

The impact of migration in the Fenland area

A scoping report

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Client: Rosmini Centre Wisbech, as part of the Migrant Workers' Mapping Project

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List of Abbreviations/Glossary

CB – Child Benefit

CCGs – Clinical Commissioning Groups

CEE migrants – Central and East European migrants

CHESS – Cambridgeshire Human Rights and Equality Support Services

CMF – Controlling Migration Fund

CVS – Community and Voluntary Service

DHCLG – The Ministry of Housing, Communities & Local Government

DWP – The Department for Work and Pensions

EAL – English as an additional language; the use or study of the English language by non-native speakers in an English-speaking environment.

EEA – The European Economic Area

EELGA – The East of England Local Government Association

ESOL courses – English for Speakers of Other Languages courses

EU – European Union

FE – Further Education

GDP – Gross Domestic Product

HMO – House in Multiple Occupation

HR – Human Resource

IAG organisation – Information, Advice and Guidance organisation

IMD – Indices of Multiple Deprivation; Statistics on relative deprivation in small areas in England published by Ministry of Housing, Communities & Local Government

JC – Jobcentre Plus

JSNA – Joint Strategic Needs Assessment; a process by which local authorities and Clinical Commissioning Groups assess the current and future health, care and wellbeing needs of the local community to inform local decision making.

MAC – Migration Advisory Committee

MO – The Migration Observatory, based the University of Oxford

NCVO – National Council for Voluntary Organisations

NFU – The National Farmers Union

NGO – Non-Governmental Organisation

NHS – The National Health Service

NINO – National Insurance number

Pre-settled status – the migration status granted under the EU Settlement Scheme for those non-Irish EU citizens who have legally resided in the UK for less than five years

SAWS – Seasonal Agricultural Workers Scheme

Settled status – the migration status granted under the EU Settlement Scheme for those non-Irish EU citizens who have legally resided in in the UK for five years or longer

TFEU – The Treaty of the Functioning of the European Union

UC – Universal Credit

UK – The United Kingdom

UKIP – The UK Independence Party

VCSE organisation – Voluntary, Community and Social Enterprise organisation

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The impact of migration in the Fenland area

Executive Summary

Project aims

The Migrant Workers' Project was commissioned by the Rosmini Centre Wisbech in Autumn 2018. The project ran for one year, with the overall aim of contributing to the wider multi-agency suite of activities within the two-year Controlling Migration Fund (CMF) programme of activities led by the Fenland District Council and funded by the Ministry for Housing, Communities and Local Government. The overall programme was focused on understanding the impacts of migration across Fenland, in preparation for planning to meet post-Brexit challenges.

Research team and partners

The Migrant Workers' Project was led by Professor Margaret Greenfields (Buckinghamshire New University) in collaboration with Anglia Ruskin University academics, Dr David Smith and Dr Eglė Dagilytė, and with research assistance provided by Semra Ramadan and Jana Bright. Collectively, this group is the 'academic team'. The academic team worked in partnership by the commissioning agency (the Rosmini Centre). Rachel Heathcock, from the East of England Local Government Association (EELGA), was seconded to the Rosmini Centre to work on some elements of this project and supported initial data gathering on statutory and voluntary service providers, given the EELGAs existing networks with local agencies.

Research methods used

The co-designed project brief required the academic team to undertake analysis of two administrative data sets, qualitative data gathering from key informants and stakeholders and to review relevant literature, and media (social, print and broadcast) outputs pertaining to the impact of migration in the study area (Fenland). Full research ethics approval was

obtained from Buckinghamshire New University with careful attention paid to issues of informed consent for the collation of data and participation of migrant workers contacted through support agencies. Materials about the project (and that access to advice and support was not contingent upon participation) were emphasised in all publicity materials which were translated into a range of community languages to increase accessibility for migrant workers.

The first (quantitative) data set emerged from Rosmini's internally designed/administered pilot questionnaires utilised to record data on all new service users, which was trialled in the summer of 2018 and amended in August/September 2018 following guidance and advice from the research team. The finalised survey instrument was administered to migrant service users accessing the Rosmini Centre, and shared with other Information, Advice and Guidance (IAG) agencies in the locality for their use, between late September 2018 and late December 2018. Thus a snapshot of three months of new service user data was captured, to enable consideration of key migration trends, type of IAG enquiries dealt with by specialist agencies, and to enable the academic team to interrogate the anonymised dataset for key patterns in relation to accommodation, benefit claimant status, employment status, place and type of residence of migrant workers, whether they had co-resident dependents etc.

A second dataset consisted of analysis of survey responses (and associated materials) gathered by the EELGA seconded staff member between October 2018 and March 2019 and drew upon information gathered through contacts on the EELGA's database of stakeholders which includes direct employers of large numbers of migrant workers and agencies known to supply migrant workforce labour. As part of their prior activities in Fenland District under the auspices of the Controlling Migration Fund (CMF) activities the EELGA had also collated a database of statutory and voluntary service providers and organisations in regular contact with, (or likely to be in contact with) migrant workers. Contacts on these databases were then approached by Rachel Heathcock from the EELGA, in line with permitted data sharing protocols and legislation, to invite them to participate in the project reported upon here. EELGA contacts thus approached (over 300 in total including schools, health care providers, religious organisations, food banks, community groups etc) were invited to complete a short survey instrument detailing their

field of engagement with migrant workers – e.g. employer, statutory or voluntary sector agency, etc; to respond to core questions around demographics of migrant workers whom they supported, and were also asked to reflect upon key challenges and a range of themes which were to be refined upon and explored in follow-up qualitative data gathering exercises. Respondents were also invited to include qualitative comments and raise further points of interest in ‘write-in’ boxes included within the survey instrument administered to them. An option was provided to indicate willingness to participate in the qualitative data gathering phase of the study through participation in focus groups or individual interviews.

A sampling frame was prepared to enable cross-sectional representation of statutory and voluntary sector agencies, as well as employers (direct and agencies) and migrant workers within the follow-up qualitative phase of the study. Ultimately, meeting the sampling frame targets as initially designed proved to be impossible as a result of lack of engagement from anticipated respondents (including police and health services) although as detailed in Chapters 5 and 6 of the report, an amended sample of respondents was ultimately achieved.

Despite considerable, determined and repeated efforts to access statutory and voluntary sector agencies and key policy organisations such as the National Farmers Union, responses were in the main very low within this element of the study (both completion of the survey and subsequently the ability to access a broad sample of interviewees), particularly from statutory and voluntary sector agencies. Employers were in the main somewhat more responsive than some other categories of potential participants approached to take part in the research.

In total 220 survey responses (administered by the Rosmini Centre and other IAG agencies) were received between September and December 2018, which captured data from migrant workers (from 12 countries of origin).

Of the potential 320 plus respondents included in the EELGA database who were approached, it proved remarkably challenging to obtain responses and agreement to be sent out the survey instrument for completion. Contact was usually attempted on several occasions by email, telephone or even by directly visiting key employers’ registered offices

or employment agency premises to establish personal contact and identify a named individual to be emailed with information about the study. Ultimately a total of seven responses were received from voluntary sector agencies (including support groups, foodbanks and churches) and nine responses from statutory services (e.g. schools, health commissioners and GP practices). In addition, information was provided by eight direct employers and recruitment agencies.

Further, literature and media coverage analysis was simultaneously undertaken, focusing on discourse around the impacts of migration, perceived community tensions, concerns over workforce disruption, etc. as well as Brexit related developments. This was reviewed was initially completed in the late Spring of 2019 and then refreshed up to date (as of 14th October 2019). The academic team also interrogated a mixture of routinely-gathered administrative statistics and data which are a matter of public record which are discussed in Section 3 of this report.

The second (qualitative) data set was gathered by the academic team through the process of undertaking thirteen qualitative interviews and one focus group carried out by different members of the research team and then collectively considered for thematic similarities, between April and October 2019. Interviews were undertaken with a range of stakeholders (including employers, employers organisations; statutory and voluntary services and IAG providers). The qualitative data set also included a limited number of migrant workers whose case notes from advice agencies were shortlisted after review of anonymised files, with selection made to include a range of genders, countries of origin, benefit claimant status, ages, reasons for contact with agencies or where particularly interesting or complex narratives were identified.

The findings from the interviews and focus groups were triangulated with the findings from the completed analysis of the first data set, to assist in the development of policy recommendations and guidance. The recommendations have been designed to support the work of the Rosmini Centre, local stakeholders and other agencies participating in all CMF projects undertaken across the Region.

Key findings

This analysis focuses on the issues highlighted by the literature/media analysis, administrative statistics and the quantitative data from migrant workers, service providers and employers. Key issues identified include concerns over housing access and quality of accommodation occupied by migrant workers, employment status, welfare benefits advice, help with destitution/use of food banks, engagement with voluntary sector support agencies, use of healthcare services, and anticipated impacts of Brexit etc. These findings are outlined below.

Finding 1: The literature and media review highlight national challenges which largely mirror those faced in Wisbech

Economic factors, such as demand for labour in the agriculture and catering/hospitality sectors are the key attraction for migration from Central and Eastern Europe. The literature disagrees on the overall effect of migrant labour on both national and local economies and on community cohesion, as this often depends upon whether migration is permanent, seasonal or cyclical, with greater social cohesion found to occur over time as migrants become more established in communities. Observance of workers' rights and vulnerability to exploitation seems to be an issue across both the literature and local (Wisbech area) media coverage, as are the topics of the quality and availability of public services. Local and broadcast media coverage highlights exploitation of migrant workers by rogue landlords and illegal gangmasters, expresses concerns over high density communal living and HMO licensing, rapid change of population mix, perceptions of increased crime rates, alcohol abuse and related antisocial behaviour, perceived welfare tourism, the need to enhance policing resources, and population pressures on schools and doctors' surgeries. Social media coverage indicates a range of disagreements and uncertainties about the future after Brexit, especially as in Fenland the pro-Brexit vote was prominent in the 2015 UK general election and the 2019 European Parliament election.

Finding 2: The legal context highlights concerns pertaining to a range of enforcement and administrative issues

There are several important legal aspects that underpin this project, including the Households in Multiple Occupation (HMO) compliance regulations, the Modern Slavery Act

2015, working conditions and pay of migrant workers, as well as changed legal rules on welfare entitlements and Universal Credit introduced by the Welfare Reform Act 2012 and the Universal Credit Regulations 2013. There are also procedural justice and legal issues surrounding these rights, such as difficulties in challenging administrative decisions taken by welfare state agencies or protecting rights in employment tribunals, since fees to use this service were introduced, albeit they were subsequently declared unlawful. Finally, the key legal theme at the heart of this project remains Brexit and the rights of EU/EEA citizens after the UK leaves the EU, which seems to present uncertainties and mixed reactions both from migrant workers, service providers and employers.

Finding 3: Administrative data supports the above trends

Local population trends (mapped from several data sets such as local Migrant Health surveys, School Census data, etc) show a greatly increased number of migrant residents in the locality between 2001-2011, even though (counter-intuitively) Fenland as a whole has a lower proportion of non-UK born residents compared to the UK average. This overall demographic shift is also reflected in school data. Compared to the UK average, Wisbech has a higher percentage of migrants who have been resident in the UK for five years or less and a lower proportion resident for over 10 years, indicative of rapid population changes. When it comes to the intention to stay, in 2016, 65.2% of respondents to the Migrant Health Survey (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016) reported having been living in the UK for at least 5 years and 52.6% said they intended to reside in the UK permanently, although Brexit may have changed these plans for some. In terms of residence, the PE13 postcode (central to this study area) is where over 91% of the health survey respondents were living at the time of completion, this area being within the 10% most deprived neighbourhoods in the UK and in the 20% poorest neighbourhoods in terms of income.

Finding 4: Housing Concerns

These stood out as an important issue in relation to the review of all administrative data sets as well as emergent qualitative findings. When it comes to housing, a range of housing related issues were repeatedly highlighted, including overcrowding, unhygienic and unsafe living conditions, illegal evictions, sub-letting and high density of poor quality HMOs. Housing arrangements such as living in households with non-related adults was also seen

as having safeguarding issues impacting children co-resident with migrant workers (especially where living with a lone parent), while concentrations of migrants in certain neighbourhoods may inhibit social integration and lead to areas becoming stigmatised. The main housing related issues facing migrants who sought support from Fenland District Council included requiring help with applying for social housing; dealing with poor understanding of council tax or housing rights and council tax benefits; complaints about private sector accommodation and homelessness. The latter, which impacts on both the UK and migrant population and the subsequent rise in rough sleeping, has become a more visible and therefore prominent issue nationally and locally, and hence subject also to social and print media commentary and debate.

Finding 5: Employment data findings are comparable to elsewhere the UK, with exceptions pertaining to industry mix and increasing rates of new NINO registrations in Fenland

Many of the migrant workforce have historically been employed in horticulture, agriculture, food packing and processing which are among the lowest paid sectors of the economy. Existing literature evidences that such employees work longer than average hours. Overall employment rates amongst migrants are higher in Fenland when compared to the rest of East of England. Literature and existing data sets indicates that less than half of those working in agriculture receive paid holidays, less than a third receive paid sick leave and many do not have written contracts. It has been estimated that over 80% of EU nationals currently working in the charity/NGO sector would be ineligible to work in the UK post-Brexit under current migration proposals, rising to 87% in social and residential care jobs. This we anticipate may further reduce the language ability and cultural knowledge of retained staff required to assist migrant workers. Moreover, it is foreseeable that the emerging population of ageing Central and East European (CEE) migrants who have settled in the UK and are likely, in common with all populations, to experience increased rates of dementia in future years, may be particularly impacted by reduction in bilingual support staff in years, causing additional stretch on service providers. Employers and labour providers in Wisbech have already experienced some degree of difficulties in meeting labour demands due to a decline in migrant labour which predates the 2016 referendum and have further noted a decline in the language and skill levels of more recent arrivals. Labour shortages have forced employers to increase pay and conditions in some cases to retain staff. Views were mixed

on the likely impact of Brexit, with some larger employers investing more in automation, others considering relocation, while others yet seeing migrant labour as an economic necessity which the post-Brexit migration system should accommodate.

Finding 6: Healthcare access is variable and reliance on emergency hospital care exists

In relation to healthcare, understanding of how the National Health Service operates varies considerably between migrant workers from different nationalities. Such awareness, along with practical reasons (e.g. long working hours and complex shift patterns) and varying perceptions about own health issues and attitudes when seeking medical advice (for example, a common reluctance among migrants to acknowledge stigmatising mental health needs) appears to affect the level of registrations with GP practices and dentist services. In turn, this leaves migrant workers heavily reliant on hospital emergency care (as further indicated by the Joint Strategic Needs Assessment (Migrant Worker health study) carried out within the locality in 2016. In relation to healthcare experiences reported by workers and their families, several mothers said they found healthcare for themselves and the children to be of good quality. One mother of two teenage children mentioned that her landlady assisted them in registering them with a GP and also helped her to enrol her children into schools. Review of The Indices of Multiple Deprivation (2015) indicate that the PE13 postcode in Wisbech, where many of the migrant population reside, is in the bottom 10% of neighbourhoods in England for poor health. Comparative literature shows that the largest migrant populations – Lithuanians and Latvians – are statistically at higher risk of heart disease and associated conditions and higher levels of liver cirrhosis (alcohol consumption related) than the UK population. Lithuania and Latvia also have some of the highest rates of mortality in under 65s within the EU for cancer, respiratory diseases, transport accidents and suicide. Whilst we do not know if this international trend can be extrapolated to migrants within the study area, it may be relevant in terms of future service planning and interventions. It was noted in the qualitative findings, however, that there are low numbers of migrants receiving sickness/disability benefits, in comparison with the local UK population, reflecting the relatively youthful age profile of the migrant population in Fenland. There is evidence from our findings and comparative literature which suggests increased risk of poor mental health for migrant workers, often resulting from stress, isolation and poor living and working conditions. These issues present a complex picture of health-related

social risks that must be taken into account by local health professions, but also by social care and criminal justice systems when planning for the future.

Finding 7: Community cohesion findings demonstrate a mixed picture at the local level

Community Cohesion remains potentially problematic, especially as (at national level in particular) many migrants have been resident in the UK between 5-10 years. The EU referendum in 2016 has undoubtedly had a major impact on the perceptions of, and social relations between, migrants and the British majority population nationally. Our media analysis and qualitative findings indicate that Fenland is not immune to this national trend. The major concerns of the local population identified through literature and media analysis relate to the impact of EU migration on housing, neighbourhood cohesion, NHS access/waiting lists and availability of school places. Concerns from literature/media reviews indicate that fears exist that migrant communities live 'parallel lives', despite some examples of successful integration and friendships (also evidenced in qualitative findings, particularly in relation to contacts within school settings). In fact, within our data, views were mixed among local employers and service providers, with many stating that overall community relations were good and that the notion of community tensions are exaggerated by the media. The main factors identified by interview participants as preventing greater community integration were residential concentrations of the migrant population, HMOs which meant most socialising was undertaken with co-national housemates, long and unsocial working hours which prevents social activities, and a predominance of national and language-based community groupings. The Government's Integrated Communities Strategy was introduced in 2018 to begin addressing these issues by placing integration at the core of policy making across all Government departments; taking forward a review of housing policy to address residential segregation; involving libraries and other community hubs as spaces within which to promote social integration; promoting employment for minority populations; supporting inter-faith and inter-community dialogue and strengthening evaluation and evidence based practice. Accordingly, scope for engaging with these recommended practices exists at local level to enhance social cohesion.

Finding 8: Migrant demographics and service use

Primary statistical data on migrant worker service users (collected through the Rosmini/IAG agency service user survey collected in 2018) demonstrates that the three largest nationalities represented in the newly gathered data are Lithuanians (37.3%), Romanians (23.6%) and Bulgarians (20.9%). Although the number of self-identified Roma is small, based on the knowledge of Rosmini Centre staff (and supported by the researchers' own experience and review of literature), Romanian Roma migrants tend to declare themselves as Romanians (as is common elsewhere in the country). The migrant worker data set indicates more female than male migrants living in the Fenland area and accessing the Rosmini Centre and other IAG services. More female than male migrants report having dependent family members. There is a larger number of young (18-30) adult males (49%) than young adult females (27%) in contact with IAG services. Only ten out of the 220 respondents to the migrant worker survey declared a disability (the 'young, healthy migrant' effect). Over 70% of the total sample were employed (both males and females), with over half the sample employed by agencies rather than direct employers (both males and females). Only two out of the entire sample declared they were self-employed. Numbers in full-time and permanent employment were small, which may be indicative of fluctuating work patterns and heavy reliance on agency work. However, agency representatives interviewed stated that they were able to provide their workers with stable and continual work due to the demand for labour. The majority of those who are employed/have worked, have been in employment for a fairly short period (< 3 years) which is aligned with the evidence provided for date of arrival in the UK. Migrants who were out of work, and not studying full-time, did not in the main receive benefits (only one in five received any form of benefit), with most respondents – including those with dependent co-resident children – not receiving child benefit. Awareness of eligibility for benefits was poor amongst more than half of the total sample although interestingly the employers and employment agencies/work support specialists interviewed thought that benefit and entitlement knowledge was (in their experience) high.

In terms of intention to remain in the UK, the data indicated that half of the respondents in the Rosmini collated data set had arrived in the UK in 2018, and over three-quarters stated they intended to remain permanently in the UK. The majority of those who did not wish to reside in the UK permanently were intending to stay for less than one year (59%). Over

90% of respondents live in the PE13 postcode area of Fenland (Wisbech) which is unsurprising, given the data collection centres and reliance on Rosmini Centre services.

Finding 9: Sources of access to Information, Advice and Guidance for migrant workers

In relation to migrant workers' access to IAG advice, we found that relatively recently arrived migrant clients, particularly those most at risk of destitution, are accessing support and information from multiple places. The Rosmini Centre was the source of IAG advice for 85% of the sample, although over half also reported that they had sought advice on access to services, employment etc. from family and friends. Employers and service providers believed that migrant social networks were a major source of advice and assistance. Other local organisations the migrant community reported contacting for advice included the Children's Centre in Wisbech, Access at the Queen Mary Centre in Wisbech and The Ferry Project's Night Shelter. Interviews with migrant workers clearly demonstrate how much help they received from the Rosmini Centre. Mention was specifically made of assistance with National Insurance number applications, accessing English language lessons, assistance with Maternity Allowance applications, school applications for children, guidance on tax payments, assisting with finding accommodation and raising awareness about UK welfare benefits rights.

Concerns around limited opportunities to learn English were reflected in some migrant worker interviews (potentially also impacting on community cohesion, see above), with some respondents reporting having difficulties in finding time to undertake formal language courses due to work and other commitments, despite being aware of the classes offered by support agencies and a local recruitment agency. One male migrant worker respondent indicated that he has completed an English language course hosted by the employment agency which helped him a great deal in navigating through work and life post-migration.

Finding 10: Questionnaire responses from employers and their organisations

Responses to this aspect of the study were limited in number and scope of information provided. Out of the eight employers who participated, six are 'direct employers' of migrant workers (one farm and five food preparation facilities), and two were employment agencies specialising in finding work for migrant workers. An interview was also conducted with a

representative of an organisation that represents labour providers. The industries that respondents referred to within the survey, included food manufacturing (one respondent was a farmer/agriculture sector employer) as well as packing and preparation of food produced by the local agriculture sector. Most direct employers recruited workers by advertising vacancies through UK-based recruitment agencies, attracting staff from various locations (including internationally) – and potentially facilitating seasonal movement. In turn, employment agencies advertised vacancies locally, nationally and internationally through various sources, and on one occasion reference was made to use of a specialist Facebook page operated by an agency to advertise employment opportunities. Respondents (other than a direct employer with a waiting list/constant flow of enquiries for their permanent posts) reported that the most difficult months for recruitment were March, August, September and December (peak holiday seasons when migrants potentially returned home or were in high demand and could command higher wages as a result of demand nationally). Four out of eight employers/agencies provided both seasonal and permanent work, and only one employer (direct recruitment) indicated that staff were employed on a 'zero hours' contract basis.

Numbers of foreign national employees reported by respondents varied, with some agencies stating that they had 3000+ migrant workers on their books – both in the UK or abroad – and farmers and small packing businesses indicating that they might take on between 6-20 migrant workers during the peak season. Two out of eight employers stated that they experienced little personnel change, indicating that around 90% of employees remained with them for the whole period for which work is available. Unsurprisingly, in the workplace, English was the most commonly spoken language for general communication. Polish, Latvian, Russian and Lithuanian were also widely used. Services provided for employees by employers varied across employment sectors, with translation, help obtaining NINOs, benefits and maternity rights advice, and transportation to/from workplace being most common. More recently, some employers and agents had been assisting their workers with the EU Settlement Scheme. With regard to transportation, all but one employer stated that their workers travel predominantly from the local area – within a 10-mile radius of Wisbech/surrounding villages. Seven out of eight employers provided some induction for their employees, with half of respondents referring to delivering additional induction/training beyond site specific concerns. No employers reported providing accommodation. One

employer praised the work ethic of migrant workers ('show up on time, work hard'). Five explicitly referred to language barriers as the most difficult problem they encounter while employing migrant workers, and one reported alcohol abuse and hygiene problems, specifically in relation to more recently arrived migrants who were considered often to be lower-skilled than earlier waves of migrant workers to the area.

Finding 11: Responses from voluntary and statutory organisations

These were also limited in scope and number. The findings indicate that three agencies (two specifically providing services to older people - general IAG and support and a specialist mental health team; and a youth support service) worked exclusively with a single age category. It is worth reiterating that older people are a minority amongst migrants hence contacts with older CEE migrants are relatively low, although increasing. By far the greatest number of voluntary and statutory organisations provided services to migrant workers of any age. Two agencies that responded are explicitly faith-based organisations, but do not appear to offer services only for members of their religious denominations. According to questionnaire responses and preliminary qualitative data gathered from respondents, English (UK born) nationals were the groups most likely to access services provided by such voluntary, community and social enterprise (VCSE) organisations (this group of course forming by far the largest population in the area); followed by Lithuanians, Romanians and Polish. These latter groups predominantly accessed debt advice or general IAG. Gypsies/Travellers were only reported as a key group in one category of services access – that of IAG offered by a youth support agency and Roma were not perceived of as a core service use group.

The most commonly used languages by service users accessing VCSE provision was English (4/6 responses), followed by Lithuanian (2/6) and Polish (2/6), whilst Romanian, Urdu and Russian were cited by a smaller number of agencies as joint third overall most commonly used languages. The overall numbers of CEE nationals (from the three largest migrant communities) cited as accessing services is low across most of the organisations (5 out of 6 VCSE agencies), with one community/voluntary service agency reporting 21 Romanians, 15 Lithuanians and 10 Russian service users. A faith-based organisation in contrast, reported 50-60 users of the services spread across the three main migrant nationality categories. Given that few East European/migrant young people were reported

to be using a specialist disability/mental health service, it is to be anticipated that the majority of those reporting disabilities and utilising these services were not migrants, however qualitative findings indicated some young migrants using the youth support service despite a high level of stigma associated with mental health issues. Data on types of issues encountered and frequency of service access was variable, but most VCSE respondents referred to the need for information in relation to benefits, health access/advice and employment rights, followed by English language courses, debt management and housing issues. Lack of English language skills (or appropriate translation services) can be identified as the main issue which needs to be addressed in relation to supporting migrants across the life-span. Within public sector services, the most commonly stated support needs pertained to clients requiring assistance with health, housing and benefits issues. Despite several respondents indicating that concerns pertain to safeguarding issues and perceptions amongst migrant workers from some countries that it is acceptable to leave children home alone, or with older siblings providing care, no respondent referred to enquiries around engagement with social services, child protection services.

