



**C/M/S/ Cameron McKenna**

**The Integration of Migrants:  
Engaging Employers, Unions and  
the Voluntary Sector**

*London, 4 July 2006*

**Conference Report**

(to be read in conjunction with the Conference [Background Paper](#))

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ESRC Centre on Migration, Policy and Society (COMPAS)

University of Oxford, September 2006

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## INTRODUCTION

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The conference was organised by COMPAS, the Centre on Migration Policy and Society, an ESRC research centre at the University of Oxford, established in 2003. COMPAS aims to put new research evidence on migration into the public domain and to inform policy development, not only of government at the national, local and EU level, but also that of employers, unions, the voluntary and community sector and those independent foundations which enable much of the voluntary sector work to continue.

The conference was made possible by the generous support of the Barrow Cadbury Trust<sup>1</sup> and of CMS Cameron McKenna<sup>2</sup> who provided excellent conference facilities.

The objectives of the conference were threefold:-

- To discuss the contribution of employers, unions, voluntary and community organisations to the integration of migrants, particularly those who are newly arrived
- To identify the challenges which organisations face in fulfilling and extending their role in this regard
- To identify ways of addressing these challenges including the forward policy agenda for Government.

COMPAS circulated a background briefing paper prior to the conference highlighting the contribution made by many organisations in the sectors under discussion and raising a number of issues for debate.<sup>3</sup>

The conference was addressed by the Under Secretary of State for nationality, citizenship and immigration, Joan Ryan MP; by senior employer, union and voluntary sector representatives, and by the Chair of the Commission for Racial Equality, Trevor Phillips. The Minister's speech can be downloaded [here](#). The programme and other presentations are also available on the COMPAS website, [here](#).

The agenda and full list of registered participants is attached. Participants were drawn from the three sectors under discussion and from local authorities, academia, think-tanks and independent foundations funding the voluntary sector in this field.

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<sup>1</sup> [www.bctrust.org.uk](http://www.bctrust.org.uk)

<sup>2</sup> [www.cameronmckenna.com](http://www.cameronmckenna.com)

<sup>3</sup> Available for download on the [COMPAS website](http://www.compas.ox.ac.uk), ([www.compas.ox.ac.uk](http://www.compas.ox.ac.uk))

## KEY MESSAGES

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While there were areas of strong debate it was also striking the degree of consensus between and within the three sectors that emerged through the course of the day. Some of the key messages emphasised in plenary and workshop sessions were:

### **On Integration policy and coordination**

*1. The need for a government strategy on integration that goes beyond refugees to encompass other categories of migrants.*

Participants had broadly welcomed the Home Office's strategy on refugees, Integration Matters. Some, including Patrick Wintour from the Employability Forum, felt that it had not been sufficiently widely disseminated or read; and, as Maeve Sherlock from the Refugee Council argued, that its implementation was patchy.

There was significant agreement nevertheless that a broader integration strategy was now required encompassing all categories of migrants, including those that come to the UK as students, for family union or for work who can also face barriers in the integration process. The Minister, Joan Ryan, MP, explicitly recognised the need for a strategy dealing with "the integration needs of all migrants". She acknowledged that regardless of how or why legal migrants came to the UK, "there are common issues" that they face, such as understanding life in the UK and how to access the services to which they are entitled. It was also important to recognise links with broader government strategies such as those on civil renewal and social cohesion. Trevor Phillips, chair of the Commission for Racial Equality, spoke of the strong leadership shown by the Scottish Executive in this area which has helped the local population in Scotland develop a better understanding in relation to migrants. He is keen to see this type of leadership extend across the rest of the UK.

The sheer breadth of diversity among migrants has also changed the scale of the challenge, Trevor Phillips argued, for instance in ensuring effective advice and service provision (in which greater use of new technology could, incidentally, contribute to delivery). It was also suggested that it can be unhelpful for migrants to be 'boxed' as belonging to a particular immigration category as there are usually common needs and interests across all categories of migrants and their families. Chris Melvin, Managing Director of Reed in Partnership, highlighted the risks of 'labelling' migrants as 'refugees' or 'migrant workers', particularly in the employment context. His view was that people should be put forward for jobs on the basis that they are the right person for the job. To do otherwise invites discrimination.

