State of the Migrant Third Sector

Leeds Migration Partnership
Leeds Migration Partnership was formed in 2010 as a way to bring together the statutory and third sectors working with migrants, to alleviate pressures and prevent any negative impacts of migration on the city and its services.

Chaired by Bishop John Packer, and initially funded through the 18 month Migrant Impact Fund, the partnership has commissioned a number of joint projects and activities that targeted specific areas relating to migrant communities in Leeds: access to services, capacity building, cohesion, education, interpretation and financial inclusion.

This report was written to quantify and articulate growing concerns that many parts of the third sector supporting migrant communities are under threat.

Please note that some of the information contained in this report contains sensitive information around potential redundancy situations for some organisations. The information has been shared in the spirit of co-operation and the hope that the partnership can facilitate some solutions to the issues it covers.

For the purposes of this report:

Migrants are people who have moved from their usual place of residence to live in another country for reason of work, education, family, socio-political persecution or war.

They were born overseas and have arrived at some point in the last 10 years.
Executive Summary

- There is strong evidence from leading sources, including UN population estimations, that patterns of increasing migration and rapid demographic change are likely to continue in all major cities of Western Europe.
- Leeds does not have the largest numbers of migrants in the UK, but outside of London it does have the most diversity in terms of country of origin, presenting a challenge for service providers in terms of service planning, due regard to equality and cultural sensitivity.
- The third sector plays a vital role across Leeds in working with the statutory sector to provide the best outcomes possible for all communities, and the migrant third sector is equally vital to the city in its work with migrant communities.
- The migrant third sector is facing unprecedented funding cuts across many of the key organisations and services it currently provides through national or charitable funding sources. An estimated £1.5m will be lost from the migrant third sector in Leeds on 1st April 2014.
- Whilst recognising the public sector in Leeds is also facing unprecedented funding cuts, and is seeking to cut the budgets of many of its existing services and commissioned activities, there are some significant gaps that could be addressed by investing in third sector provisions, that could prevent poorer outcomes for some vulnerable migrants and also save money in the longer term.
- Disinvestment in the migrant third sector over a number of years and a disjointed approach from the local third sector infrastructure, the migrant third sector is unnecessarily fragmented and requires some support to maximise its potential.
Across Europe, because birth rates are now generally low, the single most important factor driving change in city populations is foreign migration. The UN projects that countries in Western Europe will tend to be more stable in birth rates, but also have significant foreign immigration leading to an estimated growth of 15% in the UK. This means that foreign migration will be a growing and long term factor in the UK, continuing to diversify an already heterogeneous population.

Leeds is one of the fastest growing cities in the UK, and currently home to over 140 ethnic groups – making Leeds’ black and minority ethnic population the most diverse outside of London, with the single fastest growing ethnic identity in Leeds as “mixed race”.

This picture of persistent dynamic change is perhaps the only truly predictable part of migration in UK cities. Within the space of just four years, for example, the position of Polish nationals rose from thirteenth to first in the list of foreign national groups coming to live in Leeds.

Migrant populations are diverse and like any other group have social, cultural and material assets and issues. Demographic variation of this magnitude and speed has a significant impact on local needs, and services must be able to respond promptly and appropriately.

### 2011 Census: numbers

Data from the 2011 Census on Country of Birth, together with new questions on age and year of arrival for those born overseas, provides a reliable indication of the internationally migrant communities of Leeds.

It shows that between 2001 and 2011, the number of Leeds residents born outside of the UK has almost doubled from 47,636 in 2001 to 86,144 in 2011, alone currently making up just over 11% of the Leeds population. Of those, more than two-thirds were born outside of the EU, and just over half arrived at some point in the last 10 years.

The latest ONS information shows that during 2010 and 2011 just over 8000 people arrived in Leeds from overseas, which equates to about 9% of the current non-UK born population, or at just over 1% of the total population being new migrants.

### 2011 Census: Country of birth

There are over three times as many residents in Leeds (77,200) who were born in a “third”
country, outside the EU, than were born in the EU (20,300); this difference is common across the region, but a little more pronounced in Leeds.

Asia is dominant among ten world regions of birth, followed by the EU. In contrast, the EU is the most common passport type; the difference may reflect the fact that many Asian-born residents have British citizenship. In Leeds, Pakistan is the most common country of birth for non-UK born residents and accounts for 1.2% of the whole population with India also at a similar level.