Finding 12: Systemic challenges in accessing data from statutory and voluntary sector respondents

It has proved particularly difficult to obtain information/responses from statutory and voluntary sectors. Despite persistent efforts to engage public sector service providers and indeed VCSE agencies, responses to the call for data were received from the nine statutory services providers; seven voluntary sector (including church organisations) and eight 'employers' (including agencies). A noticeable gap existed in relation to accessing information from key statutory services and very limited responses were received from health professionals. Data-mining, contact-seeking and outreach was undertaken by Rachel Heathcock (EELGA/Parallel Lives Project), and despite pre-existing networks of contacts held by the EELGA, only a low number of responses occurred despite reaching out to over 320 individual contacts. This potentially suggests either the political sensitivity of this issue or high levels of work stress/lack of capacity. Hence, during the administrative data collation stage (Phase One of the project), degrees of contact and engagement have varied significantly by sector and agency. It is noticeably the case that Brexit concerns and uncertainty as well as rapid staff turnover in some agencies we have sought to contact, have meant that levels of information obtained have not been consistent. In relation to

migrant workers' data collection, the Rosmini Centre connected with other local advice agencies and targeted contact points where information from migrant workers was accessed, including Information Advice and Guidance sessions, ESOL classes, lunchtime provision for Homeless People, BREXIT information evenings as well as some general surveying of people using other facilities such as the drop-in Rosmini Centre Café. Despite the huge efforts involved in proactive engagement from the academic team, EELGA and Rosmini Centre staff, the numbers of participants in follow-up interviews/focus groups were even lower: ultimately interviews with seven statutory services providers, one voluntary service provider, five employers, and nine migrant workers were achieved.

Policy Recommendations

Recommendation 1: Improved Data Collection and Sharing

There is a critical need for longitudinal data generating, mapping of information and sharing of intelligence, to enable anticipation of resources (health, education, etc.) in one, three and five-year time-frames. Appropriate forward-planning and resource allocation to statutory sector agencies must be of high priority, given the diverse migrant population and ranges of languages spoken in the study area.

Recommendation 2: Intelligence Sharing via Inter-agency Forums and Data-Sharing Protocols

To aid sharing of data and intelligence, there is a need for regular inter-agency forums to engage key stakeholders. These should include regular attendance from health services (Primary and Secondary Care, CCGs, Public Health agencies etc), police, social service, education, DWP/Job Centre, local authority housing and community cohesion officers as well as IAG agencies.

An appropriate data-sharing protocol should be devised to ensure agencies are aware of which clients are seen in multiple IAG locations, and which information/support they accessed. Such a protocol would help avoid duplication of recorded information, resources and staff time, by ensuring agencies are aware of which clients are seen in multiple IAG locations and which information/support they access.

On-going longitudinal 'real-time' data mapping would ensure that service providers are aware of changes in demographics and can plan for them, i.e. changing language use; growing populations of older people with specific needs; planning for new cohorts of children entering education from the countries of origin etc.

Recommendation 3: Preparing for the EU Settlement Scheme

Given the large number of survey respondents who indicated a desire to settle permanent in the UK, there is a clear need for stakeholders to continue to advise and educate EEA (specifically Central and East European) migrant workers and their families about the importance of preparing for Brexit by obtaining the required evidence to enable them to stay

in the UK under the EU Settlement Scheme.¹ Most importantly, a clear message should be passed on that EU citizens who have not obtained a record adequate for settled or pre-settled status by the required deadline (31 December 2020 for no-deal Brexit; 30 June 2021 if a deal is agreed) are at risk of becoming illegally resident and are in danger of deportation. In addition, high priority support for settled status applications is required to be provided by multiple public organisations, IAG agencies and employers, given the high and increasing demand for information and advice (see footnote 1 below).

Recommendation 4: Better Access to Information

Information on the EU Settlement scheme as well as on housing issues (rights to apply for social housing, requirements on landlords in relation to health and safety, decent homes, etc), access to employment related benefits, health registration and the availability of preventative screening, etc should be prepared and disseminated, using a variety of methods, e.g. leaflets, emails, text messages, and via downloadable phone apps. The latter would enable migrants who may be working long hours to access important information or updates about service provision. For example, downloadable up to date messages could be sent in relation to specialist pop-up women's health clinics, or to alert workers to public health concerns such as measles outbreaks etc, as well as to remind workers of imminent deadlines for registering for the EU Settlement scheme. Such information could also be disseminated in stakeholder offices and at public events organised by recruitment agencies, voluntary organisations, churches, healthcare centres, schools etc. These materials should be provided in the most commonly used community languages. Intelligence sharing (see Recommendation 2, above) would enable stakeholders to be alert to newly emergent communities, and the potential need to upgrade languages used in disseminating information to include additional languages to meet the needs of new migrant populations.

Recommendation 5: Increasing UK local labour force participation

Tailored targeted efforts should be made to encourage UK-born local workers to train for and take up available employment in the study area. Indeed, this may become a necessity given the possibility of labour shortages post-Brexit and the necessity of securing

¹ As of 23rd October 2019, the Rosmini Centre alone had received 586 requests for help from migrant workers with Settled Status applications, of which 90% full applications had been completed by the IAG team since summer 2019, whilst others were in process.

alternative sources of labour. This may be linked to amendments/changes in Universal Credit which it has been suggested may make flexible employment options more accessible for individuals who may require a regular income to meet housing costs on rented flats or family homes etc. Further benefits of upskilling local UK labour sources are the enhanced contact between both UK-born populations and migrant workers in the workplace, a process anticipated to defuse of any potential tensions between migrant and non-migrant populations which have been identified within social media commentary.

Recommendation 6: Tailored Individual Support

In addition to the provision of advice leaflets and information disseminated via phone apps noted above (see Recommendation 4), there is a clear need to deliver tailored individual support (e.g. in health centres, education settings and local authority contexts) using community languages for members of CEE communities. Greater levels of support are needed for the increasing numbers of older CEE migrants whose English language proficiency has been identified as being low, and who therefore find it difficult to access services in the local area. This group may in time – if long-term settlement occurs – also require greater levels of support from voluntary service providers (e.g. Age UK, the Rosmini Centre) and from a wider range of health and social care agencies to meet their needs.

Recommendation 7: Innovative English Language Learning and Education

Inter-agency discussions and collaborative planning should consider diverse formats (e.g. via provision of podcasts in some common community languages) to educate CEE migrant communities about potential learning opportunities, including flexibly timed or remote teaching (on-line) delivered English language classes, strategically delivered by agencies working together to pool their resources. For example, strategies to engage and inform could include the provision of bite-size learning opportunities delivered via apps in some common community languages. Further cost-sharing and added value opportunities could be achieved, for example, by utilising multilingual staff employed in voluntary and community service organisations (such as the Rosmini Centre) to support local interpreters used in health care settings, or when migrants are in contact with local authority staff or police services.

Recommendation 8: Accessible data on local labour market trends

Employers and labour providers demonstrated a high degree of uncertainty, and varying views regarding the impact of Brexit on their business and on their future ability to meet labour force demands. While there is evidence that labour shortages are driving wage increases in the agricultural and food processing industries better labour market data collection and forecasting could help to mitigate some of the potential issues created by Brexit – for example by exploring value of wages paid against sector averages or against other location-specific employers. This is especially pertinent if UK born locals are required to fill any potential labour gaps though the perception of such work as unappealing and low-status by many UK locals will also need addressing. Better and more accessible information on local labour market trends would also enable consideration of whether these variables provide some explanation for work-flow challenges encountered on occasion.

Recommendation 9: Future Research to Address Gaps in Knowledge

Due to the limited number and range of public and voluntary service providers who participated in this research, there is an urgent need to undertake further research beyond this pilot study, to build a more nuanced picture of the healthcare, housing and educational needs of CEE migrant communities as well as experiences of contact with criminal justice agencies.

Follow-up research and community engagement activities should be undertaken to obtain a better understanding of the various social and public service needs of migrant worker communities including in relation to safeguarding concerns and potential unmet mental health needs as identified in a number of interviews. In particular it is recommended that more in-depth health focused research (supported by the inclusion of additional coding to indicate recent migrant status or break down 'White Other' categories further within health datasets) and building upon the 2016 JSNA and findings from this study is required to aid with service planning.

1. Introduction

This research was commissioned by the Rosmini Centre Wisbech and took place between October 2018 and October 2019. The Rosmini Centre is a community centre with offices in Wisbech and Ely that advises and educates migrant workers about employment rights, transferability of qualifications, legal status, welfare and other rights. This study is led by Buckinghamshire New University, in collaboration with an academic research team based at Anglia Ruskin University. The study's findings contribute to the wider multi-agency two-year project led by the Fenland District Council and sponsored by the Controlling Migration Fund (CMF). The overall project aims to undertake a suite of activities to understand migration in Fenland better, in preparation for post-Brexit challenges. The current report is one of two parallel studies on migration-related issues in the Fenland area, with the 'twin' report being focused on modern slavery in the District (Craig, 2019). It is recommended that the reports are read in conjunction with each other.

The **AIM** of the Migrant Workers' Mapping Project was to gain a clearer understanding of the size, mobility drivers and impact on the local community and service demand (both as consumers of public services and as suppliers of labour) of a large East European migrant workforce population resident within the Fenland region in East Anglia. Given the political context of the area and time-frame during which this study took place (Autumn 2018-Autumn 2019), there was a clear need to identify elements which may impact on community cohesion, for example, in relation to perceptions of anti-social behaviour or potential racism towards migrants across some localities in Fenland, and the implication of post-Brexit legal changes. Hence the academic team undertook broad-sweep data gathering exercises and analysis, working with migrant workers, local employers and their organisations as well as various public sector stakeholders (community groups, schools, health professionals, etc.), to assess community cohesion, use of and stretch on public services, housing, employment related issues and integration in the study area.

Accordingly, the research programme was designed to meet the following **objectives**:

- To underpin the work delivered by a range of diverse Controlling Migration Fund projects in the East of England region by identifying the location, size and defining characteristics of the core 'emerging/migrant communities' across the locality; their

demographic make-up; working and residential patterns; use of services and their support needs.

- To identify labour movement/recruitment/need in a manner which will support post-Brexit field labour activities in the locality.
- To examine potential areas of community tension and highlight scope for interventions aimed at enhancing community cohesion.
- To investigate whether (and how) migrant communities are engaging with the local authority or other services.
- To explore how best to engage effectively with the identified migrant/emerging communities, and identification of best practice in engagement both from within the locality and from national examples

At the early stages of the project, there were some unavoidable delays in reaching the start-up phase of data gathering/analysis. These were occasioned by the need for development of and bureaucratic processes associated with the research contract and sub-contract, the necessity of acquiring research ethics approval and IT related procedures necessary for the data to be collected into one centralised secure database held at Buckinghamshire New University in accordance with data handling and management protocols and legal concordat.

As a result of the busy timetables of employers and professional stakeholders in the early stage of qualitative data gathering (originally anticipated to commence in March 2019), there was some slippage (of approximately six weeks) in reaching planned mile-stones pertaining to undertaking planned focus groups and interviews with employers, public sector organisations, and statutory and voluntary sector stakeholders. These latter two groups were intended to include local authority key informants, teachers, health professionals and police strategic leads. Despite strenuous efforts to arrange interviews and email and telephone chase-ups with potential interviewees who had indicated willingness to take part in the research, and approaches undertaken repeatedly by several team members, it proved to be extremely difficult to set up interviews. In total, the academic team, with assistance from Rosmini Centre staff, carried out interviews/focus groups with seven statutory services providers (health, education, local authority and employment support staff), one voluntary service provider, five employers/recruitment agents and nine

migrant workers. The results of the qualitative data analysis are presented in Section Six of this Report. Regrettably, we were unable to undertake an interview or have focus group participation from the police, social services or mainstream health care providers in the locality (hospital, public health or Clinical Commissioning Group representatives, etc.), indicative of the challenges in multi-agency networking, which we discuss further in recommendations to this report.

2. Methodology

2.1. Overview and key project stakeholders and partners

The project brief, co-designed by the commissioning client (The Rosmini Centre) and lead academic partner (Buckinghamshire New University) required the academic team (comprising academics from Buckinghamshire New University and Anglia Ruskin University) to undertake analysis of two data sets. One was gathered from migrant worker clients of Information, Advice and Guidance (IAG) services in the locality; and the other from surveying a range of key stakeholders regarding their contact with, and experience of, local migrant communities. Qualitative data gathering - interviews and focus groups were also designed with the aim of drawing upon the knowledge of key informants and stakeholders in the area. The content of topic guides developed for use in semi-structured interviews and focus groups (see Appendices 1-3) was underpinned by analysis of both the newly gathered survey materials and existing publicly available administrative data sets (health, education, etc). These sources were supported by findings from a review of relevant literature on migration trends and implications, in the Fenland District. Finally, analysis of media (social, print and broadcast) outputs pertaining to the impact of migration in the study area were also undertaken to meet the aims and objectives of the study as outlined under Section One of this report.

Full ethics approval for the research was obtained from Buckinghamshire New University in advance of undertaking the research. Careful attention was paid to issues of informed consent for the collation of data pertaining to individual migrant IAG clients, and participation in interviews of migrant workers contacted through support agencies. Materials about the project reiterated that access to advice and support was not contingent upon participation in the study, were emphasised in all publicity materials and consent forms, which were translated into a range of community languages to increase accessibility for migrant workers. All participants in the research, migrant workers, employers, public and voluntary sector employers were guaranteed anonymity unless they specifically indicated their willingness to be identified in outputs.

Degrees of contact and engagement with various stakeholders have varied by sector and

agency. It is noticeably the case that Brexit concerns and uncertainty, as well as rapid staff turnover in some agencies we sought to contact, meant that levels of information obtained have not been consistent.

As noted above analysis of two newly devised data sets were key to the overall project. The first data set emerged from Rosmini's own designed/run pilot questionnaires (developed further and finalised with assistance from the academic team in August 2018, and administered between September and December 2018 to 220 migrant worker clients of IAG agencies). Responses were also collected from EELGA's database of employers known to have substantial numbers of migrant workers on their books, as well as materials provided by other public and voluntary sector respondents in response to a questionnaire. The research team analysed these materials and drew out a number of main themes for further exploration. A review of relevant literature and media coverage, as well as routinely-gathered administrative statistics and data held as a matter of public record was also undertaken during this phase of the study (September 2018-March 2019).

This multi-stage analysis focused on issues highlighted by migrant workers, service providers and employers. These include concerns over housing issues, employment status, welfare benefits advice, help available to migrants experiencing destitution/use of food banks, their engagement with voluntary sector support agencies, use of healthcare services, anticipated impact of Brexit, etc. Inevitably, given the sources of a considerable amount of data – i.e. migrant workers accessed through their contacts with organisations such as the Rosmini Centre – there is a potential that some findings will be skewed, as it is likely that more established, longer resident and more deeply networked migrant workers will not be in contact with specialist IAG agencies. However, the academic team sought to reduce this problematic by obtaining and analysing further particulars from service providers (statutory and voluntary sector).

Follow-up qualitative data was gathered (April 2019 - August 2019) by the academic project team through use of topic guides which were developed following analysis of findings from the first stage of the study. In total one mini-focus group and 12 individual interviews were undertaken with a sample of stakeholders, including employers, employers' organisations, statutory and voluntary services and Information Advice and Guidance (IAG) providers. The

Rosmini Centre collected furthermore in-depth qualitative data from nine migrant workers who were interviewed (in some cases using a range of community languages) and the resulting data from these interviews with migrant workers was then analysed by the academic team. It had initially been planned that academics would directly interview migrant workers, but it proved exceptionally hard to set up interviews with such workers due to shift working patterns, non-attendance at the Centre on planned dates etc. Interviews undertaken by Rosmini staff on the academic team's behalf utilised the topic guide provided by the research team and were robustly analysed to identify core themes.

Selection of migrant interviewees for interviews (six were initially intended, and nine were achieved) was planned in such a way as to engage with a robust sampling frame devised to include workers from diverse countries of origin, ages, gender, duration of residence in the UK. A further category for inclusion in interviews was where indications existed that workers would either provide a 'typical' example or have particularly interesting or complex narratives to share. The sampling frame initially included approximately 20 individuals identified by selection from previously supplied (anonymised) case notes received from advice agencies. More individuals were identified than we required to meet our interview target, to account for 'drop-out' or problems in obtaining participation.

Unfortunately as a result of intense difficulties in recruiting migrant workers to participate – in many cases as a result of their movement away from the Wisbech area, or mobile phone numbers previously provided on forms (all those approached had indicated that a willingness to be contacted if selected for interview) having become unobtainable, or due to complex caring responsibilities or shift patterns - the selection process was repeated on at least three occasions. Ultimately, we were able to obtain agreement to participate from a sample of workers which was in practice larger than initially anticipated. However, despite considerable attempts to access and interview 'homeless' migrant workers – including those 'living rough', we were not able to reach such planned participants who proved to be somewhat hard to contact as frequently they were only intermittent attendees at centres where we had intended to undertake interviews. Other homeless or unemployed workers failed to attend at centres when it was believed that would be present, indicating perhaps further mobility or increasing disengagement from support services.

Nonetheless, as themes continued to emerge from ongoing interviews with employers and statutory and voluntary sector agencies, the academic team refined further the selection criteria for migrant workers invited to interview to align to core elements. This included those who indicate that they are considering permanent out-migration from the UK post-Brexit; long-term settled migrants; single people; those with dependents, and older people involved in providing care in multi-generational households. As such whilst every effort was made to obtain a varied sample it cannot be concluded that the experiences of those interviewed are necessarily representative of the experiences of wider groups of migrant workers, as individuals who are most mobile, and perhaps more marginalised, are unlikely to be present in the sample.

Similarly, despite a range of methods and techniques used to obtain information from a spread of stakeholders from voluntary and statutory sector agencies as well as employers and employment agencies utilising migrant workers (see further Section 5), it proved challenging to obtain interview participants within these categories. Employers and agencies supplying labour in a variety of employment sectors including factories, fieldwork etc were in contrast generally the most easily accessed 'sector' in relation to participation in interviews.

Findings from the interviews and focus groups were later triangulated with findings from the completed analysis of the first data set, to assist in the development of policy recommendations and guidance (see Section 8 of the Report). Such recommendations are designed to support the work of the Rosmini Centre, local stakeholders and other agencies participating in a range of Controlling Migration Fund (CMF) projects undertaken across the region.

A detailed outline of the individual project's research methods is provided below.

2.2. Background activities

Brief targeted literature review

A literature review of key concerns and best practice examples pertaining to challenges faced by those at the interface of migrant community/established populations engagement,

was undertaken, including 'grey' literature - e.g. annual reports of NGOs and specialist agencies, and non-binding guidelines from UK and other European countries, etc. The literature review focused on migrant workflow analysis/control, reducing community tensions (as noted below), key materials pertaining to health and accommodation etc. Some of these are summarised further in brief in relevant report sections and included commentary, which engaged with relevant administrative data sets.

Review and mapping of media coverage

This included a short print/broadcast/social media analysis of local coverage on community tensions/engagement, including 'under the line' discourse analysis of responses to such media publicity.

2.3. The first data set

Administrative/statistical data-sets.

Working with identified Information, Advice and Guidance (IAG) organisations such as the Rosmini Centre, the academic team interrogated the data-sets on migrant workers/emergent communities held and supplied by core agencies. Although attempts were made to access materials from other IAG agencies such as the Ferry Project, we were unable to obtain much data from agencies other than the Rosmini Centre. Whilst some of these data-set materials are in the public domain and are required to be supplied to Government agencies (e.g. information on pupils attending schools in the region detailed by self-ascribed ethnicity 'White Other') other materials were gathered specifically for the purposes of this study. The Rosmini Centre supplied a very full (anonymised) data set pertaining to service users accessing their project (from September 2018 up to date as of 2nd January 2019) having administered a questionnaire to newly presenting service users to enable us to capture further particulars on demographics, migration plans, household structures, employment status etc. The findings from these multi-source data-sets are discussed below. Analysis of these administrative/statistical data-sets has enabled mapping of migrant worker communities by numbers accessing services, country of origin and (where available) employment/settlement intention. In addition, they also highlight other key areas pertaining to core concerns such as seeking advice on welfare benefits, school access, residential patterns, disability status, etc.

For practical purposes regarding spread of dates/times when migrant workers accessed drop in services; ease of access and availability of translators where data was gathered in languages other than English; the demographic and background data on service users and patterns of engagement with a range of services was obtained by Rosmini staff (in line with legal data protection requirements).

Information on numbers and origins of service users, as well as key issues encountered by service users, were further sought (utilising a survey format) from a range of statutory organisations and relevant stakeholders identified by the academic team in partnership with the Rosmini Centre, the East of England Local Government Association (EELGA) and their associated networks. Approaches were also made to contacts identified via networks of service users, and known through associated controlling migration fund projects; as well as via the Rosmini Centre's and EELGA's membership of local and regional network groups.

The list of stakeholders who were contacted was wide (comprising over 320 contacts) and included police, schools/education authorities, National Farmers Union (NFU) representatives, key local authority staff, health commissioners/specialist in-reach staff, church groups supporting destitute migrants, employment agencies, etc. Regrettably - see analysis below – despite considerable efforts by the EELGA/Rosmini Centre to obtain contacts, information and agreement to release data, responses were relatively poor from non-migrant worker specialist stakeholders. Materials sought from these agencies and organisations comprised information included in annual reports as well as anonymised data submitted for Annual School Census returns; NHS data gathering exercises, etc.

Pilot questionnaires (migrant workers)

The questionnaires used to gather demographic and other information on migrant workers was piloted with a small sample initially then rolled out to a wider group following amendment. The questionnaire for migrant workers was initially designed by the Rosmini Centre team, with input to refine the questions further (to enable capture of additional core variables required for analysis) provided by the academic team.

Distribution of finalised Survey Instruments to migrant workers and other stakeholders

The finalised version of the preliminary information seeking questionnaire (see Appendix VII) were distributed, monitored and followed-up (where responses were not received rapidly) between October 2018-March 2019 by Rosmini Centre staff, including a colleague working on other projects for the EELGA. Given that this latter staff member was concurrently working on other Controlling Migration Fund projects, they already had an existing good range of contacts and their employment specifically for a period to work on this element of the study assisted greatly with a very time-consuming phase of the study.

Questionnaires were designed to target information from three discrete groups and thus varied slightly in content (as did the topic guides for each category of respondent to be administered to interviewees and focus group participants, detailed in Appendices I-III):

- Migrants using advice/support/information services via Rosmini and with attempts to collate data from two other local agencies providing similar services in other areas within the region;
- Employers and agencies hiring migrant workers;
- Statutory and voluntary services in contact with migrant workers.

In total 220 responses were received from migrant workers (from 12 countries of origin). Although in excess of 320 initial contacts were made with employers, statutory and voluntary sector agencies, only seven questionnaires were received from voluntary sector agencies (including support groups, foodbanks and churches) and nine responses from statutory services (e.g. schools, health commissioners and GP practices). In addition, information was provided by eight direct employers/recruitment agencies. The analysis of these data sets is presented in Section Five.

2.4. The second (Qualitative) data set

Initially, the project was designed to incorporate a range of interviews and focus groups with key stakeholders and a small selection of migrant workers. As noted above, the significant challenges in obtaining interviewees meant that flexibility was required in undertaking the qualitative elements of the study. In practice we accessed considerably fewer non-migrant worker stakeholders, and a larger number of migrant workers than had initially be

anticipated (see above re: caveats on the representability of migrant workers interviewed).

Initially a maximum of six individual interviews were to be undertaken with migrant workers, but ultimately with the support from Rosmini Centre staff, nine interviews with workers from diverse countries and with a range of languages spoken were completed. Interview content focused on experiences of migration, challenges to accessing services, settlement intentions and preferences/expectations post-Brexit, as well as issues around community cohesion, reasons for migration, sources of information and household structures.

As noted above, the sampling frame, which built upon the preliminary quantitative data mapping, sought to engage – as far as possible - with diverse participants, to capture a variety of different but broadly typical narratives, as well as experiences which were particularly interesting or which emerging findings suggested were of particular concern. All migrant worker interviews took place within the offices of IAG agencies who were trusted and known to migrant workers. The interviewees were adult migrants living or working in the area of Wisbech, Fenland District Council or neighbouring areas (for example, Lincolnshire).

Interviews with employers

Initially, a maximum of six depth interviews were to be undertaken with employers of migrant workforces/specialist recruitment agencies and employers' associations, but five were ultimately completed. Interviews were designed to explore specific challenges in terms of post-Brexit employment issues, potential for cross location sharing of employer owned accommodation, and transport for migrant workers, a consideration of whether sharing of labour provision and mapping of work flow was possible, challenges faced or anticipated in developing such arrangements, and other key issues they wished to raise. One interview was with a large-scale local recruitment agency that employed more than 3000 workers per year. In all cases interviewees were adults (18 years of age and over) with an identified 'substantial' level of knowledge or experience of employment needs, distribution and planning required in relation to the migrant worker population as well as the needs of local employers and the impact on communities of large-scale employment of migrants.

Interviews and focus groups with service providers

Initially, a maximum of six focus groups were planned. These were to be undertaken with core stakeholders, community and statutory organisations (e.g. police, education, local authority and healthcare, NFU representatives etc). The academic team anticipated between 8 – 10 participants in each focus group.