*2. The need for joined up government on integration*

Government policy relating to the integration of migrants resides in a number of departments. It was argued that, if a coherent holistic strategy is to be developed, work on migrant integration needs to be drawn together – in some form - across Whitehall. The Home Office leads on the integration of refugees and has responsibility for enforcing the system of immigration control; the Department for Work and Pensions has the lead on employment matters; the Department for Education and Skills in relation to learning and skills acquisition - in particular responsibility for English for Speakers of Other Languages (ESOL). The Department for Communities and Local Government (DCLG) deals with community cohesion and equality, including urban

renewal. While the Immigration and Nationality Department (IND) in the Home Office regulates entry, the CRE, at the other end of the continuum, has focused on the integration of settled communities. Trevor Phillips (CRE) argued that DCLG now has real potential to offer leadership and to coordinate agendas relevant to the effective integration of migrants.

### *3. The strategy needs to embrace the role of employers, unions and the voluntary sector*

The Minister accepted the challenge for government to show leadership and to play a coordinating role, but also wanted to draw on the expertise of other actors and to work in partnership with employers, unions and the voluntary sector. The government role complements their unique contribution and knowledge on the ground. She said that the conference was a first step in developing this broader agenda, along with the momentum created by the Joint Statement on managed migration, brokered by the Employability Forum in 2005, between the CBI, TUC and Government (appended to the conference background paper). She looked to the Employability Forum to take that work forward by bringing the parties together again, and to include employers in key sectors such as construction and hospitality. Employers, unions and voluntary organisations contributing to integration should feel part of a strategy that connected their respective initiatives.

It was argued that opportunities therefore need to be created for the voices of employers, unions and the voluntary and community sector to be heard in the development of government strategy in this area, and for their role in the government's overall vision for integration to be explicit and acknowledged.

### *4. The need to disengage the agendas on crime, migration and security*

It was argued that the association in policy and public debate between migration and crime was damaging. The implication could be drawn from government statements that there are 'good' migrants and 'bad' migrants. Clear political leadership was required if this was to be addressed. Some suggested that this challenge meant that it is not only greater coordination across government departments that is needed. Rather, responsibility for immigration and nationality matters should be put into a department that is separate from the department dealing with policing and penal policy.

### *5. Migrant community organisations need to be able to access the policy agendas on migrants more easily and more readily*

There is a need for migrant community organisations to be supported to intervene and engage with policy debates around integration at central and local governmental level in addition to the wide variety of roles these groups fulfil. With a view to providing such support, the Barrow Cadbury Trust is developing the infrastructure for a network of organisations involved with migrants. These groups have a valuable role to play in helping the proper framework evolve within which a comprehensive policy on integration can be developed that can accommodate the interests and voices of migrants themselves.

Such a network would also allow voluntary and community organisations a more effective scrutiny role. The workshop on building bridges across communities proposed that there could be a more co-ordinated response to media reports about

migrant workers for instance and particularly in monitoring the government's response to such media reports.

*6. The need for the voluntary and community sector to work more closely together in engaging with decision makers*

The community sector is weakened, Sukhvinder Stubbs, Chief Executive of the Barrow Cadbury Trust, argued, by fragmentation as a result of competition for funding, public profile and influence. There is, in addition, an understandable tendency for groups to organise around particular languages, nationalities or cultures, which can lead to barriers between groups. The differing needs – real and perceived – of those community groups which service new arrivals and those which focus on the black and ethnic minority population of the host society can also give rise to tensions.

Sukhvinder Stubbs argued that there is a need for the voluntary and community sector to build strong horizontal relationships, sometimes described as bridging social capital, “to give a more powerful voice for engagement with decision makers”. The challenge is “to find ways of developing new coalitions which can speak across groups in view of the fact that these will inevitably become more diverse”. Trevor Phillips also spoke about the need for local community groups to revive and develop ‘horizontal communities’ in which, he felt, the internet and other modern communications, can play a vital role. The workshop on building bridges across communities suggested that staff exchanges between these organisations could be helpful.

The workshop on capacity building and service provision recognised the organic process of community development but concluded that new models of partnership were required, not least between large and small voluntary organisations, within a social change agenda. The workshop on building bridges across communities also noted the need for local partnerships and more strategic engagements that would allow a focus on community cohesion.