Poland showed the largest increase for those born outside the UK (2001-2011), from 830 (0.1% of the population) in 2001 to 7,139 (0.9%) in 2011 (an increase of 6,309) - this was followed by India and Pakistan a joint increase of almost 6000.

2011 Census: Ethnicity

As an ethnic identity, ‘Asian’ continues to be the predominant minority ethnic group, as it was in 2001. The biggest growth in minority ethnic groups since the 2001 census could be seen in terms of absolute numbers or in terms of proportion of the population.

In terms of numbers ‘White other’ (i.e. not White British) rose by the greatest number with more than 19,000 new individuals added to the total number, which is just under 30,000 people. Put differently, the proportion of the population described as ‘white other’ more than doubled from 1.5% to 4% of the Leeds population in 2011.

In terms of the proportional increase ‘Chinese & other’ saw the biggest increase, with the Leeds based population increasing almost four-fold between 2001 and 2011, from just under 6000 individuals (0.8% of the population) to just over 23000 (3.1%).

2011 Census: language and identity

English is overwhelmingly the main language used in Leeds with 93% of the population using it as their main language at home as well as at work.
Of the 51,221 people for who would not describe English as their main language, 39,863 speak English well or very well. 9,553 do not speak English well and 1,805 do not speak English. 7% of the Leeds population does not consider themselves to have a UK-based identity, which is above the regional average of 5%.

2011 Census: age

On average the Leeds migrant population is younger than the general population, which reflects the demography of newer communities.

Chart 3 shows the relative population pyramid (by age) of the “white British” population of Leeds, next to the “all other” (non-White or non-British). This shows a picture of two population bulges – one largely working age, and one largely in childhood.
Many international migrants change countries for reasons of work or study, and this often skews the data towards working ages – 60% of non-UK born residents were between the ages of 16 and 34 when they first arrived in the UK, and 30% arrived as children (0-15 years old). Just over 40% of people born in EU Accession countries are aged 25-34 years.

There is a much higher proportion of older people (aged 50 and over) amongst those born in EU countries (as at March 2001) and those born in the Americas and the Caribbean (40.4% and 48.3% respectively), reflecting the earlier waves of international immigration. For example the median age of the Irish community in Leeds is now 52 years old, compared to the Leeds average of 39.

**2011 Census: location of non-UK born residents:**

As in most other vibrant cities, migrants have tended to cluster in certain parts of the city. Sometimes this reflects historical or cultural patterns, and often it reflects areas where there is availability of cheap housing, opportunities in the labour market (formal or informal) as well as concentrations of different cultural groups acting as a draw for some nationalities or ethnicities already settled there.

In Leeds, 4 wards in particular have more than 20% of residents born overseas. All 4 wards also have a more long term resident diverse population:

- Gipton and Harehills 34.2%
- Hyde Park and Woodhouse 30.4%
- City and Hunslet 26.8%
- Chapel Allerton 23.7%
- Burmantofts and Richmond Hill 22.5%

There are some enclaves of particular ethnic groups in these wards, for example a strong South Asian presence (both long term resident and more newly arrived) in the Harehills area of Gipton and Harehills. One statistical area (mid-level super output area or MSOA) in Harehills has the highest concentrations of BME residents in the city, with 88.8% of residents describing themselves as “BME”. Whereas it is in one MSOA in Burmantofts and Richmond Hill ward that has the highest percentage of residents born overseas, and also the highest proportion of households whose main language is not English.

Overall, Leeds is notable for its diversity of origin of communities across all wards in the city. Chart 3 shows that all wards in the city have a newly migrant population, and that there is also a wide diversity of region of origin in all wards.

Fig 1 shows a map of Leeds representing the proportions of non-UK born residents to all residents in the ward. This shows a clear bias for migrant communities to be concentrated in inner city wards.
CHART 4: Region of origin of Leeds migrant communities
Fig 1. Census 2011: Residents born outside of the United Kingdom
B: Organisational Scope of the Migrant Third Sector

Definitions of the “third sector” are necessarily porous. The National Audit Office uses the definition:

“A range of institutions which occupy the space between the State and the private sector. These include small community and voluntary groups, registered charities both large and small, foundations, trusts and the growing number of social enterprises and cooperatives.”