Such focus groups were designed to explore in more depth the issues which arose within individual interviews and would have enabled the team to consider areas of key concern, including technical practicalities e.g. problems over IT compatibility; data-sharing and professional orientation; similarities and differences in approach/concerns such as focus on policing/regulation of accommodation or employment issues; destitution; intersectional and complex exclusion issues; voluntary service delivery/IAG etc; intent to encourage settlement/residence, or requirement only for short-term seasonable labour. Focus groups topic guides (see Appendices) were designed to enable opportunities to explore best practice and to capture the personal experiences of participants.

Despite academic team efforts and Rosmini Centre/EELGA deployed staff members' extraordinary degree of effort to engage participants (a full record of all contacts was kept demonstrating considerable flow of emails, telephone chase-ups, follow-up of alternative contacts etc.), contacting various public and voluntary service providers proved highly problematic. Accordingly, such wide coverage was impossible to deliver, due to a combination of over-stretch on service staff, wide geographical spread of services and ultimately (and most strikingly) remarkably low engagement by the vast majority of individuals or services contacted.

Ultimately the academic team held one focus group with two statutory service providers from the same agency, interviewed (by telephone) five other statutory service providers and one voluntary service provider. The respondent organisations involved representatives from education, the local authority, statutory employment service professionals and healthcare sectors. It had been hoped to obtain input to interviews from local police and social services but this did not prove possible to arrange.

The criteria for inclusion in either individual interviews or focus groups was that the participant was to be 18 years old or above, and conforming to the requirements detailed above could be regarded as a key respondent as a result of level of experience and knowledge of statutory and voluntary service delivery to, and use by, migrants; knowledge of patterns of service use and where significant gaps may pertain in engaging migrants. This could be for example in relation to targeted health services. Additionally, respondents with information on potential challenges facing both migrant and long-term host communities, and alertness to community engagement tensions – e.g. rough sleeping; street drinking; Houses in Multiple Occupancy legislation breaches, etc. was sought.

The interview topic guide was informed by analysis of the first data set and publicly available administrative data sets; reports produced by or in partnership with local police forces; local authorities, community partnerships/associations, and information supplied by health services via Joint Strategic Needs Assessment activities, Clinical Commissioning Group decisions, and refined through findings from individual interviews previously undertaken. These themes were supported in addition, by inclusion of questions reflecting materials supplied by respondents to the employer and service provider survey.

Where possible we sought to map across and include informants who conformed to a sampling frame designed to capture data from a range of agencies. However, as outlined above, this proved exceptionally challenging to manage. Thus, for example health professionals came only from two specialist services (homeless health operating outside of the main study area; and a specialist mental health provision for older people within the study locale) whilst we were unable to obtain participation from policing or mainstream tier two health services.

2.5. Reporting of findings

The academic team was contracted to produce mid-point (Interim) and end-point (Final) project reports that include findings, recommendations and assessment of process of project activities. This is the second of the two reports and incorporates all of the data obtained and reviewed as well as key recommendations for practice.

3. Literature review and media discourse

3.1. Legal context

There are several important legal aspects that underpin this project, including the Households in Multiple Occupation (HMO) compliance regulations, the Modern Slavery Act 2015 (see further the companion report to this study, (Craig, 2019), which is explicitly focused on modern slavery in the Fenland region).² working conditions and pay of migrant workers. Of further relevance are reformed legal rules on welfare entitlements and Universal Credit, introduced by the Welfare Reform Act 2012 and the Universal Credit Regulations 2013. There are also procedural justice legal issues surrounding these rights, such as difficulties in challenging administrative decisions taken by the welfare state agencies (Dagilyte and Greenfields, 2015) or protecting rights in employment tribunals since fees to use this service were introduced and later declared unlawful (*R (UNISON) v Lord Chancellor (2017) UKSC 51*, 2017).

The key legal theme at the heart of this project remains Brexit, the UK's future immigration policy and the rights of EU and EEA citizens after the UK leaves the EU. The outcome of this process is undefined, with few issues in relation to future migration regulation being clearly resolved. The Immigration and Social Security Co-ordination (EU Withdrawal) Bill (Javid and Home Office, 2018) is being debated in Parliament, terms of which have been criticised as reducing immigration decisions appeal rights to EU migrants in the case of a no-deal Brexit (Tomlinson and Karemba, 2019).

At the time of this report's production (October 2019) the Government is currently going ahead with the EU Settlement Scheme, which officially commenced on the 30th of March 2019, having undergone pilot testing. Current EU migrants, resident in the UK are able to apply for settled or pre-settled status, while new arrivals will be able to obtain a European Temporary Leave to Remain, under the proposed skills-based immigration system considered in the White Paper (HM Government, 2018). However, much uncertainty

² See further the companion report to this study, Craig, 2019, which is explicitly focused on modern slavery in the Fenland region.

remains regarding the precise details of some rights, for example, access to housing (due to the Right to Rent checks by landlords), social housing and homelessness assistance (“EU citizens in the UK,” 2019) or benefits and pensions after the 31st of October, i.e. the ‘new’ Brexit date.

Moreover, with the Supreme Court ruling on 24th September that prorogation of Parliament was unlawful (*R (Miller) v The Prime Minister and Cherry v Advocate General for Scotland* [2019] UKSC 41, 2019), further uncertainty remains regarding the new law, popularly known as the Benn Act (*European Union (Withdrawal) (No. 2) Act 2019*, 2019), that aims to prevent a no-deal Brexit (Barnes, 2019). This additional legal challenge is currently being considered before the Court of Session in Edinburgh, which seeks to ensure that the Prime Minister complies with the Benn Act (Maugham QC, 2019).

Such a complex immigration law and welfare law landscape may work to disadvantage many vulnerable (Sumption and Kone, 2018) EU migrants residing in Fenland and the surrounding areas. This is especially true for ‘*children, carers, women, people who believe they are ineligible to apply for the settled status or pre-settled status, or who will struggle to submit an application due to language, age, disability or digital literacy*’ (Dagilyte, 2019). An additional concern is the deadline for the applications for settled or pre-settled status. In the case of the no-deal scenario, the deadline is six months shorter than the deal-case scenario (31st of December 2020, as compared to the 30th of June 2021). The Home Office confirmation in October 2019 that EU citizens who will not have applied for settled status by the end of December 2020 will be deported (Weaver and Gentleman, 2019) has reinstated concerns that have been widely advocated by the 3million group (the3million, 2019) and immigration lawyers (Free Movement, 2019).

3.2. Background research informing the project

The rapid influx of Central and Eastern European (CEE) migrants to the UK between 2004 and 2016 escalated anti-immigrant sentiments during the Leave campaign. Concerns were articulated particularly forcefully by the then-leader of the United Kingdom Independence Party (UKIP) Nigel Farage in his campaign against ‘Eastern European open-door immigration’ which refocused anti-EU rhetoric on migration from the A8 (and subsequently

A2) countries. Notwithstanding the evidence that Central and CEE migrants have had a positive overall impact on economic growth in the UK and provided a net contribution to GDP (Simionescu, 2018), the UK joined other EU member states in imposing a seven-year restriction to labour migration from the A2³ countries which joined the EU in 2007. Specifically, Romanian and Bulgarian migrant opportunities were restricted to quota-based 'low-skilled worker' schemes in the food and agriculture sectors, and to 'highly skilled' and skilled areas of employment. In most cases, nationals from these countries required a 'worker authorisation document', with non-compliance inviting criminal prosecution. This arrangement differs from the requirements that had been implemented for A8 migrants, for whom a 'worker registration scheme' was introduced, but no restrictions on employment opportunities applied.

The reasons behind the Government's strategy for migration management were based predominantly on economic factors. The economic factors, such as demand for labour in the agriculture and hospitality sectors, together with this newly available source of skilled and qualified labour with a strong 'work ethic' and flexible attitude to work (Anderson et al., 2006) justified the economic rationale for the Government's decision. CEE workers were welcomed by British employers, who struggled to fill 'dirty, dangerous and dull' jobs with locally available workers (Favell, 2008). Rolfe (2019) notes that 'employers commonly recruit migrants because of difficulties in recruiting local, British, workers', especially in the sectors of 'social care, hospitality, food processing, warehousing and construction' (Rolfe, 2019, p. R2). These observations commonly repeated in the literature about migrant workers' strong 'work ethic' and flexible attitude to work were confirmed in our interviews with employers in Fenland, too (see Section 6 of the Report).

However, the impact of the increased number of migrant workers in the UK labour market remains the centre of much debate (Cook et al., 2011). Coats (2008) argues that there is little evidence suggesting that CEE migration had a negative impact on the UK labour market. Additionally, Rolfe et al. (2019) suggests that employers do not look specifically to recruit EU migrants, but instead, they look for individuals who are the 'best quality applicants'. Lemos and Portes (2008) similarly state that A8 migration impacted upon

³ A2 countries are Romania and Bulgaria. The UK was one of only three countries (Ireland and Sweden being the others) which placed very limited restrictions on A8 migration in 2004.

unemployment and had only a limited impact on wages. However, evidence indicates that the impact on wages tend to be positive at the top of the wage structure and negative at the bottom though this also depends on whether migrants are complementary to, or in competition with, locals for jobs and also varies by occupation and region (Migration Advisory Committee, 2014) . As Goodhart (2006) notes, increases in the population of CEE migrants have been beneficial to the UK at a macro-economic level, but not everyone has benefited from high levels of low-skilled migrants. In particular, Reed and Latorre (2009) indicate that long term unemployed British workers have been impacted negatively. Moreover, the combined impact of high levels of migration into already poor neighbourhoods and austerity cuts, which saw low-income areas in particular, stripped of public services has exacerbated tensions between long-established populations and recent arrivals (Smith, 2018).

Andrews et al. (2009) describe the impact of Central and Eastern European migrants on the quality of British local authorities' delivery of public services, noting that performance and consequently citizen satisfaction with the quality of those services is reduced. They argue that local authorities experiencing an unexpected increased number of CEE migrants are faced with increased demands, both with respect to quantity and variety of needs to be met at a local level, and they struggle to maintain the quality of public services.

Tilford (2016) suggests that the problem is not CEE migration per se, but public policy. The supply of public services does not meet the increased demand due to the failure of authorities to respond in a timely and effective manner, which may exacerbate situations as conditions deteriorate, a situation worsened by public spending cuts. This was highlighted by our interviews with healthcare providers, who see an ageing population and rising mental health problems as more pertinent issues, in comparison to immigration related service demands (see Section 6 of the report).

Public spending patterns and delays in onward transmission of funds also reflects a structural problem in meeting need. Ultimately increased state income from taxation on wages of migrant workers are paid into the central Government budget (the Treasury), but there is a considerable delay in payments to local authorities (and year on year austerity impacts) required to meet the costs of providing additional public services to migrants

(Tilford, 2015). Accordingly, Central Government payments have been criticised as both being inadequate and not ‘front-loaded’, so that effective preparation had not taken in time for the anticipated arrival of new migrants in the UK prior to and immediately after restrictions on Romanian and Bulgarian migration was lifted in 2014, when a noticeable increase in migrant labour in-flow occurred.

The Brexit referendum (2016) gained political relevance for EU migrants in relation to settled status. The concept and process of obtaining settled status has, however, raised a new wave of unresolved concerns and insecurities for CEE migrants living in the UK, including uncertainties about free movement, employment, electoral and social security rights. Therefore, as noted by Sigona (2019), some migrants believe that acquiring as many passports as possible to support free movement would be beneficial in this time of uncertainty.

Concerns about the benefits of free movement and potential impacts on both migrant workers and host populations (including in relation to employment availability, impact on public services and potential downward pressure on wages), have increasingly gained traction in media and political discourse in recent years. However, the main body of publications which critically engage with evidence about such issues exist within academic publications. Ciupijus (2011) clearly recognises that the freedom of movement has improved the mobility rights of CEE migrants, whilst Bulat (2019) describes how, ‘*migrants use lower-skilled work to fulfil other career and life goals*’ (Bulat, 2019, p. R51). This view was illustrated by Parutis (2011) who explored how Polish and Lithuanian migrants accept ‘any job’ until they reach their ‘dream job’. Bulat (2019) further states that ‘*a period of low-skilled (work) is necessary*’ (Bulat, 2019, p. R51). This is due to the fact that migrants typically need to acquire transferable skills in order to be able to qualify for higher-skilled job opportunities. Our interviews with employers and migrant workers do not however indicate high social mobility, perhaps because career opportunities may be less limited in rural settings, although it was reported that many of the longer-established Polish migrants had moved into middle-management and supervisory positions within factories and other settings. However, the proliferation of CEE run businesses since 2004 indicate that some migrants have become more independent of paid employment and are able to earn an income via entrepreneurship (Hennessy, 2014). Indeed, the growth of CEE run businesses

in Wisbech, was remarked on during some of the interviews with employers and service providers.

UK employment law protecting migrant workers' rights in the labour market in the UK is based on EU law. The British government has indicated that any newly enacted employment law will make all current and relevant EU laws binding in the UK post-Brexit. However, Netto and Craig (2017) argue that the current legal protections on workers' rights, including equality and human rights legislation which prohibits discriminatory treatment in employment, could be removed in future. This possibility increases the current vulnerability of migrant workers to exploitation (discussed in more depth in Craig (2019) in relation to modern slavery in the Fenland area) and may also escalate current levels of hostility towards them.

Similarly, welfare provision for CEE migrants and their families were significantly reduced by the 2014 welfare benefits reforms, thereby increasing vulnerability to poverty and destitution (Dagilyte and Greenfields, 2015; Greenfields and Dagilyte, 2018; O'Brien, 2015). Low-wage employment characteristics, with gross hourly pay rates typically close to the national minimum wage, along with longer than average working hours (Anderson et al., 2006), indicate that social protection may need extending to include additional support for children of migrants who qualify for welfare provision. Further restriction of welfare provision for CEE migrants would justifiably raise questions about social solidarity, fairness and justice associated with UK governmental decision making.

3.3. Local media (print, broadcast and social media) analysis

Print media analysis

This element of the study consisted of searching for and collating media references to the situation in Wisbech and surrounding areas vis a vis discussion on the impact of migrant workers on employment, service access and community cohesion. We have identified a relatively limited number of print and broadcast media sources (often relatively negative or sensational) which reflect upon the circumstances in Wisbech and on community

relations/tensions. However, we anticipate that in the coming weeks⁴ in the wake of the Brexit decision (or non-decision), media attention may well return to Wisbech and the impact on migrants and local communities.

We looked at the local, regional and national press that published key stories related to migration in Fenland, Cambridgeshire and East Anglia. There were several key themes that stood out and that correspond to the key challenges faced by migrant workers, employers and services providers explored in Sections Four to Six of this report.

The exploitation of migrant workers by rogue landlords and illegal gang masters in Fenland has been reported in the local and national press since 2014 (Gentleman, 2014). Some citizens interviewed for media stories expressed personal observations that many migrants are purposely kept poor by labour operators, namely, landlords and gang masters (Smith, 2013). The outcomes of Operation Pheasant, a multi-agency task force led by the police, had a prominent presence in media in the locality (Fenland District Council, 2014), with its work resulting in a number of criminal convictions (Elworthy, 2016). Reports also indicated that during the key point of the economic crisis, large numbers of HMOs were noted to be occupied by migrant workers (Smithee, 2008). This indicated that communal living and HMO licensing were important issues to investigate within the qualitative data gathering exercise (see further Section Six) and potentially in follow-up work to this current study. Such communal living opportunities have (for some landlords) spawned new business enterprises, such as the Friday Bridge Farm Camp – a former prisoner of war, and then student camp, which accommodates many migrant workers (Griffiths, 2014).

The use of zero-hours contracts and minimum-wage arrangements were also mentioned in several media reports, raising questions of precarious economic status that could push migrant workers into destitution or homelessness (Harris, 2014). Despite often reportedly being overqualified for the positions they hold, migrants were identified as tending to work longer hours for less payment than their British born counterparts (BBC, 2017a). Reports also focused on the issue of homeless migrants who refused the help of the Fenland Council due to a variety of reasons (Lynne, 2019), which often included '*negative previous*

⁴ This report was produced in October 2019.

experiences with professionals and breakdown of personal relationships' (Clark et al., 2018, p. 3). This was despite their high medical needs '*compared to the general population, including higher rates of hepatitis B/C infection, mental health problems, addictions, smoking and prescribed medication*' (Clark et al., 2018, p. 3) - a point also flagged up in an interview with a specialist health professional supporting homeless migrants in East Anglia, but whose work took place out of the study area.

Despite the largely negative coverage of migrant worker issues in the media, our interviews with migrant workers, employers and healthcare providers, illustrated that more recently, employers appear keen to retain workers, with zero-hours contracts now rarely used. Instead, a range of financial and other initiatives are being adopted to ensure that efficient staff do not seek higher wages or better working conditions elsewhere, although the real driver of this appears to be labour shortages rather than altruism on the part of employers (see Sections Five and Six of this report).

Community tensions due to the rapid change of population mix in the last ten years were another theme that stood out in media discourse, with particular reportage focused on crime rates (Harris, 2014), alcohol abuse, and related antisocial behaviour (Harris, 2014). Such stories revealed that Spalding and Wisbech are within the top ten of 'most divided' towns in Britain, although Boston, Lincolnshire, was described as the UK's most segregated town and with the highest rate of murders per head of population at 15 murders per 100,000 people in the period up to September 2015 (Davies and Drury, 2016; Mortimer, 2016). As a result of this perceived division between locals and migrants, Wisbech Town Council wrote a letter to the government, '*[encouraging] the government to come up with the 'proper Brexit' Wisbech people voted for in the 2016 referendum*' (Cliss, 2018).

Other topics of media interest were perceived welfare tourism, and the need to enhance policing resources to meet challenges associated with high levels of migration (linked to crime as a focus of media narratives) (Seymour, 2012). A number of media stories focused on concerns about the population pressures on schools and doctors' surgeries (Bell, 2017; Cliss, 2016; Harris, 2014). The pressures this causes on school budgets was quite a prominent theme in our interviews with education respondents, and it was stressed that this was exacerbated by funding cuts, but migrant service users did not seem to be seen as

problematic by health respondents.

As a result of a large local Lithuanian migrant community, some tabloid press writing in the pre-Brexit referendum period branded Wisbech as “Little Lithuania” (Griffiths, 2014), while other reports highlighted the tendency by native populations to blame the immigrant ‘other’ when an economic crisis occurs (Harris, 2014). The socio-economic and political divide between Wisbech residents, migrant workers and other more urban pro-remain areas of the country, was also reflected in the 2013 local council elections, where UKIP took all three seats in Wisbech (Clapp, 2013). This polarisation was also reflected in the European Parliamentary elections in May 2019 where the Brexit party dominated across Fenland, which, it is posited, may be voters’ way of sending a message of concern about high levels of migration to Parliament and decision makers (Cliss, 2019).

However, there were also a relatively small number of positive integration stories published about the region, such as the volunteer-led English language classes in Spalding (Brown, 2019) and Lincolnshire Police hiring police officers who are fluent in Polish, Latvian or Lithuanian, as well as English (Ransome, 2017). Another positive story covered the efforts of firefighters who provided “*free luminous jackets to keep [migrants] ‘visible and safer’ in the dark*” (BBC, 2017b).

In terms of Brexit, regional media coverage on workforce planning problems highlighted the specificities of the farming industry in the light of the Immigration and Social Security Co-ordination (EU Withdrawal) Bill. In particular attention was paid to Government proposals to introduce the £30,000 minimum salary threshold; as well as the emphasis on recruitment of highly skilled migrant workers (HM Government, 2018). Given that agriculture is one of the largest sectors employing European migrant workers, especially in Fenland, this is particularly pertinent in the study area. The Migration Advisory Committee (MAC) discussed, in their final report, the seasonal agricultural workers scheme (Migration Advisory Committee, 2018a). This will allow agricultural businesses to hire migrant workers post-Brexit (Nye, 2018), something of concern to, and highlighted by, employers interviewed within our qualitative data gathering exercise. The initial pilot of the seasonal agricultural workers scheme is now open (Agriland Team, 2019; Department for Environment et al., 2019) and Pro-Force Recruitment has been awarded the contract to

implement the pilot scheme (Swire, 2018), which will run until December 2020 (Agriland Team, 2019).

However, media reports suggest (somewhat in contrast to our qualitative data findings) that the implementation of the scheme does not stop farmers from worrying about labour supply, as many migrants may now prefer to work elsewhere, especially after Germany's new tax break introduction for migrant workers (Doward, 2019). Apple growers in the UK are expected to lose out on labour even more than berry growers under new regimes, as they would need workers in the late autumn, when many migrants have already returned home (Doward, 2019). Shortages of migrant workers were also noted for daffodil growers as well, who believed that Brexit uncertainty is to blame for loss of workers (Press Association 2019, 2019). Similarly, health care sectors anticipate staffing issues due to the uncertainty of Brexit (McKenna, 2016). However, mono-causal explanations should be treated with caution: according to the qualitative interviews, labour shortages predated the referendum in 2016 and were reported in other sectors such as healthcare from 2015 onwards, with the supply of suitable nurses from the EU/EEA for example, having been exhausted by this point (Gillin and Smith, 2019).

Social media analysis

The analysis of Twitter discussions (searched using terms such as 'migration', 'Wisbech', 'Brexit', 'migrants' etc.) in relation to Wisbech, surrounding areas and migration impacts found that the focus of commentary was predominantly in relation to the Brexit vote and also retweets of articles (in some cases from two to three years previously). These referred to housing, homelessness and crime rates in a manner similar to the print and online media discussed above. Twitter traffic on the subject of migration in the locality was relatively low given the high level of interest in the region on this topic and strength of the Brexit vote locally, averaging two to three tweets per month. Tweets were on average 1:2 neutral/positive to negative.

The Twitter evaluation additionally focused on the opinions of the NFU, and the University of Oxford based Migration Observatory (MO) as well as local (Fenland District) individuals, expressing their own views. Similar to the mainstream media detailed above, discussions focused on the Brexit issue, often identifying that the three-year delay on Brexit has caused

enormous uncertainty. The NFU stated that currently farmers cannot plan any international trading and that a no-deal Brexit would be even more catastrophic (National Farmers' Union, 2019). The MO additionally confirmed that it would be hard to distinguish between newly arrived EU migrants and the ones already living in the UK until the EU Settlement Scheme concludes in 2020, making policy decisions difficult in the interim (The Migration Observatory, 2019). Twitter commentary posted by some individuals expressed their disappointment with the growing migration rate in Wisbech, and claimed that English is no longer the first language of many people (Brown, 2018).

The relatively low commentary/traffic mirrors that identified in public Facebook fora such as the Wisbech Discussion Forum where opportunities to sign petitions arguing against cancelling Article 50 of the Treaty of the Functioning of the European Union (TFEU), or in favour of a no-deal Brexit, appeared amongst information requests for tradespeople or lost pets. Facebook discussions from the MO page (understandably more policy focused and 'pro-migrant'), focused on the uncertainty caused by Brexit, again by illustrating statistically how EU migration has significantly slowed down in the past three years with particular reference to migrants from A8 countries.

Whilst it is difficult to draw conclusions from such limited social media data, there is a persistent and identifiable trend from the type of (non-policy/agency) posts, which indicate support for Brexit, and coded hostility to migrants. This conclusion is based on analysis of re-postings of negative articles and commentary associated with tropes of migrant homelessness, squalor, unemployment and lack of engagement with civil society. Generally, however, social media users evidence lack of clarity about the future; whilst migrant workers and employers are predominantly concerned about trading impacts (agricultural sector), securing jobs (post-Brexit anti-migrant discrimination), or even (migrant workers) whether to stay in the UK. Many migrants have also indicated that they feel unwanted and discriminated against. Others do not even want to come to the UK due to the issues around the EU Settlement Scheme (the requirement of proving residency and tax payment records). Therefore, social media postings suggest that a considerable number of migrants are considering relocating to other EU countries such as Germany, in the light of 'migrant friendly' taxation regimes and what is perceived to be a more generally welcoming attitude from German State authorities; despite the rise of far Right anti-migrant parties

such as “Alternative for Deutschland” in some areas of the country.

Broadcast media analysis

Similar themes/concerns to those illustrated above, seem to have been highlighted by radio and TV programmes. These were again searched for by using terms such as ‘migration’, ‘Wisbech’, ‘Brexit’, ‘migrants’ etc. Similarly, the main topic of discussion in broadcast media is the outcome of Brexit negotiations and how this will affect industry (Islam, 2019), the potential impact on fresh vegetable supplies (Koenig, 2019), shortage of medical supplies (BBC, 2019a), challenges in relation to going on holidays (BBC, 2019b), etc. News related to the inflow of migration in Fenland were identified as dating back to the years 2016-2018 when it was noted that European leaders were in “crisis mode over migration” (Adler, 2016) and Wisbech was used as an example of UK migration experiences.

One of the most discussed programmes we identified was the documentary ‘The Day the Immigrants Left’ where Evan Davis tested British unemployed people and their ability to carry out the same type of jobs migrant workers perform in Wisbech (BBC One, 2010). The documentary was described as “life-style-swap” which presents a “fresh and engaging approach to the issue of immigration” (Plunkett, 2010). However, the documentary outcomes confirmed suggestions common in academic and labour supplier circles that unemployed Britons would not be keen to work in such industries, even if they had the opportunity to do so (Lloyd, 2010). Accordingly, the documentary was strongly critiqued by the English population in the Fenland area who felt offended by the stance taken in the programme (Wisbech Standard, 2010). The reluctance of British workers to undertake some of the jobs currently filled by migrant workers highlighted in the 2010 BBC documentary is however, supported by other evidence. It was noted that even though Britons have in the past applied for low-paid jobs, when working in such sectors they tend to become unwell more often, and accordingly take more time off work (Pickard, 2009).

