Mapping the Response to Migrant Workers in Wales

January 2009

Version 6.0
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## Glossary

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<th>Description</th>
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<tr>
<td>A2</td>
<td>‘Accession 2’ countries which entered the EU in January 2007 - Bulgaria and Romania</td>
</tr>
<tr>
<td>A8</td>
<td>‘Accession 8’ – the central and eastern European countries which joined the EU in May 2004: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, Slovenia</td>
</tr>
<tr>
<td>ACAS</td>
<td>Advisory, Conciliation and Arbitration Service</td>
</tr>
<tr>
<td>APS</td>
<td>Annual Population Survey</td>
</tr>
<tr>
<td>BIA</td>
<td>Border and Immigration Agency, now the UK Border Agency</td>
</tr>
<tr>
<td>BME</td>
<td>Black and Minority Ethnic</td>
</tr>
<tr>
<td>CAB</td>
<td>Citizens Advice Bureau</td>
</tr>
<tr>
<td>CBI</td>
<td>Confederation for British Industry</td>
</tr>
<tr>
<td>CHC</td>
<td>Community Health Councils</td>
</tr>
<tr>
<td>CRC</td>
<td>Commission for Rural Communities</td>
</tr>
<tr>
<td>DCLG</td>
<td>Department for Communities and Local Government</td>
</tr>
<tr>
<td>DCSF</td>
<td>Department for Children, Schools and Families</td>
</tr>
<tr>
<td>DFES</td>
<td>Department for Education and Skills, replaced by the DCSF and DIUS in June 2007</td>
</tr>
<tr>
<td>DIUS</td>
<td>Department for Innovation, Universities and Skills</td>
</tr>
<tr>
<td>EAL</td>
<td>English as an Additional Language</td>
</tr>
<tr>
<td>EEA</td>
<td>European Economic Area</td>
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<tr>
<td>EMAS</td>
<td>Ethnic Minority Achievement Service</td>
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<tr>
<td>ESOL</td>
<td>English for Speakers of Other Languages</td>
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<tr>
<td>EU</td>
<td>European Union</td>
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<tr>
<td>EU15</td>
<td>The European Union at 2003 comprising Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Sweden, Spain, United Kingdom</td>
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<tr>
<td>GLA</td>
<td>Gangmasters Licensing Authority</td>
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<tr>
<td>GP</td>
<td>General Practitioner</td>
</tr>
<tr>
<td>HACT</td>
<td>Housing Associations' Charitable Trust</td>
</tr>
<tr>
<td>HMO</td>
<td>House of Multiple Occupancy</td>
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<tr>
<td>HSE</td>
<td>Health and Safety Executive</td>
</tr>
<tr>
<td>ICOCO</td>
<td>Institute of Community Cohesion</td>
</tr>
<tr>
<td>JRF</td>
<td>Joseph Rowntree Foundation</td>
</tr>
<tr>
<td>IDeA</td>
<td>Improvement and Development Agency</td>
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<tr>
<td>IPS</td>
<td>International Passenger Survey</td>
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<td>LA</td>
<td>Local Authority</td>
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<tr>
<td>LEA</td>
<td>Local Education Authority</td>
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<td>Local Government Association</td>
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<td>LHB</td>
<td>Local Health Board</td>
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<td>MAC</td>
<td>Migration Advisory Committee</td>
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<td>NHS</td>
<td>National Health Service</td>
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<td>NINo</td>
<td>National Insurance number</td>
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<tr>
<td>NPHS</td>
<td>National Public Health Service</td>
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<td>ONS</td>
<td>Office for National Statistics</td>
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<td>PBS</td>
<td>Points Based System</td>
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<tr>
<td>RDA</td>
<td>Regional Development Agency</td>
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<tr>
<td>REF</td>
<td>Race Equalities Forum</td>
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<tr>
<td>REC</td>
<td>Race Equality Council</td>
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<tr>
<td>Rural Wales</td>
<td>Defined by the Wales Rural Observatory as the Local Authorities of Carmarthenshire, Ceredigion, Conwy, Denbighshire, Gwynedd, Monmouthshire, Pembrokeshire, Powys and Ynys Mon (Anglesey)</td>
</tr>
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<td>-------------</td>
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<tr>
<td>SOLACE (Wales)</td>
<td>Society of Local Authority Chief Executives &amp; Senior Managers</td>
</tr>
<tr>
<td>SEWREC</td>
<td>South East Wales Regional Equality Council</td>
</tr>
<tr>
<td>TUC</td>
<td>Trades Union Congress</td>
</tr>
<tr>
<td>UK BA</td>
<td>UK Border Agency</td>
</tr>
<tr>
<td>WAG</td>
<td>Welsh Assembly Government</td>
</tr>
<tr>
<td>WCC</td>
<td>Wales Consumer Council</td>
</tr>
<tr>
<td>WCRAS&amp;M (The Consortium)</td>
<td>Welsh Consortium for Refugees and Asylum Seekers, now the WSMP</td>
</tr>
<tr>
<td>WLGA</td>
<td>Welsh Local Government Association</td>
</tr>
<tr>
<td>WRO</td>
<td>Wales Rural Observatory</td>
</tr>
<tr>
<td>WRS</td>
<td>Worker Registration Scheme</td>
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<tr>
<td>WSMP</td>
<td>Wales Strategic Migration Partnership (Refugees, Asylum Seekers and Migrants)</td>
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Executive Summary

This report is the result of a scoping exercise commissioned by the Wales Strategic Migration Partnership (WSMP) which seeks to investigate the current response to the issues surrounding migration in Wales with particular regard to the recent increase in Accession or ‘A8’ migrant workers. The research focused on this group of migrants since the evidence is that migrants from this category have formed the majority of the new migrants to Wales since 2004.

The intention of the WSMP in carrying out this work is not to duplicate what many organisations across Wales are doing in addressing issues relating to migration, but to support and add value through their experiences in enabling and co-ordinating the work of their partners on asylum and refugees.

Using questionnaires and a literature review this report gives an overview of the work being carried out in Wales and the issues that have been raised. The particular focus of the exercise is to identify organisations working with migrant workers and to make recommendations as to how the work could be coordinated. Details of these organisations identified are currently being incorporated into a database which will be available to the WSMP for purposes of disseminating information.

Responses to the questionnaire suggest that many of the individuals within statutory and, to a lesser extent, voluntary sector organisations feel quite isolated in terms of dealing with the challenges posed by the increase in migrant workers in Wales. The recommendations seek to address this.

Key Findings

- Local Authorities and other organisations need clarity on the roles that the WSMP, Welsh Assembly Government and the Welsh Local Government Association (WLGA) will undertake in relation to migrant workers.
- Migration work needs improved leadership and coordination with the establishment of an all Wales Migration Group (operational) which could bring together representatives from regional/local groups to feed issues up to a strategic level.
- Responses confirm that there is a requirement for improved coordination and more joined up working across statutory, voluntary and the private sectors in addressing the needs of migrant workers.
- About half of Local Authority respondents requested better joint working regionally.
- At a local level, organisations are not always working in a coordinated way. The issues they are facing are very similar and some have been encountered in those Local Authority areas with significant populations of asylum seekers.
- There is insufficient assistance for migrant workers to promote self sufficiency.
- Language and cultural barriers mean that migrant workers may not be able to access services in the same way as other groups.
- Responses suggest that individual departments within Local Authorities are not always aware of a strategic/corporate overview on migration.
In some cases there were clear difficulties in identifying a lead person on migration. This is not always identified as an issue possibly because it is such a cross cutting issue or due to a lack of local coordination.

There appears to be little evidence of consultation with the settled community about new migration to the area with only one authority of the four responding on this issue and indicating that they were doing this. The other three Local Authorities said this work had not been carried out. However some Local Authorities stated that they were working with local resident groups.

Some Local Authorities suggested that they would prefer to be involved and represented on strategic and operational groups directly in addition to representation from the WLGA regarding migration issues.

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**Key Recommendations**

The key recommendations of the report are:

- The current grant agreement between the Home Office/United Kingdom Border Agency (UK BA) and the Strategic Migration Partnerships (SMPs) ends in March 2010. It is essential that the SMPs continue to be resourced to take a leading role and provide the framework for the strategic coordination of migration issues in their respective regions/nations.
- The WSMP, WLGA, and the Welsh Assembly Government need to communicate to external stakeholders their roles and responsibilities regarding migration.
- There is a need to ensure that the views, impacts and experiences of Local Authorities are represented at the WSMP and the Welsh Assembly Government Migrant Forum.
- There is need for a clear lead organisation on this issue – with the Strategic Migration Partnership continuing to link with and inform regional/national strategies and initiatives relating to migration.
- There should be consideration of the role of central government departments and their links with regional/local arrangements. Opportunities for strengthening those links need to be identified.
- The migration framework for Wales should link to national UK wide migration.
- Local Authorities need to take a leading role in coordinating local responses with an identified Lead Officer with responsibility for migration.
- At local level, Local Authorities should ensure that they have cross-cutting migration arrangements which facilitate the sharing of evidence on migration and incorporation of migration issues into mainstream service delivery.
- Local Authorities with established multi agency arrangements on asylum and refugee issues should enhance these arrangements to include coordination of migrant workers issues.
- The WSMP should ensure that their work on asylum and refugee issues is maintained and not undermined by the necessity to develop policy and practice on migrant workers.
Mapping the Response to Migrant Workers

- Local multi agency groups should feed into an All Wales Migration Group (convened by the WSMP) which will identify best practice, key operational issues and themes and trends from across Wales. Funding should be sourced by the WSMP to establish a Policy Officer post which would administrate the All Wales Migration Group and take forward actions.

- The WSMP should add organisations identified in this research to their database and disseminate available information and best practice on migration.

- The WSMP should hold dissemination events on the results of this research and further develop a migration network.

- Overarching work should be undertaken between the Welsh Assembly Government, WLGA, WSMP and other appropriate organisations to obtain improved data/methodologies to underpin planning.

- Key issues identified in this research, the Welsh Assembly Government research on the social impact of migration and the report of the Welsh Assembly Government Equal Opportunities Committee Report (November 2008) and other relevant research should be collated and used to develop a Wales Action Plan with identified lead organisations for each action.

- The ethos of the approach to migration in Wales is based on a strong social justice agenda and thus the discourse around migration should be framed in positive terms rather than seeing migration as a problem to be managed. This positive approach should inform delivery and strategy.
Introduction

1 Research Purpose

1.1 The principal objective of the research was to provide the Wales Strategic Migration Partnership with an analysis of existing organisations that are working to support migrant workers, including all Local Authorities in Wales. This analysis would examine the relationship between these organisations.

1.2 The research purposes of this scoping exercise were to:

- Establish the scale of issues and resulting impact upon Local Authorities and other statutory and voluntary partners as a result of the significant increase of migrant workers arriving in Wales.
- Ascertain the current level of activity, at both a strategic and operational level, taking place across Wales in response to these issues. Consider how the Welsh Strategic Migration Partnership (WSMP) can contribute to this through its National Strategic Coordination role.
- Identify gaps in resources and services.
- Enable the WSMP to identify key partners and further develop a business/strategic plan and communications strategy for their work on migration.

1.3 This report was intended to provide an overview of the emerging responses to migrant workers by presenting findings from primary research with additional context drawn from secondary sources. However, the range of responses from the organisations involved varies (this itself being a research finding), the role of organisations was also evolving at the time of conducting the research and patterns of migration are changing. As a result it is important for readers to consider whether the interpretations remain indicative of the present situation.

2 Methodology

2.1 The research was to be undertaken between mid-December 2007 to March 2008, and comprised:

- A brief review of existing research into migrant workers in Wales.
- Identification of current estimates on migrant workers in Wales.
- Primary data collection exercise, including:
  - Questionnaires to all 22 Welsh Local Authorities
  - Questionnaires to other statutory and private organisations including police force divisions, fire and rescue service, race equality councils and other organisations.

2.2 The methodology for this study was focused around the development and dissemination of two questionnaires. The first of these was sent to each Local Authority across Wales using names put forward by the WLGA; contacts found via Local Authority web sites; or to known named contacts (Annex A, page 101). The second questionnaire, a simpler version of the Local Authority questionnaire, was sent out to statutory organisations; voluntary organisations; and other organisations that were found to cover migrant workers as part of their remit, including faith groups.

2.3 The questionnaire was adapted for use from a self–assessment checklist for Local Authorities developed by the Improvement and Development Agency for Local
Mapping the Response to Migrant Workers

Government (IDeA). The IDeA checklist was designed to explore the readiness of Local Authorities to respond to the emerging migrant worker issues. In contrast the purpose of this research was to assess how they had responded and the relationships organisations had with other bodies. Whilst principles from the IDeA checklist were used, the final questionnaire incorporated other aspects relevant to the research and was informed by discussions amongst representatives from the WSMP and WLGA.

2.4 The total number of questionnaires disseminated is difficult to determine. A total of 262 questionnaires were sent to contacts identified in the 22 Welsh Local Authorities. The high number of questionnaires was intended to obtain a response from different departments within the Local Authorities. The difficulty in keeping a track of the numbers was due to the fact that many of these were forwarded to different people within and between organisations and as a result some of the responses came from people who had initially not been sent questionnaires.

2.5 268 questionnaires were initially sent to other organisations (including other statutory and private organisations), to contacts provided by the WSMP and through desk research. This included employment agencies of which 9 organisations stated that it was not relevant to them, with 240 contacts not responding at all. Further questionnaires were issued to contacts when these were identified through subsequent research.

2.6 A summary of responses is provided in the results, section 27.1, on page 43.

2.7 It was anticipated that the questionnaires would be returned at the beginning of March. However, respondents took longer than expected to complete and return questionnaires, therefore the March timeframe was exceeded.

2.8 The completed questionnaires were collated and the results are shown at Section 14 onwards. The results were collated into an Excel spreadsheet where the percentages of yes and no answers were calculated and the additional information recorded. Where possible the information is presented in the results section.

2.9 In addition to the questionnaires semi-structured dialogue was held with various stakeholders and other organisations (Annex B, page 123), these included:

- Welsh Assembly Government
- UK Border Agency
- Welsh Local Government Association
- Additional information from voluntary groups, community groups, and Local Authorities.

3 Warnings

3.1 The views expressed in this report are those of the authors and do not necessarily reflect those of the commissioning organisation.

3.2 In some instances only two or three people and/or organisations have responded to specific questions and therefore this report can only give some indication of an organisational response. Results cannot be generalised across authorities and organisations, although conclusions can be drawn from a low or nil response from an organisation. For example, if there was no response perhaps an organisation did not know the answer. A low response rate might also reflect who actually received the questionnaire and the level of expertise on particular topic areas within the organisations which received the questionnaire.

3.3 Whilst the research sought to focus on issues relating to A8 migrant workers, responses may have been in relation to other categories of migrant workers because other categories of migrant workers live and work in Wales. Some organisations may not have
4 Research Context

4.1 Policy making around immigration and asylum in Wales is carried out within the context of the wider Welsh Assembly Government strategic agenda and also within a framework of UK, European and international legislation. **No powers** relating to asylum and immigration are devolved. Nevertheless, the Welsh Assembly Government has powers to support migrants in specific areas including housing, health, education, social services and voluntary and community organisation initiatives.

4.2 It was agreed that the scoping exercise would dovetail with the current research being carried out by the Welsh Assembly Government. Representatives from the Welsh Assembly Government and the WLGA formed part of the project steering group in order to ensure dovetailing of research. The WSMP scoping exercise was not designed to produce an in-depth review of issues raised by migrant workers in Wales (unlike the Assembly Government research), though the literature review attempts to summarise key issues highlighted by a range of key UK and Wales research in order to provide a framework for action and a policy and delivery infrastructure.

4.3 At time of writing, the Welsh Assembly Government as part of a research exercise called *Measuring the Social Impact of Migration at a Local Authority Level* is investigating how more accurate data can be derived about numbers of migrants in three Local Authorities in Wales, the existing and likely demands on service provision, the impact on local communities and any barriers to them accessing provision. The main emphasis is on migrant workers in the low wage sector from the EU.

4.4 A Welsh Assembly Government project (The All Wales Community Cohesion Project) is looking at the development of a community cohesion toolkit for Wales.

4.5 There are also smaller pieces of work that have been conducted by Local Authorities in Wales and the English for Speakers of Other Languages (ESOL) National Support Project is scoping information about ESOL around Wales and will produce a directory of provision for June 2008.

4.6 The Welsh Assembly Government Equality of Opportunity Committee¹ conducted an inquiry focusing on migrant workers in order to scrutinise the Assembly Government on the work it is undertaking to support migrant workers and their families, public service providers and local communities with a high proportion of migrants within their population. The Committee has now reported and has made a number of recommendations² which will need to be considered alongside the recommendations of this report and of the Assembly Government *Measuring the Social Impact of Migration* report.

4.7 The Local Authorities of Newport, Cardiff, Swansea and Wrexham may have provided a more informed response to migrant workers arising from their existing work with asylum seekers and refugees as there are some cross cutting issues. The study recognises this context.


Background to the Wales Strategic Migration Partnership

5 Background Information

5.1 The Welsh Consortium for Refugees and Asylum Seekers (The Consortium) was one of eleven consortia established across the UK in 2001 to facilitate the effective dispersal of asylum seekers across the UK. The Consortium played a lead role working with a range of partners from the statutory, voluntary and community sector in the development of strategic policies and initiatives on asylum seekers, refugees and migrants in Wales.

5.2 Since April 2007, all the regional consortia have evolved into Strategic Migration Partnerships as the remit of the partnerships evolved to include migrant workers as well as refugees and asylum seekers. The Consortium is now the Wales Strategic Migration Partnership (WSMP).

5.3 As part of their enabling role, Strategic Migration Partnerships operate as the prime vehicle for consultation, liaison and partnership working between the Border and Immigration Agency (now the UK Border Agency) and other public, voluntary and private sector stakeholders in their respective regions and in Wales, Scotland and Northern Ireland, on migration issues.

5.4 The lead Local Authority of the WSMP is Newport City Council and as such Newport City Council signs an enabling grant agreement on behalf of the WSMP with the UK Border Agency. The enabling role is defined as:

- providing a regional (or in Scotland, Wales, or Northern Ireland – a national) advisory, development and consultation function for member organisations from the statutory, voluntary, community and private sectors - for the co-ordination and provision of advice, support and services for migrants.

6 Aim and Objectives of the Wales Strategic Migration Partnership

6.1 The WSMP comprises the following aims and objectives:

- Provide a regional (or in Scotland, Wales, or Northern Ireland – a national) multi-sector, multi-agency Strategic Migration Partnership structure to deliver the requirements of the enabling role.
- Facilitate and promote the effective contact, co-ordination and partnership working between the Strategic Migration Partnership and a range of organisations, including Local Authorities, police services, health authorities, employment and career services (including Jobcentre Plus), Government Regional Offices, the regional CBI/Employers Forum, the regional TUC, local and regional voluntary groups (including One Stop Service Providers), and the private sector (principally the UK Border Agency contracted accommodation providers) – working across localities and service providers. Facilitating national strategic co-ordination discussions in Scotland, Wales and Northern Ireland.
- To gather regional (or in Scotland, Wales, or Northern Ireland – national) data and trends, and monitor and evaluate the impact of asylum and other immigration policies on the dispersal process and provision of support and services for migrants.
- To promote community safety and cohesion through a multi-agency approach.
- To identify and seek to address gaps in resources, service provision and delivery to migrants.
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- To ensure that Local Authority emergency planners and other relevant organisations are aware of the existence (and, where appropriate, placement) and additional needs of migrants (some of whom have limited or no understanding of English or Welsh).
- To manage information regarding migrants by translating for local and regional (or in Scotland, Wales, or Northern Ireland – national) use policies and current trends/thinking (including, where appropriate, those from devolved administrations in Scotland, Wales and Northern Ireland).
- To co-ordinate participation in and response to UK Border Agency consultation exercises regarding migrants and migration.
- To provide training and awareness regarding migrants and migration to Local Authorities and other organisations.

6.2 In order to meet these requirements it was decided to conduct a mapping exercise of the organisations involved in supporting migrant workers (particularly those from Accession 8 countries) across Wales. This information will be used to help the business planning process of the WSMP moving forward into 2008.

7 Strategic Migration Infrastructure

7.1 The current infrastructure of organisations involved in strategic migration is presented Figure 7-1 overleaf. There are 22 Local Authorities and a number of community, voluntary and charitable organisations who take on various roles in support of asylum seekers, refugees and migrant workers in Wales where appropriate. Some of these organisations have chosen to take on a specific job role to meet the needs of migrant workers and some of them have chosen not to. This Wales structure then feeds back to the UK government agencies, primarily the Home Office, to inform UK wide policy.

7.2 Key organisations within the infrastructure are described overleaf Table 7-1.
### Table 7-1: Key Strategic Migration Organisations

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Stakeholder Groups</th>
<th>Aim</th>
<th>Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK Border Agency</td>
<td>Migration Advisory Committee</td>
<td>To provide independent and evidence based advice to Government, on specific sectors and occupations in the labour market where shortages can sensibly be filled through migration.</td>
<td>Independent experts, academics and other specialists on the labour market and migration. Chair – David Metcalf, Professor of Industrial Relations of the London school of Economics.</td>
</tr>
<tr>
<td>Migration Impacts Forum</td>
<td></td>
<td>To bring together interested parties from outside Government to consider the wider impacts of migration so that information and stakeholder concerns can inform Government thinking, both on migration and on community cohesion</td>
<td>To be confirmed. To be jointly chaired by Ministers from Home Office and Communities and Local Government.</td>
</tr>
<tr>
<td>Corporate Stakeholder Group</td>
<td></td>
<td>To work at Chief Executive level with a small number of key stakeholders to improve the development of strategic policy and delivery.</td>
<td>14 major stakeholders with a breadth of interest in the work of the Agency.</td>
</tr>
<tr>
<td>National Migration Group</td>
<td></td>
<td>To provide a national consultative forum on migration issues for the Agency, the Regional Strategic Migration Partnerships and other key partners.</td>
<td>Representatives from each of the Regional Strategic Coordination Groups and other national and local stakeholders from health, police, voluntary sector etc.</td>
</tr>
<tr>
<td>National Asylum Support Forum</td>
<td></td>
<td>To facilitate a regular and ongoing dialogue between the Border and Immigration Agency and key national asylum stakeholders on asylum policy.</td>
<td>Asylum Senior Management Team, statutory and voluntary sector stakeholders, underpinned by a wider email group.</td>
</tr>
<tr>
<td>Regional Strategic Migration Partnerships</td>
<td></td>
<td>A regional multi-sector (or in Wales, Scotland and Northern Ireland - national) agency forum of senior people involved in planning and impacts of asylum seekers/failed asylum seekers, refugees and migrants integration. To work in partnership to consider the impact of migration.</td>
<td>Senior representatives of each sector – statutory, voluntary, private – and a range of key regional organisations.</td>
</tr>
<tr>
<td>Managed Migration: Employer Taskforce</td>
<td></td>
<td>To provide a joint forum to consider the development and implementation of the new points-based system.</td>
<td>Representatives including Confederation of British Industry, British Chamber of Commerce, Federation of small Businesses, Recruitment &amp; Employment Confederation, Employers, Trades Union Congress and from Government Departments.</td>
</tr>
<tr>
<td>Managed Migration: Joint Education Taskforce</td>
<td></td>
<td>To support the development and delivery of policy that assists the Government’s strategy to attract more genuine international students to the UK.</td>
<td>Representatives from across the education sector including Universities UK, English UK, British Council, UK Council Overseas Students, Association of Colleges and the Association of...</td>
</tr>
<tr>
<td>Organisation</td>
<td>Stakeholder Groups</td>
<td>Aim</td>
<td>Membership</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>-----------------------------------------</td>
<td>----------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Managed Migration: Arts &amp; Entertainment Taskforce</td>
<td></td>
<td>To provide advice and guidance to Government on the development of legislation to tackle illegal migrant working and to provide advice and guidance to business and the public on policies to reduce illegal migrant working and the problems associated with it.</td>
<td>Senior Representatives from UK business, Trades Unions, Government Departments, Migrant Workers and communities.</td>
</tr>
</tbody>
</table>
Definitions

8 Definitions

8.1 Who is a migrant worker? The International Convention for the Protection of all migrant workers and their families\(^3\) provides in article 2.1 a definition of a migrant worker:

“The term ‘migrant worker’ refers to a person who is to be engaged, is engaged or has been engaged in remunerated activity in a State of which he or she is not a national. This does not include refugees or asylum seekers.”

“The distinguishing factor of migrant workers from European countries and those from non EU countries is the process or procedure by which they enter the UK to work.”

9 Migrant Workers

9.1 Categories of migrant workers and the permission they require to enter the UK to work include:

- Members of European Union (full members)
  - All of the 200m citizens of European Union (EU15) countries that joined the EU before May 2004 are entitled to enter the UK freely and stay for as long as they want. They require no prior permission to enter.

- Accession 8 and Accession 2 countries nationals
  - On 1 May 2004 the European Union allowed 8 countries in to full membership referred to as the Accession 8 (A8) countries; the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.
  - Citizens of these A8 countries are entitled to enter the UK to seek work (without prior permission) providing they register with the DWP's Workers Registration Scheme.
  - In January 2007, the A8 countries were joined by Bulgaria and Romania, the Accession 2 (A2), countries, but citizens of Bulgaria and Romania do require prior permission to enter and work in the UK.

- Nationals of all other countries
  - This group requires a work permit, which is obtained by an employer who cannot find a suitable ‘local’ national to fill the post. A ‘local’ national is someone who is from the local community from within the UK or from the EU. These workers require prior permission (entry clearance) to enter the UK.
  - Commonwealth working holiday makers
  - Commonwealth countries citizens aged between 17 and 30 years of age can enter and work in the UK for up to 2 years. They usually require no permission.

- Students
  - Students from outside the EEA enrolled on courses in the United Kingdom (UK) can undertake part-time work (usually up to 15 hours per week and have to show that the work is incidental to their studies). Students usually require a student visa.

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- **Au Pairs**
  
  - An au pair placement is an arrangement where a single person between 17 and 27 years of age comes to the UK to learn English or Welsh and lives for up to two years as a member of an English-speaking family or Welsh speaking family, and helps in the home for up to 5 hours a day.
  
  - Is a national of the EEA or Andorra, Bosnia-Herzegovina, Croatia, Faroe Islands, Greenland, Macedonia, Monaco, Romania, San Marino or Turkey.
  
  - Nationals from Bosnia-Herzegovina, Croatia, Macedonia and Turkey require visas.
  
  - Nationals from Romania and Bulgaria require accession worker cards.

9.2 The main schemes which migrant workers can utilise to come into the UK are:

- The **Highly Skilled Migrant Programme**.
- The **Sector Based Scheme** – introduced in 2003 to address shortages in lower skilled occupations.
- The **Seasonal Agricultural Workers Scheme (SAWS)** gives workers permission to work in the UK for a specified number of months each year.
- The **Working Holiday Makers’ Scheme** for people between 17 and 30 from agreed countries to come to the UK for up to two years and means they can work for up to 12 months of the holiday.
- The **Accession State Worker Registration Scheme (WRS)**. All A8 nationals who are working in the UK have to apply for WRS within one month of their employment.