The Office for the Third Sector defines third sector organisations as:

“Non-governmental organisations that are value driven and which principally invest their surpluses to further social, environmental and cultural objectives.”

Trying to define the “migrant third sector” creates an even greater challenge, not least because it is impossible to know which third sector organisations work with migrant communities and/or if they would self-define as part of the migrant third sector.

However, there is a rich picture of organisations explicitly state their intended beneficiaries as migrants, and a growing network of groups and associations run by people from different migrant backgrounds to support their communities’ integration in Leeds.

The “self-portrait” mind map of the Migration Third Sector at Fig 2 shows something of this picture operating in Leeds: large national and international organisations such as Red Cross or Children’s Society as well as much smaller migrant led organisations like the Refugee Forum or the Ukrainian Community Centre.

Of the 40+ organisations (excluding the small groups or associations) listed as working directly with migrants in Leeds, 19 completed the full survey, and 3 others gave additional input to its findings. The 19 full respondents were disproportionate in terms of those from organisations (as opposed to groups or associations) but were otherwise reflective of the range of third sector organisations working with migrants in Leeds.

Area of Operation

Just under half the organisations surveyed operate exclusively city-wide in Leeds and when added to those who also work across the region and nationally, this means 85% of the organisations work across the whole city, with 15% working only in more local areas of the city.

Of those who worked only locally, these were in Harehills, Chapeltown, Armley and Beeston – which more or less corresponds to the areas with the highest concentrations of migrants in the city.

Turnover

In addition to the 19 organisations surveyed, desktop research was done on the 122 organisations listed on the Leeds City Council...
data base as specifically working with migrant communities.

Of the 122 groups and organisations listed, 41 had a report of their turnover for 2012/13 or 2011/12 and this is shown in the chart below.

This shows a picture of a quarter of organisations are existing on less than £5k, 20% between £5k and £30k, 15% between £30k and £100; the largest percentage is the just over a quarter in the £100k to £500k bracket, and a further 15% on more than £1m. Those with over a £1m turnover are either housing providers (e.g. Palm Cove) or national organisations (e.g. Refugee Action).

When this information is combined with a “best guess” for the further 60 organisations or groups this shows about 60% of the organisations in the nil turnover, or a turnover of less than £2k.

**Employee Profile**

No local data was gathered on the employee profile however Refugee Action undertook a national survey of organisations working with refugees, asylum seekers and new arrivals in 2011 which should remain reflective of the sector.

The majority of employees in the sector are in the occupational categories sometimes referred to as ‘knowledge occupations’.

One quarter of the workforce is in professional or technical roles (immigration advice, counselling or therapeutic services), 40% in personal support services (non-specialist advice, advocacy, support, signposting), 20% in managerial roles,
FIG 2: Mind Map of the Migrant Third Sector in Leeds 2013
including volunteer management and the rest in a variety of specialist roles.

The educational profile of the sector is increasingly professional. The workforce is highly qualified with 40% holding a degree level qualification or higher and 66% with at least A-levels and only 5% hold no formal qualifications.

A higher number of organisations in the migrant third sector, compared to the third sector overall, employ “only or mainly” part time staff. The vast majority of employees in the sector also said they regularly “give additional hours to their paid employment.”

There is no statistic for the number of employees in the sector who speak more than 1 language fluently, but all the surveyed organisations said that they regularly use bilingual staff for informal interpretation and translation, that would otherwise result in substantial costs.

The Refugee Council employees in Leeds, who will be redundant on 1st April, have an average of 8 years’ experience of working with refugees and asylum seekers.

Staff numbers

Of the organisations surveyed, 80% of them employ paid staff. Half of the organisations have fewer than 5 full time equivalents (FTEs) and only 15% have more than 10 FTEs.

All noted a reduction in FTEs in the last 2 years, and more than a third of organisations have changed the working patterns of their organisations to have more staff working part time, yet aiming to leave full time cover in place.

Volunteer numbers

The 19 organisations who completed the full survey said they support over 800 volunteers, with the majority receiving co-ordinated support.

