauma from previous experiences

It is like we did something bad, but we did not do anything bad. Most of us are seeking protection because we come from countries that are from war. I think it is not good to treat people like this.

[Madiba, M, Asylum Seeker, Chad]

Feeling unsafe and powerless

It was not a good incident because I had, because I had trouble getting through it because I had to think of maybe tomorrow what would be there. The other thing could be somebody could just do something which is a little bit worser than yesterday. A lot of thinking and stress.

[Adaku, F, Migrant, Nigeria]

Feeling unwelcome and disillusionment with society

I felt bad because I was just telling myself, if this is how they behave, how will they treat me once I get the papers, you know? Have a come to the right place?

[Maria, F, Refugee, Kenya]

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# Impact of ASB

Changes in behaviour

e.g. moving house, no longer socialising with non-migrants, avoiding leaving the house/room in shared house

> I had to think a lot and maybe try to change how I think and how I see people because you can't trust anybody. To be able to move on and know that such incidents occur.
>
> [Adaku, F, Migrant, Nigeria]

> It's just the reason that she moved to the other place so she could not stand living there anymore.
>
> [Translator for Ganna, F, Refugee]

# Impact of ASB (3 of 3)

Impact on health

> It really affects children when they hear someone calling them names or asking them to leave. It just affects them mentally and make them consider really so they think they are unwelcome and unwanted.
>
> [Ashor, M, Asylum Seeker, Undisclosed Nationality]

> I also saw her in the beginning of the programme when she arrived from Ukraine, she was very confident. Yeah. Able to do things and that changed that changed to not being confident and not being able to cope with day-to-day life when she was subjected to ASB. So I've seen that change with my own eyes.
>
> [Kavita, Local Authority Worker]

> You know, his whole livelihood, his being, you know, his whole future is just being dramatically destroyed.
>
> [Adriana, Counsellor]

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# Reporting ASB (1 of 2)

No action taken

> Well, they were very snobbish. You know, when we inquired about the, of the investigation and when we noticed that that was how they wanted to respond to us, we had to just, you know, pull back a little bit
>
> [Kalma, Migrant, M, Zambia]

> One or two cases, they've actually gone to the police. But the police say, well, we'll record it and where it happened and so on, but no action can be taken really.
>
> ]Julius, Charity Worker]

Experiences of racist and/or xenophobic attitudes and behaviours from police

> He's regularly, regularly encountered real harassment from the police as well as the neighbours
>
> [Adriana, Counsellor]

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# Reporting ASB (2 of 2)

Migrant treated as offender/suspect

[The police] brought him [partner] to the station, and he explained what happened and they said you lost your patience. And he asked if they could take him to the hospital but they kept him in the station... At 04.00 o clock my husband was screaming and asked please can I go to the hospital? So he went to the hospital, they took the X-ray and all the test and confirmed that he was broken.

[Belinha, Migrant, F, Portugal]

Occasional examples of good outcomes led to increased trust in police and services and a reported increase in likelihood of reporting issues in the future

Anything that happens, try report it to the police because the police are here to protect lives and property, definitely. And from the police, let them ask and tell them… this law is for everybody no matter who you are.

[Famous, Migrant, M, Gambia]

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# Barriers to reporting ASB

Negative perceptions of police and services

> You know, when you are an asylum seeker, you really avoid issues. There's some things you try not because in one way or another you don't want to get involved in the authorities
>
> [Lea, F, Asylum Seeker, Undisclosed Nationality]

Language barriers and lack of information

> If you are like an asylum seeker and you know that you don't need to have problems and you don't even want to complain. Because of the language barriers and you don't know your rights exactly as you are new [in the country]
>
> [Madiba, M, Asylum Seeker, Chad]

Keeping to self, and gratitude to society

> I feel grateful, I feel thankful and I think this country and the people give us the chance, and I left Hong Kong, I don't want to mess up and learn the bad things
>
> [Yuet, F, Migrant, Hong Kong]

# Some positive messages

•  People who were in touch with charitable services largely had positive experiences with them, including feeling welcomed, supported and informed

•  Some people reported liking the areas or communities they lived in, had close relations with immediate neighbours or other migrants in the area

•  People valued their voices being heard and their stories being viewed as important, and this was the 'main point' people gave in the majority of participant interviews

# Reflections from community researcher

Jack Liuta, Migration Yorkshire

Migration Yorkshire

# Summary

Migrants appear to regularly experience antisocial behaviour, ranging from low level to often more serious behaviours and crimes

The impact of antisocial behaviour can be longstanding and contribute to mental health challenges and distress, fear and alienation

Whilst some reports of antisocial behaviour are responded to effectively, many migrants do not report the behaviours they experience or are not treated well when they do so.

Offering safe spaces to migrants to share their experiences and/or report antisocial behaviour may help with tackling this issue

VCS Presentation Feedback

# Thank you

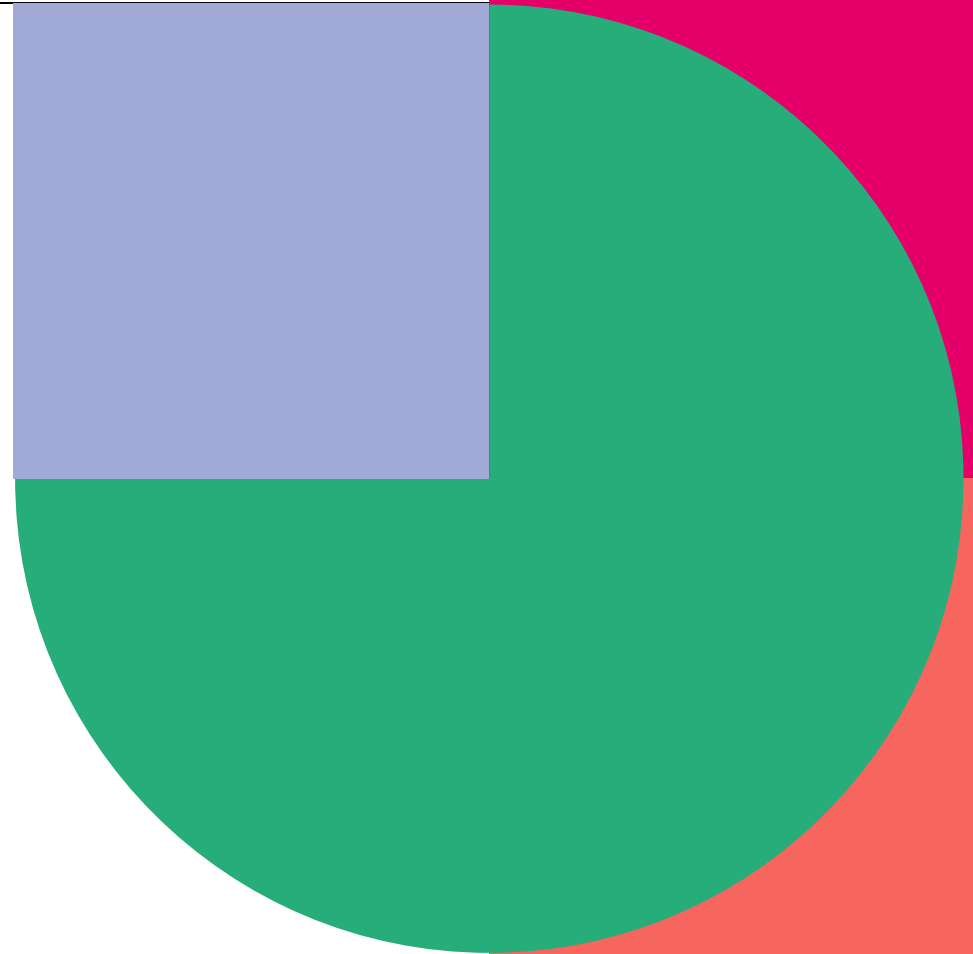Dr. Kirsty Cameron –
kirsty.cameron@leedsbeckett.ac.uk

Please provide feedback using the QR code or the following URL:
https://forms.office.com/e/7yY7AYNfzg

# Community cohesion:

## Lessons from research

Lucy Mort – Senior Research Fellow

# What do we mean by community cohesion?

- **A complex concept:** Defining cohesion is often not straightforward. Often described as a process rather than a destination.
- **Related concepts**: Sometimes overlaps with terms like social cohesion and community resilience.
- In a cohesive community, people:
  - **Experience wellbeing,** have a sense of belonging and a wish to contribute voluntarily  to the good of society.
  - **Value diversity,** are tolerant and promote multiple values and cultures.
  - **Enjoy equal opportunities**: Have equal rights and access to opportunities to thrive (Fonseca et al 2018).

