

The Outsider Project:

Empowering Local Community Organising For Migrant Led Change



January 2018

Introduction

During 2017 the Migrants' Rights Network coordinated the Outsider Project in four locations across England, in response to the steadily worsening perception of, and increased hostility towards, migrants living in the UK.

The Outsider Project supported migrants affected by the negative discourse around immigration, and promoted a positive narrative demonstrating the benefits of living in an open society where migration is commonplace. The project sought to achieve this by establishing migrant spokespersons to counter the negative narrative around migration, by supporting local migrant communities to organise and build bridges with non-migrant populations, and by lobbying policy makers and stakeholders to demonstrate the consequences of restrictive immigration policies on their communities and beyond.

The design of the Outsider Project aimed to ensure that both its approach and delivery was migrant led. The project's approach was adopted from participatory action research methodology, and developed through stages of training local leaders, research and evidence analysis. Based upon this, local Migrant Leaders in each location received training and support to ensure that they had the skills and connections to develop and lead the project's advocacy initiatives, and - with the support of the Migrants' Rights Network - engage and support local migrant communities to organise around and act on key issues they identified as affecting them.

In this report we outline the project's successes, challenges, learnings and recommendations for organisations, groups and individuals who are interested in designing and delivering projects that ensure a migrant-led approach, with the aim of promoting these positive practices and encouraging their adoption in forthcoming project design.

Project Overview

The Outsider Project was delivered in four locations in England - Boston, Wolverhampton, Oldham and the London Borough of Barking and Dagenham - which were selected due to their majority leave vote in the 2016 EU Referendum and their high non-UK born population¹.

In each location the project was delivered in partnership with a local partner organisation or local Consultant, selected based on their focus of supporting and advocating for the rights of migrants². Through this partnership a local Project Coordinator was employed in each location, who provided local project support and leadership during the delivery of the project, in particular with a focus on recruiting, engaging and supporting a team of local volunteer Migrant Leaders.

During the course of the year the team in each location undertook research and listening exercises to engage local migrant communities in identifying and highlighting the key issues affecting them, which they then sought to address through project planning and delivery. Throughout the project the teams worked to build relationships with stakeholders, local organisations, policy makers, and non-migrant communities to promote a positive narrative around migration, as well as focusing on engaging local media to increase positive coverage of migrant-led action.

Action taken included meetings with policy makers and stakeholders, as well as public events; further in depth detail about the issues, action and outcomes can be found in the 'Action and Impact' section of the report.

Recommendations

As are explored in further detail in the 'Learnings and Recommendations' section of the report, from the delivery of the project the Migrants' Rights Network would recommend to project looking to deliver or support a migrant-led project:

● Localism and Partner Organisations

During the project MRN worked in partnership with local organisations and Coordinators in each location, who had expertise in and experience of working with migrants locally. This ensured that MRN did not 'parachute' into an area, and instead worked collaboratively in a partnership where both sides shared the knowledge, skills and links needed to successfully deliver the project at local level. The local organisations and Consultants provided local knowledge, expertise and connections that made the project accessible to local migrant communities and encouraged their engagement. For similar projects, if an organisation has not previously worked in a locality, or more commonly works at national level, it would be recommended to partner with a local organisation.

● Migrant Communities: Raising Voices & Ownership

Ensuring projects are designed to ensure that at every stage aims and actions were representative of the concerns and needs of the many and varied migrant communities living in each area, to ensure community engagement throughout the project's planning and implementation was essential. The Outsider Project was designed with time to consult with local migrant communities and provide the spaces for them to influence the project with their thoughts and experiences, which ensured the project reflected the local communities and their experiences. This was a key and essential role within the project, one because it reflected the local needs and issues, and also ensured the Migrant Leaders and communities owned the issues they wanted to tackle, and how they would do this.

● Migrant Leaders: Development Opportunities

Projects of a similar design and methodology should ensure that resources include training so all migrant leaders have access to development opportunities. This ensures that migrant leaders are empowered, and gain the skills and experience to influence the project's direction. This leads to projects that are inclusive, successful and valuable to those who participate.

● Importance of Funding & Responsibility

The provision of funding for any activities Migrant Leaders conceived or coordinated was important in enabling the teams to realise and implement their plans; to ensure that Migrant Leaders were able to take action on the key issues they identified, the funding for the project's public activities was vital. Therefore, a key recommendation from the project's learnings for any similar projects would be to set aside funding accessible to the project teams that they have a degree of control and responsibility for.



Methodology

The Outsider Project's approach was adopted from participatory action research methodology, and as such developed through stages of training local leaders, research and evidence analysis. It was devised by the Migrants' Rights Network, with support from We Can Win during the design and delivery of the project's launch³.

Theory: Migrant Led Change Disrupting Negative Narratives

The project's approach set out to demonstrate that by providing migrant communities with the training, space, support and funding to organise around key issues affecting them locally, they themselves have the passion, energy and desire to take action to address the issues they are facing - countering and disproving negative narratives about migrants that have been pervasive in both UK politics and media in recent years.

The project also aimed to disrupt negative narratives accusing migrant communities of being self-segregating or not wishing to integrate into local communities. By supporting the engagement of non-migrant communities, the project set out to demonstrate how all communities living locally share common concerns and are affected by the same issues, and that by working together can build bridges to advocate for and address these issues together.

Localism & Partnerships

On launching the project, MRN set out to work in partnership with a local organisation in each location, who had expertise in and experience of working with migrants locally. This was to ensure that MRN did not 'parachute' into an area, but instead worked collaboratively with a local organisation in a partnership where both sides shared the knowledge, skills and links needed to successfully deliver the project at local level.

The importance of these local partnerships cannot be understated. The local organisations (and consultants, in locations where organisations were not available to partner with) provided local knowledge, expertise and links that made the project accessible to local migrant communities. The familiarity of the local organisation or Local Coordinator ensured migrant communities trusted the project, and this enabled The Outsider Project to reach and engage with migrant communities to an extent that MRN

would have found challenging, especially within the short time frame, had the organisation been working alone in these areas.

To the partnership, MRN brought the capacity, project design and methodology, logistical support and funding needed for the project to be delivered. The organisation also worked to ensure that partner organisations were linked up and had opportunities to engage with MRN's wider work, where applicable.

Volunteer Migrant Leaders

The Migrant Leader role was designed to ensure migrants were at the forefront of The Outsider Project, leading the design and delivery of the project in their local areas. Migrant Leaders were recruited based on their passion for advocating for the rights of all migrants, their strong links within local migrant communities, and their commitment to sharing the positives of migration with the wider community.

Recognising that in each area there are many migrant communities, where possible the project sought to include leaders from each of community to ensure equal representation and engagement. The project also sought to include a diverse range of individuals, encouraging people of all ages, genders, ethnicities and abilities to apply.