However, and we revisit this suggestion of recruitment of UK born local workers in our recommendations, others have reported that the farming sector might attract more British workers if higher wages were paid (Daneshkhu, 2016). Whilst not subject to academic research as far as we can tell; there is also a need to consider the interaction of low pay and means tested welfare benefits on the low paid, British born workforce as ‘income

tapering' means much of what is earned will be lost if people in receipt of benefits people take up work. As discussed in Sections 6 and 7, migrant workers are often not claiming housing benefit when living in HMOs and sharing rent between a number of people, and as such not as impacted by welfare benefit 'penalties' as longer established populations in more stable accommodation. This is particularly so when migrant workers are single and without dependents and hence collectively share expenses or 'help out' co-residents who are temporarily unemployed. However (see further Section 6) it has been suggested by employment support professionals that the roll-out of Universal Credit would resolve this disincentive to seek employment amongst residents with higher outgoings or dependents as the new benefit is able to offer flexibility to engage with changing levels of income across the year.

4. Administrative data analysis

To contextualise the new data collected and for supportive comparative purposes, we undertook a scoping review of existing data sets and published grey literature on demographic and social trends; main areas of residence of migrant workers; work and employment patterns; housing; health and community cohesion and community integration within the Wisbech, Fenlands and wider East of England region. Where relevant in this section we make reference to national policy and data sets which aid understanding of migrant labour patterns and impacts on local population and services in the study area. Whilst this review is not exhaustive, we have sought to retain currency through updates until work commenced on production of the final report (September 2019). In this review, we have identified a range of key reports and data sources in order to highlight points of interest and relevance to underpin findings and recommendations.

4.1. Population Trends

In the 2011 Census, 80.2% (18,328) of the Wisbech population identified as White British followed by 'Other White' at 15.7% (3,597). The next largest ethnic group identified as Indian with 0.6% (128) of the population (NOMIS, 2019). Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group (2016) Migrant and Refugee Joint Strategic Needs Assessment for Cambridgeshire, 2016 (JSNA) notes that the East of England including Fenland has experienced high levels of migration compared with the rest of the UK. The non-UK born population in Fenlands increased by 210.8% between 2001 and 2011 though overall (and perhaps contrary to public perceptions) Fenland has a lower proportion of non-UK born residents compared to the UK average.

Comparing 2011 census data with 2015 school data indicates that the 'Any Other White' ethnic category (which includes Polish, Lithuanian and Latvians) has risen from 7.1% to 8.3% in Cambridgeshire as a whole and from 5.9% to 10.4% in Fenland between 2011 and 2015 (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 19). At national level (2018, most recent figures) school Census data indicate that "White non-British" pupils now make up 7.8% of the population in primary schools. This was the fifth year running that this ethnic group was recorded as the

second largest ethnic minority, after pupils from Asian origins, who continue to be the largest minority. At secondary level, the White Non-British ethnic group was the second largest ethnic group, at 6.0%, having overtaken pupils of Black origins in 2017 (Department for Education, 2018).

When this data is triangulated against local authority school census data (Department for Education, 2018) we can see that the category of 'White Other' children at Primary school equated to 12.8% of all children in primary education in Cambridgeshire and 9.23% of those in secondary education. Similar percentages apply in Lincolnshire, examined for the sake of comparison as a local authority with similar demographics to rural Cambridgeshire. Whilst it is clearly not possible to identify how many 'White Other' children are from migrant backgrounds; these figures are suggestive however of the size of population and potential service provision impact of demographic trends resulting from increasing numbers of children born to migrant parents. When mapped against the relatively limited data gathered from schools in the study area it is anticipated that further analysis of this trend can be undertaken over time to support future service need planning.

The Refugee and Migrant Health Survey/JSNA (2016) found that 65.2% of migrant respondents had been living in the UK for at least 5 years and 52.6% said they intended to reside in the UK permanently. Only 1.3% said they had conclusive plans to leave the UK within the next year. However, it is likely that this pattern of intention to settle is changing with the impact of Brexit uncertainty (as evidenced by our quantitative findings). Despite that, the 2016 JSNA data is indicative of relatively long-settled communities amongst those populations who participated in their study, albeit that a high percentage of our respondents migrated to the UK in 2018 (see Section 5).

4.2. Employment

Employment levels in Fenland between October 2017 and September 2018 when the current study began, were slightly below the UK average of 78.5%, standing at 76.1% (a figure which includes those not seeking work or who are students) including 4.0% unemployed. This is against an average UK unemployment level of 4.2% over the same period. Average wages are £496.40 for a full-time worker, which is lower than the East of

England average of £590.30 and significantly below the UK average of £571.10 (NOMIS, 2019). Fenland has a comparatively high rate of NINO registrations (a trend which is marked in relation to the findings from our analysis of data gathered by the Rosmini Centre in relation to reasons clients had contact with the service) indicating that most migrants are coming to the area for work. Indeed in 2016, 73.5% of migrants in Fenland were employed compared to 61.2% for the East of England as a whole (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 15). However, rates of new NINO registrations fell in Fenland between 2010 and 2014. Many of the migrant workforce have historically been employed in horticulture, agriculture, food packing and processing which are among the lowest paid sectors of the economy (Office for National Statistics, 2019). As a result of the high dependence on migrant labour in some sectors, transitional measures exist to allow low-skilled migrants to continue working in the UK on one-year permits until at least 2025, but a consultation on a proposed minimum salary requirement of £30,000 for skilled migrants seeking five-year visas, is simultaneously underway. This minimum salary requirement could have a serious impact on East Anglia's farming industry due to its heavy reliance on EU migrant labour (Hill, 2018).

The concentration of migrants within the sectors above, often means that employees are working longer than average hours. In a study of 600 Central and East European (CEE) migrants less than half of those working in agriculture received paid holidays, less than a third received paid sick leave, and many did not have written contracts. Less than half had received information on their rights at work (47 per cent) with friends and relatives being the most cited source for employment related information, followed by agencies and employers (Spencer et al., 2007). The 2016 JSNA report cites findings from the Cambridge Human Rights and Equality Support Services (CHESS) which indicates a number of significant employment-related issues facing migrants. These included a lack of information/knowledge about employment rights and entitlements; little knowledge of how to access benefits or how the tax system operates; safety at work (also mentioned by 21% of our migrant workers' survey respondents), and the impact of seasonal and shift work on the ability of workers to access relevant support services. Furthermore, financial problems associated with zero hours contracts and the possibility of eviction from housing due to lack of employment were serious concerns raised (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 39).

4.3. Residential Patterns

The 2016 JSNA highlighted geographical concentrations of CEE migrants particularly in Wisbech, which contains five of the ten wards with the highest proportions of CEE residents in Cambridgeshire. Migrants in Cambridgeshire at that point in time were largely working age adults, with 43% aged 20-39 and 71% aged 20-59 years of age (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 8). Compared to the UK average, Wisbech was found to have a higher percentage of migrants who had been resident in the UK for five years or less and a lower proportion who had been resident for over 10 years. In Fenland, 17% had been resident for less than two years, which is supportive of findings that the locality has higher rates of recent migration (e.g. less than 10 years) than do other parts of Cambridgeshire, with 43% of the total migrant population arriving within the past five years as of 2016. The PE13 postcode (central to this study area) is where over 91% of our survey respondents were living at the time of completion of data collection. The Index of Multiple Deprivation 2015 reports that this area is within the 10% most deprived neighbourhoods in the UK and in the 20% poorest neighbourhoods in terms of income (Ministry of Housing and Communities and Local Government, 2015).

4.4. Housing

The JSNA (2016) notes that the majority, (82%) of migrants live in rented housing and 39% live in shared rented accommodation. This compares with 40.5% (socially and private combined) renting in Wisbech as a whole (NOMIS, 2019). Given that a high proportion of renters have relatively recently arrived in the UK, this is in line with broader trends indicating that recent migrants were almost twice as likely to be in the private rental sector (80%) compared to all migrants (Vargas-Silva and Fernandez-Reino, 2017). These trends have been accompanied with a doubling of the private rental sector in Wisbech over the past 10 years. In 2009 93.2% of Fenland's Housing in Multiple Occupation (Vargas-Silva and Fernandez-Reino, 2017) stock was in Wisbech, most of which was identified as required to meet the demands of employers to house their migrant workforce (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016). Local

initiatives such as Operation Endeavour and Operation Pheasant in Wisbech, which comprised a multi-agency task force targeting rogue landlords and illegal gangmasters, highlighted a range of housing related issues including overcrowding, unhygienic and unsafe living conditions and illegal evictions. Out of 487 HMOs inspected as part of Operation Pheasant, 211 Category 1 Housing Health and Safety hazards and 386 Category 2 hazards were identified. Similarly, Operation Pheasant found, in 2014, 166 cases of exploitation by illegal gangmasters, whilst 225 benefit offences were detected. 44 people were placed in alternative accommodation after being illegally housed, 28 serious safety risks were removed and 28 cases of poor management including illegal eviction, harassment and sub-letting were identified (Wisbech 2020 Vision, 2014).

The main housing related issues facing migrants who sought support from Fenland District Council in 2015-16 included help with applying for social housing; dealing with poor understanding of council tax or housing and council tax benefit; private sector complaints and homelessness (essentially aligned to main areas of concern found in our new data set of migrants contacting IAG organisations – see further Section 5). There had also been a rise in Eastern Europeans needing support as a result of homelessness, many of whom may have multiple and complex needs including alcohol abuse and mental health needs (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 42). One local hostel and night-shelter with 14 beds estimated that around 65% of their occupants were Eastern Europeans, the vast majority of whom were from Wisbech. These clients were identified as having highlighted issues around illegal eviction, exploitation, human trafficking and domestic abuse (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 46).

4.5. Health

The JSNA indicates that between 2003/4 and 2013/14 new migrant GP registrations rose by 113.5% in Fenland, increasing from 504 registrations in 2003/4 to 1,249 in 2013/4. The Migrant Health survey found that 93.0% of respondents said they were registered with a GP practice, compared to only 60.6% registered with a local dental practice. 81.1% of people said they had visited a local hospital since arriving in England. However, the fact that NINO

registrations had been higher than registered patient numbers suggests that some migrants are still not registering with GPs due to a lack of understanding how health services in the UK work, as well as communication issues and language barriers (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 47). Likewise, understanding of how the National Health Service (NHS) operates varies considerably across migrant workers from different nationalities as identified in our primary research.

Language ability in isolation is rarely a determining factor in low access to health care. Evidence suggests lack of engagement with the NHS is also influenced by preconceptions based on healthcare systems in their countries of origin; lack of trust; self-sufficiency; the perception that health is not a priority in the UK; the expense of visiting a dentist; and concerns around missing work for medical appointments (East of England Regional Assembly et al., 2010, pp. 15–16).

The Indices of Multiple Deprivation (IMD) indicate that the PE13 postcode in Wisbech is in the bottom 10% of neighbourhoods in England for poor health (Ministry of Housing and Communities and Local Government, 2015). Health is frequently impacted by health care standards and prior experiences in the country of origin and the JSNA 2016 highlighted that the EU member states with the highest standardised death rates from ischaemic heart disease include countries from which the Fenland region has experienced relatively high levels of recent migration. This includes Lithuania (592.0/100,000), Slovakia (427.6/100,000), Hungary (400.1/100,000) and Estonia (363.0/100,000). This compares with a UK rate of 130.5/100,000 for ischaemic heart disease, suggesting that migrants from these populations may be more likely to develop heart disease and associated conditions. Lithuania and Latvia also have some of the highest rates of mortality in under-65s within the EU for cancer, respiratory diseases, transport accidents and suicide (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, pp. 56–57). Higher levels of alcohol consumption can manifest as higher levels of liver cirrhosis as well as higher numbers of alcohol-related road traffic accidents in Latvia and Lithuania than in the UK. Peterborough hospital reported an increase in Eastern European men presenting with acute liver disease at younger ages than is usual among UK patients (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical

Commissioning Group, 2016, p. 58). Levels of smoking amongst the migrant population (24.3%) were higher than average for the Cambridgeshire region in 2016, but broadly in line with levels among routine/manual workers from the UK and EU.

The JSNA highlighted several factors that place migrants at increased risk of poor mental health including stress, isolation and poor living and working conditions. Suicide rates are higher for people from Eastern Europe, and migrants comprised 11% of all suicides in Fenland between 2006 and 2015 (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 71). A lack of interpreters in mental health services was identified within the JSNA (2016) as a major impediment to accessing services and enabling mental health professionals to identify and treat migrants' mental health problems and related situation, although as noted in our qualitative research, issues around stigma pertaining to mental health needs are also likely to pertain.

Over 80% of EU nationals currently working in the charity sector would be ineligible to work in the UK post-Brexit under current migration proposals, rising to 87% in social and residential care jobs, which we anticipate may further reduce the language ability (and cultural competence) of staff available to help migrant workers (NCVO, 2018). Many migrants surveyed for an East of England Regional Assembly health survey (2010) stated that they preferred to use family members as interpreters because they were 'often more culturally aware and sensitive than translators provided by health services' (East of England Regional Assembly et al., 2010, p. East of England Regional Assembly et al., 2010, pp. 16–17).

4.6. Community cohesion

The EU referendum in 2016 has undoubtedly had a major impact on the perceptions of, and social relations between, migrants and the British majority population. A majority of migrants interviewed by the Migrants Rights Network (2017) in four UK regions that had voted strongly to leave the EU in the 2016 referendum felt people in their local area talked about migration negatively (66.1%). Only 10% felt that people in their local area spoke positively about migration, while 19.1% of respondents said that they believed people in their area voted leave because they felt there were too many migrants living in either their local area

or in the UK generally. When asked if they had experienced hate incidents in their local area, 41% of EEA respondents answered yes (Migrants' Rights Network, 2017, p. 8). At a post-referendum citizens' panel meeting held in Cambridgeshire with nine white British local members of the public, organised by The National Council on Immigration; attitudes to migration were balanced between those with negative and positive views, although major concerns were expressed about the impact of rapid EU migration into the area on housing, neighbourhood cohesion, the NHS and school places. The rapid pace of change in the area was a widespread concern, and while most participants could cite examples of successful integration and friendships, there was also an acceptance that most CEE migrants led 'parallel lives' (National Conversation, 2017, p. 8). Nevertheless, at a series of public engagements across the East of England there was also a clear consensus that the Government should act quickly to protect the rights of EU nationals who were already resident and working in the UK (Barnard and Ludlow, 2017, p. 15).

The increase in homelessness in Wisbech discussed above and the subsequent rise in rough sleeping has become a more visible and therefore prominent issue among the local community, as discussed in Section 3 above (media analysis). Street drinking by Eastern European men has been identified by the local community as of particular concern, although conversely this was viewed as culturally acceptable by migrant participants to the 2016 JSNA survey making it difficult to engage with street drinkers (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 59). Community cohesion is negatively impacted by crime and anti-social behaviour. Much of the PE13 postcode falls within the 10% most deprived neighbourhoods in England when crime is isolated as a variable (Ministry of Housing and Communities and Local Government, 2015) indicating the complex interplay between variables of multiple deprivation.

The Government's intended approach to engaging with community cohesion issues, as outlined in its Integrated Communities Strategy (2018), notes the rise in residential segregation from 119 non-white British majority wards in 2001, to 429 wards in 2011, pointing out that problems of social exclusion have impacted both minority and poor white British communities in recent years. The main strands of the Government's intended approach to reducing segregation and promoting good community relations involve

implementing the Integrated Communities Strategy by, among other measures, placing integration at the core of policy making across all Government departments. There is also an intention to take forward a review of housing policy to address residential segregation; involving libraries and other community hubs as spaces within which to promote social integration; promoting employment for minority populations; supporting inter-faith and inter-community dialogue and strengthening evaluation and evidence-based practice (HM Government, 2018). Recommendations to this report, reflect upon the potential to engage with these proposals in the Wisbech area.

It is against this policy and administrative data background that we turn now to our analysis of the first data set gathered for the purposes of this study – quantitative data pertaining to migrant workers, service providers (both statutory and voluntary sector) and employers.

5. Statistical data analysis

Since completion of the first element of the study (March 2019) this Section of the report has been subjected to a limited degree of amendment and updating as more materials came to hand, and re-analysis of some core findings took place in the light of interview and focus group responses gathered between March and August 2019. Despite these updates, the findings presented in this Section remain essentially the same as those identified at the mid-point of the project. The data analysis below consists of findings from the survey materials distributed by Rosmini Centre staff and our colleague working with the EELGA on other Controlling Migration Fund projects across the locality. The analysis below refers in places to commentary and notes which required further exploration within the interviews and focus groups, triangulated findings from which are presented and reflected upon in Sections 6 and 7 of this report.

5.1. Migrant workers

The data were collected in Fenland area by the Rosmini Centre in Wisbech between September 2018 and very early January 2019. The report below comprises analysis of responses from 220 respondents of 12 different nationalities/countries of origin. The three most strongly represented nationalities included amongst respondents are Lithuanians (37.3%), Romanians (23.6%) and Bulgarians (20.9%). The report is structured by firstly analysing the data findings by gender and then against the following categories: dependents, nationality, age at which arrived in UK, employment, whether claiming child benefits, claiming any other form of benefits, awareness of benefits eligibility, and finally, intended duration of stay in the UK.

The further categories analysed (whole group, without gender split) are: ethnicity/country of origin, disability status, year of arrival in the UK, indicated duration of temporary stay or intent to remain permanently, length of time worked in the UK and post code by nationality of respondent. This analysis provided the following headline themes:

- There are more female than male migrants living in the Fenland area
- More female migrants have dependent family members than do male respondents

- The top three nationalities living in Fenland area (declining order) are Lithuanians, Romanians and Bulgarians
- Female migrants by nationality are (in declining order) Lithuanians, Romanians and Bulgarians
- Top three nationalities (male) are Lithuanians, Bulgarians and Romanians
- There is a larger number of young adult males (18-30) - 49% of respondents in this age group - than young adult females (accounting for 27% of sample)
- Over 70% of the total sample were employed (with the figure holding true for both male and female respondents)
- Over half the sample were employed by agencies (both males and females)
- Migrants who were out of work (and not studying full-time), did not in the main receive benefits, with only one in five respondents in receipt of any kind of welfare benefit (including housing benefit)
- Even when they had dependent children, the majority of respondents did not receive or claim for child benefit
- Awareness of eligibility for benefits was poor, with more than half of the total sample indicating that they were unaware of their eligibility status
- Only ten respondents declared that they had a disability although the particular type of disability was not specified
- Over three-quarters of the sample (77%) stated they intended to remain permanently in the UK
- Half the sample whose details were recorded between September and late December 2018 as IAG service users had arrived in the UK during 2018
- The majority of respondents who indicated that they were only working in the UK temporarily suggested that they intended to remain for less than 1 year (59%)
- The majority of those who are employed/had worked at time of completion of the questionnaire, had been in employment for a fairly short period (< 3 years) which is aligned with the evidence of date of arrival of most respondents
- The Rosmini Centre provided the primary source of IAG advice for 85% of the sample (e.g. in relation to housing options, employment rights, applying for a NINO) although over half of the sample also reported that they had sought advice on access to services, employment etc. from family and friends.
- Over 90% of respondents lived in the PE13 postcode area of Fenland (Wisbech)

which is unsurprising given the data collection centres and respondents' reliance on Rosmini Centre services.

Mick McMurray from the Rosmini Centre, Wisbech provided additional insight into the data collection process (and see further Methodology, Section 2 above) pertaining to Rosmini Centre and other IAG agency clients:

A standard form was created to collect the data with "fields" to cover topics determined by discussions amongst the team (academic and Rosmini Centre staff) collectively involved in co-production of the study. These data fields were used to expand upon the existing Rosmini Centre client registration form, which is routinely used to collect basic demographic information.

A range of other IAG agencies working in Wisbech were approached to help with the data collection, but this proved to be problematic, and only a very limited number of responses were received from agencies outside of the Rosmini Centre. A local organisation providing children's services provided access to migrant workers seeking support and advice, and some surveys were collected through staff attending their sessions. Rosmini Centre staff also visited advice sessions run by another local IAG agency providing services in Wisbech but soon realised that the clients they encountered there, had already been seen in the Rosmini Centre and thus to avoid duplication of data discontinued this practice. A local homeless support organisation was considered as a source of information, but the Rosmini Centre staff supporting data collection for this element of the study realised that night shelter clients at this agency also accessed lunchtime facilities at the Rosmini Centre and were thus already enumerated. As a result, the majority of contacts/survey respondents consisted of clients accessing Rosmini Centre services. Accordingly, we can assume from this evidence that relatively newly arrived migrant IAG clients are accessing support and information from multiple places – particularly those service users most at risk of destitution.

It is therefore strongly advised that a form of data-sharing protocol should be devised to ensure that agencies know which clients are seen in multiple locations, and what information/support they access. This will avoid duplication of resources and staff time if the same IAG is being provided.

Further contact points where information from migrant workers was obtained included IAG sessions at the agencies listed above, ESOL classes, lunchtime provision for homeless people, Brexit information evenings, as well as some general surveying of people using other facilities such as the drop-in Rosmini Centre Café.

Migrant worker demographics

Nationality of Survey Respondents

Table 1.1: Nationality of respondents included in migrant worker dataset (service users accessing IAG services, September-December 2018): Full sample

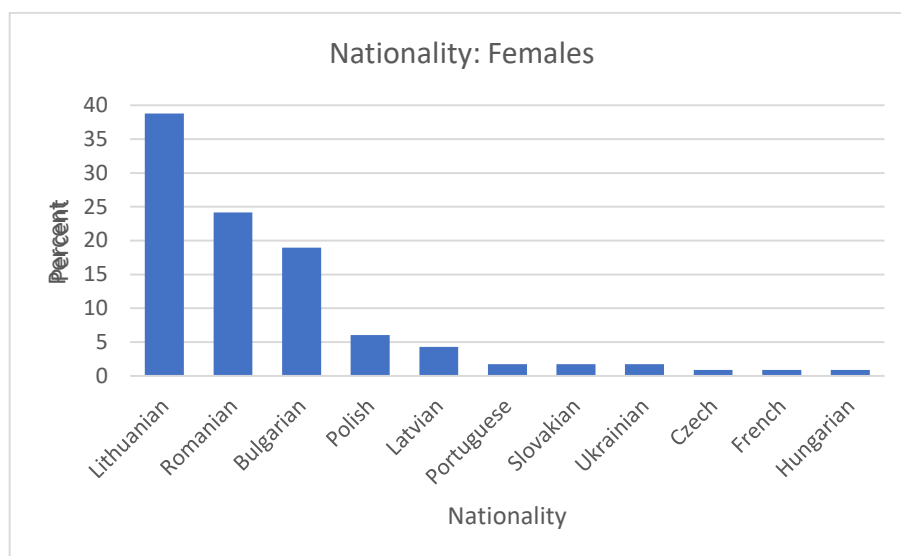
Listed in the descending order of frequency:

| | Frequency | % | Valid % | Cumulative % |
|------------|-----------|------|---------|--------------|
| Lithuanian | 82 | 37.3 | 37.3 | 37.3 |
| Romanian | 52 | 23.6 | 23.6 | 60.9 |
| Bulgarian | 46 | 20.9 | 20.9 | 81.8 |
| Polish | 15 | 6.8 | 6.8 | 88.6 |
| Latvian | 12 | 5.5 | 5.5 | 94.1 |
| Hungarian | 3 | 1.4 | 1.4 | 95.5 |
| Portuguese | 3 | 1.4 | 1.4 | 96.8 |
| Slovakian | 2 | 0.9 | 0.9 | 97.7 |
| Ukrainian | 2 | 0.9 | 0.9 | 98.6 |
| British | 1 | 0.5 | 0.5 | 99.1 |
| Czech | 1 | 0.5 | 0.5 | 99.5 |
| French | 1 | 0.5 | 0.5 | 100 |
| Total | 220 | 100 | 100 | |

Table 1.2: Nationality: Females

Listed in the descending order of frequency:

| | Frequency | % | Valid % | Cumulative % |
|------------|-----------|------|---------|--------------|
| Lithuanian | 45 | 38.8 | 38.8 | 38.8 |
| Romanian | 28 | 24.1 | 24.1 | 62.9 |
| Bulgarian | 22 | 19 | 19 | 81.9 |
| Polish | 7 | 6 | 6 | 87.9 |
| Latvian | 5 | 4.3 | 4.3 | 92.2 |
| Portuguese | 2 | 1.7 | 1.7 | 94 |
| Slovakian | 2 | 1.7 | 1.7 | 95.7 |
| Ukrainian | 2 | 1.7 | 1.7 | 97.4 |
| Czech | 1 | 0.9 | 0.9 | 98.3 |
| French | 1 | 0.9 | 0.9 | 99.1 |
| Hungarian | 1 | 0.9 | 0.9 | 100 |
| Total | 116 | 100 | 100 | |

Chart 1: Nationality: Females**Table 1.3: Nationality: Males**

Listed in the descending order of frequency:

| | Frequency | % | Valid % | Cumulative % |
|------------|-----------|------|---------|--------------|
| Lithuanian | 37 | 35.6 | 35.6 | 35.6 |
| Bulgarian | 24 | 23.1 | 23.1 | 58.7 |
| Romanian | 24 | 23.1 | 23.1 | 81.7 |
| Polish | 8 | 7.7 | 7.7 | 89.4 |
| Latvian | 7 | 6.7 | 6.7 | 96.2 |
| Hungarian | 2 | 1.9 | 1.9 | 98.1 |
| British | 1 | 1 | 1 | 99 |

| | | | | |
|------------|-----|-----|-----|-----|
| Portuguese | 1 | 1 | 1 | 100 |
| Total | 104 | 100 | 100 | |

Summary: 82% of the total sample were comprised of three nationalities (Lithuanian, Romanian and Bulgarian). The remainder of the sample comprised small numbers across nine nationalities. Poles and Latvians comprised 6.8% and 5.5%, respectively. These proportions are largely maintained across the male and female subgroups, each having more than 80% represented by the same three nationalities.

