THE CHURCHILL FELLOWSHIP MIGRATION PROGRAMME

LEARNING FROM ‘LIVING WELL TOGETHER’
Foreword

Aims of this document

About the Churchill Fellowship

About the Migration Fellowship

5 – Learning brief methods

5 – A note on the case studies and lessons

A brief overview of migration and integration policy making in the UK

6 – A note on the migration debate

Analysis and key findings

7 – Audience: who are Fellows seeking to influence?

8 – Change: what is the change they are seeking to achieve?

8 – Key thematic areas

9 Migration and integration policy making

11 New approaches to refugee resettlement and welcoming

14 Creating a shared narrative of inclusion

16 Building welcoming spaces

18 Development of English language and other skills as pathways to integration and employment

20 Harnessing the skills of communities and diasporas and empowering lived experience leadership

22 Improving access to services for newcomers – both targeted and mainstream

24 Professional development for integration practitioners

26 – Opportunities: how could the shared learning of Fellows provide opportunities for change?

Conclusion

Annex A: About the author

Annex B: Contacts page for Fellows

Endnotes
FOREWORD

In 2016, when we launched this programme in partnership with The Linbury Trust, migration was one of the most talked about topics in the UK. In the midst of the developing migration crisis, the debate over what a newly defined vision of migration should be in this country was central to so much of the media, political, and everyday discussions taking place. At that time, we could not have imagined that in the intervening years global political instability, a rapidly accelerating climate crisis, and the Covid-19 pandemic would put an even more intense spotlight on the question of migration across our four nations.

However, what we were confident of then and remain confident of to this day, is that investing in individuals who are committed to making positive change in the UK would provide new energy and ideas to the migration sector in this country. In these pages, you will see the learnings and ideas from a group of individuals who are already making their mark in this sector and who have the potential to continue to inform policy and practice across the UK for years to come.

From advocating for improved peer support networks to putting lived experience leadership at the heart of decision-making, our Fellows are promoting cohesion, inclusion, and greater connection in the truest tradition of the Churchill Fellowship. As the context of migration continues to shift, the work of this group of Fellows is becoming more and more vital.

These Fellows have undertaken exceptional work as individuals but, more than that, they have developed into a network around a shared passion for improving the experience of migration and integration for everyone in the UK. Their ability to connect with each other, share knowledge, and learn from each other’s work – now and in the future – is a further reminder that while we firmly believe in the potential of individuals to lead change, it is only by working together we can unlock our true potential. The work highlighted in this report shows not only how much there is to gain from learning from the best of global practice but also the benefits we can unlock by supporting the potential of people who come to this country.

As an organisation, the Churchill Fellowship has almost six decades of experience developing connections across borders. Through their travels, their connections, and their ongoing work, our Fellows in all fields create links around the world connecting the UK to other countries, and other countries to each other, sharing ideas and perspectives as they go. The benefits they generate for the UK are a constant reminder of how much we stand to gain as a country by engaging with others.

While this report marks the conclusion of our ‘Living Well Together’ programme, it is in many ways the start of something much bigger. For everyone in the UK involved in migration policy and practice, this group of nearly 30 Fellows can be a valuable source of knowledge, ideas, and passion. They have explored different approaches from around the world and are already making a mark on policy and practice in the UK.

It’s our hope at the Churchill Fellowship that these collaborations only grow from here and that everyone working on the topic of migration in the UK will take the opportunity to engage with this group, either through their findings or by connecting in person.

Finally, I would like to extend my sincerest thanks to everyone who has made this report possible: The Linbury Trust; the Churchill Fellowship staff, Trustees, and Advisory Council; Jacqui Broadhead at COMPAS; and, most importantly, the wonderful group of Fellows whose work this report celebrates.

– Julia Weston, Chief Executive, The Churchill Fellowship
Aims of this document

This learning brief aims to capture the actionable insights from the cohort of 29 Churchill Fellows awarded under the Churchill Fellowship Migration programme. It does not duplicate the rich learning contained in individual Fellowship project reports.

Rather, it aims to identify core shared themes and make them available and accessible – with a particular focus on their potential collective policy impact and practical implementation. While this report does not represent the views of the Churchill Fellowship, it provides a synthesis of the learning of the Fellows and their work which has been supported by the Fellowship.

It is hoped this brief will:

— Ensure that Fellows are aware of key themes arising from the cohort and possibilities for collaboration between Fellows
— Identify available platforms and networks to amplify the voices of Fellows, drawing out the opportunities for collective impact
— Share the core themes and opportunities for change arising from the Fellowships supported under this programme
— Identify opportunities for Fellows to develop new partnerships and opportunities for practical impact arising from their Fellowships.

In 2016, when we launched this programme in partnership with The Linbury Trust, migration was one of the most talked about topics in the UK.

About the Churchill Fellowship

The Churchill Fellowship is a national network of more than 4,000 dynamic individuals who are inspiring change in every part of UK life. Churchill Fellows discover new ideas around the world and develop new approaches to current challenges in the UK.

Fellows are funded to discover the latest innovations and best practice in any practical issue they care passionately about, anywhere in the world. They meet leading practitioners, engage with cutting-edge projects and create a report on their findings. The Fellowship then supports them to share insights with communities and sectors across the UK, turning their ideas into action.

The Fellowship covers every area of society and reflects the life of the nation, and every UK citizen (over 18) can apply, regardless of their qualifications, background, professional experience or age. The Fellowship funds individuals not organisations and looks for future potential, not present status, prioritising people who would not receive funding from other sources.

This unique approach has created a community of highly effective changemakers working on the frontlines of today’s key issues, many of whom go on to be leaders in their fields.

The Fellowship was created as the living legacy of Sir Winston Churchill for the nation, aiming to honour his memory by reflecting his unique contribution to national life.
ABOUT THE MIGRATION FELLOWSHIP

The Migration: Living Well Together programme was developed and funded in partnership with The Linbury Trust and ran from 2017–2019.

The programme aimed to fund Fellows interested in:

— Strengthening cohesion and communication
— Tackling isolation
— Supporting engagement for migrant communities in the UK

It supported 29 Fellows whose insights are captured in this report. A full list of their project titles can be found in Annex B.

LEARNING BRIEF METHODS

This brief was developed in 2023 and covers learning from 29 Fellows who completed Fellowships as part of the Migration programme. This work was made possible through the generous support of The Linbury Trust, whose funding partnership has been instrumental in bringing these insights to fruition. To understand the learning from these reports, the following methods were employed:

— Comprehensive review and analysis of all Fellows’ reports submitted to the Churchill Fellowship by Fellows participating in this programme
— Where reports had not been submitted, this review considered blogs, new articles or updates submitted to the Churchill Fellowship
— A workshop with Fellows participating in the programme, presenting the initial analysis of themes with opportunities for feedback and discussion
— Individual follow-up phone calls were offered to those unable to attend the workshop.

LIMITATIONS

The review only considers reports and articles submitted to the Churchill Fellowship – other work undertaken by Fellows but not featured within reports was not considered.

This is particularly relevant in three areas:

1. Covid-19 pandemic: some Fellowships were completed post-pandemic, and reports reflect this, but others do not include information on the impact of the pandemic on their work and this is a gap.

2. There have been very significant changes to immigration law and governance in the UK since 2019.1

Many of these factors are not covered in reports which pre-date these changes, though the learning from them is extremely relevant and illuminates many areas in which policy makers could learn from the findings of Fellows. This is reflective of work in a rapidly developing space for policy and practice.

A NOTE ON THE CASE STUDIES AND LESSONS

This report includes case studies, quotes and lessons taken directly from Fellows’ reports. They aim to give a snapshot of the rich learning within. The aim is not to cover everything, but to encourage those interested to explore the work and learning of the 29 Fellows further.

Some Fellows’ reports are featured more than others. In no way is this a reflection of the quality of Fellowship reports, simply that some Fellowships have a more targeted set of recommendations, focused on areas of specific policy.

Some case studies and recommendations cut across thematic areas. Where this is the case, they have been grouped with the theme they most closely match, accepting there is crossover between them.

The reports also reflect the wide range of voices and viewpoints supported by the Fellowship. Whilst learning has been shared across a number of themes, it’s also important to illuminate the individual voice and character of individual Fellows.

This may mean case studies and lessons do not have the same tone of voice, or even always agree, but instead reflect a diversity of voices. Some case studies and lessons have been lightly edited and condensed for clarity.

The full story is available in the reports linked at the end of this learning brief.

“The finding and recommendations of the Fellows may at time be at odds with a debate than can seem pessimistic and focused on perceived migration harms, but it is the intention of this work to help introduce new perspectives and research to constructively inform our national discussion.”
A BRIEF OVERVIEW OF MIGRATION AND INTEGRATION POLICY MAKING IN THE UK

This report does not attempt to engage with a full analysis of changes in migration and integration policy making in the UK. However, there have been extremely significant changes since 2019, which are important to understand to engage with the key learning from these Fellowships. The following updates are correct as of the start of December 2023 but this is a rapidly developing area which means some of this context may have changed since this report was concluded.