*7. The UK's estimated half million irregular migrants cannot be ignored in the integration agenda*

There was agreement that it is necessary to address the position of irregular migrants in the UK, if less agreement on what action should be taken. There was concern about exploitation and that irregular migrants would not challenge abuse. Some participants supported the proposal from Jack Dromey, Deputy General Secretary of the TGWU for a total amnesty. In discussion, a participant from the Greater London Authority commented that without a more balanced system of immigration control there would always be irregular migrants in the UK. There was consensus about the need for further debate on how to provide pathways to legality for this group, who may, it was generally acknowledged, live in a twilight world ripe for exploitation by unscrupulous employers. Trevor Phillips emphasised the importance of timing such a debate appropriately. The workshop on advice and rights identified a need to provide advice to irregular migrants while in the UK and discussed the challenges in doing so and in ensuring that the rights of irregular migrants are protected.

## **On barriers in the integration process**

*1. The need for a credible, clear and easily understandable system clarifying a migrant's right to work.*

Migrants, employers and service providers must all be able to identify who does, and who does not, have the right to work in the UK.

Chris Melvin, Managing Director of Reed in Partnership, described the current situation as “impossible to understand”, even for experienced professionals in the field. The paperwork is not explicit on entitlement and employers are wary of employing someone who is subsequently found not to have permission to work. He went on to say “If this is not addressed there is a real threat that employers will not want to employ migrants. They will err on the side of caution. They will not take the risk”. He made the further point that those employers who employ migrants without the right to work, whom he termed “illegal employers”, should suffer harsh penalties: but a tougher regime in this regard requires clear documentation establishing the migrant's right to work.

Jack Dromey (TGWU) also underlined the urgent need for clarity regarding the right to work as did a number of contributors in the discussion.

The Minister, Joan Ryan, MP, said that there had been some improvements in the immigration status documents which show eligibility to work and that guidance was given to employers. However she was pressed by a number of participants about the need for clearer documentation and said that she would take this back for consideration.

*2. Public ignorance and concerns about migrants needed to be addressed*

Public ignorance about migrants, for instance the difference between an asylum seeker and refugee, is a barrier to good relations across communities, particularly in areas where experience of migration is relatively recent. It is necessary to invest in providing information but also to address genuine public concerns rather than dismiss them.

Leonie McCarthy of New Link, Peterborough, described the steps that New Link takes to bring members of the public together with migrants to ensure that both understand the concerns of the other. This can include addressing tensions between recent migrants and members of long standing ethnic minority communities, highlighted by visible tensions between Kurds and Pakistanis in Peterborough in the past. New Link provides advice and information to migrants, and uses language classes to provide useful information on living in Britain, for instance on driving licenses or rules on carrying knives. They give New Link's contact details to long term residents who can then refer migrants to the centre or seek help themselves if they have issues that are causing concern (which can be that newcomers are leaving rubbish in the street, or fishing without a license for instance – issues that are easy to resolve but can lead to considerable tension if not addressed).

*3. The importance of learning English*

The importance of English language training for migrant workers was particularly noted by the conference. Chris Melvin (Reed in Partnership) said that migrant workers will not achieve their potential without developing their English language skills, a loss to

both employer and employee; and that language tuition needed to continue after the individual is in employment so that they can make progress at work.

In discussion it emerged that there was some concern about the way ESOL was taught at present. It is felt not to be crafted to the needs of migrant workers and their families, which reduces the benefits of English language tuition. There was also some discussion about who should bear the cost of language tuition and there was debate about the extent this should rest with the employer or public authorities. There appeared to be a broad consensus that some, although not all, of the responsibility should rest with the employer.

#### *4. The need to address growing 'reverse' discrimination*

Conference speakers and participants referred to their direct experience of employers requesting migrant workers from Eastern European countries in preference to either the local labour force or migrants from other countries. This was termed 'reverse discrimination' and in some circumstances is likely to be unlawful under the Race Relations Act. There was some debate about how best to deal with this phenomenon.

#### *5. The barrier created by lack of recognition of overseas qualifications*

This was an issue raised regularly in the conference. The Minister, Joan Ryan, MP, spoke about integration being a two way process which required not only changes on the part of the migrant, but also on the part of the receiving country. She specifically highlighted non recognition of qualifications as one of the barriers to integration which needed to be addressed.

### **On Good Practice**

#### *1. The key role already played by employers, unions and the voluntary and community sector*

Greater detail emerged during the conference plenary sessions on the role of individual employers and is set out in this report. There was nevertheless a wealth of initiatives identified within the voluntary and community sector, and in trades unions.