9.3 A **points-based system (PBS)** is currently being implemented in 2008. The PBS applies to all migrants, including those from outside the EU, but in turn could impact on migrant workers travelling to the UK from A8 and A2 countries. The PBS assessment is used to ascertain who qualifies to come to work, train or study in the UK (Table 9-1) in accordance with UK labour market needs. A Migration Advisory Committee (MAC) has been established to advise ministers on where migration might sensibly fill gaps in the labour market.

**Table 9-1. Tiers in the Points Based System**

<table>
<thead>
<tr>
<th>Tier</th>
<th>Description</th>
<th>Timetable for implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Highly skilled individuals to contribute to growth and productivity.</td>
<td>Implementation underway</td>
</tr>
<tr>
<td>2</td>
<td>Skilled workers with a job offer to fill gaps in UK labour force.</td>
<td>Autumn 2008</td>
</tr>
<tr>
<td>3</td>
<td>Limited numbers of low skilled workers needed to fill temporary labour shortages.</td>
<td>Currently suspended</td>
</tr>
<tr>
<td>4</td>
<td>Students.</td>
<td>Spring 2009</td>
</tr>
<tr>
<td>5</td>
<td>Youth mobility and temporary workers: people allowed to work in the UK for a limited period of time to satisfy primarily non-economic objectives.</td>
<td>Autumn 2008</td>
</tr>
</tbody>
</table>

9.4 This research was primarily concerned with A8 migrant workers. Responses from organisations, however, may not have been specific to A8 migrant workers alone. The four long term asylum seeker dispersal areas in Wales of Newport, Cardiff, Swansea and Wrexham will have provided a more informed response to migrant workers arising from existing policies for asylum seekers and refugees.
Context

10 A history of migration

10.1 Migration has always been a feature of human history, and international migration to and from Wales and significant cross border migration is not a new phenomenon. Since the 17th century and following the industrial revolution, Welsh people have emigrated in search of better prospects and better lives all over the world. Between 1919 and 1939 approximately 500,000 people left the valleys to look for work elsewhere. Between 1975 and mid-2004 almost 7,500 people per year migrated from Wales to overseas destinations, whilst 7,100 people per year migrated into Wales from overseas.4

10.2 Over the course of its history Wales has experienced a shifting population. In the latter half of the 19th and early 20th century, employment opportunities in the coalfields of Wales meant that workers from England, Ireland and the rural areas of Wales fed the growing demand for labour. By 1911, workers from Ireland, Italy and Spain joined this workforce, increasing the population of South Wales by around 129,000 between 1901 and 1911. The high point in industrial Wales (Clwyd, Gwent and Glamorgan) came in 1901, when population growth was 10 times the national average.5 The towns and cities of Wales have seen the most significant changes in population over the past 150 years. Cardiff, the capital city, boasts a population with many different cultures and nationalities.

10.3 Cardiff’s regeneration began in the mid 1980s when plans to transform Cardiff Docks into Cardiff Bay were drawn up as part of the Government’s programme to regenerate particularly deprived and run-down areas of British inner cities. The Cardiff Bay Development Corporation led the regeneration of large parts of South Cardiff, Penarth and the old docklands area of the city.

10.4 Old Cardiff docklands became a magnet for immigrants from the early 1800s to World War two, when people from many countries arrived there and settled. Some of the first arrivals being from West and South Wales, from England, Ireland and Scotland. These were soon joined by immigrants from virtually all over the world, with the Butetown district of Cardiff (which locals refer to as both ‘Tiger Bay’ and ‘The Docks’) being favoured as home for these new migrants, such that in the 1940s some 45 nations and many more ethnic groups were represented there. The immigrants worked on the tramp steamers, in the docks, in the steelworks and factories, in offices and shops.6

10.5 Cardiff has one of the oldest established Muslim populations in the UK, starting with Yemeni sailors who settled in the city during the 19th century. The first mosque in the UK opened in the Cathays district of Cardiff in 1860 on the site of what is now known as the Al-Manar Islamic Centre. Somali seamen migrated to Cardiff in the 1880s, and Cardiff now has the largest British-born Somali population in the UK.

10.6 In 1891, the rural population of Wales (Dyfed, Gwynedd and Powys) was approximately 616,000 people. By 1911 just over 649,000 people lived and worked in these areas and

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5 http://www.bbc.co.uk/wales/history/sites/themes/society/migration_immigration.shtml

10.7 Today the rural population rate of growth is slow. People from richer parts of the UK, particularly southern England, are buying holiday or retirement homes in Wales. In some areas this has led to a shortage of affordable housing for local people which has, in turn led to a changing population of older, less economically active people. This, combined with the lack of employment prospects in rural Welsh communities, has started a new movement of people in search of jobs and homes in the towns and cities of Wales and in other parts of the UK and Europe. In 2001 22% of those born in Wales were living elsewhere in the UK.

Today, population projections for Wales, like many other parts of the UK, indicate an ageing population and may have implications for the dynamics of local labour markets.

10.8 As a result of natural population changes and of migration, rural areas in Wales now have a higher proportion of old people than is found in urban England and a lower proportion of younger people (e.g. those within the 15-29 age group).

11 Migration to Wales

11.1 Most post-war immigrants to Wales came from the Indian subcontinent. Other migrant groups to Wales post-war include Ugandan Asians, Chileans, and refugees from Vietnam. The capital city, Cardiff, as we have already seen has a cosmopolitan mix of cultures and nationalities aside from the long-established presence of Somali, Bengali, Afro-Caribbean and Yemeni communities amongst others. Wales also saw an influx of people from other countries such as China, India and Pakistan in the post war period.

11.2 Prior to 2001 there were relatively low numbers of people born outside Wales living in Wales. This situation changed somewhat following the establishment of the Welsh Consortium for Refugees and Asylum seekers and agreement for the cities of Newport, Swansea, Cardiff and Wrexham to become official ‘cluster’ areas for the dispersal programme. This dispersal programme involved the dispersal of asylum seekers from the South East to areas across the UK and asylum seekers were dispersed to those local authority areas in Wales who signed up to accept asylum seekers, and become designated ‘cluster areas’, namely Newport, Cardiff, Swansea and Wrexham. Current statistics demonstrate that asylum seekers in Wales come from over 80 different countries and speak at least 25 different languages.

11.3 In the UK we are now experiencing mobility which is increasingly complex and more large scale than we have previously experienced. International migration is now the major driver of population growth and the recent impact of Accession States was unexpected in scale and speed, and has mostly occurred post 2001 census.

11.4 In 2001, Wales (along with the North East of England), had the fewest non-British born residents, as a proportion of their overall population. This relatively low level of diversity suggests that other nations and regions had greater experience of accommodating people of different nationalities.

11.5 According to the 2001 census, only Cardiff and Newport had significantly more than 2% of their population comprised of residents of minority ethnic background. The fact that Wales

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Mapping the Response to Migrant Workers

has the lowest proportion of residents born abroad (2.66% of the population) within the UK (at the 2001 census) gives some idea of the challenges that a sudden influx of EU migration might present, particularly in those areas that had not been dispersal areas. However eleven areas in Wales saw decreases in people born abroad, with the South Wales Valleys having the lowest numbers.10

11.6 The accession of ten new states to the European Union in 2004 greatly increased both the scale and pace of change. The expansion of the EU has opened up opportunities for nationals of EU member countries to work in the UK.

11.7 The Learning and Skills Council carried out research11 in England and identified three categories of migrant worker: economic migrants who are low skilled and aim to stay in these types of jobs; aspiring migrants who are in unskilled employment and self-improving their skill; and global migrants who take skilled positions in the UK to help address skills’ deficiencies.

11.8 The 2006 labour force survey data suggests that the three most popular sectors for migrant workers in the UK area are:
- Public administration, education and health (32%)
- Distribution, hotels and restaurants (21%)
- Banking, finance and insurance (20%).

11.9 Amongst the A8 migrant population the most popular sectors are:
- Distribution, hotels and restaurants (24%)
- Manufacturing (21%)
- Construction (14%).

11.10 In Wales, most migrants are registered with employers from the administrative, business and management services industry12, although many employers in the administrative and business sector are employment agencies and the actual employment industry of the migrants may be different. The top sectors of employers in Wales for registered workers are shown at Figure 11-1.

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10 Crawley, H. (2008) *Demographics and the changing face of Wales*. Centre for Migration Policy Research, Swansea University
12 Migrant Workers in Wales

12.1 Since EU Accession in 2004 Wales has once again seen a difference in the profiles of migrants, with significant numbers of EU migrants arriving in Wales to seek work. There were 23,620 registrations from A8 nationals to the Worker Registration Scheme (WRS) in Wales between May 2004 and September 2008 and 28,470 National Insurance Number (NINo) applications from all Accession States between January 2005 and September 2008. In both cases Wales accounted for a little less than 3 per cent of all applications in the United Kingdom.

12.2 Migrant workers appear to be highly concentrated within Wales, with about half of all people counted under these schemes going to just four Local Authorities, Carmarthenshire, Cardiff, Newport and Wrexham, the latter three of whom are dispersal areas. These Local Authorities have also seen the highest numbers of NINo applications from A8 nationals. Whilst Swansea has not seen such high numbers, neighbouring Carmarthenshire (a rural area of Wales) has seen a relatively large scale migration of EU workers which presents different challenges to urban areas in terms of challenges to Local Authorities.

12.3 Over the last five years, Caerphilly, Bridgend, Rhondda Cynon Taff (RCT) and Merthyr Tydfil, where the population is predominately homogenous, working class, white Welsh (with BME people making up approximately 2% of the total) have seen a large influx of migrants from Eastern Europe, Portugal and the Philippines.

12.4 It is estimated that numbers exceed 1,000 in terms of the Portuguese population alone in Merthyr Tydfil Borough. In RCT it is estimated that out of an approximate 1,200 migrant workers, the most dominant nationality is Polish, followed by Lithuanians, Slovaksians and Estonians. In the other two boroughs Polish migrants are also the dominant nationality.

http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/reports/accession_monitoring_report/ Home Office, Accession Monitoring Report (May 2004-September 2008). Note this depicts registered workers rather than the number of applications made and for initial applications only (not for multiple applications where an individual is doing more than one job simultaneously).

http://83.244.183.180/mgw/live/mw/area/calyr/world/a_stock_r_area_c_calyr_p_world_eu_accession_stat es_jun08.html Department for Work and Pensions Adult Overseas Nationals entering the UK Registrations (Thousands) : World Area of Origin by Government Office Region by Time Series - Calendar Year Of Registration Date

In 2005 it was estimated that more than 500 Portuguese had been attracted to Merthyr Tydfil Borough.
Mapping the Response to Migrant Workers

with many hundreds settled in the Bridgend and Caerphilly area. The Filipino community has also increased in all boroughs in recent years as a result of overseas recruitment by the NHS. They number over 400 in the Bridgend area alone.\(^{16}\)

12.5 The relatively large scale influx of EU migrants in some parts of Wales where the settled population has not changed in a number of years has the potential to cause a number of challenges in terms of social and labour market inclusion.

12.6 As the increase in migrant workers in Wales has been rapid, services have sometimes found themselves unable to cope with the increase in demand (e.g. for housing, education and health services).

13 Statistics

13.1 There have been \(22,315\) registrations from A8 nationals to the Worker Registration Scheme (WRS) in Wales between April 2004 and March 2008, an increase of 6,095 from the April 2004 to March 2007 period. There have also been \(23,820\) National Insurance Number (NINo) applications over the same period. In both cases Wales accounted for 2.7% of all applications from A8 nationals in the United Kingdom.

13.2 As at March 2008, WRS information has shown that the four Local Authorities of Cardiff, Carmarthenshire, Newport and Wrexham accounted for 58% (12,900) of all cumulative WRS registrations in Wales since April 2004. During April 2007 to March 2008, these four Local Authorities accounted for 56% (3,440) of registrations in Wales.

13.3 Quarterly WRS registrations peaked during July to September 2006 at 2,060 across Wales. Whilst registrations peaked again during October to December 2007 (1,710) the overall number of WRS registrations during April 2007 to March 2008 was 17% lower than the April 2006 to March 2008 WRS total (Table 13-1).

<table>
<thead>
<tr>
<th>Local Authority</th>
<th>Running Year Totals (April to March) for WRS registrations, year ending March 2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blaenau Gwent</td>
<td></td>
<td>0</td>
<td>10</td>
<td>80</td>
</tr>
<tr>
<td>Bridgend</td>
<td></td>
<td>105</td>
<td>195</td>
<td>295</td>
</tr>
<tr>
<td>Caerphilly</td>
<td></td>
<td>40</td>
<td>65</td>
<td>75</td>
</tr>
<tr>
<td>Cardiff</td>
<td></td>
<td>285</td>
<td>710</td>
<td>860</td>
</tr>
<tr>
<td>Carmarthenshire</td>
<td></td>
<td>560</td>
<td>1,005</td>
<td>1,075</td>
</tr>
<tr>
<td>Ceredigion</td>
<td></td>
<td>55</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>Conwy</td>
<td></td>
<td>130</td>
<td>185</td>
<td>205</td>
</tr>
<tr>
<td>Denbighshire</td>
<td></td>
<td>50</td>
<td>145</td>
<td>190</td>
</tr>
<tr>
<td>Flintshire</td>
<td></td>
<td>130</td>
<td>435</td>
<td>590</td>
</tr>
<tr>
<td>Gwynedd</td>
<td></td>
<td>75</td>
<td>225</td>
<td>195</td>
</tr>
<tr>
<td>Isle of Anglesey</td>
<td></td>
<td>15</td>
<td>45</td>
<td>35</td>
</tr>
<tr>
<td>Merthyr Tydfil</td>
<td></td>
<td>0</td>
<td>15</td>
<td>310</td>
</tr>
<tr>
<td>Monmouthshire</td>
<td></td>
<td>75</td>
<td>85</td>
<td>80</td>
</tr>
<tr>
<td>Neath Port Talbot</td>
<td></td>
<td>50</td>
<td>35</td>
<td>80</td>
</tr>
<tr>
<td>Newport</td>
<td></td>
<td>745</td>
<td>935</td>
<td>730</td>
</tr>
<tr>
<td>Pembrokeshire</td>
<td></td>
<td>95</td>
<td>185</td>
<td>265</td>
</tr>
<tr>
<td>Powys</td>
<td></td>
<td>135</td>
<td>195</td>
<td>210</td>
</tr>
<tr>
<td>Rhondda, Cynon, Taff</td>
<td></td>
<td>35</td>
<td>110</td>
<td>160</td>
</tr>
<tr>
<td>Swansea</td>
<td></td>
<td>100</td>
<td>185</td>
<td>280</td>
</tr>
<tr>
<td>The Vale of Glamorgan</td>
<td></td>
<td>40</td>
<td>85</td>
<td>90</td>
</tr>
<tr>
<td>Torfaen</td>
<td></td>
<td>20</td>
<td>15</td>
<td>50</td>
</tr>
<tr>
<td>Wrexham</td>
<td></td>
<td>370</td>
<td>840</td>
<td>1,355</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>3,095</td>
<td>5,805</td>
<td>7,315</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rank and (in brackets) Change in Rank for WRS registrations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Blaenau Gwent</td>
</tr>
<tr>
<td>Bridgend</td>
</tr>
<tr>
<td>Caerphilly</td>
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<td>Carmarthenshire</td>
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<td>Ceredigion</td>
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<td>Conwy</td>
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<td>Flintshire</td>
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<td>Isle of Anglesey</td>
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<td>Merthyr Tydfil</td>
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<td>Monmouthshire</td>
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<td>Neath Port Talbot</td>
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<td>Newport</td>
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<td>Pembrokeshire</td>
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<td>Powys</td>
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<td>Rhondda, Cynon, Taff</td>
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<td>Swansea</td>
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<tr>
<td>The Vale of Glamorgan</td>
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<tr>
<td>Torfaen</td>
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<tr>
<td>Wrexham</td>
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</tbody>
</table>

Figure 13-1. Worker Registration Scheme Initial Approvals for Accession 8 migrants by local authority in Wales, Cumulative Total April 2004 to March 2008

Worker Registration Scheme Initial Approvals for Accession 8 migrants by local authority in Wales

Cumulative Total 2004 - 2008

Source: Home Office Worker Registration Scheme
The distribution is based on the location of the employer
13.4 In June 2007, the Statistics Directorate from the Welsh Assembly Government produced Statistical Article 11 regarding the numbers of migrant workers present in Wales. Neither of the two administrative sources of information (the Worker Registration Scheme and National Insurance Number applications) provides a fully comprehensive picture of migrant workers in Wales, but they are readily available data sources and present a broadly consistent picture for Wales. The main findings of the report stated that:

- Two thirds of applications to the WRS in Wales have been from Poland and a further 15 per cent from Slovakia, followed by Lithuania and Hungary.
- The main statistical survey source for Wales, the Annual Population Survey, covering the year to September 2006, showed 4,700 employed residents in Wales born in the A8 countries, up by 3,800 since 2004.
- Registrations to date in Wales represent a little over 1% of total employment in Wales, compared to just over 2% of employment across the UK as a whole. **Wrexham, Carmarthenshire and Newport are the only Local Authorities in Wales where this percentage is above the UK average.** West Wales and the Valleys accounted for over 60% of the employed residents in Wales from the A8 countries in the year to September 2006, compared to around 50% of employed residents in Wales born elsewhere in the world.
- In total, over the year to September 2006 there were an estimated 62,400 employed people in Wales who were born outside the UK, around 5% of all Welsh residents in employment. Excluding those from the A8 countries, **there has been little change in the level over the last two years**, with a reduction in the numbers from the non-Accession EU countries and an increase in those from other parts of the world.
- **West Wales and the Valleys** accounted for over 60% of the employed residents in Wales from the A8 countries in the year to September 2006, compared to around 50% of employed residents in Wales born elsewhere in the world.

13.5 Information from this Statistical Article is presented in the following maps. The maps show the differences between the applications for National Insurance numbers and the Worker Registration Scheme. Migrants from A8 countries registering for the scheme are tending to do so in Cardiff, Carmarthenshire, Newport and Wrexham.

13.6 From data taken from WRS in relation to Job Centre Plus data, there is marked evidence that migrant workers account for a **greater proportion of the working population in rural areas of Wales** than urban and valley regions, whilst A8 migrant workers comprise less than a quarter of one percent of the working age population in Swansea Bay, Bridgend, Rhondda Cynon Taff and the Eastern Valleys.  

13.7 Over the period for which data is available, a clear year on year increase in the number of people registering on the WRS in both rural and urban areas can be seen, although the rate of increase is slowing. The data on National Insurance registrations suggests that, if anything, the rate of increase is greater in rural areas than in urban.

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http://www.walesruralobservatory.org.uk/reports/english/2008/Migrant%20Workers%202008.pdf

19 Commission for Rural Communities (2007) *Briefing paper: A8 migrant workers in rural areas*. Commission for Rural Communities
http://www.ruralcommunities.gov.uk/files/A8%20worker%20in%20rural%20areas2.pdf
Mapping the Response to Migrant Workers

Figure 13-2 Worker Registration Scheme initial approvals for A8 migrants by Local Authority in Wales, 2006

Number of Approvals

<table>
<thead>
<tr>
<th>2006</th>
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<tbody>
<tr>
<td>Less than 100</td>
<td>0</td>
</tr>
<tr>
<td>100 - 199</td>
<td>0</td>
</tr>
<tr>
<td>200 - 499</td>
<td>0</td>
</tr>
<tr>
<td>500 - 999</td>
<td>0</td>
</tr>
<tr>
<td>1000 - 1280</td>
<td>0</td>
</tr>
</tbody>
</table>

2006 Total

The distribution is based on the location of the employer January 2006 - December 2006

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Figure 13-3 Worker Registration Scheme initial approvals for A8 migrants by Local Authority in Wales, 2004 to 2007

Number of Approvals

<table>
<thead>
<tr>
<th>2004 - 2007</th>
<th>Less than 100</th>
<th>100 - 199</th>
<th>200 - 499</th>
<th>500 - 999</th>
<th>1,000 - 1,999</th>
<th>2,000 - 2,635</th>
</tr>
</thead>
</table>

Cumulative Total 2004 - 2007

The distribution is based on the location of the employer
May 2004 - March 2007

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Figure 13-4 National Insurance Numbers allocated to persons from A8 countries by Local Authorities in Wales

Number of Allocations

<table>
<thead>
<tr>
<th>Range</th>
<th>Color</th>
<th>Allocations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 100</td>
<td>Yellow</td>
<td>100 - 199</td>
</tr>
<tr>
<td>100 - 499</td>
<td>Beige</td>
<td>500 - 999</td>
</tr>
<tr>
<td>500 - 999</td>
<td>Orange</td>
<td>1000 - 1,890</td>
</tr>
</tbody>
</table>

In autumn 2007 an article in Population Trends 129 presented analysis of the WRS, based on registrations between May 2004 and December 2006. Whilst authorities in Wales did not generally exhibit significant characteristics of WRS to feature amongst the top ten local geographies in the UK, a focus on the 22 Welsh authorities did show some variations across Wales.

Presenting WRS registrations from A8 nationals as a proportion of the resident population shows that Cardiff, Carmarthenshire and Wrexham had rates of more than 11.9%, or that 1 in 10,000 residents were A8 WRS registered nationals. The average for the UK was 8.4%.

A report to the Welsh Affairs Committee in North Wales put the number of immigrants as high as 170,000 with between 8,000 and 15,000 in Wrexham alone.21

Presenting the breakdown of A8 WRS registered nationals by country of origin showed that:

- In Blaenau Gwent 18.8% of A8 nationals were from the Czech Republic, the fifth highest rate in a UK Local Authority.
- In Rhondda Cynon Taff 14.6% were from Estonia, the second highest rate in a UK Local Authority.
- In Carmarthenshire 95.4% were Polish, the second highest rate in a UK Local Authority.
- In Merthyr Tydfill 90% were Polish, the tenth highest rate in a UK Local Authority.

Presenting the breakdown of A8 WRS registered nationals by industry sector showed that:

- In Denbighshire 45% of A8 nationals were registered in health and medical services, the second highest rate in a UK Local Authority.
- In Merthyr Tydfill, 85% were registered in ‘administration, management and business services’ which are likely to represent employment agencies. This was the third highest rate amongst UK Local Authorities.
- In Wrexham 76% were registered in ‘administration, management and business services’, the tenth highest rate amongst UK Local Authorities.
- In Rhondda Cynon Taff 23% were registered in transport, the sixth highest rate amongst UK Local Authorities.

Information on the WRS registrations per thousand resident population, the proportion of WRS registrations of Polish origin, and the proportion of WRS registrations in health and medical services are shown in the following maps.

Figure 13-5 A8 registered citizens per thousand population, May 2004 to December 2006

May 2004 - December 2006

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Figure 13-6 Poles as a percentage of all registered A8 nationals, May 2004 to December 2006


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Figure 13-7 Health and medical workers as a percentage of all registered A8 nationals, May 2004 to December 2006

Per cent

- 10.25 - 55.43
- 6.00 - 10.24
- 3.85 - 5.99
- 1.95 - 3.84
- 0.00 - 1.94


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14 Introduction

14.1 The demographic change in Wales has been very fast following EU Accession. Relatively large numbers and the fact that migrants are living and working in areas of Wales that have previously been largely homogenous has meant that the responses of statutory bodies, voluntary and community bodies tended, in some cases, to be reactive rather than proactive. This has been the case in Local Authorities across the UK, borne out by research:

“Due to the lack of reliable statistics on the scale and nature of new migration, Local Authorities may have limited capacity to integrate new migrants, and their response is often marked by reactivity and driven by immediate front line pressures.”

14.2 As previously stated, this report is not designed primarily to identify the issues faced by Local Authorities in Wales where significant numbers of migrant workers have come to work, as this is being carried out by larger scale research by the Welsh Assembly Government, and many of the issues have been recognised and documented in other research. Whilst the report will capture some of the issues for Local Authorities and for migrants which were raised by respondents, the main aim of this report is to provide a basis for developing strategic coordination arrangements, communications and a coordinated Wales response to increasing numbers of migrant workers.

14.3 There is a significant body of research and literature available on migration and its impacts across the UK, with some ad hoc pieces of research specific to Wales. This literature review seeks to reflect the general themes covered in UK wide research and also to incorporate some of the research in Wales thus far. It therefore seeks to give a broad context to the scoping exercise. The general focus for the literature review is in the areas of:

- Data
- Housing
- Education
- Access to services
- Health
- Employment
- Language and communication
- No recourse to public funds
- Community cohesion and media
- Rural Wales
- Contribution of migrants
- Coordination.

15 Data

15.1 There are well documented challenges in collecting accurate data on migrants who are highly mobile, not to mention those who are here illegally. New European migration is to some extent unpredictable, and migrants' plans are often open-ended and difficult to predict. To further complicate matters, migration policy is constantly being revised, which will affect migration patterns, and it is extremely hard to predict whether dependants of migrants will come to Wales (and the UK).

15.2 Sources. Data on the volume and characteristics of A8 migrant workers is currently largely based on statistics taken from the WRS and NINo, neither of which are robust or accurate data sources. Other data sources include the Census of Population which only occurs every ten years and therefore is quickly dated; the Labour force survey (LFS) / Annual Population Survey (APS) which is produced quarterly but has limitations in that it samples private households and probably underestimates short term migration, though it does provide for some analysis.23

15.3 Workers Registration Scheme (WRS). Data derived from the WRS is intended to provide useful information on the working status of the A8 migrants. This scheme was introduced in 2004 to achieve better quality data on migration flows from the A8 countries. However, some research has indicated that the £90 cost of registering is a disincentive for some migrants24 and there are a number of other issues which mean that the WRS can only give an indication of numbers of migrant workers in an area. Workers who are self employed are not required to register; migrant workers can be highly mobile and an individual who has registered to work and who leaves employment is not required to de-register; and some will have left the UK.

15.4 Further data issues identified include reluctance on the part of some migrants to provide personal details required for registration; the need to send away forms of identification with the application; and a lack of apparent benefits to migrant workers in registering.25 The WRS analysis is partial, it only counts migrants who have come to work for an employer, it does not count dependants who may be working or children or self employed.

15.5 It is worth noting that population profiles change and the early patterns suggesting high mobility of migrants may change over time. Wrexham is seeing changes in the pattern of migration – from largely single men and women, they now see parents and grandparents arriving, possibly indicating that the family intends to stay in the UK for a significant period of time.26

15.6 Although the figure of 600,000 entrants from the A8 is widely accepted, it is not clear how many remain in the UK at any given time. The Labour Force Survey showed that in September 2005 fewer than half of those who registered on WRS since May 2004 were still in the UK.27

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26 Community Cohesion Officer Report, Wrexham County Borough Council
15.7 Beyond those migrants who are omitted by exemptions, there are serious doubts surrounding the accuracy of the WRS figures. It is thought that overall the WRS might have underestimated the number of A8 nationals migrating into the UK by up to 33 per cent since 2004 (IPPR, 2008). Furthermore, the Annual Population Survey, the main statistical survey source for Wales, only adequately reflects new groups entering the population with a four year delay and therefore does not reflect the more recent influx of migrants.

15.8 **Local Authorities.** The availability of good data and intelligence is key for Local Authorities in order to understand their local communities, predict future trends, adapt services and strategies, maintain cohesion and to demonstrate local leadership in times of change. The Audit Commission state that their data that can be collated includes, nationality/language data in schools, health visitor information (registrations of births, marriages and deaths) and that the best source of data for children is language data in schools. Other data sources include GP registrations, police data, employer records and possibly community and voluntary sector data. But there are difficulties in matching them to produce a consistent and robust data set and this difficulty can be compounded by the apparently transient nature of migrant workers.