MIGRATION POLICY MAKING
- Migration is a highly salient and often polarised political issue, though public opinion on migration in the UK has been generally become more positive since 2014.
- Migration governance is a reserved power, managed by the Home Office at UK level, with few local or devolved administration powers.
- There have been some very important migration policy changes since 2017:
  - Brexit introduced significant changes to the rights of European Economic Area nationals living in the UK (through the Settled and Pre-Settled Status for those already in the UK) and a new point-based immigration system was introduced post-Brexit.
  - Net migration to the UK was significantly reduced during the Covid-19 pandemic and was unusually high in 2022 as temporary workers and international students returned.
  - The government has introduced several policy and legislative changes focused on deterring people from seeking asylum in the UK, including the Nationality and Borders Bill, and the Rwanda Policy and Illegal Migration Act.
  - In response to different international crises and groups in need of protection, the government introduced several ‘bespoke’ arrival routes for certain groups, which have seen a considerable increase in arrivals through refugee resettlement, humanitarian visas and community sponsorship routes including:
    - Syrian Vulnerable Person’s Resettlement Scheme
    - Afghan evacuation and resettlement scheme
    - Hong Kong British Nationals Overseas Visa Scheme
    - Homes for Ukraine Community Welcome scheme.

INTEGRATION AND INCLUSION POLICY MAKING
- Integration as a policy area has much lower visibility than migration and there is no overall integration strategy for the UK.
- Integration is a devolved policy area. There are integration strategies in Scotland (New Scots) and Wales (Nation of Sanctuary and Community Cohesion action plan as part of the Wellbeing of Future Generations Act) and Northern Ireland (Refugee Strategy currently under consultation) though none for England.
- Local authorities have powers in this area, though there is little funding or capacity.
- Integration policy making focusses on:
  - English Language (ESOL) and skills provision
  - Refugee welcome and resettlement
  - Employment Support
  - Community cohesion and participation activities
  - Access to information and advice.
  - Targeted and mainstream services access.

A NOTE ON THE MIGRATION DEBATE
Whilst public opinion on migration overall has become considerably more positive over the last decade, it remains an area of division and polarisation. At the time of writing it is a highly salient political issue.

As a review of the work of the Fellows in this programme rather than the political situation generally, this report is not primarily concerned with the migration debate.

However, the case studies and examples within this report do highlight actionable and internationally tested policy and practice solutions, with a focus on supporting and welcoming people who arrive in the UK through a variety of migration routes – including asylum seekers and refugees, though not exclusively.

The finding and recommendations of the Fellows may at time be at odds with a debate than can seem pessimistic and focused on perceived migration harms, but it is the intention of this work to help introduce new perspectives and research to constructively inform our national discussion.
### Analysis and Key Findings

This report synthesises learning from Fellows’ experiences during their Fellowship and some activity on their return through support from the Activate Fund\(^{12}\) and the Covid-19 Action Fund. It looks at four core areas:

- **Audiences:** who are Fellows seeking to influence?
- **Change:** what is the change they are seeking to achieve?
- **Themes:** what are the key shared themes arising from the findings and how do they intersect?
- **Opportunities:** how could the shared learning of Fellows provide opportunities for change?

### Audience: Who are Fellows seeking to influence?

<table>
<thead>
<tr>
<th>Breakdown</th>
<th>Analysis</th>
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<tbody>
<tr>
<td><strong>Policy Makers</strong></td>
<td>Whilst the Home Office is the main government department responsible, it was notable the number of other government departments with overlapping responsibilities where there may be opportunity for influence, including:</td>
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<tr>
<td>Central Government</td>
<td>— Department for Levelling Up, Housing and Communities (DLUHC) in relation to overall integration policy and some schemes including Homes for Ukraine and Hong Kong BN(O) visas (England only)</td>
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<tr>
<td></td>
<td>— Ministry of Justice regarding immigration advice</td>
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<td></td>
<td>— Department for Education (DfE)</td>
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<td>— Department for Health and Social Care (DHSC)</td>
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There are also several proactive All Party Parliamentary Groups in this area.

| Devolved Administrations | As integration policy making is devolved a number of Fellows work in Scotland, Wales and Northern Ireland. This provides significant opportunities to influence policy making in these administrations, given the absence of a national integration strategy. |
| Local and regional government | There are several levels of influence at local and regional level, which is significant given that many of the levers of integration and inclusion powers are devolved. These include: |
| | — Local authorities and representative bodies such as the Local Government Association (and equivalents in devolved administrations) |
| | — Strategic Migration Partnerships in all UK regions |
| | — Devolved Mayoral and Combined Authorities where these have taken particular interest in these issues and where specific issues have been devolved (for example, skills policy in some cities and areas). |

| Practitioners | Several reports identify certain professions and their respective professional bodies as areas for influence in developing workforce capacity. This is particularly important in relation to peer networks and creating movements for change. Notable professions identified in multiple reports include: |
| Aligned policy areas with latent capacity for change | — Schools and teachers |
| | — Healthcare professionals |
| | — Housing professionals |
| | — Social workers |
| | — Those involved in access to Justice. |

| ‘The Sector’ | Charities and NGOs working on migration, integration and aligned policy issues are a key focus in some reports including the role of independent philanthropy supporting the migration and integration sector. For more information, see research by the Migration Exchange which sets out the state of the “sector” in 2023.\(^{11}\) |

| Public Opinion | Often mediated through the media, several reports focus on the power of sharing stories and the potential for narrative change. |

| Own Organisation | This is not primarily the scope of this learning report which is looking at connections and key themes between reports and Fellows. However inspiring change within their own organisation was a key motivation for many Fellows and therefore an important audience. |
CHANGE: WHAT IS THE CHANGE THEY ARE SEEKING TO ACHIEVE?

Whilst acknowledging the diversity of policy areas and requests for change, analysis of the reports found striking areas of consensus.

There were important requests for central government policy change in relation to migration governance. Some are specific. For example, lifting the ban on asylum seekers working. Others were more general, such as changing the tone of communications on migration and integration.

However, the extent to which a place-based and devolved approach is advocated across the reports covering different policy areas is indeed striking. Many of the policy changes requested are structural and focused on integration. These include the need to:

— Improve infrastructure for integration
— Build better professional and peer support networks across professions and disciplines
— Improve lived experience leadership
— Draw in new partners
— Improve resourcing and the conditions of this resourcing, away from the project based and short term to longer term and core funding.

Many of the case studies in the report highlight grassroots and community-led action as the place where change currently happens, both in the UK and internationally. A key recurring challenge for Fellows was how to recreate the conditions for this kind of change and replicate this at scale.

KEY THEMATIC AREAS

Analysis of the Fellows learning reveals eight key shared themes. In this section we will look at the core learning from each theme taken from a synthesis across research reports, illuminated too by key case studies and quotes from Fellows who were particularly interested in this theme.

1 Migration and integration policy making
2 New approaches to refugee resettlement and welcome
3 Creating a shared narrative of inclusion
4 Building welcoming spaces
5 Development of English language and other skills as pathways to integration and employment
6 Harnessing the skills of communities and diasporas and empowering lived experience leadership
7 Improving access to services for newcomers, both targeted and mainstream
8 Professional development for integration

Bekele Woyecha (CF 2018) with Canadian Senator Mobina Jaffer in Ottawa
There is a strong consensus across many Fellows’ reports about the lack of capacity within integration policy making in the UK – this was identified as a significant gap.

Even with pockets of good practice, innovation is often stymied by a lack of resources, political will and the ambition to be meaningfully transformative at scale.

Fellows identified:

— A need for cross-sectoral integration planning with a clear policy framework, and for a UK-wide body for policy making on integration
— The importance of developing a place-based approach, grounded in local leadership and responsive to local need, often focussed on the neighbourhood as well as at city level
— A need to focus on towns and rural areas as well as core cities
— The importance of ending the ‘postcode lottery’ of funding for integration, moving beyond project support to core resources and reducing competition for the same pots of cash. Too often networks aiming to bring together projects and share learning become unsustainable to fund. Similarly, a lack of core funding pushes interventions into a cycle of needing to find ‘the next new thing’ rather than being able to consolidate and grow organically
— Community grant making approaches could support radical civil society innovation at local level
— There is a need to involve all members of society in this work, not only migrant groups. Integration should be a whole-of-society question, walking the walk of integration as a ‘two-way’ process and including wider professions, such as teachers, and healthcare workers
— International networks provide an opportunity for shared learning and innovation.