Gender

Table 2: Gender breakdown of migrant workers surveyed

| | Numbers | % |
|--------|---------|------|
| Male | 104 | 47.3 |
| Female | 116 | 52.7 |
| Total | 220 | 100 |

Summary: There were roughly equal numbers of males and females in the sample, 53% female, 43% male.

Males and females with dependents

Table 3.1: Dependents: Females

| | Numbers | % | Valid % |
|---------|---------|------|---------|
| No | 56 | 48.3 | 51.4 |
| Yes | 53 | 45.7 | 48.6 |
| Total | 109 | 94 | 100 |
| Missing | 7 | 6 | |
| Total | 116 | 100 | |

Chart 2: Dependents: Females

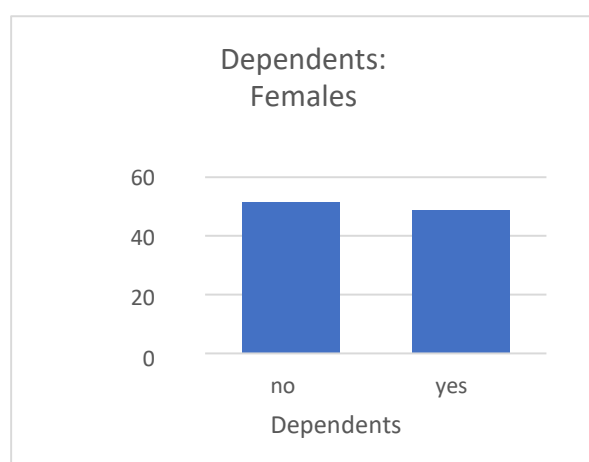


Table 3.2: Dependents: Males

| | Numbers | % | Valid % |
|---------|---------|------|---------|
| No | 64 | 61.5 | 64.6 |
| Yes | 35 | 33.7 | 35.4 |
| Total | 99 | 95.2 | 100 |
| Missing | 5 | 4.8 | |
| Total | 104 | 100 | |

Summary: Males were far less likely to have dependents with them in the UK than females. Whereas just over one third (35%) of the males had dependents, this figure stood at nearly 50% for females (49%). The age breakdown by gender is shown in the following tables:

Table 3.3: Females: Age range with dependents

| Age Range | Dependents NO | NO % | Dependents YES | YES % | Total responses |
|--------------|------------------|-------------|-------------------|-------------|--------------------|
| 18-30 | 15 | 57.6 | 11 | 42.3 | 26 |
| 31-40 | 5 | 21.7 | 18 | 78.2 | 23 |
| 41-50 | 14 | 45.1 | 17 | 54.8 | 31 |
| 51-60 | 13 | 72.2 | 5 | 27.7 | 18 |
| > 61 | 8 | 88.8 | 1 | 11.1 | 9 |
| Total | 55 | 51.4 | 52 | 48.5 | 107 |

Table 3.4: Male: Age range with dependents

| Age Range | Dependents NO | NO % | Dependents YES | YES % | Total responses |
|--------------|------------------|-------------|-------------------|-------------|--------------------|
| 18-30 | 32 | 78.0 | 9 | 21.9 | 41 |
| 31-40 | 17 | 58.6 | 12 | 41.3 | 29 |
| 41-50 | 7 | 46.6 | 8 | 53.3 | 15 |
| 51-60 | 8 | 61.5 | 5 | 38.4 | 13 |
| Total | 64 | 65.3 | 34 | 34.6 | 98 |

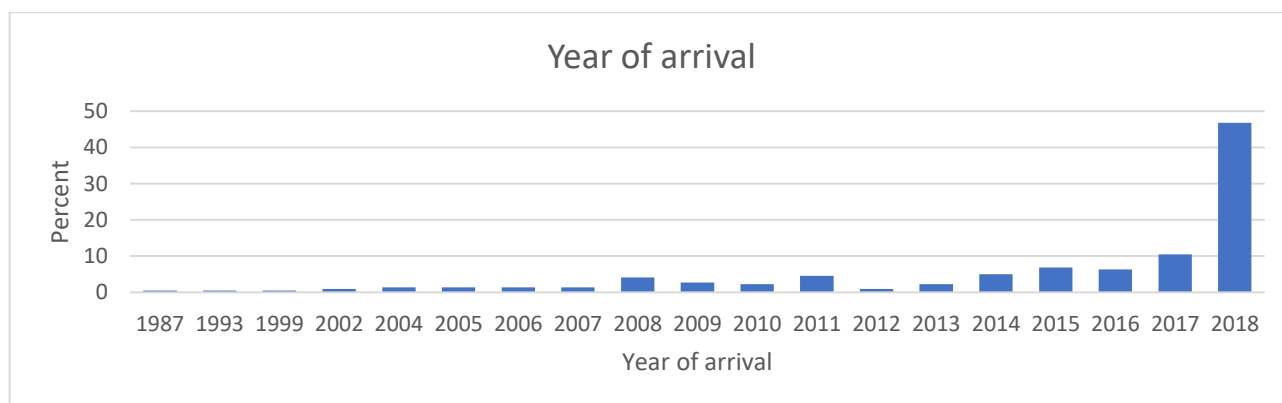
Summary: The data appear to follow predictable lines, with a greater proportion of younger females having dependents (typically children) than do male migrants. The highest percentage of dependents are noted by respondents under the age of 40. There were no men aged over 60 in the sample although nine females within that age group. One female in the oldest age category reported having dependents. Interestingly we can see that over half of migrants between 41-50 years of age of both genders still had dependents and these may potentially represent teenage children. For the smaller numbers of respondents aged 51-60 with dependents this may also potentially reflect the increasing trend noted in several interviews for migrant adults to bring older dependent relatives e.g. parents to co-reside with them in the UK once they had decided to settle. Given that a substantial number of respondents were 'new' migrants resident for less than a year in the UK it would be worthwhile over time to map whether whole family migration from some countries (e.g. Romania, Bulgaria) is an increasing trend in the study area.

Year of arrival in the UK

Table 4.1: Year of arrival of respondents (whole sample, all nationalities)

| Year | Frequency | % | Valid % | Cumulative % |
|--------------|------------|------------|------------|--------------|
| 1987 | 1 | 0.5 | 0.5 | 0.5 |
| 1993 | 1 | 0.5 | 0.5 | 0.9 |
| 1999 | 1 | 0.5 | 0.5 | 1.4 |
| 2002 | 2 | 0.9 | 0.9 | 2.3 |
| 2004 | 3 | 1.4 | 1.4 | 3.6 |
| 2005 | 3 | 1.4 | 1.4 | 5 |
| 2006 | 3 | 1.4 | 1.4 | 6.4 |
| 2007 | 3 | 1.4 | 1.4 | 7.7 |
| 2008 | 9 | 4.1 | 4.1 | 11.8 |
| 2009 | 6 | 2.7 | 2.7 | 14.5 |
| 2010 | 5 | 2.3 | 2.3 | 16.8 |
| 2011 | 10 | 4.5 | 4.5 | 21.4 |
| 2012 | 2 | 0.9 | 0.9 | 22.3 |
| 2013 | 5 | 2.3 | 2.3 | 24.5 |
| 2014 | 11 | 5 | 5 | 29.5 |
| 2015 | 15 | 6.8 | 6.8 | 36.4 |
| 2016 | 14 | 6.4 | 6.4 | 42.7 |
| 2017 | 23 | 10.5 | 10.5 | 53.2 |
| 2018 | 103 | 46.8 | 46.8 | 100 |
| Total | 220 | 100 | 100 | |

Chart 3: Year of arrival of respondents (whole sample, all nationalities)



Summary: the year in which migrant service users arrived in UK was computed from the 'date arrived in UK' variable. These figures show that close to half the respondents arrived in the UK in 2018, with over 85% migrating since 2010. Only 17% had migrated in or before

2010. Among the 52 Romanian respondents, all had arrived since 2014, with 21% migrating in 2017 and just over 50% arriving in 2018. Of the 82 Lithuanians, 40% arrived in 2018, with fairly even numbers migrating each year between 2011-2017. 15% (N=12) of Lithuanians came to the UK between 2006 and 2010, with 7 arriving prior to that year. Among the 46 Bulgarians, over 80% (N = 38) arrived in 2018, with just a very few arrivals in the period from 2011 to 2017. Among the 15 Polish participants, 8 (53%) migrated between 2006-2010, with the remainder arriving more recently (2012 – 2018). Other nationalities have very small sample sizes making it difficult to extrapolate patterns of migration.

Table 4.2: Females (whole sample): Year arrived in UK

| Year of arrival | Frequency | % | Valid % | Cumulative % |
|-----------------|-----------|------|---------|--------------|
| pre-2000 | 3 | 2.6 | 2.6 | 2.6 |
| 2001-2005 | 3 | 2.6 | 2.6 | 5.2 |
| 2006-2010 | 15 | 12.9 | 12.9 | 18.1 |
| 2011 | 8 | 6.9 | 6.9 | 25 |
| 2012 | 1 | 0.9 | 0.9 | 25.9 |
| 2013 | 3 | 2.6 | 2.6 | 28.4 |
| 2014 | 5 | 4.3 | 4.3 | 32.8 |
| 2015 | 9 | 7.8 | 7.8 | 40.5 |
| 2016 | 4 | 3.4 | 3.4 | 44 |
| 2017 | 14 | 12.1 | 12.1 | 56 |
| 2018 | 51 | 44 | 44 | 100 |
| Total | 116 | 100 | 100 | |

Table 4.3: Nationality by year of arrival in the UK

| Nationality | Year arrived in UK | | | | | | | | | | | Total |
|-------------|--------------------|------------|------------|------|------|------|------|------|------|------|------|-------|
| | pre- 2000 | 2001- 2005 | 2006- 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | |
| British | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Bulgarian | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 2 | 2 | 38 | 46 |
| Czech | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| French | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Hungarian | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 3 |
| Latvian | 0 | 1 | 3 | 2 | 1 | 0 | 0 | 2 | 1 | 1 | 1 | 12 |
| Lithuanian | 1 | 6 | 12 | 6 | 0 | 5 | 2 | 4 | 6 | 8 | 32 | 82 |
| Polish | 0 | 0 | 8 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 2 | 15 |
| Portuguese | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 |

| | | | | | | | | | | | | |
|--------------|----------|----------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|------------|------------|
| Romanian | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 5 | 4 | 11 | 28 | 52 |
| Slovakian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| Ukrainian | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 3 | 8 | 26 | 10 | 2 | 5 | 11 | 15 | 14 | 23 | 103 | 220 |

Summary: Bulgarian, Romanian and Lithuanian respondents are noticeable for having migrated more recently, and in larger numbers, than other migrants included in the sample, although Lithuanians also have had a presence among recently registered/arrived service users. Lithuanians are clearly both a larger population than other groups and moreover have arrived over a longer period. There are no other obvious patterns to distinguish across the nationalities.

Table 4.4: Nationality by age of arrival in UK

| Nationality | Age arrived in UK | | | | | Total |
|-------------|-------------------|----------|----------|----------|-------------|-------|
| | <17 | 18 to 30 | 31 to 50 | 51 to 65 | 66 and over | |
| Ukrainian | 0 | 1 | 1 | 0 | 0 | 2 |
| Slovakian | 0 | 1 | 0 | 1 | 0 | 2 |
| Romanian | 2 | 18 | 29 | 2 | 0 | 51 |
| Portuguese | 0 | 0 | 1 | 2 | 0 | 3 |
| Polish | 1 | 2 | 12 | 0 | 0 | 15 |
| Lithuanian | 5 | 32 | 29 | 15 | 0 | 81 |
| Latvian | 0 | 5 | 5 | 1 | 1 | 12 |
| Hungarian | 0 | 2 | 1 | 0 | 0 | 3 |
| Czech | 0 | 0 | 1 | 0 | 0 | 1 |
| Bulgarian | 0 | 20 | 22 | 3 | 1 | 46 |
| British | 0 | 0 | 1 | 0 | 0 | 1 |
| Total | 8 | 81 | 102 | 24 | 2 | 217 |

Summary: Romanian and Bulgarian migrants tend arrive in the UK most commonly between the ages of 31-50 – slightly older in age than is typically found in relation to migration associated with non-skilled labour opportunities. This slightly unusual variation may however pertain to some respondents having initially worked elsewhere in Europe and then moving to the UK. Although the highest gross number of migrants are aged 31-50 at point of migration, substantial numbers are also found amongst the lower age range-category (18-30), an age at which it might be expected that single young people are most likely to migrate transnationally. In contrast, Lithuanian migrants illustrate a wider age range at point of migration, most commonly arriving whilst in the age group 18-30 (potentially

indicating direct migration to the UK from country of origin rather than via intervening European countries), although older adults (51-65) are also well represented. This higher age range category may potentially include older family members undertaking childcare etc. to aid young relatives, a trend which is indicated within the qualitative findings and some responses above pertaining to with whom participants reside.

Table 5: Ethnicity of migrants

| | Frequency | % | Valid % | Cumulative % |
|----------------------|-----------|------|---------|--------------|
| Other White | 217 | 98.6 | 98.6 | 98.6 |
| Traveller/Gypsy/Roma | 2 | 0.9 | 0.9 | 99.5 |
| African | 1 | 0.5 | 0.5 | 100 |
| Total | 220 | 100 | 100 | 100 |

Summary: Tables/figures in relation to smaller categories of respondents are not presented by gender as only three respondents in the total sample declared themselves to be other than 'White Other'. Two females self-identified as 'Traveller/Gypsy/Roma' (1.7% of all females) and one male self-classified as African, presumably as a result of having taken EU citizenship in another European country or being of African heritage and born elsewhere in the EEA (1% of all males).

Comment: Although the number of Roma is small, according to the knowledge of Rosmini staff, and borne out by the experience of the research team in other contexts, Romanian Roma migrants tend to declare themselves as Romanians largely as a result of fears of discriminatory treatment.

Table 6: Disability (declared)

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | No | 209 | 95 | 95.4 | 95.4 |
| | Yes | 10 | 4.5 | 4.6 | 100 |
| | Total | 219 | 99.5 | 100 | |
| Missing system | | 1 | 0.5 | | |
| Total | Total | 220 | 100 | | |

Summary: Only ten respondents declared themselves as having a disability. Of these, five were female (4.3% of all females) and five were males (4.9% of all males). One male and

one female did not respond to this question. Seven out of the ten with a declared disability are claiming benefits, one is not claiming benefits and there are two non-respondents. As noted elsewhere in this report the 'healthy migrant' effect is likely to minimise the number of migrants (particularly of a younger age) who have a disability. There is a considerable likelihood that individuals suffering from mental health disabilities would neither declare this fact, nor seek medical assistance as a result of stigma pertaining to such conditions within CEE communities (see further Section 6 – discussion on health).

Age of respondents

The interview date (collection of survey data) has been averaged across the months when data collection was undertaken, and a proxy date assumed of 31/12/2018 with age calculated by subtracting DOB from interview date.

Table 7.1: Age breakdown of all respondents

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | 18-30 | 71 | 32.3 | 32.7 | 32.7 |
| | 31-40 | 55 | 25 | 25.3 | 58.1 |
| | 41-50 | 47 | 21.4 | 21.7 | 79.7 |
| | 51-60 | 33 | 15 | 15.2 | 94.9 |
| | >61 | 11 | 5 | 5.1 | 100 |
| | Total | 217 | 98.6 | 100 | |
| Missing system | | 3 | 1.4 | | |
| | Total | 220 | 100 | | |

Summary: Just under one-third of the participants were aged 18-30 (33%, N = 71), one-quarter were aged between 31 and 40 (25%, N = 55), while just over one-fifth were aged between 41 and 50 (22%, N = 47). A further 15% (N = 33) were aged between 51 and 60. Just over 5% of service users were aged over 61 (N = 11). There are 3 missing values, giving a total N of 217. If intention to remain in the UK on a permanent basis is borne out, there is a predictable need to plan for service delivery for older migrant populations in relation to health and social care (taking account of cultural support patterns which may mitigate reliance on public services) over the next two decades, Planning will be required to ensure that translation services, appropriate cultural and dietary adaptations etc are available for this population as need develops over time.

Table 7.2: Age when arrived in UK (whole sample)

| | | Frequency | % | Valid % | Cumulative % |
|----------------|----------------|-----------|------|---------|--------------|
| Valid | 17 and younger | 8 | 3.6 | 3.7 | 3.7 |
| | 18 to 30 | 81 | 36.8 | 37.3 | 41 |
| | 31 to 50 | 102 | 46.4 | 47 | 88 |
| | 51 to 65 | 24 | 10.9 | 11.1 | 99.1 |
| | 66 and over | 2 | 0.9 | 0.9 | 100 |
| | Total | 217 | 98.6 | 100 | |
| Missing system | | 3 | 1.4 | | |
| | Total | 220 | 100 | | |

Table 7.3: Age arrived in UK: Females

| | | Frequency | % | Valid % | Cumulative % |
|----------------|----------------|-----------|------|---------|--------------|
| Valid | 17 and younger | 6 | 5.2 | 5.3 | 5.3 |
| | 18 to 30 | | | | |
| | 31 to 50 | 31 | 26.7 | 27.2 | 32.5 |
| | 51 to 65 | 56 | 48.3 | 49.1 | 81.6 |
| | 66 and over | 19 | 16.4 | 16.7 | 98.2 |
| | 66 and over | 2 | 1.7 | 1.8 | 100 |
| | Total | 114 | 98.3 | 100 | |
| Missing system | | 2 | 1.7 | | |
| | Total | 116 | 100 | | |

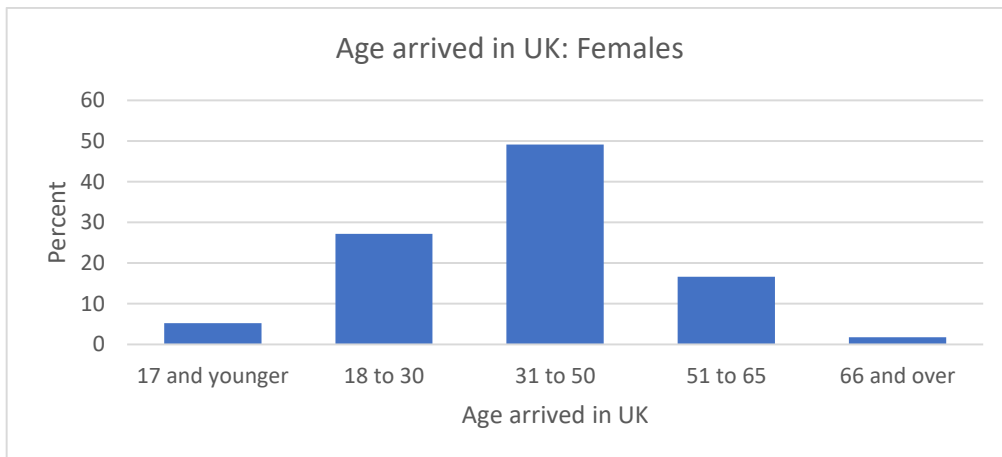
Chart 4: Age arrived in UK: Females

Table 7.4: Age arrived in UK: Males

| | | Frequency | % | Valid % | Cumulative % |
|----------------|----------------|-----------|------|---------|--------------|
| Valid | 17 and younger | 2 | 1.9 | 1.9 | 1.9 |
| | 18 to 30 | 50 | 48.1 | 48.5 | 50.5 |
| | 31 to 50 | 46 | 44.2 | 44.7 | 95.1 |
| | 51 to 65 | 5 | 4.8 | 4.9 | 100 |
| | Total | 103 | 99 | 100 | |
| | | | | | |
| Missing system | | 1 | 1 | | |
| | Total | 104 | 100 | | |

Summary: This variable which was calculated by subtracting date of birth (DOB) from date of arrival in the UK. The age groupings are relatively broad but were selected to adequately capture the age-range of migrants while providing the basis for sensible interpretation of the data. Nearly half the total sample were aged between 31 and 50 years of age, with only very small numbers below the age of 18 and 66 years or above. The most obvious observation across gender is the disproportionately higher number of young adult males (18-30) than females. This age range was the most populous for males (49%) but stood at just 27% for females. There were also larger proportions of females above the age of 50 than there were men and data analysis suggest (supported by some qualitative findings) that many older women were assisting family members with childcare whilst younger adults worked. As noted within the qualitative (health) findings, some of these older age groups are now beginning to experience health care needs. This is particularly associated with need for tailored resources such as translation services to support a small but growing number of older migrants experiencing mental health needs or Alzheimer's Disease onset.

Nationality by age of respondent

Table 8.1: Bulgarian

| | | Frequency | % | Valid % | Cumulative % |
|-------|-------|-----------|------|---------|--------------|
| Valid | 18-30 | 19 | 41.3 | 41.3 | 41.3 |
| | 31-40 | 11 | 23.9 | 23.9 | 65.2 |
| | 41-50 | 11 | 23.9 | 23.9 | 89.1 |
| | 51-60 | 3 | 6.5 | 6.5 | 95.7 |
| | >61 | 2 | 4.3 | 4.3 | 100 |
| | Total | 46 | 100 | 100 | |

Table 8.2: Lithuanian

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | 18-30 | 29 | 35.4 | 35.8 | 35.8 |
| | 31-40 | 15 | 18.3 | 18.5 | 54.3 |
| | 41-50 | 13 | 15.9 | 16 | 70.4 |
| | 51-60 | 17 | 20.7 | 21 | 91.4 |
| | >61 | 7 | 8.5 | 8.6 | 100 |
| | Total | 81 | 98.8 | 100 | |
| Missing system | | 1 | 1.2 | | |
| Total | | 82 | 100 | | |

Table 8.3: Romanian

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | 18-30 | 15 | 28.8 | 29.4 | 29.4 |
| | 31-40 | 19 | 36.5 | 37.3 | 66.7 |
| | 41-50 | 13 | 25 | 25.5 | 92.2 |
| | 51-60 | 4 | 7.7 | 7.8 | 100 |
| | Total | 51 | 98.1 | 100 | |
| Missing system | | 1 | 1.9 | | |
| Total | | 52 | 100 | | |

Summary: Bulgarians, Romanians and Lithuanians (the most populous and more recent groups of arrivals) show similar numbers of respondents by age group, and this does not deviate significantly from the overall sample breakdown. Bulgarians have the youngest age profile of the three nationalities with 41.3% in the 18-30 age bracket compared to 35.8% of Lithuanians and 29.4% of Romanians. While roughly similar percentages of Bulgarians (54.3) and Lithuanians (55.0) were in 31-60 age groups, this accounted for over 70% of Romanians while Lithuanians had the highest percentage aged 61 or over at 8.6% compared to 4.3% of Bulgarians and no Romanians could be found in this oldest age category.

Accommodation and residence locations

Table 9: Postcode data (residence of respondents)

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | PE13 | 195 | 88.6 | 91.1 | 91.1 |
| | PE14 | 7 | 3.2 | 3.3 | 94.4 |
| | CB7 | 3 | 1.4 | 1.4 | 95.8 |
| | PE12 | 2 | 0.9 | 0.9 | 96.7 |
| | PE15 | 2 | 0.9 | 0.9 | 97.7 |
| | PE21 | 2 | 0.9 | 0.9 | 98.6 |
| | PE30 | 1 | 0.5 | 0.5 | 99.1 |
| | PE34 | 1 | 0.5 | 0.5 | 99.5 |
| | PE7 | 1 | 0.5 | 0.5 | 100 |
| | Total | 214 | 97.3 | 100 | |
| Missing system | | 6 | 2.7 | | |
| Total | | 220 | 100 | | |

Summary: Over 90% of respondents (excluding the six missing cases) live in the PE13 postcode area of Fenland District Council indicative of the high density of HMOs in Wisbech. These residential patterns are typical concerning first place of residence for recent migrants, before they move into rented flats/houses with family members. Similarly, ethnic clustering, identified within the literature review (above) can be seen through further interrogation of this data.

Postcode by nationality analysis: Of 214 respondents to this question, 76 out of 81 Lithuanians, 45 out of 51 Romanians and 42 of 46 Bulgarians live in the PE13 postcode. Although the following numbers are small, all Polish (13), all Portuguese (3), all Hungarians (2), a Czech and one individual holding British nationality also stated that they live in PE13.