Recruitment

Volunteer Migrant Leaders were recruited - usually by the local Project Coordinator - to lead the project in each location⁴. They were recruited primarily because of their strong, active connections to local migrant (and non-migrant) communities, and their desire to engage and organise them around key local issues. By the conclusion of the project, the aim was that they would be established and recognised as leaders by the local communities.

Community Connections

As is demonstrated below in the 'Design: Community Ownership and Engagement' section of the report, the connections that Migrant Leaders have was imperative in ensuring wider migrant community engagement. Their leadership of the Outsider Project meant that communities trusted them and were willing to engage with project activities - something that may not have happened on either on the same scale, or in some cases at all, had the project been led solely by MRN or the partner organisation.

Training and Resources

Migrant Leaders and Coordinators were provided with opportunities to attend specialised trainings to develop skills that they could apply to delivering the project, including training in leadership skills, research skills and speaking to the media⁵. The importance of training opportunities was also rated highly at the conclusion of the project by the Migrant

Leaders; 66.7% rated it as 10 out of 10 for importance, with the remaining 33.3% rating it as between 7-9 out of 10⁶.

'All the trainings were useful. We received priceless experience about how to better speak to the public, organise, and deliver listening campaigns.'

Local Coordinator, Boston

By the project's conclusion Migrant Leaders had gained further tools and confidence to coordinate and deliver the project, and fed back that the project should continue with further training opportunities. In group feedback sessions at the conclusion of the project, further training around designing and delivering campaigns was popular with all locations, and other common suggestions included social media training and project management training.

To support the work of Migrant Leaders budget was also allocated to ensure that their travel and subsistence linked to project activities was funded by MRN, which ensured the project was accessible to a diverse group of volunteers. When asked at the conclusion of the project how important having these expenses covered had been to ensure they could participate in the project, 93.75% of Migrant Leaders rated it either 9 or 10 out of 10⁷.

Recognition of Contributions and Achievements

As the project developed Migrant Leaders became spokespeople for their local communities and projects, and played key roles in meetings with policy and decision makers. In recognition of their leadership, certificates and Letters of Commendation were awarded by MRN. At the conclusion of the project, 88.9% of Migrant Leaders fed back that receiving certificates and Letters of Commendation were important as formal recognition of their achievements.

Design: Community Ownership and Engagement

The project was implemented over a ten-and-a-half-month period and was delivered in two stages, the first focusing on supporting the Migrant Leaders and communities to develop the project's design, research and engagement, and the second focusing on delivering the project through advocacy, campaigning and public events and engagement. Throughout the project there was continued focus on media engagement.

The project was designed to ensure that at every stage its aims and actions were representative of the concerns and needs of the many and varied migrant communities living in each area, therefore community engagement throughout the project's planning and implementation was essential.

Community Organising Trainings: Community Ownership

The project was designed to launch publicly in each location with a 'Community Organising Training', which was open to all members of the local community but particularly encouraged attendance from migrants and community members from migrant backgrounds. The trainings were held in popular and easy to reach public spaces such as local community centres or drop-ins, with refreshments. Local partner organisations provided further recommendations to ensure that trainings were accessible to as many community members as possible; for example, in Wolverhampton a children's play area was arranged in the room to ensure individuals with childcare responsibilities could attend.

'A focus group with [migrants enables us] to find out their views so we can understand why non-migrant communities might be divided from migrants.'

Migrant Leader, Barking and Dagenham

The Community Organising Trainings introduced members of local migrant communities to the project, showed the power of community organising, and demonstrated the level of ownership that the communities could have over The Outsider Project's development, direction and delivery. After the Community Organising Training, attendees used word of mouth encouraged friends, family and colleagues to take part in the next stage of the project to help shape it: the Listening Campaign.

Listening Campaign and Issues Workshops: Community Shaped Project

To ensure that the project was reflective of the issues and concerns of the local migrant communities a six week Listening Campaign was run in each location, followed by local Issues Workshops to discuss the findings.

The Listening Campaign was run by the volunteer Migrant Leaders, and recorded the thoughts and experiences of 277 migrants in Wolverhampton, Boston, Oldham and Barking and Dagenham

about Brexit, the UK's immigration policies and enforcement, and key issues facing migrant communities; a further 48 individuals were interviewed in Barking and Dagenham during September and October⁹. The success of the Listening Campaign was dependant on its delivery by the Migrant Leaders themselves. As members of local migrant communities and networks, they were trusted by community members and were able to conduct the interviews with people who would not usually have engaged with the project, or who may have done so with hesitation.

Reflecting on why conducting the Listening Campaign was an important part of shaping The Outsider Project, 100% of Migrant Leaders said that recording the views and experiences of migrants living in their local area meant that the project was truly representative of the needs of the local migrant communities. When discussing why the Listening Campaign was an effective way of doing this, 77.8% of Migrant Leaders agreed that their leadership in conducting the interviews was important as they already had links to the different communities and so were trusted by them, and that they also had further networks through faith groups, schools and workplaces which were key⁹. Meanwhile, 94.4% of Migrant Leaders felt that the fact that they were bilingual and so could conduct the interviews in people's first language was very important, especially for recording the views of community members with low levels of English, who would otherwise be unable to participate.

'[The Listening Campaign was] very good and effective as we came to know what issues migrants were facing, especially asylum seekers.'

Migrant Leader, Wolverhampton

At the conclusion of the Listening Campaign MRN analysed the responses and drew out up to 10 of the most mentioned issues by area, which were then presented and discussed in further detail by the wider migrant community at local Issues Workshops in each location. The Issues Workshops were again open to the public with personal invitations extended to people who had attended the Community Organising Training or responded to the Listening Campaign. The aim of the Issues Workshops was to decide on three key winnable issues that were representative of their needs and concerns, which the communities agreed they wanted to work on together over the coming months. During the Issues Workshops attendees began to plan how they would approach the issues and who they would engage with their actions.

100% of the Migrant Leaders said that a key success of the Issues Workshops was how they effectively brought together local migrant communities to identify three key issues that represented their collective needs. Meanwhile, 94.4% said that a key success of the Issues Workshops was how they engaged community members with the project so that they were excited to continue to support and stay actively involved with project activities going forward. When asked if they felt there were any challenges with the Issues Workshops, four Migrant Leaders said that it was tricky to pick just three issues as there were so many topics that people were passionate about; which demonstrates the high level of engagement amongst attendees.

The outcomes of the Listening Campaign and Issues Workshops were shared in the publication of the Migrants' Rights Network's report Migrants' Views on Brexit and UK Immigration Policy in July 2017, and the agreement of three key issues to take forward by communities in each local area (listed below in 'Action and Impact').

Planning and Implementation: Migrant Led Change
After the Issues Workshops the teams of Migrant Leaders created structured plans for the following months, based on the initial action plans developed in the Issues Workshops. Their plans outlined the action they planned to take, who they would involve, and what outcomes they were hoping to achieve. After the Issues Workshops community engagement with the project increased, and all teams expanded to include more Migrant Leaders.

