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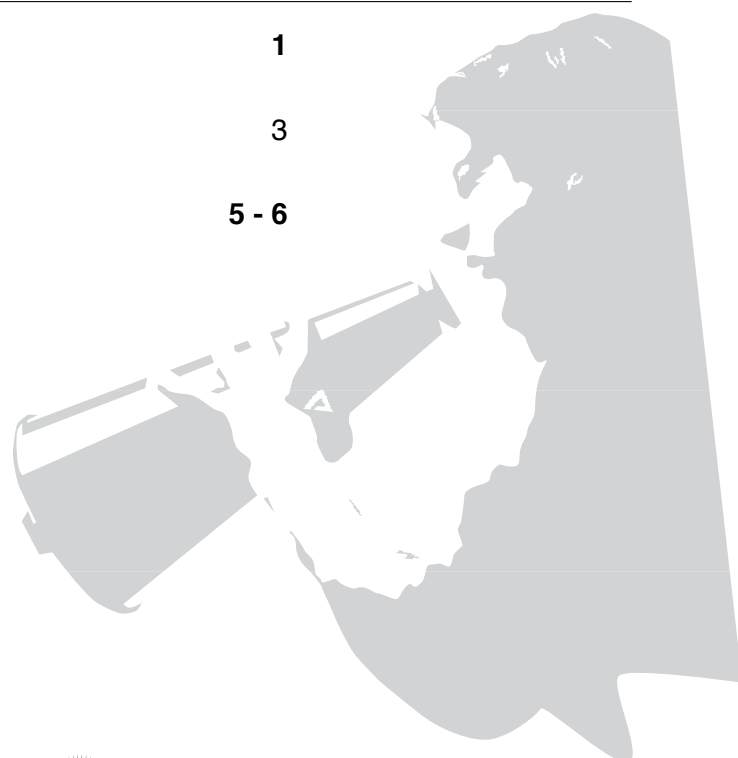
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**UNDERSTANDING MIGRATION**



## Understanding migration, immigration and the movement of people

### Why is Migration such a big issue?

Migration and immigration, the movement and flow of people into and between countries and continents, is a complex issue that is currently near the top of people's agendas. As an issue it is emotionally and politically charged and one which generates a lot of misinformation, false perceptions, fears and hostility. As an issue it raises questions about the economy, politics, the media, global and green concerns, and indicates what sort of a society we are and what values we espouse.

### Making things clearer

There is a lot of reporting about immigration in the media, and most of it is very careless about exactly what they are referring to in this area. Almost daily the BBC talks about immigrants from central Eastern Europe when what it should say is migrant workers from that area of Europe. Under the immigration label we find asylum seekers, refugees and overseas students and, again, this spreads confusion and can lead to serious misconceptions.

So let's be clear. The term immigration, to be correct, applies to people coming into the country from outside the European Union. Since the Single European Act of 1986, and the signing of the Maastricht treaty in 1993, each citizen of each of the 27 member states of the EU is a citizen of Europe as a whole and has the legal right to move freely within the borders of the European Union in order to work, retire or visit. So it is a simple fact that we all have the same legal rights to be a migrant worker anywhere in the EU.

Immigration is the term usually applied to people gaining permission to come into this country from say Australia, America, Africa, Japan and the Middle East, to settle.

Asylum seekers are people who claim their rights under the United Nations Convention Relating to the Status of Refugees, 1951, to seek refuge from persecution and violence in their own country. If they are allowed to remain in the new country they then achieve refugee status and can try to settle in the country.

Because a lot of the tension that is whipped up around this issue is related to skin colour then we must also recognise the fact that there are very large numbers of overseas students, on temporary visas, coming to this country to get a degree.

So this is the mixture of elements that makes up the content of this pamphlet.

Besides making the issue clearer we want to show the rights people have, the abuses they face, the issues and difficulties that are thrown up and offer some options as to how we as individuals can help make things better both for host communities and new communities.

## Migration, immigration and population flows

There is nothing new about migration as a phenomenon. Most people in the UK have a family history that includes migration. At certain times, for example linked to the catastrophic famine in Ireland, many families migrated to England: similarly workers from Scotland and Wales have made the same moves. Jewish people have moved from eastern Europe in large numbers to settle in the UK and French protestants, the Huguenots, left their country to settle here in a more religiously tolerant society. The USA is a product of immigration and the process has always been a difficult one to manage smoothly, for example the extensive Boston (USA) riots were the result of tensions between American Protestants and the Catholic Irish settlers in the nineteenth century.