Community groups meet needs among migrants that cannot be met by the public sector including empowering individuals to take up leadership roles. Faith groups equally have a key role. Trevor Phillips (CRE) emphasised that we should not underestimate the importance of faith to many new migrant groups and that faith groups are one path through which they can be reached to support the integration process. Rather than faith schools being a barrier, for instance, Catholic schools are currently the most diverse in their pupil intake.

Unions have an important role to play in reaching out to migrant workers and, Jack Dromey (TGWU) argued, in addressing the potential causes of tensions between migrants and other workers or local residents. He acknowledged that unions had to recognise that they had not always supported migrant workers in the past but this had changed. Of the TGWU's 70 organisers, 30% were now from Black and Asian ethnic minority groups, including many migrants. Unions can act to unite the workforce, confronting racism but also listening to the concerns of the host society workforce and ensuring that migrants are not used, for instance, to undercut their wages. Unions can be champions of migrant workers, not just in the workplace, but also in matters such as how to make appropriate housing provision for them without displacing local first

time buyers (citing a particular instance in the food industry in Northern Ireland in which his union has been involved).

## *2. The strength of the business case for employing migrant workers*

Chris Melvin (Reed in Partnership) set out the business case for employing migrants. Migrants workers are often found to be:-

- Motivated and flexible
- Loyal and committed to good employers, such as those that have in place a good support structure and good development plans for their employees
- Well educated, although employers must guard against reverse discrimination, where some employers only want workers from, say, Eastern Europe.
- Bring diversity to a business which allows it to better reflect the customers it services, and speak their languages, which helps attract a broader customer base.

Migrants do however need information and support to adapt to the UK's particular business culture, for instance the hierarchy in staffing structure and value attached to gender equality; and practices such as looking straight at the person conducting the job interview which in some countries would be considered inappropriate.

The benefits to the employer in employing migrant workers were outlined in very practical terms by Nigel McIlwaine, Personnel and Finance Director, Foyle Food Group. This is a family business that owns and runs abattoirs and boning plants, primarily in Northern Ireland. It is a high-turn over, low profit margin business where efficiency and effectiveness are key to success. In 2002 the Group had difficulties recruiting staff locally and started to look for workers from overseas. Having initially worked through recruitment agencies, the Group, working together with the Northern Ireland Meat Exporters Association, attended recruitment fairs in Poland and starting running recruitment programmes there, directly employing workers from Poland and eliminating recruitment agents who were often "unscrupulous and expensive". Out of 762 staff, 46% are now migrant workers of 11 different nationalities.

The benefits to Foyle Food Group, which provide some considerable assistance to its migrant workforce (see below), have included:-

- Reduced staff turnover from 38% in 2002 to 19% in 2004
- Reduced absenteeism from 4.8% in 2002 to 2% in 2006
- Reduced costs of training and development due to the high skill level of the migrant workforce
- Increased productivity due to reduced absenteeism
- A happier and more committed workforce
- The availability of a skilled workforce

- Reduced recruitment costs as gradually many new employees are referred by word of mouth

Jack Dromey (TGWU) and Trevor Phillips (CRE) both emphasised the need for employers to speak out more readily and more publicly about the benefits of employing migrant workers. Maeve Sherlock, Chief Executive of the Refugee Council, similarly said that if employers want to continue to have access to these workers then “they must speak up to defend migrant labour”. She also however raised the question of what happens to the migrant workforce once the business case falls away: there is a need for deeper debate on the future on migrants in Britain that goes beyond the business case for employing migrant workers.

## *2. The importance of recognising, sharing and providing guidance on good practice*

Jack Dromey (TGWU) emphasised that all employees, including migrants, should be paid a living wage; that all workers should be treated equally and, in particular, that migrants must not be engaged on poorer terms than workers from the host society; that all workers should be treated with dignity and respect; and that employers should take into account the wider needs of migrant workers and their families, including their housing needs and the importance of English language tuition. Employers must also take care to procure ethically, ensuring that suppliers (of cleaning services for instance or produce) are not exploiting migrant workers in order to be competitive to retain a contract.

Sofi Taylor, from UNISON, also spoke about the importance of protecting migrant workers from abusive practices and emphasised the need, in this regard, for the Government to ratify the International Labour Organisation Migrant Workers (Supplementary Provisions) Convention 143 of 1975 and the UN Convention on the Protection of the Rights of All Migrant Workers and Members of their Families 1990, which provides some basic protection to migrants.