Once the plans were in place, the Migrant Leaders began to enact them, details on which are recorded in 'Action and Impact' below.

Project Timeline

January - March

Local Partnerships

Built relationships with local grassroots organisations to ensure collaborative working through partnerships where both organisations share the knowledge, skills and links needed to successfully deliver the project at local level.

April

Migrant Leaders: Recruitment and Development

Recruited and trained teams of local volunteer Migrant Leaders in each location.

Community Organising Trainings

Introductory meetings for members of local migrant communities, showing the power of community organising and demonstrating the level of ownership that communities can have over the project's development, direction and delivery.

May - June

Listening Campaign

Delivery of a six week Listening Campaign by Migrant Leaders in their local areas to ensure the project was reflective of the issues and concerns of the local migrant communities.

Issues Workshops

Analysis of responses at the conclusion of the Listening Campaign, following which key issues in each location were discussed in further detail by the wider migrant community at local Issues Workshops. At the conclusion of each workshop, three key issues to act on locally were chosen by the migrant communities.

July

Publication of Findings

The outcomes of the Listening Campaign and Issues Workshops were shared through the publication of the MRN's report Migrants' Views on Brexit and UK Immigration Policy in July 2017, which was circulated amongst political actors, policy and decision makers, key stakeholders and the sector.

Planning

Each team of Migrant Leaders created a structured plan for the following months, based on the initial action plans developed in the Issues Workshops. Plans outlined the action they aimed to take, who they would involve, and what outcomes they were hoping to achieve.

August - December

Action and Impact

Action to address the three key winnable issues decided on by migrant communities in each location: during this time Migrant Leaders organised local migrant and non-migrant communities around their actions, creating movements and momentum locally.



Migrants leading the change - their actions and impact

Action to address the three key winnable issues decided on by migrant communities in each location took place over a six-month period. During this time Migrant Leaders organised local migrant and non-migrant communities around their actions, creating movements and momentum locally. In this section of the report we look at the impact, challenges and successes by location.

London Borough of Barking and Dagenham

In Barking and Dagenham the three key issues were focused around building community relationships, access to ESOL classes, and access to information about migrants' rights to live, work and study in the UK.

Due to a change of Local Coordinator and partner organisation, the team in Barking and Dagenham worked on a shorter timeline than the other locations, instead delivering their project actions over three months. Despite this, they still achieved notable successes in addressing the key issues.

Access to Information about Rights

Through the Listening Campaign and Issues workshop migrants living in Barking and Dagenham shared the challenges and barriers they faced when attempting to access information about their right to live, work and study in the UK. Funding cuts to both public services and the local charity sector are often cited locally as having had a noticeable impact on what support services are available for migrants within the borough. Based on this information, the team chose to work on improving access to information about migrants' rights within Barking and Dagenham.

Action

The team began by conducting further research into where the barriers to accessing this information, undertaking a second

Listening Campaign specifically focused on access to information about the right to live, work and study in the UK. Over a four week period they interviewed and recorded the responses of 48 migrants living in the borough, who had a range of immigration statuses¹⁰.

Of the 48 migrants interviewed, 45.8% had lived in the UK less than 5 years. 56.3% said it was either 'difficult' or 'very difficult' to access information about their right to live in the UK, and 41.7% said they did not know where to access this information at all; the main barriers listed included language barriers and the cost of accessing services. With regards to accessing information about their right to work in the UK, 62.5% of interviewees said it was either 'difficult' or 'very difficult', and 54.2% said they did not know where to access this information at all.

The Listening Campaign also asked what resources would be useful to improve access to information, and 79.2% of respondents said they would find a printed booklet signposting them to services that could provide this information 'useful' or 'very useful'¹¹. Based on this information, the Migrant Leaders chose to focus on creating a signposting booklet that would be available in the five most popularly requested languages in the survey: English, Spanish, French, Arabic and Hindi. Based on this information, the team contacted local organisations in the borough who provided information services, and compiled this information to create a signposting booklet.

Whilst researching services available in the borough it became clear that due to lack of funding a space for migrants to drop in and access support networks was lacking. In response, the project joined with the Barking CVS (Council for Voluntary Services) and other local organisations working in or around the borough to establish a weekly Migrant Hub, which would be available for all migrants to access and would offer a range of services provided by the different organisations. The Migrant Leaders attended the Migrant Hub meetings to feedback on services that would be valuable and to share insights into the needs of the communities.

Outcomes

The signposting booklet for services in Barking and Dagenham is due to be published and circulated in January 2018. It will be published in the five aforementioned languages, and will be free of charge and available to pick up at the Barking CVS, Citizens Advice Bureau and local organisations that support migrants.

The Migrant Hub is due to launch on the 8th January 2018, and will run for two hours once a week. It will be free to attend to all migrants living in the borough, will include a child friendly space, and will include free refreshments and access to a range of advice, services and information.

Building Community Relationships

During the Listening Campaign, 80% of respondents in Barking and Dagenham said that they felt that people in their local area spoke negatively about migration, and 43.5% said they had been victim of a hate incident. As a response, the group chose to work on improving the narrative around migration by increasing community cohesion through bringing together migrant and non-migrant communities to build strong relationships.

Action

Due to time limitations, the team of Migrant Leaders chose to approach building community relationships by holding one large-scale free public event to bring communities together, with the hope that it would create new links and friendships that would continue to develop after the event.

The aim of the public event - titled 'Celebrating Community Diversity' - was to bring together migrant and non-migrant communities for a fun, friendly day of activities to celebrate the borough's diversity and to build new relationships. The event was held at a local community centre on a Saturday afternoon, with the aim of making it accessible to people living within the borough. The event was free to attend and all activities were free of charge, as were refreshments.



'Bringing together the community goes a long way in supporting migrants and non-migrants to build relations and create an understanding.'

Migrant Leader, Barking and Dagenham

Outcomes

The event brought together residents and organisations from across the borough who would not ordinarily have crossed paths. It built bridges between migrant and non-migrant communities, as well as between different migrant communities, and created positive conversations about migration to the borough through food and activities - such as henna tattoos, hair braiding and traditional dance - linked to different cultures of communities.

The event also successfully provided a platform for community members to learn more about groups and organisations within the borough that they may wish to be involved with, such as free ESOL classes, sports activities and support and advice services.

Access to ESOL Classes

During the Listening Campaign and Issues workshops it became apparent that many migrants living within the borough faced barriers accessing ESOL (English for Speakers of Other Languages) classes due to regularity of affordable classes. Therefore, the team aimed to work towards increasing the number of affordable ESOL classes provided in the borough.

Action

In Barking and Dagenham, the team of Migrant Leaders met with ESOL providers operating within the borough to explain the findings of their research, and to ask what they felt they needed as providers to be able to ensure that the regularity of affordable classes was increased¹².

