

Consultation responses – A Strategic Review: Impact of Inward Migration from the EU Accession States in North Yorkshire

This table lists the organisations who responded to the consultation and a summary of the points they made. The column on the far right outlines the NYSP response to these comments. The consultation responses have been used to inform the action plan which has been developed to address the emerging priorities from the Strategic Review.

Reference Number	Organisation	Summary of Comments	NYSP response
1	Craven LSP	<p>Issues raised in the group discussion which followed the presentation have already been captured by the strategy eg there is a need to:</p> <ul style="list-style-type: none"> - consider the economic impact of migrants returning home - ensure migrants are seen as having a positive contribution to make - challenge perceptions that migrants create problems - ensure migrant works are using their skills in the workplace <p>Nothing additional to that captured by the strategy was raised although one delegate felt that migrants, particularly Polish were arriving in Britain with a good deal more organisation and planning that perhaps was the perception and made reference to a recruitment scheme which had been set up by Poles in Craven.</p> <p>There was mention of a welcome pack having already been produced in Selby and concerns there was duplication of effort.</p> <p>From the discussion which followed I'd say the top three priorities would be:</p> <ul style="list-style-type: none"> Employment and specifically the impact on local businesses of migrant workers returning home Community Cohesion, Migrant workers have a positive contribution to make and there are cultural differences 	<p>Improve access to services</p> <p>Consider capacity building options for translation and interpretation.</p> <p>Build engagement of widest possible range of employers and employment services</p> <p>Improve access to information</p> <p>Work with Craven partners to improve content of local area section of the Welcome Pack</p>

		<p>Dealing with the language barrier.</p>	
<p>2</p>	<p>Yorkshire Futures</p>	<p>This is a thorough analysis of the strategic review of the impact of inward migration in North Yorkshire. The review draws on the available evidence and makes valuable observations and recommends priorities for action.</p> <p>More robust quality statistics would be beneficial, but these are not currently available.</p> <p>Yorkshire Futures and YHRMP have commissioned consultants to deliver an Asylum Refugee and Migrant Research Overview Paper. The paper will be funded by Yorkshire Futures, as part of its 'What Works' programme see http://www.yorkshirefutures.com/whatworks.html</p> <p>Aims of the research</p> <ul style="list-style-type: none"> • Review existing reports and data focused on asylum seekers, refugees and migrants in Y&H, and local areas within Y&H. • Produce an overview paper on asylum seekers, refugees and other new migrants in Y&H. • Provide well-evidenced and easily accessible information for a range of regional partners, policy writers and decision makers. • Inform the Regional Refugee and Asylum Seeker Strategy and the future Regional Migration Strategy. • Identify further gaps in research. • Act as a precursor to further research and guidance with a particular view to providing strategic direction for Local Authorities and likely impacts on services such as housing, education and health care provision. • Be the first step towards the creation of a data map – this will map not just numbers of migrants and refugees but also potential impacts and research activities. <p>Outcomes of the research</p> <p>It is anticipated that this overview paper will be the first phase in a collaborative research process involving several regional organisations. This is because we</p>	<p>Improve quality of data - consider steps needed to improve data, its quality and the development of intelligence from it.</p> <p>A communication strategy to be developed that includes myth busting and positive messages.</p>

		<p>expect the paper to highlight any gaps in our regional knowledge and that this will act as a prompt for further research (although not necessarily to be funded by Yorkshire Futures).</p> <p>The three top priorities recommended for the action plan:</p> <ul style="list-style-type: none"> - The Welcome Pack (Website) - Availability of Translation Services - A Communication Strategy and in particular Myth busting 	
3	Jane Brown SEN Officer, Craven	<p>Thank you for circulating this report. I found it informative and clear and helpful in raising awareness of the issues.</p> <p>A minor point occurred to me - the word 'influx' in the report could be seen to be emotive.</p>	Reference to "Influx" has been removed as part of the Strategic Review update.
4.	Professor Gary Craig, Hull University	<p>I have the following observations to make on this consultation document.</p> <p>Whilst I welcome this consultation and evidence of some energy being directed towards addressing issues raised by the unprecedented A8 migrant worker numbers arriving in the county, I would hope that the County Council might also direct its energy to exploring and responding to the conditions of longer-settled BME residents and workers in the county.</p> <p>There is a substantial volume of research for both North Yorkshire and the wider region which touches on the issues covered in the consultation. It is not clear if this research has been drawn on and it would be sensible to do so to avoid repetition and to make use of the best available information.</p> <p>Your committee may care to know that I am currently working under contract to Yorkshire Forward to produce a synthesis report on all regional research regarding refugees, asylum-seekers and new migrants, and have just completed a mapping of migrant workers in the four local authorities</p>	<p>Improve quality of data - consideration to be given to the data and systems required to support intelligence on all inward migrants and settled ethnic minorities.</p> <p>A Housing Review has been commissioned covering both BME and Migrant Worker needs.</p> <p>Partnership arrangements for the exchange of data and</p>