It should be noted that there is a strong bias in those completing the survey to those with the organisational capacity to actually complete a survey. Desktop research of the other nearly 100 groups, associations and small organisations who work with migrants, showed an overwhelming reliance on volunteers, with more than 60 of these completely dependent on unpaid volunteers (without coordination or additional funding), and a further 30 reliant on volunteers (but with some additional funding), and the remaining organisations or groups with some occasional temporary or sporadic paid employment when small pots of funding can be accessed.
More than 80% of the organisations who completed the survey regularly use volunteers. Two thirds of the organisations supporting up to 50 volunteers each, and 10% of the organisations supporting 60% of the total volunteer numbers.

There does not appear to be a correlation between the organisation’s turnover and numbers of volunteers – with many smaller organisations supporting larger number of volunteers.

**Beneficiaries**

It is a recognised difficulty to track the “type” of migrant that organisations serve, as many migrants fall into one or more category at any one time. However there are some broad reasons for migration that can help us to classify the anticipated range of needs for each different grouping.

The ones used in this survey were:

- **Asylum seekers (section 95)** – those currently in process with an asylum claim who will most likely be in receipt of housing via the G4S-held COMPASS contract plus limited financial support.

- **Asylum seekers (section 4)** – those currently in process of appeal, or who have been refused but meet the criteria for more limited housing and financial support.

- **Asylum seekers (destitute)** – those with No Recourse to Public Funds (NRPF) including those currently either seeking appeal or who have not yet made a claim; who have exhausted appeal rights; those from a country on the “non-return” list; those who have had support withdrawn during their asylum claim. These are people without housing, financial support and without the right to work.

- **Family joiners (Third Country Nationals)** – those immediate family members from outside the EEA who have joined someone with the right to stay in the UK.

- **Migrant workers (EEA)** – those from one of the European Union states with the right to work in the UK.

- **Migrant workers (non-EEA)** – those non EU nationals working for an employer registered with the Home Office.

- **Refugees** – all those with permanent or limited leave to remain in the UK, including the (sometimes limited) right to work and to claim benefits. This includes those with DLR Discretionary Leave to Remain, Indefinite Leave to Remain, Exceptional Leave to Remain and humanitarian protection.

- **Students (non EEA)** – all those EU nationals attending a further or higher education institution, usually with the same rights of employment and entitlements as EU workers.
**Students (non EEA)** – all those attending a further or higher education institution registered with the Home Office, with some limited rights to work and time limited access to services.

**Undocumented Migrants** – those without regularised immigration statuses: can be due to trafficking, illegal entrants, those aiming to evade forced refusal, visa over stayers and others.

The survey asked respondents to say which were the top 4 groupings who were of the beneficiaries of their service, as individuals and as groups.

The majority of the respondents to the survey came from the “humanitarian” side of the migrant third sector. Since 2000, Leeds has developed a strong third sector to respond to the needs of asylum and refugee communities, as Leeds became a dispersal city with the Home Office Immigration Reporting Centre also based in Leeds.

With those limitations in mind, it is still worth noting that those surveyed showed beneficiaries of their services as largely in the asylum and refugee routes of migrants, and just under a third of responses were for undocumented or destitute individuals.

It is not possible to extract from this survey what that represents in terms of numbers of individuals or groups supported.

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**Chart 10: Individuals**

- Asylum seekers - section 95
- Asylum seekers - section 4
- Asylum seekers - destitute
- Family joiners - Third Country Nationals
- Migrant workers - EEA
- Migrant workers - non-EEA
- Refugees -
- Students - EEA
- Students - non-EEEA
- Undocumented migrants

**Chart 11: Groups**

- Asylum seekers
- Refugees
- EU Migrants
- Non-EU migrant workers
- Students
- Undocumented migrants

The parts of the sector supporting newer migrant communities has tended to either come from added capacity in those organisations already working with refugees and asylum seekers, or to have developed as independent groups or associations or more heavily reliant on volunteers. And those groups with fewer or no paid staff were less likely to have completed the survey.
C: Funding

The 19 surveyed organisations answered questions about their main sources of funding over the last 5 years and in the last year. This does not reflect the total value of the contracts or grants, but simply shows the sources of funding for the sector’s work. That said, there was a 25% reduction noted in the sources of funding between the last 5 years and this year, and this was across the board for all organisations and all sources of funding, with the exception being Comic Relief. Chart 12 shows more clearly the general downward trend of funding to the sector:

![Chart 12: All sources of funding](image)

Chart 13 shows the changes in the proportions of where the sector is receiving funding. The inner circle shows the proportions of funding sources over the last 5 years, and the outer circle shows the same funding sources as percentages of the total current sources for 2013/14.