During these meetings providers said they experienced difficulties in securing funding, which created a barrier for them to provide regular affordable ESOL classes. One of the providers also mentioned that although they had places available on their free classes, due to lack of funding they were unable to advertise these, so spaces remained unfilled or were filled by learners from outside the borough.

After the meetings the decision was taken to write to the council to highlight both the issues faced by migrants wishing to access ESOL classes in the borough, and the issues faced by providers in advertising and providing the

classes due to lack of necessary finances. During this period the local council submitted an application for funding to the Controlling Migration Fund, which the Migrant Leaders hoped may include focus on increasing ESOL provision¹³.

Outcomes

The letter to the council regarding barriers to accessing and providing ESOL in Barking and Dagenham is planned to be sent in January 2018.

Stalls were also offered to ESOL providers at the Celebrating Community Diversity event, which was taken up by one of the providers. This gave the ESOL provider - which is a small charity - the opportunity to engage with more community members and explain the courses on offer that they were able to provide for free. It also enabled community members who were interested in assessing ESOL classes the opportunity to find about the organisation and the lessons in a relaxed environment.

Boston

In Boston, the three key issues were focused around building community relationships, access to ESOL classes, and ending the exploitation of migrant workers.

Access to ESOL Classes

In Boston multiple intersecting issues affected migrants' ability to access to ESOL, including sometimes unpredictable or anti-social hours or agency work, the cost of classes, and classes being taught by native English speakers - which migrants with little to no prior experience speaking English found intimidating. Therefore, the team of Migrant Leaders looked at how they could increase in affordable ESOL classes delivered at different times of the day, and by teachers from students' countries of origin.

Action

The Migrant Leaders contacted a local agency that employed high numbers of migrant workers and suggested holding two pilot ESOL classes for their employees on site at the agency's offices. One class was to be taught by an ESOL teacher who is a native Polish speaker, and one class was to be taught by an ESOL teacher who is a native Lithuanian speaker; both teachers also had basic ability in other common languages. Refreshments and resources for the class, as well as the classes themselves, were provided free of charge. The agency agreed to the classes being hosted on site, and advertised them to their employees ahead of the date of delivery.

Alongside this action, the Project Manager accompanied two Migrant Leaders - who are qualified ESOL teachers - to meetings with Lincolnshire County Council and other local ESOL providers, to share the findings about access to ESOL from the Listening Campaign and Issues Workshops and to share recommendations.



Outcomes

Both pilot classes hosted at the agency were fully booked, and had waiting lists of the same length. The classes were held during hours that employees would usually be visiting the offices, and were accessible to employees during working hours meaning that they did not have to travel.

After the classes, the Commercial Director of the agency where the classes were held fed back that they had previously tried to hold ESOL classes, but that they had not been well attended. After the success and high attendance levels of the two pilot classes the agency were enthusiastic to continue the classes and offered the use of their training suite as a classroom.

Commenting on the classes, the Commercial Director of the agency said, 'We have worked with MRN recently to explore how best to encourage people to participate in learning English classes. The two taster sessions we ran together had a 100% take up and we are working together on ways to develop and offer regular taster sessions, with the view that people take up formal ESOL courses.'

As a result, the Migrants' Rights Network have connected the agency and Lincolnshire County Council to share and discuss taking forward the provision of on site ESOL classes.

Building Community Relationships

As in Barking and Dagenham and Wolverhampton, in Boston bringing together migrant and non-migrant communities to increase community cohesion and build strong relationships was a key focal point for the team. During the Listening Campaign 66.3% of respondents said that they felt people in their local area spoke negatively about migration, and 42% said they had experienced hate incidents.

Action

The team chose to hold two events, to build relationships over the six months they had available; the first event focused on bringing people together through dance, and the second shared festive traditions from different countries.

The first event - the Sunday Salsa Fiesta - was a community event held in the hall of a local pub. A free salsa class, taught by a professional salsa teacher, was held with free refreshments during socialising time afterwards, and was open to all community members. Over 100 people attended, and the event gained positive local media coverage in the Boston Standard and on Spotlight Media Boston's social media pages¹⁴.

'The activities developed by the Migrant Leader team aided bringing people from different backgrounds together. Non-migrants had the opportunity to meet new people and vice versa. It became easier to communicate between groups that were completely separated and build trust and strong relationships.'

Migrant Leader, Boston

The second event was a stall which the group shared with a local grassroots organisation, Boston More in Common, at the switching on of the town's Christmas lights¹⁵. At the stall they provided free samples of traditional Christmas foods from Latvia, Lithuania and Poland as well as printed material about Christmas traditions from the countries. The stall was held in the town centre amongst the Christmas market and was staffed by the Migrant Leaders, which encouraged conversation and made it easily accessible to people at the event who may not usually have attended a Christmas event with a migration focus.

Outcomes

80% of Migrant Leaders in Boston rated the community events as 10 out of 10 when asked how effective they thought they were in improving community relationships between both migrant and non-migrant communities.

At the Sunday Salsa Fiesta, members of British, Latvian, Lithuanian, Polish and Bulgarian communities (amongst others) came together to socialise and learn to dance in a relaxed and friendly environment. The positive response and high levels of engagement with the event garnered positive media coverage about the migrant-led efforts to bring communities together. It also encouraged the Migrant Leaders to hold other social activities outside of the project, between migrant and non-migrant communities. Similarly, the Christmas stall was successful in engaging members of non-migrant communities in positive conversations about migration whilst learning about the traditions of some of the migrant communities in Boston. Since these events, the local council has expressed

interest in continuing to work with the project and the Migrant Leaders in 2018.

Ending Exploitation of Migrant Workers

In Boston a key issue was increasing the information provided to migrant workers about their employment rights, and addressing exploitation by agencies and employers.

Action

The team chose to work on gathering case studies of members of their communities who had experienced exploitation whilst working in the area. They arranged to gather anonymised case studies from migrants who had been victims of exploitation.

'In my opinion, sharing the case studies of the exploitation of migrant workers to an MP is a good way to reflect some problems and see if certain change can be made. It is also morally a good support for the community.'

Migrant Leader, Boston

However, with the fear of reprisals from agencies or employers, even when offered full anonymity and other options for gathering their stories, the majority of interviewees declined. This presented challenges in moving this aspect of the project forward, but towards the end of the project a number of strong case studies were recorded by the team, and will be presented to local relevant stakeholders.

Outcomes

The Migrants' Rights Network is planning to host a roundtable event in early 2018 with key stakeholders and decision makers in Boston, to present the outcomes of The Outsider Project and to emphasise the need for action around migrant worker exploitation. This will include the presentation of case studies of individuals who have been victim to migrant worker exploitation.

Oldham

In Oldham the three key issues were focused around access to legal aid for asylum seekers, improved programming of evening ESOL classes, and access to housing for migrants and refugees.