		<p>constituting the Humber subregion. This has a number of pertinent recommendations. You will, I hope, know of my report for North Yorkshire Forum for Voluntary Organisations (2006) which has led to the development of minority ethnic forums in a number of districts, some of which I am still supporting; several of these are strongly focused on migrant worker issues.</p> <p>Given the, at times, extremely ill-informed and hostile coverage of the impact of migrant workers in the region from press, politicians and vox. pop., I trust your final report will stress very strongly the benefits derived from migrant workers to the local economy and the potential losses were they to leave.</p> <p>ES, para. 6: you can check your data against the IPPR data published as an annex to their latest report (Turnstiles etc). The WRS data is of limited value (although probably the best there is) as it does not allow for self-employment, those who leave, and for undocumented migrants. It is important therefore to note that any figures are only orders of magnitude.</p> <p>ES, para. 7: this lists a number of occupations which involve people who are likely to be particularly isolated, for example those working in social care and agriculture and aspects of hospitality (e.g. rural hotels). Given the likelihood that some of these will be working in exploitative conditions (see my report, <i>Contemporary Slavery in the UK</i>, published 2007 by the Joseph Rowntree Foundation), it would be important to focus particularly on their situation, Can you, for example, call for the Gangmaster's Licensing Authority to do a special case study of conditions within the North Yorkshire economy as typical of rural and remote areas where many A8 migrants are based?</p> <p>There are issues about travel to work which require collaboration between North Yorkshire and adjacent areas. Are you consulting with in particular, Middlesbrough, Stockton, Leeds, Bradford, York and Hull, to determine the nature of flows of workers from these areas, where many are likely to be living (and in poor housing conditions at that), to work in North Yorkshire. There are a range of issues which will require inter-authority working.</p> <p>ES para. 11 The point needs to be made that migrant workers are not</p>	<p>intelligence to be improved, including with regional organisations and cross-border.</p> <p>Improve access to services</p> <p>Build engagement of widest possible range of employers both in and out-county</p> <p>The PCT is keen to support the development of appropriate priorities for the Action Plan.</p> <p>Improve access to information</p> <p>Build Welcome Pack resources and seek to include all available agencies. Currently 20 languages are available for all basic information, with detailed information available in 4. Language needs to be reviewed regularly to ensure this continues to meet community needs</p> <p>The PCT is keen to</p>
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		<p>necessarily unskilled. Many are skilled and are working at skill levels well below their skills and qualifications. This raises a number of issues for employers and training providers about appropriate use of workers, wage levels, recognising qualifications etc.</p> <p>ES para. 13: reference is made to the North Yorkshire migrant worker accommodation needs research project but I am not aware of any call for evidence or of the timetable for this study nor who is actually carrying it out.</p> <p>ES para. 14: much research over the past 2-3 years indicates that health services have been very slow to deal with the (at times serious) health needs of migrant workers, including providing appropriate material in different languages explaining procedures for registering with a GP for example, interpretation and translation services, and operating outreach to where people work. There is little evidence that North Yorkshire and York PCT has taken these issues at all seriously and I hope this report will require it to do so.</p> <p>ES para 15: it is often frontline agencies including CABx which have been taking the strain in dealing with a range of enquiries, particularly with regard to general information and advice about UK procedures, health, employment and housing. CABx in the county were reporting these kinds of demands and increased workloads two years ago but there is no indication of enhanced funding to enable them to undertake this work effectively. I have on several occasions offered a Polish-speaking student of mine to translate material for advice centres but this is sheer happenstance and not the way to run a properly funded advice service.</p> <p>ES para. 16: this comment about the 'negative factor' implies that it is somehow the fault of the migrants themselves. Clearly it is more to do with the negative attitudes, including racist responses, of local residents and this should be reworded to ensure that that perspective is communicated to the reader.</p> <p>ES para. 20: it would be helpful if a timetable for further consultation were to be widely publicised and not simply through the 'usual channels' but publicly.</p>	<p>support the development of appropriate priorities for the Action Plan.</p> <p>Build community cohesion</p> <p>A communication strategy to be developed that includes myth busting and positive messages.</p> <p>LSPs, CDRPs and other partnerships to be encouraged to contribute to this work.</p> <p>Engage with employers/enforcement agencies to address any poor employment practices.</p> <p>In addition</p> <p>The review document will be edited to take account of feedback.</p> <p>The consultation matrix will be published.</p> <p>All LSPs were invited to</p>
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		<p>series of acronyms are introduced which probably have little meaning to most readers. There are points in this section where the level of detail given is probably inappropriate.</p> <p>p. 19: service access issues. Nowhere in the report is any serious consideration given to the role of the media in distorting the factual situation or in presenting a positive picture of the impacts of migrant workers on the local economy. The issue about migrants fuelling crime waves has been thoroughly addressed in a recent ACPO report and this should be sourced and referred to as an authoritative statement. Again, this would help to address distorted media coverage. I hope, incidentally that the NYCC intends to have a proper press launch of the final report and ensure good coverage of the issues to put the record straight.</p> <p>The box at the foot of p. 19 ends abruptly in mid-sentence.</p> <p>MR p. 21 (unnumbered in text): 'service access issues' touches briefly on the issue of employers 'placing barriers' etc. This is actually pussyfooting around a serious problem which is that a significant proportion of migrant workers will have been working in substantially exploited situations and some in conditions which the ILO would recognise as forced labour because of the failure to offer or honour contracts, the removal of passports etc, the making of illegal deductions, overcrowded housing conditions etc. There is a need for a thorough investigation of this kind of situation in the county given the large numbers of migrant workers employed here.</p> <p>MR p. 22: this first table is very unclear and needs further explanation. The second table includes some long-settled ethnic groups: this adds to confusion about the focus of the consultation. Again there are unhelpful uses of acronyms.</p> <p>MR p. 23, para. 5.3: it needs to be clarified that WRS data provides details of residence and NINo of workplace and that the two data sets cannot currently be collated. The section on Gangmasters is very weak: it needs to outline what</p>	
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		<p>the current powers of the GLA are, the fact that it is limited both in terms of sector and in terms of the pitiful resources it has. This is an ideal opportunity to be arguing for a widening of its remit and extension of its resources.</p> <p>p. 24 why is this map dependent on 2006 data which is hugely dated? WRS data can be obtained now for the period up to June 2008.</p> <p>p. 25 the acronym SBS is unhelpful to the casual reader, especially as it contains one of the largest sectors.</p> <p>p. 26 appears blank: was this intended?</p> <p>p. 27 I don' t think much is made of the potential role of the trades unions in addressing workplace issues. The Regional TUC is extremely concerned about many of these issues and has recently published a report on the informational needs of migrant workers. The TUC ought, in my view, to have been involved in drawing up the document.</p> <p>p. 29 the comments made in this box about the conditions under which migrant workers are employed could equally be made about some BME workers. This underlines the case for a study of their working conditions.</p> <p>p. 30 passim: the JRF report on modern slavery also makes reference to housing issues. Several district housing authorities (Selby, Ryedale, Scarborough, Richmond) will have evidence of this and I hope you will make every effort to ensure they report their evidence to your committee.</p> <p>p. 32 I note with interest the reference to migrant workers housing needs and would like to have more details of what is proposed.</p> <p>P.33 there is little evidence of the impact of migrant workers on health services because the PCT does not take the issue of ethnicity at all seriously. The PCT should be required to undertake a thorough-going inquiry into the circumstances and health needs of minorities (all minorities) living and working</p>	
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		<p>in York and North Yorkshire.</p> <p>p. 35: the committee expresses its pleasure at hearing first hand the views of migrant workers. Is it too much to hope that the same courtesy might be extended to representatives of long-established BME communities in the county?</p> <p>p.38 the casual use of the claim that minorities are leading 'parallel lives' is depressing. This claim has been challenged in many quarters and the segregation of minorities acknowledged as being much to do with housing and labour market policy. This is an example of the victims being blamed for their immiseration. See attached article.</p> <p>pp. 38-39 it is not clear why much of this material is included and it is deeply depressing to me to see that none of the recommendations arising from my NYFVO report and the subsequent conference are alluded to at all.</p> <p>p. 41 why should a welcome pack not also be available in, for example, Mandarin, Bengali, Urdu, Nepalese or Turkish?</p> <p>p.42 BME what?</p> <p>p. 44 passim: much of this section overlooks the impact of racism on minorities in rural areas. This needs to be brought out much more strongly and the police asked to profile their statistics and policy responses much more strongly to the public at large.</p> <p>Most of the report seems to overlook the strong relationship which is required between York and North Yorkshire authorities to address and solve many of these issues. It is a great pity that appropriate observers were not invited from York-based organisations to comment on and input to the discussions.</p> <p>Some of the Tables continue the confusion as to the focus of this investigation: for example ESOL learners covers a range of ethnicities going well beyond the</p>	
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		<p>A8 migration areas. Other figures are included for reasons which are not clear. For example, why include a figure showing the distribution of library loans unless there is some reason for doing so, for example to imply something about the concentration of migrant workers (although this is debatable as an association).</p>	
<p>5.</p>	<p>Ryedale Together</p>	<p>Do you agree with the analysis in the Strategic Review? If not, please say how it should be improved.</p> <p>Issues identified are all relevant to Ryedale.</p> <p>Are there any other information, issues or views that ought to be taken into account? If yes, please specify.</p> <p>Adherence to fishing licence regulation was low in migrant communities – largely unwitting failure to comply. This was leading to tensions in the community – “we have to follow the rules, why shouldn’t they?”</p> <p>Victim support and the availability of interpretation services e.g. Domestic Violence cases What is your organisation doing (or could do) that would contribute to addressing the issues identified in the Strategic Review?</p> <p>Contact had been made with the Environment Agency regarding increased information in the appropriate languages. This needed to be progressed.</p>	<p>Improve access to services</p> <p>Identify resources for additional linguistic support where telephone services are not appropriate</p> <p>Improve access to information</p> <p>Additional Domestic Abuse information and support to victims to be publicised through the Welcome Pack.</p> <p>Information on fishing and other regulated recreational activities to be developed within the Welcome Pack.</p> <p>Build community</p>