15.9 **Employers.** Some A8 workers did not register with the WRS either because they did not know about it or ‘did not think it worthwhile’, with some employers finding that WRS was bureaucratic and unnecessary. It would appear that employers are often prepared to ‘bend the rules’ in terms of possible infractions of immigration status, favouring particular nationalities for particular jobs regardless of immigration status and emphasising ‘work ethic’ and reliability, and contrasting foreign nationals favourably with UK nationals.

15.10 **Migration Impacts Forum.** Evidence from the MIF shows data gaps identified by strategic migration partnerships across the UK; these include supplements to WRS and NINo data, future trends, breakdown of public service data by nationality, health information, housing pressures, migrants’ qualifications and skills.

15.11 **The Institute of Community Cohesion** report (which includes responses from four Local Authorities in Wales) includes a detailed analysis of data sources and makes a number of recommendations around improving the data issues in relation to migrant workers.

15.12 **Short term migration** We have seen that there is a very large difference between the official estimate of A8 migrants and NINo registrations and in part this is likely to be due to short-term migration. The ONS is exploring methods for estimating short-term migration and is planning to produce the first experimental national estimates in October 2007.

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30 Green, G (2007) *Migrant workers: Data and intelligence issues* (presentation to the LGA), Audit Commission


http://www.compas.ox.ac.uk/changingstatus/Downloads/Fair%20enough%20paper%20-%20%20May%202006.pdf

32 Presentation by Home Office on the *Evidence from our Regional Consultation on the Impacts of Migration* at Migration Impacts Forum 17 October 2007


33 Institute of Community Cohesion (ICOCO) (2007) *Estimating the scale and impacts of migration at the local level.* London: Local Government Association
15.13 **The Audit Commission** has made recommendations with regard to improving data collection:

- Work jointly, pool intelligence and understand drivers.
- Engage with migrant workers and those close to them (employers, voluntary and faith groups).
- Do not fixate on getting perfect statistics but focus on understanding trends.
- LAs are in a prime position to lead a collective response.
- LAs should work with partners and pool information including:
  - Employers, landlords, employment agencies, health, police, voluntary sector, faith organisations (particularly the Catholic Church), migrant workers (through employers), libraries, ESOL lessons, internet cafes, shops which serve new migrant communities, schools.  

15.14 **ONS.** Much research has been conducted to indicate the position locally with regard to migrant workers. However, this is not always available for large areas or comparable with similar data in other parts of the UK and it may be appropriate for each region to ensure that an ONS statistician is involved in work on data collation and that all regional/localised research is listed in one place to make it easier for other regions to find out what work has already been done elsewhere.

15.15 **Wales Consumer Council.** A WCC report notes that while there are some useful localised reports detailed scoping projects are not common practice across all of Wales.  

Research has been commissioned in Wales to provide a methodology for more accurate and robust data on migrant workers for Wales.  

16 **Housing**

16.1 A survey by the Joseph Rowntree Foundation (JRF) found that many workers had their accommodation organised through their employer but these workers knew of other migrants who had not organised any accommodation before entering the UK. They also found that 44% of people were sharing their room with at least one other person (who was not their partner). The JRF survey found that overcrowding and poor housing were frequent themes partly because people were ‘choosing’ to sublet to reduce the rent they were paying. Further, there are few checks into the standards of accommodation because the majority of these workers are suspicious of authorities and are not able to access public funds and therefore do not make complaints. These kinds of issues appear to be common across the UK. according to evidence presented by the MIF. The MIF consulted about the impacts of migration and noted that migrants are being accommodated in poor quality housing with unscrupulous landlords and that migrants are less likely to complain if the accommodation was tied to their work.  

16.2 **Overcrowding.** A CRC report focuses in particular on issues of housing, education and

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34 Green, G (2007) *Migrant workers: Data and intelligence issues* (presentation to the LGA), Audit Commission  
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16.3 Evidence in Carmarthenshire\textsuperscript{39} and Newport illustrates the problem of House of Multiple Occupancy (HMO) with issues of overcrowding and poor conditions. Some reports point to examples of some families living with others in a three bedroom house. A report for the South East Wales Race Equality Council (SEWREC) detailed a range of housing issues experienced by clients and also observed that overcrowding is more noticeable amongst certain communities who have continued their cultural practice of living in extended families in the only accommodation they could afford, which was clearly inadequate.\textsuperscript{\textcolor{red}{41}} The Audit Commission Report\textsuperscript{42} has pointed to the fact that in areas of high concentrations of HMOs community tensions can occur and have given examples of successful interventions.

16.4 Demand. UK wide research by the Housing Associations’ Charitable Trust (HACT) suggests that there is a “rapid expansion in numbers needing affordable private rented accommodation and an increase in tenant turnover” and suggests that estimates of future demand fail to reflect the needs of migrant workers. It suggests there is a lack of strategy by Local Authorities and raises concerns about housing conditions for migrant workers.\textsuperscript{43}

16.5 Some research suggests that immigration has had little apparent effect upon private rental cost, particularly at the lower end of the market, and that demand for private rental has increased. The Audit Commission observes that the impact on neighbourhoods and wider local housing markets varies with local circumstances.\textsuperscript{44} Research by the Wales Rural Observatory (WRO) indicates that the influxes of migrant workers in some rural areas have contributed to pressures on local housing markets. This is noticeable in the private rented sector, where family accommodation is being bought by gang masters and other private landlords, who are prepared to ‘squeeze’ many migrant workers into a house for larger rental gains.\textsuperscript{45}

16.6 House of Multiple Occupancy (HMO). A House of Lords Select Committee Report identifies several potential impacts with regard to housing, including lower housing standards in the private rental sector, the view that increased competition within private rental could push up cost of social housing provision and increasing homelessness amongst A8 and non-EU immigrants. There are new regulations regarding the licensing of HMOs which addresses some of these issues. However, regular inspections need to be undertaken to ensure that HMOs are meeting these regulations which could result in increased inspection costs to local government.\textsuperscript{46}

16.7 Landlords. For some migrant workers, accommodation is provided by employers, employment agencies and gang masters. In these circumstances rent is often subtracted

\textsuperscript{39} Commission for Rural Communities (2007) Briefing paper: A8 migrant workers in rural areas. Commission for Rural Communities\textcopyright
\textsuperscript{40} Burns, C., (2007) Migrant Workers Responding to Local Needs. Carmarthenshire County Council
\textsuperscript{43} The Housing Associations Charitable Trust (HACT) (2007) Opening Doors - literature review. HACT
\textsuperscript{44} Audit Commission (2007)
\textsuperscript{45} Woods, M. and Watkin, S. (2008) Central and Eastern European Migrant Workers in Rural Wales. Wales Rural Observatory
\textsuperscript{46} The House of Lords Select Committee on Economic Affairs, 1\textsuperscript{st} Report of Session 2007-08, The Economic Impact of Immigration – Volume 1: Report p. 8-9
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directly from wages. There is also anecdotal evidence\(^{47}\) that some landlords are exploiting tenants – for example raising the rent on properties every month. Some tenants move before the next month’s rent is due and this is a factor in the reported high mobility of migrants who may move for a variety of reasons, including changing employment opportunities and access to social networks. These types of issues may make migrants vulnerable to homelessness, for example when workers lose their job, they can become homeless too, often with very little notice. Housing authorities have cited examples of migrant workers seeking emergency accommodation in these circumstances.\(^{48}\)

16.8 Housing issues listed in the TUC *One Workforce* report\(^{49}\) on migrant workers in Wales include dampness, lack of basic amenities, fire hazards, severe overcrowding, and rooms of multiple occupancy. This report also suggests that despite a major recruitment agency giving evidence suggesting that the Gangmasters Licensing Authority (GLA) allows only £29.50 per week to be taken for a migrant worker in tied accommodation, charges of £50 per week were common.

16.9 **Social Housing.** According to a consultation\(^{50}\) by the Migration Impacts Forum (MIF), social housing was not an issue in relation to A8 migrants due to their restricted access (though this could change in the future). In Wales, some authorities believe that if numbers of migrant workers increase, there may be additional pressure on public housing, especially as time moves on and the initial wave of A8 registered migrants gain entitlements to access public housing and housing/council tax benefits etc.\(^{51}\) However the *Accession Monitoring Report* of March 2008 states that “although increasing, the numbers of A8 nationals applying for tax-funded income-related benefits and housing support remain low”.\(^{52}\) For example, there has been little systematic research on the impact of A8 migrants on the housing market in Newport. One report, however, suggests that many workers from Eastern Europe are living in overcrowded conditions in the city. The same report states that restriction on access to social housing will be lifted for migrants from Eastern Europe over the next 4 years which may increase pressure on the social housing stock of the sub-region.\(^{53}\)

16.10 **Governmental work.** The Housing Directorate of the Department for Communities and Local Government (DCLG) deal with various housing issues relevant to migration and have a team focused on housing related migration issues. The focus of DCLG work is currently around the case resolution process being led by UK BA and addressing issues around HMOs.\(^{54}\)

17 **Education**

17.1 A range of literature\(^{55,56,57}\) suggests that some migrant workers are choosing to settle

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\(^{49}\) ibid.

\(^{50}\) Presentation by Home Office on the *Evidence from our Regional Consultation on the Impacts of Migration* at Migration Impacts Forum 17 October 2007 http://www.communities.gov.uk/communities/racecohesionfaith/asylumandimmigration/migration-forum/mitpapers171007/


\(^{52}\) Home Office *Accession Monitoring Report* p.1.


Mapping the Response to Migrant Workers

where they have employment. Unadjusted IPS statistics for non-British nationals coming into the UK suggest that migrant worker intentions regarding their length of stay have changed over time. While in 1994 48 per cent of migrants intended to stay for more than four years, by 2003 the proportion had fallen to 34 per cent and the largest proportion had become those intending to stay for one to two years (45 per cent). 58 In these circumstances there are subsequent instances of their families coming to live with them. This means that children who have little understanding of the English (or Welsh) language are entering mainstream education.

17.2 Impacts. According to a House of Lords Select Committee report, the impact of immigration on the education system has been extremely challenging in particular areas:

- Schools have incurred significant translation, English language training and bilingual book purchase costs.
- Pressure on smaller schools with less flexible budgets.
- Lack of immigrant educational attainment records.
- Churn 59 of migrants both in and out of schools.
- Frequent residence changes.

However, the report also stated that immigrant children do tend to study hard and extra investment made for immigrant children has had the effect of raising standards more widely. Increased enrolment has also been particularly beneficial for schools with lower numbers and increasing vacancies i.e. village schools. 60

17.3 Wales. In Wales in September 2006, an informal audit established an estimate of the number of migrant workers’ children in schools in Wales. The results suggested that at September 2006 there was a total of 978 children from A8 countries already in receipt of English as an Additional Language (EAL) and that a further 553 children presented for registration at schools in Wales at the start of the Autumn term. 61 In several areas of Wales schools are experiencing a high number of admissions of children from eastern European countries. 62

17.4 Funding. In some Local Authority areas in Wales major inflows of migrant worker children meant that Local Authorities are having difficulty managing budgets due to the fact that there is no information about how many migrants will arrive or when, or what their individual needs will be. Funding (such as the Minority Ethnic Achievement Grant) is paid retrospectively so Local Authorities have to manage the budget, based on the previous year’s allocation. Although there is some funding available for language support, it is not enough to provide enough support for all children. There is an additional financial consideration in Wales as Welsh is taught as a first or second language.

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56 The Housing Associations Charitable Trust (HACT) (2007) Opening Doors - literature review. HACT
59 ‘churn’ is is the movement of workers from place to place to ensure work
61 Welsh Assembly Government (2007) Migrant Workers (education and training), Cabinet Sub Committee paper JS(06-07)15 on Jobs & Skills
17.6 In some areas increases in funding are not keeping pace with the increase in numbers. Wrexham County Borough Council (WCBC) saw 160 new pupils in one year alone. In addition there is evidence of significant pressure on faith schools, particularly Roman Catholic schools that are seeing a significant increase in the demand for places. This problem has also been recognised nationally by the Audit Commission.\textsuperscript{63} There is anecdotal evidence from some Local Authorities that this seems to be most predominant in the Roman Catholic schools where large numbers of children from migrant worker families have been enrolled and families from the settled community feel their opportunity for their child’s place at that school has been taken.

17.7 Child Mobility. The issues around mobility of migrant workers and providing continuity of healthcare and education, issues around children arriving mid-term, and general language and communication issues were noted in Wales in a report submitted to the Welsh Assembly Government and it would appear that some of these issues are still not fully resolved. The report records a number of issues of concern related to the churn of workers and the attendant difficulties in keeping up to date address information, and tracking children who may change schools frequently. The report also detailed emerging child protection concerns of agencies related to the high mobility of some migrant workers.\textsuperscript{64} Migrant workers can be highly mobile in their search for employment and this brings attendant problems for educational welfare officers in schools, who, evidence suggests, have spent inordinate amounts of time trying to track children who have ‘disappeared’ – they may stop attending school and they may not register within other schools in an area. An ICOCO report noted that:

“It can be highly complex to investigate the family situation of transient families and ensure effective safeguarding of children, the complexities being exacerbated by language difficulties and cross-cultural issues. Child protection issues are a particular concern and a key issue for public services.”\textsuperscript{65}

17.8 The report went on to state that the recommendations of the DFES and Government Office for London Child Mobility Project (May 2006) should be pursued and its wider implications for migration and child protection examined.\textsuperscript{66}

17.9 However, experience in some areas suggests that migrants are not as mobile as some research would suggest:

- Contrary to the widely held perception that migrant worker groups are transitory, from our anecdotal experience both groups are motivated to remain in the Valleys area and this is exemplified by the large numbers of Polish and Portuguese children being enrolled in local schools.\textsuperscript{67}

18 Access to Services

18.1 A 2005 report into migrant workers in Wales outlined the numerous difficulties that migrant workers were facing in terms of access to advice and services and noted that many families only presented to services when they were in extreme difficulties.\textsuperscript{68}

\textsuperscript{65} Institute of Community Cohesion (2007) Estimating the scale and impacts of migration at the local level. London: Local Government Association
\textsuperscript{66} Institute of Community Cohesion (2007) Estimating the scale and impacts of migration at the local level. London: Local Government Association
\textsuperscript{68} Hubbard A. (2005) Migrant Workers: Wales. Welsh Local Authorities Consortium for Refugees and A.
18.2 Information provision. The Audit Commission evidences issues around advice and information and similar issues are found across the UK, including Wales. In some areas, inadequate information is provided to migrant workers on matters such as migrant workers’ rights, entitlements and obligations. There are a range of issues surrounding unfair dismissal of migrant workers, poor quality working conditions and standards, refusal to honour holiday and sickness entitlements and statutory wage rates. A report for SEWREC gives a very detailed account of the problems migrants were experiencing accessing services in Newport including housing and issues with public service providers refusing to use language line. It can be difficult to disseminate information about rights, responsibilities, entitlements and services to migrant workers, especially to those working in rural areas. Whilst there is evidence that some voluntary sector providers in Wales have maximised the existence of informal networks in order to provide information and advice for migrant workers, some service providers are not reaching out/adapting their services to new client groups. Some voluntary organisations have to focus their services on their more ‘traditional’ client groups (BME populations, refugees and asylum seekers) because they are not resourced to develop services for migrant workers.

18.4 Networks. A key recommendation from the WCC report is that Local Authorities need to identify non-traditional partners, for example local businesses that employ migrant workers and voluntary sector organisations and build networks across sectors and agencies to develop policy and share information. Service deliverers could make use of community groups where they exist, or places where migrant workers socialize or frequent (e.g. libraries) and disseminate important information, given a number of studies evidence the fact that migrant workers do not receive the information they require in the right languages or media. The WCC recommends an all Wales approach to interpretation and translation with improved language provision for adults.

18.5 Beecham report. The WCC report draws attention to the need to have a citizen centred approach in the delivery of services, highlighting the recommendations of the Beecham report, Beyond Boundaries which advocates a stronger strategic policy direction in the planning and implementation of public service delivery, especially in the case of disadvantaged or minority groups.

18.6 Training. Many service providers had trouble advising clients because of the complex range of different entitlements for different groups of economic migrants. The Beecham report recommends improvements to staff training regarding benefit eligibility and the creation of more specialist capacity relating to the specific benefit and housing rights of migrant workers. Migrants can experience difficulties in accessing mainstream financial services, including setting up bank accounts and getting loans, due to difficulties in explaining requirements to bank staff and lack of appropriate documentation. Employers frequently retain workers’ passports and there are difficulties in providing proof of residence.

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63 Commission for Rural Communities (2007) Briefing paper: A8 migrant workers in rural areas. Commission for Rural Communities
http://www.ruralcommunities.gov.uk/files/A8%20migrant%20workers%20in%20rural%20areas2.pdf
71 Welsh Assembly Government (2006) Beyond Boundaries; Citizen Centred Local Services for Wales. Welsh Assembly Government

MA0052_Mapping_final.doc 26
19 Health

19.1 The NHS has been described as a data desert in terms of its ability to assess the impacts of immigration upon health services. Anecdotally, pressure has been noted at A&E and midwifery services and more generally in terms of translation and interpreting services. A report into migrant workers impacts in Cardiff stated a number of problems around migrants failing to register with GPs, public health concerns, using Accident and Emergency departments inappropriately and evidence that when health visitors visit migrant workers at home they often present a range of other issues that need to be dealt with, including housing issues. The report notes that there appeared to be little awareness among healthcare providers of how to make their services accessible to migrant workers in terms of language support and cultural needs although this may have improved since the report was written.

19.2 Health determinants. Whilst many regions have noted the young demographic and the consequent good health of recent arrivals the impact of reported overcrowding, HMO issues and poverty may suggest a different picture; sometimes negative health determinants were exacerbated by circumstances and poor living conditions (with some HMOs being non-compliant with fire and health and safety regulations). Migrant workers’ inability to pay for dental/optical treatment and ill health was sometimes exacerbated by racial abuse then suffered in Cardiff (for example). High mobility may also give rise to other health problems and social isolation problems. It was reported that some children have health problems for which they have received little or no treatment in their country of origin.

19.3 Language and communication. Evidence from Carmarthenshire suggests that migrants are largely young and fit and make few demands on the health service and that language and communication difficulties are the main problem. Health visitors in Wales also reported immense difficulties in terms of language and communication even though language line is available. There is evidence that some surgeries are refusing to see patients without an interpreter. In one surgery in Cardiff, two thirds of patients at the time were Czech or Slovakian, and some surgeries felt unable to cope with the increased demand on their services. (This situation may have changed since the report was written).

20 Employment

20.1 The increase in employment of migrant workers in the UK is one of the most contested public policy issues and there are a number of documented problems both at a UK level and across Wales in relation to employment issues experienced by migrant workers.

20.2 Documentation. There are reported issues around the documentation for some migrant workers:

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20.3 **Conditions.** Some of the problems reported to a Welsh Assembly Government Scrutiny Committee on conditions of migrant workers were underpayment, homelessness, poverty, and underemployment, lack of holiday pay and lack of compensation for workplace injuries. These issues are also recognised in a study which reported that migrants were working longer basic and total hours than average for their occupation. A SEWREC report notes numerous recorded cases of hardship experienced by pregnant migrants in Wales, mostly from A8 countries, who had been laid off by employment agencies once they revealed they were pregnant.

20.4 A Race Equality Council report from Cardiff noted that it is very rare that any action is taken from migrants’ side for the fear of losing jobs, and that they experienced a range of problems including, racial discrimination and harassment, unfair dismissals, zero hour contracts, different terms and conditions for workers from abroad, overt racist comments.

20.5 **Wages.** One study showed that migrant worker earnings were relatively low compared with the national average for their occupation and close to the minimum wage. Another study of new immigrants from five Eastern European countries living in London states that one in five working migrants reported hourly wages below £5, and the fact that women were more likely to receive much lower wages than men. Some migrant workers have to repay the cost of WRS registration and other costs from wages.

20.6 **Employers.** Wrexham council has noted that employment issues are extremely diverse. Many of the larger employers have had time to learn and adjust to the numbers of migrants employed by them and are taking measures to support integration. For smaller employers this is more difficult due to capacity issues. There remain some employers who behave less well, can be unscrupulous and have a distinct lack of knowledge about their responsibilities towards migrant workers.

20.7 **Trade Union Membership.** Carmarthenshire has noted the low level of trade union membership, the existence of zero hour contracts, the links between job, accommodation, transport which may limit mobility between jobs. Trade unions in Wales are making some efforts to address these issues as are some of the voluntary and community groups.

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86 Wrexham County Borough Council, *Community Cohesion Officer Report.*
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organisations. However, anecdotally it has been found that migrants are generally unaware of the role of unions in the UK, though there are examples of migrant workers being recruited as union representatives. Many reports recognise that continuous improvements in standards of employment are needed. However, it is a fact that many migrants have accepted low skilled work and poor conditions for better pay than in their home countries or perhaps the benefits of learning English, and they often view their jobs as temporary, and hence do not always perceive the lack of a written contract to be disadvantageous.

20.8 **The Gangmasters Licensing Authority (GLA)** was established to regularise sectors such as agriculture, horticulture, forestry, shellfish gathering and food and drink processing sectors, following the health and safety breaches discovered in the Morecambe cockle picker’s tragedy. However a lack of personnel (there are 29 field offices throughout the UK and Northern Ireland) means many unscrupulous employers will continue to get away with exploitation and health and safety breaches. The GLA suggest that there is almost no gang master activity that they are aware of in Wales. An evaluation report into the GLA stated that it does not know if labour is exchanged on an in-kind basis, or if there is any large scale flouting of the gangmaster rules.

20.9 **Voluntary Code of Practice.** A number of Voluntary Codes of Practice on employing migrant workers have been published across the UK, which aim to improve employment practices and promote migrant workers’ rights. UNISON Scotland has produced a Charter, based on a model established by Northern Ireland’s Business in the Community and Migrant Workers North West, to clearly identify a range of workers’ rights and employers’ responsibilities. The document is intended as a Statement of Intent, as well as being an endorsement of best practice in the employment of migrant workers. The Welsh Assembly Government has developed a voluntary code of practice which has not yet been officially launched.

21 Language and Communication

21.1 A review of relevant literature reveals that there are common challenges facing migrant workers in the provision of language, some of which were identified in a CRC report, including:

- It can be relatively expensive to deliver courses and providers can also find it difficult to find funding to support short and non-accredited courses.
- Attendance at courses can be difficult where migrant workers work a shift pattern and also return home for visits from time to time.
- For some courses, students are required to have a national insurance number, which prevents some of them from attending classes.

21.2 **Increasing demand.** In Wales there are limited resources for English language provision and on the face of it few documented examples of good practice where employers provide English tuition. Anecdotally it has been suggested that migrants who cannot find free ESOL provision are paying to study English as a foreign language. Many migrants are

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89 Commission for Rural Communities (2007) Briefing paper: *A8 migrant workers in rural areas*. Commission for Rural Communities

http://www.ruralcommunities.gov.uk/files/A8%20migrant%20workers%20in%20rural%20areas2.pdf
Mapping the Response to Migrant Workers interested in learning English and improving their skills.\textsuperscript{90} According to the MIF, six regions across the UK have experienced an increased demand for ESOL provision and it was noted that ESOL provision was not always geared around A8 migrant’s needs.\textsuperscript{91} The Audit Commission point out that there is no simple solution to these issues. However, they observe that improvements can be made at a regional and local level through better coordination and greater clarity of purpose.\textsuperscript{92}

21.3 A report by VALREC Project Officers, who worked to support migrant integration across the boroughs of Caerphilly, Merthyr Tydfill, Bridgend and Rhondda Cynon Taff, also states that ESOL classes are often held during working hours and the courses are structured in such a way that migrant workers are unable to achieve any formal qualifications or gain access to courses as many colleges only recruit once a year. There is anecdotal evidence that non English speakers are even targeted by employers for recruitment as they are more easily exploited.\textsuperscript{93}

21.4 **Impacts of lack of ESOL provision.** The UK picture given by the MIF report is indeed indicative of issues at a local level though other more grass roots reports suggest the picture is perhaps more acute that the MIF report suggests. A SEWREC report lists a whole host of issues around ESOL and concerns around health and safety, exploitation in employment and by unscrupulous landlords that can arise due to clients’ lack of proficiency in English language. Almost all clients of the Newport migration project wanted to improve their English.\textsuperscript{94}

21.5 A general lack of ESOL classes in some areas of the UK was reported with evidence of long waiting lists in some parts of Wales. Of further note was the inability of many migrants to commit to ESOL classes due to demands of their work which was in some ways the most important problem.\textsuperscript{90}

21.6 Problems with language have repercussions over a whole range of other areas including health, welfare, housing, integration and cohesion. For many migrants, improving English language skills is an important means to integrating socially as well as economically. Those who can speak good English can more readily obtain better employment, better understand their rights and responsibilities, better access public services, and more readily play a full part in local communities.

21.7 **Benefits to the economy.** Proficiency in English language has been strongly linked with earnings capacity:

> Government policy can help immigrants raise their productivity and outcomes in the British labour market. In particular, given that language proficiency can be a key factor to economic success in the British labour market, the Government should consider whether further steps are needed to help give immigrants who come and take up employment in the UK access to English language training.\textsuperscript{95}


\textsuperscript{91} Presentation by Home Office on the Evidence from our Regional Consultation on the Impacts of Migration at Migration Impacts Forum 17 October 2007 http://www.communities.gov.uk/communities/racecohesionfaith/asylumandimmigration/migration-forum/mitpapers171007/


\textsuperscript{95} The House of Lords Select Committee on Economic Affairs, 1st Report of Session 2007-08, The Economic Impact of Immigration – Volume 1: Report, p.7
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21.8 **Translation.** Inevitably there has been increased demand on public bodies for translation and interpretation services. This has put pressure on budgets and existing interpretation services.\(^{96}\) One Local Authority in Wales has identified as a general impact, budget pressures across services including public sector housing, health and education departments particularly whilst language skills have yet to be developed. Particular interest has focused on funding arrangements for Local Authorities.

21.9 The MIF also reports that translation costs across different services were noted by almost all the UK regions, particularly in areas not traditionally used to migration.\(^{97}\) One Welsh Local Authority has commented on the additional hidden costs, e.g. translation and interpretation and the need to balance information needs against wider integration needs; should they focus on helping people learn English/Welsh rather than on translation?\(^{98}\)

21.10 The ICOCO report stated that the level and targeting of ESOL funding, and possibly all English language provision, should be reexamined in the light of the importance given by the Commission for Integration and Cohesion to the learning of English. This would not only support greater community cohesion but would assist in achieving a better match between the skills of many migrants and the jobs that they do.\(^{99}\)

22 No Recourse to Public Funds

22.1 In terms of EU enlargement, existing member states were granted the choice of affording total liberalisation of their labour markets to A8 workers. Initially, in 2004, only three countries did not impose restrictions: the United Kingdom, Ireland and Sweden. However, the UK did stipulate that workers from these countries would not be entitled to out-of-work benefits until they had worked continuously for 12 months, met the habitual residence test, and stipulated the requirement to register on the Worker Registration Scheme (WRS).