Providing an example of good practice, Nigel McIlwaine (Foyle Food Group) set out the assistance they provide to their migrant workforce. They:-

- Book the flights to Northern Ireland
- Collect the workers at the airport
- Identify suitable accommodation
- Help to set up rental agreements
- Provide some assistance with re-location costs, including subsidising many costs which are paid back over a period of usually 16 weeks
- Help with obtaining National Insurance Numbers
- Help to open bank accounts
- Help to register with a GP and dentist
- Organise the family tax credit scheme
- Enrol children in local schools
- Assist with Home Office Registration Applications
- Assist in setting up English classes

- Provide a tour of the local town and its amenities, such as the post office, hospital, police station and library
- Provide an information pack in the first language of the worker
- All company signs and documents are translated
- Provide locally recruited staff with awareness training

The workshop on employment found that there was a need for employers to develop a complete package on employment of migrant workers extending from front end recruitment through to training, housing and language acquisition. It also found that alliances between Government, employers, unions and the voluntary sector must be promoted with a view to sharing good employment practice examples. There is however both little practical guidance available to employers in relation to employing migrant workers and little recognition for those who excel in the way they treat their migrant workforce.

Valuable practical guidance is to be found, as Denise Cranston of Business in the Community Northern Ireland (BITCNI) explained, in the Northern Ireland Voluntary Code of Practice on Employing Migrant Workers, drawn up by BITCNI in consultation with others, including employers, and published in 2005. This Code has been instrumental in engaging employers and has acted as a catalyst for the development of best practice. It was noted however that nothing as yet exists along similar lines in England, Wales or Scotland.

BITCNI<sup>4</sup> has also developed an on-line employer's guide, published in February 2006, to integrate migrant workers into the workplace and society. This, among other things, raises the important issue of ethical procurement, something also emphasised by Jack Dromey (TGWU). He talked about the need to avoid a 'race to the bottom' which opens the path for 'scandalous exploitation of migrant workers' in an aim to provide the cheapest deal possible. The wealthy clients must not be able to hide behind their contractors.

Leonie McCarthy (New Link), which aims to assist new arrivals and provides an information and integration service, talked about the benefits of engaging employers in local strategic partnerships and encouraging employers to refer migrant employees to New Link to help them access a range of services. They have also encouraged employers to speak to the media about the benefits of employing migrant workers. Maeve Sherlock (Refugee Council) in summing up the conference, particularly highlighted the value of collaborative programmes, such as those developed by New Link.

Trevor Phillips (CRE) emphasised the broader need for mechanisms to exchange good practice across the voluntary and community sector where there are many good initiatives but not enough shared learning. Local Strategic Partnerships were one mechanism through which good practice could be shared across sectors.

### *3. The need for public recognition of good employment practice*

Employer representatives regretted the absence of any system of recognition in England for those employers who do take steps to support their migrant workers.

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<sup>4</sup> [www.bitcni.org.uk](http://www.bitcni.org.uk)

Chris Melvin (Reed in Partnership) cited recognition for good employers as one challenge for the forward policy agenda. In Northern Ireland, BITCNI has created a Migrant Workers Award for employers using the Voluntary Code of Practice as the criteria for judging the award. They had an excellent response from employers and Foyle Food Group won that award in 2005. There was wide agreement in the conference that this sort of recognition was important in encouraging other employers to adopt good practice in this area.

Leonie McCarthy (New Link) emphasised the importance of recognising good practice wherever it occurs. A local paper, The Peterborough Evening Telegraph, which has run a number of positive stories about migrant workers in the area, has recently won an award from the Commission for Racial Equality for promoting diversity in its news coverage. The conference agreed that it was important to reward the promotion of positive messages to employers and the wider community concerning migrant workers.