In order to promote integration:

— Build partnerships.
— Make integration a shared responsibility across society.
— Provide funding to enable well established voluntary organisations to adapt to meet the new needs created by the arrival of Syrian families and other newcomers.
— Make funding available for new voluntary organisations working with newcomers.
— Increase the involvement of the private sector in integration efforts.
— Build relationships with newcomers based on equality and reciprocity rather than charitable giving.
— Emphasise the importance of restoring agency and autonomy in every aspect of our work with newcomers.
— Facilitate the involvement of newcomers in civil society through volunteering and joining clubs and societies, including leadership positions.
— Consider setting up mentoring/one-to-one partnership schemes for newly arrived adults and children.
— Devise and deliver orientation courses to help newcomers understand life in the UK and their rights and responsibilities.
— Increase investment in ESOL and adapt language courses to meet the needs of learners.
— Provide every adult newcomer with a personalised pathway to employment while supporting them as they take their identified steps.
— Work towards integration from day one.
FELLOW: JESSICA KENNEDY
Fellowship Title: We can’t integrate ourselves to ourselves’. Integration in Europe: Living well together?
Lesson: The importance of the grassroots and neighbourhood level in creating conditions for change.

Many speakers were linked to specific integration projects and described details from these programmes to highlight what they saw as working well in integration practice in their city. These were often NGO or volunteer-led. Some had originated in civil society organisations and then were scaled up by the state.

In Berlin I visited the Stieglitz office of the integration project known as the Integrationslotsinnen or ‘district mothers’. This is now funded by the Berlin Senate across the city and run by a larger development association.

Also, the Stadteilmütter in Neukölln, the original project where the idea of district mothers had been developed. A common theme from these and other integration projects was the importance of understanding entry points for integration activities.

In other words, how to build relationships with new migrants, refugees and established locals to promote better integration? This was particularly related to trust. Speakers from each city talked about this trust need with historically or recently marginalised groups.

The Stieglitz Integration Project intentionally used ‘softer’ activities, such as cooking together to help approach more difficult issues such as accessing services or finding work. The Stadteilmütter focused on working with families and their journey towards integration, responding to immediate questions and needs, rather than enrolling families in a one-size-fits-all programme.

It was important, they explained, that Mütter (mothers) live in the neighbourhoods in which they work. Both these projects highlighted the role of unplanned interactions in integration that could only be enabled by a hyper-local, neighbourhood-based approach: for example, meeting families in supermarkets or on the street.

In Brussels, the local Ixelles Échevin (alderman) spoke with passion about the success of very small-scale, practical initiatives that were centred around one block or one street in a particular neighbourhood and improved community integration.

Recommendations here comprise a call to those working in the integration space, both state and civil society organisations, to:

— Invest in migrant community organising
— Define a vision for integration
— Understand ecosystems thinking in relation to integration
— Recognise participation as a right and as also something important for accountability

“How to build relationships with new migrants, refugees and established locals to promote better integration? This was particularly related to trust. Speakers from each city talked about this trust need with historically or recently marginalised groups.”
New approaches to refugee resettlement and welcoming

Fellows focused on this area include Bekele Woyecha, Patrick Duce, Alison Holland, Helen Hanna and Sarah Gaughan

Refugee resettlement and community sponsorship is a policy area which has developed significantly in the UK since many of the Fellowships discussed here were completed.

The UK has opened new resettlement routes, including a form of community-led welcome through the Homes for Ukraine programme. Many Fellows visited Canada, a leader in Community Sponsorship, and Germany, learning from its experiences in welcoming many Syrian refugees post-2015.

Many of the approaches advocated now have programmes in place which could learn from the research and learning undertaken by Fellows, specifically:

— Community sponsorship marks a significant opportunity for innovation in resettlement as a complementary pathway, including exploring the role of businesses and other institutions such as universities as community sponsors
— The importance of developing wider social and community infrastructure as a means of supporting resettlement (and vice versa)
— A resettlement focus that includes a ‘day one’ approach, allowing for the consideration of orientation for newcomers to better understand UK responsibilities and culture.

FELLOW: BEKELE WOYECHA
Fellowship Title: Community Sponsorship: Civil Society at the heart of Refugee Welcome
Lesson: Recommendations for the expansion of community sponsorship in the UK – with a particular focus on the role of businesses

From 2015 I have been highly involved in the Refugee Welcome movement in the UK and have travelled across the country to build Refugee Welcome teams and work with groups built to welcome refugees locally.

Since community sponsorship of refugees was introduced in the United Kingdom in 2016, I have been at the forefront of its promotion as I have always wanted to see the scheme succeed in the United Kingdom and beyond.

I observe that different sectors of society get involved in Refugee Sponsorship for different reasons. The following are among the reasons:

1. Sponsor Refugees wherever/whoever they may be. There are those who are engaged in Refugee Sponsorship because they believe they must address the refugee crises. They don’t necessarily choose who to sponsor.
2. Saving the world and part of global movement. On a couple of occasions, I was told by sponsors that they wish to save the world. Sponsors saying ‘we are part of the global movement and must shoulder our share by sponsoring refugees’.
3. Corporate social responsibility and employee engagement. There are businesses that deliver their corporate social responsibilities through the scheme. For them, it is not enough to be concerned about Refugee Crises. Rather it is vital for them and their employees to do Refugee Sponsorship and build strong bond through it.
4. Saving talents and skills. The Refugee Sponsorship programs via universities helps those stuck in refugee camps who have promising potential. They get sponsorship so they can help themselves and contribute constructively in a not-too-distant future. This is mostly for young refugees with a strong potential to succeed.
5. Family and family friends. There are those who engage in Refugee Sponsorship to sponsor their family members or family friends.
6. Different civic, religious, and other groups. Here, people may engage in Refugee Sponsorship for a specific reason based on social and individual interests.

CANADA’S REFUGEE SPONSORSHIP PROGRAM IS SUCCESSFUL, I FEEL, BECAUSE:
— It is decades old in experience because so much has been learned
— It is not limited in scope as there is flexibility to accommodate private sponsors to do their bit also
— It brings together businesses, universities and schools so widening its scope.
— It also brings partnership between the state and private sponsors through its sponsorship system.

WHY SHOULD BUSINESSES DO COMMUNITY SPONSORSHIP?
1. By their nature businesses have organised people and money. It is easier to bring together work colleagues once businesses are convinced of the need.
2. Community Sponsorship may bring team spirit to an organisation, bringing people in different departments and levels closer for a common cause, that of welcoming newcomers.
3. Community Sponsorship makes it possible for friendship. There is a saying, ‘you can’t hire friends, rather you make friends’. So relationships between colleagues could be strengthened, moving potentially onto friendship.
4. Community Sponsorship helps people interact and share common purpose. When implemented in business, relationships naturally improve, as observed in Canada.

RECOMMENDATIONS FOR THE UK COMMUNITY SPONSORSHIP SCHEME
I feel lots could be done to widen the scope of the Community Sponsorship of Refugees scheme and build the Community Sponsorship movement in the United Kingdom. The following should be considered thoroughly:
— Brining Businesses on board – this is vital on many grounds.
— Businesses could join local groups as sponsors.
— Businesses could provide financial support to groups.
— Businesses could be potential sponsors on their own when the scope is widened.
— Businesses could provide job/ internship opportunities to newcomers.

FELLOW: SARAH GAUGHAN
Fellowship Title: Psychosocial interventions to support refugee children Lessons from the United States and Canada
Lesson: Case studies of cities in the US which have put refugee resettlement at the heart of their identity
Several communities in the United States have made welcoming refugees central to their identity. Many cities are signed up to Welcoming America’s Welcoming Cities initiative. Clarkston, a city on the outskirts of Atlanta, Georgia is an example, a community that has built its reputation on being a starter city, a reputation it has held since the 1980s.
In the past 25 years Clarkston has received over 40,000 refugees. The large number of refugees resettled there partly relates to the way refugee resettlement in the United States is organised: familial or community connections is one of the qualifying criteria for US resettlement. As a result, some refugees may congregate in the same area.
Efforts by local community and community leaders to promote and celebrate Clarkston’s reputation has been encouraged from an economic and a moral imperative. The Refuge Coffee Truck, a truck in a disused petrol station forecourt, provides a vital open-air meeting place for the whole community in an almost exclusively car-driven community.
It is staffed and run by refugees who sell coffees and snacks from the truck. They run community events such as classes in preparing traditional food and drinks from refugees’ home country, which encourage integration and supports refugees’ self-efficacy.
It also acts as a space where refugees can come for information on local services – a support service they can access easily. Portraits from the InsideOut Project, an international art project which allows everybody the opportunity to have their photo taken in a demonstration of their identity, adorn the walls.