# Challenges to cohesion

- **Structural inequalities**: Economic and social inequality, racial tensions, and growing polarisation are straining cohesion.
- **Narratives about migration**: Far-right and divisive narratives about migration exacerbate tensions and mistrust. They give easy answers to complex issues and can be aired far and wide on social media.
- **Immigration and asylum policies hinder cohesion**, such as:
  - A centralised asylum system that disregards local factors when placing people in accommodation.
  - Long routes to settlement deny rights and hinder opportunities for integration and participation in communities.
- **Insufficient support for cohesion:** A lack of political focus and inadequate funding for cohesion & integration initiatives leave communities unsupported.

# Insights from Yorkshire – perceptions of migration

- **Large-scale research**: Spoke to ~250 people across Yorkshire, exploring their views on migration and its impact on local areas.
- **Key findings**:
  - Areas with recent, higher levels of migration, alongside poverty and insecure labour markets, often see more scepticism towards migration.
  - Broader concerns about economic decline and changes in neighbourhood identity often intertwine with attitudes toward migration, contributing to tensions.

# What drives acceptance & connection?

- **Migration histories**: Areas with longer histories of migration tend to show greater acceptance, as migration is woven into their identity. Limited historical exposure to migration can foster resistance to change.
- **Building connections**: Lack of shared spaces and opportunities for interaction between communities hinders meaningful relationships.
- **Solutions**: Community-led initiatives foster integration and a sense of belonging. But it's also vital to invest in things like English language support and countering misinformation.



Migration Yorkshire
Strategic leadership, local support

IPPR

**COMMUNITIES UP CLOSE**

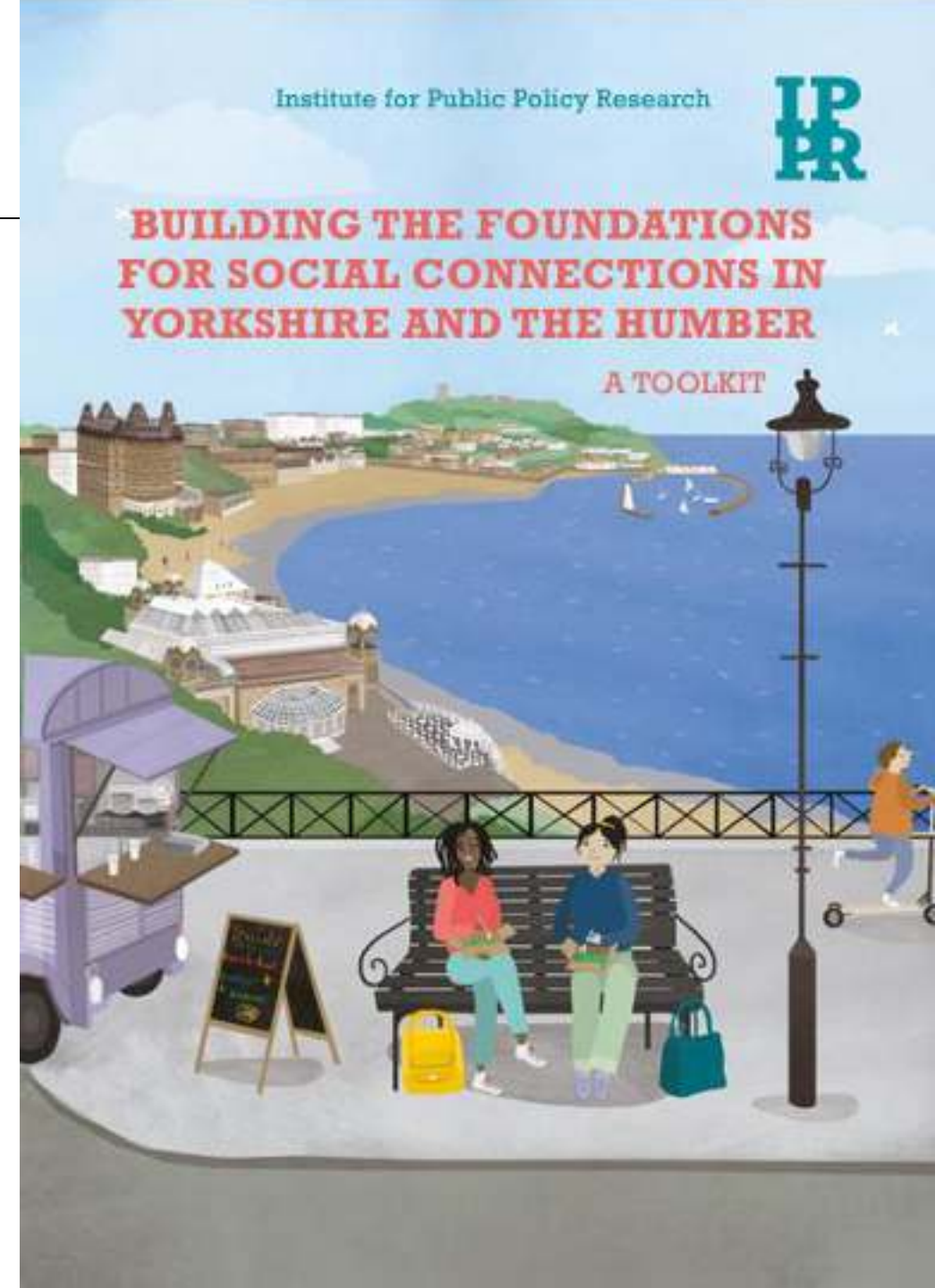NEIGHBOURHOOD CHANGE AND MIGRATION IN YORKSHIRE AND HUMBER

Lucy Mort and Marley Morris

July 2020

# Deepening social connections

- **Aims**: Practical toolkit to help combat social isolation, forge social connections and promote social cohesion.
- **Five areas for action**:
  - **Holding activities** that bring people together.
  - **Creating public spaces and infrastructure** that work for communities.
  - **Investing in inclusive education, skills and training** to empower individuals and integration.
  - **Including diverse communities in decision-making** to ensure solutions are locally relevant and representative.
  - **Transforming systems** through:
    - Joined up working
    - Tackling discrimination, prejudice & hate crime
    - Trauma-informed approaches.

# BARRIERS TO SOCIAL CONNECTIONS

People face multiple and interlocking barriers that can prevent them from making meaningful connections with others locally. Drawn from the focus group and interview data, this section highlights barriers that we heard about from both migrant and receiving communities.