		<p>Centres for third party reporting of hate crimes were currently being identified – organisations working with individuals across the six strands of diversity were being targeted.</p> <p>Ryedale had already developed its own Welcome Pack for new arrivals and were actively contributing to the NYSP pack.</p> <p>What are the three top priorities that you feel should be in the action plan? Please be as specific as you can.</p> <ul style="list-style-type: none"> - Address the fishing licence issue - Roll-out third party reporting across the district – including employers - Support Fire and Rescue in raising awareness of home risks/report known risks in confidence that it will not lead to homelessness 	<p>cohesion</p> <p>Integration of the 3rd Party Reporting of Race Hate Crime, and Tension Monitoring to be considered.</p> <p>Consideration to be given to undesired secondary outcomes (for example, raising fire risk concerns, or employment practices - which might put at risk tenancies).</p>
6.	Hambleton District Council	<p>1) To what extent do you think the analysis presented in the strategic review portrays an accurate picture of the issues? Is there anything missing from this picture? If yes please specify.</p> <p>A: The analysis seems sound and we have nothing to dispute the figures quoted.</p> <p>2) Are there any other information, issues or views that ought to be taken into account in the strategic review? If yes please specify</p> <p>A: Whilst the review is comprehensive there may be advantages from engaging the benefits service and therefore private sector landlords. It may also be</p>	<p>Improve access to services</p> <p>The BME and Migrant worker accommodation review will provide further priorities for action for us to consider.</p> <p>Attention will need to be paid to the involvement of private landlords,</p>

		<p>profitable to contact the planners as there have been enforcement issues relating to agricultural workers being housed in caravans on a site without planning permission.</p> <p>3) What is your organisation doing (or could do) that would contribute to addressing the issues identified in the Strategic Review?</p> <p>A: We are currently working on a strategy to engage minority groups. We are therefore in a position to complement this work, but need to share information and be clear who is doing what, when and how the resulting information will be used.</p> <p>4) What are the three top priorities that you feel should be in the action plan? Please be as specific as you can.</p> <ul style="list-style-type: none"> - the proposed welcome pack which should help address cultural issues such as driving and carrying weapons as well as access to services. - Integration into schools for migrant children and the investment in English lessons. - Housing issues such as appropriate accommodation and removal of exploitation. <p>One point that should not be missed is that the strategic action plan should be commensurate with the scale of the problems encountered and that scarce resources should not be diverted disproportionately to the detriment of other services.</p>	<p>housing planners and enforcement bodies, in particular to address any poor housing practices.</p> <p>Improve access to information</p> <p>The opportunity to compliment work planned on engaging with migrant workers is welcomed.</p> <p>Build community cohesion</p> <p>Work with schools to support them in their Duty to Promote Community Cohesion will need to be a priority. Linkages with work that the District Councils are undertaking, to secure the well-being outcomes for all children and young people, need to be made.</p> <p>Additional:</p> <p>The Action Plan to</p>
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			<p>identify key priorities and a range of options that have regard to scarce resource and the need to be proportionate to need.</p>
7.	Richmond-shire District Council	<p>1 To what extent do you think the analysis presented in the strategic review portrays an accurate picture of the issues? Is there anything missing from this picture? If yes, please specify.</p> <p>A: The analysis is reflective of the current picture in North Yorkshire. Notwithstanding that the document is restructured to A8 +A2 migrants I think it would be helpful if it also picked up and referred to other examples of migrant workers within North Yorkshire. For example, Catterick Garrison has some notable cases in terms of soldiers serving from commonwealth countries, with larger numbers of Fijians and Nepalese and Filipinos working in the Caring/Nursing sectors.</p> <p>2) Are there any other information, issues or views that ought to be taken into account in the strategic review? If yes, please specify</p> <p>A: In Richmondshire we experienced a case of a “gang master” housing workers in unsuitable and unregistered accommodation a couple of years ago. The document does not seem to have a view/perspective from the “Gangmasters Association” i.e. the numbers of Gangmasters operating in North Yorkshire, numbers of clients from the A8/A2 countries and which services/areas in which they are employed etc.</p>	<p>Improve quality of data</p> <p>Our knowledge needs to extend to all ethnic minorities and all parts of the county. The development of comprehensive and accurate information must be a key priority.</p> <p>Improve access to services</p> <p>Priorities will need to be set for working with private landlords/enforcement agencies to address any poor housing practices.</p> <p>Priorities will need to be</p>