In the UK we have seen immigration from parts of the former British Empire, people with dual citizenship as a result of being under British rule for several generations. From the 1950s we have seen people from the Caribbean and the Asian sub-continent coming to fill job gaps in the post war period. More recently still we have received asylum seekers from conflict zones such as Somalia, the Sudan, the Congolese Republic, Iraq, Iran, Palestine, Zimbabwe and Afghanistan. Some of these people are fleeing from tribal or civil war, from genocide or ethnic cleansing, from countries where government has broken down, others from areas where oil wars have created instability and chaos for certain sections of the population. Because of our history of tolerance, justice and stability, and the universality of English as a spoken language, the UK is a beacon for people seeking a safer place and a decent life chance. These are facts and part of the mix.

It is also true that the flow of people, the numbers of people in transit, is increasing all the time, estimated to be 12m at any one time. Whether it's natural disasters - floods or famine, some of which are the results of global warming or because the internet and TV have shrunk the world and opened up windows into the lives and activities of many societies and raised hopes and expectations, more and more people want to come and work in Britain in particular and the EU in general. The latest wave of migration, that from central eastern Europe has peaked, but as the EU grows there will always be people who want to come to the UK and work. It is a fact that, even at the minimum wages level, it's possible for people to earn enough to send money back home to their families to help them build better lives.

## Getting to grips with the numbers involved

One problem that we have in this discussion is that we are not sure how many people we are talking about when we discuss the flow in and out by migrant workers from the EU into the UK. We don't have a recording system for collecting numbers. We do collect the numbers of workers who pay a fee and take up a National Insurance number. This then gives us a picture of the conventional migrant workforce, but there are significant numbers of people who don't take this up and who work for agencies or employers on an undocumented basis. We also have no clear idea about dependents who come in to the country to be with the working partner. We also don't have exact figures of people leaving to go back home or to another EU country.

## Migration within the EU

Closer to home we are experiencing unprecedented migration within the EU. The UK is seeing up to 700,000 people coming here to work and live in local communities. The flow of people between countries is fluid. Many UK citizens leave to settle in other EU member states. We are seeing large numbers of UK retirement migrants settling in France, Spain, Cyprus, Italy and farther afield; we are seeing taxation migration as increasing numbers of rich business people leave to live in countries where they can avoid paying their full levels of taxation, and lifestyle migration has long been a feature of celebrities, sports stars and others prominent in the media.

The latest figures from the Office of National Statistics (ONS), 26 November 2009, tell us that inward migration was 590,000 for 2008 and outward migration stood at 472,000. This leaves a net figure of 118,000 inward migrants in 2008 - hardly a number worthy of the sort of hysteria whipped up by the Daily Mail on a regular basis.

## What it is like to be a migrant in the UK

What we are most concerned about is ensuring that people who exercise their entitlement to come and work in the UK are not exploited or abused by unscrupulous agencies and employers. There is regrettably no shortage of media stories describing how vulnerable and low paid workers are being taken advantage of in terms of poor terms and conditions and punitive arrangements for housing and travel to work.

Unfortunately the people who arrive here in these ways form a highly disadvantaged and vulnerable group who are systematically exploited both by employers and landlords. As part of a research exercise, we (Take Part) have interviewed new migrants to find out about their treatment, experiences and concerns.

Virtually all of the new arrivals live in private rented housing; it is usually poor quality stock, ill maintained and rented at expensive rates. Consequently there are fears about the health and safety risks of the dwellings and many interviewees talk about the clear risk of electrical fires from unsafe fixtures. Similarly rents are inflated to take advantage of the market. Also, some employers and the agencies exploit the new workers: they levy arbitrary charges on the workers and make unlawful deductions from their wages. This activity is reduced when the trades unions become involved.

English language development is identified by most respondents as the most pressing need for both newcomers and those in the host community providing services and support. There needs to be free, accessible, locally provided language classes for all who need them.

There should be more language learning in the workplace. It makes good business sense for employers to provide language learning opportunities at work.