## STRUCTURAL BARRIERS

### THE COST OF ACCESSING EVENTS IS PROHIBITIVE

Many people are simply priced out of taking part in local events and activities. Even if they are free, there are other expenses, such as travel and food costs. This is especially challenging for people seeking asylum and families where the cost of tickets and other expenses are multiplied.

### THE FEELING OF LIMBO AS A RESULT OF THE ASYLUM SYSTEM

Asylum seekers face severe financial barriers to taking part in social events. Barriers to work for the vast majority means that many are barred from making social connections via the workplace. Long delays in the asylum process, sometimes for many years, prevent people from feeling entirely at home in their communities.

### FEARS ABOUT FACING RACISM OR PREJUDICE

Some migrants and ethnic minority communities feel excluded because they have actually experienced racism, prejudice or discrimination – or they fear it. New arrivals may feel unwelcome or unsafe and may avoid engaging in community activities with people they do not know or in activities and events perceived to be in majority white spaces.

### RESTRICTED BY BUREAUCRACY AND CHALLENGES ACCESSING FUNDING FOR EVENTS

Some communities want to put on events and activities but cannot, either because they have to tackle bureaucratic processes, or they don't know how to go about getting funding for their idea.

### BUSY LIVES DEPLETE THE RESOURCES THAT PEOPLE HAVE TO ENGAGE WITH COMMUNITY ACTIVITIES

After long work days to make ends meet, some people find themselves with little energy or time to commit to or engage with community events.

### CONCERNS ABOUT HOUSING, WELFARE AND IMMIGRATION STATUS OVERSHADOW OPPORTUNITIES FOR SOCIAL CONNECTION

Facing huge issues accessing basic needs or feeling unsafe in the home mean that people are not able to engage with social opportunities. Issues such as damp and disrepair, problems with neighbours, lack of access to welfare or delays in asylum claims take up a lot of mental and physical energy.

## INDIVIDUAL AND RELATIONAL BARRIERS

### LOW CONFIDENCE AND A LACK OF TRUST IN AUTHORITY

Some people lack the confidence to access local shared spaces where social connections may occur. A lack of trust in people and institutions can mean some are reluctant to engage in events, activities or spaces that they associate with those people or organisations.

### PAST AND ONGOING TRAUMA CAN PREVENT PEOPLE FROM TAKING PART IN SOCIAL ACTIVITIES

Refugees and asylum seekers are likely to have experienced some amount of trauma in their country of origin, on their journey and as a result of experiences while in the UK. This can be detrimental for health and wellbeing and contribute to experiences of isolation.

### LANGUAGE BARRIERS PREVENT PEOPLE FROM TAKING PART IN SOCIAL EVENTS

Not speaking English, compounded with inadequate access to ESOL classes, increases feelings of isolation as people feel unconfident or unable to get to know others in their new home.

### WORRIES ABOUT FAMILY BACK HOME PREVENT ASYLUM SEEKERS AND REFUGEES FROM PARTICIPATING FULLY IN THEIR LOCAL COMMUNITY

Some new arrivals might feel occupied by concerns about their families safety and wellbeing back home, the desire to reunite with loved ones, earning money to send back home, or otherwise dealing with homesickness. This can make it difficult to invest in the here and now, and in their new communities.

## PLACE-BASED BARRIERS

### LACK OF THINGS TO DO LOCALLY

Some parts of Yorkshire, particularly in some out-of-town areas, have few facilities or activities to engage with people. This could be for various reasons, such as the area's remoteness or community hubs closing down.

### PUBLIC TRANSPORT IS UNAFFORDABLE, INFREQUENT AND INACCESSIBLE

Some struggle to afford to use public transport to get to events, community spaces, or even to essential appointments. Buses can also be infrequent and unreliable – particularly in more rural or out-of-town locations – and inaccessible or unwelcoming for some (such as parents of young children in buggies).

### THERE ARE TOO FEW COMMUNITY SPACES TO CONNECT WITH OTHERS AND PUBLIC SPACES ARE NOT ALWAYS DESIGNED FOR CONNECTION

In some parts of Yorkshire, community spaces that are accessible, free to use, and conveniently located are few and far between. Without spaces to hold events and activities, opportunities for connection are limited. Public space, such as parks and high streets, do not always feel safe or welcoming.

## PLUS...

### BAD WEATHER CAN PREVENT PEOPLE FROM STEPPING OUT OF THEIR FRONT DOORS!

Travelling to and from appointments, heading out to events or taking part in outdoor activities can be severely hampered by rain, wind and cold weather. New migrants, especially those on a low income, may not have the clothing and equipment necessary to enable them to go outdoors comfortably in inclement weather. Furthermore, for many refugees (and others) who come from temperate climates, the winter season can contribute to feeling low.

## DESIGN BARRIERS

### INFORMATION ABOUT EVENTS AND ACTIVITIES IS NOT REACHING COMMUNITIES

While some parts of Yorkshire have great opportunities and events for communities, we frequently heard how people simply did not know what was happening in their local area. Some praised social media while others prefer non-digital modes of communication.

### PEOPLE FEEL LOCKED OUT OF DECISION-MAKING PROCESSES

Many people feel that they do not have a stake in how decisions are made about their communities. For refugees, asylum seekers and new migrant communities this sense is even more palpable.

### EVENTS AND ACTIVITIES DO NOT ACTUALLY REFLECT WHAT PEOPLE THEMSELVES WANT TO DO

For instance, we heard from some asylum-seeking men that they are less inclined to engage in activities that are about 'sharing their culture' and how they would prefer to take part in activities that offer training and develop their skills.

# BUILDING THE FOUNDATIONS FOR SOCIAL CONNECTIONS: A CHECKLIST

Drawing on comprehensive research, this toolkit has set out to offer practical guidance, tools and resources to help policymakers, officials, practitioners and residents to combat social isolation, forge social connections and promote social cohesion across the Yorkshire and Humber region.

Through talking with policymakers and practitioners, as well as residents from migrant and receiving communities, it is apparent that there is no one-size-fits-all solution to creating social connections, rather there are multifarious and interlocking actions that, taken together, can help build the foundations

for a more connected region — one that is ultimately happier, healthier and stronger.

Below is a checklist, summarising many of the key actions found throughout this toolkit. This is intended to offer an overview, and an at-a-glance look for you to assess how your council or organisation is doing in relation to the five elements of this toolkit, and to help direct conversations about where gaps and future priorities may lie.

Organised by theme, you can find more detail about each of these in the corresponding sections.

## BARRIERS

☐ You're familiar with the barriers to social connections for migrant and receiving communities, and are proactive in addressing these.

## HOLDING ACTIVITIES THAT BRING PEOPLE TOGETHER

☐ You understand the significance of events and activities that are inclusive of migrants, refugees and asylum seekers for building social connections, cohesion and belonging in your local area.

☐ You can identify the different types of places in your local area that support migrants, refugees and asylum seekers to feel a sense of belonging in their new home.

☐ You've thought about ways to share information about events and activities so that it reaches migrant communities.

☐ As well as bringing people together from different backgrounds, you're aware of the importance of supporting migrant residents to maintain existing relationships with their families and communities in order to support wellbeing and prevent isolation.

## CREATING PUBLIC SPACES AND INFRASTRUCTURE THAT WORK FOR COMMUNITIES

☐ You understand the significance of community venues and public spaces for supporting social connections locally.

☐ Your council is aware of the role of community businesses in reducing isolation and creating opportunities for communities to come together and you're able to identify opportunities for reusing empty shops for community businesses.