		<p>3) What is your organisation doing (or could do) that would contribute to addressing the issues identified in the Strategic Review?</p> <p>A: We are developing our approach to community engagement, especially hard to reach groups, including migrant workers. There are no established networks within Richmondshire, therefore engaging with relatively small numbers of migrant workers spread over a large geographic area brings with it some challenges for meaningful engagement. There is also research work required with businesses in the District who employ migrant workers. We will also be supporting the Migrant Worker Accommodation needs research project.</p> <p>4) What are the three top priorities that you feel should be in the action plan? Please be as specific as you can.</p> <p>A: - the development of an accurate and up to date database broken down by district of migrant workers and their country of origin.</p> <p>- the establishment of supported networks for migrant workers in each district, with support/advice workers.</p> <p>- Information/Contact points in each District for the provision of information/consultation.</p>	<p>set for working with employers/enforcement agencies to address any poor employment practices.</p> <p>Build community cohesion</p> <p>We will develop priorities for community engagement and volunteering.</p>
8.	Jobcentre Plus (North East Yorkshire & the Humber)	<p>My overarching concern with this is that time has moved on since the strategy was written and I wonder whether it is still relevant and fit for purpose in the current economic downturn in which we are all now operating. As has been well publicised over the past few months, many of the migrants are now returning home, or have already done so. The report does acknowledge that many of the migrant workers are better qualified, but there is little in the report about the specific qualifications they hold i.e. to what level and the links to</p>	<p>Improve quality of data</p> <p>The development of comprehensive and accurate information is a key priority. We need to be able to attract</p>

		<p>specific employment shortages in this area.</p> <p>As acknowledged in the report, some employers are very pleased to be able to recruit migrant workers - they are hard working and flexible and often take employment for which they are over qualified. For this reason, some employers in particular sectors e.g. care, hospitality etc where a large proportion of the workforce may be migrants, may find great difficulties in recruiting replacement staff locally when/if large numbers start returning to their native homes. For such employers, Jobcentre Plus will provide a free integrated employment and skills service, including pre-employment training as part of a Local Employment Partnership (LEP).</p>	<p>migrant workers to the county as economic conditions improve (location of first choice).</p> <p>Improve access to services and build resilience</p> <p>Consideration to be given to the kind of arrangements needed between Gangmasters and other employers, Job Centre+, planners and other agencies.</p>
9.	Ripon CVS	<p>Community Safety</p> <p>1 Do you agree with the analysis in the Strategic Review? If not, please say how it should be improved.</p> <p>Yes we do agree but also get the feeling that the numbers are dropping.</p> <p>2 Are there any other information, issues or views that ought to be taken into account? If yes, please specify.</p> <p>The Ripon BME representatives from the Community Police have</p>	<p>Improve quality of data - consider steps needed to improve data, its quality and the development of intelligence from it</p> <p>Build community cohesion</p> <p>Partners to share good practice on building awareness and understanding of community safety and cohesion mechanisms</p>

		<p>experienced problems with language differences when trying to explain community safety procedures ie neighbourhood watch; also cultural differences in the perception of police officers and their work as providers of help and protection.</p> <p>3 What is your organisation doing (or could do) that would contribute to addressing the issues identified in the Strategic Review?</p> <p>Ripon CVS Community House is to become a Hate Incident reporting centre. We are involving a wide range of partners in the Ripon District BME Forum, Police, Fire, Library, Adult Education, Extended Schools, CAB, Adult & Community Services (Carers). HBC & CVS. We sent out 240 invitations and have a database of 50 people who wish to be kept informed. We completed a survey of activity. We have a work plan (attached) to: work with young people to raise awareness about racism. Establishment of self help/ social group.</p> <p>Provision of information.</p> <p>4 What are the three top priorities that you feel should be in the action plan? Please be as specific as you can.</p> <ul style="list-style-type: none"> - Road safety advice. - Translators for help in reducing high tension situations - Promotion of understanding the role of police officers in the community. 	<p>with all communities</p> <p>Ensure that third party reporting, hate crime reporting and tension monitoring mechanisms in place are joined up</p> <p>Support for informal support networks where language skills can also be developed</p> <p>Review of current resources to support community cohesion and their deployment</p> <p>Improve access to information</p> <p>Road safety information to be built into welcome pack and web page</p> <p>Jobcentreplus and employment information to be built into welcome pack and web page</p> <p>Information on tenancy rights to be included in welcome pack and welcome page</p>
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		<p>4 Job Centres advertised in different translations. Access to information about employment law and advice on employees rights Matching of skilled work to migrant workers with experience and where language barriers can be overcome.</p> <p>Housing and Accommodation</p> <p>Ripon CAB is an active member of the Ripon BME Forum, working together to direct people with housing issues to relevant agencies. Issues have been highlighted around migrant workers lack of knowledge about benefits and tenants rights; some exploitation by landlords using language differences as excuses.</p> <p>Cost and availability of appropriate local housing/accommodation – link from welcome pack. Advice on tenants' rights.</p> <p>Monitoring rented accommodation for quality and suitability.</p> <p>Health</p> <p>4 The availability of dental services. - Targeting specific healthcare issues through a range of agencies, pharmacies, shops and employers etc. Information about access to healthcare options - list of surgeries and 'how to' leaflets in translation.</p>	
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		<p>Other</p> <p>1 /</p> <p>2 Funding for local Community Cohesion projects and project workers. Leaflets in translation to help schools, police officers, health and community services.</p> <p>3 Ripon BME Forum has developed an action plan to address the issues raised within the agencies represented (copy attached).</p> <p>4 - Attracting volunteers to work within public services.</p> <ul style="list-style-type: none"> - Community events and projects led by BME groups – self-help/social groups. - To promote the welcome pack through employers, estate agents, libraries, community buildings, Polish shops. 	
<p>10.</p>	<p>Northallerton & District Voluntary Service Association</p>	<p>1. Do you agree with the analysis in the Strategic Review? If not, please say how it should be improved.</p> <p>* The Review is well thought out.</p> <p>2. Are there any other information, issues or views that ought to be taken into account? If yes, please specify.</p> <p>* Perhaps a greater emphasis on transport needs. For example, this organisation's Wheels 2 Work moped loan scheme has provided transport for people originally from Latvia, Poland, Nepal, Korea, in addition to members of the travelling communities in order for them to access training, employment and education.</p> <p>* Are there other access to services issues that could be met through public or community transport?</p> <p>3. What is your organisation doing (or could do) that would contribute to addressing the issues identified in the Strategic Review?</p> <p>* As a Local Infrastructure Organisation we continue to ask the local</p>	<p>Access to services</p> <p>Review of community transport needs and how these might have altered following recent migration changes</p> <p>Access to information</p> <p>Information on transport schemes to be included in welcome pack</p> <p>Welcome pack and page to be promoted through</p>