## APPENDIX I: CONFERENCE AGENDA

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- 9.15           **Registration**
- 9.45           **Welcome & Introductory remarks**  
**JULIA ONSLOW-COLE**, Partner & Head of Global Immigration Team,  
CMS Cameron McKenna  
**SARAH SPENCER**, Associate Director, COMPAS
- 10.00          **Supporting migrants in the workplace – the role of employers**  
**CHRIS MELVIN**, Managing Director, Reed in Partnership
- 10.30          **Supporting migrants in the workplace – the role of unions**  
**JACK DROMEY**, Deputy General Secretary, TGWU
- 11.00          *Coffee*
- 11.30          **Employment good practice**  
Chaired by: **DENISE CRANSTON**, Diversity Director, Business in the  
Community (Northern Ireland).  
With contributions from: **NIGEL MCILWAINE**, Personnel and Finance  
Director, Foyle Food Group; **LEONIE MCCARTHY**, Manager, New Link  
Centre, Peterborough; **SOFI TAYLOR**, UNISON
- 12.30          **Key role of the voluntary and community sectors**  
**SUKHVINDER STUBBS**, Chief Executive, Barrow Cadbury Trust
- 1.00           **Migrants, refugees – the government’s integration agenda**  
**JOAN RYAN**, MP, Under Secretary of State for nationality, citizenship  
and immigration
- 1.30           *Lunch*

*Continued....*

2.30 Interactive workshops led by organisations carrying out innovative work at the local level

Four workshop sessions will be run in parallel. The workshops will focus on meeting the challenges in the future agenda. The themes and speakers will be:

<p><b>Employment</b></p> <p>What is being done to help migrants and refugees build networks and acquire skills to get access to jobs? How can employers support migrants and refugees in the workplace?</p>	<p>Chaired by: <b>PATRICK WINTOUR</b>, Director, Employability Forum          Contributions from: <b>AUSTIN BIRKS</b>, European Recruitment Manager, First UK Bus; <b>ANES CERIC</b>, Bosnia and Herzegovina UK Network</p>
<p><b>Building bridges across communities</b></p> <p>What initiatives exist to counter cultural misunderstandings and help build bridges among migrants, refugees and their neighbours? What are the key challenges to engaging in this work? Can mentoring and volunteering networks help?</p>	<p>Chaired by: <b>ALVEENA MALIK</b>, Head of Communities and Integration Policy, Commission for Racial Equality          Contributions from: <b>JOY WARMINGTON</b>, Chief Executive, b:RAP; <b>QAMER NISA</b>, Project Co-ordinator, ICity, MENTER; <b>SARAH ARNOLD</b>, Time Together Project Manager, Timebank</p>
<p><b>Advice and rights</b></p> <p>It is argued that migrants and refugees need access to advice and information on jobs and services, and on their rights and responsibilities. What kind of information is needed? Who should provide it – government, employers, unions, voluntary organisations? What are the challenges to providing such information?</p>	<p>Chaired by: <b>NAOMI HATTON</b>, Head of Public Services Section, Social Policy Unit, Home Office          Contributions from: <b>GERARD CROFTON-MARTIN</b>, National Rural Development Officer, Citizens Advice; <b>SHAREEFA FULAT</b>, Director, Muslim Youth Helpline</p>
<p><b>Capacity building and service provision</b></p> <p>Voluntary and community organisations can provide the front line in providing access and services to migrants and refugees. How are these voluntary organisations created? What kind of services do they provide? What are the barriers to their work?</p>	<p>Chaired by: <b>CELINE CASTELINO</b>, Board member and Chair of Wales Sub-group, ABNI          Contributions from: <b>DON FLYNN</b>, Policy Officer, Joint Council for the Welfare of Immigrants; <b>VAUGHAN JONES</b>, Director, PRAXIS; <b>JOHANNES HAGOS</b>, Volunteer Centre Westminster</p>