Access to Legal Aid for Asylum Seekers

Due to funding cuts, free legal support and advice for asylum seekers in Oldham has been reduced over recent years. The free advice services in nearby Manchester, which are often recommended to asylum seekers in Oldham, are already oversubscribed. Therefore, working towards ensuring provision of free legal advice or representation for asylum seekers in Oldham was a priority for the team of Migrant Leaders.

Action

The team mapped what free legal advice was already available in Oldham alongside what had previously been available, and met with current and previous providers. They also held meetings with local reputable law firms based in the town, to discuss if they had the capacity to provide pro-bono support for asylum seekers.

During a meeting with Oldham Council, the Migrant Leaders found the local CAB had been given the contract to provide basic immigration advice and legal work. They met with the CAB and the company they had subcontracted the work to, who are based in Bolton. The service provided at the CAB was a once a month appointment only surgery, and was not well advertised within Oldham so was relatively unknown.

'Being a volunteer has helped me learn a lot from other asylum seekers and refugees, and to listen and hear about their problems. We always need to stand for the people who are voiceless and support them to fight for justice.'

Migrant Leader, Oldham

Outcomes

The team felt the service provided by the CAB was effective but not well known amongst asylum seekers (as well as refugees and migrants) living in Oldham. As local law firms were unable to commit to providing pro-bono support, the team decided that in the short term making the process of accessing the CAB's support was most effective, and are working with the CAB to create leaflets about the service and how it can be accessed, which will be distributed around Oldham in early 2018.

Access to ESOL Classes

In Oldham respondents in the Listening Campaign and Issues Workshops highlighted the lack of evening ESOL classes, which meant that people who worked during the day (when classes were held) could not access ESOL. The team therefore chose to focus on increasing the number of ESOL classes provided in the evenings within Oldham.

Action

The team mapped what ESOL classes were already available in Oldham, and at what times. Based on the strong relationship the partner organisation held with Oldham College, the Migrant Leaders arranged a meeting with the college's Head of Faculty for the ESOL department, where they presented the outcomes of the Listening Campaign and Issues Workshop with regards to access to ESOL.

The college responded to the highlighting of the need of ESOL classes by agreeing to look at their timetabling for 2018 and consider evening ESOL classes.

Outcomes

The partner organisation in Oldham confirmed that Oldham College have agreed to introduce evening ESOL classes into their programming in 2018, based on the feedback from Migrant Leaders and community members.

Access to Housing for Migrants and Refugees

Access to housing due to language barriers and low IT skills emerged as a key issue for migrants in Oldham during the Listening Campaign and Issues Workshops. The team decided for their third issue to work with housing companies to provide support for migrants and refugees when applying for housing, particularly with the online application process.

Action

The team contacted one of the main housing providers in Oldham and held a meeting where they presented the issues

they had uncovered regarding the online application service. They highlighted how this created barriers for migrants and refugees when applying for housing, and the disadvantage that this put them at when using the bidding system. During the presentation, one of the Migrant Leaders gave case studies of members of the local migrant communities as examples.

Outcomes

The housing provider agreed to provide the Migrant Leaders with training so that they can support members of their communities who are using the online bidding system. They have also agreed to translate their handbook explaining how to apply for housing through the provider into languages that reflect the diverse population in Oldham; this is something that they have said they will begin work on soon.

Wolverhampton

In Wolverhampton the three key issues were focused around building community relationships, access to ESOL classes, and housing support for asylum seekers.

Access to ESOL Classes

Through the Listening Campaign and Issues Workshops the issue of assessing ESOL classes - especially for asylum seekers, who cannot access funding for ESOL classes within their first six months in the UK - was prioritised in Wolverhampton¹⁶. Their aim was to increase the number of free ESOL classes available in Wolverhampton for those who have barriers accessing ESOL, and to address policies that restrict asylum seekers' access to ESOL.

Action

The team reached out to local colleges and universities that provided training for people to become ESOL teachers, and asked if their students would be interested in volunteering as ESOL teachers for asylum seekers and refugees living in Wolverhampton.

Outcomes

The team established a partnership with the TESOL Department at the University of Wolverhampton, and ran a pilot term of weekly free ESOL classes for asylum seekers and refugees.

All of the course materials were provided free of charge along with refreshments, and travel cards were given to each student in advance to ensure that they did not incur any costs travelling to and from the classes¹⁷.

The class ran for a full term, and was viewed as a success by the Migrant Leaders, students and the ESOL teachers - both as a provision of ESOL for those who cannot easily access classes, and as a way of increasing understanding and positive narratives about migration within the non-migrant communities of Wolverhampton.

The Course Leader for TESOL at the University of Wolverhampton said, 'As TESOL students at the University of Wolverhampton, the group benefit hugely from having ESOL students to work with on their teaching practice. Many of our graduates want to work in the UK, rather than overseas, and the classes give my students a real flavour of what teaching ESOL is like in the UK. They gain an insight into the realities of an ESOL classroom and this helps inform their career decisions, as well as giving them useful skills for the workplace.

'It also exposes the students to many different cultures, and to people who come from completely different backgrounds to themselves. Even if my TESOL students decide not to pursue a career in ESOL, they become aware of the different cultures

and nationalities that make up the City of Wolverhampton, and are hopefully more sympathetic and understanding towards the differences between people, as well as developing an awareness of the similarities there are too. Having intercultural competence is an important graduate attribute, especially in an area as culturally diverse as the Black Country.'

'Even if my TESOL students decide not to pursue a career in ESOL, they become aware of the different cultures and nationalities that make up the City of Wolverhampton, and are hopefully more sympathetic and understanding towards the differences between people, as well as developing an awareness of the similarities there are too.'

Course Leader for TESOL, University of Wolverhampton

Funding streams to support the continuation of the ESOL classes are now being approached, with the hope of continuing the classes in 2018.

The Migrant Leaders also collected petition signatures from both the migrant and non-migrant communities in Wolverhampton for Refugee Action's national campaign, Let Refugees Learn, which is calling on the government to increase ESOL provision for asylum seekers and refugees in the UK¹⁸.

Building Community Relationships

In Wolverhampton, during the Issues Workshops many community members highlighted the lack of opportunities to make connections with non-migrant communities on arriving in Wolverhampton. In particular, people mentioned that this made them feel isolated or lonely. Therefore, the Migrant Leaders chose to hold a free public event to bring together migrant and non-migrant communities to increase community cohesion and build strong relationships, with a particular focus on increasing understanding amongst Wolverhampton's non-migrant communities about the experiences of refugees and asylum seekers¹⁹.

Action

The Migrant Leaders organised a free film screening of *8 Borders, 8 Days* which was held on a Saturday afternoon in a local arts and community centre²⁰. The screening was part of the Jo Cox Loneliness Commission's national month focusing on asylum seekers and refugees, and was organised in partnership with Refugee Action and Ben & Jerry's.