Workers should be encouraged to join an appropriate Trades Union and thereby access training provision that way. Unite, the Union, has large numbers of new members from the migrant worker communities and its work-based education and training programmes are flexible, available in different languages and of good quality.

In the absence of any real progress on this front, the Voluntary and Community Sector (VCS) organisations involved in this area of work should combine forces with statutory agencies to lobby for improvements.

VCS and the statutory organisations should seek to expand the work already being done with new arrival groups (refugees and asylum seekers) to include migrant workers and their families. More information about conversation clubs, voluntary help with language, mentoring and befriending can be seen as ways to help with this problem given, of course, extra resources.

### **Websites should be multilingual in the information they offer.**

More resources need to go into developing expertise in the languages spoken by migrant workers and their families. It would make sense for a more co-ordinated approach to be taken when setting up posts for translators and interpreters. Clearly there is an increasing need for such skills across the board, from hospitals, police, education and training and the VCS. An increased degree of co-ordination between the service providers and agencies would bring benefits.

Clearly there are some individuals in the different migrant communities who are skilled linguists, some with language degrees from their own countries. Training, supporting and employing them should be a priority as they bring with them cultural and social capital useful in this context.

There is also considerable scope for encouraging and supporting volunteers to work in settings where languages are likely to be needed; again these people could be trained and supported to become community interpreters and language specialists working with the new communities.

Most participants have stated that understanding the host community's way of doing things is a big barrier to functioning well as a citizen whilst here. The 'pinch' points identified by participants include rights and responsibilities related to housing, employment, local taxation, car use, environmental duties, schools, medical and other services. It seems a sensible proposal to make available printed and electronic information in the appropriate languages and many organisations are indeed doing this. It also seems sensible to help prepare people before arriving so that they understand more about what to expect and what is expected. This can be done by working with partner organisations in their home countries, especially where there is a concentration of people from one particular area who come to join others here. Twinning arrangements are a good way of building links and making sustainable arrangements. This type of action also works at an inter-regional level and it might well be

appropriate for regional bodies in Poland and Slovakia (the main partners in this migration) to be in touch with a co-ordinating body in our region to help in this preparation process.

Many employers are recruiting directly through various means in EU countries and they too should be involved in this process. The other key bodies in the process are the recruitment agencies. They should be part of a planned process and conveyors of information that will help their recruits settle in quickly and easily. The Gangmasters' Licensing Authority which was formed in the aftermath of the Morecambe Bay tragedy, is proving a positive force and one which needs to be part of local developments around agency activities, although it is restricted to the industrial sectors where it can exercise its powers.

No printed information, however clear and attractive, can take the place of face-to-face and group learning. There are courses already available on the theme of Living and Working in the UK, which have proven themselves effective in the process of understanding issues in different contexts. Skilled discussion can explore differences and difficulties. Visiting experts and visits to key locations in the town (libraries, Council departments, Town Hall, VCS organisations) with introductions and discussion can speed up the integration processes for most people. Resources need to be made available so that learning activities can be offered to newcomers on a sustainable basis.

As now accepted, we have a very patchy idea about how many migrants are living with us and where they are living, whether they have families and what services they are likely to need. The idea of a voluntary registration scheme has been raised by interviewees, many of whom feel uncomfortable about arriving here without letting anyone know. This feeling of invisibility does contribute to separateness and isolation, and does nothing for cohesion and integration. Someone suggested this need to register is a hangover from the home bureaucracy and is part of the debate about identity card systems; another view is that it is both courteous and sensible to register, so that, for example, in the case of a serious incident like a house fire, next of kin and family networks can be easily contacted. It would also help in terms of planning and delivery of services and resources, allocations to doctors, to schools and support systems.

If this approach, already established for managing asylum seeker and refugees, were expanded to include migrant workers from other EU countries, then efficiencies and economies could be secured. If there were a central space resourced to undertake this 'welcome' function then it could be a venue for introductions, meeting, social events, learning activities and capacity building. New networks and groups can develop and effective forms of contact can be developed. If such 'Welcome' centres were funded properly they would serve as a natural hub for multi-agency co-operation. In this event, information sharing, translation and interpretation services could be pooled and planning rapidly improved.