Table 10: Accommodation type utilised, by age range

| | | Age range | | | | | Total |
|--------------------|---------------------|-----------|-------|-------|-------|-----|-------|
| | | 18-30 | 31-40 | 41-50 | 51-60 | >61 | |
| Accommodation Type | | 0 | 1 | 1 | 0 | 0 | 2 |
| | Homeless | 0 | 1 | 1 | 1 | 0 | 3 |
| | Live with Friends | 2 | 1 | 0 | 1 | 1 | 5 |
| | Live with Relatives | 7 | 1 | 3 | 0 | 0 | 11 |
| | Other | 2 | 0 | 2 | 3 | 0 | 7 |
| | Owned House | 0 | 1 | 1 | 1 | 0 | 3 |
| | Rented Flat | 11 | 8 | 4 | 2 | 2 | 27 |
| | Rented House | 18 | 26 | 13 | 8 | 4 | 69 |
| | Rented Room | 31 | 16 | 22 | 17 | 4 | 90 |
| Total | | 71 | 55 | 47 | 33 | 11 | 217 |

Summary: Most respondents live in rented rooms (90 out of 217), rented houses (69 out of 217) or rented flats (27 out of 217) compared to a very small proportion who own their own homes (three out of 217). A limited number of older people are occupying similar types of accommodation to younger age groups (shared flat, rented room etc). Homelessness is spread evenly amongst all age groups other than among the very oldest category where none were homeless. There are slightly more middle-aged individuals living with relatives than amongst other age-groups and this may relate to parents co-residing with younger adult children (potentially to assist with child-care etc).

Employment

Table 11: Type of Employment undertaken: by age range

| | Age range | | | | | Total |
|----------------------------|-----------|-------|-------|-------|-----|-------|
| | 18-30 | 31-40 | 41-50 | 51-60 | >61 | |
| Not specified | 19 | 4 | 8 | 2 | 3 | 36 |
| Care Home | 0 | 1 | 0 | 0 | 0 | 1 |
| Construction Work | 1 | 1 | 0 | 0 | 0 | 2 |
| Conveyer Worker | 0 | 0 | 0 | 1 | 0 | 1 |
| DHL - Logistics | 0 | 0 | 0 | 1 | 0 | 1 |
| Driver | 0 | 0 | 1 | 0 | 0 | 1 |
| Factory | 2 | 4 | 0 | 2 | 0 | 8 |
| Factory and Field Work | 0 | 0 | 1 | 0 | 0 | 1 |
| Factory Work | 25 | 19 | 19 | 17 | 4 | 84 |
| Factory Work - Team Leader | 1 | 0 | 0 | 0 | 0 | 1 |
| Field Work | 1 | 1 | 1 | 1 | 0 | 4 |
| Food Production | 5 | 4 | 3 | 2 | 1 | 15 |
| Fork Lift Driver | 0 | 1 | 0 | 0 | 0 | 1 |
| Hairdresser | 0 | 1 | 0 | 0 | 0 | 1 |
| Head Chef | 1 | 0 | 0 | 0 | 0 | 1 |
| Hotel Night Porter | 0 | 0 | 1 | 0 | 0 | 1 |
| Housekeeper | 0 | 1 | 0 | 0 | 0 | 1 |
| Housekeeper | 0 | 0 | 0 | 1 | 0 | 1 |
| Land Worker | 1 | 0 | 0 | 0 | 0 | 1 |
| Lathe Operator | 0 | 0 | 0 | 1 | 0 | 1 |
| Line Leader | 0 | 1 | 0 | 0 | 0 | 1 |
| Line Operative | 6 | 9 | 5 | 4 | 2 | 26 |

Summary: Where respondents who were invited to self-define their type of employment gave similar responses (e.g. specifying the type of factory ('flower factory' 'food production factory') they worked in) we have collapsed categories. Overall can be seen that most respondents are in fairly low-skilled, repetitive employment. The majority (98 out of 190 who replied to this question) of respondents are, or were employed as factory workers or on production lines.

Employment patterns

Table 12.1: Employment: Full sample

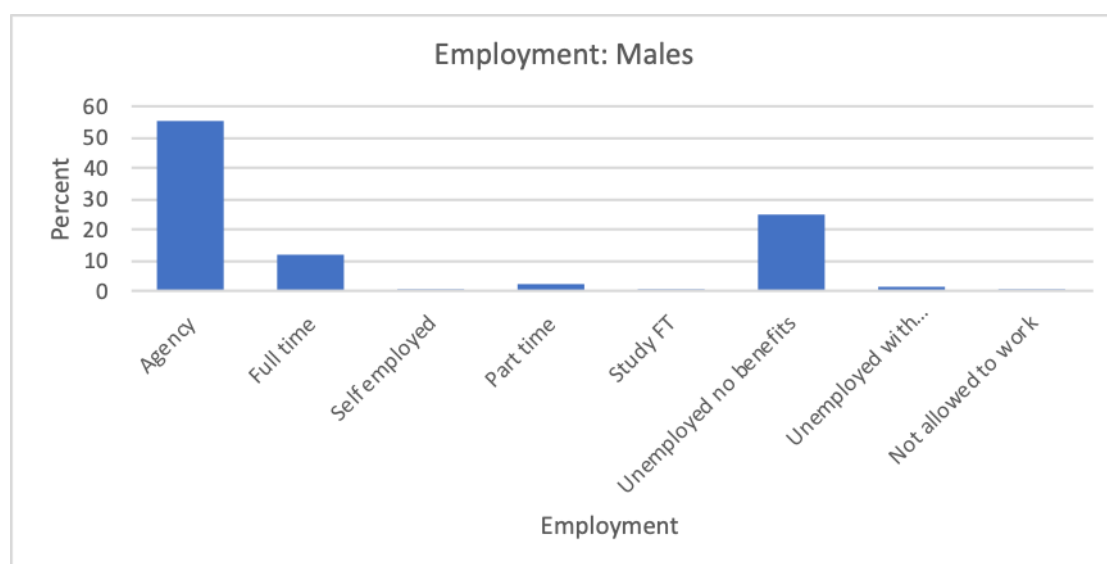
| | Type of employment or activity | Frequency | % | Valid % | Cumulative % |
|---------|--------------------------------|-----------|------|---------|--------------|
| Valid | Agency | 122 | 55.5 | 56.2 | 56.2 |
| | Full time | 22 | 10 | 10.1 | 66.4 |
| | Self employed | 2 | 0.9 | 0.9 | 67.3 |
| | Casual | 1 | 0.5 | 0.5 | 67.7 |
| | Part time | 6 | 2.7 | 2.8 | 70.5 |
| | Study FT | 2 | 0.9 | 0.9 | 71.4 |
| | Unemployed no benefits | 49 | 22.3 | 22.6 | 94 |
| | Unemployed with benefits | 9 | 4.1 | 4.1 | 98.2 |
| | Not employed/not looking | 3 | 1.4 | 1.4 | 99.5 |
| | Not allowed to work | 1 | 0.5 | 0.5 | 100 |
| | Total | 217 | 98.6 | 100 | |
| Missing | System | 3 | 1.4 | | |
| Total | | 220 | 100 | | |

Table 12.2: Employment status: Females

| | Type of employment or activity | Frequency | % | Valid % | Cumulative % |
|---------|--------------------------------|-----------|------|---------|--------------|
| Valid | Agency | 65 | 56 | 57 | 57 |
| | Full time | 10 | 8.6 | 8.8 | 65.8 |
| | Self employed | 1 | 0.9 | 0.9 | 66.7 |
| | Casual | 1 | 0.9 | 0.9 | 67.5 |
| | Part time | 3 | 2.6 | 2.6 | 70.2 |
| | Study FT | 1 | 0.9 | 0.9 | 71.1 |
| | Unemployed no benefits | 23 | 19.8 | 20.2 | 91.2 |
| | Unemployed with benefits | 7 | 6 | 6.1 | 97.4 |
| | Not employed/not looking | 3 | 2.6 | 2.6 | 100 |
| | Total | 114 | 98.3 | 100 | |
| Missing | System | 2 | 1.7 | | |
| Total | | 116 | 100 | | |

Table 12.3: Employment status: Males

| | Type of employment or activity | Frequency | % | Valid % | Cumulative % |
|---------|--------------------------------|-----------|------|---------|--------------|
| Valid | Agency | 57 | 54.8 | 55.3 | 55.3 |
| | Full time | 12 | 11.5 | 11.7 | 67 |
| | Self employed | 1 | 1 | 1 | 68 |
| | Part time | 3 | 2.9 | 2.9 | 70.9 |
| | Study FT | 1 | 1 | 1 | 71.8 |
| | Unemployed no benefits | 26 | 25 | 25.2 | 97.1 |
| | Unemployed with benefits | 2 | 1.9 | 1.9 | 99 |
| | Not allowed to work | 1 | 1 | 1 | 100 |
| | Total | 103 | 99 | 100 | |
| Missing | System | 1 | 1 | | |
| Total | | 104 | 100 | | |

Chart 5: Employment status: Males

Summary: Over half the sample were employed through an agency, and this was the case for both male and female respondents. Only two (one male and one female) of the entire sample were classified as self-employed, and numbers in full-time employment were surprisingly small (9% of females and 12% of males). This is however likely to be reflective of survey respondents actively seeking information support and advice from specialist agencies whilst they were underemployed or ‘between work’. The casualisation of contracts or zero hours contracts which emerged in some qualitative material means that a number of people who would usually classify themselves as agency staff may have been ‘between’ jobs at the point of data collection. Only one individual responded that they ‘not allowed to

work', which was initially considered as potentially reflecting the status of a person resident as dependent adult who originated in non-EEA countries such as the Ukraine and did not have relevant legal standing to be employed. However, it became clear on undertaking a deeper dive in the data that this person reported that they also had British citizenship. Further work would be required to examine their circumstances – e.g. if in receipt of a private pension which precluded employment as a requirement of receipt for example.

Of those out of work (and not reported to be studying full-time), most did not receive benefits: For females, 20% were unemployed without benefits, which compares with 6% who were unemployed but receiving benefits. For males, this difference was even more stark (25% and <2%, respectively). This finding of not claiming benefits whilst being unemployed emerged within the qualitative data in which reference was made (employment discussion) to young men sharing a house supporting temporarily unemployed housemates whilst people were between work contracts. Overall, in excess of 70% of the total sample were in work, and this held true for both male and female respondents.

Employment via agencies

Table 13.1: Agency as main employer - by date of arrival in the UK

| | Frequency | % | Valid % | Cumulative % |
|-----------|-----------|------|---------|--------------|
| pre-2000 | 2 | 1.3 | 1.3 | 1.3 |
| 2001-2005 | 5 | 3.4 | 3.4 | 4.7 |
| 2006-2010 | 14 | 9.4 | 9.4 | 14.1 |
| 2011 | 6 | 4 | 4 | 18.1 |
| 2012 | 1 | 0.7 | 0.7 | 18.8 |
| 2013 | 4 | 2.7 | 2.7 | 21.5 |
| 2014 | 7 | 4.7 | 4.7 | 26.2 |
| 2015 | 11 | 7.4 | 7.4 | 33.6 |
| 2016 | 9 | 6 | 6 | 39.6 |
| 2017 | 22 | 14.8 | 14.8 | 54.4 |
| 2018 | 68 | 45.6 | 45.6 | 100 |
| Total | 149 | 100 | 100 | |

Summary: 15% of agency workers came to the UK in 2017, with nearly 50% arriving in 2018. This suggests that agency work is a first stage method of obtaining employment, particularly amongst more recent migrant communities (e.g. Bulgarian's and Romanians).

Such recent migrant populations are likely to utilise networks of information from their peers or via online discussion groups and targeted recruitment in relation to employment seeking on first entry to the country, hence it is unsurprising to find recently arrived migrants so heavily represented as agency employees rather than directly employed.

Table 13.2: Agency as main employer - by nationality

| | Frequency | % | Valid % | Cumulative % |
|------------|-----------|------|---------|--------------|
| Bulgarian | 29 | 19.5 | 19.5 | 19.5 |
| Hungarian | 3 | 2 | 2 | 21.5 |
| Latvian | 8 | 5.4 | 5.4 | 26.8 |
| Lithuanian | 62 | 41.6 | 41.6 | 68.5 |
| Polish | 6 | 4 | 4 | 72.5 |
| Romanian | 38 | 25.5 | 25.5 | 98 |
| Slovakian | 1 | 0.7 | 0.7 | 98.7 |
| Ukrainian | 2 | 1.3 | 1.3 | 100 |
| Total | 149 | 100 | 100 | |

Summary: Over 40% of Lithuanians, 25% of Romanians and nearly 20% of Bulgarians are employed through an employment agency. This is indicative of strong country-based ‘clusters’ of employees, utilising shared languages and passing on information on opportunities for work, or particular recommended agencies or employers, which such information passed amongst networks of migrants.

Table 13.3: Employment status by nationality

| | | | | | | | | | | | Total |
|--------------|------------|----------|-----------|----------|----------|----------|----------|----------|----------|-----------|------------|
| Ukrainian | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| Slovakian | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 |
| Romanian | 31 | 0 | 5 | 0 | 1 | 0 | 0 | 2 | 1 | 12 | 52 |
| Portuguese | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Polish | 5 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 4 | 15 |
| Lithuanian | 49 | 1 | 9 | 0 | 1 | 4 | 1 | 0 | 2 | 12 | 79 |
| Latvian | 6 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 12 |
| Hungarian | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| French | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Czech | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Bulgarian | 28 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 46 |
| British | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total | 122 | 1 | 22 | 1 | 3 | 6 | 2 | 2 | 9 | 49 | 217 |

Summary: In total only 217/220 respondents replied to this question. 49 out of 79 Lithuanians (62%) are employed through agencies, followed by Bulgarians at 61% (28 out of 46) and Romanians with 60% (31 out of 52) obtaining work in this manner. These findings are aligned to qualitative evidence and data gathered from employers concerning a strong tendency for migrant workers to be hired through agencies or sometimes on flexible short-term or part-time contracts. Given that respondents in contact with the Rosmini Centre and other AIG agencies are potentially likely to be less well networked and established within the Fenland region than longer established migrant groups such as Polish workers (given that many respondents above are recent migrants) it is unsurprising that only a small number of respondents are employed directly or self-employed. Unusually, one individual who is detailed as having British citizenship notes that they are ‘not allowed to work’ but this may pertain perhaps to regulations around receipt of some forms of private pensions where retirement has taken place as a result of ill-health.

Welfare benefits: awareness and claimant data

Unemployed females: information on migration patterns

Table 14.1: Female Unemployed - not in receipt of benefits - migration alone or with others

| | | Frequency | % | Valid % | Cumulative % |
|---------|---------|-----------|------|---------|--------------|
| Valid | Family | 11 | 47.8 | 52.4 | 52.4 |
| | Friends | 3 | 13 | 14.3 | 66.7 |
| | On Own | 7 | 30.4 | 33.3 | 100 |
| | Total | 21 | 91.3 | 100 | |
| Missing | | 2 | 8.7 | | |
| Total | | 23 | 100 | | |

Summary: 48% of the females who were unemployed at the point of completion of the survey, and receiving no benefits, came to the UK with a family member (potentially a spouse, adult child or sibling who was supporting them), 13% arrived with friends and 30% on their own.

Table 14.2: Female Unemployed - not in receipt of benefits - who came with dependents

| | | Frequency | % | Valid % | Cumulative% |
|---------|-------|-----------|------|---------|-------------|
| Valid | No | 8 | 34.8 | 36.4 | 36.4 |
| | Yes | 14 | 60.9 | 63.6 | 100 |
| | Total | 22 | 95.7 | 100 | |
| Missing | | 1 | 4.3 | | |
| Total | | 23 | 100 | | |

Summary: 61% of unemployed females who were not in receipt of benefits migrated to the UK with dependents. In contrast, 35% of unemployed females who were not in receipt of benefits came to the UK without dependents. Information is missing in relation to the 4% of female respondents (1 case). It is not fully clear how unemployed women with dependents are surviving without receipt of benefits, but it may be that the pattern of sharing of resources identified as common amongst young male unemployed migrants also pertains for women, or as considered below in relation to household patterns, that they have a partner or other relative who is working and assisting them whilst they are not working.

Table 14.3: Female unemployed - not in receipt of benefits: who they live with

| | | Frequency | % | Valid % | Cumulative % |
|---------|---------|-----------|------|---------|--------------|
| Valid | Family | 11 | 47.8 | 52.4 | 52.4 |
| | Friends | 3 | 13 | 14.3 | 66.7 |
| | On Own | 7 | 30.4 | 33.3 | 100 |
| | Total | 21 | 91.3 | 100 | |
| Missing | | 2 | 8.7 | | |
| Total | | 23 | 100 | | |

Summary: nearly half of women who report being unemployed but not in receipt of benefits were co-residing with family members. Although more work would be required to explore their source of income, it can potentially be extrapolated that at least a number of these women would be caring for children in the household, perhaps grandparents who are living with working parents and providing childcare. Others may have a working partner providing support whilst they are at home with children or other dependent adults.

Child Benefit claims

Table 15.1: Child benefit claims: Full sample

| | Frequency | % | Valid % | Cumulative % |
|---------------|-----------|------|---------|--------------|
| No/undeclared | 195 | 88.6 | 88.6 | 88.6 |
| Yes | 25 | 11.4 | 11.4 | 100 |
| Total | 220 | 100 | 100 | |

Chart 6: Child benefit claims: Full sample

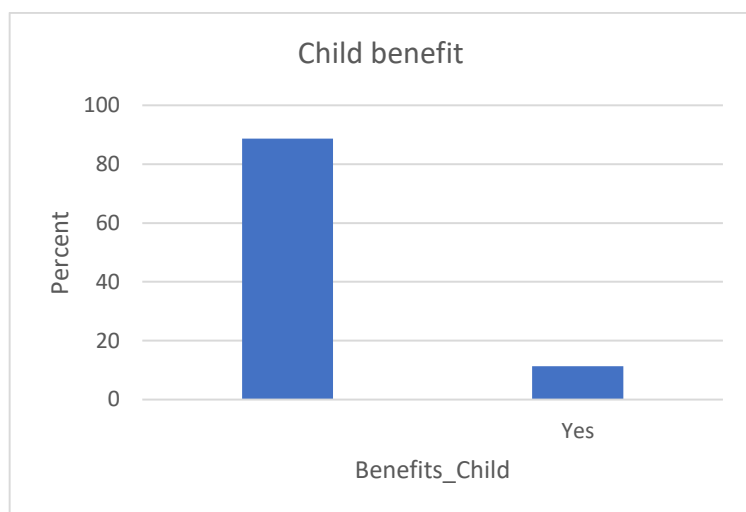


Table 15.2: Child benefit claims: Females

| | Frequency | % | Valid % | Cumulative % |
|---------------|-----------|------|---------|--------------|
| No/undeclared | 102 | 87.9 | 87.9 | 87.9 |
| Yes | 14 | 12.1 | 12.1 | 100 |
| Total | 116 | 100 | 100 | |

Table 15.3: Child benefit claims: Males

| | Frequency | % | Valid % | Cumulative % |
|---------------|-----------|------|---------|--------------|
| No/undeclared | 93 | 89.4 | 89.4 | 89.4 |
| yes | 11 | 10.6 | 10.6 | 100 |
| Total | 104 | 100 | 100 | |

Summary: The great majority of respondents did not receive Child Benefit (CB). Just over 10% of the overall sample claimed this benefit, with a slightly higher number of females than males in receipt of CB reflective of the larger number of females in the whole sample who reported having dependents.

Other benefits claimed

Take up of other named benefits was very low, as shown in the following tables:

1. JSA (0/220) - Table 17.1
2. Carer's Allowance (1/220) [0.5%] - Table 17.2
3. Housing Benefit (7/220) [3.2%] - Table 17.3
4. Employment Support Allowance (2/220) [0.9%] - Table 17.4
5. Tax Credits (18/220) [8.2%] - Table 17.5
6. Council Tax Reduction (3/220) [1.4%] - Table 17.6
7. Disability Living Allowance (0/220) - Table 17.7
8. Universal Credit (4/220) [1.8%] - Table 17.8

Table 16.1: Respondents claiming any benefits: Full sample

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-----------------------|-----------|------|---------|--------------|
| Valid | Claiming benefits | 45 | 20.5 | 21.5 | 21.5 |
| | Not claiming benefits | 164 | 74.5 | 78.5 | 100 |
| | Total | 209 | 95 | 100 | |
| Missing system | | 11 | 5 | | |
| Total | | 220 | 100 | | |

Chart 7: Respondents claiming any benefits: Full sample

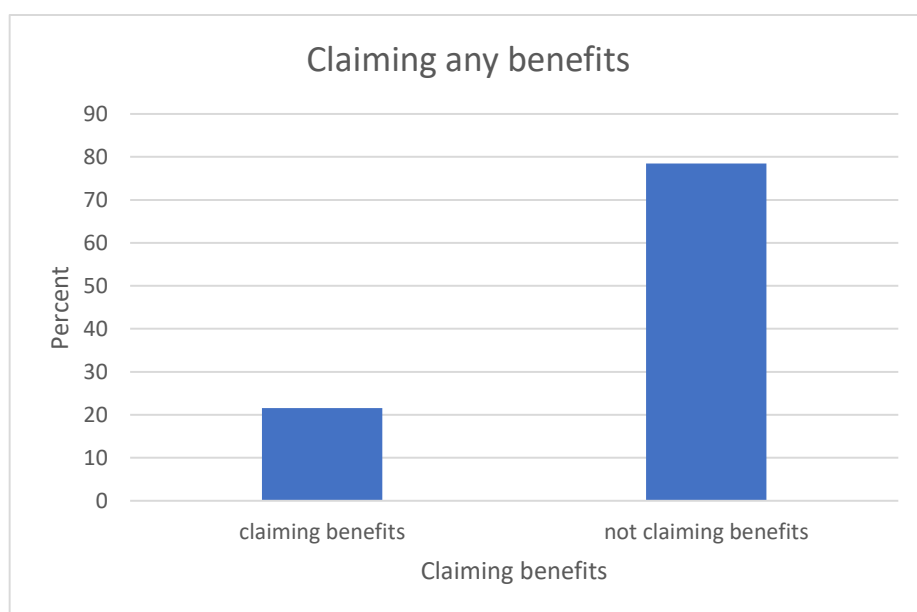


Table 16.2: Claimant status: Females

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-----------------------|-----------|------|---------|--------------|
| Valid | Claiming benefits | 29 | 25 | 26.4 | 100 |
| | Not claiming benefits | 81 | 69.8 | 73.6 | 73.6 |
| | Total | 110 | 94.8 | 100 | |
| Missing system | | 6 | 5.2 | | |
| Total | | 116 | 100 | | |

Summary: Approximately one in five respondents in the full sample received benefits of some type, and this figure stood at just over one in four for females (26%) compared with 16% of males. There were no respondents receiving Disability Living Allowance (DLA). Frequencies for other benefits received are low and summarised in the table above. Awareness of eligibility for benefits was poor, with more than half the total sample indicating that they were unaware of their eligibility, as shown below (Table 22.1). Figures pertaining to benefit awareness are marginally worse for men (59% unaware of eligibility, Table 22.3) than women (54% unaware, Table 22.2). These figures are rather concerning, given the conditions in which some of the sample (and their children) are presumably living, and where access to top-up benefits could have a substantial impact on household wellbeing and functioning.

Table 16.3: Benefit claims by nationality

| | | Claiming benefits? | | Total |
|-------------|------------|--------------------|-----|-------|
| | | Yes | No | |
| Nationality | British | 1 | 0 | 1 |
| | Bulgarian | 3 | 39 | 42 |
| | Czech | 1 | 0 | 1 |
| | French | 0 | 1 | 1 |
| | Hungarian | 2 | 1 | 3 |
| | Latvian | 3 | 9 | 12 |
| | Lithuanian | 15 | 63 | 78 |
| | Polish | 8 | 6 | 14 |
| | Portuguese | 3 | 0 | 3 |
| | Romanian | 6 | 44 | 50 |
| | Slovakian | 1 | 1 | 2 |
| | Ukrainian | 2 | 0 | 2 |
| | Total | 45 | 164 | 209 |

As can be seen Lithuanians represent the migrant group most likely to be claiming benefits but even amongst this group of claimants, take-up of welfare benefits was relatively low at 15/78 (19.2%). One respondent referred to their British citizenship (initially a migrant from Azerbaijan) is included in tables as being of British nationality

Benefits claimed by nationality of claimant and type of benefit

The section below provides greater detail in relation to the various types of benefit claimed by different nationality groups. As noted, benefits claims are a relatively rarity amongst respondents to the survey of all nationalities. Though statistically insignificant, the information below is given for the sake of fullness of analysis.

Table 17.1: Jobseeker's Allowance (JSA) claims by nationality

| | Nationality | | | | | | | | | | | | Total |
|---------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Not claiming or N/A | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |
| Claiming JSA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

As can be seen JSA is not claimed by any respondent to the survey and as detailed above, those individuals who are short-term employed are likely to be supported by relatives or co-resident friends until they are able to access employment. Given the flexibility and relative ease of accessing agency work it is likely that benefits claims would not have been finalised and payment made prior to respondents finding alternative employment.

Table 17.2: Carer's Allowance claims by nationality

| | Nationality | | | | | | | | | | | | Total |
|----------------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming Carer's Allowance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Not claiming | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 2 | 52 | 2 | 2 | 219 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Only one respondent was found to be in receipt of Carer's Allowance, and they were from a relatively long-established migrant community (Portuguese) with a lengthy duration of residence in the UK.