22.2 **Homelessness.** It is recognised in a variety of reports that some of the A8 migrants have been unable to access out of work benefits having not met the criteria. Some migrants have become homeless and destitute having been unable to sustain employment in the UK, often due to their having been laid off or made redundant or difficulties with sustaining accommodation. Whilst the Audit Commission reports\(^{100}\) that a rise in rough sleeping is most noticeable in London, there is growing evidence that migrants across the UK and in Wales are becoming destitute. This emerging problem has been reported in a report from SEWREC, which pointed out that the vulnerability of (largely) EU migrants is heightened by their lack of ability to speak English.\(^{101}\) Further, there have been cases of homeless migrant workers, who due to lack of documentation such as evidence of WRS registration were not eligible for housing support.\(^{102}\) A report from the WLGA cites a homeless charity in Cardiff providing a breakfast run where over half those receiving the service were Polish\(^{103}\) and homelessness has reportedly risen in Pembrokeshire.\(^{104}\)

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97. Presentation by Home Office on the *Evidence from our Regional Consultation on the Impacts of Migration* at Migration Impacts Forum 17 October 2007


98. Wrexham County Borough Council, Community Cohesion Officer Report.


22.3 National research demonstrates that many migrants commented at length on instability at work and problematic contracts. This research also recognised that the enlargement of the EU and the sudden influx of A8 migrant workers impacted on migrants who were here under other schemes, and from other countries, with some groups of migrants reporting that it was harder to find work and keep their jobs since EU enlargement.  

22.4 Domestic violence. A South Wales domestic violence charity has reported a number of serious issues with regard to the vulnerability of BME and migrant women with insecure immigration status, who are not entitled to access public funds, which means they are faced with a stark choice of either leaving abusive partners and facing destitution, or staying and suffer further abuse. Women’s refuges often turn such women away because they do not have the funding and have to follow the rules of the immigration system, which in their view is a subversion of core principles in which refuges are based. The Black Association of Women Step Out (BAWSO) supported 77 women from across South Wales in the period April 06 to March 07, but could only accommodate 12; others were referred to outreach support when what they really needed was housing provision. Local Authorities have no duty under the law to accept a woman with no recourse on the housing waiting list.

22.5 Maternity services. There is ongoing work in the West Midlands looking at a possible link between destitution and health of mothers and their children, following incidences of high child mortality for women who have no recourse to public funds. A SEWREC report notes numerous recorded cases of hardship experienced by pregnant migrants, mostly from A8 countries, who had been laid off by employment agencies once they revealed they were pregnant and this situation needs careful monitoring. The West Midlands report makes a number of recommendations including the development of a partnership approach to routinely inform new arrivals about the NHS and maternity care and that Local Authorities should evaluate the need and resources devoted to NRPF issue and continue to improve the assessment and decision making process. However, the report acknowledges the difficult position for Local Authorities in meeting needs without additional funding.

22.6 Funding. Carmarthenshire Local Authority notes the lack of a crisis fund is making it difficult to support migrants with NRPF. The LGA is aware of the crucial role for local government in ensuring the success of EU enlargement. A key issue on which they have been campaigning is the availability of a transitional fund of £250m to support councils facing increased demand on services resulting from sudden and significant increases of migrants, and the associated issues of lack of population data. The UK government has stated that:

of Opportunity Committee: Migrant Workers Enquiry, WLGA
www.wlga.gov.uk/download.php?id=1999&i=1

104 Allen M. (2007) WLGA Survey - Migrant Workers in Wales Local Authority Experiences. WLGA

http://www.compas.ox.ac.uk/changingstatus/Downloads/Fair%20enough%20paper%20-%201%20May%202006.pdf.

106 Black Association of Women Step Out (BAWSO) (2008) No Recourse to Public Funds. BAWSO


“We will create a fund to manage the transitional impact of migration. The fund will be tens of millions of pounds and will operate from April 2009.”

22.7 The WLGA have made some enquiries with the Welsh Assembly Government as to how this fund will be implemented and administered in Wales.

22.8 The National NRPF network is a network of Local Authorities which focuses on the statutory response to destitute people from abroad which includes, amongst its aims, work to obtain reimbursement for Local Authorities of the costs of providing support to people with NRPF and providing training for Local Authorities. Voluntary organisations with an interest can be invited to participate. Regional networks exist in the West Midlands and Yorkshire and Humberside and other regions, through their strategic migration partnerships, are looking to develop a local network. The Wales Strategic Migration Partnership has held a roundtable on NRPF in April 2008, which was attended by a range of statutory and voluntary agencies, and has an electronic network for the purposes of sharing information and best practice. Meanwhile there is a need for the WSMP and other relevant partners to continue to gather evidence and raise awareness of the scale of NRPF issues in Wales.

23 Community Cohesion and Media

“While British papers worry about the number of people coming to Britain, Polish papers blame their government for allowing so many skilled youngsters to leave. (Crossing Borders, pg. 29)”

23.1 Wales does not yet have its own definition of community cohesion. However, in the development of a Refugee Inclusion Strategy for Wales the Assembly preferred to use the term ‘inclusion’ rather than ‘integration’. This is in line with the view of the Commission for Integration and Cohesion that sees integration as a two way process, and which does not view migration as a problem to be managed, but which recognizes a range of factors which would characterize inclusion.

23.2 The accepted definition of ‘community cohesion’ for England, agreed by IDeA, the Local Government Association (LGA) and the Home Office, was first published in the LGA’s 2002 Guidance on Community Cohesion.

23.3 A cohesive community is one where:

- There is a common vision and a sense of belonging for all communities.
- The diversity of people’s different backgrounds and circumstances is appreciated and positively valued.
- Those from different backgrounds have similar life opportunities.
- Strong and positive relationships are being developed between people from different backgrounds and circumstances in the workplace, in schools and within neighborhoods.

23.4 Since funding to local councils from central government is directly linked to the district’s population profile, the undercounting of immigration has, local councils argue, led to inadequate funding for public services and some have said there may be a subsequent impact on funding for other vulnerable groups. The LGA have called for a special migration ‘contingency fund’ of £250 million per year – 1% of the government’s total

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spend to local councils.\textsuperscript{112} However, a report by the East of England Development Agency (EEDA) states that:

“Migration is not the only, or necessarily the most important reason for increased pressure on public service delivery, and we must counter those elements of the media and a number of Local Authorities who have presented it as such.”\textsuperscript{113}

23.5 Such differing views demonstrate the extent to which migration can polarise views and be a touchstone for a variety of different issues, some of which can be related to community tensions.

23.6 Data. One of the effects of the lack of a robust data source is that Local Authorities tend not to identify a response to migrant workers directly in the Local Development Plans or their Unitary Development Plans. This does not mean that they are not addressing the impacts of migrant workers in their locality but it does mean that finding out specific information regarding migrants is very difficult.

23.7 As the TUC states, whilst the broad fiscal impact of migration is positive, there are severe grass roots problems. The issues for Local Authorities are significant if these estimates are incorrect, with the resultant pressures on housing, schools and other services. The TUC have stated that:

“Problems are not a necessary negative impact of migration; rather, they are a consequence of poor planning if services are not better planned, there is a significant risk that migrant workers will be blamed for problems not of their own making.”\textsuperscript{114}

23.8 The Audit Commission recommends that there is a focus on improving communication, including work with local media and addressing language issues, including translation, interpretation and English teaching.\textsuperscript{115}

23.9 A Carmarthenshire Local Authority report notes the importance of language skills and support infrastructure for migrants, and the importance of positive media coverage to dispel myths prevalent within the local community (e.g. access to social housing). Llanelli in Carmarthenshire has a Polish Advice Centre (funded by the Welsh Assembly Government) but other minority groups are less well catered for.\textsuperscript{116}

23.10 ‘Migrants’. The Commission for Rural Communities (CRC) report emphasizes that it is important to recognise that the migrant workforce is not a static body; its composition changes depending on migration flows in and out of the UK. These can be dependent on circumstances, not just in the host country, but also in the exporting country. Thus, a migrant workforce that might be identified as consisting of a particular national group in one year may be made up of a different group the following year. This is of particular relevance with Romania and Bulgaria joining the European Union in 2007. Workers from Romania and Bulgaria will initially be restricted to existing quota schemes to fill vacancies in the agriculture and food processing sectors. Much of this work takes place in rural areas.\textsuperscript{117}

23.11 In a recent study, experts warned that some councils lack a clear understanding of

\textsuperscript{112} The House of Lords Select Committee on Economic Affairs, 1\textsuperscript{st} Report of Session 2007-08, The Economic Impact of Immigration – Volume 1: Report, p. 8
\textsuperscript{113} East of England Development Agency (EEDA) (2007) Migration: linking strategy and delivery at local, regional and national levels
\textsuperscript{114} Exell, R. (2007) The economics of migration. TUC
\textsuperscript{116} Burns, C., (2007) Migrant Workers Responding to Local Needs., Carmarthenshire County Council
\textsuperscript{117} Commission for Rural Communities (2007) Briefing paper: A8 migrant workers in rural areas. Commission for Rural Communities

http://www.ruralcommunities.gov.uk/files/A8%20migrant%20workers%20in%20rural%20areas2.pdf
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different types of migrants and the nature of migrant communities. Building strong relationships with existing migrants can provide insights into current needs and future changes.\(^{118}\) Other reports have stated that migrants should not be homogenised into one ‘community’ group; there are differences between them and there is evidence of resentment by some at being classed incorrectly as belonging to another group, particularly if the other group is causing problems for local communities. It is also not safe to assume that these groups will support each other for a variety of reasons.\(^{119}\) A JRF report also notes the tendency to conflate ethnicity and country of origin when identifying communities and observes that many more variables are involved, including gender, class, education, poverty, religion and language.\(^{120}\) The JRF observe that the existence of this type of super-diversity as defined by Vervotek, is now the norm in Wales and, it has been argued, is the result of ‘factors arising surrounding immigration since the 1990s’, which include legal status, migrant’s human capital, access to employment, locality and also responses by Local Authorities, service providers and local residents.\(^{121}\)

23.12 Compliance with the Race Relations Amendment Act together with service planning demands makes knowledge of migrant communities a key issue. Nationally, the Cohesion Directorate is developing a Cohesion Delivery Framework to support PSA 21 ‘building cohesive, resilient and active communities’ which will provide further advice for Local Authorities in delivering cohesion.\(^{122}\)

23.13 In some Local Authority areas labour market integration is part of broad cohesion work. Improved information about EU migrants and their needs and compositions are likely to form a key part of individual local Cohesion Strategies.

23.14 **Local responses.** A report into the experiences of migrant workers in the South Wales valleys observes that some recently arrived migrant workers “suffer from isolation resulting from a lack of social networks and support structures. They find it difficult to access recreational facilities due to language barrier and are poorly integrated into the communities in which they settle. This issue also affects the children of migrant workers because of their parent’s lack of integration their children tend not to socialise with others outside of school hours.”\(^{123}\)

23.15 The Audit Commission makes several recommendations around improving local responses, including the need to recognise migrant workers as another diverse group of local residents needing specific new arrival strategies. It also recommends engagement with migrant groups and individuals and around involving them in developing local responses, and points out that community development work is seen as a key mechanism to develop this work.\(^{124}\)

23.16 According to an IPPR Report, three key characteristics underpinned all the evidence of good practice they identified in their research:

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\(^{121}\) Markova, E and Black, R (2007) *East European immigration and community cohesion.* Joseph Rowntree Foundation


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- Strategic partnerships between public authorities and other agencies.
- Effective communication with local communities.
- Proactive measures to improve the local evidence base on new migrants in order to better inform integration policy.\textsuperscript{125}

23.17 **Media.** IPPR research across ten Local Authority areas in England and Scotland identifies a number of worrying trends influencing the reception of new migrants across the UK and the capacity of Local Authorities to promote integration of new migrants.\textsuperscript{125} Their report states that the media plays a significant role in providing information within vacuum, and reports that information is often characterised by "misinformation and misperceptions, forged along the fault lines of race, ethnicity and religion" and notes that "white migrants report a more positive reception than non-white migrants."\textsuperscript{125}

23.18 While new migrants who can work are viewed more favorably by receiving communities, this is not the only factor which impacts upon their levels of integration. Research by the JRF makes the link between class cohesion and resource competition.\textsuperscript{126} The IPPR report notes that key factors in determining the reception of new migrants is the extent to which communities are experiencing local housing pressures, regional and local demographics, state of the local labour market, and political leadership on migration.\textsuperscript{125}

23.19 The IPPR report states that there is a wide discrepancy between the actual impacts of new migrant communities, as reported by Local Authorities in England and Scotland, and their perceived impacts, as reported by local communities and the media. The report concludes that this focus on the cost or burden of new communities overshadows a potentially more productive discussion on the ways in which new communities might become better integrated.

23.20 The IPPR report makes a number of recommendations, including:

- Central government needs to provide clear and consistent political leadership on migration. Drawing on the example given by the Scottish Executive, they need to provide strong statements on the positive socio-economic benefits of migration as a foundation from which to improve the reception and advance the integration of new migrants.
- Central government needs to reassess current funding formulae for Local Authorities to assist those areas experiencing genuine pressures as a result of rapid population change.\textsuperscript{127}

23.21 **Community tensions.** The MIF reported that Community cohesion was the area of questioning that drew the least detailed observations in responses to questions from across the UK and acknowledged that this could be due to the fact that there is little impact or that it is most difficult to measure.\textsuperscript{128}

23.22 Support will include the piloting of Specialist Cohesion Teams offering one-to-one support

\textsuperscript{125} Institute for Public Policy Research (2007) *The Reception and Integration of New Migrant Communities. Executive summary.* Commission for Racial Equality


\textsuperscript{127} Institute for Public Policy Research (2007) *The Reception and Integration of New Migrant Communities. Executive summary.* Commission for Racial Equality

\textsuperscript{128} Presentation by Home Office on the *Evidence from our Regional Consultation on the Impacts of Migration* at Migration Impacts Forum 17 October 2007

23.23 One study reported that only a minority of those migrants surveyed felt they belonged to their neighborhood (half as many as long term residents) though they felt they belonged to the UK as a whole in similar proportions to long term residents. This suggests that more work needs to be done at a local level to help migrants feel part of the communities in which they are living. Housing, length of time in the UK, plans to stay and having their children with them were also factors which positively affected immigrants sense of belonging. The Commission on Integration and Cohesion’s final report, Our Shared Futures, provides practical approaches to building the capacity of communities to create opportunities for more integrated and cohesive societies and to reduce tensions.

23.24 The Welsh Assembly Government is currently developing its own community cohesion strategy for Wales, influenced by the report of the Commission on Integration and Cohesion (2007).

23.25 Devolved Administrations. Research by IPPR found that the reception and integration of new migrants into Scotland is marked by its differences to those observed in England. That is, a different scale of migration; a stronger sense of national identity; strong political leadership on migration; and more balanced media coverage (though the report cautions that a positive reception is not a uniform experience across the whole of Scotland). The feeling was that the devolved administrations are able to galvanise different agencies in a way that any of the regional agencies in existence in England simply would not be able to do. In Wales similar factors mark a somewhat different approach to migration (where this is possible through devolved powers).

24 Migrants in Rural Wales

24.1 Research undertaken by the TUC reveals that more than 40% of workers from the new European Union states have settled in rural counties of the UK. This indicates that, unlike previous waves of migration, rural areas are hosting a significant proportion of A8 workers. Rural Wales is defined by the WRO as the Local Authorities of Carmarthenshire, Ceredigion, Conwy, Denbighshire, Gwynedd, Monmouthshire, Pembrokeshire, Powys and Ynys Mon (Anglesey). West Wales (which incorporates the unitary authority areas of Pembrokeshire, Carmarthenshire and Ceredigion) is one of eleven

Figure 23-1. Authorities in Rural and Urban Wales

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Department of Work and Pensions (DWP) districts in the UK where more than 1.5% of the working age population were A8 nationals.\(^\text{132}\)

24.2 **Statistics.** In total, 7,480 people who live in rural Wales had registered with the WRS between May 2004 and March 2008. According to a WRO report, it is possible, given the view that the numbers of A8 migrants may be significantly more than statistics suggest, that as many as 8,092 Central and Eastern Europeans could have been living in rural Wales since 2004.\(^\text{132}\)

24.3 The CRC reports that the key differences between the number of WRS registrations in rural and urban areas are:

- a) There is a seasonal trend in registrations in rural areas, with September being the peak.
- b) There is a higher concentration of migrant workers in certain rural areas. This is further emphasised with a higher proportion of registrations relative to the local labour force.\(^\text{133}\)

24.4 In rural Wales, the majority of accession country migrant workers are employed in administration, business and management. However, these statistics should be used with caution as the high numbers of A8 migrant workers within the ‘Admin, Business and Man. Services’ category could be the result of flawed data. It is probable that ‘Man. Services’ has been misinterpreted as ‘manufacturing services’, rather than the intended ‘management services’, given that many respondents within this group categorise their position as factory workers or manual workers.\(^\text{132}\) Equally, employment agencies may be represented within this industry and this is not indicative of the real employment of the migrant workers.

24.5 In rural areas, there is evidence of some tensions and hostility against and amongst migrant workers in some areas. There can be a lack of awareness, by local indigenous communities, of the economic value migrant workers provide and confusion between categories of foreign people, such as migrant workers, asylum seekers and refugees, and of the different levels of rights and privileges they are each entitled to.\(^\text{132}\) In some rural areas in Wales, migrant workers may form a significant proportion of the overall workforce.\(^\text{134}\)

24.6 **Rural economies.** The CRC observes that some rural economies could become vulnerable to ‘a big hit’ should there be a sudden reversal in the influx of migrant workers from the A8 countries, with immediate and potentially damaging consequences to businesses suddenly faced with shortages of labour and higher labour costs. This might be of particular concern to the manufacturing, distribution and agriculture sectors.\(^\text{134}\)

24.7 **Health.** The North Wales Race Equality Network has explored the effects of rurality and isolation on the health and social care needs of BME people in North Wales. They note that many migrant workers did not register with primary care providers, instead many return to their country of origin for treatment. Language was a major barrier, in many cases migrant workers do not access health care despite being entitled because they do

http://www.walesruralobservatory.org.uk/reports/english/2008/Migrant%20Workers%202008.pdf

\(^\text{133}\) Commission for Rural Communities (2007) Briefing paper: *A8 migrant workers in rural areas.* Commission for Rural Communities
http://www.ruralcommunities.gov.uk/files/A8%20migrant%20workers%20in%20rural%20areas2.pdf

http://www.walesruralobservatory.org.uk/reports/english/2008/Migrant%20Workers%202008.pdf
not feel that the health care system will be able to adequately deal with their needs.\textsuperscript{135} 

24.8 \textbf{Commission for Rural Communities.} A CRC report found that:

- The action that Local Authorities have taken to address the needs of migrants varies considerably.
- Rural authorities appear to occupy one of three positions: those that consider there is no significant migrant workforce within their area; those that are aware of a growing number of Central and Eastern European economic migrants and are taking action to support their needs; and authorities that are conscious of the presence of an overseas workforce, but have taken little action to date.
- It is expected that the numbers of migrant workers in rural Wales will increase over the next five years, although the extent of this growth is unclear.
- Further research is essential to identify the numbers, characteristics and intentions of this sector of the population, in order that their demands are met and they can become fully integrated within Welsh rural communities.\textsuperscript{134}

\section{25 Contribution of Migrants}

25.1 There is much current debate surrounding the cost or contribution of migrant workers to the UK economy. For example, while the TUC states that migrant workers pay more in taxes than the value of the public services they receive,\textsuperscript{136} a House of Lords Select Committee report has suggested that there is very little economic benefit to the UK from migrant workers.\textsuperscript{137}

25.2 The CRC states that given the issues with data collection methods and the flexible nature of much migrant work, it is currently impossible accurately to measure the contribution and impacts of migrant workers.

25.3 \textbf{Wages.} The CRC report stated that there was no significant statistical evidence that highlights whether immigration has had any impact on the labour market. However, the profile of A8 workers in lower skill occupations in geographies not traditionally associated with migration might be harming low paid workers from the UK. Available data provides no statistically significant evidence that neither vacancies, nor wages, in industries such as construction, distribution, hotels and restaurants have been reduced.\textsuperscript{138}

25.4 \textbf{Negative impacts?} However, it is also possible for migration to have negative impacts, such as a reduction in the employment rate, increased unemployment and economic inactivity amongst the existing population, and depression of prevailing wage rates. However, Green (and others) argues that studies have not demonstrated statistically significant negative economic impacts of economic migration.\textsuperscript{139}

\begin{flushleft}
\textsuperscript{135} Welsh Local Government Association (2008) Response to the National Assembly for Wales Equality of Opportunity Committee: Migrant Workers Enquiry, WLGA
\texttt{www.wlga.gov.uk/download.php?id=1999&i=1}

\textsuperscript{136} Exell R. (2007) \textit{The Economics of Migration}. TUC

\texttt{http://www.publications.parliament.uk/pa/ld200708/ldselect/ldeconaf/82/82.pdf}

\textsuperscript{138} Commission for Rural Communities (2007) Briefing paper: \textit{A8 migrant workers in rural areas}. Commission for Rural Communities
\texttt{http://www.ruralcommunities.gov.uk/files/A8%20migrant%20workers%20in%20rural%20areas2.pdf}

\textsuperscript{139} Green A.E., Owen D., Jones P. with Owen C., Francis J and Proud R. (2008) \textit{Migrant Workers in the South East Regional Economy}. Institute for Employment Research and BMG Research
\texttt{http://readingroom.lsc.gov.uk/lsc/National/20080722_Migrant_Workers_in_the_South_East_Regional_Economy_Final_Report.pdf}
\end{flushleft}
25.5 **Positive impacts?** It is possible for migration to have positive economic impacts, including the mitigation of labour and skills shortages, boosting employment, output and productivity growth and increasing demand for goods and services. Further, the Institute for Public Policy Research’s (IPPR) *Paying their way* study in 2005 found that the per capita revenue to the Government generated by immigrants in 2003/04 was (at £7,203) higher than that for the UK born (£6,861). The study went on to show that government expenditure per capita on immigrants was lower (£7,277) than for the UK born (£7,753). Treasury studies suggest that around 15% of UK trend growth depends on inward migration, and that while foreign-born migrants make up 8% of the population, they generate 10% of our Gross Domestic Product. Migrants also produce indirect fiscal effects, for example, by introducing new industries and/or increasing the productivity of existing labour and capital, thereby stimulating the level and growth rate of production.  

25.6 The Trades Union Congress (TUC) in a report called *The Economics of Migration: managing the Impacts*, state that in this country ‘the overall economic impact of immigration is limited but positive’, pointing to the fact that migrant workers contribute more in taxes than they receive in services. The TUC also states however, that it may be true that jobs may be lost and wages depressed in certain, specific sectors, ‘there is no generalised, negative impact’ across the whole. However, it seems that many of us are preoccupied by the perceived negative impacts of this new wave of migration, and more should be done to both identify and highlight the opportunities that economic migration creates. Research by West Midlands and Rotterdam local councils show that migrants bring entrepreneurial skills and help fill local labour shortages. The report encourages councils to promote the value of migration as a way of overcoming stereotypes about migrants as a drain on local resources.

25.7 As identified in the Audit Commission *Crossing Borders* report, it can be stated that there will be opportunities in the areas of the economy, migrants taking hard to fill vacancies, addressing labour shortages in both ends of the scale (highly skilled and unskilled). There is also evidence of the development of specialist shops catering for migrant workers, and supermarkets stocking an increasingly large range of products specifically for migrant workers. Migrants will also offer opportunities in terms of a diverse community with different skills, talents and perspectives. The TUC points out the rights and wrongs of migration should not be assessed by reference to the impact on efficiency or output alone and this is an important point of emphasis.

25.8 A Select Committee Report on the economic impact of migration has stated that:  

"Rather than serving only the exclusive interests of employers, policy should reflect a balancing of the interests of resident workers, employers and other groups among UK residents. The assessment of the scale and composition of immigration that most benefits UK residents must be based on research and evidence on the economic and other impacts of immigrants."

25.9 Overall, it is recognised that assessing the impact of migration is complicated and that without immigration the labour market could now be different, with higher vacancies or

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http://www.inlogov.bham.ac.uk/News/2008/07/migration.shtml


Mapping the Response to Migrant Workers

higher wages.\textsuperscript{144} Dr Heaven Crawley reports that few (if any) signs of major adverse labour market effects in Wales but both the scale of future migration and its social, political and economic implications are difficult to predict being so complex.\textsuperscript{145}

26 Co-ordination

26.1 **UK Picture.** The Audit Commission recommended that the DCLG should take a UK lead in reviewing the local impact of migrant workers, involving all relevant national departments and acting as a focal point for regional concerns and developments. The CLG should coordinate short and longer term national policy responses, including ensuring that: basic information on government websites is available in appropriate languages taking full account of the complexity of entitlements and local population projections are improved.\textsuperscript{146}

26.2 A **Migration Directorate** has recently been set up and has published a **Cross-Government Impacts Plan** which sets out how the Government is working to maximise the benefits of migration and minimise the impacts at local level. This includes work around developing better data, working with other government departments to develop a more coherent approach to migration, including ensuring fair provision of, and access to, public services; tackling issues around community cohesion and integration of new migrants; and providing advice and guidance around issues of best practice to Local Authorities.

26.3 The Cross-Government Migration Impacts Forum (MIF) is co-chaired by a Home Office and Communities Minister. The forum facilitates dialogue between Ministers and frontline practitioners from outside Central Government. The MIF will help collect evidence on how migration affects issues such as housing, employment, education, health and social care, crime and disorder and community cohesion. Alongside MIF are the new Migration Advisory Committee and the National Asylum Support Forum.\textsuperscript{147}

26.4 **Regional co-ordination.** The regional Strategic Migration Partnerships in England, Wales and Scotland have varying and different regional political structures and therefore coordination will not look the same in each strategic migration partnership area. It should also be recognised that unlike traditional migration towards urban centres, the recent influx of migrants has seen significant numbers move to rural areas taking on seasonal work in agriculture and hospitality sectors for example and this makes the work of strategic coordination more complex.

26.5 A number of reports from across the UK and Wales make similar recommendations to each other about service delivery and improved networks (official and informal), long term planning, better ESOL provision, training and support for staff giving advice to migrant workers, sharing information and best practice and improved data collection. However, it is recognized that there cannot be a definitive guide appropriate to coordination because the influence of local factors mean that a one size fits all approach cannot be


\textsuperscript{146} Audit Commission (2007) *Crossing Borders: responding to local challenges of migrant workers.* Audit Commission

\textsuperscript{147} For links to information about these go to MIF - http://www.communities.gov.uk/documents/communities/pdf/regionalimpacts.pdf
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prescribed\textsuperscript{148}, the impact varies greatly across the country, depending on patterns of employment, housing and transport.\textsuperscript{149}

26.6 Consequently, it is evident that different parts of the country have taken quite different approaches and that a variety of migration arrangements have been developed. For example, in the East of England, the RDA has taken a lead and is now working with the new Strategic Migration Partnership, supported by the Regional Assembly, to engage with Local Authorities, voluntary bodies and others working at a local level.