FELLOW: HELEN HANNA
Fellowship Title: Including forcibly displaced students in higher education: What can the UK learn from Canada and Kenya?
Lesson: The potential role of universities and other institutions in refugee resettlement and welcome
I visited the World Union of Students Canada (WUSC) Head Office in Ottawa. WUSC is undoubtedly the leading NGO working with forced migrants in higher education in Canada, and potentially, the world. Indeed, it was mentioned at every meeting I attended with others active in this area when I was in both Canada and Kenya.
WUSC aims at ‘improving education, employment, and empowerment opportunities for youth around the world’. One of the ways it fulfils this is by lobbying for and administering scholarships for overseas refugee learners to study in Canada. It acts as a private sponsor to these students so that when they offer a scholarship to a university in Canada they offer permanent residency with it.
While they administer the scholarships, the scholarships themselves are funded by Canadian universities that host the students.
WUSC has worked in 39 countries since 1978 when it started with one student from Angola who left South Africa for Canada. It has been growing steadily ever since. In the early 2000s they offered up to 50 scholarships a year; in 2015 eighty were offered.
Then the global migrant ‘crisis’ occurred, part-driven by unrest in Syria. There was a huge interest in – and response to – refugee issues in Canada. The programme doubled in one year. Now, WUSC has 130 students per year on its Student Refugee Program on 80 campuses across Canada. In total it has supported more than 1800 students.

RECOMMENDATIONS
1. Leadership from the top of the university is vital – persuading UK universities to offer opportunities and support to forcibly displaced students should be encouraged.
2. UK universities could offer funded places and ongoing support.
3. UK universities could collaborate with host communities of forcibly displaced students to offer online courses.
FELLOW: PATRICK DUCE
Fellowship Title: Responding to an international Migration crisis: Testing resilience in Refugee Reception in Canada and Germany

Lesson: The importance of enabling innovation and creativity in refugee housing over the medium to long-term

The importance of having a refugee and asylum system that enables more innovative and creative approaches to housing, especially in the short and medium term.

As the reception of refugees evolves into long term integration, the importance of local communities and a more holistic approach increases. Radical approaches can forge a path where policy makers are reluctant to go – initially at least.

Both Bellevue and Refugio were started by civil society in opposition to traditional planning regulations. Both go against the grain of traditional refugee housing. Berlin and Munich have surging rental prices that make refugee housing in desirable and central locations almost impossible.

Yet both projects have bucked this pressure, providing what a newly arrived refugees need but also what the local community needs. In a country that prides itself on its big state institutions, this approach has been radical, led by the community and supported – eventually – by local politicians and planners also.

Many of us want to live in a city centre where everything is convenient. Why should newcomers not share that dream also?

RECOMMENDATIONS
1. Provide emergency and short-term accommodation for those most in need enabling civil society a base for partnership with state integration services. In the UK there is no excuse for anyone to be without a roof over their head.
2. Champion “Community Sponsorship” in the UK and encourage communities, churches, businesses, universities and groups of people to feel empowered to welcome refugees.
3. Commissioners, policy makers and local government should be open to more innovative and inclusive housing models for refugees to live and work together with local communities. Identify long term empty properties in city centres that are being under used or inactive.
4. Reclaim and recommission these dead spaces for mixed use migrant and refugee accommodation. Also, for projects that recognize the importance of art and culture in fostering integration and community participation. Combining social enterprise (cafe, art, music etc) and volunteering and accommodation can provide fertile seeds of integration and cohesion.
5. Extend the UK “move on” period to allow refugees with status to remain in Asylum Support Accommodation until in full receipt of welfare support.
6. The refugee and migrant sector need a UK wide membership body, capable of providing a voice for the whole sector, free from frontline service provision, capable of providing a unified voice to champion the rights and freedoms or all non-UK nationals. This could promote best practice, campaigning for positive messaging around integration, skills and immigration generally.
7. Cities, towns and particular areas with devolved regional responsibilities should create spaces to connect all public and private services to tackle isolation, help prevent destitution and ultimately increase integration.
8. Integration is about healthy family units and strong communities so these cross-sector frameworks should include all public services such as health, education, leisure together with social support and other third sector providers.
9. The Home Office should reintroduce a fully funded national programme of integration support for asylum seekers.
10. Develop a national “Community Sponsorship Training Programme” in the UK that provides nationwide second tier support to refugee sponsorship groups. Provide local groups with the skills, expertise, arm’s length support and knowledge to effectively organise themselves to provide support around finding accommodation, getting into schools, ESOL, work placements and volunteering for newly arrived refugees.
11. UK Government (Ministry of Justice) should reinstate legal aid in England and Wales for all immigration cases, developing regional networks of lawyers and law students to provide pro-bono advice and ensure that funding for legal aid reflects the geographical dispersal of refugees and asylum seekers in the UK.

“The Refuge Coffee Truck, a truck in a disused petrol station forecourt, provides a vital open-air meeting place for the whole community in an almost exclusively car-driven community.”
CREATING A SHARED NARRATIVE OF INCLUSION

Fellows focussed on this area include Rosie Carter, Clare Daly, Rose Fillippi, Helen Hanna, Astrid Fairclough and Emily Miller

Whilst public opinion in the UK on migration has become more positive there is a perception of a highly divided UK public and a sometimes highly negative media environment.

Fellows looked at approaches to strategic communications as a way of building consent for migration – engaging longer standing communities with migrants and sharing stories that:

- Created shared spaces and stories to act as a policy tool to build consent for migration and integration – both for longer standing communities and migrants.

- Narrative approaches that help normalise the idea of mobility

- But there are challenges, including a need to:
  - avoid (even inadvertently) ‘othering’ people or presenting them as a ‘problem to be solved’
  - bring new people into a movement which has sometimes struggled to avoid being an echo chamber
  - remember that whilst individual stories are powerful there are ethical considerations in sharing them in quite a polarised context

- Storytelling approaches can bring in the arts, culture and heritage as a way of telling shared stories and creating community and belonging – including the importance of commemorating and telling stories for diaspora communities. For example, via walking tours and life history archives.

RECOMMENDATIONS

1. Inclusion and integration narratives need to be about the inclusion of everyone, including non-migrants who feel marginalised or excluded. There is space to bring together inclusion work with community economic renewal, as both share aims to opening opportunities and building resilient communities.

2. Supporting the economic potential of all migrants, whatever their skill level, should feed into economic and industrial strategies at a regional and national level and the government should allow all asylum seekers to work after six months.

3. Good communications can form part of an integration strategy, using effective messaging to reach different groups and bridge division between communities and address difficult issues head on.

4. Leadership that presents migration in a positive, honest and accessible way, and does not just react to public opinion, can drive inclusive change – both traditional leaders like Mayors and non-traditional ones like local celebrities.

5. Mainstreaming inclusion as an effective issue needs to be the responsibility of everyone through broadening partnerships that work beyond traditional migrant structures.

6. Inclusion does not always mean bringing different groups of people

“Many of us want to live in a city centre where everything is convenient. Why should newcomers not share that dream also?”
Fellow: Emily Miller

Fellowship Title: How can a migration museum help us live well together?

Lesson: Museums can be engaged actors in the migration debate, drawing in new audiences and taking their messages out into the community. The Migration Museum responds to UK polarisation and division through a mission which aims to tell ‘all our stories.’ This is matched with a shift in the museum sector – museums are increasingly thinking of themselves as agents of change.

Learning from the growing network of migration museums and other museums engaged in social change, this fellowship looks at the ways museums engage in the migration debate, and their role in sharing learning and stories.

— Taking museums outside of the four walls: A migration museum is just one part of the ongoing discussion about diversity and inclusion and the need to reach beyond museum walls. This is particularly important for a migration museum which wants to influence people, particularly those who rarely visit museums.

— For example, Pier 21, the immigration museum for Canada, has a travelling multimedia exhibition Refugee Canada. It pops up across all provinces and in community venues such as libraries, community centres and schools.

Fellow: Rose Filippi

Fellowship Title: The Art of Integration

Lesson: Multaka – museum as meeting point, a lesson in training and participation

The arts have a vital role to play in shaping how we respond to our current age of mass migration. Cultural and creative responses need to sit alongside the work of advocacy groups, political organisations and governments.

Not only can the arts offer a counter narrative able to reaffirm the political and social subjectivity of border crossers, they also explore what’s happening outside the journalistic frame; and help shape, critique and deepen our engagement with forced displacement.

**MULTAKA – THE MUSEUM AS MEETING POINT**

Developed by the Department of Education, Outreach and Visitor Services of the Staatliche Museen plus the Education and Outreach department of the Deutsches Historisches Museum in Berlin, this award-winning project was one I read about before travelling.

I wanted to discover its inner workings to understand why it is successful. The Multaka Museum as Meeting Point project offers opportunities for New Europeans to access museum artefacts across four of the venues on the Museum Insel [island], delivering tours in their own language, each one curated by the guides themselves.