In the last 5 years revenue from income from investments, income from membership fees have completely fallen away, and funding from donation and fundraising has significantly reduced by almost 50%, though still remaining a significant source of income for the sector at 15%.
78% of the organisations received part or all of their funding from charitable trusts in the last 5 years, and just over two thirds of the organisations in 2013 note charitable trusts as a major source of funding. However many organisations noted in the comments section that funding from some trusts that had been reliable over a number of years have become more competitive in the last 2 years, now have a lower rate of success and lower amounts of funding is being made available. It was also noted by the larger organisations that they were now more actively pursuing smaller pots of funding for discrete projects that they had previously been able to get internal funding for.

In terms of revenue received from the statutory sector just under half (47%) of the organisations stated receiving either a contract or grant from that statutory sector in the last 5 years, and just over one third (36%) saying the same for 2013/14.

Despite working closely with statutory agencies like the health service, police, DWP and Job Centre Plus, none of the organisations noted current funding from these sources. Home Office was a major funder of both grants and contracts – and these have been significant over the last 5 years.

The major contracts to deliver advice services currently held by Refugee Council has been retendered nationally, and will be delivered by another provider from April 2014. The most anticipated effect of the cuts in funding is the inability for organisations to continue to deliver their services with this effect particularly
strong in larger organisations in terms of income and paid staff. However the anticipated effect on beneficiaries and staff was raised as the joint highest concerns for organisations (54%).

**Sustainability**

The organisations were asked to rate their ability to sustain their organisational mission over the next 12 months. They were asked to rate their ability to run their organisation against a variety of criteria as outlined by NVCO in their national sector confidence survey. This included criteria around finance, staff retention, premises, governance and volunteer management.

Of the 19 organisations that completed the full survey, all showed a reduction in both funding and capacity in the short term and insecurity in the medium term.

In terms of security of roles and support for volunteers shows a worrying trend, with some immediate losses expected by December 2013, more significant losses expected by the end of March 2014: 40% fewer FTE paid post and 60% fewer volunteer roles supported or co-ordinated, and by the end of March 2015 an 85% reduction in staffing from current (Nov 2012) levels with just 6% of the current capacity to support volunteers.
CHART 15: Confidence of sufficiency of funding

- Financial reserves
- Overall level of income from all sources (including grants, lottery, earned income and...)
- Space to operate (e.g. office space)
- Information and communication technology
- Management and leadership staff
- Advice and support
- Volunteers
- Trustees / management committee members
- Networking opportunities

- Insufficient
- Not applicable
- Can't say
- Sufficient
CHART 16: Funding for FTE posts and supported volunteer roles

- Unfunded
- Unknown
- Ongoing/ Safe
- By April 2015
- By April 2014
- End Dec 2013
- CURRENT 2013

WORKERS

VOLUNTEERS
D: Support Needs

Support Services

Leeds welcomes migrants from a wide diversity of countries and through the whole range of arrival routes, and whilst there is a large area of crossover for services for people from some arrival routes and some demographic groups – the diversity of both axes is a challenge for Leeds’ service providers.

Migrants are affected by many of the same issues that affect mainstream society: e.g. drug or alcohol misuse, domestic violence, safeguarding of vulnerable children or adults. However there are a number of areas of particular need for migrant groups e.g. access to English language learning, immigration advice or qualification equivalency; as well as areas where there are particular vulnerabilities for migrants from certain arrival routes e.g. specific Post Traumatic Stress counselling for those fleeing warzones or persecution, safe spaces for trafficked individuals or access to specific health services for victims of Female Genital Mutilation.

The majority of the organisations worked with only adults, and a small number only with women. No organisation noted that they worked exclusively with children, but a small number of organisations work with both children and families.

The 19 surveyed organisations showed that they provide or signpost a wide variety of both generalist and targeted services, and have built up considerable expertise in doing so – often recognised regionally or nationally as exemplars of good practice.

The most common element that each of the organisations noted was services for:

- Advice or Advocacy
- Employment and skills support
- Health – specialist health services
- Mental Health – both generalist and specialist mental health
- English Language learning and interpretation/translation
- Access to information

All of the organisations also noted a more general service of:

- Awareness raising of migrant communities
- Campaigning
  and
- Providing volunteering opportunities

Funding Gaps

In Leeds a number of funding issues are likely to result in a gap in services for Leeds migrants, starting in December 2013, increasing in April 2014 but with potentially devastating impact by April 2015.