26.7 The EEDA reports the broad consensus at a migration seminar, that any solution or response required multi-agency working, regardless of the level of intervention.\textsuperscript{150} A WCC report also recommends multi agency forums to be established across Wales with a lead all Wales forum and one forum per local authority.\textsuperscript{151} In the South Wales Valleys, the Valleys Race Equality Council (VALREC) took a lead in establishing a multi agency forum in order to deal with the challenges of the influx of migrants:

\textit{“In order to ascertain the issues on the ground in individual boroughs and to facilitate the exchange of information on migrant worker issues among the various stakeholders, the first action we undertook was the establishment of migrant worker forums in Rhondda Cynon Taff and Merthyr Tydfil, where the concentration of migrant workers were the largest. These forums are platforms which bring together statutory agencies, Local Authorities, local employers of migrant workers, trade unions and charities.”}\textsuperscript{152}

26.8 Whilst there is no definitive pattern for successful coordination, the \textit{Crossing Borders} report and the EEDA report both provide useful information giving a whole list of recommendations for local, regional and national coordination and action which could be reviewed and used to underpin and develop the emerging Welsh approach. In Wales (as in Scotland), devolution presents both opportunities and challenges for the range of different partners engaged in the migration agenda.

26.9 Key general features of the recommendations in various reports with regard to Joint local working, with regional and national coordination are:

- Local Authorities should work through their existing local partnerships to identify emerging local issues and coordinate responses or develop new partnerships where appropriate.
- Local Authorities need to take a leading role in coordinating local responses with an identified lead officer with responsibility for migration.\textsuperscript{153}

\textsuperscript{148} Institute for Public Policy Research (2007) \textit{The Reception and Integration of New Migrant Communities. Executive summary}. Commission for Racial Equality
\texttt{http://www.ippr.org.uk/publicationsandreports/publication.asp?id=536}
\textsuperscript{150} East of England Development Agency (EEDA) (2007) \textit{Migration: linking strategy and delivery at local, regional and national levels}
\textsuperscript{151} Thomas, R. (2007) \textit{Migrant Workers and Access to Public Services}. Welsh Consumer Council
\textsuperscript{153} East of England Development Agency (EEDA) (2007) \textit{Migration: linking strategy and delivery at local, regional and national levels}
Local Authority Questionnaires

27 Introduction

27.1 The overall response across Wales has been good, with representation from 15 of the 22 Welsh Local Authorities. A single response was received from 11 Welsh Local Authorities, and multiple responses (13 in total) were received from 4 Welsh Local Authorities, representing different departments within the authority. Two Local Authorities had agreed to send a completed questionnaire, but these had not been received by time of writing. The five Local Authorities which have not responded are spread across Wales and therefore do not represent any one area of the country. Overall contact was made with 19 Local Authorities. In order to engage with as many authorities as possible and receive as much honest information as possible, the authorities will not be named alongside information they have provided in this report.

27.2 One interesting aspect of this study has been the nature of the response to the project itself. Questionnaires were sent out, via email, to 262 named contacts provided by the WSMP, the WLGA or by the local authority website. Subsequently, emails have been forwarded to various individuals within an authority until they have reached someone with an interest in migrants. This person has then taken it upon themselves to respond, either in a co-ordination role for the authority, or for their own department. The interest ranges from realising that there needs to be changes to meet the needs of their changing communities, through to interest in any available help that might be available, through to interest in migration as a phenomenon. Therefore, a simple conclusion is that job title is not necessarily an indication of interest in, or knowledge of, migrant workers issues. It would appear that at the moment it is sometimes individuals within a local authority that are attempting to drive change in relation to migrant workers.

27.3 Table 27-1 shows the representation from across Wales. Where multiple responses were received these have been combined in order to provide a single authority-related response. However, in the instances where more than one department or organisation replied from the same authority different answers were supplied for some questions. This was indicative of individual departments not being involved, or aware of, a strategic overview, or that the relationships between organisations were different. For example local health board responses tended to relate to more regional and national co-ordination as opposed to local co-ordination, whilst representatives from different departments within a local authority may or may not be aware of cross-cutting issues. What this demonstrates is the different ways in which Local Authorities are run and therefore gives an indication of the difficulties in finding the right people to represent an authority on this issue.

This includes responses from Local Health Boards (LHBs) and Community Health Councils (CHCs)
### Table 27-1. Welsh Local Authorities, and public organisations, providing responses

<table>
<thead>
<tr>
<th>Departments/Organisations Represented</th>
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</thead>
<tbody>
<tr>
<td>Bridgend County Borough Council</td>
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<tr>
<td>Caerphilly County Borough Council</td>
</tr>
<tr>
<td>Cardiff Council, Strategy &amp; Partnerships; Ethnic Minority Achievement Service</td>
</tr>
<tr>
<td>Carmarthenshire County Council Departments including:</td>
</tr>
<tr>
<td>Chief Executive’s Office</td>
</tr>
<tr>
<td>Education Services</td>
</tr>
<tr>
<td>Housing Services</td>
</tr>
<tr>
<td>Special Schools</td>
</tr>
<tr>
<td>Standards &amp; Quality</td>
</tr>
<tr>
<td>Conwy County Borough Council</td>
</tr>
<tr>
<td>Denbighshire County Council</td>
</tr>
<tr>
<td>Merthyr Tydfil CBC</td>
</tr>
<tr>
<td>Monmouthshire Local Health Board</td>
</tr>
<tr>
<td>Newport City Council Departments including:</td>
</tr>
<tr>
<td>Community Learning &amp; Libraries</td>
</tr>
<tr>
<td>Economic Development Unit</td>
</tr>
<tr>
<td>Gwent Ethnic Minority Service</td>
</tr>
<tr>
<td>Newport &amp; District Refugee Support Group</td>
</tr>
<tr>
<td>Pembrokeshire County Council</td>
</tr>
<tr>
<td>Powys County Council</td>
</tr>
<tr>
<td>Swansea City and Borough Council</td>
</tr>
<tr>
<td>Torfaen Local Health Board</td>
</tr>
<tr>
<td>Vale of Glamorgan Council</td>
</tr>
<tr>
<td>Wrexham County Borough Council;</td>
</tr>
<tr>
<td>Wrexham Local Health Board</td>
</tr>
</tbody>
</table>

27.4 Figure 27-1 shows the geographical spread of responses from organisations who responded to the questionnaires. There is a good representation across Wales as a whole.
Figure 27-1 Questionnaire Responses

**Questionnaire Responses**

WRS registrations per 1,000 workforce

- > 49
- 40 to 49
- 31 to 40
- 22 to 31
- 13 to 22
- <13

**Dispersal Areas**

**Questionnaire Type**

- Local Authority
- Other Organisations

Source: (a) Home Office Worker Registration Scheme, Questionnaires registrations May 2004 to March 2006
WRS registrations per 1,000 workforce calculated as (a) / (b) x 1,000
28 Information and Policy

28.1 Results suggest there **may be a need for all authorities with migrant workers to review relevant strategies** as some authorities have stated that migration issues are not addressed within their existing strategies.

28.2 Does your organisation have a community strategy that addresses migration issues?

- Of the 12 responding Yes or No, half said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>6</td>
<td>3</td>
<td>1</td>
</tr>
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</table>

Only 40% of the respondents said that their community strategy addresses migration issues. Forty per cent of the respondents stated that theirs did not. Only two thirds of all respondents felt that they could answer. This should be set within the context of community strategies being developed three years ago when A8 migration was just beginning to be an issue for some areas.

28.3 Does your organisation’s race equality scheme address migration issues?

- Of the 14 responding Yes or No, half said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>7</td>
<td>1</td>
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</tbody>
</table>

Nearly 47% of those questioned said that their race equality strategy addresses migration issues, but 47% also stated that theirs did not.

28.4 Does your organisation have a strategic vision of the part that migration plays in the local area?

- Of the 14 responding Yes or No, 58% said no

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>5</td>
<td>9</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Sixty per cent of those who felt they could answer the question said they did not think their organisation had a strategic vision of the part that migration plays in the local area.

One third of the respondents have a community strategy in place that addresses migrant worker issues, or if it did not yet exist then the need for it had been identified. There seems to be widespread use of race equality policies as references/frameworks community strategies and all but one authority references migrant workers in their race equality scheme. However the response as to whether there was a strategic vision of migration in the local area was mixed.
Mapping the Response to Migrant Workers

28.5 Do you have any information or data about migrant workers (this may assist in building an overall picture of migration in your area)?

- Of the 11 responding Yes or No, 64% said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>7</td>
<td>4</td>
<td>4</td>
<td>4</td>
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<tr>
<td></td>
<td>47%</td>
<td>27%</td>
<td>27%</td>
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</table>

Almost two-thirds of those who answered the question said they had information regarding migrant workers in their area, however, the sources of information used varied and was not always consistent.

28.6 Do you use information gained from within the local authority (e.g. from councillors and front line staff) with any information from the following partners?

<table>
<thead>
<tr>
<th></th>
<th>Police</th>
<th>NHS</th>
<th>Voluntary sector</th>
<th>Community sector</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>6</td>
<td>4</td>
<td>6</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>No Responses</td>
<td>7</td>
<td>10</td>
<td>8</td>
<td>10</td>
<td>13</td>
</tr>
<tr>
<td>Other</td>
<td>Not to my knowledge - very little coordination</td>
<td>Don't know</td>
<td>Not to my knowledge</td>
<td>I haven't tried Local Groups, Community partnership, NWREN</td>
<td></td>
</tr>
</tbody>
</table>

Issues around the data available to Local Authorities vary. Responses ranged from reliance on national data sources such as NINo and WRS data and census data, through to participation in studies to try to ensure better data. Most of the authorities are reliant on this national data but are combining it with information from schools, community feedback and anecdotal evidence. However it is encouraging that some authorities are carrying out their own survey work through frontline staff, working with employers and gathering data through initiatives such as communities first. However there is an understanding running through the responses that this data is not robust.

The race equality networks are used for data in some instances and authorities are working with the police, NHS, voluntary and community sectors to gather data. However, awareness of how to access the data varied substantially across the authorities.
28.7 Have you established, or are you actively developing, working relationships with local employers of migrant labour, employment agencies and private sector landlords who house migrants to build a more detailed local picture?

- Of the 13 responding Yes or No, 62% said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>8</th>
<th>53%</th>
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<tbody>
<tr>
<td>No</td>
<td>5</td>
<td>33%</td>
</tr>
<tr>
<td>No Responses</td>
<td>2</td>
<td>13%</td>
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<tr>
<td>Other</td>
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</tbody>
</table>

Almost two-thirds of those who answered the question said they had information regarding migrant workers in their area.

About half of the authorities that have responded report forming relationships with employers. This is being done either through multi agency groups, through the housing departments because of the linkage between employers and accommodation. There are plans to do this in most authorities if it is not already being undertaken.

28.8 Are you in receipt of any information from the WSMP, the WLGA or the Border and Immigration Agency (BIA) on migration?

- Of the 14 responding Yes or No, half said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>7</th>
<th>47%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>7</td>
<td>47%</td>
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<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
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<tr>
<td>Other</td>
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</table>

Only seven of the Local Authorities said they were in receipt of information from the WSMP, WLGA or the UK BA regarding migration.

28.9 Is there effective short term help for migrant workers to promote self sufficiency, such as finding employment, accommodation, access to bank facilities, National Insurance and worker registrations, and access to health and education?

- Of the 11 responding Yes or No, just over half (55%) said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>6</th>
<th>40%</th>
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<tr>
<td>No</td>
<td>5</td>
<td>33%</td>
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<tr>
<td>No Responses</td>
<td>4</td>
<td>27%</td>
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<td>Other</td>
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The majority of respondents who answered felt there was enough short term help available to migrant workers in the short term to promote self sufficiency. This is being provided directly by the authority in some cases through housing officers, through a specifically employed ethnic minority’s advisor in one case, or through advice surgeries. Other centres of advice included the Polish-Welsh association, credit unions, employer’s initiatives or ESOL provision.

All the authorities would like better data to work with, better indication of the numbers of people and the
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The length of stay is the primary improvement cited to help them. Alongside this respondents expressed a wish to see the results of research on migrant workers. Better partnership working was also listed along with sharing instances of best practice from other authorities.

28.10 Do you feel confident that you know your statutory duty as a local authority to migrant workers in your area?

- Of the 12 responding Yes or No, 67% said yes

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<tbody>
<tr>
<td>Yes</td>
<td>8</td>
<td>53%</td>
</tr>
<tr>
<td>No</td>
<td>4</td>
<td>27%</td>
</tr>
<tr>
<td>No Responses</td>
<td>3</td>
<td>20%</td>
</tr>
</tbody>
</table>
| Other | Need to seek translation services Translation needs funds – I don’t have a budget

A high proportion of respondents said yes – but that the other information they feel they needed to do this appears to be lacking.

28.11 If No, do you feel confident that you have support in place to find out the relevant information you might need?

- Of the 4 responding Yes or No, half said yes

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<tbody>
<tr>
<td>Yes</td>
<td>2</td>
<td>50%</td>
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<tr>
<td>No</td>
<td>2</td>
<td>50%</td>
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<tr>
<td>No Responses</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>
| Other | Need to seek translation services Translation needs funds – I don’t have a budget

Four authorities suggested that they were unsure of their statutory duty, and one of these suggested that further advice regarding this would be beneficial. However of these only two were unsure as to where they could find out the information that they needed.

28.12 Are there specific training requirements that staff within your department(s) have in relation to supporting migrant workers in accessing your services?

- Of the 13 responding Yes or No, nearly half (55%) said yes

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<td>Yes</td>
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<td>33%</td>
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<tr>
<td>No Responses</td>
<td>4</td>
<td>27%</td>
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</tbody>
</table>
| Other | Need to seek translation services Translation needs funds – I don’t have a budget

Nearly all authorities felt that they had a need for specific training relevant to migrant workers, this included:

- Awareness training
- Standards of service training
- Teacher training through the EMAS service
- Communication
- Language support
- Updates of policy and statutory duty
- Equalities training

It was suggested by a few respondents that cultural awareness would be useful. One authority stated that migrant workers are mainstream service users and that communication was the biggest issue.
29 Housing

29.1 Information learned about migrant workers through housing needs assessments is very varied according to the responses. Authorities tend to talk about BME households rather than migrant workers. They are all very aware that there are impacts on housing but actually quantifying these is much more difficult. One of the authorities suggested that they are aware of a split of people within their locale between those working in the health care sector who are relatively well housed, and those working in the manufacturing sectors who are housed in overcrowded, poorer conditions in the private sector. This authority is also finding that they are beginning to be approached about housing by Poles and Bulgarians who seem to be replacing the Portuguese people who were the first large group of migrants to the area. One authority reported that from survey work undertaken it is possible to identify those households that have come from abroad in the last two years, or who expect to move abroad in the next two years.

29.2 There is a general consensus among all the respondents that more work needs to be done in this area, there appears to be a general awareness that migrant workers are affecting housing but they are unsure as to the scale or the long term implications.

29.3 Are migrant workers specifically acknowledged in your current housing policies/strategies?
- Of the 8 responding Yes or No, all said yes

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<tr>
<th>Yes</th>
<th>8</th>
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<tbody>
<tr>
<td>No</td>
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<tr>
<td>No Responses</td>
<td>7</td>
<td>47%</td>
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<tr>
<td>Other</td>
<td>No services</td>
<td>No resources</td>
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</table>

The further information given is comprehensive and suggests that this is being given consideration. It refers to levels of affordable housing for all, improving conditions and the need to be able to determine how many migrants there are and where they live. This is probably in part due to the existence of BME housing action plans within LAs.

29.4 Do you work with partner organisations with regard to accommodating migrant workers in your local area?
- Of the 8 responding Yes or No, all but one said yes

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<td>7%</td>
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<tr>
<td>No Responses</td>
<td>7</td>
<td>47%</td>
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<tr>
<td>Other</td>
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</table>

The listed partners include:
- Health, police and fire services
- Housing associations
- Multi agency forum
- Community development focus groups
- Equality forum
Mapping the Response to Migrant Workers

29.5 Is appropriate consideration being given to the voluntary repatriation where, for instance, destitute A8 or A2 nationals are on the street and unable to support themselves?

- Of the 5 responding Yes or No, 2 said yes

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<th>Yes</th>
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<tr>
<td>No</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>No Responses</td>
<td>10</td>
<td>67%</td>
</tr>
<tr>
<td>Other</td>
<td>Each case reviewed individually</td>
<td></td>
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</table>

The reduced number of answers might suggest that few people are aware of voluntary repatriation, and what it involves. Only one respondent suggested that this was being given appropriate consideration. There may be a lack of awareness about the issues of migrants with no recourse to public funds.

29.6 Are you aware of any increase in homeless persons?

- Of the 6 responding Yes or No, half said yes

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<tr>
<td>No</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>No Responses</td>
<td>9</td>
<td>60%</td>
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<tr>
<td>Other</td>
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The evidence behind this comes primarily from those presenting at the Local Authority. The circumstances of those presenting had changed; they lost their accommodation through lack of finances or breach of contract. In some cases it is an individual or sometimes a family. One authority said they had high numbers of presentations but the numbers of applications was reducing.

29.7 Are you working with local fire and rescue services to ensure private sector housing strategies and policies for caravan sites are up to date?

- Of the 7 responding Yes or No, two thirds (70%) said yes

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<tr>
<td>No Responses</td>
<td>8</td>
<td>53%</td>
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<tr>
<td>Other</td>
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Of those who said yes, one stated that this was always standard practice; one gave no details and another reported good working relationships with all partners.
29.8 Do you pool knowledge between environmental health, planning and fire safety officers about accommodation used for migrant workers?

- Of the 6 responding Yes or No, 83% said yes

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<tr>
<td>No Responses</td>
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<td>60%</td>
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<tr>
<td>Other</td>
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It was explained that this happens for all members of the community by the authorities. Ways of pooling information between environmental health and public protection officers and the fire service were also mentioned.

29.9 Do you have any examples of good practice in relation to social local landlords and migrant workers in your area, for example providing training and running accreditation schemes?

- Of the 5 responding Yes or No, all said no

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<tbody>
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<tr>
<td>No Responses</td>
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<td>67%</td>
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<tr>
<td>Other</td>
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In the other information section the following issues were raised:

- Communication of schemes and eligibility can be difficult to communicate.
- Housing and community cohesion meetings offer a forum for issues to be raised.
- Issues are raised also through a refugee and asylum seeker group, as there are some common issues.
- A North West Wales group is looking to carry out specific work on migrant workers.
- Focus group working on specific issues.
30 Health

30.1 A very limited response was given but one which suggest potential difficulties with translation, access to meaningful data on migrant workers and a lack of guidance on health care entitlements.

30.2 Have you received information as a result of the health, social care and well being needs assessment in relation to migrant workers in your area?

- Of the 5 responding Yes or No, 2 (40%) said yes

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<td>No Responses</td>
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<td>67%</td>
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<tr>
<td>Other</td>
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The further information given suggests that there is no differentiation of migrant workers from any other ethnic groups. Data collection was cited as a difficulty in this area.

30.3 Are you in receipt of any other information from GPs or hospitals regarding migrant workers and access to health care?

- Of the 6 responding Yes or No, half (50%) said yes

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<td>No Responses</td>
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<td>60%</td>
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Further details from one authority said that one GP practice had expressed concerns about the growing numbers of migrants at the practice. In another authority language issues had been raised as an issue.

30.4 Are you in receipt of any information from the local health boards regarding migrant workers and access to health care?

- Of the 5 responding Yes or No, 1 said yes

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<td>4</td>
<td>27%</td>
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<tr>
<td>No Responses</td>
<td>10</td>
<td>67%</td>
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<tr>
<td>Other</td>
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There was an additional comment that one local health board produced some information under their remit for asylum seekers.
30.5 Are you aware of any issues raised by health care workers in your local area regarding migrant workers?

- Of the 5 responding Yes or No, 40% said yes

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<td>13%</td>
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<tr>
<td>No Responses</td>
<td>10</td>
<td>78%</td>
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<tr>
<td>Other</td>
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The two issues raised were:
- Difficulty in translating migrant workers children immunisation records.
- Concerns in the private sector around pay, accommodation and visa’s etc. Cases were referred to the local REC.

30.6 Do you work with partner organisations with regard to providing health care to migrant workers in your area?

- Of the 6 responding Yes or No, two-thirds (67%) said yes

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<td>No Responses</td>
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<td>Other</td>
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This was delivered through the Social Care and Wellbeing partnership for one of these authorities. Others mentioned that health visitor allocations of migrant workers to GPs was standard practice. One response stated that all people get the same treatment regardless of race.

The additional information given included:
- The future Social Care and Wellbeing Strategy looks at language and cultural needs of migrant workers as service users.
- More information and partnership working is needed.
- One LHB respondent said that the current recording systems do not identify specific groups of people and that planning for the future with any certainty was very difficult.
Mapping the Response to Migrant Workers

31 Education

31.1 A low response rate but one which indicates that **schools keep good data on new arrivals.** Some are **positively promoting learning about cultural diversity and are working collaboratively with other schools.** However, this may not happen in all Local Authorities. **Issues are identified around funding.**

31.2 Do you have information relating to the children of migrant workers attending schools in your area?

- Of the 6 responding Yes or No, all said yes

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<tr>
<td>No Responses</td>
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<td>60%</td>
</tr>
<tr>
<td>Other</td>
<td>A full database is held by the EAL team</td>
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</table>

Details included:
- An excel spreadsheet is updated each term on all new arrivals from EU accession states.
- Database of pupils including a knowledge of English score from 1 to 5.
- Only information received via head teachers.
- I co-ordinate the support so am aware of numbers of children and which schools they attend.

31.3 Are you working with schools in your area to promote community cohesion?

- Of the 4 responding Yes or No, all said yes

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<tr>
<td>No Responses</td>
<td>11</td>
<td>73%</td>
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Further details of this include:
- We have provided an extensive programme of support and training to promote awareness and understanding of cultural and ethnic diversity.
- We work closely with many ethnic minority communities including those of migrant workers. We have an inclusive policy in all our schools to help engage the communities in the life and work of the schools.
- Working with the children in the area via the mother and toddlers group and local schools.
- Some schools run parent/child classes.
- Saturday family learning club.
- The head of EAL service works closely with colleagues in community cohesion to promote this. Events are held in schools to celebrate diversity & different cultures to a local Faith festival.
mapping the response to migrant workers

31.4 Do you know if schools in your area linking the experience of migration in the local area with the citizenship curriculum to encourage pupil thinking in positive, relevant and constructive ways?

- Of the 5 responding Yes or No, 2 (40%) said yes

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<td>No Responses</td>
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<td>67%</td>
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The further information for this question received the following responses:

- Through PSE lessons some work is done but it is up to the individual school to develop awareness about migration.
- We only have anecdotal evidence that this is happening. Some schools have realized the rich diversity that they have in terms of the pupils, parents. This is an area which needs to be much further developed.
- A question was asked about the resources available to provide teaching to children from migrant worker families who have little or no English. The responses to this were that primarily the EAL (English as an additional language) service was used to provide bilingual support. Alternatively the EMAS (Ethnic minority achievement service) is being used is some schools with high levels of children from specific places.
- One authority is using their college to provide community education regarding language.

31.5 Are you aware of any issues in relation to the availability of this support?

- Of the 5 responding Yes or No, 4 said yes

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<tr>
<td>No Responses</td>
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<td>67%</td>
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The further details given suggest that there is not enough funding from the EMAS (ethnic minority achievement service) or EAL (English as an additional language) to keep up with support demand. Only one authority suggested that the schools were generally happy with the level of support they receive in this area.
31.6 Are there specific issues that arise regarding the delivery of Welsh language teaching for pupils arriving without English language skills?

- Of the 5 responding Yes or No, 4 (80%) said no

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<td>Other</td>
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The points raised were the curriculum requirement for Welsh but the lack of tutors and translation for this.

31.7 Have schools with small numbers of learners considered collaborative work to ensure the best use of resources in relation to children of migrant workers that require support?

- Of the 4 responding Yes or No, 3 (75%) said yes

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<td>20%</td>
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<td>1</td>
<td>7%</td>
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<tr>
<td>No Responses</td>
<td>11</td>
<td>73%</td>
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<td>Other</td>
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This appears to be facilitated by the EAL teams. One authority is considering on-line support.
Mapping the Response to Migrant Workers

31.8 Are you working with employers and agencies using migrant labour and linking this intelligence with education planning?

- Of the 4 responding Yes or No, half (2) said yes

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<td><strong>No</strong></td>
<td>2</td>
<td>13%</td>
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<tr>
<td><strong>No Responses</strong></td>
<td>11</td>
<td>73%</td>
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<tr>
<td><strong>Other</strong></td>
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For those that responded this appears to be quite new and informal. One authority stated that to meet the terms of its grants from WAG it had to meet achievement targets for EAL.

Additional information regarding education included:

- As a schools service we attempt to provide as much support to our children of statutory age as is possible within the terms and conditions of the Grant from WAG. Education of Post 16 students who have little or no English is not statutory so schools do not have to provide education at this level if the student cannot access any of the courses available through lack of English.
- The arrival of migrant workers has been a challenge for schools and for the LEA. The EAL service has had to increase in number to provide additional support to schools. We have increasingly used bilingual support workers to supplement teacher support and we are working on agreeing a service level agreement with schools regarding the support provided.
- A group of head teachers spent a week in Poland last autumn to help increase understanding and to build links. The Portuguese embassy in London has provided a Portuguese teacher to assist in our schools.
32 Community Safety and Cohesion

32.1 A low response rate but gives an indication that some Local Authorities are not aware of key issues and tensions in the community. There is some evidence of joint working within authorities to identify tensions, and also with outside agencies, including migrant groups. The responses indicate that there may not be enough general support for victims of exploitation though emphasis is put on the monitoring of race hate crime. There is evidence of strategic level work on cohesion in some of the authorities. There is little evidence of consultation with the settled community on new migration though the very low response cannot provide enough evidence for this.

32.2 Do you think you have a clear picture of what the key issues and potential tensions are in your local area?

- Of the 6 responding Yes or No, 4 said yes

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<th>Yes</th>
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<th>27%</th>
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<td>13%</td>
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<tr>
<td>No Responses</td>
<td>9</td>
<td>60%</td>
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The additional information consisted of:
From the authority that said no, a lack of awareness because of the transient nature of the community.
From those who said yes the feedback came from:
- Migrant worker groups
- Community safety groups
- Police
- Community safety
- Community strategy

32.3 Are you using information and intelligence from frontline staff to identify potential sources of tension and community safety concerns?

- Of the 5 responding Yes or No, all said yes

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<td>No Responses</td>
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The additional information included:
- Racist incidents are monitored and taken to the local multi-agency group.
- Working with the local sergeant who can speak polish to help promote facilities and tackle issues raised.
- It is very limited intelligence, due to the nature of the migrant worker community.
Mapping the Response to Migrant Workers

32.4 Are you able to move fast, with the appropriate agencies, to address small tensions before they become bigger problems?
- Of the 4 responding Yes or No, all said yes

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<td>No Responses</td>
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Other information includes:
- Our neighbourhood policing teams have close links with the community and with agencies on the Community Safety Partnership.
- Campaigns against racism
- Able to work with Race Equality Councils, who are the best agency to support the partnership in addressing the needs of the migrant workers.

32.5 Are you working with the police or other relevant agencies to bring to justice criminal elements that may be exploiting migrant workers?
- Of the 4 responding Yes or No, 3 (75%) said yes

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<td>7%</td>
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<tr>
<td>No Responses</td>
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<td>73%</td>
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The further information suggests that people are aware of the possible problems but have not yet experienced significant problems.