The process draws on museum artefacts chosen by each guide, as well as on their personal and professional backgrounds, enhanced by the views and experiences of those also attending. These variables mean each Multaka tour is different.
Building welcoming spaces

Fellows focussed on this area include Clare Daly, Patrick Duce, Rose Fillipi, Jessica Kennedy, Sarah Gaughan, Tim Holtam, Mohammed Dhalech, Alison Holland and Abdulah Geelah.

Grassroots, shared spaces are the bedrock of integration and inclusion practice and this shines through across reports and themes. Even when they are in radically different sectors of contexts a commitment to creating shared, accessible spaces where people can meet and mix is at the heart of many Fellows’ learning.

Central here was the importance of incidental meeting points as well as fun in creating cohesion. Opportunities for encounter did not always have to be based around areas of difference or division but instead focussed on moments of shared interest as a way of building and promoting connection.

Many Fellows were inspired by the variety of approaches and brought these approaches into their own work.

Approaches include:

- Welcome Centres in Canada – community consultation on development of welcoming spaces
- Mobilising large scale reception in Germany – from ambitious crisis response, to move on and longer-term community integration
- Museums and cultural institutions as places of intersection
- Integration through sport and community
- Facilitating dinners to bring new and longer standing communities together
- Building faith spaces (including mosques) to encourage non-Muslim communities to also visit and to develop their own British vernacular
- Focus preventive mental health interventions on activities children enjoy, and prioritise creating safe spaces where children can meet and interact.

In response to research that showed how those from ethnic minority communities are disproportionally impacted by safety incidents on land and water in UK landscapes, Mohammed developed a safety awareness campaign targeted at ethnic minority communities engaging in outdoor activities. Dhalech identified several considerations for tackling the under-representation of ethnic minorities in UK parks.

1. Organisational culture: The sector needs to address its internal culture, and organisations need to start the journey to inclusivity, from governance and senior leadership through to volunteers
2. Representation: From my own research, which I carried out in March 2021, I noticed that there is a very similar picture of underrepresentation in the national outdoor and environmental not-for-profit sector.
3. Racism: Individuals and organisations all have a responsibility to tackle racism in the sector and to call it out and act proactively to address it. Many over the years have not been proactive and have stayed silent, which does not help to address the challenges in the sector.

FELLOW:

MOHAMMED DHALECH
Fellowship Title: Engaging Black and minority ethnic communities in the outdoors
Lesson: How to improve access to the outdoors for under-represented groups

My passion for many years since I was a teenager is the outdoors. I live in one of the most beautiful parts of the UK – the Lake District, in Cumbria.

I have been passionate about engaging minoritised racial communities to access the countryside and outdoors, and how working together we can make the outdoors more inclusive.

I continue my research back in the UK, exploring initiatives to engage minoritised racial communities and how those working in the outdoors sector engage with race equality, whilst looking at how the sector can change to become more diverse and inclusive.

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FELLOW:

TIM HOLTAM
Fellowship Title: Building bridges: the universal language and power of sport
Lesson: The role of sport in building welcoming spaces

A pioneering community sports club, the Brighton Table Tennis Club, has transformed itself into a food bank and social hub that serves over 500 people a
week in one of Brighton’s most deprived neighbourhoods.

Tim’s 2018 Fellowship explored ‘Building Bridges: The universal language and power of sport’ in Italy, Jordan and Turkey. He reflects on the link to his current activities:

The importance of seeing a grassroots community response to a problem was highlighted by my Fellowship. Respond quickly and then grow and refine it - it doesn’t have to be perfect. It doesn’t have to be original, take what’s working and deliver it in your community so that they can feel the benefit.

I think sometimes people stop themselves from responding out of the perception of the need for perfection which, when you are responding to a crisis, means those in need can miss out, he concludes.

FELLOW: ABDULLAH GEELAH
Fellowship Title: The sociospatial role of mosques in shaping a cohesive identity
Lesson: how architecture and design can improve access to faith spaces

Mill Road in Cambridge, England, is an unassuming yet bustling thoroughfare of independent shops, restaurants, cafes, pubs and student flats. The mundanity of this urban scenery was broken by an exciting addition in spring 2019.

The new £23 million Cambridge Central Mosque is perhaps the most audacious and successful attempt at innovative mosque design in the UK. Absent are the garish pastiche of Indo-Saracenic design features, common amongst many British mosques.

Praise be to Allah: there are no dreadful minarets, tacky calligraphy or bearded unclejis to inform you you’re destined for hell on account of your fresh trim. And whilst the average worshipper may fail to notice it from street level, a beady-eyed six-foot person like me is able to discern a golden dome atop the magnificent building.

They have weaved horticulture, sustainability, Islamic geometry and English craftsmanship to create something unique. The mosque’s architects and trustees wanted an English mosque, yet the cultural reference seems misplaced at times as the minimalist arboreal design, subtle colours and simple furnishing could suggest a Scandinavian aesthetic.

Indeed, if Allah likes IKEA, this is the House for Him. At any rate, the mosque generally is a triumph of Anglo-Islamic architecture.

FELLOW: ALISON HOLLAND
Fellowship Title: Supporting Syrian refugees in our communities
Lesson: Dinners for newcomers and longer standing residents to build community contact

Invitations Departementet (Ministry of Invitations, Stockholm) arranges dinners to bring new and established Swedes together. Invitations are to dinner, always in the home, and free with no strings attached.

Partners are matched according to a range of criteria. Hosts and guests can express preferences about the number of guests they would like to invite, the gender of the host/guests, whether they would like to invite/ be invited by a family, and so on.

Mostly established Swedes host the first time, but the opportunity is open to all. Once they have been given a partner, an email tells them a little about their guests and specifies whether they eat vegetarian, dairy-free or halal food.

It also gives tips for a good dinner and advises hosts to avoid the ‘reindeer syndrome’ – or serving something ‘traditional’ that no one normally eats. The hosts then phone their guests to establish contact and invite them personally.

Return and repeat invitations are common. Friendships may not always develop but nevertheless the newly arrived could see what a Swedish home is like.

In response to research that showed how those from ethnic minority communities are disproportionally impacted by safety incidents on land and water in UK landscapes, Mohammed developed a safety awareness campaign targeted at ethnic minority communities engaging in outdoor activities.
Fellows focused on this area included Rosemary Brown, Emma Cleave, Kierna Corr, Rosie Carter, Patrick Duce, Clare Daly and Amanda Walters.

Provision of English language lessons, English education in schools and employment support form key parts of traditional integration policy making – with schools and workplaces similarly being seen as places where a lot of societal mixing can happen.

Many Fellows looked at inspirational approaches from overseas to improving language learning and the support available to get people into work, with recommendations across the two topics demonstrating:

**EDUCATION**
- The importance of community led approaches – in particular ones which include volunteers – such as the Fáilte Isteach model in Ireland
- The importance of taking language learning for preschool children seriously, using assessment and progression tracking – examples such as welcome classes and my language learning diary from Berlin
- The need for learner-led and asset-based approaches to language learning in UK schools which builds on the UK’s linguistic diversity as the asset it is.

**EMPLOYMENT**
- The importance of providing the right to work and extension of the move on period for asylum seekers as a method for supporting employment as a pathway to integration
- The need to improve community organising to advocate for improved working conditions for low paid migrant workers

**RECOMMENDATIONS**
Adapt the Fáilte Isteach model to the UK:

2. Recruitment and management. Stringent volunteer recruitment, induction and training are vital, including training on safeguarding.
3. Support. Language lessons often go hand-in-hand with meeting basic needs like food, medical care and advice on crucial issues like accommodation. This can often be achieved through partnerships.
4. Sensitivity. People seeking asylum and refugees face many challenges. Cultural sensitivity, patience and understanding are needed.
7. Focus. Practical language learning for everyday life is key. Involving students in how they learn gives them a voice as well as a sense of responsibility.
8. Sharing cultures. Introducing UK lifestyles and culture through lessons and field trips helps learners understand their new country. Equally, sharing cultures and lifestyles from their countries of origin instils a sense of identity and pride in newcomers.

"In Germany there’s a big emphasis on the different levels of speech a child is using or can use – more so than in the UK. Most of this documentation allows for differentiation and for more steps to encourage a child to develop speech further."
FELLOW: EMMA CLEAVE
Fellowship Title: Language, Education and Social Justice: International Strategies for Systems Change in Multilingual Schools
Lesson: Work with teachers and school leaders to develop capacity for language learning in schools to improve outcomes for multi-lingual learners

In an increasingly globalised and interconnected world, cultural diversity and multilingualism is valued as an asset across education, business and society. However linguistic diversity in schools in England is still a relatively new phenomenon and presents an opportunity for England’s education system to be a global leader in standards for what a multicultural, multilingual education system looks like, helping prepare teachers and learners to participate in a global society.