		<p>voluntary and community sector about the numbers of migrant workers supported by their organisations and how we can best enable them to do this effectively.</p> <p>* We would be keen to work with local groups of people who have migrated to the UK, should the groups and need for support be identified.</p> <p>4. What are the three top priorities that you feel should be in the action plan? Please be as specific as you can.</p> <p>* Ensure that ESOL courses are accessible to all. They should be flexible in their timings and location and focus on ensuring that the vital information (contained within this document) is communicated, along with the information packs.</p> <p>* Ensure that the CABs are well resourced in order to market and deliver their essential service to this group of people.</p> <ul style="list-style-type: none"> • Encourage community integration at a local level, using community development principles. 	<p>ESOL classes</p> <p>Resourcing of community advice services and required translation/interpreting costs to be reviewed</p>
11	<p>Linda Marsden Manager Ripon & District CAB & Development Manager of Advice North Yorkshire</p>	<p>This is a brief response to the consultation as I had an opportunity to be included in the feedback at the workshop at the recent NYSP conference. I was very pleased that those present wished to emphasise the positive aspects of the inward migration of A8 & A2 workers. The strategic review is a comprehensive survey and broadly covers our concerns and challenges. The Citizens Advice Bureaux in North Yorkshire are well placed to recognise the dynamic nature of the inward migration. We pick up trends very quickly and are also aware of the complexity of the situation. For example, recently we have had a few cases where older relatives of migrant workers have joined their families, some to care for children, others who need care themselves. These may be isolated cases, or they may be a trend, either way there will be implications on the provision of services and eligibility to benefits as they will probably not be registering with WRS.</p>	<p>Access to services</p> <p>Ensure that care providers are prepared to meet changing community needs</p> <p>Resourcing of community advice services and required translation/interpreting costs to be reviewed</p>

		<p>As it states in the strategic review, advice for migrant workers is almost always complex because of the impact of immigration legislation on other areas such as benefits. Also, language is often an issue and, although we subscribe to Language Line, we do not have the resources to use the facility as we would like.</p> <p>It is important to have a county wide or regional strategy but also to be able to respond to local needs. Again, CABx are well placed to do this.</p> <p>CABx work to influence social policy. One issue is that the Gangmaster legislation only covers industries but many local migrant workers work in industries that are not covered and do not benefit from this protection.</p> <p>We are surprised by the number of migrant workers who are not registered with WRS. This appears to be an employer issue. Some will be flouting the rules, others unaware of them. There is a need to ensure that employers are aware of their responsibilities.</p> <p>What CABx are doing [or could do] to contribute to the issues:</p> <ul style="list-style-type: none"> a.. keeping abreast of relevant legislation and access to comprehensive updated information system to ensure appropriate advice b.. are members of relevant BME forums in North Yorkshire c.. specialist immigration advice at Ryedale CAB d.. included in team working on welcome pack e.. could produce further data to inform policy makers f.. hate incident reporting partners <p>Three top priorities:</p> <ul style="list-style-type: none"> a.. maintaining an up to date picture of the situation [but not viewing migrant workers in isolation or as a problem] b.. engaging and involving individuals and communities c.. hate incident reporting facility county wide <p>Many of the issues raised by the inward migration over recent years highlight the need to ensure that everyone is included and supported where necessary and that exploitation and discrimination are problems for all of us to address.</p> <p>Finally, the Citizens Advice service aims are:</p>	<p>Access to information</p> <p>Work to be undertaken to improve employer understanding of legislative requirements when employing migrant workers</p> <p>Improve quality of data - consider steps needed to improve data, its quality and the development of intelligence from it</p> <p>Ensure that third party reporting, hate crime reporting and tension monitoring mechanisms in place are joined up</p>
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		<p>The Citizens Advice service provides free, independent, confidential and impartial advice to everyone on their rights and responsibilities. It values diversity, promotes equality and challenges discrimination.</p> <p>The service aims:</p> <p>a.. To provide the advice people need for the problems they face b.. To improve the policies and practices that affect people's lives.</p> <p>I look forward to hearing the outcome of the consultation and being involved in the next steps.</p>	
12	Harrogate Borough Council	<p>Thank you for sending a copy of the consultation document to Harrogate Borough Council. The matter has been discussed by our Corporate Management Team and within departments. Our response to your key questions is as follows:-</p> <p>It is difficult for us to say whether the analysis is accurate because of the difficulty in assessing what the position is because of the different ways of measuring migration and because of its inherent variability. Broadly speaking, we think the strategic review gives a recognisable picture of the position, but it would be helpful to have an update and to assess the extent to which migration in and out of North Yorkshire from other parts of the country or the region is taking place.</p> <p>The review appears to cover the key issues which have been identified in this Authority.</p> <p>As the lead and key member of the Harrogate District Strategic Partnership, Harrogate Borough Council has helped to set up, through the HDSP, a project to employ a project worker who has been working on the following projects:-</p> <ul style="list-style-type: none"> • The delivery of ESOL classes in Harrogate District (130 engaged). • 'After Mass' socials for Polish Catholics with multi-agency attendance. 	<p>Improve quality of data</p> <p>The development of systems to routinely collect data, together with the provision of comprehensive and accurate information for partners is a key priority.</p> <p>Improve access to services</p> <p>The BME and Migrant worker accommodation review will provide an analysis of need and make recommendations.</p> <p>Private landlords, housing planners and enforcement bodies will</p>