32.6 Are migrant worker issues informing your race equality schemes?
- Of the 5 responding Yes or No, 4 (80%) said yes

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<tr>
<td>No Responses</td>
<td>10</td>
<td>67%</td>
</tr>
<tr>
<td>Other</td>
<td>We will be raising awareness and encouraging reporting of racial incidents</td>
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The additional information from one authority suggested it was an issue at a larger geographic area rather than for the authority. Local Authorities are currently redrafting race equality schemes.
Mapping the Response to Migrant Workers

32.7 Are you working with other partners to support the victims of exploitation?

- Of the 4 responding Yes or No, 3 (75%) said no

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<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
<td>11</td>
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</tbody>
</table>

In the additional information lack of evidence was cited as an issue and work with local community groups was cited.

32.8 Are you monitoring and gathering data on the incidents of hate crime reported by migrant workers?

- Of the 5 responding Yes or No, all five said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Other</th>
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<tbody>
<tr>
<td>5</td>
<td>0</td>
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<th>Yes</th>
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</table>

The further information given by the authorities included:
- Recording of incidents by the police.
- Recording of incidents is done by a partnership which reports to a race equality forum.
- One authority reported the use of a multi agency forum.

32.9 Are you working with other partners to prevent or crack down on hate crime?

- Of the 2 responding Yes or No, both said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Other</th>
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<th>Yes</th>
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</table>

Additional information given consisted of:
- A strong community cohesion group and race equality forum.
- Reporting to the police and working with residents.
- Multi agency working.
Mapping the Response to Migrant Workers

32.10 Is the Local Authority making the links between a clear vision of migration and the issues it and/or its partners are encountering on the ground?

- Of the 5 responding Yes or No, 3 said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>3</td>
<td>2</td>
<td>10</td>
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<tr>
<td>Percent</td>
<td>20%</td>
<td>13%</td>
<td>67%</td>
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</tbody>
</table>

Of the little additional information given it was suggested that this was very difficult and required input from a number of parties.

32.11 Do you have a systematic way of using local knowledge, from people such as estate caretakers, housing officers and police officers, to identify potential sources of tension so you can act in advance of problems building up?

- Of the 5 responding Yes or No, 3 said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>3</td>
<td>2</td>
<td>10</td>
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<tr>
<td>Percent</td>
<td>20%</td>
<td>13%</td>
<td>67%</td>
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</tbody>
</table>

This was carried out via the police, a safer communities group, and housing group.

32.12 Is your organisation working towards, or already has in place, a strategic vision in relation to community cohesion?

- Of the 5 responding Yes or No, 4 (80%) said yes

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<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>Count</td>
<td>4</td>
<td>1</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Percent</td>
<td>27%</td>
<td>7%</td>
<td>67%</td>
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</tbody>
</table>

The further information from four of these authorities gave details of their plans which embrace diversity within the community as a whole. One authority is looking to use specific activities to encourage integration; another is working with their community cohesion group and their equalities forum.
Mapping the Response to Migrant Workers

32.13 Is your organisation working with other agencies, in particular the police, and being proactive in making links with migrant workers to understand their needs and develop their awareness of their rights and responsibilities?

- Of the 6 responding Yes or No, five said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
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<tbody>
<tr>
<td>5</td>
<td>1</td>
<td>9</td>
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</table>

Three of the authorities who said yes have very comprehensive multi agency partnerships in place. Another suggested they had begun this process but needed to develop it further. Two LAs are working with RECs to link with migrant workers.

32.14 Have you carried out any consultation with the settled community about new migration to the area, helping to put issues in context and address concerns?

- Of the 4 responding Yes or No, one said yes

<table>
<thead>
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<th>Yes</th>
<th>No</th>
<th>No Responses</th>
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<td>1</td>
<td>3</td>
<td>11</td>
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</tbody>
</table>

One authority reports working with other black and minority ethnic communities but not the settled white community. Another authority has a development worker working in the community on consultation. A third authority has conducted ‘the people’s voice’ survey twice, and because it is based on English indicators they have been able to compare themselves to England. This, combined with anecdotal evidence from frontline staff, is used with their myth busting activities.

32.15 Are you working with representatives of the local community, such as faith leaders and parents’ representatives?

- Of the 5 responding Yes or No, four said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
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</thead>
<tbody>
<tr>
<td>5</td>
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</tbody>
</table>

The listed organizations include:
- Race equality councils
- Mosques
- Churches
- Communities first
- Black voluntary sector network
- Polish parents in action
- Women’s group
- Residents’ groups
- Parents’ groups
32.16 Are there initiatives taking place to encourage self help and the development of community support within migrant communities?

- Of the 5 responding Yes or No, three said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>3</th>
<th>20%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>2</td>
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<tr>
<td>No Responses</td>
<td>10</td>
<td>67%</td>
</tr>
<tr>
<td>Other</td>
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</tbody>
</table>

One of the authorities saying no stated that there was no funding at this time. Those saying yes stated:
- The work is being developed through their race equality council.
- A development officer has been employed.
- Publications and toolkits being developed.

32.17 Are you joining with education, college and community education partners to identify the local need and solutions for English for Speakers of Other Languages (ESOL)?

- Of the 6 responding Yes or No, five said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>5</th>
<th>33%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>No Responses</td>
<td>9</td>
<td>60%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The additional information included:
- Limited resources but working with partners.
- Good work with a number of partners but there are waiting lists and not enough resources.
- Corporate group at local authority level.
- Some partnership working in the workforce but community provision had to be withdrawn because of lack of funding.

32.18 Are schools, libraries, recreation and youth services using migration issues as an opportunity to promote interaction and mutual learning?

- Of the 4 responding Yes or No, all four said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>4</th>
<th>27%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>No Responses</td>
<td>11</td>
<td>73%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
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</tbody>
</table>

The additional information included:
- The library and youth service are aiming specific projects at a growing eastern European population. This is in its infancy but growing.
- A photographic exhibition on economic migration has been developed as part of a European project on migration.
- Demand is becoming too great for small initiatives.
- Schools, museums, art exhibitions, libraries, youth services have all be involved in events.
33 Employment

33.1 Generally, there appears to be a growing awareness and activity around liaison with employers and agencies, though not to the extent of forming strategic partnerships.

33.2 Do you have mechanisms in place to identify agencies and employers that use migrant labour in your local area?

- Of the 7 responding Yes or No, 5 (71%) said no

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>5</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>13%</td>
<td>33%</td>
<td>53%</td>
<td></td>
</tr>
</tbody>
</table>

Further details include:
- Aware of WAG statistics on migrant workers in Wales.
- Information on an ad-hoc basis through the business development team.
- Awareness of the area.
- Local knowledge.
- By-product of companies visit scheme.
- Undertake a survey of about 2,000 companies per year – this is part of the information gathered.

33.3 Are you aware of any examples of good employment practices in relation to migrant workers in your area, for example provision of free on site teaching of English language?

- Of the 7 responding Yes or No, over half (57%) said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>4</td>
<td>3</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>27%</td>
<td>20%</td>
<td>53%</td>
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</tbody>
</table>

The examples included:
- Companies teaching English to their employees and Polish to their managers.
- Local NHS.
- Companies translating documents and providing language training.

33.4 Are you aware of any poor or illegal working practices relating to migrant workers in your area, for example tied employment contracts or zero hour contracts?

- Of the 7 responding Yes or No, 86% said no

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>6</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>7%</td>
<td>40%</td>
<td>53%</td>
<td></td>
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</tbody>
</table>

Evidence provided by a race equality council cites illegal practices and zero hours contracts. A different authority suggested that some agencies in the area have tied contracts with workers.
33.5 Has your organisation established, or are you actively developing working relationships, with local employers of migrant labour and employment agencies?

- Of the 6 responding Yes or No, two-thirds (67%) said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>4</th>
<th>27%</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>No Responses</td>
<td>9</td>
<td>60%</td>
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<tr>
<td>Other</td>
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</tbody>
</table>

Some attempts to develop working relationships were made by one of the authorities; the others range from an Equality and diversity in employment project, through to private sectors involved in corporate activity, and a further authority working with its neighbouring authorities to make links with employment agencies.

33.6 Are employers/agencies providing you with additional insight into the migrant labour market that helps to provide a detailed local picture of the employment of migrant workers?

- Of the 6 responding Yes or No, half said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>3</th>
<th>20%</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>3</td>
<td>20%</td>
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<tr>
<td>No Responses</td>
<td>9</td>
<td>60%</td>
</tr>
<tr>
<td>Other</td>
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</tbody>
</table>

Further details given for this answer included reference to the WAG statistics on migrant workers. Other comments covered responses relating to language and signage issues, and highlighting that this is a sensitive subject with employers and agencies.

33.7 Do you have a strategic partnership with employers in your area with regard to migrant workers?

- Of the 6 responding Yes or No, all six said no

<table>
<thead>
<tr>
<th>Yes</th>
<th>0</th>
<th>0%</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td>No Responses</td>
<td>9</td>
<td>60%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
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</tbody>
</table>

The only additional information provided was that although there was no strategic partnership an authority was involved in seminars and workshops to promote good practice amongst employers.
33.8 Have you undertaken any work to encourage agencies and employers to play their part in helping migrants settle in to local communities?

- Of the 5 responding Yes or No, 3 (60%) said no

<table>
<thead>
<tr>
<th>Yes</th>
<th>2</th>
<th>13%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>No Responses</td>
<td>10</td>
<td>67%</td>
</tr>
</tbody>
</table>

The further detail ranged from an authority which has established a working group to look at the issue through to a bid for convergence funding, another authority has held a seminar with ACAS. The *Welcome to Wales Pack* was also mentioned as a tool to aid integration.

33.9 Have you undertaken any work to encourage agencies and employers to play their part in promoting cohesion between communities?

- Of the 4 responding Yes or No, half said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>2</th>
<th>13%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>No Responses</td>
<td>11</td>
<td>73%</td>
</tr>
</tbody>
</table>

Promotion of a Charter and agreement to work in partnerships are cited as ways of working in this area.

33.10 Are you a member of a multi agency forum on migration/migrant workers?

- Of the 9 responding Yes or No, just over half (56%) said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>5</th>
<th>33%</th>
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</thead>
<tbody>
<tr>
<td>No</td>
<td>4</td>
<td>27%</td>
</tr>
<tr>
<td>No Responses</td>
<td>6</td>
<td>40%</td>
</tr>
</tbody>
</table>

Additional information included:

- These issues are covered at the race equality forum and not by a specific migrant workers forum.
- A group led by the Local Authority.
- Multi agency diversity forum.
- Migrant workers forum.
- Multi agency meeting for migration.
- Community cohesion coordination group.
- Voluntary sector led migrant worker practitioner group.
- Local authority joint member/officer task group on migrant workers.
- Multi agency equality meetings – not specific to migrant workers.
33.11 Does the Local Authority have formal mechanisms in place for working with other agencies regarding issues arising as a direct result of migrant workers in your local area?

- Of the 9 responding Yes or No, over half (56%) said yes

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>5</td>
<td>24%</td>
</tr>
<tr>
<td>No</td>
<td>4</td>
<td>14%</td>
</tr>
<tr>
<td>No Responses</td>
<td>6</td>
<td>62%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
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</tbody>
</table>

The additional information details:
- Race equality groups.
- Community safety groups.
- Developing multi agency groups with Race equality first.
- One meeting with all partners.
- Informal mechanisms via partners.
- Action plans reviewed via community cohesion coordination group.
- Local authority joint member/officer task group on migrant workers.
- Multi agency equality meetings – not specific to migrant workers.

33.12 Are these formal mechanisms adequate for your needs?

- Of the 8 responding Yes or No, three-quarters (6) said yes

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>No Responses</td>
<td>7</td>
<td>47%</td>
</tr>
<tr>
<td>Other</td>
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</tbody>
</table>

There is a general consensus that the formal mechanisms available are, in the main, adequate but that changes have been so rapid they may need to change. One of the authorities who said the mechanism was not sufficient feels there should be more regular contact and greater feedback.
33.13 Does the Local Authority have informal mechanisms in place for working with other agencies regarding issues arising as a direct result of migrant workers in your local area?

- Of the 9 responding Yes or No, 8 said yes

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<table>
<thead>
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<tbody>
<tr>
<td>Yes</td>
<td>8</td>
<td>53%</td>
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<tr>
<td>No</td>
<td>1</td>
<td>7%</td>
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<tr>
<td>No Responses</td>
<td>6</td>
<td>40%</td>
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<tr>
<td>Other</td>
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</tbody>
</table>

Examples of this included:
- Regular contact with neighbouring authorities through WLGA equalities officer network
- Joint working with REC
- Open Cities project
- Cardiff University
- Race Equality First
- Housing Officers on a case by case basis
- Daily/weekly contact with partners ensuring maximum help, guidance and support
- Voluntary practitioner group feeding up

33.14 Are these informal mechanisms adequate for your needs?

- Of the 9 responding Yes or No, five said yes

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<tbody>
<tr>
<td>Yes</td>
<td>5</td>
<td>33%</td>
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<tr>
<td>No</td>
<td>4</td>
<td>27%</td>
</tr>
<tr>
<td>No Responses</td>
<td>6</td>
<td>40%</td>
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<tr>
<td>Other</td>
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</table>

The main reason given by respondents saying no was that they have highlighted the potential for better joint working on a regional basis for planning.

Where the answer was yes the further information identified that informal arrangements allowed fluidity and for additional needs to be met easily.

33.15 Do you feel there are adequate available resources to underpin local formal multi-agency mechanisms?

- Of the 6 responding Yes or No, 3 said no and 3 said it had not been considered

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<tbody>
<tr>
<td>Yes</td>
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<td>0%</td>
</tr>
<tr>
<td>No</td>
<td>6</td>
<td>50%</td>
</tr>
<tr>
<td>No Responses</td>
<td>6</td>
<td>50%</td>
</tr>
<tr>
<td>Other</td>
<td>3 said ‘not considered’ (coded as no)</td>
<td></td>
</tr>
</tbody>
</table>

The further information was from those saying no and in all cases stated that there are not enough resources to commit to staffing, or ESOL, or developing groups.
33.16 Do you have links to the WSMP?

- Of the 7 responding Yes or No, two said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td></td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>29%</td>
</tr>
<tr>
<td>No Responses</td>
<td>8</td>
<td>67%</td>
</tr>
</tbody>
</table>

33.17 Organisations worked with in the previous twelve months:

<table>
<thead>
<tr>
<th>Organisation Type</th>
<th>Number of Authorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>English for Speakers of Other Languages (ESOL) providers</td>
<td>7</td>
</tr>
<tr>
<td>Voluntary sector organisations</td>
<td>7</td>
</tr>
<tr>
<td>Community Safety Groups</td>
<td>6</td>
</tr>
<tr>
<td>Community sector organisations</td>
<td>6</td>
</tr>
<tr>
<td>Employers</td>
<td>6</td>
</tr>
<tr>
<td>Local Authority (Or Authorities)</td>
<td>6</td>
</tr>
<tr>
<td>Welsh Local Government Association (WLGA)</td>
<td>6</td>
</tr>
<tr>
<td>Employment Agencies</td>
<td>5</td>
</tr>
<tr>
<td>Housing Officers</td>
<td>5</td>
</tr>
<tr>
<td>NHS</td>
<td>5</td>
</tr>
<tr>
<td>Police</td>
<td>5</td>
</tr>
<tr>
<td>Schools</td>
<td>5</td>
</tr>
<tr>
<td>Welsh Assembly Government (WAG)</td>
<td>5</td>
</tr>
<tr>
<td>General Practitioners (GPs)</td>
<td>4</td>
</tr>
<tr>
<td>Interpretation services</td>
<td>4</td>
</tr>
<tr>
<td>Libraries</td>
<td>4</td>
</tr>
<tr>
<td>Media (newspapers and local news)</td>
<td>4</td>
</tr>
<tr>
<td>Migrant workers / Migrant worker groups</td>
<td>4</td>
</tr>
<tr>
<td>Private Sector Landlords</td>
<td>4</td>
</tr>
<tr>
<td>Settled residents</td>
<td>4</td>
</tr>
<tr>
<td>Youth Services</td>
<td>4</td>
</tr>
<tr>
<td>Faith groups and Religious Organisations</td>
<td>3</td>
</tr>
<tr>
<td>Gangmasters Licensing Agency</td>
<td>3</td>
</tr>
<tr>
<td>Wales Strategic Migration Partnership</td>
<td>3</td>
</tr>
<tr>
<td>Banks and other account providers</td>
<td>2</td>
</tr>
<tr>
<td>Care Workers</td>
<td>2</td>
</tr>
<tr>
<td>Citizens Advice Bureau</td>
<td>2</td>
</tr>
<tr>
<td>Environmental Health</td>
<td>2</td>
</tr>
<tr>
<td>Fire and Rescue Service</td>
<td>2</td>
</tr>
<tr>
<td>Parent groups</td>
<td>2</td>
</tr>
<tr>
<td>Recreation Services</td>
<td>2</td>
</tr>
<tr>
<td>Social Workers</td>
<td>2</td>
</tr>
<tr>
<td>Trade Unions</td>
<td>2</td>
</tr>
<tr>
<td>Border and Immigration Agency</td>
<td>1</td>
</tr>
<tr>
<td>Emergency Planning Officers</td>
<td>1</td>
</tr>
<tr>
<td>HM Revenue and Customs (e.g. minimum wage issues)</td>
<td>1</td>
</tr>
<tr>
<td>Employment Agency Standards Inspectorate</td>
<td>0</td>
</tr>
<tr>
<td>Planning and Building Control</td>
<td>0</td>
</tr>
</tbody>
</table>
34 Conclusions

34.1 From the questionnaires it can be seen that migrant workers have a recognised impact across Wales and that issues arising from the integration of such workers and the provision of appropriate services are being dealt with by Local Authorities. However, there is also a sense from both the questionnaires and the anecdotal information that there is an evolution of response which is replicated across Wales. This process starts reactively by meeting the immediate needs of migrant workers when they become visible in an area, typically impacting on housing and education services. This reactive approach eventually becomes more formalised and part of a more integrated approach across the authority; migrant workers become another group of service users to whom the Local Authority provides services.

34.2 The four Local Authorities which have been dispersal areas for refugees and Asylum seekers (Cardiff, Newport, Swansea and Wrexham) have long established networks and contacts which can be utilised to develop policy and practice on migration. They are working with many partners, through multi agency groups (some of which were established to address the needs of asylum seekers and refugees) to ensure the distinct needs of migrant workers are being addressed and are using personnel, skills and contacts that they have established through the developing policy and services for asylum seekers and refugees. These Local Authorities state that they are concentrating on ensuring community cohesion between the settled community and migrant workers.

34.3 Other Local Authorities who are finding that migrants are becoming more visible are considering future impacts and are at various stages of making links within their areas, looking for partners and finding out what is happening in the voluntary organisations. The RECs seem to be integral to the process. Some Local Authorities outside of the dispersal areas who have not experienced large scale inward migration previously have taken significant steps in developing networks and building capacity around migration.

34.4 Local Authorities are keen to share information where they can, but it has been difficult in this scoping exercise to find an individual within the Local Authorities with either a specific remit for migration or a co-ordination role outside of the asylum dispersal areas (each of whom have a nominated lead officer on refugee and asylum issues, and which to a greater or lesser degree also includes migrant workers). Information has been shared by interested individuals within an authority, largely because they have found issues they have been unable to deal with because of lack of knowledge. However, generally, these individuals are keen to move forward and ensure their authorities develop appropriate communication and coordination on migration issues.

34.5 There is a clear need to develop communications around migration as few respondents said they were in receipt of information from the WSMP, WLGA or the UKBA regarding migration.

34.6 The biggest difficulty for all Local Authorities, wherever they are in this process, seems to be the lack of robust data regarding the current numbers of migrant workers, and any way of predicting how many migrant workers there might be in the next few years. This lack of information makes planning of provision almost impossible although it is true that a number of factors unrelated to migration can affect service planning (such as new housing developments). Some Local Authorities departments are absorbing migration considerations within their routine service planning mechanisms. Data sources - NINo registrations and WRS data are not wholly accurate and GP registrations are also limited. The Welsh Assembly Government research (on the social impact of migration) is underway and will explore data issues, but to date there remains uncertainty about the numbers of migrant workers and their families in Wales as a whole, with greater uncertainty in smaller geographical areas.
34.7 Provision of English for Speakers of Other Languages (ESOL) is outstripped by demand in most authorities, and is consistently raised as an issue that needs to be addressed. It has been suggested that migrants are paying to study English as an Additional Language (EAL) where they can afford to because of the lack of ESOL provision. One authority said that there are not enough trainers to train the number of teachers needed to provide ESOL.

34.8 Nearly all authorities felt that they needed specific training relevant to migrant workers on a whole range of issues.

34.9 There is a general consensus among all the respondents that more work needs to be done around housing. There appears to be a general awareness that migrant workers are affecting housing provision but respondents are unsure as to the scale or the long term implications.

34.10 There appears to be little evidence of consultation and dialogue with the settled community about new migration to the area with only one authority responding that they were doing this; the other three Local Authorities who responded said this work had not been carried out.
35 Introduction

35.1 Fourteen organisations completed questionnaires but information has been received through written correspondence and telephone conversations. Part of the reason for this response is that many of these organisations and groups are involved with different people in the community. Identifying the right person within the organisation is crucial to obtaining information.

35.2 A further two organisations received questionnaires via Local Authorities and as a result completed different questions. They are reported later in this section.

35.3 The fourteen organisations who responded are:

- British Red Cross
- Dyfed Powys Police
- Merthyr Tydfil College
- Merthyr Tydfil Housing Association
- North Wales Police
- North Wales Race Equality Network
- Race Equality First
- Siawns Teg (providing support for people who have come to Powys from other cultures, in search of work, social interaction, and community involvement)
- South Wales Police
- The Recruitment & Employment Confederation; (representing the interests of the UK recruitment industry)
- The Valleys Race Equality Council (VALREC)
- University of Glamorgan GATES Project
- Women Connect First Ltd. (charity established to empower black and minority ethnic women in Cardiff and south east Wales)
36 About your Organisation

36.1 Do you feel that you have a good strategic vision for dealing with migrant workers (if appropriate)?

- Of the 13 responding Yes or No, 71% said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

Where the respondents offered further information this showed that people are looking at issues and deciding how they can respond with the resources they have. For some voluntary groups this is dependent on funding being available. For others it is about understanding what they need to respond to, and what the numbers and characteristics of migrant workers are in their area. The suggestions for improvement included better co-ordination, networking and funding availability. Provision of training was also listed as a need, as was the need to have better translation and more staff.

36.2 Are you using data from national sources on new NI numbers and worker registrations to form a background picture of migration in your area?

- Of the 13 responding Yes or No, just under half said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

The list of data sources used by different groups includes:
- WSMP
- WAG
- UK BA
- NI No
- WRS
- Census

One group said they would be interested in accessing this type of information but don’t have access at the present time. Others suggested that national data was not accurate enough to use.

36.3 Do you use any local data sources to inform your work?

- Of the 13 responding Yes or No, 85% said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>11</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

A range of sources were listed, mostly internal datasets or from local authority/health sources. One group use rough information from employers, others use a range of information that they collect from the police, housing waiting lists, schools, employers and so on.
36.4 Do you have clarity about the mechanisms through which issues arising from migration are managed and supported?

- Of the 11 responding Yes or No, 45% said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>5</th>
<th>36%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>6</td>
<td>43%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
</tr>
</tbody>
</table>
| Other | Yes, to a certain extent in our locality
        Not sure I understand the question |

36.5 Are these mechanisms adequate?

- Of the 9 responding Yes or No, eight said no

<table>
<thead>
<tr>
<th>Yes</th>
<th>1</th>
<th>7%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>8</td>
<td>57%</td>
</tr>
<tr>
<td>No Responses</td>
<td>5</td>
<td>36%</td>
</tr>
<tr>
<td>Other</td>
<td>8 of the respondents felt the mechanisms in place are not adequate. Additional information revealed that many organisations feel they have to actively seek answers to specific situations and that the answers are often found in different locations, that they are not in receipt of enough information, and that other people they work with feel migrant worker communities are disconnected from their local statutory agencies.</td>
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</table>

36.6 Do you think there is a link between a clear vision of migration and the shared issues encountered on the ground by the organisations you work with?

- Of the 13 responding Yes or No, 31% said yes

<table>
<thead>
<tr>
<th>Yes</th>
<th>4</th>
<th>29%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>9</td>
<td>64%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td>Further information suggests these respondents felt that there is a reluctance of statutory organisations to accept their responsibility to migrant communities, that the issues can be very complex and are not fully understood by all, and that more resources need to be in place. One respondent suggested that there should be a more transparent vision between government and service providers</td>
<td></td>
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</tbody>
</table>
36.7 Are you able to engage all the relevant agencies and organisations you need to involve regarding issues related to migration?

- Of the 7 responding Yes or No, six said yes

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<thead>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>6</td>
<td>25%</td>
</tr>
<tr>
<td>No</td>
<td>6</td>
<td>19%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>76%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td>Still very patchy</td>
</tr>
</tbody>
</table>

36.8 Are there any organisations you would like to work with who you do not currently engage with?

- Of the 12 responding Yes or No, 92% said yes

<p>| | | |</p>
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<th></th>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>11</td>
<td>79%</td>
</tr>
<tr>
<td>No</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td>Not that I am aware of</td>
</tr>
</tbody>
</table>

The organisations listed include Local Authorities, local RECs, through to any group working with migrants. However three respondents pointed out that this is a huge task and that they would need to know who was involved in working in this area before they could even answer the question.

36.9 Do you have a clear picture of what the key issues and potential tensions regarding migration in your local area?

- Of the 12 responding Yes or No, 83% said yes

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<tbody>
<tr>
<td>Yes</td>
<td>10</td>
<td>71%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>14%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
36.10 Do you feel that you are able to adequately deal with these in house or refer them on to others?

- Of the 12 responding Yes or No, 83% said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9</td>
<td>3</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Percent</td>
<td>64%</td>
<td>21%</td>
<td>14%</td>
<td></td>
</tr>
</tbody>
</table>

36.11 Are there any local initiatives (specifically related to migration)?

- Of the 13 responding Yes or No, 92% said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Percent</td>
<td>86%</td>
<td>7%</td>
<td>7%</td>
<td></td>
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</tbody>
</table>

The examples of good practice include open door services, REC outreach project, multi-agency forums and information packs. People are very keen to share information on what works well.

36.12 Are you able to access translation services when you need them?

- Of the 12 responding Yes or No, 83% said yes

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>No Responses</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Percent</td>
<td>71%</td>
<td>14%</td>
<td>14%</td>
<td></td>
</tr>
</tbody>
</table>

One of those who answered no said it was because they could not afford translation services, the other said they were able through their staff to provide informal translation services. Language line is the main source of translation, with some organisations preferring to have their own interpretation. Some organisations listed costs as being very high.
Mapping the Response to Migrant Workers

36.13 Are there opportunities within existing service areas to bridge gaps between communities?

- Of the 12 responding Yes or No, all 12 said yes

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<th></th>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>12</td>
<td>86%</td>
</tr>
<tr>
<td>No</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
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</tbody>
</table>

Yes, this is improving but work still needs to be done.

36.14 Are you developing initiatives to overcome the practical difficulties that newly arrived migrants (including asylum seekers or refugees) may have in accessing and understanding local services?

- Of the 13 responding Yes or No, 92% said yes

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<tbody>
<tr>
<td>Yes</td>
<td>12</td>
<td>86%</td>
</tr>
<tr>
<td>No</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>No Responses</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The examples of good practice include open door services, REF outreach project, forums and information packs.