RECOMMENDATIONS
1. Engage learners, parents and communities to co-create a strategy and shared vision for what best practice should be in a multilingual school setting.
2. Shift mindsets through asset-based approaches to language and create clearer career pathways for teachers.
3. Collaborate with a range of school leaders to prioritise language learning.
4. Design a new national policy for teaching in diverse, multicultural and multilingual classrooms including detailed statutory guidance on implementing equitable provision and formative assessment in schools.
5. Embed a learning system that guides, tests and constantly refines the strategy and approach.

FELLOW: KIERNA CORR
Fellowship Title: How preschools are supporting migrant pupils in Germany and Sweden
Lesson: Engaging the youngest learners in pre-school to improve their language skills

‘MEIN SPRACHLERNTAGE BUCH’ –

In Berlin whilst working with Dr Gesina Volkmann from Sprach Förder Zendrum (SFZ) I came across the ‘Mein Sprachlerntage Buch’ (which can be translated as ‘My Language Learning Diary’) which every child is given when entering pre-school.

The best way to describe it in a UK context would be a cross between a learning journal and a portfolio. It’s filled in by parents and educators as a child goes through pre-school.

The way it was used varied. The best examples were used in a wonderful way to spark conversations between children and staff about past events, family occasions and pre-school events.

In Germany there’s a big emphasis on the different levels of speech a child is using or can use - more so than in the UK. Most of this documentation allows for differentiation and for more steps to encourage a child to develop speech further.

RECOMMENDATIONS
1. All children should be offered two years of a preschool place before starting formal education - not just migrants.
2. Staff working in preschool environments should be trained to support all children in their language acquisition journey with particular emphasis on migrant children being teamed up with local children for peer-to-peer learning.
3. Adopt the Berlin Language Learning Diary model.
4. Provide orientation support to migrant families to understand school admissions, in particular in-year admissions, as well as parental expectations in the UK.

FELLOW: AMANDA WALTERS
Fellowship Title: How to build a powerful movement of low-wage migrant workers
Lessons: Community organising can support low wage migrant workers to access their rights

It’s time we invested in our cleaners. For the last year, I have begun to build a new organisation called the Centre for Progressive Change, building an alliance of trade unions and community organisations that work with low-paid migrant cleaners.

The aim is to create a unified force that can organise for the interests of cleaners and ensure their protection as key workers. During my time organising cleaners for the Living Wage campaign, I rarely saw trade unions and community organisations coming together to unite workers, their communities and trade unions.

As a result, my Churchill Fellowship focused on learning from organisations in the USA about how we can bridge the gap between community organising and trade union organising.

One of the things I witnessed in the US was labour and community groups coming together by a combination of organising, political strategy, research and communications. Inspired by this I am beginning the process of piloting this method in the UK to create an effective Labour Community alliance.
Many Fellowships focused on the latent opportunities that sit within diaspora communities if we can take asset-based approaches to build on them more. The very nature of Fellowship (learning from international experiences and using it to bring experiences back to your own community and context) highlights a need to take a ‘global’ approach to diaspora.

Approaches advocated included:

- Commissioning services harnessing the experience and cultural understanding of existing refugee communities
- Community consultation and empowerment exercises, through migrant community organising and, for example, Welcoming Centres movement in Canada
- Fostering greater refugee and migrant democratic participation.

Whilst there was a consistent recognition of the need to improve representation and lived experience leadership. Some reports recognised more structural questions and a need to recognise questions of inequality and racism as barriers to change and the need to confront this openly and honestly.

FELLOWSHIP:

**DEBBIE ARIYO**

*Title: Diaspora Communities As Safety Nets In Protecting Child Victims of Trafficking*

**Lesson:** the importance of nurturing diaspora engagement structures to create inclusive spaces

“Diaspora engagement structures need to be nurtured and developed as spaces where practitioners can interact with the diaspora communities on modern slavery issues.

Also, where agencies can work in partnership with this important set of stakeholders to help strengthen and improve interventions to address modern slavery in the country.”

**RECOMMENDATIONS**

1. Diaspora Community Engagement should be incorporated as a core element of UK anti-trafficking and anti-slavery strategies through.
2. Implementation by key government departments and local government.
4. Development of programmes which support diaspora leadership.
5. We should capitalise better on the potential of diaspora communities for Britain’s Global leadership through the establishment of a UK Diaspora Engagement Programme to engage diaspora members as development actors in their countries or regions of origin, with a focus on addressing modern slavery and human trafficking.

FELLOW: CLARE DALY

*Fellowship Title: Migrants and Refugees: Exploring Integration Models in Canada and Norway*

**Lesson:** providing employment support for newly arrived migrants can improve outcomes

1. Norway’s introduction programme provided by the Directorate of Integration and Diversity
2. A two-year programme offered to newly arrived immigrants between the ages of 18 and 55 who need to obtain basic qualifications and who have been granted Norwegian residence permit under specific sections of the Immigration Act.
3. The basic components of the programme are: Norwegian language training (600 hours); Norwegian social studies for adult immigrants (50 hours); Measures that prepare participants for further education or access to working life.
4. Strategic focus: individually tailored through a systematic assessment of formal and informal skills and competences.
5. Participants receive a monthly salary.

The overarching goal of Norwegian integration policy is to provide incentives and opportunities for participation in the workforce and community life. In this way, it encourages newcomers to contribute to and participate in their local community.

Under the Directorate of Integration and Diversity (IMDI), the Introduction Programme is the key framework government uses as part of its integration
strategy. As noted above, the key components are focused on preparing newcomers for the employment sector, language acquisition and providing support in taking part in Norwegian social life.

Participants receive a monthly income as part of the conditions for taking part. In discussions with International Director Ohene Aboagye, it was noted the programme has been successful as it enhances opportunities for participants to rapidly find work or enter education and training. This is an important point given newcomers may lack basic qualifications. It means participants have a clearer understanding about social and cultural life in their new country, helping to fill any gaps in knowledge.

The issue of securing successful pathways into labour market participation for migrants and refugees remains a challenge for countries globally. In Norway, the statistics on employment via the Introduction Program are impressive and add weight to the value of such programs for other countries. This is particularly useful for newcomers who may lack basic qualifications. The focus on volunteering has benefits in terms of enhancing language acquisition. However, the programme is not without limitations. For instance it tends to focus on basic skill development which may not be suitable for newcomers with higher education and substantial work experience.

The recommendations for the report include:

1. Encouraging a more nuanced understanding of Chinatown, particularly in national media and narratives.
2. Normalising conversations about hate and racism within Chinatown and using creative ways to encourage people to participate in these important conversations.
3. Recognising and accommodating significant cultural, generational and linguistic barriers to discussing racism within Chinatown.
4. Appreciating the impact of hierarchies of Chinatown’s business community and those who are included and excluded from participating in civic life in the area.
5. Raising awareness of community support structures and specialist services within Chinatown’s workforce.

FELLOW: FREYA AITKEN-TURFF
Fellowship
Title: Mitigating the risks and challenges faced by Chinatowns to ensure their economic viability
Lesson: tackling racism and hate crime in diaspora communities

“No Place for Hate: Post-Pandemic Actions for London’s Chinatown” is a report which looks into London’s Chinatown’s post pandemic recovery with an emphasis on Covid-19 racism, building on a Fellowship which looked at global learning from the development of Chinatowns.

“Diaspora engagement structures need to be nurtured and developed as spaces where practitioners can interact with the diaspora communities on modern slavery issues.”
Fellows focused on this area include Debbie Ariyo, Clare Daly, Sarah Gaughan, Patrick Duce, Astrid Fairclough, Ella Johnson, Jessica Smith, Mohammed Dhalech and Saieda Rouass

Many Fellows’ reports looked at the balance between services targeted at the needs of newcomers, whilst aiming to make mainstream services as inclusive as possible to facilitate the widest possible access to services for newcomers.

The approaches in this section focus on examples of targeted services and approaches to mainstreaming provision effectively.

Targeted services identified included:

— Access to specialist Domestic Violence services for migrants
— Addressing major gaps in access to legal advice
— Introducing firewalls on data sharing with the Home Office where fear prevents the uptake of services

Mainstreaming needs included the importance of:

— Early intervention and preventative approaches (for example in mental health)
— Providing equality of access through removing barriers such as:
— Targeting communications to improve access to mainstream services which are currently underutilised by newcomers (e.g. parks and outdoor services) and to improve understanding of rights to services
— Providing culturally targeted services and language access to support access to mainstream services
— Advocating for change in policies restricting access to services

FELLOWS:
SAIE DA ROUASS
Fellowship Title:
Countering violent extremism by understanding why women join extremist groups (original project) and The Pandemic’s impact on Moroccan and Arabic-speaking women and services in West London (Covid 19 project)

Lesson:
Empowering migrant women to improve access to domestic abuse services

Al-Hasaniya Moran Women’s Centre serves the health, welfare, educational and cultural needs of Moroccan and Arabic-speaking women and their families in the Royal Borough of Kensington & Chelsea as well as London-wide.