		<ul style="list-style-type: none"> • Home Safety Awareness Open Day, Grove Road School, Harrogate. • Focus groups with Polish parents. • Engagement with a wider A8 migrant community. • Community Information Day for public services on 27th September 2008 (50 engaged). Our Customer Services Unit were the contact point at this event. <p>With regard to the service areas concerned, set out below is the current position with regard to each service area:-</p> <ul style="list-style-type: none"> • Community Safety – The Harrogate District Safer Communities Partnership is leading on the development of a local Hate Crime reporting mechanism and this will be promoted via the BME Forum. • The Director of Harrogate International Centre pointed out that there are concerns in the hospitality industry that the migrant population may be reducing, meaning that there are less economically active potential employees for hotels and restaurants in the District. Despite rising levels of unemployment, recruitment into these roles has been challenging in previous times of economic difficulty and may well be the case in the current economic situation. • Health – We recognise and endorse the concerns expressed regarding issues of stress (and suicide), smoking and non-registration with GP's. • Housing and Accommodation – We support the conclusion that existing pressures are likely to relate to overcrowding and safety in the private rented sector and endorse the main themes to be explored through the proposed research project. 	<p>be encouraged to engage.</p> <p>Consideration to be given to the kind of arrangements needed between Gangmasters and other employers, Job Centre+, planners and other agencies.</p> <p>Improve access to information</p> <p>The opportunity to compliment work planned on engaging with migrant workers is welcomed.</p> <p>Build community cohesion</p> <p>Work with schools to support them in their Duty to Promote Community Cohesion will need to be a priority. There may be opportunities to link work that District Councils are undertaking to secure the well-being outcomes for children and young people.</p>
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13	Migrant Worker consultation	<p>Employment/Economic</p> <ul style="list-style-type: none"> - need for more information about employment rights - There have been cases of employer exploitation through: <ul style="list-style-type: none"> - failure to pay legal minimum wage; - Failure to pay holiday pay; - Long hours and low pay; - Lack of contract setting out terms and conditions of employment; - Withholding wages at end of contracts; and - Failing to implement health and safety requirements. - Difficulties getting bank accounts and loans (having a credit rating/suitable references) - Economic advantage is less, those not integrating well are leaving for other EU countries, or Australia, or returning home <p>Housing</p> <ul style="list-style-type: none"> - There is a need for readily available information about housing options and rights - examples of how people have dealt with a range of housing related issues – in particular who to talk to and the questions to ask - often housed in poor accommodation with damp conditions and lack of facilities - often overcrowded and with lack of garden for children - requirement to provide bigger bond than other tenants - failure to re-pay bond at end of tenancy - housing tied to employment and exploitation in terms of rent and multiple occupancy/lack of privacy or decency - lack of suitable accommodation - difficulties obtaining mortgages, loans <p>Safety/Community Cohesion</p> <ul style="list-style-type: none"> - generally ok but: - some cases of children being bullied in communities - some older generation MWs critical of younger MWs “excesses” 	<p>The action points listed above aim to address migrant worker issues. These will of course change over time and in any event we will want to know how well we are doing and what the experience of new arrivals is. It will be essential to create systems and processes to hear, respond to and know what difference we are making. Key actions will include:</p> <p>Better provision of accessible and accurate information for all new arrivals - the Welcome Pack will be further developed.</p> <p>Consultation networks must be developed - the housing research will provide an opportunity to develop this work.</p> <p>Information about and access to a range of</p>

		<ul style="list-style-type: none"> - police not always responsive to complaints - most English people welcoming but some not so - children often settling in well and making friends - some adults unable to settle and integrate, returning home - families often settling well with parents active in supporting schools and community activities - Need to identify a local police officer to deal with MW's issues - lack of general information in relation to Council Customer Contact centres - More awareness for Fire Safety and Environmental issues - More information of how to engage with the wider communities in the local area and point of contacts. <p>Health</p> <ul style="list-style-type: none"> - lack of awareness of how to access mental health services - Not registering or enrol with GP - lack of awareness about TB - lack of understanding of using Accident & Emergency - difficulties being understood by GP - lack of information about what health services are available to <p>MWs</p> <p>Education</p> <ul style="list-style-type: none"> - cost of ESOL prohibitive - adult access to courses can be difficult (location and timing) - basic English conversational course would be helpful - some cases of schools not being welcoming or wanting to admit children - lack of knowledge about school transfer system and how the appeals system works - more information for home to school transport - Need more materials/curriculum to show the positive contribution of the MWs' - Facilitate some crash course to MWs' to be able to teach English 	<p>volunteering opportunities needs to be further developed.</p> <p>Engagement with civic life and local democracy must be encouraged.</p> <p>Gateways into communities need to be developed so that services can identify and meet needs in a timely and effective manner.</p>
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		<p>to members of the same community</p> <p>Information and advice</p> <ul style="list-style-type: none"> - CAB greatly valued but difficulties with translation availability - Lack of information about even the most routine everyday services, including what is available to who and at what cost... - Fear of change in Law regarding immigration which might prevent friends and family coming, or possible problems at custom control when returning from trips home. - None-EU immigrants fearful of expulsion from UK and the advantage EU people have over them (residency and employment). 	
14	Polish Community Group (Selby)	<p>NB: The group did not respond to the review in the same way as other groups as the document was not accessible to them. The group was made up of settled families who have been in Selby for varying periods. They did give their views on the different sections;</p> <p>Community safety</p> <ul style="list-style-type: none"> ▪ Driving culture changes had been challenging ▪ Very pleased with the welcome, support and responsiveness of the local Safer Neighbourhoods Teams (details of activities run have been provided by the local Inspector as good practice examples). <p>Employment</p> <ul style="list-style-type: none"> ▪ In the context of the economic climate, if unemployment becomes an issue, they will return to their country of origin. <p>Education</p> <ul style="list-style-type: none"> ▪ Challenge to access courses around work shift patterns ▪ Lack of childcare during courses a barrier 	<p>Access to information</p> <p>Details on road safety to be made available through welcome pack. Investigate whether practical sessions would be useful to reduce accidents</p> <p>Access to services</p> <p>The BME and Migrant worker accommodation review will provide further priorities for action for us to consider.</p> <p>Attention will need to be</p>