36.15 Are you pooling and sharing intelligence and ideas with your local partners on service modifications required to meet the need of migrants?

- Of the 12 responding Yes or No, 92% said yes

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<tbody>
<tr>
<td>Yes</td>
<td>11</td>
<td>79%</td>
</tr>
<tr>
<td>No</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>No Responses</td>
<td>2</td>
<td>14%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
36.16 Do you believe there is effective short term help available for migrant workers to promote self sufficiency, such as finding employment, accommodation, access to bank facilities, regularise NI and worker registrations and access to health care and education?

- Of the 13 responding Yes or No, 82% said no

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<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>2</td>
<td>14%</td>
</tr>
<tr>
<td>No</td>
<td>9</td>
<td>64%</td>
</tr>
<tr>
<td>No Responses</td>
<td>3</td>
<td>21%</td>
</tr>
</tbody>
</table>

The main gaps listed by these organisations in the current situation are that there is not enough joined up working, not enough understanding by the statutory organisations about migrants needs, not enough resource available particularly for language support. The suggestions to improve this include better training for those delivering public services, better coordination between everyone working in this sphere and a more holistic approach. Some organisations also felt they needed to be recognised for the work they were undertaking.
### Organisations worked with:

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Number of Authorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Authority (Or Authorities)</td>
<td>11</td>
</tr>
<tr>
<td>Voluntary sector organisations</td>
<td>11</td>
</tr>
<tr>
<td>Migrant workers / Migrant worker groups</td>
<td>10</td>
</tr>
<tr>
<td>Employers</td>
<td>8</td>
</tr>
<tr>
<td>Police</td>
<td>8</td>
</tr>
<tr>
<td>Community sector organisations</td>
<td>7</td>
</tr>
<tr>
<td>Employment Agencies</td>
<td>7</td>
</tr>
<tr>
<td>ESOL providers</td>
<td>7</td>
</tr>
<tr>
<td>NHS</td>
<td>7</td>
</tr>
<tr>
<td>Welsh Assembly Government (WAG)</td>
<td>7</td>
</tr>
<tr>
<td>Housing Officers</td>
<td>6</td>
</tr>
<tr>
<td>Welsh Local Government Association (WLGA)</td>
<td>6</td>
</tr>
<tr>
<td>Citizens Advice Bureau</td>
<td>5</td>
</tr>
<tr>
<td>Community Safety Groups</td>
<td>5</td>
</tr>
<tr>
<td>Private Sector Landlords</td>
<td>5</td>
</tr>
<tr>
<td>Settled residents</td>
<td>5</td>
</tr>
<tr>
<td>Social Workers</td>
<td>5</td>
</tr>
<tr>
<td>Faith groups and Religious Organisations</td>
<td>4</td>
</tr>
<tr>
<td>Fire and Rescue Service</td>
<td>4</td>
</tr>
<tr>
<td>Interpretation services</td>
<td>4</td>
</tr>
<tr>
<td>Media (newspapers and local news)</td>
<td>4</td>
</tr>
<tr>
<td>Schools</td>
<td>4</td>
</tr>
<tr>
<td>Trade Unions</td>
<td>4</td>
</tr>
<tr>
<td>Banks and other account providers</td>
<td>3</td>
</tr>
<tr>
<td>Environmental Health</td>
<td>3</td>
</tr>
<tr>
<td>General Practitioners (GPs)</td>
<td>3</td>
</tr>
<tr>
<td>Libraries</td>
<td>3</td>
</tr>
<tr>
<td>Youth Services</td>
<td>3</td>
</tr>
<tr>
<td>Care Workers</td>
<td>2</td>
</tr>
<tr>
<td>Gangmasters Licensing Agency</td>
<td>2</td>
</tr>
<tr>
<td>Parent groups</td>
<td>2</td>
</tr>
<tr>
<td>Planning and Building Control</td>
<td>2</td>
</tr>
<tr>
<td>Recreation Services</td>
<td>2</td>
</tr>
<tr>
<td>Emergency Planning Officers</td>
<td>1</td>
</tr>
<tr>
<td>Employment Agency Standards Inspectorate</td>
<td>1</td>
</tr>
<tr>
<td>HM Revenue and Customs (e.g. minimum wage issues)</td>
<td>1</td>
</tr>
</tbody>
</table>

36.18 Annex C (page 125) identifies organisations that were identified as partners.

36.19 The questionnaires demonstrate that the organisations who responded feel they are doing their best in a difficult situation. The sense of isolation that some of the respondents feel is evident from their responses. It is interesting that these organisations tend to be working with Local Authorities but feel that the Local Authorities do not really understand the issues they are facing. This is apparent from the responses to the questions regarding statutory organisations, their vision, understanding of the issues and lack of clarity regarding mechanisms through which migrants can be supported. There is a call for more joined up working across statutory and voluntary sectors working with migrant workers. The barriers these organisations are facing are similar to the Local Authorities in that planning is difficult because of lack of data, and language barriers are an issue. The solutions for improving the situation in the ground is similar to the authorities, in that there is a need to coordinate the
What is also apparent is that it is not always very easy to determine whether projects are local authority or a voluntary/community initiative, although this is not necessarily a problem. Anecdotal information provided by Local Authorities and voluntary organisations have suggested that many migrant communities, particularly Polish communities, are very good at helping and supporting themselves. It has been suggested that Polish shops act as a support network and information portal.
Further Information

37 Overview

37.1 The following sections summarise information gathered through telephone conversations held with organisations that may have come across issues relating to migrant workers. The purpose of the conversations was to identify how organisations were responding to migrant worker issues.

38 The Catholic Church

38.1 A conversation with the Vicar General of the Catholic Church in Wales, the Cannon of the Archdiocese of Cardiff, led to discussions surrounding the work of this denomination in South Wales. In 1947 a Polish mission came to England and Wales to help Polish people settling in the respective countries (following World War Two several thousand Polish soldiers and their families came to England and Wales). The church is meeting needs where it can but that this is happening at local level rather than as a co-ordinated effort or strategy.

38.2 There is an awareness of a large number of Polish people in Cardiff and Bridgend, and also in Abercynon. There is an awareness of Lithuanian people and a mass has been conducted in their language within the past eighteen months. The church also has knowledge of a number of Portuguese people in Merthyr Tydfil, but there is no specific provision for this group from the church to date.

38.3 The church diocese overlaps with Hereford which means that there is also an awareness of issues there with agricultural workers. The Vicar General is also aware that two nuns who have been working with refugees and asylum seekers are also helping some migrant workers.

38.4 A second priest who has performed some weddings and baptisms for the Polish community in his area suggested that Polish people were the main source of information for other Polish people. He knew of two shops in his locality that act as places for information exchanges.

39 Employment Agencies

39.1 The Development Officer of SEWREC at one point in the project wrote to 77 employment agencies in the Newport/Gwent area with a very brief questionnaire asking whether they had any foreign employees (and what were their countries of origin) and received only 6 responses. This experience seems to be indicative of wider difficulties in engaging with agencies.

39.2 A discussion with the UK Recruitment and Employment Confederation indicated that, for employment agencies, the issues that arise with regard to migrant workers primarily involve communication difficulties. For example, agencies have a responsibility to ensure that the migrant workers that they supply for employers can carry out the work for which they have been engaged. If a worker has very little knowledge of the English language this process can be very difficult and there are additional more wide ranging implications, not least in terms of health and safety issues.

40 Citizens Advice Cymru

40.1 The Citizens Advice Bureau (CAB) in Wales has 53 main offices and 147 secondary advice outlets. In Wales there are 1,605 people involved in the service of which 75% are volunteers.

40.2 CAB report that they have cases where clients have had difficulty in accessing public services and the correct advice in relation to their circumstances, entitlements and basic human rights. The problems are attributed to lack of resources, lack of training and lack of awareness of frontline staff. CAB add that these are particularly attributed to non-devolved services.

40.3 CAB list three offices that are using innovative practices to ensure public services are accessible and that barriers can be overcome. This has involved working with other organisations in each case, such as the local authority, voluntary and statutory agencies and the Community Foundation in Wales.

40.4 CAB state that the majority of enquiries they receive are work related issues which are also common to the indigenous population, but compounded because of language barriers and unscrupulous practices. Some of the issues raised include:

- Minimum legal rights are not being offered with regard to sick leave, holiday and maximum working hours.
- Poor working conditions.
- Unreasonable deductions from wages.
- Problems with tied accommodation.
- Unfair dismissal and loss of accommodation.
- Workers have not been paid at all.

40.5 CAB suggest that migrant workers are the most vulnerable to exploitation, and that they fear dismissal if they complain, feel that they have nowhere to turn for protection and are the category of workers most unlikely to resort to the Employment Tribunal System to enforce their rights.

40.6 CAB explained that the challenges facing the CAB Cymru are similar to all other service providers involved in supporting migrant workers:

- Communication – this is expensive and time consuming. In some instances migrants have been recruited to help in this process.
- Complexity – the legal framework and need to access specialist advice makes this a time consuming and costly process.
- Increasing volume of support needed affects waiting times, causes overcrowded waiting rooms and causes tensions with other clients.
- Increases the challenges for their staff.
- Perception of CAB advice services – difficulty in engaging with some communities who perceive the service to be part of the government, or do not see themselves as ‘citizens’ and therefore do not feel the bureaux can help them.
- Access to the service as it tends to be open during hours when migrants are working.
Mapping the Response to Migrant Workers

- Community Cohesion. Balancing the needs of the indigenous population alongside working with migrant workers raises challenges. They suggest there is a need to work through, for example, Community Safety Partnerships to promote positive messages, and share information.

41 St Paul’s Family Centre

41.1 St Paul’s Family Centre in Llanelli (West Wales) is a centre for the whole community and is a place that offers a range of services to all. Services range from toddler groups and after school groups to adult classes. These have been and continue to be used primarily by Poles, but also other migrants in the area have attended. The biggest difficulty for the centre is the language barriers they face. They have found that where a number of people of the same nationality have been involved in different activities, communication has been less of an issue as the group support each other and integration can be easier. They are aware of the work carried out by the Polish – Welsh centre also in Llanelli which began as a Credit Union.

42 National Public Health Service for Wales

42.1 Information from the NPHS suggests that there are issues that they are aware of in terms of specific health issues of overcrowding in housing with resultant health risks, the potential for issues re substance misuse and sexually transmitted infections.

42.2 In terms of data the NPHS have numbers of new GP registrations. Patterns of new GP registrations where the data consists of the first registration with a GP in one of 5 areas in Wales. Whilst this does not therefore directly correlate to migration, it does give age, gender and home country. However, this does not give any indication of the duration of registration.

42.3 The NPHS Chair an all Wales multi agency forum on refugee and asylum seeker health-related issues.
Statutory Bodies

43 Introduction

43.1 It should be noted that the WLGA have a role in co-ordinating the work of the fire and rescue services and the police alongside the Local Authorities in Wales.

44 Fire and Rescue services

44.1 Telephone conversations took place with two of the three Fire and Rescue services in Wales.

44.2 Interestingly their actions have been very similar but the reasoning behind it, and circumstances have been very different.

44.3 In one brigade, a senior fire safety manager described how he met a migrant from Ethiopia. She was experiencing difficulties finding a job which allowed her to use her skills properly. She was undertaking casual agency work and finding it very difficult to settle because of the uncertain nature of this work. She began carrying out voluntary work for the fire and rescue service, making contact with migrant workers in their area and was able to inform migrants about the safety checks that the fire and rescue services can offer. She was so successful that even though she is no longer with the fire and rescue service, she is still referred to by people enquiring about safety checks. This has enabled the service to explain about a range of safety measures that people migrating to the UK need to be aware of, to a group of the community that are renowned for being hard to reach.

44.4 A second fire and rescue service in Wales has also taken on two Polish migrants as volunteers. One fire safety officer has real concerns about the safety of some migrants who are compromising their safety by trying to use European equipment in UK electricity sockets. There are other issues and because of the urgency of the problems and the need to act quickly, they have recruited migrant workers to assist in delivering responsive services.

44.5 The fire and rescue services are represented at various service boards and other groups directly and indirectly linked to migrant worker issues.

45 Police

45.1 Police results have been included with the ‘other’ organisation questionnaires. During conversation with various police officers it has become clear that they are good at establishing networks of people. They are working with Local Authorities, the voluntary and community sector and directly with migrant workers themselves.

45.2 One issue raised was that the police can feel that they are only brought in to situations when circumstances are so bad that there is a risk of crime occurring, or that a crime has been committed. The police want to ensure they are approachable and seen as supportive of migrant communities, but the cultural differences mean that there are issues around trust in authority, and also in acceptable behaviour, which can be addressed if the police are involved in planning and in the relevant multi forum agencies.

45.3 This is being addressed and there are examples of some good work being
Mapping the Response to Migrant Workers
carried out by the police, including offering an English language course for
migrants and employment of a Polish speaking Police Officer in order to build
relationships and gain the trust of migrant communities.
Findings

46 Local Authorities

46.1 Summary of the questionnaire results:

- Only one authority reported carrying out consultation with the settled community about new migration but few responded to this question; it may be that other Local Authorities are carrying out this work.
- Four out of five respondents stated that they worked with a range of people from the local community including faith leaders and residents groups.
- Evidence of long ESOL waiting lists and not enough resources.
- Libraries are key places for interaction and mutual learning.
- Little knowledge in respect of Local Authorities about agencies and employers of migrant workers, who appear difficult to engage with.
- Though there is evidence of Local Authorities building relationships with employers, few of the respondents appear to be developing strategic partnerships with employers.
- There is positive news about multi agency working, with the existence of forums which include migration issues in at least 5 authorities (out of 9 responding), and evidence of formal links with other local authority networks or with Community Safety Partnerships and Race Equality Councils.
- Although 2 Local Authorities stated the mechanisms for joint working and information sharing in their area were inadequate, they have highlighted potential for regional working and better joint planning.
- Some identified lack of resources for multi agency work and for developing services for migrants.

46.2 These results reinforce the need for greater communication and co-ordination across all Welsh Local Authorities on migration as not all organisations understand or are aware of a migration network / infrastructure and how issues of migration are managed and supported.

47 Other Organisations

47.1 This summary takes into account responses to the questionnaires, telephone conversations and additional responses:

- Many organisations are utilising a range of data sources at a local level to inform their work.
- A significant number of organisations other than Local Authorities feel they have a good strategic vision on migrant workers whilst also flagging up resource and co-ordination issues.
- Some individuals and organisations feel they do not have the information they need and some feel somewhat disconnected from their Local Authority. Clearly there is a need for better disclosure, information sharing and understanding between some Local Authorities and other
organisations on this issue, specifically on areas of responsibility and which organisations should be involved in joint working.

47.2 However, organisations have responded in positive terms on the work they are doing, particularly on a very practical grass-roots level. There is some evidence of information sharing and joint working locally, particularly between Local Authorities, voluntary sector and migrant worker groups, though only one or two respondents cited work with, for example Emergency Planning Officers, the Gangmasters Licensing Authority or HM Revenue and Customs.

48 Overall Findings

48.1 There is a need for improved coordination and an effective migration infrastructure in Wales which ensures the connection of strategy and delivery at national, regional and local level.

48.2 Responses to the questionnaires demonstrate that organisations feel they are doing their best in a difficult situation. However, whilst some Local Authorities feel they have good working relationships with other organisations, there is a perception that in some cases Local Authorities do not really understand the issues other organisations are facing.

48.3 There is a need for more joined up working across statutory, voluntary and the private sectors in addressing the needs of migrant workers.

48.4 There is insufficient assistance for migrant workers to promote self sufficiency. For example, responses demonstrate a lack of assistance with finding employment, accommodation, access to bank facilities, health care and education services.

48.5 In some Local Authority areas the response to increased migration has been slower due to the lack of established structures and expertise on migrant workers. Other Local Authorities responded more slowly because of lower numbers.

48.6 The responses to the questionnaire demonstrate that migration issues tend to be identified firstly in housing and education services and subsequently by community safety partnerships.

48.7 Migrant worker needs are complex: language and cultural barriers mean that they may not be able to access services in the same way as other groups. Approaching a Local Authority for support may not be an automatic process for many migrant workers.

48.8 Local Authorities and other organisations need clarity on the roles that the WSMP, Welsh Assembly Government and the WLGA undertake in relation to migrant workers.

48.9 At a local level, organisations are not always working in a coordinated way although the issues they are facing are very similar.

48.10 Responses confirm that there is a requirement for improved coordination and the ongoing development of an effective migration infrastructure in Wales.
Conclusions

49 Overall

49.1 The questionnaires demonstrate that the organisations who responded feel they are doing their best in a difficult situation. Some of the respondents (though not all) feel isolated from their Local Authorities according to their responses which also suggest that some Local Authorities do not really understand the issues they are facing. This is apparent from the responses to the questions regarding statutory organisations, regarding their vision, understanding of the issues and around the level of clarity regarding mechanisms through which migrants can be supported. There is a need for more joined up working across statutory and voluntary sectors working with migrant workers.

49.2 There is not enough effective short term help available for migrant workers to promote self sufficiency, such as finding employment, accommodation, access to bank facilities and access to health care and education services.

49.3 Anecdotal information provided by Local Authorities and voluntary organisations have suggested that many migrant communities, particularly Polish communities, are very good at helping and supporting themselves. It has been stated that Polish shops act as a hub. However, other anecdotal evidence suggests the opposite and that the Polish community is very fragmented and that Polish people do not appear to have a strong sense of community.

49.4 Statutory bodies and Local Authorities are responding to the arrival of A8 migrant workers in Wales since 2004. For the four Local Authorities that are dispersal areas for refugees and asylum seekers, some of the necessary networks were already in place to develop policy and practice in providing services to migrants and aiding their integration (in addition to their work with asylum seekers and refugees). However, for some other Local Authorities this response has been slower, inevitably as a result of the lower volume of migrant workers and subsequent lower requirement to respond.

49.5 The responses to the questionnaire in volume and content suggest that there is a pattern of development which begins with housing and education services regarding the Local Authorities and then progresses through to community safety and cohesion. For the Fire and Rescue Services and the Police their remits are tightly defined and their networking seems to be very good. This makes it slightly easier for them to respond in some ways in comparison to the Local Authority.

49.6 Migrant worker needs can be complex and because of the language and cultural difficulties they may not be able to access services in the same way as other groups within the settled community, not just because of language barriers but because of cultural differences. Approaching a Local Authority for support is not an automatic process for many migrant workers.

49.7 Local Authority responses suggest that they have good working relationships with the voluntary and community groups with which they work. Some voluntary and community groups however, have a different perspective.

49.8 At the present time all three organisations, the Welsh Assembly Government, WLGA and WSMP are carrying out work on migration issues. The WSMP role is defined by its enabling grant which dictates that it has a coordination role, and within that works with a range of partners in responding to migration in Wales. The WLGA are supporting the Local Authorities’ response to migration and the Welsh Assembly Government is proposing the development of a Migrants Forum. Local Authorities and other organisations need clarity on the roles that each of the bodies will undertake in relation to migrant workers.
49.9 The Welsh Assembly Government has no devolved powers with respect to immigration policy but it does have devolved powers that cover many areas of life in Wales. There is a need to ensure that the development of a migration infrastructure in Wales ensures that the relevant issues are fed to the WSMP, WLGA and to the Welsh Assembly Government, and can be addressed at the Migrant’s Forum.

49.10 The statutory, voluntary and private sector agencies who are responding to the migrant worker agenda are not always doing so in a coordinated way or coordination could be improved, although the issues they are facing are very similar.
49.11 A significant body of practice and resources has been established to inform work on migration: this scoping exercise, the Assembly Government research and other key research (including the Audit Commission Report156) can be used within this context to define a distinct Welsh approach in which issues have been prioritised and underpinned by a framework for action by the Welsh Assembly Government, the WLGA and the WSMP. We should also acknowledge the expertise from those Local Authorities in Wales who have well developed policies and strategies on migrant workers.

49.12 The recommendations of this report are that:

- The current grant agreement between the Home Office/UK BA and the Strategic Migration Partnerships ends in March 2010. It is essential that the SMPs continue to be resourced to take a leading role and provide the framework for the strategic coordination of migration issues in their respective regions/nations.

- In further developing a migration infrastructure in Wales there should be consideration of how the support, coordination and leadership from various central government departments at UK level links with regional / local arrangements and identify opportunities for strengthening those links.

- At an all Wales level, structures and communications should ensure that regional experience and evidence can be fed into national policy development on an ongoing basis and that there is a clear lead organisation on this issue – with the Strategic Migration Partnership acting as a conduit for information flow between local and national organisations.

- Wales should be organised into sub-national regions (with multi agency forums) which would enable representatives from groups in each region to attend coordination meetings. These groups should feed into an All Wales Migration Group (convened by the WSMP) which will identify best practice, key operational issues and themes and trends from across Wales. The Welsh Assembly Government, the WSMP and the WLGA should utilise the work of this group to inform their strategic work on migration.

- The Welsh Assembly Government, the WLGA and the WSMP need to be clear about their respective roles with regard to migration and communicate their roles and remits to stakeholders and relevant agencies.

- An All Wales Migration Group should be adequately resourced: it would require support from a Policy Officer who would administrate the forum and act as an all Wales resource and as a central point of contact for Local Authorities and other agencies who require advice and information on migrant workers. WSMP should resource funding for this role.

- Local Authorities need to take a leading role in coordinating local responses with an identified Lead Officer with responsibility for migration.

- At a local level, Local Authorities should ensure that there are established structures which enable:
  - Information sharing with regard to the benefits and impacts of migration.
  - Coordination of the relevant bodies involved and their actions and policies.

156 Crossing Borders
Mapping the Response to Migrant Workers

- Incorporation of migration issues into mainstream service, delivery planning and strategy (i.e. community safety, housing, health, etc.).

- The four Local Authorities that are designated dispersal areas for refugees and asylum seekers are well experienced in developing policy and practice in relation to asylum seekers and refugees and have well established structures which should be enhanced, where appropriate, to coordinate services for migrant workers.

- Work should be undertaken by appropriate organisations to obtain improved data/methodologies to underpin planning. There are a number of initiatives in this area such as the LGA Resource Guide on Local Migration Statistics (published November 2008).

- The WSMP should develop an enhanced communication strategy which includes all the organisations identified in this research and which includes a wide range of available information and best practice on migration.

- The WSMP should ensure that their work on asylum and refugee issues is maintained and not undermined by the necessity to develop policy and practice on migrant workers.

- Key issues identified in this research, the Welsh Assembly Government research (on the Social Impact of Migration) and the Assembly Government Equal Opportunities Committee Report should be collated and used to develop a Wales Action Plan with identified lead organisations for each action.

- The WSMP should hold dissemination events to publicise/share the results of this work with participants and enable the development of a pan-Wales network.
50 Regional Groups

50.1 One Regional breakdown to include one dispersal area per region could be:

- North Wales
  - Conwy
  - Denbighshire
  - Flintshire
  - Gwynedd
  - Isle of Anglesey
  - Wrexham

- West Wales
  - Carmarthenshire
  - Ceredigion
  - Pembrokeshire

- South Wales
  - Bridgend
  - Cardiff
  - Merthyr Tydfil
  - Neath Port Talbot
  - Rhonda Cynon Taff
  - Swansea
  - Vale of Glamorgan

- South East and Mid Wales
  - Blaenau Gwent
  - Caerphilly
  - Monmouthshire
  - Newport
  - Powys
  - Torfaen
50.2 These regional groups would then feed into an All Wales Migration Group (operational) which feeds into the WSMP Executive Strategic Group. Time could be allocated to deal with issues specific to refugees and asylum seekers and migrant workers. Representatives from the regions might also get involved in other pan Wales specialist groups, ensuring there is good representation of views from the people working with migrant workers both directly and indirectly.

50.3 An effective communication strategy should be developed, using the database of organisations established in this scoping report. This should be a two way communication strategy whereby members of the multi agency groups could communicate with the Wales Strategic Migration Partnership and the WSMP would communicate information to all members of the multi agency groups.

50.4 It is important that these groups, and the organisations represented within them, are supported with available statistics on WRS and NINo, and in addition these statistics could be supplemented by localised information where available.

50.5 In conclusion, it needs to be recognised that migrant workers and asylum seekers are very different categories with differing legal rights, entitlements and issues, although there are areas of overlap, and this distinction should be maintained where appropriate. It is not practical or efficient for the WSMP to enable a completely separate strand of coordination for migrant workers.

50.6 There is a sense from the questionnaires that both individuals in Local Authorities and the voluntary and community sector feel quite isolated and this could be due to the lack of a local network. Work at the local level is appropriate but this must feedback into pan Wales strategy groups in conjunction with the refugee and asylum seeker structures that are currently established.

51 Actions

- Hold dissemination events to meet with the people who have been involved with this scoping exercise to develop networks.
- Use these contacts to further investigate and continue to map out the organisations involved with migrant workers and their areas of work on a regional basis (North Wales, West Wales, South and Mid Wales and South East Wales).
- Create and maintain a database of these organisations and develop a communications strategy in order to send out and coordinate relevant literature and recognise good practice regarding migration to everyone listed on their database.
- Look at issues identified in this scoping exercise and issues identified by the Assembly Government and other relevant research and use to inform a Wales Action Plan.
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- The Housing Associations Charitable Trust (HACT) (2007) Opening Doors - literature review, HACT

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53 Articles of Interest

- Asylum Seekers and Refugee Liaison, *Impact Assessment of persons who have No Recourse to Public Funds (NRPF)*.
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- National Migration Coordinating Team (2007) NMCT Migration Resources List

- North East Wales Institute of Higher Education (NEWI), Partner Project Report


Annex A

54 Local Authority Questionnaire

54.1 The following questionnaire was provided to contacts across Wales. A shortened questionnaire was issued to Local Health Board and Community Health Councils.

55 Covering Letter

8th January 2008

Wales Strategic Migration Partnership (WSMP) Survey 2008

I am writing to you on behalf of the Wales Strategic Migration Partnership to ask for your help in identifying which organisations (statutory, voluntary and community) are responding to migrant workers issues and how the work can be co-ordinated effectively.

I would be delighted if you could complete the enclosed questionnaire and return it to me before 5th March 2008. Please send electronic copies to survey@mapanalysis.com or hard copies to Survey, Map Analysis, Technium Aberystwyth, Y Lanfa, Aberystwyth, SY23 1AS.

The questionnaire contains details about the background to the survey.
The first section of the survey relates to your local authority and your role within it, please complete this section.
The questionnaire is then divided into six small sections, please fill out the section directly relevant to your role or department.
The final two sections ask you about partnership working and co-ordination, organisations you have worked with in the past twelve months and invites you to add further information. Please complete these sections.

If you have colleagues you wish to forward the questionnaire to please feel free to do so.

The outputs from the survey will not identify any organisations in its report. All the information supplied will be treated confidentially and the questionnaires will be destroyed when the results are finalised. The results will be used to inform the future planning and work of the Wales Strategic Migration Partnership and contribute to the capacity of organisations across sectors to be able to respond to the diverse needs of migrant workers in Wales. If you have any queries, or would like to talk through any of the questions please contact me at kayt@mapanalysis.com and I will be happy to assist you.

I would like to thank you on behalf of the Welsh Strategic Migration Partnership for your time and help with this work. Migrant workers are one of the biggest contributors to population growth in Wales and require a co-ordinated effort to address the issues that arise for everyone involved.