Al-Hasaniya consists of female staff. They provide life-saving and life-changing services that alleviate pressure on statutory services yet do not have equal access to decision-making at local and national level. Instead, Al-Hasaniya uses campaigning and advocacy to shape policies which impact the women it supports.

Looking ahead, local and national decision-making processes must be more inclusive of charities that provide immediate and long-term support to all women.

Al-Hasaniya is positioned to identify the long-term impact of the pandemic and lockdown, such as greater community mental health needs, and should be supported to develop innovative ways of responding.

Such charities should be supported to strengthen and harness their innovative capacity, demonstrated by their responses to the pandemic and lockdown.

RECOMMENDATIONS:
1. Funding models for non-statutory domestic abuse services should be restructured to allow for greater autonomy over the use of those funds.
2. More detail: traditional funding models of limited access to unrestricted funding, and project funding geared towards certain outcomes, leave such charities not able to cover all costs of service provision. For example, funding models may determine the catchment area that those funds should cover (in the case of Al-Hasaniya, the tri-boroughs of Hammersmith and Fulham, Kensington and Chelsea, and Westminster).
3. Yet women often contact the charity from outside the catchment area, because they may hear it offers specialist services to Moroccan and Arabic speaking women. With a No-Woman-Turned-Away policy, Al-Hasaniya often has to find ways to support all women who make contact, but without any funding to do so.

Al-Hasaniya consists of female staff. They provide life-saving and life-changing services that alleviate pressure on statutory services yet do not have equal access to decision-making at local and national level. “
2. NHS charging affects treatment beyond maternity services, and many of the challenges experienced by pregnant women in Sweden before (and in some cases, after) the reform are currently experienced by undocumented migrants in the UK who need NHS treatment and preventative care for a broad range of health issues. In the interests of maintaining the health and human rights of everyone in the UK, the NHS charging regulations should be suspended pending a thorough and transparent equalities impact assessment exploring the relationship between charging legislation and widening health inequalities.

3. Introduce a rigorous system for monitoring the impact of the NHS charging regulations, including numbers of patients who withdraw from services having been presented with an invoice. Or who are asked to prove their immigration status and late/absent presentation to maternity services on behalf of women affected, being vigilant to the necessity of a firewall to protect data.

4. Suspend all data-sharing practices between the NHS and the Home Office to restore patient trust in health services and ensure the message is communicated via a public information campaign using innovative means to target those affected by previous agreements.

5. Introduce targeted communications to ensure everyone in the UK understands how to navigate the NHS and their entitlement to NHS services.

**RECOMMENDATIONS**

1. Enable undocumented women to access maternity services on the same basis as UK nationals, such as those introduced in Sweden in 2013.

2. NHS charging affects treatment beyond maternity services, and many of the challenges experienced by pregnant women in Sweden before (and in some cases, after) the reform are currently experienced by undocumented migrants in the UK who need NHS treatment and preventative care for a broad range of health issues. In the interests of maintaining the health and human rights of everyone in the UK, the NHS charging regulations should be suspended pending a thorough and transparent equalities impact assessment exploring the relationship between charging legislation and widening health inequalities.

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**FELLOW: JESSICA SMITH**

**Fellowship Title:** Delivering Healthcare to Refugees and Asylum Seekers Learning from General Practice in Sweden, Germany and Italy

**Lesson:** Using transcultural mediators to improve access to GPs for asylum seekers and refugees

Migration policy and attitudes towards migration are topical issues in all three countries, Sweden, Germany and Italy. Some interviewees were concerned about the impact of policy, and in some instances the rise of anti-migrant rhetoric on refugees, asylum seekers and undocumented migrants’ rights for healthcare access.

The research highlights a variety of approaches that have emerged in response to these challenges. These include:

- Information and support for GPs
- Cultural mediation between patients and healthcare professionals

There is no ‘formula’ for ensuring general practice meets the needs of refugees and asylum seekers. Neither can the approaches identified in this report necessarily be transferred to England.

The research does, however, highlight approaches and principles important in meeting the needs of refugees, asylum seekers and other patients whose circumstances may well be vulnerable. These include multidisciplinary team working, recognising consultations as cross-cultural encounters, as well as holistic approaches to healthcare.

Achieving this requires not only skilled and motivated staff but also:

- Investment in the GP sector, including efforts to sustain and grow the workforce
- More training and development for GPs
- Due consideration by Clinical Commissioning Groups in the commissioning of GP services

**CASE STUDY: TRANSCULTURAL CENTRE, STOCKHOLM**

The Centre, funded by the Stockholm County Council, exists to provide support to health professionals (including GPs) and dental care staff concerning issues of:

- Health and culture
- Migration and refugee status
- Assessment and treatment

This is provided via advice, consultations, and supervision for healthcare professionals in Stockholm. Services are provided free of charge via telephone and face-to-face appointments, both at the Centre and at healthcare locations.

The Centre encourages health staff to reflect on their own cultural position and how it interacts with the cultural positions of their patients.

In addition to support and advice for health professionals, the Centre provides health communication for newly arrived refugees and migrants on a range of subjects including: the impact of migration on health, healthy eating, sexual health and parenting.

The programme is delivered by a team of Health Communicators. These are bilingual health advisors with professional medical backgrounds and, crucially, have personal experience of migrating to Sweden.

The health communicators are uniquely placed to empathise with new arrivals to the city and help them to get to grips with their entitlements and how to navigate the health system, but also to develop an understanding of the ‘medical culture’ in Sweden. This often differs significantly from the medical culture of their homeland.

The Centre has its roots in Transcultural Psychiatry, a branch of psychiatry concerned with the cultural context of mental health problems.
Integration can feel like a niche or sidelined policy area but a strong theme came through for the need to engage wider professionals to get involved in migration and integration, creating a workforce informed on and able to lead on this area. Examples highlighted include:

— Movement building in access to migrant healthcare (as in Sweden)
— Exploring the role of Royal College of GPs and CCGs in providing adequate info to GPs on migrant access to healthcare and commissioning appropriate support services
— Creating professional development standards (for example in education)

**FELLOW: EMMA CLEAVE**

**Fellowship Title:** Language, Education and Social Justice: International Strategies for Systems Change in Multilingual Schools

**Lesson:** View teachers engaged in English language teaching as a wider social mission for change

In an increasingly globalised and interconnected world, cultural diversity and multilingualism is valued as an asset across education, business and society. However, this linguistic diversity in schools in England is still a relatively new phenomenon and presents a significant opportunity for England’s education system to become a global leader in setting standards for what a multicultural, multilingual education system looks like by preparing all teachers and learners to participate in global society.

**FINDINGS**

Five themes have played key roles in enabling policy makers and practitioners to achieve change in international education systems and to improve educational outcomes for multilingual learners.

— Learner voice: Education systems that engage multilingual learners and their families directly in policymaking are more likely to have an equitable approach to language education and diversity, with policies that are conceived, designed and owned by diverse, multilingual communities themselves.
— Collective teacher autonomy: Teachers who engage with a wider social mission can act as agents of school reform.
— Diverse and shared leadership: Leadership strategies that employ principles of shared and distributed leadership and that actively seek to address institutional racism and structural barriers to broader leadership within the education system. Such building school leadership teams are more representative of the diverse, multilingual communities they serve.
— Asset-based approaches: Education policies and programmes that promote multilingualism as an asset and apply a ‘can do’ philosophy to learner assessment create a tangible shift in the way languages are perceived and valued, moving from a monolingual, ‘English-only’ mindset to a more flexible approach which encourages linguistic diversity in the classroom.
— Social justice and equity in education: Education systems that view language education as a social justice issue, promoting equitable access to the curriculum in English via clear policies, guidance and assessment practices, demonstrate more comprehensive support as well as better outcomes for learners.

**RECOMMENDATIONS**

1. Engage learners, parents and communities to co-create a strategy and shared vision for what best practice looks like in the multilingual school setting.
2. Shift mindsets through asset-based approaches to language and create clear career pathways for teachers.
3. Collaborate with a diverse range of school leaders to prioritise language and equity for change.
4. Design a new national policy for teaching in diverse, multicultural, multilingual classrooms including detailed statutory guidance on implementing equitable provision and formative assessment in schools.
5. Embed a learning system that guides, tests and constantly refines the strategy and approach.
FELLOW: ASTRID FAIRCLOUGH

Fellowship Title: People who tackle FGM need support; how can we reduce the burden and support them better? ‘We carry this trauma’

Lesson: the importance of peer networks supporting practitioners – particularly in areas related to trauma

Many contributors recognised how the support they received from their peers was the thing which made the most practical difference to them. Without fail, when asked what motivates them, they said that they think about the girls who are saved from this violent and meaningless abuse.