Table 17.3: Housing Benefit claims by nationality

| | Nationality | | | | | | | | | | | | Total |
|--------------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming Housing Benefit | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 2 | 0 | 1 | 1 | 7 |
| Not claiming | 1 | 46 | 1 | 1 | 3 | 11 | 80 | 15 | 1 | 52 | 1 | 1 | 213 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Whilst housing benefit was claimed by a slightly higher number of individuals than other forms of benefit listed above, it is still a relatively uncommon form of claim. In part this may be associated with the high level of respondents reporting living in shared accommodation rather than in individual flats or houses where benefit claims relating to a single-family claim are typically more common. No particular pattern of interest can be ascertained from the details above other than the fact that the longer-established Portuguese community (who are more likely to be living in family household accommodation) are most likely, at 66% of this sub-sample, to be claiming housing benefit.

Table 17.4: Employment and Support Allowance (ESA) claim by nationality

| | Nationality | | | | | | | | | | | | Total |
|--------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming ESA | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 |
| Not claiming | 1 | 46 | 1 | 1 | 3 | 12 | 81 | 15 | 2 | 52 | 2 | 2 | 218 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

ESA was claimed only by two respondents – of these, one was from the relatively long-established Portuguese community and the other was Lithuanian.

Table 17.5: Tax Credit claims by nationality

| | Nationality | | | | | | | | | | | | Total |
|---------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming Tax Credit | 0 | 0 | 1 | 0 | 1 | 2 | 7 | 3 | 1 | 2 | 0 | 1 | 18 |
| Not claiming | 1 | 46 | 0 | 1 | 2 | 10 | 75 | 12 | 2 | 50 | 2 | 1 | 202 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Tax Credits were slightly more represented than other forms of benefits claim (representative of 'in work' claims). Of the most statistically important groups by country of origin, Latvians were most likely to be in receipt of tax credits at approximately 8.5% of all Lithuanians represented within the sample. This contrasts with 1% of Romanians and no Bulgarians in receipt of such benefits.

Table 17.6: Council Tax Reduction claim by nationality

| | Nationality | | | | | | | | | | | | Total |
|--------------------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming Council Tax Reduction | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 3 |
| Not claiming | 1 | 46 | 1 | 1 | 3 | 12 | 80 | 15 | 3 | 52 | 2 | 1 | 217 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Once again, it can be seen that Latvian respondents were more likely to be in receipt of this form of benefit (associated with low income in a wage-earning household) than other nationalities. However, this still represented only a very small percentage of members of this nationality group (2.4%) claiming and receiving reduced council tax payments.

Table 17.7 Disability Living Allowance (DLA) by nationality

| | Nationality | | | | | | | | | | | | Total |
|--------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming DLA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not claiming | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

No respondents were in receipt of DLA, and this is likely to pertain to the 'healthy migrant' effect whereby those in contact with IAG agencies are either working or actively seeking work and hence unlikely to be unwell or disabled 'enough' to be eligible for DLA.

Table 17.8: Child Benefit claim by nationality

| | Nationality | | | | | | | | | | | | Total |
|------------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming Child Benefit | 0 | 1 | 1 | 0 | 2 | 2 | 7 | 5 | 0 | 4 | 1 | 2 | 25 |
| Not claiming | 1 | 45 | 0 | 1 | 1 | 10 | 75 | 10 | 3 | 48 | 1 | 0 | 195 |
| Total | 1 | 1 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Child benefit is also referred to above in relation to gender of claimants, (Tables 15.1-15.3) but is presented here, broken down by nationality of claimants. Amongst respondents of all nationalities, 11.3% are in receipt of child benefit. This predominantly conforms to the profile of respondents co-residing with family members – both by nationality and claimant status, although a small number of respondents may be claiming for children residing abroad. It would be necessary to undertake further interrogation of data and/or add additional questions to ascertain this.

Table 17.9: Universal Credit claim by nationality

| | Nationality | | | | | | | | | | | | Total |
|---------------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming Universal Credit | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 |
| Not claiming | 1 | 45 | 1 | 1 | 2 | 12 | 81 | 14 | 3 | 52 | 2 | 2 | 216 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Once more a very small number of claimants are in receipt of Universal Credit (UC), although as this is rolled out further across the locality, we anticipate that this number will rise to some extent. No discernible patterns exist in relation to nationality of claimant or duration of residence in the UK and receipt of UC.

Table 17.10: Other benefits received by nationality

| | Nationality | | | | | | | | | | | | Total |
|-------------------------|-------------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | |
| Claiming other benefits | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 4 |
| Not claiming | 0 | 46 | 1 | 1 | 3 | 12 | 81 | 15 | 2 | 51 | 2 | 2 | 216 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

Table 17.11: Other benefit types by nationality

| Other Benefits | British | Bulgarian | Czech | French | Hungarian | Latvian | Lithuanian | Polish | Portuguese | Romanian | Slovakian | Ukrainian | Total |
|---------------------|---------|-----------|-------|--------|-----------|---------|------------|--------|------------|----------|-----------|-----------|-------|
| PIP for dependent | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| PIP | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Pension Credit | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Maternity | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 |
| Income Support | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Not claiming or N/A | 0 | 46 | 1 | 1 | 3 | 12 | 80 | 15 | 1 | 51 | 2 | 1 | 213 |
| Total | 1 | 46 | 1 | 1 | 3 | 12 | 82 | 15 | 3 | 52 | 2 | 2 | 220 |

In relation to 'other' benefits claimed it can be seen that two out of the three Portuguese respondents are in receipt of Personal Independent Payments (in one case coming to their dependent) as is the one individual who indicated that they held British citizenship. As PIP is only paid to those with very severe forms of disability which limit their ability to work it is unsurprising that this is so low. A further (Romanian) respondent is in receipt of pension credit whilst a Lithuanian woman received maternity benefits at the point of interview.

Breakdown of benefits claims by those with and without dependents

Table 18.1: Without dependents: Claiming benefits

| | Frequency | % | Valid % |
|-----------------------|-----------|------|---------|
| Claiming benefits | 5 | 4.2 | 4.3 |
| Not claiming benefits | 112 | 93.3 | 95.7 |
| Total | 117 | 97.5 | 100 |
| Missing | 3 | 2.5 | |
| Total | 120 | 100 | |

Table 18.2: With dependents: Claiming benefits

| | Frequency | % | Valid % |
|-----------------------|-----------|------|---------|
| Claiming benefits | 34 | 38.6 | 41 |
| Not claiming benefits | 49 | 55.7 | 59 |
| Total | 83 | 94.3 | 100 |
| System | 5 | 5.7 | |
| Total | 88 | 100 | |

Summary: Numbers of benefits claimants is very low among those without dependents (4%). Even where respondents *do* have dependents, a lower number are claiming any form of benefits (41%) than those do not claim (59%).

Breakdown of Child Benefit claimed by those with and without dependents

Table 19.1: Child Benefit without dependents

| | Frequency | % | Valid % |
|---------------|-----------|-----|---------|
| No/undeclared | 120 | 100 | 100 |
| Total | 120 | 100 | 100 |

Table 19.2: Child Benefit claim by respondents with dependents

| | Frequency | % | Valid % |
|---------------|-----------|------|---------|
| Yes | 23 | 26.1 | 26.1 |
| No/undeclared | 65 | 73.9 | 73.9 |
| Total | 88 | 100 | 100 |

Summary: Unsurprisingly, among those without dependents, no respondents reported claimed child benefit. It is unclear however if all of those claiming child benefit have co-resident children in the UK. Only just over one-quarter of those with dependents claim child benefit (26% respondents).

Table 20: Respondents with dependents: Child Benefit by nationality of respondent

| | | Do you receive Child Benefit? | | Total |
|-------------|------------|-------------------------------|-----|-------|
| | | No/undeclared | Yes | |
| Nationality | British | 0 | 2 | 2 |
| | Bulgarian | 0 | 1 | 1 |
| | Czech | 29 | 4 | 33 |
| | Hungarian | 1 | 0 | 1 |
| | Latvian | 4 | 4 | 8 |
| | Lithuanian | 10 | 6 | 16 |
| | Polish | 2 | 2 | 4 |
| | Portuguese | 0 | 2 | 2 |
| | Romanian | 0 | 1 | 1 |
| | Slovakian | 18 | 1 | 19 |
| | Ukrainian | 1 | 0 | 1 |
| Total | | 65 | 23 | 88 |

Summary: There was a disproportionately low number of child benefit claimants among Romanians and Bulgarians, potentially indicating low knowledge of benefits systems, different migration patterns from some populations, and residence in the UK for shorter periods. However, the small sample sizes within some nationalities renders clear conclusions difficult. Lithuanians appeared to show a proportionately higher take-up of child benefit than do some other nationalities.

Length of employment by child benefit

Table 21.1: Length of time employed and Child Benefit claims

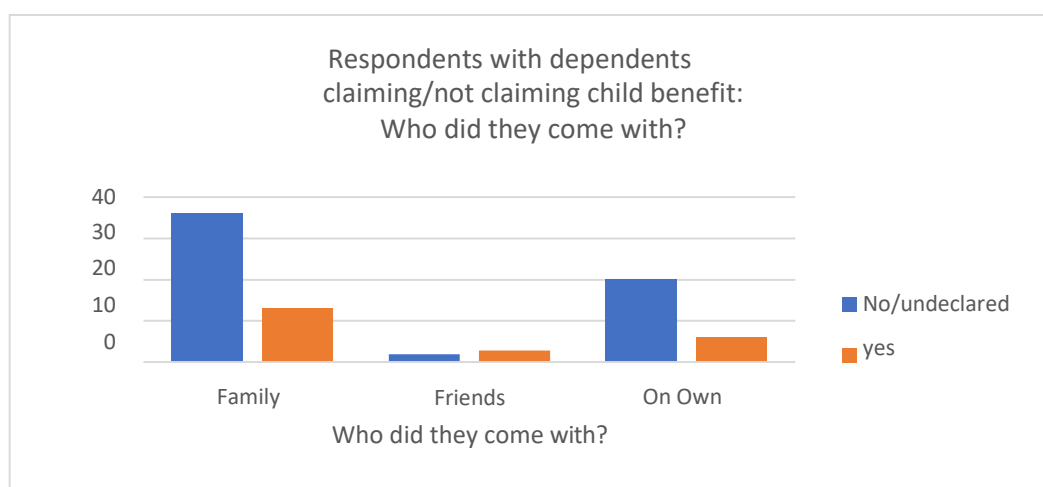
| | | Do you receive Child Benefit? | | Total |
|-------------------------|----------------------------------|-------------------------------|-----|-------|
| | | No/undeclared | Yes | |
| Length of time employed | not worked | 12 | 3 | 15 |
| | <1 year | 15 | 2 | 17 |
| | 1 year to 2 years 11 months | 17 | 5 | 22 |
| | 3 years to 4 years 11 months | 9 | 5 | 14 |
| | 5 years to 6 years 11 months | 2 | 1 | 3 |
| | 7 years to 9 years and 11 months | 2 | 3 | 5 |
| | 10 years and over | 5 | 3 | 8 |
| | Total | 62 | 22 | 84 |

Summary: There is a trend towards greater uptake of child benefit by those who have lived in the country for more than three years, potentially indicating post-migration household formation and birth of children in the UK, although the numbers of respondents who have been resident in the UK for over five years are low.

Table 21.2: Migration information (came alone or with others) and Child Benefit claims

| | | Do you receive Child Benefit? | | Total |
|----------------|---------|-------------------------------|-----|-------|
| | | No/undeclared | Yes | |
| Who Come With? | Family | 36 | 13 | 49 |
| | Friends | 2 | 3 | 5 |
| | On own | 20 | 6 | 26 |
| Total | | 58 | 22 | 80 |

Chart 8: Migration information (came alone or with others) and Child Benefit claims



Summary: Most respondents with dependents came to the UK with family members who may be caring for children whilst the key respondent works, but predominantly informants in this situation are not claiming child benefit. The proportion claiming CB versus those not claiming, is similar whether they migrated with family members or on their own.

In conclusion to this element of the analysis, as can be seen from the analysis of survey data above, very low benefit claims exist for migrant workers with claims more likely to be made by longer-established migrants, living in family units (single household rented accommodation with children) and whose employment and residential patterns are more similar to those of the 'majority' population.

Awareness of benefits eligibility

Table 22.1: Full sample – benefits eligibility awareness

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | No | 117 | 53.2 | 56.3 | 56.3 |
| | Yes | 91 | 41.4 | 43.8 | 100 |
| | Total | 208 | 94.5 | 100 | |
| Missing system | | 12 | 5.5 | | |
| Total | | 220 | 100 | | |

Of those who responded to this question, (6% missing cases) fewer migrants were aware of their benefits eligibility (41%) than those who had no knowledge of available benefits (53%). It is unclear from the data which benefits people were familiar with, e.g. housing benefit, Job Seekers Allowance (JSA) or other forms of family support such as Universal Credit or Child Benefit etc. This is likely to vary depending on individual circumstances.

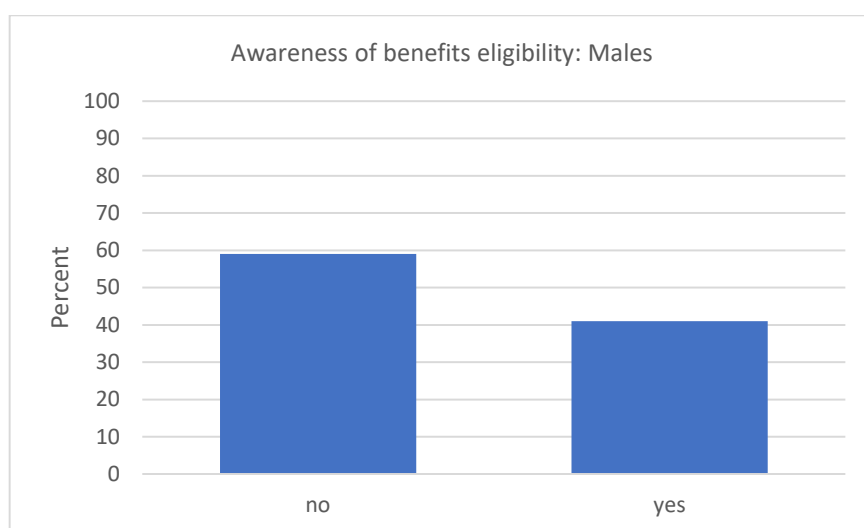
Table 22.2: Females – benefits eligibility awareness

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | No | 58 | 50 | 53.7 | 53.7 |
| | Yes | 50 | 43.1 | 46.3 | 100 |
| | Total | 108 | 93.1 | 100 | |
| Missing system | | 8 | 6.9 | | |
| Total | | 116 | 100 | | |

Table 22.3: Males – benefits eligibility awareness

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------|-----------|------|---------|--------------|
| Valid | No | 59 | 56.7 | 59 | 59 |
| | Yes | 41 | 39.4 | 41 | 100 |
| | Total | 100 | 96.2 | 100 | |
| Missing system | | 4 | 3.8 | | |
| Total | | 104 | 100 | | |

Chart 9: Males – benefits eligibility awareness



When considered by gender, more women than men were aware of benefits entitlement and this may potentially pertain to the greater likelihood of women having children co-residing with them, or the ability to claim child benefit for children in country of origin.

Table 22.4: Awareness of benefits by nationality

| | | Do you know you are entitled to benefits? | | Total |
|-------------|------------|---|----|-------|
| | | Yes | No | |
| Nationality | British | 1 | 0 | 1 |
| | Bulgarian | 27 | 14 | 41 |
| | Czech | 1 | 0 | 1 |
| | Hungarian | 3 | 0 | 3 |
| | Latvian | 6 | 6 | 12 |
| | Lithuanian | 48 | 30 | 78 |
| | Polish | 5 | 9 | 14 |
| | Portuguese | 1 | 2 | 3 |
| | Romanian | 22 | 29 | 51 |
| | Slovakian | 2 | 0 | 2 |
| | Ukrainian | 1 | 1 | 2 |
| Total | | 117 | 91 | 208 |

Summary: Of those nationalities with a sample size over 10 (Bulgarian, Latvian, Lithuanian, Polish and Romanian), only among the Romanians and Poles there were a greater number of respondents who were aware (relative to those who were unaware) of their benefits entitlement status.

Table 23: Benefits received by gender (and total sample)

Figures show raw counts (with percentage of sample in brackets) of respondents receiving that benefit.

| | Any benefits | Child | Carer | JSA | Housing | ESA | Tax credit | Council tax red | DLA | Universal Credit | Other |
|-------------|--------------|--------------|------------|-------|---------|---------|-------------|-----------------|-------|------------------|---------|
| Females | 29 (26.4) | 14 (12.1) | 1 (.9) | 0 (0) | 6 (5.2) | 1 (.9) | 10 (8.6) | 3 (2.6) | 0 (0) | 3 (2.6) | 3 (2.6) |
| Males | 16 (16.2) | 11 (10.6) | 0 (0) | 0 (0) | 1 (1) | 1 (1) | 8 (7.7) | 0 (0) | 0 (0) | 1 (1) | 1 (1.8) |
| Total N (%) | 45 (21.5) | 25 (11.4) | 1 (0.5) | 0 (0) | 7 (3.2) | 2 (0.9) | 18 (8.2) | 3 (1.4) | 0 (0) | 4 (1.8) | 4 (1.8) |

Summary: Analysis of the above data shows very low benefit claim rates, lower than rates of claims made by the non-migrant Fenland population extrapolated from employment rates, (JSNA 2016, p15; ONS/DWP Stat-Xplore, 2019). Of respondents to our survey just under 30% of females and 16% of males were claiming some form of benefit (see further below). As noted within the qualitative discussions, overall there is a tendency for casual workers – particularly younger single males co-habiting, to ‘pool together’ and support a temporarily unemployed housemate who is between contracts or employment, with reciprocity expected when others become in need.

Table 24: Where advice on benefit claims is obtained (total sample)

Figures show raw counts (with percentage of sample in brackets) of respondents receiving that benefit.

| Where advice was obtained | | | | | | | | If selected 'other' |
|---------------------------|----------------|----------|----------|---------|---------|----------|---------|---------------------------|
| Agency | friends/family | online | Rosmini | CAB | 1Stop | JCPlus | Other | |
| 7 (3.2) | 115 (52.3) | 21 (9.5) | 187 (85) | 3 (1.4) | 5 (2.3) | 10 (4.5) | 5 (2.3) | Children's Centre: 2 (.9) |
| | | | | | | | | Homeless Project: 1 (.5) |
| | | | | | | | | Landlord 1 (.5) |

Summary: As noted elsewhere in this Section there is an overall low rate of welfare benefits claims amongst the respondents. This would be expected given where the data is collected as the Rosmini Centre is identified in many interviews and survey responses as the key point of contact for individuals requiring information on benefits eligibility or support in making a claim. The figures above, also show that friends and family (in addition to Rosmini) provided the source of advice for more than half the sample. Respondents tended not to seek advice from other sources outside of specialist IAG agencies and via family/friends.

Future migration plans and intention to stay in the UK

The following tables reflect questions in relation to intention to settle in the UK and duration of intended migration. For the purposes of analysis, 'temporary' is assumed to be residence intention lasting for less than 2 years.

Duration of stay

Table 25.1: Intended duration of stay (temporary/permanent)

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------------|-----------|------|---------|--------------|
| Valid | Temporarily | 47 | 21.4 | 22.6 | 22.6 |
| | Permanently | 161 | 73.2 | 77.4 | 100 |
| | Total | 208 | 94.5 | 100 | |
| Missing system | | 12 | 5.5 | | |
| Total | | 220 | 100 | | |

Chart 10: Intended duration of stay (temporary/permanent)

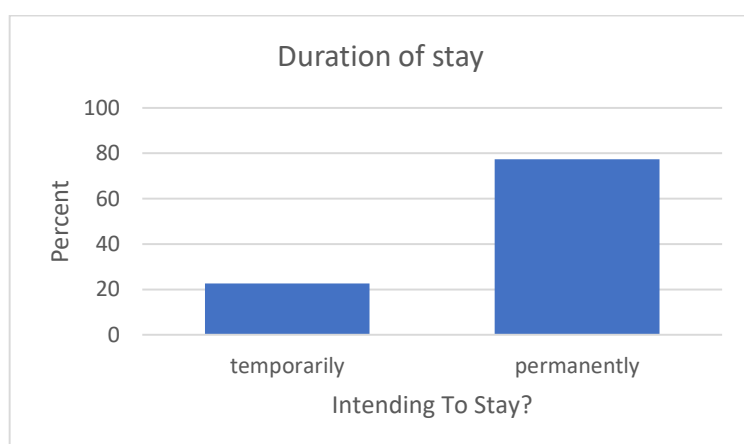


Table 25.2: Intended duration of stay: Females

| | | Frequency | % | Valid % | Cumulative % |
|----------------|-------------|-----------|------|---------|--------------|
| Valid | Temporarily | 24 | 20.7 | 21.6 | 21.6 |
| | Permanently | 87 | 75 | 78.4 | 100 |
| | Total | 111 | 95.7 | 100 | |
| Missing system | | 5 | 4.3 | | |
| Total | | 116 | 100 | | |

Table 25.3: Intended duration of stay: Males

| | Intending to stay | Frequency | % | Valid % | Cumulative % |
|----------------|-------------------|-----------|------|---------|--------------|
| Valid | Temporarily | 23 | 22.1 | 23.7 | 23.7 |
| | Permanently | 74 | 71.2 | 76.3 | 100 |
| | Total | 97 | 93.3 | 100 | |
| Missing system | | 7 | 6.7 | | |
| Total | | 104 | 100 | | |

Summary: As can be seen, the vast majority of respondents (73%) both males and females, indicated that they were intending to remain in the UK on a permanent basis, and a clear spike in migration dates can be noted as occurring in 2018 (see Table 4.1. and Chart 3). However, this may be an artefact of the sample accessed who were utilising IAG services. It can be presumed that migrant's resident for longer periods of time may well have acclimatised and familiarised themselves with a variety of mainstream information sources through schools, health surgeries etc and be less likely to be using specialist services such as the Rosmini Centre.

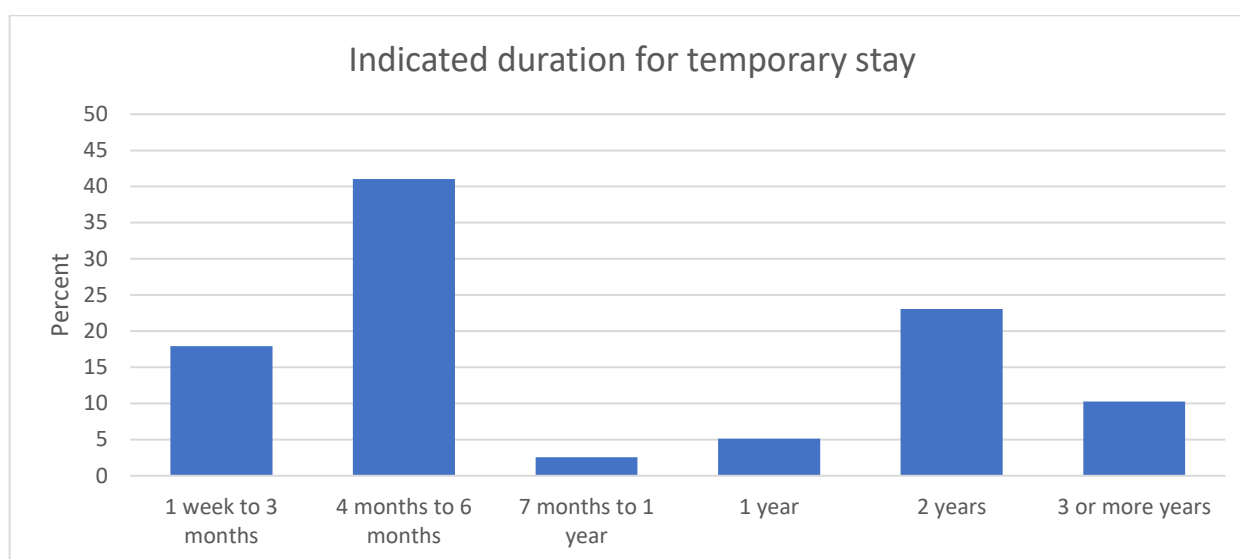
Further questions were asked in relation to intended residence within the UK after Brexit. However, this is harder to ascertain, as it is difficult at this stage to know fully how circumstances may change. The uncertainty was even greater at the point survey data was gathered, when the legal situation and published guidance was in an even bigger state of flux than at the time of writing (October 2019). It can be seen that the largest number of respondents who indicated that their stay in the UK was 'temporary' intended to depart within two years of first entry to the country (Table 26.1).

Intention to stay in the UK after Brexit

Table 26.1: Indicated duration for temporary stay

| | | Frequency | % | Valid % | Cumulative % |
|---------|----------------------|-----------|------|---------|--------------|
| Valid | 1 week to 3 months | 7 | 3.2 | 17.9 | 17.9 |
| | 4 months to 6 months | 16 | 7.3 | 41 | 59 |
| | 7 months to 1 year | 1 | 0.5 | 2.6 | 61.5 |
| | 1 year | 2 | 0.9 | 5.1 | 66.7 |
| | 2 years | 9 | 4.1 | 23.1 | 89.7 |
| | 3 or more years | 4 | 1.8 | 10.3 | 100 |
| | Total | 39 | 17.7 | 100 | |
| Missing | System | 181 | 82.3 | | |
| Total | | 220 | 100 | | |

Chart 11: Indicated duration for temporary stay



Summary: The above table indicates that the majority of respondents who did not wish to reside permanently in the UK were intending to stay for less than one year (59%) while a third declared that they would stay for two or more years (33.4%). It should be noted that the numbers in this analysis are fairly small (N = 39), with some responses difficult to categorise (e.g., ‘a few more months maybe’).