Yours sincerely

Kayt Button
Background Information

The Wales Strategic Migration Partnership (WSMP) has set out to ascertain the current level of activity, at either a strategic and/or operational level, taking place across Wales in responding to the increase in migrant workers in Wales, and consider how the WSMP can make a contribution to this through its National (Wales) Strategic Coordination role for which the WSMP is funded by the Border and Immigration Agency (BIA). The WSMP coordinates and enables a number of multi agency forum across Wales (see http://www.newport.gov.uk/_dc/index.cfm?fuseaction=refugeesasylum.homepage) largely dealing with asylum seeker and refugee issues, but in May 2007 the WSMP was given a remit to include migrant workers.

The WSMP carries out what is called an ‘enabling role’ which is defined as ‘providing a regional (or in Scotland, Wales or Northern Ireland a national) advisory, development and consultation function for member organisations from the statutory, voluntary, community and private sectors for the co-ordination and provision of advice, support and services for asylum support, unsuccessful asylum seekers, new refugees and migrants’.

For the purposes of this questionnaire, the term ‘new European Migrant’ refers to:

Migrants from the Central and Eastern European countries that joined the EU in May 2004. These are Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. Citizens of these countries have from May 2004 been entitled to enter the UK to seek work without prior permissions, providing they register with the Department for Work and Pension’s (DWP) Worker Registration Scheme (WRS). Romania and Bulgaria joined the EU in January 2007 with additional restrictions placed on these member states in terms of accessing the UK labour market.

Rationale for the questionnaire

The WSMP, the Welsh Local Government Association (WLGA) and the Welsh Assembly Government (WAG) are all engaged in migrant worker issues on a national basis, and there is a need to develop a coordinated and strategic approach between these agencies, and others who are responding to the migrant worker agenda.

Specifically, the WSMP is seeking to:

- Identify which organisations (statutory, voluntary and community) are responding to migrant workers issues and how the work can be coordinated;
- identify gaps in resources and services across Wales;
- enable the WSMP to identify key partners and further develop a business/strategic plan and a communications strategy and for their work on migration; and
- enable the WSMP to meet the terms of the Enabling Grant Agreement (EGA) with the BIA.

The aim of this questionnaire is to determine which partnerships (formal and informal) are in existence already, what partnerships should be in place, and to develop ways of sharing data, intelligence and best practice for issues surrounding new European Migrant workers across Wales.

We would appreciate your help in filling out the questions as completely as possible. The benefits of doing so will be to increase coordination and liaison on migrant worker issues and to ensure that a strategic approach is taken to resolving some of the issues that have arisen. The WSMP is keen not just to identify issues but to identify the benefits of migration to Wales. If you would like to discuss anything further then please feel free to contact Kayt at Map Analysis (kayt@mapanalysis.com).

157 This questionnaire has been adapted for use from a self – assessment checklist for Local Authorities developed by the Improvement and Development Agency for Local Government (I&DeA)
### Mapping the Response to Migrant Workers

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If you would like to receive regular policy information and association information about migration, please tick the appropriate box:

- Policy [ ]
- Events [ ]
- Data [ ]

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**Instructions for filling out this Questionnaire**

Please complete sections 1 (Information and Policy), 8 (Effective Co-ordination and Partnership working) and give any additional information in section 9.

Please also complete the section most relevant to your role / department.

Most questions require you to indicate a yes or no answer, and then add any further details or examples relevant to the question.

Please feel free to read the other sections and respond to any of the questions you wish to.

Press the control key and click on the section title to navigate to that section of the questionnaire.

Section 1: [Information and Policy](#) (LHB & CHC only)
Section 2: [Housing](#)
Section 3: [Health](#) (LHB & CHC only)
Section 4: [Education](#)
Section 5: [Community safety](#)
Section 6: [Community Cohesion](#)
Section 7: [Employment](#)
Section 8: [Effective Co-ordination and Partnership Working](#) (LHB & CHC only)
Section 9: [Any additional information](#) (LHB & CHC only)
### Section 1: Information and Policy

1. Does your organisation have a community strategy that addresses migration issues?  
   Yes ☐ No ☐  
   Please give details/examples or where you are in this process.

2. Does your organisation’s race equality scheme address migration issues?  
   Yes ☐ No ☐  
   Please give details/examples or where you are in this process.

3. Does your organisation have a strategic vision of the part that migration plays in the local area?  
   Yes ☐ No ☐  
   Please give details/examples or where you are in this process.

4. Do you have any information or data about migrant workers (this may assist in building an overall picture of migration in your area)?  
   Yes ☐ No ☐  
   Which information or data can you share with the WSMP?

5. What national data sources do you use in relation to migrant workers?
6. What local data sources do you use in relation to migrant workers?

7. Do you use information gained from within the local authority (e.g. from councillors and front line staff) with any information from the following partners?
   - Police
   - NHS
   - Voluntary sector
   - Community sector
   - Any other (please specify)?
   Please give details/examples:

8. Have you established, or are you actively developing, working relationships with local employers of migrant labour, employment agencies and private sector landlords who house migrants to build a more detailed local picture?
   - Yes
   - No
   Please give details/examples:

9. Are you in receipt of any information from the WSMP, the WLGA or the Border and Immigration Agency (BIA) on migration?
   - Yes
   - No

10. Is there effective short term help for migrant workers to promote self sufficiency, such as finding employment, accommodation, access to bank facilities, National Insurance and worker registrations, and access to health and education?
    - Yes
    - No
    Please give details/examples of the available help
11. What information would assist you in developing strategies/delivering services to migrant workers?

12. Do you feel confident that you know your statutory duty as a local authority to migrant workers in your area?
   Yes ☐ No ☐
   If No, do you feel confident that you have support in place to find out the relevant information you might need?
   Yes ☐ No ☐

13. Are there specific training requirements that staff within your department(s) have in relation to supporting migrant workers in accessing your services?
   Yes ☐ No ☐
   Please give details/examples

BACK TO CONTENTS
1. What information have you gained about migrant workers as a result of your housing needs assessment?

2. Are migrant workers specifically acknowledged in your current housing policies/strategies?
   Yes ☐ No ☐
   If Yes, please give details

3. If No, do you think there will be a need to specifically acknowledge migrant workers in these policies/strategies in the near future?
   Yes ☐ No ☐

4. Do you work with partner organisations with regard to accommodating migrant workers in your local area?
   Yes ☐ No ☐
   If yes, please give details including how you engage with these organisations.

5. Is appropriate consideration being given to the voluntary repatriation where, for instance, destitute A8 or A2 nationals are on the street and unable to support themselves?
   Yes ☐ No ☐

6. Are you aware of any increase in homeless persons?
   Yes ☐ No ☐
   Please give details/examples/anecdotal evidence
7. Are you working with local fire and rescue services to ensure private sector housing strategies and policies for caravan sites are up to date?
   
   Yes ☐ No ☐

   Please give details/examples

8. Do you pool knowledge between environmental health, planning and fire safety officers about accommodation used for migrant workers?
   
   Yes ☐ No ☐

   Please give details/examples

9. Do you have any examples of good practice in relation to social local landlords and migrant workers in your area, for example providing training and running accreditation schemes?
   
   Yes ☐ No ☐

   Please give details/examples

10. Please add any additional information regarding housing and migrant workers in your local area
Section 3: Health

1. Have you received information as a result of the health, social care and well being needs assessment in relation to migrant workers in your area?
   Yes ☐ No ☐
   If yes please give further details

2. Are you in receipt of any other information from GP’s or hospitals regarding migrant workers and access to health care?
   Yes ☐ No ☐
   If yes please give further details

3. Are you in receipt of any information from the local health boards regarding migrant workers and access to health care?
   Yes ☐ No ☐
   If yes please give further details

4. Are you aware of any issues raised by health care workers in your local area regarding migrant workers?
   Yes ☐ No ☐
   If yes please give further details
6. Do you work with partner organisations with regard to providing health care to migrant workers in your area?

Yes ☐  No ☐

If yes please give details including how you engage with these organisations

7. Please add any additional information regarding health and migrant workers in your area
Section 4: Education

1. Do you have information relating to the children of migrant workers attending schools in your area?
   Yes [ ] No [ ]
   Please give details/examples

2. Are you working with schools in your area to promote community cohesion?
   Yes [ ] No [ ]
   Please give details/examples

3. Do you know if schools in your area linking the experience of migration in the local area with the citizenship curriculum to encourage pupil thinking in positive, relevant and constructive ways?
   Yes [ ] No [ ]
   Please give details/examples

4. What support is available for schools in your area to provide teaching to children from migrant worker families with little or no English language skills?

5. Are you aware of any issues in relation to the availability of this support?
   Yes [ ] No [ ]
   Please give details/examples
6. Are there specific issues that arise regarding the delivery of Welsh language teaching for pupils arriving without English language skills?

Yes [ ]  No [ ]

Please give details/examples

7. Have schools with small numbers of learners considered collaborative work to ensure the best use of resources in relation to children of migrant workers that require support?

Yes [ ]  No [ ]

Please give details/examples

8. Are you working with employers and agencies using migrant labour and linking this intelligence with education planning?

Yes [ ]  No [ ]

If yes please give details including how you engage with these organisations

9. Please add any additional information regarding education and migrant workers in your area

BACK TO CONTENTS
Section 5: Community Safety

1. Do you think you have a clear picture of what the key issues and potential tensions are in your local area?
   Yes ☐ No ☐
   Please give details/examples

2. Are you using information and intelligence from frontline staff to identify potential sources of tension and community safety concerns?
   Yes ☐ No ☐
   Please give details/examples

3. Are you able to move fast, with the appropriate agencies, to address small tensions before they become bigger problems?
   Yes ☐ No ☐
   Please give details/examples

4. Are you working with the police or other relevant agencies to bring to justice criminal elements that may be exploiting migrant workers?
   Yes ☐ No ☐
   Please give details/examples

5. Are migrant worker issues informing your race equality schemes?
   Yes ☐ No ☐
6. Are you working with other partners to support the victims of exploitation?
   Yes ☐ No ☐
   Please give details/examples

7. Are you monitoring and gathering data on the incidents of hate crime reported by migrant workers?
   Yes ☐ No ☐
   Please give details/examples

8. Are you working with other partners to prevent or crack down on hate crime?
   Yes ☐ No ☐
   Please give details/examples

9. Is the local authority making the links between a clear vision of migration and the issues it and/or its partners are encountering on the ground?
   Yes ☐ No ☐
   Please give details/examples

10. Do you have a systematic way of using local knowledge, from people such as estate caretakers, housing officers and police officers, to identify potential sources of tension so you can act in advance of problems building up?
Mapping the Response to Migrant Workers

Yes ☐ No ☐

Please give details/examples
Section 6: Community Cohesion

1. Is your organisation working towards, or already has in place, a strategic vision in relation to community cohesion?
   Yes ☐  No ☐
   Please give details/examples

2. Is your organisation working with other agencies, in particular the police, and being proactive in making links with migrant workers to understand their needs and develop their awareness of their rights and responsibilities?
   Yes ☐  No ☐
   Please give details/examples

3. Have you carried out any consultation with the settled community about new migration to the area, helping to put issues in context and address concerns?
   Yes ☐  No ☐
   Please give details/examples

4. Are you working with representatives of the local community, such as faith leaders and parents’ representatives?
   Yes ☐  No ☐
   Please list the community groups you work with

5. Are there initiatives taking place to encourage self help and the development of community support within migrant communities?
   Yes ☐  No ☐
6. Are you joining with education, college and community education partners to identify the local need and solutions for English for Speakers of Other Languages (ESOL)?
   Yes [ ]  No [ ]
   Please give details/examples

7. Are schools, libraries, recreation and youth services using migration issues as an opportunity to promote interaction and mutual learning?
   Yes [ ]  No [ ]
   Please give details/examples
### Section 7: Employment

1. Do you have mechanisms in place to identify agencies and employers that use migrant labour in your local area?
   - Yes ☐ No ☐
   - Please give details/examples

2. Are you aware of any examples of good employment practices in relation to migrant workers in your area, for example provision of free on site teaching of English language?
   - Yes ☐ No ☐
   - Please give details/examples

3. Are you aware of any poor or illegal working practices relating to migrant workers in your area, for example tied employment contracts or zero hour contracts?
   - Yes ☐ No ☐
   - Please give details/examples

4. Has your organisation established, or are you actively developing working relationships, with local employers of migrant labour and employment agencies?
   - Yes ☐ No ☐
   - Please give details/examples

5. Are employers/agencies providing you with additional insight into the migrant labour market that helps to provide a detailed local picture of the employment of migrant workers?
   - Yes ☐ No ☐
   - Please give details/examples
6. Do you have a strategic partnership with employers in your area with regard to migrant workers?
   Yes ☐  No ☐
   Please give details/examples

7. Have you undertaken any work to encourage agencies and employers to play their part in helping migrants settle in to local communities?
   Yes ☐  No ☐
   Please give details/examples

8. Have you undertaken any work to encourage agencies and employers to play their part in promoting cohesion between communities?
   Yes ☐  No ☐
   Please give details/examples

BACK TO CONTENTS
Section 8: Effective Co-ordination and Partnership Working

1. Are you a member of a multi agency forum on migration/migrant workers?
   Yes ☐ No ☐
   If Yes, Please give details

2. Does the local authority have **formal** mechanisms in place for working with other agencies regarding issues arising as a direct result of migrant workers in your local area?
   Yes ☐ No ☐
   Please give details/examples

3. Are these **formal** mechanisms adequate for your needs?
   Yes ☐ No ☐
   Please give details/examples

4. Does the local authority have **informal** mechanisms in place for working with other agencies regarding issues arising as a direct result of migrant workers in your local area?
   Yes ☐ No ☐
   Please give details/examples
5. Are these informal mechanisms adequate for your needs?

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<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Yes</td>
<td>No</td>
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</table>

Please give details/examples

6. Do you feel there are adequate available resources to underpin local formal multi-agency mechanisms?

<p>| | | |</p>
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<tbody>
<tr>
<td>Yes</td>
<td>No</td>
<td>Not Considered</td>
</tr>
</tbody>
</table>

Please give details/examples

7. Do you have links to the WSMP?

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<tbody>
<tr>
<td>Yes</td>
<td>No</td>
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</table>

8. Partners/Contacts

Please tick any of the following partners/contacts you have directly worked with in relation to migrant workers in the past 12 months:

- Local Authority (Or Authorities)
- Employers
- Employment Agencies
- Private Sector Landlords
- Police
- NHS
- General Practitioners (GPs)
- Voluntary sector organisations
- Community sector organisations
- Migrant workers / Migrant worker groups
- Settled residents
- Media (newspapers and local news)
- Trade Unions
- Housing Officers
- Community Safety Groups
- English for Speakers of Other Languages (ESOL) providers
- Schools
- Libraries
- Recreation Services
- Wales Strategic Migration Partnership
- Border and Immigration Agency
- Environmental Health
- HM Revenue and Customs (e.g. minimum wage issues)
- Planning and Building Control
- Fire and Rescue Service
- Emergency Planning Officers
- Gang Masters Licensing Agency
- Employment Agency Standards Inspectorate
- Citizens Advice Bureau
- Interpretation services
- Social Workers
- Care Workers
- Welsh Assembly Government (WAG)
- Welsh Local Government Association (WLGA)
- Parent groups
- Banks and other account providers
- Faith groups and Religious Organisations
- Youth Services
- Other Partners
56 Semi-Structured Dialogue

56.1 Semi-structured interviews were used to gain further insights from other organisations and stakeholders that had been identified as being involved in migrant worker activities across Wales. These included representatives from the UK Border Agency, the Welsh Assembly Government and from other non-statutory organisations.

56.2 The guidance for these interviews is provided below. However, given the range of different stakeholders and their different levels of engagement with Migrant Workers, this guidance was used loosely.

### Mapping Migration Issues in Wales

<table>
<thead>
<tr>
<th>Introduce the Wales Strategic Migration Partnership</th>
<th>Background Information</th>
</tr>
</thead>
</table>
| This text also provides background information on the scope of 'Migrant Workers' | The Wales Strategic Migration Partnership (WSMP) has set out to ascertain the current level of activity, at either a strategic and/or operational level, taking place across Wales in responding to the increase in migrant workers in Wales, and consider how the WSMP can make a contribution to this through its National (Wales) Strategic Coordination role for which the WSMP is funded by the Border and Immigration Agency (BIA). The WSMP coordinates and enables a number of multi agency forum largely dealing with asylum seeker and refugee issues, but in May 2007 the WSMP was given a remit to include migrant workers. The WSMP carries out what is called an ‘enabling role’ which is defined as ‘providing a regional (or in Scotland, Wales or Northern Ireland a national) advisory, development and consultation function for member organisations from the statutory, voluntary, community and private sectors for the co-ordination and provision of advice, support and services for asylum support, unsuccessful asylum seekers, new refugees and migrants’.
For the purposes of this discussion, the term ‘new European Migrant’ refers to: Migrants from the Central and Eastern European countries that joined the EU in May 2004. These are Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. Citizens of these countries have from May 2004 been entitled to enter the UK to seek work without prior permissions, providing they register with the Department for Work and Pension’s (DWP) Worker Registration Scheme (WRS). Romania and Bulgaria joined the EU in January 2007 with additional restrictions placed on these member states in terms of accessing the UK labour market. |

<table>
<thead>
<tr>
<th>Explain the rationale of the questionnaire/interview process</th>
<th>Rationale for the interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>The WSMP, the Welsh Local Government Association (WLGA) and the Welsh Assembly Government (WAG) are all engaged in migrant worker issues on a national basis, and there is a need to develop a coordinated and strategic approach between these agencies, and others who are responding to the migrant worker agenda. Specifically, the WSMP is seeking to;</td>
<td>The aim of this questionnaire is to determine which partnerships (formal and informal) are in existence already, what partnerships should be in place, and to develop ways of sharing data, intelligence and best practice for issues surrounding new European Migrant workers across Wales.</td>
</tr>
<tr>
<td>• Identify which organisations (statutory, voluntary and community) are responding to migrant workers issues and how the work can be coordinated;</td>
<td></td>
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<tr>
<td>• identify gaps in resources and services across Wales;</td>
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</tbody>
</table>
## Mapping the Response to Migrant Workers

### Contact Details
Provide contact details for any further discussion.

| Contact Details of interviewee |  |
|------------------------------|  |
| Name of Person               |  |
| Job Title                    |  |
| Organisation                 |  |
| Contact Details:             |  |
| Address                      |  |
| Email                        |  |
| Telephone                    |  |

### Follow up request
Would the interviewee like to be kept informed of the outcomes of this research?
- Yes  
- No

### Involvement with Migrant Workers
Explore how the organisation is involved with migrant workers.
Is this a direct involvement?
- Yes  
- No

How is the organisation involved?
Who does the organisation work with/alongside?
If the organisation is involved indirectly, why is this?

### Issues with Migrant Workers
What issues does the organisation have with regard to the impact of migrant workers?

### Issues with the Migrant Worker agenda
What issues does the organisation have with regard to the co-ordination of responses to migrant workers?

### Good Practice
Has the organisation any examples of good working practices in engaging with migrant workers, or with other organisations?
Annex C

57 Named partners from all respondents

Asylum Justice
AWEMA, Swansea
Bridgend County Borough Council
Bridgend Equality Forum
British Red Cross
Cardiff City Council
Carmarthenshire Council
Central and Eastern European Association
Centre for Migration & Policy Research (CMPR), Swansea University
Children’s Commissioner for Wales
City & County of Swansea
Clearsprings Property Management Ltd
CYTUN
Dyfed-Powys Race Equality Network
Equality & Human Rights Commission
Global Village
Gwent Police
Health Social Care and Wellbeing Partnership
Jobcentre Plus
MADAF
Merthyr Tydfil College
Migrant Workers Forum (MWF)
Multi Agency Diversity Forum
Multi Agency Diversity Forum (MADF)
MWF
Newport City Council
Newport Local Health Board
North Wales Race Equality Network
Race Equality First
Save the Children
SEWREC
Siawns Teg
South Riverside Community Development Centre
South Wales Police
Swansea Local Health Board
Swansea Race Equality Council
UK Border Agency
Valley’s Race Equality Council
VALREC
WLGA Equalities Officer Network
Welsh Assembly Government
Welsh Refugee Council
Wrexham County Borough Council
### Annex D
#### 58 Data Sources in Wales

58.1 The following table provides a summary of data sources that could be used to measure aspects of migration.

<table>
<thead>
<tr>
<th>Geographic Coverage</th>
<th>Name</th>
<th>Responsibility</th>
<th>Publication Dates</th>
<th>Type</th>
<th>Web links</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Monthly first release on rolling three months</td>
<td></td>
<td>Dataset <a href="http://www.statistics.gov.uk/statbase/tsdataset.asp?vlnk=683">http://www.statistics.gov.uk/statbase/tsdataset.asp?vlnk=683</a></td>
<td>Sample of 250,000 passengers (0.2% of all passengers across the UK). Annual Population Survey is used to allocate the IPS at regional level</td>
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<tr>
<td>Regional/Authority/</td>
<td>National Insurance Numbers (NINo)</td>
<td>Department for Work and Pensions</td>
<td>Used in Accession Quarterly Monitoring reports</td>
<td>Administrative</td>
<td>Accession Monitoring Report <a href="http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/reports/accession_monitoring_report/">http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/reports/accession_monitoring_report/</a> Dataset <a href="http://83.244.183.180/mgw/final/tabtool.html">http://83.244.183.180/mgw/final/tabtool.html</a></td>
<td>NINos provide a record of residential postcode, arrival and registration date, country of origin and age. The individual may live in one authority yet work in another. The data does not record de-registrations, so cannot be used as a basis for estimating current volumes</td>
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<tr>
<td>Small Area</td>
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<tr>
<td>National/Regional</td>
<td>Worker Registration Scheme (WRS)</td>
<td>UK Border Agency</td>
<td>Used in Accession Quarterly Monitoring reports</td>
<td>Administrative</td>
<td>Accession Monitoring Report <a href="http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/reports/accession_monitoring_report/">http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/reports/accession_monitoring_report/</a> Dataset (restricted access) <a href="http://www.lgar.local.gov.uk/lgv/core/page.do?pageId=27879">http://www.lgar.local.gov.uk/lgv/core/page.do?pageId=27879</a></td>
<td>Registration is required to take employment (but not self employment) in the UK. Data is produced for first job by occupational status, date of birth, gender and nationality. There is no de-registration and the information is provided by workplace, not residency</td>
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<tr>
<td>Regional/Authority/</td>
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<tr>
<td>Parliamentary</td>
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<tr>
<td>Constituency</td>
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<thead>
<tr>
<th>Geographic Coverage</th>
<th>Name</th>
<th>Responsibility</th>
<th>Publication Dates</th>
<th>Type</th>
<th>Web links</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>National/Regional/Authority</td>
<td>First health registration of new arrivals – Flag 4</td>
<td>Department of Health</td>
<td>No migrant specific publications</td>
<td>Administrative</td>
<td>Health of Wales Information Service: <a href="http://www.wales.nhs.uk/page.cfm?pid=739">http://www.wales.nhs.uk/page.cfm?pid=739</a>  Health Intelligence: <a href="http://www.wales.nhs.uk">www.wales.nhs.uk</a></td>
<td>Registrations with GPs provide an indication of internal (re-registration with a GP) and international (registration with a previous non-UK address). So called Flag 4 data can therefore be used as a proxy measure of migration. The dataset is being replaced by the Patient Data Service and in Wales, the Welsh Demographic Service.</td>
</tr>
<tr>
<td>National/Regional/Authority/Small Area</td>
<td>Post-16 Annual School Census</td>
<td>Welsh Assembly Government</td>
<td>No migrant specific publications</td>
<td>Census</td>
<td>Contact <a href="mailto:school.stats@wales.gsi.gov.uk">school.stats@wales.gsi.gov.uk</a></td>
<td>Annual census of all post-16 learners in Welsh schools. Whilst migration is not explicitly identified, characteristics of nationality and first language provide proxy measures.</td>
</tr>
<tr>
<td>National/Regional/Authority/Small Area</td>
<td>Lifelong Learning for Wales Record</td>
<td>Welsh Assembly Government</td>
<td>No migrant specific publications</td>
<td>Administrative</td>
<td>Contact <a href="mailto:post16ed.stats@wales.gsi.gov.uk">post16ed.stats@wales.gsi.gov.uk</a></td>
<td>The LLWR is the learner record for further education and work based training in Wales. It would identify, amongst other things, activity such as ESOL provision. There is no specific identification of migration, but proxies can be derived from country of domicile and nationality.</td>
</tr>
<tr>
<td>National/Regional/Authority/Small Area</td>
<td>Higher Education Statistics Agency Student Record</td>
<td>Welsh Assembly Government</td>
<td>No migrant specific publications</td>
<td>Administrative</td>
<td>Contact <a href="mailto:post16ed.stats@wales.gsi.gov.uk">post16ed.stats@wales.gsi.gov.uk</a> Or <a href="mailto:information.provision@hesa.ac.uk">information.provision@hesa.ac.uk</a></td>
<td>The HESA student record can identify country of usual residence for learner attending higher education provision.</td>
</tr>
<tr>
<td>National/Regional/Authority</td>
<td>Electoral Register</td>
<td>Local Authorities</td>
<td>No migrant specific publications</td>
<td>Administrative</td>
<td>n/a</td>
<td>Each local authority is required to keep a register of all those entitled to vote and in doing so, needs to collect nationality. New software allows the recording of nationality and therefore could provide a source of migrant information.</td>
</tr>
</tbody>
</table>
59 The New Migrant Databank

59.1 The University of Leeds won ESRC funding to develop a New Migrant Databank, a project that began in October 2007 and presented findings from the preliminary analysis in September 2008 (Boden, P. and Rees, P., 2008).

59.2 In the latest findings the Leeds team describes that the estimation and projection of ethnic group populations for local areas requires accurate intelligence on the inflow and outflow of international migrants. In the absence of a definitive source of data that can provide these statistics, the New Migrant Databank (NMD) has been developed. The NMD combines alternative sources of international migration data into a common structure, providing consistent data reporting, a common view of the patterns and trends evident at national, regional and local authority level and the basis for further research and analysis into methods for improved estimation of immigration and emigration.

59.3 The NMD combines data from a number of sources: Total International Migration (TIM) estimates, National Insurance Number (NiNo) registrations from the National Insurance Recording System (NIRS), GP registration statistics provided by ONS, Workers Registration Scheme (WRS) statistics, international student numbers from the Higher Education Statistics Authority (HESA) and Labour Force Survey (LFS) statistics. With the exception of the LFS, data from each source has been captured for London Boroughs, local authority districts and unitary authorities in Great Britain. LFS data has been captured for Government Office Regions (GOR).

59.4 The paper reports on the conceptual and definitional differences that exist between the various sources and demonstrates how a combined view of statistics for local authority areas can provide enhanced intelligence on the pattern and trends in international migration.

59.5 The NMD is used to examine the level and distribution of immigration flows from alternative sources. ONS statistics on Total International Migration (TIM) are compared to migration data available from complementary administrative sources. Differences that exist at a national, regional and local level are examined to identify where administrative data might improve existing migration estimation methods. The
difficulty of estimating short-term migration flows is highlighted, using data from a number of sources to produce an alternative estimate of the scale of short-term migration evident since EU expansion in 2004. Finally, the paper reports on the preliminary estimation of international migration for ethnic groups, using data from the 2001 Census and NINo statistics in combination.

60 References

- The Institute of Community Cohesion (2007) *Estimating the scale and impacts of migration at the local level*, LGA