The film follows the journey of a Syrian woman and her two young children as they flee their homes in search of safety, and is in Arabic with English subtitles. The Migrant Leaders felt this was well suited to the audience, as it meant that both Arabic speaking migrant communities and English speaking migrant and non-migrant communities could attend and understand the film.

'Through the film screening a lot of migrants as well as non-migrants met. So, it was a great achievement.'

Migrant Leader, Wolverhampton

Outcomes

67 people attended the event, and before and after the screening time and space were made available for attendees to socialise and develop new friendships.

The event successfully created opportunities for migrant and non-migrant community members to meet, learn about the experiences of asylum seekers and refugees, and to form new connections and friendships.

Housing Support

In Wolverhampton, many asylum seekers and refugees who took part in the Listening Campaign and Issues Workshop currently live - or had lived - in government funded asylum seeker housing, the provision of which had been contracted out to a multinational security services company. The majority of these individuals said that the housing was substandard, but that the company providing it did not respond to their complaints, and was not providing suitable accommodation for living needs.

Action

The team of Migrant Leaders supported people living in asylum seeker housing to document the issues within the properties both with photographs and by recording written case studies documenting the dates of the issues, when the complaints had been passed on to the company providing the housing, and whether anything was done.

Issues within the properties included asylum seekers not being provided with basic furniture such as beds, large areas of damp and mould, broken fences to the back of properties that left them unsafe for children to play in, discarded furniture dumped in gardens, and visible damage to walls and floors.

Outcomes

With the support of the Migrant Leaders, the asylum seekers successfully had some of the issues with the properties addressed. With the issues that are still outstanding, Migrant Leaders have offered continued support for the asylum seekers when contacting and speaking to the company.

Project Outcomes Overall

When asked how effective overall they felt The Outsider Project had been in their local area, 87.5% of Migrant Leaders rated the project as either 8, 9 or 10 out of 10 for effectiveness²¹.

When asked to explain why they felt this, a Migrant Leader from Boston said that they felt the events they had held had a big impact in helping 'to show another view about migrants that was more positive.' Another Migrant Leader from the town said that they felt 'the project helped build links between communities and shape positive views about migrant communities.'

'[The Outsider Project] has helped identify issues in the borough and helped us start to address them. With more time, we can address these issues better and consolidate solutions. I hope to continue working on these issues because clearly these matters need addressing.'

Migrant Leader, Barking and Dagenham

In Barking and Dagenham, Migrant Leaders highlighted the reduced period of time that they had to work on the project as the main barrier to achieving as much as they would have liked in addressing the project's local aims. A Migrant Leader commented that the project, 'has helped identify issues in the borough and helped us start to address them. With more time, we can address these issues better and consolidate solutions.' Another Migrant Leader from the borough added, 'Given the short period of time I feel it we have achieved a lot in such a small time exposing many issues to be worked on.'

'In Oldham asylum seekers have not had a voice until now, but we went and spoke to them. It was the big thing, the first time they had a voice.'

Migrant Leader, Oldham

In Oldham, a Migrant Leader attributed the effectiveness of the project to the platform it had given asylum seekers in the town to raising the issues that were affecting them, saying, 'In Oldham asylum seekers have not had a voice until now, but we went and spoke to them. It was the big thing, the first time they had a voice.' In Wolverhampton, a Migrant Leader commented on this further saying that by giving migrants, refugees and asylum seekers the opportunity to share their thoughts and experiences the project was effective, as they 'came to know the issues of migrants which we were unaware of, and tried to solve them.'

Changing the Narrative

As outlined in the introduction of this report, The Outsider Project supported migrants affected by the negative discourse around immigration, and promoted a positive narrative demonstrating the benefits of living in an open society where migration is commonplace. One of the key ways it aimed to do this was by engaging local media as well as policy makers, decision makers and local stakeholders, and through holding public events.

In each area these were put into practice, and the different levels of success, as well as the challenges faced, are discussed below.

Media Engagement

Local, positive media coverage of the project and its activities was identified as a key way of changing the narrative around migration within the local areas. To achieve this, Migrant Leaders were trained as spokespersons for their local communities and were put forward for interview opportunities about migration issues, press releases were sent to local media outlets ahead of all public events and reports, and invitations to attend community events were extended to local journalists.

The project received the most local media coverage in Boston, where it established a strong relationship with the local media outlet the Boston Standard, who published four articles related to the project and the team's activities²². The articles included coverage of the project's launch and levels of engagement with local communities, of the publication of the Migrants' Perspectives on Brexit and UK Immigration Policies report, and on the community salsa event, and all had a positive tone and attitude towards the project and its aims. Lincolnshire Live also released an article with an in depth look at the report's launch and included a quote from Boston's MP, Matt Warman, and Spotlight Media published a video of the salsa event online²³. The team in Boston felt this had a positive impact, and the Local Coordinator commented that 'Local newspapers presented positive stories about the Boston group's events, and it had a positive narrative.'

In Oldham, the local newspaper, the Oldham Chronicle, published an article about the release of the project's report titled Majority of Migrants Feel Brexit vote has Increased Levels of Racism, but the media outlet shut down a short time later²⁴.

Although media outlets specific to Manchester still exist, their coverage of Oldham competes against other areas of Greater Manchester, which made it more challenging to get traction.

In Barking and Dagenham and Wolverhampton, no press coverage was achieved, although in Barking and Dagenham the team worked towards achieving coverage in the local newspaper for their community event.

In their feedback all Migrant Leaders said that they would like to see the project achieve further media coverage if it continues, and that they would emphasise focusing more acutely on engaging the local media.

Policy and Decision Maker Engagement

The Outsider Project also aimed to change the narrative around migration by engaging local policy and decision makers, and encouraging them to advocate for the rights of migrants and both local and national level. In each area, local councillors and MPs were engaged where appropriate with the project to achieve this aim.

In Barking and Dagenham, the team were successful in engaging local councillors with the project's activities. Councillor Ashraf, Deputy Leader of the Council and Cabinet Member for Community Leadership & Engagement, spoke about the borough and the communities that call it home at the team's Celebrating Community Diversity event. Two other councillors also attended the event alongside her. The team also engaged with council employees working on community enterprise within the borough, and formed strong connections which helped them promote the event and gain interest and attendance.

From the start of the project, the Boston team received interest from the local council, as well as local decision makers within the NHS and the police. Through attendance at the project's meetings and events, the team built strong relationships with these decision makers and stakeholders, who supported and advocated for the project's activities locally. The Migrant Leader's work and research as published in the project's report was also commented on positively by MP Matt Warman in the local press.

In the Lincolnshire Live article, Matt Warman, MP for Boston and Skegness, said the report 'reveals what is plain to many local people.'