A co-ordinated approach such as this, led perhaps by the local authority, involving the other key agencies involved with migration issues, but more appropriately managed by a VCS body, would also contribute to the challenges that migration poses for local leadership. Migrants, as EU citizens, can vote locally and play their part in the local political life. Many

do not do so at present, but, with support and encouragement, they could easily do so in the future. With better contact and effective networks, local civic and civil structures can engage with new populations, foster trust, cohesion and friendship; and strengthen democracy and citizenship.

Both communication and perception are regarded as barriers to integration by a wide range of participants. It is difficult to communicate effectively with communities that have no clear points of entry for dialogue. Language is a problem, but that has been addressed above. There needs to be outreach activity to get to the new groups; increased community development work to help more structures grow. There are people in the community who are interested in building new networks and forums, and there are new centres of contact that can be used to initiate the work. Polcaster magazine is a useful conduit to discuss ideas with the Polish community. Other more local and inter-community newlines and letters could easily be developed. There are examples elsewhere of effective social enterprises being set up to improve communication and networking: one such is a flourishing Polish Radio station set up in Lincoln with help from the university and local VSC bodies. The Doncaster Focus Group is an initiative which has sprung up successfully through the work of the Northern Refugee Centre and the local CVS. This brings together asylum seekers, refugees and migrant workers in order to improve the situation, to learn from speakers, to network and engage in active citizenship. This sort of simple networking should be present in all areas and resourced accordingly. Agencies and services would find this mechanism helpful to improve their targeting and delivery. This is certainly one of the means used successfully, for example, by the South Yorkshire police to combat hate crime in parts of Doncaster.

Perception is often a barrier and often perception is different from the true picture. Migration is a hot topic and one frequently on the news and in the media. It is imperative that all the agencies involved in the process strive to ensure that a true picture is presented to the local community. This is the only way that conflict can be avoided. The local press often echoes the views of the more lurid popular newspapers. There are frequent stories about tensions over jobs or tensions between parents, all of which are not usually placed in a context which helps to explain why such problems occur. There needs to be greater effort to explain the migration, to highlight the positives, to help people understand why there are such movements and to appreciate the cultural diversity that comes with social mobility such as this. Schools need to discuss the subject, radio programmes need to talk to different groups, alternatives need to be put to local horror stories. Community newspapers, such as the Burngreave Messenger in a New Deal area in Sheffield, is exemplary in its treatment of migrant groups. It points to positive models of activity, runs intelligent interviews with individual migrants in its community, advertises the services such as conversation clubs and Sure Start in Slovakian or Polish language and promotes its Welcome Centre activities. Most of the racism, hatred and xenophobia that extreme political parties inflame through their local literature and activities needs to be confronted by us all so that a balanced perception is achieved.

When we get to talk with people about their experiences as migrants and immigrants we begin to get a real understanding of why they have made their way here.

***Jacob, from the Democratic Republic of Congo***

“I had to leave my country, my community and my family simply to stay alive. If you want to improve things and you start to speak up about injustice and corruption then you become the victim of attack. My family was terrorised, I lost one of my sisters, my parents were beaten up and I just had to leave before I was killed. Getting to the UK is an ordeal in itself. The people who are supposed to be helping you are robbing you and abusing you. Every border is a gigantic hurdle. Eventually I got here and now I am trying to make a life for myself and make provision for my family in Congo. It is still hard, but at least I am not in fear of my life and there are people who genuinely want to help. I am happy to be here and want to work.”

***Another voice, female, this time from Romania***

“In Romania we are second class citizens. We are educated separately and we live in overcrowded camps. We are attacked regularly by gangs and even the police for no reason. Now we rent a house which we share with many others and we can live. My husband does casual work through an agency but the income is low and they take money from us. The rents for the house are very high and the conditions are unsafe. Children are in school and there are many people who help us with our needs. Although we do get attacked in our community we feel much safer here and most people are kind and caring.”

How we deal with new arrivals says a great deal about what sort of society we are, our priorities and values. Let's look at the issues raised and discuss what needs to be done.