3.30 *Tea*

4.00 **Civil Society in the new Integration Agenda**

**TREVOR PHILLIPS**, Chair, Commission for Racial Equality

4.30 **Way Forward**

**MAEVE SHERLOCK**, CEO, Refugee Council

5.30 *Drinks Reception*

## APPENDIX 2: LIST OF REGISTERED PARTICIPANTS

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1. **Nneb Akpom-Simon**, *Equality and Diversity Adviser*, CITY UNIVERSITY
2. **Shaheen Akram**, *Diversity Manager*, FORD MOTOR COMPANY
3. **Sarah Arnold**, *Time Together Project Manager*, TIMEBANK
4. **Sean Bamford**, *Policy Officer - Migration*, TUC
5. **Jason Bergen**, *Asylum Coordinator*, OXFAM
6. **Keith Best**, *CEO*, IMMIGRATION ADVISORY SERVICE
7. **Rhian Beynon**, *Legal, Policy and Information Director*, JOINT COUNCIL FOR THE WELFARE OF IMMIGRANTS
8. **Austin Birks**, *European Recruitment Manager*, FIRST UK BUS
9. **Kavita Brahmhatt**, *Research Assistant*, REFUGEE COUNCIL
10. **Zrinka Bralo**, *Chief Executive*, MIGRANT AND REFUGEE COMMUNITIES FORUM
11. **Nichola Carter**, *Head of Immigration*, H2O LAW LLP
12. **Celine Castelino**, *Member*, ABNI
13. **Anes Ceric**, *Manager*, BOSNIA AND HERZOGOVINA UK NETWORK
14. **Elizabeth Collett**, *Policy Analyst, Multicultural Europe*, EUROPEAN POLICY CENTRE
15. **Sarah Cooke**, *Human rights and migration consultant*, HUMAN RIGHTS AND MIGRATION CONSULTANT
16. **Mary Cousse**, *Acting Chair*, ABNI
17. **Denise Cranston**, *Diversity Director*, BUSINESS IN THE COMMUNITY (NORTHERN IRELAND)
18. **Gerard Crofton-Martin**, *National Rural development officer*, CITIZEN'S ADVICE
19. **Tzeggai Yohannes Deres**, *Director*, EVELYN OLDFIELD UNIT
20. **Sharon Doy**, *HR Director*, MCNICHOLAS PLC
21. **Jack Dromey**, *Deputy Secretary General*, TGWU
22. **Gerry Ellender**, *Managing Director*, PULSE GROUP LTD
23. **Don Flynn**, *Policy Officer*, JOINT COUNCIL FOR THE WELFARE OF IMMIGRANTS
24. **Shareefa Fulat**, *Director*, MUSLIM YOUTH HELPLINE
25. **Alan Gamlen**, *DPhil Student*, COMPAS, UNIVERSITY OF OXFORD
26. **Alan Gemmell**, *Assistant Director*, HOME OFFICE
27. **Lynne Gillett**, *Field Officer*, CITY PAROCHIAL FOUNDATION
28. **Andrew Graves**, *Policy Advisor - Economy and Labour Market Division*, DEPARTMENT FOR WORK AND PENSIONS
29. **Phoebe Griffith**, *Senior Programme Officer*, BARROW CADBURY TRUST
30. **Johannes Hagos**, *Volemploy Development Officer*, VOLUNTEER CENTRE WESTMINSTER
31. **Naomi Hatton**, *Head of Public Services Section, Social Policy Unit*, HOME OFFICE

32. **Brenda Hennessy**, *Director of Administration*, CAMBRIDGE UNIVERSITY HOSPITALS NHS FOUNDATION TRUST
33. **Sean Hughes**, *Policy Analyst*, HOME OFFICE
34. **Sarah Isal**, *Senior Research & Policy Analyst*, THE RUNNYMEDE TRUST
35. **Fathi Elsadig Jamil**, *Community Organiser*, COMMUNITY RESOURCE & INFORMATION SERVICE
36. **Katharine Jones**, *Senior Policy Analyst*, BARROW CADBURY
37. **Vaughan Jones**, *Director*, PRAXIS
38. **Valerie Kay**, *Information & Training Development Officer*, Y & H CONSORTIUM FOR ASYLUM SEEKERS & REFUGEES
39. **Samina Khan**, *ABNI Member*, CARDIFF COUNCIL
40. **Dina Kiwan**, *Secretariat*, ABNI, HOME OFFICE
41. **Lynda Lawrence**, *Newcomers Coordinator*, SANDWELL MBC
42. **Andrew Lewis**, *Employment Taskforce*, HOME OFFICE
43. **Krishnadeo Luchoomun**, *Nurse Tutor, Overseas Nurses Programme*, HCA INTERNATIONAL LTD
44. **Anne Mackay**, *Sunrise Coordinator*, REFUGEE ARRIVALS PROJECT
45. **Alveena Malik**, *Head of Communities and Integration Policy*, CRE
46. **Eugenia Markova**, *Research Fellow*, UNIVERSITY OF SUSSEX, SUSSEX CENTRE FOR MIGRATION RESEARCH
47. **Catherine Marston**, *Policy Adviser*, UNIVERSITIES UK
48. **Warwick Maynard**, *Strategic Policy Team*, HOME OFFICE
49. **Barbra Mazur**, *Grants Officer*, PAUL HAMLYN FOUNDATION
50. **Leonie McCarthy**, *Manager*, NEW LINK CENTRE, PETERBOROUGH
51. **Nigel McIlwaine**, *Personnel and Finance Director*, FOYLE FOOD GROUP
52. **Matthew Mee**, *People & Organisational Development*, ROYAL MAIL GROUP
53. **Chris Melvin**, *Managing Director*, REED IN PARTNERSHIP
54. **Constance Motte**, *Policy Researcher*, POLICY NETWORK
55. **Elizabeth Mountford**, *HR Director*, RENTOKILL INITIAL UK CLEANING & FACILITY SERVICES
56. **Qamer Nisa**, *Project Co-ordinator*, ICity, MENTER
57. **Julia Onslow-Cole**, *Partner and Head of Global Immigration Team*, CAMERON MCKENNA
58. **Josephine Osikena**, *Programme Manager - Development and Governance*, FOREIGN POLICY CENTRE
59. **Leslie Otterson**, *Group HR / H&S Manager*, FOYLE FOOD GROUP
60. **Nadine Owen**, *Solicitor*, CMS CAMERON MCKENNA
61. **Tim Peach**, *Managing Director*, TAYLOR WOODROW CONSTRUCTION
62. **Davide Pero**, *Researcher*, COMPAS, UNIVERSITY OF OXFORD