		<ul style="list-style-type: none"> ▪ Cost of courses prohibitive ▪ Settled families less focused on accreditation – prefer to improve conversational English. <p>Accommodation</p> <ul style="list-style-type: none"> ▪ Agencies – language barriers ▪ Deposits – difficult to find the cash required and release of this at end of term difficult to obtain – many private landlords do not return deposits ▪ Advance rent payments – anecdotal evidence that private landlords ask for more months in advance for these communities. Again, difficult to raise the cash to meet these payments ▪ Settled families often struggle to afford accommodation with space for children to play – quality of life implications <p>Health</p> <ul style="list-style-type: none"> ▪ Bilingual machines in GP surgeries have resolved barriers to health care <p>Access to information</p> <ul style="list-style-type: none"> ▪ Information mainly from friends ▪ Aware information is available online, but not always aware that access is available through Libraries and very limited access at home/work ▪ Language line users had found the service helpful and easy to use ▪ Official correspondence difficult to understand – support needed esp. with school and work forms ▪ Welcome pack (produced by Selby Together) helpful and pleased to hear a NY version would be available <p>Community Cohesion</p> <ul style="list-style-type: none"> ▪ Local people had been very welcoming, helpful and friendly ▪ Migrants felt they were treated fairly, although recognised that the 	<p>paid to the involvement of private landlords, housing planners and enforcement bodies, in particular to address any poor housing practices.</p> <p>Review alternative arrangements available for developing language skills and promote these through the welcome pack and web page</p> <p>Promotion of welcome pack and page through informal networks vital.</p>
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		<p>experience of the settled community might be different to that of single people coming to the area for short periods of time</p>	
15	Selby Together	<p><u>Community safety</u></p> <p>ASB issues linked to awareness of British culture rather than deliberate. Seasonal workers lead to peaks and troughs in ASB Fire safety being addressed through recruitment of migrant community members into Fire Service, and targeted promotion of home risk assessments, fire alarms etc.</p> <p>Concerns that support for victims of domestic abuse is not in place in appropriate language and challenging to recruit and retain volunteers.</p> <p>Is Health and Safety at work included in this category? Concerns regarding awareness of legislation and procedures by staff with limited English language skills and resulting risks</p> <p><u>Education</u></p> <p>ESOL - Families have different motivations for learning languages and are not continuing to accreditation – causing courses to fold.</p> <p>Childcare, availability of courses and fees an issue for these low income families, as with wider population. As a result of consultation a trial of ESOLcourse to coincide with children’s playgroup under way.</p> <p><u>Employment</u></p> <p>Concern that changes to seasonal worker schemes may lead to unlicensed workers and abuses.</p> <p>Abuses of legislation not the main concern in area – workers are promised conditions that then do not materialise to incentivise move to UK.</p>	<p>Access to information</p> <p>Work to be undertaken to improve employer understanding of legislative requirements when employing migrant workers in conjunction with HSE?</p> <p>Review alternative arrangements available for developing language skills and promote these through the welcome pack and web page</p> <p>The BME and Migrant worker accommodation review will provide further priorities for action for us to consider.</p> <p>Attention will need to be paid to the involvement of private landlords, housing planners and enforcement bodies, in particular to address any poor housing practices.</p>

		<p>Changing trends for employment as exchange rate, economy in home country and legislative changes make migration less appealing – recruitment challenges</p> <p><u>Housing and accommodation</u></p> <p>Community cohesion issues resulting from myths emerging over entitlements.</p> <p>Extend of practices such as hot-bedding etc not know as only discovered when problems arise. Affordability of accommodation an issue, but rented accommodation available. Anecdotal evidence of agencies discouraging migrants, or colluding with recruitment agencies re fees. Tend not to have deposits returned, but are broadly recognised by landlords as good tenants (better than indigenous population). Reluctance from migrants to share information as a result of fear of repercussions.</p> <p><u>Health</u></p> <p>Promotion of community activity events planned in the area. Good use of leisure facilities in the District by migrant workers.</p> <p><u>Access to information</u></p> <p>Informal support networks have been established through churches and VCS. Selby Welcome Pack established in 2006 – fed into development of NY Welcome Pack. Will continue to review local needs. Link to Selby specific information on welcome page?</p> <p><u>Community cohesion</u></p> <p>Sport a good access route for young men – moving towards cross-community activities. Experience of communities living together has reduced tensions. However, still a residual perception that Selby town is inundated with Poles and</p>	<p>Identify resources for additional linguistic support where telephone services are not appropriate</p>
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		knives. Cultural activities in schools and a balance of community specific and cross-community activities required.	
17	Selby CDRP	<p>Community Safety</p> <p>Supported the areas that had been identified by other Selby District groups (including the Fire Safety information under accommodation)</p> <p>Highlighted the good work that had been done in the area to build relationships with new arrivals, particularly by Selby Together and the Safer Neighbourhoods Teams.</p> <p>Concerned that victim support was not available for migrants or their families (particularly children witnessing domestic violence) on an equitable basis with the English-speaking population. Local DV services had recruited a Polish-speaking DV volunteer.</p>	<p>Access to services</p> <p>Identify resources for additional linguistic support where telephone services are not appropriate</p>
18	Harrogate CDRP	<p>Community Safety</p> <p>In general in agreement. Keen to stress the beneficial aspects of migration. Community safety issues which are most encountered are problems with driving documents and carrying of weapons. There has not been a rise in crime statistics in Harrogate district associated with migrant workers.</p> <p>Particular problems around vulnerability of migrants to crime, especially because opening bank accounts is problematic leading to them carrying large amounts of cash around with them.</p> <ul style="list-style-type: none"> • Harrogate BME Forum – identified particular areas of need in Harrogate eg ESOL and working to address them. Carrying out survey with organisations to determine their interaction with migrant workers. • Ripon BME Forum – Working with migrant workers in Ripon area. The two Forums working together to share good practice. • Police considering a booklet on community safety issues to 	<p>Access to information</p> <p>This information is included in the welcome pack and additional community safety information to be incorporated once available</p>