☐ You know the value of green space for supporting community wellbeing and are able to assess how such spaces can be inclusively designed.

☐ You can signpost and support residents to apply for the community ownership fund.

You're exploring models of public transportation that meet the needs of communities, including provision for asylum seekers.

## INVESTING IN INCLUSIVE EDUCATION, SKILLS AND TRAINING

☐ You're aware of the significance of supporting English language acquisition, volunteering opportunities and employment for enabling people to feel connected to others.

☐ Employers in your local area are supported to understand how they can support asylum seekers and refugees into the local workforce, and adult education providers offer meaningful skills development and training opportunities.

☐ You're familiar with resources available on the Migration Yorkshire website to support refugee communities in the Yorkshire and Humber region to access employment, volunteering and education.

## INCLUDING DIVERSE COMMUNITIES IN DECISION-MAKING

☐ Residents have meaningful opportunities to feed into decisions made about their communities, and migrant communities are included in these.

☐ Your council is aware of how diverse communities are represented in positions of authority, and supports opportunities to move into leadership positions.

☐ You understand the value of community champions for representing migrant communities and are actively exploring opportunities for compensating or funding such roles.

☐ Participation activities in your local area include a cross-section of local communities.

## TRANSFORMING SYSTEMS TO MEET COMMUNITY NEEDS

☐ Your council or service is committed to effective partnership working, and understands that this must also include people with lived experience themselves.

☐ Your cohesion and resettlement teams are working collaboratively with council departments with responsibility for reducing isolation and loneliness and vice-versa.

☐ You're aware of the Shared Prosperity Fund, the investment plans in your local area, and opportunities for joined up working to deliver interventions that support social connections locally.

☐ You're aware of issues related to prejudice, discrimination and hate crime locally and options for tackling these.

☐ You know the effects that trauma can have on people seeking refuge and are implementing best practice approaches to trauma informed care.

# Asylum policy and cohesion

- **Tensions and far-right activism:** Highly visible and politicised accommodation like hotels attracts far-right activism, creating flashpoints for tension and heightening public scrutiny.
- **Lack of local agency:** Councils currently have limited say in where people seeking asylum are placed, undermining their expertise in maintaining community cohesion.
- **Missed integration opportunities:** Long stays in unsuitable accommodation, coupled with inadequate resourcing, prevent asylum seekers from learning English, developing skills, and building connections within their communities.
- **The case for decentralisation:** Local bodies, with a vested interest in community cohesion, are better placed to deliver tailored solutions and avoid reliance on hotels, reducing risks of social tension and fostering integration.

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TRANSFORMING ASYLUM ACCOMMODATION

Lucy Mort and Marley Morris

October 2024

# Where are we now? – The political landscape

- **Post-riots focus on cohesion:**
  - Greater political awareness of the need to tackled far-right extremism and foster community resilience.
  - Momentum building for policies that address local tensions and prevent unrest.
  - MHCLG have made £15 million available under the Community Recovery Fund for communities affected by rioting.
- **Opportunities under the new government:**
  - Increased focus on devolution and empowering local leadership.
  - Potential for a national cohesion strategy?
- **Challenges to overcome:**
  - Ensuring political will comes from the very top and translates into action and adequate funding.
  - Embedding cohesion as a cross-departmental priority – including in the Home Office - rather than a siloed issue for MHCLG.
- **Next steps for policy:**
  - National government must set the tone but empower local leadership.
  - Investment in places and people to promote cohesion and tackle inequalities.

# The role of the VCS and working together

- **Key contributions of the VCS:**
  - Delivering projects that foster welcome and integration in communities.
  - Advocating for community needs and amplifying diverse voices.
  - Bridging gaps between local authorities, national government, and marginalised groups.
- **Collaborative approach:**
  - The VCS can work alongside local and national government to design inclusive strategies.
  - Encourage dialogue and promote accurate information to counter misinformation and foster trust.
- **A call to action:**
  - Work together to ensure community-led solutions are integral to policy development.

# What are your every day approaches to cohesion?

# What are your every day approaches to cohesion?

- What do you do now?

- What worked well? How do you know it's worked?

- What would you like to do?

# How can we, and why should we, effectively get our messages across?

Tina Brocklebank, Bradford City of Sanctuary
Aidan Melville, Migration Yorkshire



Bradford City
of Sanctuary

# Aims

1. To provoke questions that will help you in your role/organisation identify the **who**, the **why**, the **how** and the **how do you know if you've been successful**?

2. For us to identify where the knowledge gaps are so we can identify needs and develop further workshops/training/signpost to resources.

## Who?

Who are your audiences – the people you want to communicate or engage with?

# Why?
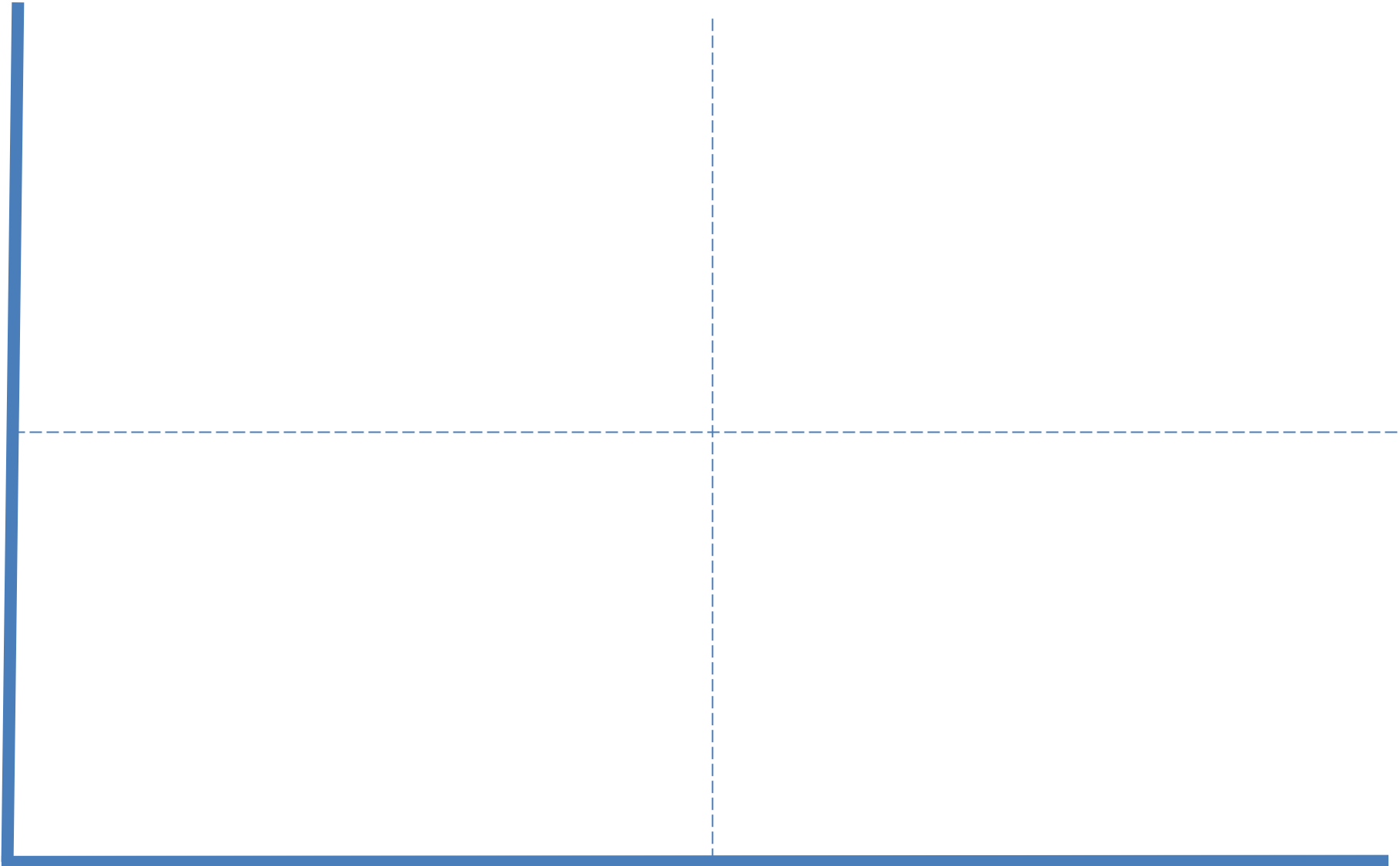
Why are you communicating with these groups?

# How? (Technically)

How are you going to communicate your message? What platform, comms channels, strategies will you use?