**Migrant workers and their dependents**

We need to plan for a continuing flow of migrant communities coming and going over the foreseeable period. It seems there are about 600,000 people a year coming to find work. The majority see this as a temporary commitment, a way to getting some capital together to help them live a better life in their home country. While they are here they work hard, pay tax and obey the laws. We need to ensure that they are treated as we ourselves would want to be treated if we went to work in another EU country. They need to be protected from exploitation at work and in the rented housing they live in, they should get help with the language, information about the services (statutory and voluntary) and expect to be protected from abuse or violence from any quarter. To date, work migration has been regarded as a free market issue, something that helps certain sectors of the economy, indeed, hospitality, agriculture, food and care are increasingly dependent on the contribution from migrant workers. To ignore the social side of the issue is dangerous. More needs to be put in place to welcome new arrivals and to inform them of services and rights. The trades unions are doing a good job on this, and some local authorities. However this is patchy and whilst no accurate information about movements in and out of communities is available the way is open for wild stories which skew perceptions and fuel tensions.

## Political action

It does seem that the main parties have deliberately shied away from discussing this issue with their electorate. This is understandable given the divisive history of immigration within the parties themselves. It is hard to believe that the government did believe that only a few thousand people would want to come from the new accession countries of the EU, and, when it was obvious that the flow was bigger and was likely to be a continuing feature, they did not explain what was going on, nor do much to manage the process. Not until the emergence of the far right parties, who made extensive use of fear and racial emotion about migration and showed it to be a vote winning issue, did the main parties start to do something. It's now a central issue and measures are under way to manage the process to some degree.

## What are the measures

Given that movement within the EU is a legal right, most of the measures are focussed on immigration from non-EU countries. There will be a clear scheme which identifies job shortages and fixes numbers. There are no plans for limiting the numbers of students from overseas, but some increased scrutiny to ensure that they are genuine students.

In relation to the emotive question of asylum seekers and refugees, the EU is acting as one entity on this. There are proposals to set quotas so that this group of people is spread equitably across the member states. This is well and good, so long as asylum seekers are treated fairly and each state does its duty. What is concerning is the proposal to establish what are called 'remote control centres', outside the borders of the EU, where asylum seekers will be sent for processing. To date the first of these centres is set to be in Libya. This partly explains why Libya has been courted and rehabilitated by the EU and the UK. Hopefully the Libyans will process people fairly and not simply take on the role of doing the EU's dirty work for it. The other centre is likely to be in Turkey, a country whose human rights record leaves much to be desired, but one desperate to curry favour with the EU (and hopefully become a member of the EU itself).

## What can we do as individuals

If you feel now that you have a better understanding of the issues and experiences bound up in this debate, and you want to help ensure fairness and reduce tensions around it, then there are several things you can do:

- Be vigilant in the media, both nationally and locally, and be prepared to challenge ( letter writing, blogging, twittering etc) any attempts to create tension and misperception.
- Check what your Trades Union is doing to ensure a fair treatment of migrant workers.
- Challenge the extreme views and myths that distort the debate for political purposes.

- Press the main parties to deal with the issue with honesty, transparency and the provision of safeguards for people arriving here.
- Be vigilant to ensure that people's human rights are not being abused simply to serve political expediency.
- Find out about local organisations, church groups and centres who work with new arrivals. Most will be in the voluntary sector and most will welcome volunteers who will befriend people, mentor them, help them with language needs and assist them integrate into local communities.
- Keep a wary eye on the media and try to get hold of reliable information and data from the internet. This can be difficult as there are some organisations out there that have specific agendas. Migration Watch, for example, which is a campaigning body that tries to build opposition to inward migration and feeds its interpretation into the mass media.
- Overall, be open-minded and take a wider view of population flows within a global context.

Finally, there is a campaign to give asylum seekers who are temporarily settled in our communities whilst their cases are decided (a process that can take many months) the right to work. At present an asylum seeker is housed by the government, not the local authority, and given food tokens, recently reduced from £42 to £35 per week. They are not allowed to work. This results in a state of near destitution and low self-esteem, a condition below what a person might expect under human rights conventions. We can support these campaigns and pressurise our MPs to adopt a more humane system for treating what are often people who have suffered trauma and even torture prior to arriving here. Many asylum seekers have children with them and their treatment, especially in the assessment centres, which are run as prisons, causes deep concern.

## Information

As usual it is important to keep an eye on the issue and the reporting of it. As we move into an election period it is likely that it will become one of the issues raised, certainly the Daily Mail makes it a priority for its news stories.