		<p>complement information in the Welcome Pack. This could also signpost to the Welcome Pack and other relevant information.</p> <ul style="list-style-type: none"> • Fire Brigade working with 95 Alive to distribute DVD around road safety. • Community engagement sub-group is being formed to involve people more in the work of the CDRP. It will be a priority to engage with these communities as well as settled communities. 	
19	Harrogate Minority Ethnic Forum	<p>NB: The Minority Ethnic Forum is a group of practionners and BME representatives. They asked for workshops on Accommodation & Health and Education & Employment. Feedback is set out below:</p> <p>Education & Employment</p> <ul style="list-style-type: none"> ▪ View that the access issues facing migrant workers were the same as other vulnerable groups ▪ Level of courses was an issue – to take English languages skills to a higher or more technical level is very expensive and there is a shortage of opportunities in the area ▪ There are insufficient tutors to meet demand ▪ Guidance on the distinction between skills for life and ESOL would be helpful when determining programmes etc. ▪ Sustainability of courses is an issue (both student retention and finding further funding for continuation or progression) ▪ Delivery through ‘train to gain’ in workplaces in working time was raised ▪ Selling training to employers is a challenge and likely to get harder ▪ Careers advice for migrant workers is not as well promoted as it could be [it was agreed that this should be built into the welcome pack] ▪ Pathways to employment, such as childcare and translation/interpretation, were identified, but not currently promoted or supported ▪ Volunteering was promoted as a means of improving language skills, 	<p>Access to services</p> <p>Review student needs and available provision for ESOL and related courses</p> <p>Career and employment advice signposts to be incorporated into the welcome pack</p> <p>Building community cohesion</p> <p>Volunteering opportunities already included in welcome pack and welcome page, but further opportunities to promote volunteering to be sought</p> <p>Guidance on the appropriate use of</p>

		<p>gaining new skills and promoting community cohesion and local support networks</p> <ul style="list-style-type: none"> ▪ Concern over new points-based immigration system were of concern to employers and were making them reluctant to take on BME staff (non-UK nationals) ▪ Skills gaps/shortages from workers being forced to leave the UK ▪ Recognition of qualifications – UKNARIC offer an official service – but requires registration – would there be value in a NYSP subscription, or through another body? Or is this already in place? ▪ Conversion of qualifications also a barrier – mainly technical English issues. ▪ Translation services in schools – using small children to communicate with parents – could volunteers support? Clear guidance needed <p>Recommendations:</p> <ul style="list-style-type: none"> ▪ Communications with employers to promote recognition of qualifications/value of training/support for training costs if possible – involve Chamber of Commerce/economic development units ▪ UKNARIC subscription to be made accessible ▪ Key messages to go out through schools to parents ▪ Promotion of volunteering as a route into employment as well as integration (and benefits all in the community) <p>Action undertaken</p>	<p>volunteers and community interpreters developed through the action learning sets and to be made available on the welcome pack web page</p>
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		<ul style="list-style-type: none"> ▪ CAB and TUC briefings have been undertaken nationally – very helpful <p>Accommodation</p> <ul style="list-style-type: none"> ▪ Issues raised in review right issues and applicable to Harrogate District ▪ Challenges of maintaining good accommodation – maintenance costs, fuel costs, more use of social/rented accommodation in economic downturn – complaints increasing ▪ Whistle blowing process for health visitors/practionners to report unsafe/illegal conditions ▪ Retaliatory evictions where tenants complain about their conditions and follow up to meet housing needs ▪ Information and contacts on entitlements/access needed for practionners to signpost – alternative arrangements promoted during library closure ▪ Youth accommodation needs distinct from other groups <p>Health</p> <ul style="list-style-type: none"> ▪ Need to increase awareness and treatment of conditions early to improve public health and ensure timely and effective interventions ▪ Lack of information on services available, access arrangements, data available on community need – this needs to be continuous particularly given turnover of migrants ▪ Use media to promote opportunities, services and health issues ▪ Polyclinics may reduce inappropriate A&E access ▪ Migrants have not necessarily had the same vaccination regime e.g. rubella, so future incidence of these diseases may increase <p>Recommendations</p> <p>Employers/ESOL/Churches to promote/support GP registration – can be</p>	
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		included in 'top tips' handout	
20	North Yorkshire Police Authority	Community Safety Supported the areas that had been identified and agreed that these reflected the experience on the ground.	
21	Richard Flinton, Corporate Director of Business and Environmental Services	Focus on community cohesion given current economic downturn and potential for community tensions should unemployment rise.	
22	NYSP Wider Partnership Conference workshop – Community Cohesion	<p>The group identified the following broad issues:</p> <ul style="list-style-type: none"> ▪ Need for better information/data on trends ▪ Need to think about the long-term impact ▪ Need to clarify what service providers must do differently for migrant workers ▪ Are older relatives likely to come? What responses might we need? ▪ No reference to refugees ▪ Need to consider established BME communities <p>Community safety</p> <ul style="list-style-type: none"> ▪ Health and safety as an issue ▪ Need to link to Prevent agenda ▪ No reference to domestic violence <p>Employment</p> <ul style="list-style-type: none"> ▪ The fluidity of the population was noted, particularly in the context of the current economic climate. 	<p>Improve quality of data - consider steps needed to improve data, its quality and the development of intelligence from it.</p> <p>Encourage CDRPS to consider these issues</p> <p>Priorities will need to be set for working with employers/enforcement</p>

		<ul style="list-style-type: none"> ▪ De-skilling of individuals ▪ Recognition of qualifications and encouraging on-going development ▪ More work needed on the issues around labour exploitation <p>Community cohesion</p> <ul style="list-style-type: none"> ▪ General feeling that the review had focused more on the negative aspects of inward migration, rather than presenting a balanced view of the contribution made by these individuals. ▪ There was also some blurring of the issues affecting more established BME communities and new migrants. ▪ Activities to bring young people together from different backgrounds ▪ Economic migrants as a vulnerable group in any strategy ▪ Need for myth busting and raising awareness of migrants from all countries, not just central and eastern Europe ▪ Need to link to Prevent agenda ▪ tensions between EU and non-EU migrants due to new points system ▪ need to emphasise all vulnerable groups, not one over the others ▪ learn lessons from Catterick garrison on service provision and support needs ▪ use of sport to bring communities together 	<p>agencies to address any poor employment practices.</p> <p>A communication strategy to be developed that includes myth busting and positive messages.</p> <p>Improve quality of data - consideration to be given to the data and systems required to support intelligence on all inward migrants and settled ethnic minorities</p>
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