Bradford City of Sanctuary

Migration Yorkshire

# How? (Content-ly)

What style, language, tone, will you use?

Bradford City of Sanctuary

Migration Yorkshire

# How do you know if you've been successful?

How can you measure if you have effectively communicated your message to your identified audience?

| AIM: | |
|---|---|
| OBJECTIVES: | |

| INPUTS | OUTPUTS | OUTCOMES | | | ASSUMPTIONS: |
|---|---|---|---|---|---|
| | | SHORT- | MEDIUM- | LONG | |
| | | | | | |
| | | | | | EXTERNAL FACTORS: |
| | | | | | |

# What next?

Where are the knowledge gaps, what else did you want to learn from this activity? What other information do you need now to take this forward?

# What is transitional safeguarding?

It is about the **transition** from childhood to adulthood, which is a journey not an event.

It recognises the nature of risk and harm changes through adolescence and into adulthood.

And that every young person experiences their transition into adulthood differently, at different ages, according to their individual circumstances, life history, experiences and maturation

The transitional safeguarding approach applies to young people aged mid-teens to mid-20s.

# What is transitional safeguarding?

It is not simply about the transition from children's services to adult services (ie handing over a file) it's about supporting young people as they navigate the complexities of reaching adulthood and providing a needs-led, personalised approach

For young people under 18, safeguarding duties are intended to protect all those at risk of harm. Adult safeguarding focuses on people with care and support needs who might find it more difficult to protect themselves from abuse or neglect. This can restrict/limit the statutory response

It requires practitioners, leaders etc to consider how they might work together and think beyond child/adult silos for the benefit of young people at a key life stage

# Why is it important in our work?

People seeking asylum are predominantly young. In [12 months to June 2024](), 62% of asylum claims were made by people aged under 29

| age | 2023 Q3 | 2023 Q4 | 2024 Q1 | 2024 Q2 | total |
|---|---|---|---|---|---|
| 30+ | 7,794 | 7,145 | 6,775 | 7,227 | 28,941 |
| 18 to 29 | 12,479 | 9,756 | 9,385 | 10,316 | 41,936 |
| under 18, UASC | 1,933 | 903 | 950 | 995 | 4,781 |
| | 22,206 | 17,804 | 17,110 | 18,538 | 75,658 |

Biologically, the transition into adulthood continues until our early to mid-20s

Many young people are caught up in age disputes, this means they may be children being treated as adults and not receiving the care and support they are entitled to

Young people who are 18+ receive radically less support than those a few months younger. This differing support is not reflective of need/maturity/ability to live independently etc

Other sectors have more nuanced transitions for young adults

# Why is it important in our work?

## Young People

- Still maturing and developing
- Riskier behaviour, experimentation
- More easily influenced
- Searching for identity
- Aspirations and hopes for the future
- May struggle more to interact with bureaucracy and professionals

## Asylum Seeker/Refugee

- Language barrier
- Lack of education
- Trauma
- Not understanding systems
- Insecurity of asylum status
- Lack family and support networks
- No documents
- Isolation: lack of family and social network

## Case Study 1

YP arrives in the UK after a journey of several years and is assessed as 18+ at port and routed into adult system.

After some weeks in the UK, he is age assessed by an LA and found to be 17, turning 18 in a few weeks.

He is taken into care, only to be returned to the adult system when he turns 18 (due to 13-week threshold) and is dispersed away from the area even after having made local connections.

## Challenges/Impacts

- Experience not being believed (on arrival)

- Significant disruption from being bounced between adult and children's systems (college, placement, solicitor, friends)

- Continues in adult system at youngest possible age

## Case Study 2

YP arrives and is supported by children's social care. He speaks an unusual language and there is not much of his community around. He struggles to learn English.

His asylum application is granted, and he turns 18 with care leaver status. He is then moved from shared accommodation to his own tenancy and expected to become more independent.

Tragically, after some time living independently and becoming increasingly isolated, he takes his own life.

# Challenges/Impacts

- Cultural isolation, language isolation, social isolation

- Unemployment, not in education or training

- Shame at not reaching significant milestones (marriage, job)

- Depression

- Being granted refugee status and being in care/care leaver status do not mean the end of a young person's problems.

## Case Study 3

YP is described by professionals as difficult and not engaging with support. He wants to change placement and has absconded to friends' houses in a different city on several occasions. The social worker tells him his expectations are too high.

After working with the young person, it becomes clear that SW often has conversations with him without an interpreter.

It also becomes clear that the young person is more willing to accept decisions if he is explained how and why these are made and how systems in the UK work.

In first session says that no one has ever explained things to him calmly and patiently before.

# Challenges/Impacts

- The social worker justified not using interpreters as him needing to practice and improve his English but it meant he didn't understand what was being said.

- YP experiences frustration due to language barrier and lack of understanding of systems

- Attitudes of professionals not child centred or curious. Young asylum seekers are often treated as older than they are by professionals

- Self-fulfilling prophecy 'difficult'

# How can you apply the transitional safeguarding approach to your practice?

- Consider if your services are replicating the artificial barriers in statutory services

- Talk to your funders – can there be greater flexibility in eligibility criteria?

- Understand the rules and processes around age disputes and consider how your organisation can navigate to meet the needs of young people caught up in the process.

- Familiarise yourself with the legislation to assist conversations with statutory services.

# References for further information on transitional safeguarding

Research in Practice Transitional Safeguarding: A Knowledge Briefing for Health Professionals, October 2023

Dept of Health and Social Care Bridging the gap: Transitional Safeguarding and the role of social work with adults, June 2021

# How can we enable the transition to e-visas?


Migration Yorkshire

# How can we enable transition to the eVisa Scheme?

27th November 2024

# What is the Evisa Scheme?

## The benefits of eVisas include:

**UK eVisa Scheme Overview**

- **Key Features:**
  - Digital application process for visas.
  - Biometric verification for enhanced security.
  - Fast-track decision-making for efficiency.
  - Online tracking for application status updates.

- They are secure and cannot be lost, stolen or tampered with, unlike a physical document
- You will not need to wait for, or collect, a physical document after your application is decided – you might still need to provide biometric information in person, and we will tell you if you need to do this
- It will be quicker and easier to prove your status at the UK border, and share your status with third parties like employers and landlords

# Operational Challenges

**Application process complexity**

- The eVisa application process can be cumbersome, with multiple steps that often confuse applicants.

**Processing delays**

- Extended processing times are a common issue, causing inconvenience for travelers needing quick approval.

**Resource constraints**

- Limited resources in visa processing facilities lead to slowdowns and inefficiencies in handling applications.