Local to Yorkshire and the Humber you will find the website of the Northern refugee centre informative. See <http://www.nrcentre.org.uk> and the national body the Refugee Council gives good clear information as well. See <http://www.refugeecouncil.org.uk>

The Guardian on-line and the BBC keep running archives on their sites on this topic - see [www.guardian.co.uk](http://www.guardian.co.uk) and [www.bbc.co.uk](http://www.bbc.co.uk)

An excellent new resource, centring on the Yorkshire and Humber region is to be found on <http://www.migrationyorkshire.org.uk> Here we can discover a comprehensive database and up-to-date reports.

Two reports which gather views and information from migrant workers and host communities can be found on the [www.takepartyh.org](http://www.takepartyh.org) website. Go to the Resources section and there are the reports there for downloading.

### *Suggested background reading.*

#### **Refugees, asylum seekers and migrants in Yorkshire and the Humber, 1999-2008**

Hannah Lewis, Gary Craig, Mick Wilkinson  
Yorkshire Futures, (2008).

This is a very readable and useful report, which can be downloaded from the resources [www.takepartyh.org](http://www.takepartyh.org)

A good read on this issue is **Bloody Foreigners**, by Robert Winder (2005).

If you get the chance take a look at the film/DVD called **Welcome**, directed by Philippe Lioret (2009), which is set in the Sangatt holding centre in Calais.

## History of migration

There is nothing new about migration and the process is well documented. Perhaps the biggest and best recorded migration is that of the United States in the 19th Century when 35 million people moved into the country. An award winning account, which chronicles the issues and phases in the process, is that by Oscar Handlin, **The Uprooted: The epic story of the great migrations that made the American people**, (1951).

Similarly, Canada is a product of immigration. You can see how the process has been managed in this country in **Becoming a citizen** by Irene Bloemraad (2006).

# UNDERSTANDING MIGRATION

WEA SCHEME OF WORK		Understanding Migration			
Session Number/Date	Learning Outcomes	Learning Methods	Resources Methods	Assessment Reviews	Progress
<p><b>Course title: Understanding Migration</b></p> <p>Tutor:</p> <p><b>Course Learning Outcomes:</b></p> <p><b>By the end of the course the learners will:</b></p> <ul style="list-style-type: none"> <li>To gain a fuller and clearer understanding of the phenomenon of migration and our role in this process</li> </ul>					
am	<p>To learn about the patterns of migration and immigration (movement of people) over time.</p> <p>To break down and identify patterns in contemporary migration.</p> <p>To learn about the legal issues - citizens' rights, human rights and social justice issues.</p>	<p>Group work, working in pairs, discussion, practical research of internet resources.</p>	<p>Newspaper cuttings and archival material</p> <p>Books</p> <p>Web sites</p>	<p>Question and answer</p> <p>Flip chart notes</p> <p>Self-assessment</p> <p>Some recording</p>	
pm	<p>To identify opportunities for combating racism and xenophobia.</p> <p>To identify local action in support of new communities.</p>	<p>Group work, working in pairs, discussion, practical research of internet resources.</p>		<p>Question and answer</p> <p>Flip chart notes</p> <p>Self-assessment</p> <p>Some recording</p>	



**UNDERSTANDING MIGRATION**

# UNDERSTANDING MIGRATION

WEA SESSION PLAN		Understanding Migration		
Course Title Understanding Migration				
Session Aims				
To gain a fuller and clearer understanding about the phenomenon of migration and our role in his process				
Session Learning Outcomes				
By the end of the session students will have:				
<ul style="list-style-type: none"> <li>• Learnt about the patterns of migration and immigration (movement of people) over time</li> <li>• The ability to break down and identify patterns in contemporary migration</li> <li>• Learnt about the legal issues - citizens' rights, human rights and social justice issues</li> <li>• The ability to identify opportunities for combating racism and xenophobia</li> <li>• The ability to identify local action in support of new communities</li> </ul>				
Resources				
Internet links, data sheets, common experiences, IT, research findings and paper references				
Time	Activity Objectives	Tutor activity	Learner activity	Methods for checking learning
10.00	Introduce the day.	<b>See detailed tutor notes for the session</b>		
10.10	Working in pairs to get to know each other and family histories.	Welcome and first exercise. Work with the pairs.	<b>Talking, noting and charting origins.</b>	Notes from post-its, flip charts and comments from sessions.
11.00	Feed back, post up notes, discuss.	Summarise the notes and give feedback.	<b>Add details, clarify.</b>	
11.30	Group work on local scene and discussion session on findings using an activity media examples.	What the local scene looks like and feels like. Individual views and experiences. Facts and statistics. Some Internet and <b>Participate in analysis,</b> Views from this and collect others.	<b>Discuss and note.</b> <b>discussion and feedback.</b>	
12.30	Lunch			
1.30	Issues from migration research, needs, ideas, problems-group discussions.	Introduce data and offer clarifications. Using the information in the pamphlet with the groups, raise the issues and views from this and collect others. Facilitate the sessions and help with any queries.		