Traditionally the focus of the sector has been “national”, where a number of national funding streams and programmes have been open to the migrant third sector. This overlaps with the fact that most decisions affecting migrants are made
at national Government level (e.g. asylum process, skilled workers programme for visa entrants). Over successive years these programmes have either been cancelled, or expected to have been mainstreamed. This was in part due to the prior focus of providing specific services to the humanitarian end of the migrant spectrum, and the total numbers of these individuals has generally been lower over the last 5 years. Other general policy shifts across the board towards mainstreaming equalities and to localism have meant the migrant third sector has often “missed out”.

A good example of this was the cancelation of RIES (the Refugee Integration and Employment Service) previously commissioned by the UKBA which ceased in September 2011.

In Yorkshire and Humber, the contract to for RIES was held by the Y&H Regional Migration Partnership (with LCC as the accountable body for the contract). It was delivered locally by 6 partners who deliver all or part of the service through hubs and outreach provision and partners included Leeds City Council, Refugee Education and Training Advisory Service (RETAS) and Northern Refugee Centre (NRC).

RIES delivered through two strands:

- Advice and Support Service – each service user had a case manager and a Personal Integration Plan identifying their key integration needs and how these would be addressed. This support was provided for 12 months.

- Employment Advice Service – a 12 month service to assist new refugees to access employment at the earliest opportunity. This included information on UK employment culture, job skills courses, work placements, assistance to access ESOL courses, specific support for doctors and health professionals, engineers and teachers.

As the targeted service users were all refugees, and therefore have recourse to public funds, this work was expected to be folded into the Work Programme.

However, a lack of specialist skills in working with refugees, no formal referral mechanisms from UKBA and a much reduced capacity for personalised needs and aspirations, has meant that Job Centre Plus has noted a marked increase in refugees either staying longer on Job Seekers Allowance (JSA) and more recently incurring sanctions.

At the same time the third sector providers note an increase in requests for help and support in relation to employability and skills, including referrals from Job Centres and Work Programme contractors, and have tried to meet demand using charitable funding.

RETAS have had charitable funding to provide a worker to meet the needs of refugees and other migrants (with recourse to public funds) which runs out at the end of December 2013, as well as a mix of charitable funding and a statutory contract to provide the Steps to Settlement Programme which works with people in different immigration states to maximise employability.

The grant part of the Jobs and Skills programme lasts until August 2014, when there is the possibility that this work can be commissioned, but RETAS may yet have to make the staff who deliver the programme redundant before that date.

Other organisations who provide some aspects of employability support such as ESOL or life skills have also noted an increase in the proportion of people seeking assistance from the non-humanitarian end of the migrant spectrum. This may be due to more competition in the job market, or those who are in low paid or low
skilled jobs increasingly looking to improve their employability if they are to stay in the UK more long term.

Overall, the picture is that those organisations who previously were funded through RIES have tried to match the provision they had through charitable funding rather that the mainstream provision picking up the need, but that this ‘replacement’ funding has now reached critically low levels, and the full impact of the withdrawal of RIES is starting to be felt.

Other nationally funded programmes are now also being withdrawn or re-commissioned at significantly lower levels, often with the private sector. The major changes to impact on advice and legal advice services are from the loss of Harehills Law Centre – which provided free or low cost immigration advice to locally resident migrants, combined with the loss of the Refugee Council as provider of the nationally commissioned Consolidated Advice and Guidance Service (CAGS).

The change of provider from Refugee Council to the new private sector contractor Migrant Help is accompanied by a radical service re-design, which will see virtually no face to face advice provision outside of Initial Accommodation Centres, and asylum seeking clients will be expected to access this service via the telephone.

The law states that anyone giving immigration advice or immigration-related advice, must have passed an OISC qualification and that it is illegal for anyone to give advice who is not OISC registered. OISC is the Office of the Immigration Services Commissioner which is responsible for regulating immigration advisers by ensuring they are fit and competent and act in the best interest of their clients.

OISC Level 1 is basic advice and assistance (and this is available in CABs) and includes visa applications, employment documents, letters from the Home Office etc. Specifically not included in this is any enforcement, appeals, making representation or work for anyone outside of the immigration rules.