# Technical Challenges

**Technical malfunctions**

- Frequent website outages and system errors disrupt the application process, frustrating users.

**Data privacy issues**

- Ensuring compliance with data protection laws like GDPR is a complex task for the eVisa platform.

**Security concerns**

- There are risks of data breaches, posing challenges to secure sensitive applicant information

# User Experience Challenges

**Confusing guidelines**

- Applicants often find the application instructions unclear, leading to errors and frustration.

**Lack of multilingual support**

- Limited language options restrict accessibility for non-English speakers, affecting inclusivity.

**Accessibility concerns**

- Insufficient provisions for individuals with disabilities make the application process challenging for some users.

# User Experience Challenges

**Changing eligibility criteria**

- Frequent adjustments to eligibility impact applicants and make it hard to keep up with requirements.

**Complex appeal processes**

- Applicants face difficulties navigating the appeal process if applications are denied.

**Policy inconsistencies**

- Inconsistencies in policy interpretation lead to confusion and varying outcomes for similar cases.

# Policy and Regulation Challenges

**Changing eligibility criteria**

- Frequent adjustments to eligibility impact applicants and make it hard to keep up with requirements.

**Complex appeal processes**

- Applicants face difficulties navigating the appeal process if applications are denied.

**Policy inconsistencies**

- Inconsistencies in policy interpretation lead to confusion and varying outcomes for similar cases.

# Solutions and Recommendations

**Streamline application process**

- Implement clearer guidelines and simpler steps to make applications more user-friendly.

**Enhance technical infrastructure**

- Improve platform security and functionality to minimize outages and ensure data protection.

**Increase accessibility**

- Provide multilingual support and accessible design to serve a wider range of applicants.

# Challenges

What other challenges or barriers have you or partner organisations faced?

# Solutions

What other systems or processes should be in place to enable the eVisa transition?

# Next Steps

Consolidate feedback and share

# How can we collectively ensure ESOL provision is recognised as a key part of belonging?

Emma Taylor, Migration Yorkshire, ESOL Regional Lead
Mary Begley, MESH Development Worker / Project Worker
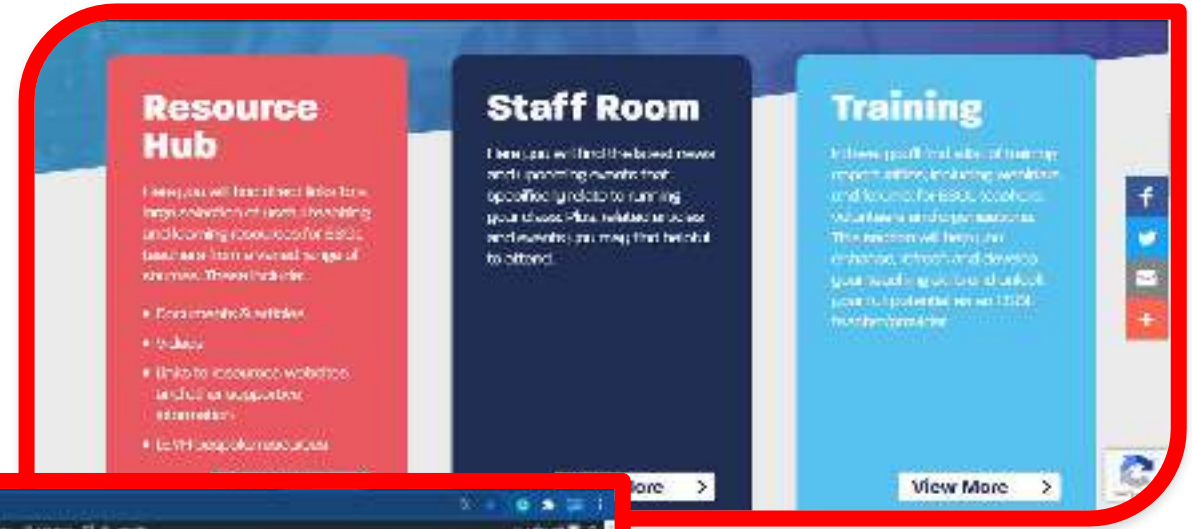
27 November 2024

All Illustrations by Nick Ellwood

Migration Yorkshire

# How can we collectively ensure ESOL provision is recognised as a key part of belonging?

**12.15 – 13.00**

- Mary – MESH Introduction

- Emma – Migration Yorkshire Introduction

- Belonging – Group Activity

- Belonging – Context Setting

- Regional Examples

- Your influence

# MESH Website Update

# Welcome to the Exploring and Belonging landing page!

Exploring and Belonging is a project focused on forced migrants and their feelings of belonging in places they are settled in Yorkshire and Humber. The MESH team is working with groups of refugees, asylum seekers and other forced migrants to explore their surroundings and research places that they particularly value – places which may be seen as sites of local heritage. At the same time, participants are improving their English through structured sessions focused on this theme.

...ed on their research, participants have worked with the MESH team and local volunteers to produce

EN ∧

**Exploring and Belonging Scheme of Work**

This course enables participants to:

1. Identify and research places of value in the locality
2. Develop English speaking, listening, reading and writing skills
3. Develop skills of creating and presenting media files
4. Think about belonging

By the end of this course students will:

1. Obtain information from texts and images, including at least 4 historical points about the history of the local area (READING)
2. Develop speaking and listening skills through peer conversations and conversations with relevant people in sites visited on the course. Take part in at least one 5 minute conversation about a place or person of interest related to the history of the local area. (SPEAKING & LISTENING)
3. Develop writing skills using appropriate verb tense and a range of adjectives to write about places and the past. Write at least 2 short passages about places visited on the course. (WRITING)
4. Write at least one passage about places visited on the course using google docs,

# Belonging

- What is *belonging*?
- Is it just being in a place?
- Is it a feeling?
- We will be talking about **belonging** all through the course.

# Examples of places or things that make us FEEL we belong

Safina and Mary will show objects that make us feel like we BELONG in a place:

# How well do you know Hull? Where is the...

- Hospital
- School
- Post Office
- Mosque
- Gym/Leisure Centre
- Park
- Cinema
- Library
- Church
- Museum

- **WHAT ABOUT**
- A statue of a famous person
- A place refugees used to arrive
- The football ground (which one?!)
- The best café or restaurant
- Your best barber or hairdresser
- A place you can buy Asian spices
- A place where you have danced
- A place where you have listened to music

# A sense of being a part of something

- **I belong to the local mosque.**

- **I belong to a running club.**

- **I belong to the Green Party.**


- I matter. I am important. This group accepts me. I am a member.


- What group(s) do you belong to?

# Talking about a place

- Group activity: discussion about places
- Why do we value these places
- How do they make us feel?

**Ammar's experience on the project**

# Migration Yorkshire
[emma.taylor@migrationyorkshire.org.uk](mailto:emma.taylor@migrationyorkshire.org.uk)

- Role of ESOL Regional Coordinator

- [ESOL for refugees: a toolkit for commissioners and practitioners | Migration Yorkshire](#)

- [ESOL Needs Analysis and Placement for Refugee Learners: a toolkit for providers | Migration Yorkshire](#)

Belonging

Belonging. What do you need to feel like you belong in a community?

- How do we embed, champion, facilitate, explain, show the value of...?

# Examples of how ESOL is embedded (or not)

- Positive or negative examples from your organisation or community of how ESOL can or is embedded.

# Does your organisation recognise ESOL as a key part of belonging?

- Give examples of how it does or doesn't...

- What can YOU do to influence?