By strengthening and facilitating the network and peer support mechanisms the vibrant, diverse and resilient End FGM movement can learn to support and sustain itself. By making sure we can see progress and talk more about it, the movement will provide motivation to carry on, remain centred and focused on the young girls who rely on us for protection.

RECOMMENDATIONS

1. People who work to End FGM face personal and professional burdens as a result. We need to provide help and support and reduce this burden.
2. An End FGM change programme works better when all aspects of society and Government are involved, using a whole system approach. We need to make sure all stakeholders are involved and active.
3. To change the view of someone who supports FGM is difficult. We need adopt an approach which targets the specific views they hold, whilst recognising that those involved in the work need to understand how difficult this may be.
4. FGM is a persistent gender inequality as much as gender-based violence – and it needs to be tackled as such.
5. The message must stay ‘End FGM’. Anything else will slow us down. So we should carry this message and work with everyone to support the End FGM message, not alternatives.
6. End FGM networks often face difficulties in being sustainable and effective. But we need to overcome this as they are essential support networks.
7. The End FGM movement has previously struggled to bring new people on board and to maintain momentum. But we need to find ways to do this, because the movement needs more people involved to spread the burden.
8. Where the ‘third sector’ is recognised as a profession, whose skills and capabilities receive investment, the outcomes are greater. We need to find this investment and provide support.
9. Projects often face financial instability; this leads to many consequences and distracts from the purpose to End FGM. So we need to introduce measures to reduce the instabilities.
10. Evaluation and evidence of what works is still lacking. This hinders working together and much more. We must work together to overcome this and can try different ideas to work more effectively together.

“By making sure we can see progress and talk more about it, the movement will provide motivation to carry on, remain centred and focused on the young girls who rely on us for protection.”
Opportunities: How could the shared learning of Fellows provide opportunities for change?

This learning brief considers the learning across Fellows’ reports and a number of recommendations for change. It has also identified the audiences that Fellows aimed to influence with their recommendations.

In this section, we consider the opportunities for change which are apparent across reports and where there might be a timely chance to create change at either a policy or practitioner level.

<table>
<thead>
<tr>
<th>Opportunity</th>
<th>To influence who?</th>
</tr>
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<tbody>
<tr>
<td><strong>Put lived experience leadership at the heart of the sector</strong></td>
<td>Findings across Fellowship reports highlight the opportunities which sit within diaspora and community groups – but which are often untapped due to a deficit-based approach or a lack of lived experience leadership to recognize this potential. Moving to a lived experience model provides the opportunity to harness it. Models from Clore Social Leadership demonstrate the capacity to develop lived experience leadership within the sector.</td>
</tr>
<tr>
<td><strong>Increase in resettlement and community sponsorship schemes and need for expertise</strong></td>
<td>Since the completion of these Fellowships there has been a significant increase in resettlement and community led approaches to housing refugees. Learning within Fellowship reports can directly support central government (in particular DLUHC), devolved administrations, local government and strategic migration partnerships to develop their approach for long term sustainable resettlement and sponsorship, and to improve outcomes.</td>
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<tr>
<td><strong>Framing integration into wider policy conversations and for other public sector organisations</strong></td>
<td>A number of Fellows noted the capacity of public sector professionals (such as doctors and teachers) to develop their voice and capacity to work together to act as catalysts for change. This aims to move integration and inclusion from a relatively niche and low visibility policy concern to a wider conversation about the type of communities we want to live in – fitting in well with the ‘Living Well Together’ theme for this programme.</td>
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<tr>
<td><strong>Sharing positive, asset-based stories of interventions that work</strong></td>
<td>Whilst often appearing to be a highly divisive topic, public opinion on migration in the UK has been slowly, but consistently, warming since 2014. However, headlines are generally dominated by migration stories (at the time of writing focussed on small boat arrivals and asylum seeker housing). This cohort of Fellows draws together an important repository of positive, asset-based stories of interventions that can work, which could provide a useful tonic to the – often negative – stories which dominate the migration space.</td>
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<td><strong>Increased devolution deals in England – particularly focused on skills</strong></td>
<td>Several Fellows focused on innovative ideas to promote language learning – both for children and adults and in formal and informal settings. Adult language learning has recently been devolved to a number of cities and the learning from these approaches (as well as others, for example in relation to employability) could provide a useful resource for entrepreneurial cities looking for policy solutions.</td>
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<tr>
<td><strong>Develop the infrastructure for integration in the UK</strong></td>
<td>A theme running through many reports is the need for the development of proactive infrastructure for integration in the UK. With the increase in resettlement schemes and new responsibilities through the Hong Kong BN(O) and Homes for Ukraine schemes, there’s an opportunity for the proactive development of infrastructure at the local level as well as within devolved administrations and the chance for influence within central and local government. This may also be an area for support from independent philanthropy – as outlined in recent research by UCL Policy Lab.</td>
</tr>
<tr>
<td><strong>Improve peer learning between Fellows</strong></td>
<td>There is an incredible diversity within the learning, stories and experiences that this cohort of Fellows bring to the table, perhaps uniquely in the migration sector. There are presently very limited opportunities for the sharing of best practice on migration and integration in the UK. This cohort provides the potential for longer term, transformative change.</td>
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</table>
CONCLUSION

Migration and integration are complex, multi-faceted global policy issues. Learning from around the globe has enabled Fellows to draw on a wide range of work finding examples of best practice and innovative approaches to tackle challenges.

Migration is often at the top of the political agenda, but in a way which can be sometimes polarised and divisive. The lessons in this learning brief provide a potential roadmap for a different kind of debate, focussing on positive examples of how we can live well together.

This brief points to the opportunities for Fellows to influence and inform future policy and practice at local and national level.

Inclusion needs to be about levelling the playing field of opportunity to everyone. We can get there by identifying a shared struggle and developing the infrastructure to fight for that.
ANNEX A
ABOUT THE AUTHOR

Jacqui Broadhead is co-Director of the Centre on Migration, Policy and Society (COMPAS) at the University of Oxford where her research focusses on migration governance and integration at the local level. In 2016, Jacqui completed a Churchill Fellowship, visiting cities in the US and Italy, exploring their approaches to migrant integration and welcoming.

ANNEX B
CONTACTS PAGE FOR FELLOWS

Freya Aitken-Turff
Chinese take-away: perspectives on Chinatown’s economic, cultural and social prospects.
churchillfellowship.org/ideas-experts/fellows-directory/freya-aitken-turff/

Debbie Ariyo
Community safety-nets for victims of human trafficking and forced migration
churchillfellowship.org/ideas-experts/fellows-directory/debbie-ariyo/

Rosemary Brown
The language of friendship: refugees learning with locals
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Rosie Carter
Integration in small-town communities
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Emma Cleave
Language, education and social justice: high-impact programmes for diverse classrooms
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Kierna Corr
Inclusion of migrant families at preschool level
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Clare Daly
Migrants and refugees: social inclusion in the highlands of Scotland
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Mohammed Dhalech
Engaging Black and minority ethnic communities in the outdoors
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Patrick Duce
International responses to migrant destitution: lessons for the UK
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Astrid Fairclough
FGM: how healthcare professionals from affected communities are supported
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Rose Filippi
Using the arts as a tool for refugee integration
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Sarah Gaughan
Psychosocial interventions to support refugee children
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Abdulah Geelah
The socio-spatial role of mosques in shaping a cohesive identity
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Helen Hanna
Including refugees in higher education: what works?
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Alison Holland
Supporting Syrian refugees in our communities
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Tim Holtam
Building bridges: the universal language and power of sport
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Ella Johnson
Migration and maternal healthcare: lessons from Europe
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Jessica Kennedy
Living well together in Europe: cross-European learning on migration
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Emily Miller
How can a migration museum help us live well together?
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Saieda Rouass
Women fighting violent extremism: from victim to peace advocate
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General practice’s role in supporting refugees: learning from Scandinavia
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Bekele Woyecha
Community sponsorship: civil society at the heart of refugee welcome
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Amanda Walters
How to build a powerful movement of low-wage migrant workers
churchillfellowship.org/ideas-experts/fellows-directory/amanda-walters/


5 Walsh, Peter and Sumption, Madeleine (n.d.) UK policies to deter people from claiming asylum, [online] Available from: https://migrationobservatory.ox.ac.uk/resources/commentaries/uk-policies-to-deter-people-from-claiming-asylum/


11 Harding, Roger (2017) British Social Attitudes 34, Nat Cen

12 The Activate Fund is a pilot project of the Churchill Fellowship, exploring how the programme can best support UK impact. In the past, financial support for Fellows focused mainly on their research phase and especially their global travels. However, extensive consultation with Fellows indicated that the post-research phase would benefit from financial assistance too and a number of projects were funded through this pilot phase.

The Churchill Fellowship is the operating name of the Winston Churchill Memorial Trust, registered charity no 313952.