Level 2 allows for casework, and discretionary and complex applications, concessionary policies, lodging notices of appeal etc. Level 3 is advocacy and representation - and this allows for representations to the Home Office, overstayer, removal and deportation cases, as well as substantive appeals and hearings.

Above Level 3 is for qualified solicitors and Judicial Review level cases.

On 1st April 2014, as it stands, there will be no longer any guaranteed Level 2 OISC qualified advice provision available in Leeds, except a small pilot project currently taking place in the Compton Centre provided by Chapletown CAB.

This may mean that individuals will end up having to pay a qualified solicitor just for low level advice, or, will take casework queries to CAB (level 1 advisors) meaning a strain on these services, including having to refuse to provide advice, or, as is currently anecdotally in evidence, since the end of legal aid for most immigration issues, people will resort to paying for “cut price” legal advice from quasi-qualified private sources.

It is anticipated that there are a number of at risk or priority groups who will become more vulnerable without adequate access to face to face advice, specifically including issues such as women/men fleeing domestic abuse whose immigration status may be joined with that of their spouse.

Support gaps

More than 30 of the migrant third sector organisations attended 2 workshops facilitated by the Migration Partnership in order to assess what
the needs of migrant communities are, where they are currently being met and where gaps in provision may arise as funding ceases.

The needs have not yet been quantified as it has not been possible to eradicate double counting from people accessing more than one service in an organisation, or across organisations. However, the organisations are now working together to address this where possible and to explore where joint funding or shared resources may offer a stop gap for certain vital services.

There are some clear support gaps however, in a number of vital areas, particularly in services for vulnerable migrants. These include:

**Advice (including Legal) Support and Advocacy**
- Provision of OISC qualified immigration advice and casework for all migrant groups
- Targeted advice for migrants on: integration and settlement advice (including school places), citizenship, family reunion, entitlements, accessing services.
- Coordination/ signposting/ sharing the most appropriate immigration-related advice hours (i.e. not using Level 3 trained advisors for basic advice) including lists of specialist solicitors for easy signposting/ guarantee of qualifications/ experience
- Signposting on availability of legal aid for certain cases
- Training and supervision to OISC level 1 for third sector advisors
- Specialist legal support for asylum claimants: evidence gathering, appeals, judicial reviews, fresh claims, family reunion in complex cases, out of country appeals (pre departure advice), limited leave to remain
- Independent advice/ advocacy for migrant children, unaccompanied asylum seeking children and families with children

**Destitution**
- Referral routes for those with positive asylum decisions to prevent destitution at point of grant of refugee status including floating support
- Clear signposting to immigration advice, alternate housing provision and related support services for those with No Recourse to Public Funds
- Drop in services to remain a point of contact, prevent people ‘falling off the radar’
- Coordination of Hardship Fund – which currently targets most vulnerable during winter months

**Employment and Skills**
- Basic advice on UK employment law/ working conditions to be available to all migrant workers (specifically aimed at preventing forced labour situations)
- Targeted employment advice for people with overseas qualifications / equivalency issues
- Targeted employment advice for people changing status
- Targeted employment advice and skills development for people with low level skills/ limited English – particularly in relation to self-employment, zero hours contracts etc.
- Targeted “connexions” style work for young migrants in the employment market/ looking to access further or higher education
- Engagement with JC+ on disproportionate numbers of migrants facing sanctions on Work Programme
English Language and Interpreting/Translation Provision
- Co-ordinated ESOL offer, across learning levels and areas of the city, clearly advertised and delivered at appropriate times, in appropriate venues
- ESOL portal for sharing teaching resources, and learning points for “life in Leeds”
- Engagement between services and ESOL classes – real life situations
- Bank of volunteer interpreters shared by third sector organisations with agreed prioritisation
- Basic training in interpretation skills for all advisors
- Prioritisation of access to professional interpreting/translation services
- Support potential for social enterprise development (English language skills, interpreting and translation, legal)

Health & Mental Health
- Clear signposting and support to access mainstream health care
- Clear access to primary health and signposting based on eligibility for secondary health care
- Specialist services for those from conflict zones, PTSD, victims of torture, rape etc. specifically including for those not yet eligible for secondary healthcare
- Targeted awareness of mental health and health to migrant communities and vice versa (culturally sensitive)
- Support to access targeted health interventions on areas of disproportionate need or sensitivity in migrant communities: HIV/AIDS, TB, FGM, immunisation; including appropriate gender targeting
- Finalise development of single mental health care pathway - but there are a number of organisations in the pathway who are vulnerable and likely to lose capacity.
- “Preventative” mental health work, including early warning and intervention