- What can you take away from this workshop?

# Comments

# Aim workshop

To consider the impact of your work on your wellbeing,
to understand the different types of impact,
and practical ways,
to mitigate the risk and improve your resilience.

# Who is here today in the room?
## (different organisations, roles)

There may be people who have experience of trauma and or the asylum process and talking about it can be difficult
*(so do please do what you need to look after yourself)*

Who has felt stress?  How do you know when you are stressed?

# Definitions

- **Stress:** a way we respond when we feel under pressure or when we can't handle everything we need to do. A condition or feeling experienced when we think the demands on us will be too great.

- **Burnout:** a state of emotional, physical and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. It does not require there to be any involvement with trauma or traumatic material.

- **Compassion Fatigue**: a condition characterised by emotional and physical exhaustion gradually leading to a diminished ability to empathise or feel compassion for others.

- **Vicarious Trauma:** The cumulative transformative effect on the helper of working with survivors of traumatic life events. A state of tension and preoccupation with the stories/ trauma experiences described by clients. It can mirror the symptoms of trauma\PTSD as well as aspects of compassion fatigue and burn out.

**Focussing on prevention but still helpful to identify some risk factors:**

- Not setting, or ignoring boundaries
- Inadequate support
- Personal traumatic history
- High levels of personal stress

**Additionally, for workers/volunteers with personal experience of the issues faced by the people they are supporting** :

- Cultural expectations and being part of the same community?
- Speaking the same language
- Expectations of colleagues as well as the people you are helping
- Hard to leave work at work
- Similar personal experiences – housing, employment, immigration status
- Ongoing personal trauma – fears for safety of family, racism
- Being asked for help outside work/ volunteering role

# Possible responses



**Negative:**

- Vicarious traumatisation
- Burnout
- Compassion Fatigue

**Neutral:**

- Impact is managed effectively – your experience, support and resilience enable you to cope with the impact of the material

**Positive:**

*Vicarious Resilience* – we draw inspiration from a client's resilience that serves to build our own.

*Compassion Satisfaction* – reflects the sense of meaningfulness that is gained from our work.

***Each one of these positive outcomes can motivate us and, in turn, protect us against the negative effects of trauma exposure.***

# The Impact of Vicarious Resilience

✓ Greater perspective and appreciation of own problems

✓ More optimistic, motivated, effective and re-energized

✓ Increased sense of hope, understanding, and belief in the possibility of recovery from trauma and other serious challenges

✓ Profound sense of commitment to, and finding meaning from the work

# What are the positive effects of this work on you?

# Why do you stay doing this work?

# What has helped you?

# Thank you and take care of yourself and your colleagues!

https://www.solace-uk.org.uk/training/helpful-resources-for-refugees-and-people-seeking-safety

**Relaxation exercises**
**Dealing with stress and tension**
**Preparing to go to sleep**
**Feeling disorientated**
**and others..........**

# How do you to pitch your ideas to funders in times of uncertainty?

Migration Yorkshire

## Who are we, and why are we running this session?

- Introductions – Vicky, Pip, Hannah

- Availability of funding has dramatically changed

- VCS organisations are now doing more with fewer resources and less money

- Competition for funding is high

# What resources are at your fingertips?

Migration Yorkshire

# Some sources of info, research, and data

**What expertise can you demonstrate about working in this 'migration' landscape?**

1. How the system currently works

2. What won't change under the new government

3. What is changing under the new government

4. What are the needs of people in (or exiting) this system

5. What types of support are effective in meeting those needs

# Some sources of info, research, and data

**Where can you find information to support the claims in your bid and what questions do you ask of it?**

|  | Local | UK | Global |
|---|---|---|---|
| **Data and trends** |  |  |  |
| **Policy** |  |  |  |
| **Research** |  |  |  |

# Some sources of info, research, and data

**Where can you find information to support the claims in your bid?**

| | Local | UK | Global |
|---|---|---|---|
| **Data and trends** | Your service monitoring data<br>MY dashboards<br>DWP Stat Xplore for NINOs (a proxy for local migration trends by nationality) | Migration Observatory – specific analysis of data that's linked to policy<br>Home Office quarterly immigration stats – data on specific migrant groups<br>ONS (Census, population publications) – data on general population diversity | UNHCR annual global trends report<br>OECD annual migration outlook<br>IOM |
| **Policy** | Your service strategy/plan<br>Your council's migration/cohesion strategy?<br>Regional refugee integration strategy | MY migration news roundup/briefings, IMIX etc.<br><br>NACCOM, Refugee Council<br>IPPR, COMPAS | OECD migration topic |
| **Research** | MY research pages and local research database<br>Ask regional migration research network or your university contacts | The Conversation – bite size, accessible info based on academic research on particular topics (themed by migration, asylum, refugee, cohesion) | IOM migration research |

# Some sources of info, research, and data

**What kinds of questions do you ask of it?**

|  | Local | UK | Global |
|---|---|---|---|
| **Data and trends** | **How many people are relevant to my project?** | What are the national trends for this group? | What's the pattern seen everywhere for this group? |
| **Policy** | What local policy affects my bid? | **What national policy on this topic affects people locally?** | What do international agreements on this topic say? |
| **Research** | What local research has been done on this topic? | **What national research evidence supports what we are doing?** | What are the well-established understandings of this topic/need across boundaries? |

# What do funders actually look for?

Migration Yorkshire

# Funding

**Hannah Jameson** – Project Officer, Third Sector and Migration, Leeds City Council

# What makes a compelling argument?

**Deciding who to fund**
Know your beneficiaries
Know your local context
Value for money
**Evidence**
Details: management structure, financial health, policies
Track record
**Trusted organisations**
Building relationships

# Getting a seat at the table

**Collectively**

VCS infrastructure organisations

Strategies: community power, health inequalities

Political commitments: City of Sanctuary

Alliances

**Individually**

Stakeholder engagement

Encourage funders and decision makers to come to you

# Your Knowledge and Expertise - Funder considerations

*Effective support doesn't really change*



Low

Reach of intervention

High

**Individuals**
(eg. basic needs)

**Communities**
(eg. supporting vulnerable groups and promoting community cohesion and resilience)

**Services**
(eg. influencing the legal and health care services available to asylum seekers by promoting training for professional practitioners)

**Society/Policy**
(eg. influencing the public narrative about refugees, campaigning to improve the asylum system, strategic litigation)

High

Certainty of outcome

Low

Solutions-for-sanctuary_Overview-of-refugee-and-asylum-seeker-sector_June-20161.pdf*e*
NPC's funding levels model

# A quick exercise

## A quick 'off the top of your head' exercise

You're seeking funding to continue working in an asylum hotel for the next 12 months, but know that the government have pledged to close hotels.

- What do you need to consider in your pitch?

- How can you evidence these things?

# How can we support those who are affected by NRPF and destitution?

Migration Yorkshire

- **What are Public Funds?**
- **Where does 'No Recourse to Public Funds come from'?**
- **What aren't Public Funds?**

- **What issues and challenges have you come across in your organisations?**

- **How to make a formal referral - or – how to get past the 'gatekeepers'**

- Resources available
- NRPF Network
- Project 17

# How do we navigate the grey area between labour exploitation and modern slavery?

Migration Yorkshire

How do we navigate the grey area between labour exploitation and modern slavery?

# Modern Slavery? Labour exploitation? Poor practice?

## NEW DEFINITIONS

**Labour exploitation** – should be used exclusively to refer to criminality under the MSA.

**Criminal labour abuse** – any other deliberate illegal workplace practice where the worker is the primary aggrieved or endangered party. Examples include charging of illegal work – finding fees, deliberate underpayment of NMW.