63. **Trevor Phillips**, *Chair*, COMMISSION FOR RACIAL EQUALITY
64. **Rachel Pillai**, *Research fellow*, IPPR
65. **Juliet Prager**, *Deputy Trust Secretary*, THE JOSEPH ROWNTREE CHARITABLE TRUST
66. **David Price**, *Managing Director*, ANGLO-POLISH
67. **Rashika Ranchan**, *Policy Adviser*, BIG LOTTERY FUND
68. **Beryl Randall**, *Project Manager*, THE EMPLOYABILITY FORUM
69. **Chris Reed**, *Chief Executive*, VOLUNTEER CENTRE WESTMINSTER
70. **Kate Roberts**, *Community Support Worker*, KALAYAAN
71. **Tessa Rodewaldt**, *Consultant*, MIGRATION ALLIANCE
72. **Susan Rowlands**, *General Secretary*, IMMIGRATION LAW PRACTITIONERS ASSOCIATION (ILPA)
73. **Joan Ryan**, *Under-Secretary of State for Immigration*, HOME OFFICE
74. **O. Sarbest**, *Manager*, KURDISH CULTURAL CENTRE - KCC
75. **Maeve Sherlock**, *CEO*, REFUGEE COUNCIL
76. **Will Somerville**, *Senior Policy Officer*, CRE
77. **Sarah Spencer**, *Associate Director*, COMPAS, UNIVERSITY OF OXFORD
78. **Richard Stanton**, *Team Leader - Immigration and Asylum*, GREATER LONDON AUTHORITY
79. **Alison Stibbe**, *External Relations Officer*, COMPAS, UNIVERSITY OF OXFORD
80. **Emma Stone**, *Principal Research Manager*, JOSEPH ROWNTREE FOUNDATION
81. **Sukhvinder Stubbs**, *Chief Executive*, BARROW CADBURY TRUST
82. **Wilf Sullivan**, *Race Equality Officer*, TUC
83. **Sofi Taylor**, *NEC Member*, UNISON
84. **Claudia Tazreiter**, *Lecturer*, UNIVERSITY OF NEW SOUTH WALES
85. **Liesbeth ten Ham**, *Support Services Co-ordinator*, MENTER
86. **Kathleen van der Wilk-Carlton**, *Board Member*, PERMITSFOUNDATION
87. **Joy Warmington**, *CEO*, B:RAP
88. **Mary Waters**, *Professor*, HARVARD UNIVERSITY
89. **Jane Watts**, *Progress GB Project Manager*, NIACE
90. **Rachel Wiggans**, *Coordinator Employment Service*, REFUGEE RESOURCE
91. **Luke Wilde**, *Director*, TWENTYFIFTY LIMITED
92. **Jon Williams**, *LORECA Project Co-ordinator*, OFF THE STREETS AND INTO WORK
93. **Frances Wilson**, *Manager, International*, CIPD
94. **Patrick Wintour**, *Director*, EMPLOYABILITY FORUM