Housing
- Understanding on the role of housing advice by the third sector advisor and appropriate referrals given; and clarity on eligibility for different migrant groups in housing advice
- Targeted housing advice to those disproportionately in overcrowded or unsuitable conditions
- Pre-decision advice and explanation of housing options for those in the asylum process
- Signposting and access to floating support

Sector Support
- Information sharing that shares knowledge, policy changes and best practice
- Basic infrastructure to allow greater sharing across organisations: volunteers, interpreters, legal advice etc.
- Colocation of some services
- Sector representation with public sector and rest of third sector
- Shared resource for improved funding bids/applications/contracting
- Access to the general infrastructure support for the support: governance, small groups advice, HR, volunteer management, safeguarding training
- Infrastructure support for the migrant third sector
E: Next Steps

In bringing together this report, the Migration Partnership has sought to facilitate understanding of the issues facing the migrant third sector – and therefore all organisations and agencies working with or affected by migrant communities in Leeds.

It has also aimed to facilitate conversation between the migrant third sector and its partners on how best to work together in the changing operating context in immediate and longer terms.

The overall picture of the migrant third sector in Leeds is one of significant upheaval and vulnerability. This is a time when the sector needs to come together to look at strategic solutions to what may be a long term decline in funding, complemented by a steady rise in needs for some services.

Early discussions have taken place on a number of strategic issues for the sector to self-organise:

Co-location of some sector organisations - Exploration of the feasibility of co-locating some of the organisations and services serving the sector to increase co-operation and partnership working, and to minimise “back office” costs through shared premises.

Voice and influence - Working with other parts of the Leeds third sector to increase the voice and influence of the migrant third sector.

Updated signposting of services - Greater information flow between services on their capacity and “offer” particularly in relation to services that have been cut or offer reduced capacity

Co-ordination of ESOL and related services - Joint production of a single database that shows the availability of English language classes for migrants across the city.

This online platform also has the potential be a key informational portal for sharing targeted information with some migrant groups.

Further issues where the sector is seeking to work in collaboration with external agencies remain:

Mental health support - For vulnerable migrants and those with no recourse to public funds

Preventing Vulnerability - Targeting interventions to prevent any increased vulnerability particularly in relation to destitution, forced labour or street homelessness.

Safeguarding - Engaging with communities at risk of certain safeguarding concerns, in particular victims of trafficking, forced marriage or those who may be at risk of abuse

Advice and Integration - Ensuring appropriate advice is available to all citizens, and specifically including regulated advice where this relates to immigration status and accessing services.

The Migration Partnership will continue to explore opportunities to ensure that Leeds manages the issues relating to migrant communities as effectively as possible: for maximum benefit of all the communities resident in Leeds.
The state of the “migrant” third sector in Leeds

The migrant third sector is under threat

- 15% of organisations have any financial security beyond April 2015
- 23% of organisations now receive some statutory funding, down by 23%
- 78% receive all or significant funding from charitable trusts

In April 2014...

- 400 fewer supported volunteers
- Average of 8 years’ experience
- Loss of 50 full time posts
- 122 organisations work with migrant communities
- Over £1.4m loss in April 2014

There are 86,144 residents of Leeds who were born outside of the UK

- Over 8000 arrived in 2010-11
- This has DOUBLED since 2001
- 5.55% residents are new migrants

Migrants are people who have moved from their usual country of residence to live in another for reasons of work, education, family, socio-political persecution or war.

- 18.9% Leeds residents from BME backgrounds
- Over 140 ethnic groups
- Over 70 languages spoken

Future prospects continue to look bleak

- 78% report a lack of confidence in the sufficiency of financial reserves
- 26% do not have sufficient ICT equipment

3 in 4 are confident their funding is sufficient to meet needs

- Only 1 funder has increased funding to the sector

This infographic is designed to present a flavour of the third sector in Leeds specifically working with migrant communities and individuals. It accompanies the Leeds Migration Partnership report, and is based on a survey and research conducted in October 2013.