**Labour market noncompliance** – may refer to any illegal practices affecting workers. However, offences are usually noncriminal and moreso breaches of regulatory requirements or contracts.

\* please refer to NCA handout for more information on correct terminology.

**ACT**
Recruitment
Harbouring

**MEANS**
Deception/Coercion
Threats of deportation
Abuse of power/authority

**PURPOSE**
Forced or compulsory labour
Financial exploitation

Discussion 1 – What do we think of these new definitions? Are they helpful for us to understand the grey area?

# Common Indicators of LE

- International workers particularly impacted in the care sector are of Asian and African nationality
- Within construction/agriculture/factory work – tends to be more Eastern Europeans
- Skilled workers are charged between £7000 - £50,000 for 'sponsorship'
- Deceived around the job role, responsibilities are not as said
- Forced to work excessive hours, working double shifts OR they might be given hardly any hours - sometimes a form of punishment
- Forced into tenancy agreements, with ridiculous rent costs and poor conditions
- Lack of training/equipment
- Coerced into complete duties outside of their role
- Non compliance = deportation
- Not being paid correctly, unexplained deductions on payslip
- Car loans and high charges
- Psychological abuse
- Encouraged to distrust authorities - led to believe that they will favour the sponsor, being told what to say when authorities arrive
- Forced into signing paperwork they do not understand, agreeing to false disciplinary matters
- Physical abuse
- Threats to them and family members
- Substance misuse

# Problems causing exploitation in the care sector

## Poor staff treatment already exists within the care sector
- Long hours, not paid for travel time/mileage, last minute rota's, pressure to cover shifts
- 165,000 vacancies in the care sector
- Introduction of care workers through the skilled workers visa route
- The care sector isn't regulated by an agency focusing on worker welfare - labour exploitation is therefore hidden

## Lack of Education
- Lack of understanding of workers rights
- Cultural differences in delivering care - international workers not understanding our care system
- Lack of due diligence amongst sponsors

## International workers are trapped within sponsorship
- Sponsorship scheme - difficult to change employer/sponsor
- Hesitation for victims to come forward and work with law enforcement, as this can lead to UKVI revoking the sponsorship license which leads to all migrant workers being out of work
- When sponsorship is lost, workers have 60 days to find new sponsorship to stay in the UK
- No recourse to public funds, so displaced workers are then reliant on illegitimate work, foodbanks, charities and faith centres to survive.

- Opportunity for exploiters
- Exploiters undercutting the market (recuperating costs from charging international workers), so good employers are losing out
- Deceiving overseas job adverts - a quick coin to be made?
- Recruiters issuing fraudulent qualifications to workers

# Discussion 2 – How could we respond to exploitation in labour practices?

# Supporting victims/displaced workers

Lots of ongoing discussions between GLAA, UKVI, DHSC and Government to fix the wider issues. But in the meantime:

- If MSHT/Labour exploitation - NRM and investigate
- If not, handout Justice & Care leaflet
- If poor working practices (labour market non-compliance), advise worker to join a union
- If not receiving enough hours, remind them of the additional 20 hours
- If complaint is about fees paid, they could pursue a civil claim if transaction happened in the UK
- Cost of living - signpost to local food/clothing banks, faith centres
- Children as dependants - notify LA Social Services for family support
- Poor housing provided by sponsor – encourage them to move out
- Finding a new sponsor - Gov website for list. Borderless - https://www.getborderless.co.uk/job-seekers Lifted Care - https://www.sponsorswitch.com/
- If license has been revoked worker should get an email from UKVI directing them to international recruitment support.

**Information and Guidance:**
For International Workers on Sponsorship in the Care Industry

March 2024

## Contents

Discussion 3 – Are there any other ways in which we can support victims/workers who fall into the grey area of support?

Jess Clayton - GLAA Victim Navigator
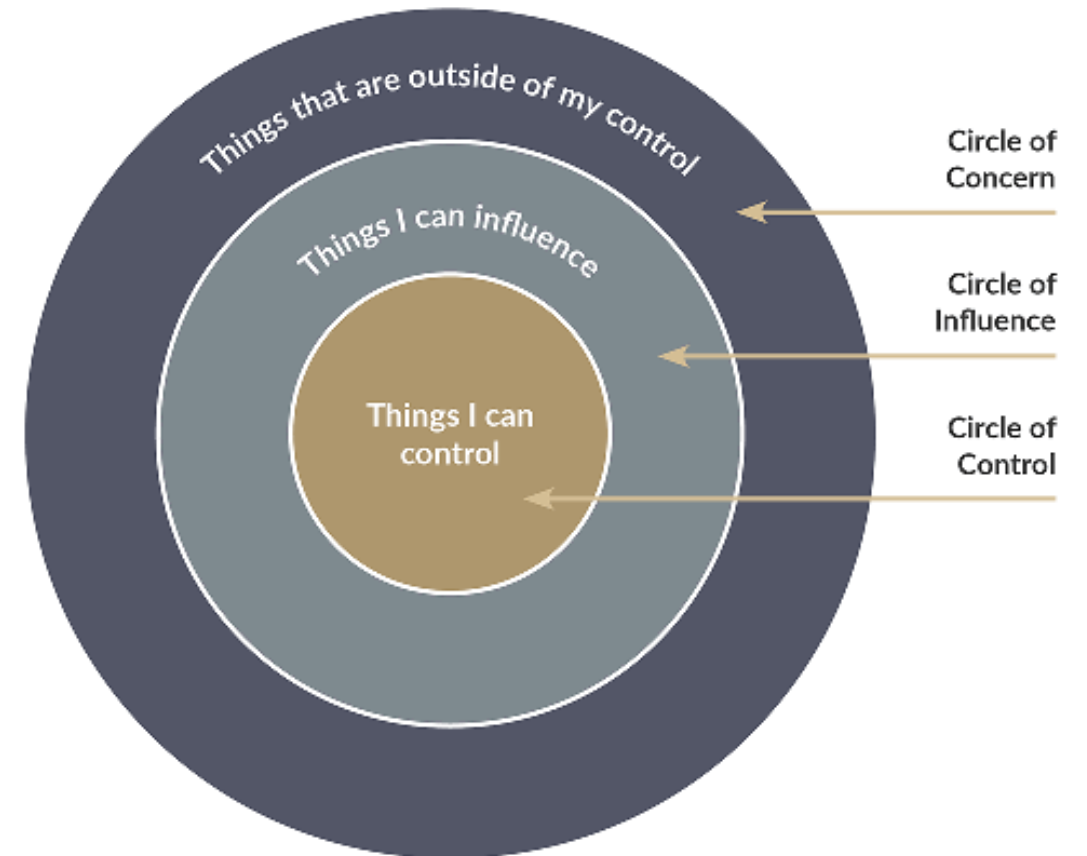jess@justiceandcare.org

# Pulling together and moving forward – from vision to action

Migration Yorkshire

## Group discussion

- What ideas have you had throughout the day?

- What is the one thing you'd like to focus on first?

# What's stopping you?

- What are the barriers?

- What can you control?

- What can you influence?

- What can't you control?

## How do we influence change?

- Who do you want to influence and to do what?

- What tools and resources do you need?

- Who can provide these?

## What can you control?

- What key issue(s) would you like to focus on?

- What tools and resources do you need?

- Who can provide these?

## What happens next?

- Your own personal and organisational action plans

- 'Quick wins' – immediate sector wide actions

- Migration Yorkshire VCS Strategy

- Anything else?