# UNDERSTANDING MIGRATION

WEA SESSION PLAN

Understanding Migration

## Course Title Understanding Migration

Time	Activity Objectives	Tutor activity	Learner activity	Methods for checking learning
3.00 - 4.00	Plenary - Head, Heart and Hands. Here we will set out what we think, what we feel about the issues and discuss what we can do about these issues locally and wider.	Group discussion on actions we can take locally to keep this debate fair and objective - using our knowledge, our feeling around social justice and practical actions. Make use of the action sheet here.	<b>Guide towards a positive action planning outcome.</b>	

Notes and comments:

## TUTOR NOTES SESSION PLAN 1: Understanding Migration

### 10.00 – Course Introduction (10 mins)

- Welcome. Ask people to introduce themselves, say where they are from and what their interest is in this subject. (keep this very brief)
- Take participants through any housekeeping issues – coffee times, fire escape, toilets, lunch if applicable etc.
- Ask if there are any questions, if anyone has to leave early etc.
- Outline the session aims and outcomes (whether it is session 1, or sessions 1 & 2.) Describe the day to them.

It's important to establish a few rules here, at the start: people can say what they feel, but people need to respond with care, even if they disagree. It's hoped that through discussion and looking at factual data everyone will modify their ideas in some way.

#### Idea!

Ideally participants will raise questions/issues as you go along but sometimes it is preferable to put together a questions/concept board. Participants can then write any concerns/issues etc they have and want to discuss on post-it notes. Tutors can then find 10 minutes at the end of a session to address these 'notes'.

**10.10 - 11.00** – This is a short session based on people working in pairs. Each person introduces him/herself to the other and talks about their family background. Make a few brief notes. Focus on where family members have come from over the past 3 generations. Note the information down. Swap roles and repeat the exercise. At the end there should be information on post-it notes that shows where families are from. Put these notes on the flip chart.

**11.00 - 11.30** - Briefly go round the groups and get them to say what they have found out. Spend a couple of minutes grouping the post-it notes by country to show a general pattern and feed back to the group.

### 11.30 -12.30 - ACTIVITY

Working in small groups and using the early section of the pamphlet (pages 1-3) we want participants to read and discuss the factual position around migration - the status, the numbers etc and start to talk about how they feel about all this. Keep moving between the tables and join in the discussion where appropriate; ask someone to note down the key points raised.

- Leave twenty minutes for reporting back and follow-up discussion.

**12.30 - 1.30 - Lunch break - opportunity for people to network and discuss.**

## TUTOR NOTES SESSION PLAN 2: Understanding migration

### 1.30 - 3.00

Using the workshop pamphlet (pages 4 - 9) we want to discuss the points and issues raised by the voices in the pamphlet and to see what we all feel about some of the ideas. People will have to take the issues step by step and discuss together. As always, someone needs to take a note of issues that have been raised.

Keep moving between the tables and join in the discussion where appropriate.

### 3.00 - 4.00

We have called this session the three Hs – Hand, Heart and Head. The idea is to pull together our ideas and responses under these rough headings to show what we think (Head), what we feel (Heart) and what we want to do (Hand).

Go through what people think, group the elements together on a flip chart; do the same for what people feel and for what people want to do. When this has been done, try to summarise the key outcomes of the discussions that have been taking place.

Finally, go over the information section of the pamphlet and encourage people to use different sources for their information.

Thank everyone for contributing and encourage them to keep in touch and use the websites for general networking.