'Wherever a person is born, they want to live in integrated, welcoming communities and they want to feel safe. The vast majority of people who have come to Boston do so to work and of course also pay taxes... we should all remember that

the bad behaviour of a tiny proportion of migrants should not make it fair to tar everyone with the same brush, just as one would not write off the behaviour of everyone born in Boston because of the bad behaviour of a few English people.²⁵

At the project's conclusion, the Boston Migrant Leaders are working with the Migrants' Rights Network to arrange a roundtable event in the town for policy makers, decision makers and local stakeholders to attend, to present their findings and work and to encourage future ways of working. The county council has also shown interest in supporting the team with their endeavours going forward.

In Oldham the team met with local Councillors at the project partner's offices to provide briefings on the project's activities, and to encourage Councillors to advocate on the behalf of migrants in the town. Finally, in Wolverhampton local Councillors attended initial Community Organising Training and Issues Workshop to engage with the local communities and hear their thoughts, experiences and concerns.

A key issue faced when engaging political actors with the project was timeframes; with tight timeframes for activities and events, invitations to political actors conflicted with their busy schedules. For future project activities longer planning time for events - and thus longer invitation periods - would be beneficial for political engagement. It would also be beneficial to consider holding roundtables with policy makers early on within the project, brokering relationships at the outset in areas where they do not yet exist.

Across the board, the Migrant Leaders reflected that should project activities continue, they would like to ensure more engagement with political actors. As a Migrant Leader from Boston commented, 'We would like to involve more local politicians who would be willing to work with migrant communities.'

Learnings and Recommendations

The project presented valuable learnings for projects designed to ensure a migrant-led approach, which are outlined below along with recommendations for groups, organisations or individuals looking to implement a similar methodology.

Migrant Communities: Raising Voices & Ownership

As discussed in the 'Design: Community Ownership and Engagement' section of the report, designing the project to ensure that it's aims and outcomes at local level were truly representative of the local migrant communities was crucial, and implemented successfully through the Community Organising Trainings, Listening Campaign and Issues Workshops.

The project was designed to ensure that at every stage its aims and actions were representative of the concerns and needs of the many and varied migrant communities living in each area, therefore community engagement throughout the project's planning and implementation was essential. By taking the time to consult with local migrant communities and provide the spaces for them to influence the project with their thoughts and experiences, the project ensured it reflected the local communities.

Furthermore, by ensuring that the leadership of these activities was held by the Migrant Leaders - themselves members of the communities they were engaging - the project was migrant-led throughout. The project demonstrated this successfully with the continued and increased engagement of migrant communities throughout its delivery, and the methodology and use of Community Organising Workshops, Listening Campaigns and Issues Workshops are highly recommended for other projects looking to support migrant-led change.

Migrant Leaders: Development Opportunities

One of the project's key successes was the establishment of local teams of Migrant Leaders who led the project by organising and engaging communities locally, building connections with non-migrant communities, coordinating public events and actions and advocating publically for the rights of migrants. At the conclusion of the project, all Migrant Leaders fed back that they intend to continue working with their teams on the issues that they have been addressing through the project.

'Our team was great. I enjoyed working on this project. I am proud could help local people. The project helped me to gain new experience, make new friends and better communication between communities. MRN trainings helped me to gain new knowledge and skills.'

Migrant Leader, Boston

The provision of training for Migrant Leaders was also successful and is strongly recommended for similar projects for two reasons. Firstly, the training provided Migrant Leaders with knowledge and skills that they applied to their project planning, activities and delivery, increasing the project's success and effectiveness.

'Oldham is a very diverse city; it needs more support. I would like contact from MRN even after the project finishes to look at what are the new issues locally, and to get in touch with MPs and councillors about them.'

Migrant Leader, Oldham

By ensuring that training and costs for engaging with project activities were funded, the project ensured that the project was truly migrant-led as Migrant Leaders were able to access and participate within the project. It is strongly recommended that these aspects of the project's design are included in any project using a methodology focused on a migrant-led approach, to ensure the project is inclusive, successful and valuable to those who participate.

Importance of Funding & Responsibility

The provision of funding for activities was important in enabling the teams to realise and implement their plans. A small budget, held by MRN, was available to each team for the project activities. 80% of Migrant Leaders rated the provision of funding for local events as 10 (out of 10) when asked how important it was in enabling them to run events and create resources for their project activities²⁶. As a Migrant Leader from Boston said, 'Funding was very important in order to be able to organise events that would attract a lot of attention and contribution from various communities.'

To ensure that Migrant Leaders were able to take action on the key issues they identified, the funding (although modest) for the project's public activities was vital. Therefore, a key recommendation from the project's learnings for any similar projects would be to set aside funding accessible to the project teams that they have responsibility for and ownership.

Localism & Partnerships

As detailed in the 'Partnerships' section of the report, MRN worked in partnership with a local organisations and Coordinators in each location, who had expertise in and experience of working with migrants locally. This ensured that MRN did not 'parachute' into an area, and instead worked collaboratively locally in a partnership where both sides shared the knowledge, skills and links needed to successfully deliver the project at local level.

The local organisations and Coordinators provided local knowledge, expertise and links that made the project accessible to local migrant communities and encouraged their engagement. The familiarity of the local organisation and Local Coordinator ensured migrant communities trusted the project, and this enabled the work to reach and engage with migrant communities to an extent that MRN would have found challenging had the organisation been working alone in these areas. Therefore, for similar projects if an organisation has not previously worked in a locality, or more commonly works at national level, it would be recommended to partner with a local organisation.

Local Coordinators worked one day (seven hours) a week on the project. Coordinators fed back that as the project developed that within this allocated amount of time it became challenging to organise project activities, coordinate the teams of Migrant Leaders and maintain relationships with the networks and support bases they were building. A key learning from this would be to at least double the amount of time that Local Coordinators worked on the project, and to allocate funding to enable this.

A final recommendation based on the feedback of Local Coordinators was the provision of training for their role, to enhance and promote confidence in management skills (such as managing volunteers, budgets and processes and time management and planning).



References and Further Information

- 1 - Percentage leave vote in the UK's 2016 EU Referendum by area: Barking and Dagenham - 62%; Boston - 75.6%; Oldham - 60.9%; Wolverhampton - 62.6%.
- 2 - In Wolverhampton the project was delivered in partnership with the Refugee and Migrant Centre, Black Country and Birmingham (RMC); in Oldham the project was delivered in partnership with the Oldham Race Equality Partnership (OREP). In Boston and Barking and Dagenham the project was delivered in partnership with individuals in a Consultancy role, who are from or closely linked to migrant communities.
- 3 - We Can Win are a grassroots campaigning and community organising organisation, based in London, UK. The organisation was hired for consultation to support with the design and delivery of the Community Organising Training, Listening Campaign and Issues workshop, from March-June 2017.
- 4 - The exception was Oldham, where the Migrant Leaders were recruited by the Migrants' Rights Network.
- 5 - Leadership and research skills trainings were designed and run in partnership with We Can Win. The Speaking to the Media training was delivered in partnership with Migrants Organise and Asylum Matters, bringing together asylum seeker, refugee and migrant volunteers from each organisation.
- 6 - Where 1 equalled not important at all, and 10 equalled incredibly important. The breakdown was as follows: 10 - 66.7%; 9 - 11.1%; 8 - 16.6%; 7 - 5.6%.
- 7 - On a scale where 1 equalled not important at all, and 10 equalled incredibly important. 75% of volunteers rated it as 10/10.
- 8 - Number of responses by area was as follows: Barking and Dagenham - 23 responses; Boston - 136 responses; Oldham - 44 responses; Wolverhampton - 74 responses.
- 9 - In total, 18 Migrant Leaders and Coordinators contributed to the final survey.
- 10 - Range of statuses including refugees & asylum seekers (22.9%), EU citizens (12.5%), and those who were unsure (10.4%).
- 11 - The decision to create a printed, rather than online, resource was based on responses highlighting challenges to regularly accessing the internet.
- 12 - The ESOL providers that the team met with were FaithAction who run Creative English, and Zurbel Training who are based at Barking CVS.
- 13 - According to Gov.uk, the Controlling Migration Fund is 'designed to support local areas facing pressures linked to recent immigration.' The Fund will be available from 2016 - 2020. For more information, visit <https://www.gov.uk/government/publications/controlling-migration-fund-prospectus>.
- 14 - Boston Standard article, published 5th October 2017, 'Lots of fun was had at mass salsa event': <https://www.bostonstandard.co.uk/whats-on/arts/lots-of-fun-was-had-at-mass-salsa-event-1-8183896>; Spotlight Media Boston video, published 2nd October 2017: <https://www.facebook.com/SpotlightMediaBoston/videos/578322989225918/>
- 15 - Boston More in Common describe themselves as 'a group started by like-minded people to foster a sense of open friendliness between the rich tapestry of nationalities and cultures we're lucky to be home to in Boston, Lincolnshire. It's a place where we're trying to create and encourage interaction and integration.' More information can be found on their website: <http://www.bostonmoreincommon.co.uk/>
- 16 - For more information: House of Commons Debate Pack, 'English Language teaching for refugees': researchbriefings.files.parliament.uk/documents/CDP-2017.../CDP-2017-0195.pdf.
- 17 - Travel costs to and from classes had been identified as a barrier for many asylum seekers and refugees accessing local ESOL classes. Asylum seekers receive £36.95 per week; <https://www.gov.uk/asylum-support/what-youll-get>
- 18 - For more information on Refugee Action's campaign, and to sign the petition please visit: http://www.refugee-action.org.uk/campaigns/let_refugees_learn/
- 19 - In 2017 Wolverhampton Council confirmed the authority would take in 100 refugees by 2020 under the Syrian Vulnerable Persons Resettlement scheme, which will see 20,000 refugees resettled in the UK.
- 20 - For more information about 8 Borders, 8 Days visit: <https://8borders8days.com/>
- 21 - On a scale where 1 equalled not effective at all, and 10 equalled incredibly effective. 56.3% of respondents rated the project's effectiveness as 10 out of 10, 12.5% rated it as 9 out of 10, and 18.8% rated it 8 out of 10. The remaining respondents rated it between 5 and 7.
- 22 - Articles published by the Boston Standard:
'New Project to Support Communities and Record Migrants' Experiences of Moving to Boston', published 28th May 2017: <https://www.bostonstandard.co.uk/news/new-project-to-support-communities-and-record-migrants-experiences-of-moving-to-boston-1-7980962>; 'Two Thirds of Migrants in Boston want to see More Done to Bring Communities Together, Research Finds', published 3rd August 2017, <https://www.bostonstandard.co.uk/news/two-thirds-of-migrants-in-boston-want-to-see-more-done-to-bring-communities-together-research-finds-1-8084976>; 'FEATURE: An In-depth Look at Migrant Report', published 13th August 2017, <https://www.bostonstandard.co.uk/news/feature-an-in-depth-look-at-migrant-report-1-8098234>; 'Lots of fun was had at mass salsa event', published 5th October 2017, <https://www.bostonstandard.co.uk/whats-on/arts/lots-of-fun-was-had-at-mass-salsa-event-1-8183896>
- 23 - Lincolnshire Live: 'Migrants living in Boston feel immigration is being talked about negatively, published 8th August 2017', <http://www.lincolnshirelive.co.uk/news/local-news/migrants-living-boston-feel-immigration-292253>; Spotlight Media, published 2nd October 2017, <https://www.facebook.com/SpotlightMediaBoston/videos/578322989225918/>
- 24 - Oldham Chronicle, 'Majority of Migrants Feel Brexit vote has Increased Levels of Racism', published 4th October 2017, <http://www.oldham-chronicle.co.uk/news-features/8/news-headlines/104861/majority-of-migrants-feel-brexit-vote-has-increased-levels-of-racism>.

25 - Quote from Lincolnshire Live article, Migrants living in Boston feel immigration is being talked about negatively, published 08.08.17: <http://www.lincolnshirelive.co.uk/news/local-news/migrants-living-boston-feel-immigration-292253>

26 - On a scale where 1 equalled not important at all, and 10 equalled incredibly important.

Photo credits:

Aurelija, group photo, page 6

Theiry Maroit, Equinet panel discussion, page 6

Fizza Qureshi, dancers, page 8

Boston Migrant Leader Team, pilot ESOL class, page 10

Thom Flint, all other photos

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Migrants' Rights Network (MRN)

Migrants' Rights Network is an innovative UK-based NGO working and campaigning for the rights of all migrants.

Our work brings together migrant activists and support organisations, think tanks, academics, faith groups and public sector representatives to advocate for a rights-based approach towards migration in the UK. We also provide the secretariat for the All-Party Parliamentary Group on Migration.

Vision

To bring about a world in which people are acknowledged as having sufficient rights to ensure they are in a good position to anticipate and manage the risks associated with living and working in a country where they do not have citizenship status.

Purpose

To be the sector leader in brokering conversations and negotiations between migrant community organisations and policy-makers, politicians and other authorities and influential bodies aiming to better understand what migration means for a modern society in a globalised world.

Mission

To work in collaboration with migrant community groups to build networks and partnerships which amplify the voice of such groups in their dealings with public authorities and other influential stakeholders.
To assist migrant community groups in conveying crucial and timely messages into the wider public conversation about immigration policy in such a way as to influence the tone of the discussion in a way which is sympathetic to migrants.
To facilitate discussions directly with politicians and policy makers and key stakeholders in ways which encourage open and broadminded engagement with the issues.

For more information about the Migrants' Rights Network please visit www.migrantsrights.org.uk

Further Information

More detailed information about The Outsider Project and results from the Listening Campaign can be found in MRN's report entitled *Migrants' Perspectives on Brexit and UK Immigration Policies*, available at www.migrantsrights.org.uk.

Any comments or queries about The Outsider Project can be directed to outsiderproject@migrantsrights.org.uk.