Table 26.2: Nationality by intention to settle in the UK

| | | Intending to stay | | Total |
|-------------|------------|-------------------|-------------|-------|
| | | Temporarily | Permanently | |
| Nationality | British | 0 | 1 | 1 |
| | Bulgarian | 12 | 32 | 44 |
| | Czech | 0 | 1 | 1 |
| | French | 0 | 1 | 1 |
| | Hungarian | 1 | 2 | 3 |
| | Latvian | 0 | 12 | 12 |
| | Lithuanian | 16 | 61 | 77 |
| | Polish | 3 | 11 | 14 |
| | Portuguese | 0 | 3 | 3 |
| | Romanian | 15 | 33 | 48 |
| | Slovakian | 0 | 2 | 2 |
| | Ukrainian | 0 | 2 | 2 |
| Total | | 47 | 161 | 208 |

Summary: Differences in response by nationality in relation to intention to settle permanently are noteworthy. Of the 44 Bulgarians, 73% (N = 32) were intending to stay permanently in the UK. Of the Lithuanian respondents 79% of those who responded to this question were intending to stay permanently (N = 61) versus 21% (N = 16) with only temporary residence intentions. Of the 14 Poles responding to this question, just under 80% (N = 11) intend to stay permanently, and of the 48 Romanians responding to this question, just under 70% (N = 33) intend to stay permanently.

Table 26.3: Age range by intention to settle in the UK

| | | Intending to stay | | Total |
|-----------|-------|-------------------|-------------|-------|
| | | Temporarily | Permanently | |
| Age range | 18-30 | 21 | 45 | 66 |
| | 31-40 | 12 | 42 | 54 |
| | 41-50 | 6 | 39 | 45 |
| | 51-60 | 7 | 22 | 29 |
| | >61 | 1 | 10 | 11 |
| | Total | 47 | 158 | 205 |

Perhaps unsurprisingly, people who were younger were more likely to state their intention to settle and make a new life on a permanent basis in the UK. Older migrants stating an intention to remain in the UK permanently were most likely to be living with other family members who may themselves have an intention to settle in Britain on a permanent basis. Hence whole family considerations over intent to settle and implications of the educational status of children etc. would apply.

Table 26.4: Employment by intention to stay

| | | Intending to stay | | Total |
|------------|--------------------------|-------------------|-------------|-------|
| | | Temporarily | Permanently | |
| Employment | Agency | 30 | 86 | 116 |
| | Casual | 0 | 1 | 1 |
| | Full Time | 7 | 15 | 22 |
| | Not allowed to Work | 0 | 1 | 1 |
| | Not Employed/Not Looking | 0 | 3 | 3 |
| | Part Time | 0 | 6 | 6 |
| | Self Employed | 0 | 2 | 2 |
| | Study F/T | 0 | 1 | 1 |
| | Unemployed on benefits | 1 | 6 | 7 |
| | Unemployed no benefits | 9 | 37 | 46 |
| | Total | 47 | 158 | 205 |

Once more, employment status, either working for an agency or in full-time employment, appeared to have a profound impact on intention to settle permanently, with far lower numbers of individuals who were unemployed seeking to settle in the UK.

Table 26.5: Dependents by intention to stay

| | Intending to stay | | Total |
|-----------------|-------------------|-------------|-------|
| | Temporarily | Permanently | |
| No dependents | 39 | 74 | 113 |
| With dependents | 7 | 76 | 83 |
| Total | 46 | 150 | 196 |

Individuals with dependents and those without were split roughly equally amongst those who intended to settle permanently. In contrast, those who wished to stay or work on a temporary basis were more commonly found amongst those without dependents. The latter group may perhaps have regarded themselves as more flexible in relation to transnational migration for employment purposes in the future or have an intent to reunify with relatives or dependent family members residing in their country of origin.

Table 26.6: Gender breakdown of those intending to stay in the UK temporarily

| | Frequency | % | Valid % | Cumulative % |
|--------|-----------|------|---------|--------------|
| Female | 24 | 51.1 | 51.1 | 51.1 |
| Male | 23 | 48.9 | 48.9 | 100 |
| Total | 47 | 100 | 100 | |

Amongst individuals reporting that they wished to remain on a temporary basis, women were slightly more likely to be represented than males.

However, accommodation tenure - indicative perhaps of degree of social capital and breadth or stability of respondents' social networks - appeared to be a more important variable in ascertaining intention to remain in the UK, as the Table 26.7 below illustrates. Unsurprisingly those living with family, owned their own homes or were living in private accommodation indicated the strongest intention to remain in the UK on a permanent basis.

Table 26.7: Accommodation type by intention to stay

| | | Intending to stay: | | Total |
|--------------------|---------------------|--------------------|-------------|-------|
| | | Temporarily | Permanently | |
| Accommodation Type | Homeless | 0 | 2 | 2 |
| | Live with Friends | 2 | 0 | 2 |
| | Live with Relatives | 1 | 11 | 12 |
| | Other | 3 | 4 | 7 |
| | Owned House | 0 | 3 | 3 |
| | Rented Flat | 5 | 22 | 27 |
| | Rented House | 6 | 60 | 66 |
| | Rented Room | 30 | 58 | 88 |
| | Total | 47 | 160 | 207 |

5.2 Data analysis of survey responses from voluntary and statutory organisations and employers

This section engages with the findings collected from the nine statutory service providers who participated in the qualitative data collection exercise. Information was also supplied by seven voluntary sector agencies (including church organisations) and eight employers (including employment agencies). Data-mining, contact-seeking and outreach for this section of the report was undertaken by Rachel Heathcock (EELGA/Parallel Lives Project) who spent a considerable amount of time on this element of the work which proved extremely challenging in relation to obtaining responses from those applied to for information. We present the findings from these different categories of voluntary/statutory sector and employers by segmented information below.

Outreach to voluntary and statutory organisations and employers

Our team member contacted a wide range of voluntary and statutory organisations which were known to have knowledge of migrants living in Fenland. These consisted of contacts already known to the EELGA/Parallel Lives Project and recommendations for alternative sources of information proposed by team members: e.g. churches, mosques etc who were considered to potentially be supporting migrants. A spreadsheet was created, listing organisations that were expected to have relevant knowledge about migrants living in Fenland. An email was sent to each of these organisations (which were also sourced through searching databases, information outlets and through snowballing of contacting). In total over 320 individuals or agencies were contacted by email and subsequently – typically this failed to receive a response – were followed up with at least one telephone call. The wide spread of categories (voluntary sector, statutory services and employers/agencies) included:

- the education sector (schools and FE colleges as well as known academics undertaking research with migrants for example through other DHCLG funded projects)
- churches
- children's centres

- migrant employers (mainly farms, NFU and other agencies supplying labour to factories and for fieldwork)
- migrants' research networks
- the Cambridge University Global Human movement
- healthcare providers (e.g. local dentists, local GPs and commissioners)
- construction industry contacts
- care homes
- primary and secondary schools
- police
- food banks
- recruitment agencies covering the areas of March, Whittlesea, Wisbech and Chatteris.

Following this exercise, a shorter list of individuals/agencies who indicated that they would be willing to take part in the research was compiled and these contacts were followed up with an email which provided further information about the project, and also included an attached participant information sheet (see Appendices) detailing what they would be asked to do. They also received an emailed version of the short fairly detailed questionnaire which the research team had developed for administration to the above potential participants, to enable us to gather further information about services provided, migrant groups they were in contact with, and key areas of concern such as language barriers, work stretch etc.

Twelve individuals/organisations – discussed in detail below – provided limited amounts of qualitative information and offers to assist in dissemination of information about the project to their networks.

It is worth noting that, despite the low level of engagement, this element of the research was remarkably labour intensive. For example, in relation to accessing information from a major employer of migrants in the locality, a number of attempts using different methods were made to reach the organisation's HR department. All of these failed and despite leaving contact details, calls and emails were not returned. A personal visit to the premises also failed to achieve access to the organisation or to enable our determined colleague to

find contact details or be put in touch with the company's local HR department. Indeed, such unwillingness to engage was not an uncommon experience where large-scale employers were concerned.

Out of the 320+ individual contacts only seven voluntary, nine statutory organisations and eight employers responded. This potentially suggests something about the political sensitivity of the issue of migrant workers, community cohesion and the local 'climate' in the Fenland district.

Statutory and voluntary organisations: general overview

Both the voluntary and statutory organisations which agreed to provide more detailed information/responded to the survey, were asked to provide the following information:

- type of organisation,
- services provided,
- top three nationalities accessing services,
- top three languages used by service users,
- numbers of the top three nationalities accessing services, (and whether any Roma were known to access services)
- how many clients
- number of male and female service users,
- how many have a disability,
- how many have dependents,
- what issues service users asked for help with,
- and whether the makeup of the client group has changed in the last 12 months,
- the most difficult problems encountered in being able to offer an effective service to this client group,
- any other comments.

5.3. The voluntary sector organisations

The following voluntary organisations provided responses: a family support group; an organisation providing specialist information and assistance to the elderly; a community and

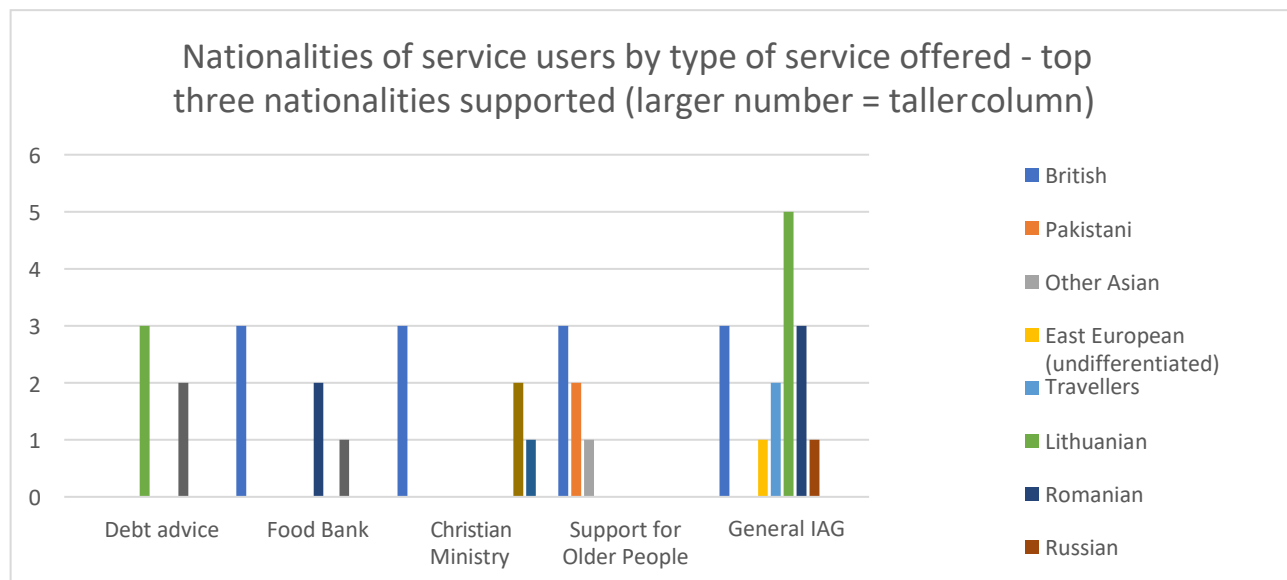
voluntary service organisation, a young person's support group which included specialist mental health assistance; a foodbank, and two faith-based organisations providing various types of IAG and support e.g. foodbank, debt advice, etc as well as (one case) religious services.

The family support group no longer hold key data by ethnicity, and as such were unable to assist further. The seven agencies that provided (varying) levels of information deliver a range of support services to local community members, most typically associated with acute poverty reduction, befriending and advice services. Only two agencies work exclusively with a single age category (the elderly and young people). The two agencies which are explicitly faith-based organisations linked to churches, do not offer support and advice services only for members of their own religious denominations, but are open to all in need.

Top three nationalities accessing services

According to the survey and qualitative data gathered from respondents, English nationals were the groups most likely to access services provided by such voluntary, community and social enterprise (VCSE) organisations.

Chart 12: Top nationalities accessing services



White British respondents were cited as the majority service users on four occasions, essentially pertaining to support provided to older people. This is unsurprising given the

demographics of more recent CEE migrants predominantly accessing debt advice or general IAG. Travellers were only accounted as a key group in one category of services access – that of receive of advice delivered by one particular agency.

Top three languages used by service users

The most commonly used languages by service users accessing VCSE provision was English (4/6 responses), followed by Lithuanian (2/6) and Polish (2/6). Romanian, Urdu and Russian were cited as joint third overall most used language in a lower number of agencies. Some interesting variations could be noted in relation to languages cited (although this could be drilled into further to see if errors exist in reporting) – for example Fenland CAP Debt Centre declared that their services are most commonly used by Lithuanian nationals, but the most common language *used* by service users is Polish.

Details pertaining to overall numbers of migrants broken down by nationality who access services is low across most of the organisations (5 out of 6 attempted to provide some information however although at times this was impressionistic). The community and voluntary service reported 21 Romanians, 15 Lithuanians and 10 Russian service users. A Church in contrast, reported 50-60 users of the IAG and support services spread across the three nationalities. This problematic of matching like for like data has bedevilled this aspect of the project. In contrast to the limited data kept on migrant service users accessing smaller of predominantly volunteer run agencies, larger agencies such as the local branch of a national organisation providing services and support for elderly people are able to maintain good levels of data. This large specialist organisation reports that across the study area there are 3,555 service users (predominantly British nationals) who use their services – although again precise figures for discrete categories of migrants and their countries of origin were not available.

Summary: As can be seen, the data provided in response to these surveys has some limitations. There is a significant discrepancy in numbers of users broken down by nationality, with longer established communities, such as Pakistani or Asian or White British populations, reported to be significantly more likely to be using specialist age related support services. Debt and general IAG, are by contrast more commonly accessed by migrant communities reflective of the general demographic patterns pertaining in the locality

– e.g. Lithuanians, Romanians etc. There is clearly scope for greater interrogation of this information when it is possible to engage further with such respondents e.g. if a local interagency forum existed to facilitate intelligence sharing. Thus, for example, it may be that some communities do not feel they are eligible for services, or potentially that limited English language skills acts as a barrier. For example, we are informed that receipt of Christian ministry ‘without service delivery’ (e.g. migrants attending church services but are not receiving IAG or other services) are used only by Moldovan nationals. This is a matter of interest and it would be worth exploring further to consider if ‘in-house’ networks of support – not formally provided by the church - provide this category of migrants with information and access to financial support etc or if there is something distinct about Moldovan migrants in relation to patterns of advice or assistance seeking practices. Similarly, the question of whether outreach and effectiveness of communication acts as a barrier to take up of IAG services for some groups may need further consideration. It is particularly interesting to note the populations of Black Africans accessing the church and also Irish Travellers who attend for IAG services at a young people’s drop-in service offering, amongst other activities, mental health, education and sexual health advice.

Services used by Roma

Whilst (as well known), for a variety of reasons Roma may not self-identify as such and are more likely to be recorded by country of origin, in a very few cases respondents identified that they did engage with Roma clients. Overall a very small number of Roma, (when mapped against wider client groups), were reported. A community and voluntary service organisation and a local foodbank reported (respectively) 18 and two Roma service users. In all these cases Roma were reported to be Romanian nationals.

Summary: Evidence from the Rosmini Centre, national data sets and international evidence, suggests that Roma prefer to identify by nationality rather than ethnicity suggesting that the actual number of Roma accessing the services detailed above might be higher. We suggest that findings are triangulated against findings from other projects in DCHLG funding streams such as the Parallel Lives work to explore these issues further.

Number of male and female service users

This finding did not yield any particularly significant or interesting findings. Although all service providers reported more female services users than males, particularly in relation to church and specialist agencies, to some extent this may be accounted for by older women accessing certain services more frequently. Thus, for example the specialist service for older people provided an overall figure for all migrant service users when broken down by gender of 240 women and 198 men accessing services. The Community and Voluntary service organisation; demonstrated however the highest gender variability at 38 males to eight female service users. Women were represented in higher numbers when considering those who accessed faith-based services. Family support and youth services also reported a female to male discrepancy of 192:133 and two individuals who did not disclose gender or who identified as non-binary. Although the figures are very low, debt advice agencies reported 4:1 female/male service use.

Service users with disability

The youth service, which provides mental health support provided services to the highest number of disabled people listed within data provided (135 in total – all clients not just migrant populations). Thus (41% of their service users) had a disability. Concerning types of issues most commonly raised by service users (physical health, mental health, sexual health, benefits, legal and employment) it can extrapolate to some extent that young people with disabilities may be experiencing multiple stressors including debt etc. A faith-based service was accessed by six migrants reported to have a disability and the CVS were used by two people from migrant populations with a disability – a very low number, but perhaps reflective of the ‘healthy migrant’ typography.⁵

Summary: Few CEE migrant young people were reported to be using the youth service. However, further work could be undertaken to explore where and how migrants with disabilities – particularly mental health-related – do access IAG and services (and see under Recommendations, Section Eight of this report).

⁵ Research suggests that relatively recent migrants to a country are generally healthier (both physically and in terms of mental health “psychological hardiness”) than native-born populations in spite of the fact that they frequently have a lower socioeconomic status and poorer access to healthcare services. This is usually attributed to a self-selection process prior to migration.

Number of dependents

Overall community groups reported that service users with dependents comprise a small number of clients. The CVS reported 10 services users with dependents, followed by a faith-based service providing debt advice support which enumerated four such service users. It is not possible to tell from data provided if this refers to White British or other service users. The youth service had three services users with dependents (excluding young carers) and the foodbank one such individual. No ethnic/national data was provided by these organisations.

What issues do service users ask for help with?

Data on types of issues and frequency of service access was variable but most frequently referred to the need for information in relation to benefits, health access/advice and employment rights. This was followed by English courses, debt management and housing issues.

Has the make-up of the client group changed in the last 12 months?

The demographics of service users accessing voluntary sector provided support has not changed in the last 12 months according to most of the service providers (four out of six). However, the youth service reported that there has been a change in diversity in their service users. They stated that more CEE young people (accompanied by their parents) have been seeking support with mental health issues. The organisation offering debt advice and support reported an increase in use of debt related services by local migrant residents.

Problems the service providers encountered

The most difficult problems the service providers encountered (cited in all cases where this response was more than generic e.g. 'use of services, some leave debt free') were associated with a lack of English language, lack of knowledge about citizens' rights or accessibility of advice. Signposting most commonly related to direction to agencies such as Citizens Advice Bureaux or local authority services).

Summary: It was noted that CEE young people can typically speak English better than their parents and may interpret for them. This would suggest that greater levels of support are needed for older CEE migrants whose English language proficiency is low. This creates

additional barriers when accessing local services.

Any other comments

The comments from two voluntary service providers, (a community and voluntary service (CVS) organisation and a faith-based debt advisory service), concluded that a lack of English language skills is the main challenge for migrants clients seeking to understand their legal rights and legal procedures. This is likely to be particularly pertinent in the continuing Brexit run-up and post Brexit as migrants seek assistance with the Settlement Scheme. The specialist debt advice agency pointed out that differences in culture and customs can be an obstacle to service access. Further the CVS Centre also highlighted that greater support for a wider range of languages is needed within their service to be as effective as possible.

Summary: Lack of English language skills (or appropriate translation services) can be identified as the main issue which needs to be addressed in relation to supporting migrants across the life- span.

5.4. Statutory organisations

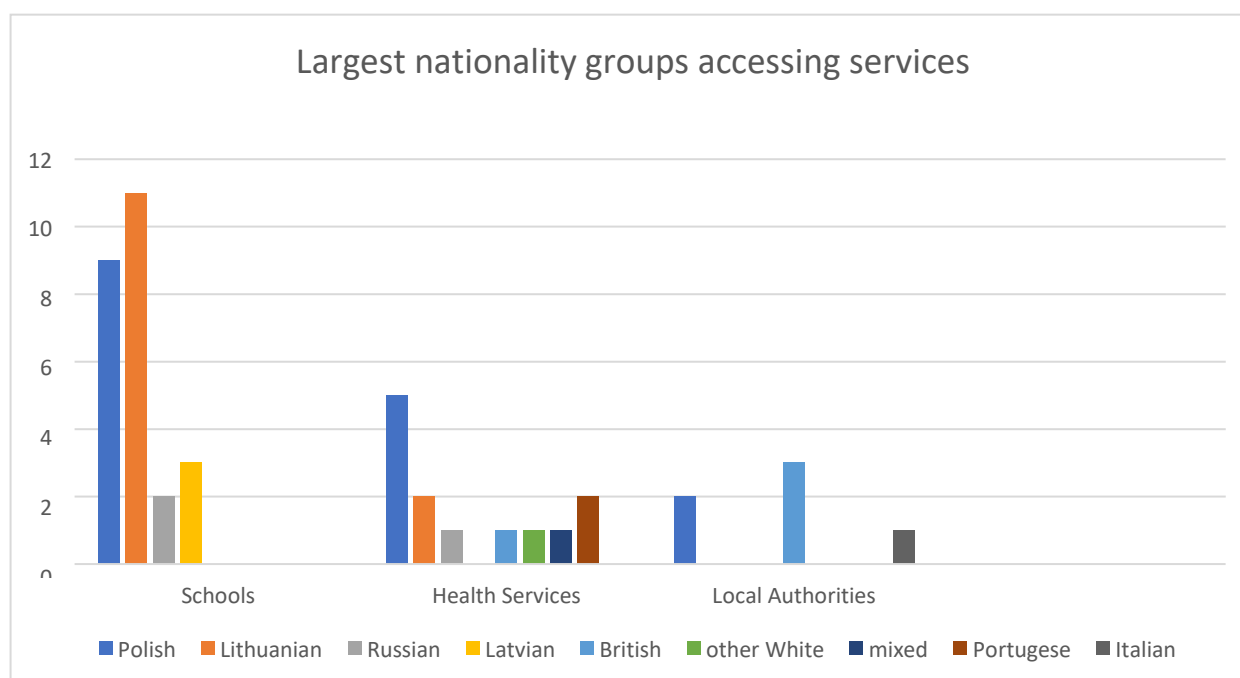
The following nine statutory services provided responses to the call for data sent out: two local authority representatives responsible for providing a range of public services including housing, social services support, etc, four education establishments (from Nursery to Secondary school) and three health care providers (one of which is a CCG). Again, quality and amount of data provided varied considerably.

Top three nationalities accessing public services

In common with the analysis above on voluntary sector service use, four out of nine statutory services stated that the main client groups were British / English. The variance in relation to service use by population heritage/ethnicity was most noticeable amongst the school sector, with one primary school reporting that 56% of pupils were of Polish heritage and that 2.98% of pupils were Roma. Another primary school reported that 50% of children spoke English as a second language. Three out of nine respondents (all schools) noted that their services were accessed predominantly by Lithuanians and 2 out of 9 schools flagged

up access by Polish pupils.

Chart 13: Top nationalities accessing public services



Top three languages used by service users

Language use mirrored that reflected above in relation to categories of nationality/heritage of service users. Thus, three out of nine service providers declared that English and Polish were the main languages of service users followed by Lithuanian. One GP service was unable to provide data on language use.

Summary. It is noteworthy that young people in particular – as illustrated by our examination of school census materials - are particularly likely to come from migrant family backgrounds. Thus, within focus groups and interviews, information was sought in relation to how level of English impacts service provision as well as additional barriers which might be faced by service users. For example, potential challenges to parental engagement with schools, or the ability or support homework or other expected activities to assist in children's achievement.

Sample size for the top three nationalities accessing services

The majority of pupils attending one of the two primary schools which provided information

are noted to be of Polish origin (56% out of 480). The other school reported 50% of children of Polish origin out of 360 pupils. Data for the other service providers is not available.

Services used by Roma

Data was available only for one of the schools. This primary school declared that 2.96% of pupils are Roma, which is 14 pupils out of 480.

Summary: The number of Roma students attending the schools is not statistically significant. However, it is important to note that the number of parents who feel confident and able to declare the ethnicity of their child, indicates some degree of security in relation to robustness of protection from anti-Roma racism. Although it was attempted to explore such issues further in interview or focus groups no discernible pattern or information was obtained, as schools all emphasised the importance of supporting all pupils regardless of ethnicity or country of origin. Potentially further work could be undertaken with education providers to engage further with this issue of good practice which has encouraged higher levels of self-disclosure by Roma families.

Number of males and females

Only one school and one GP Practice reported on numbers of male and female patients/pupils. Data for the other statutory service providers are not available. The primary school reported 81 males and 91 females attended the school. The GP Practice reported 10,016 males and 9,724 females using their practice. Gender by ethnicity is not broken down in the data provided.

Service users with disability

Data for service users with disabilities was not available or provided in any category.

Number of dependents

One school reported 100% of service users have dependents, but this is clearly a misunderstanding pertaining to phrasing of questions used commonly across all survey materials sent to public sector agencies, and pertains to parents with dependent children. Data from other service providers on status of client and their dependents was not made available to us.

What issues do service users ask for help with?

As can be extrapolated from the categories of services provided, most enquiries pertain to the sector in which the respondent works. Overall, in addition to core services provided, comments were repeatedly made in relation to advice requirements/support for clients with regard to accessing health, housing, benefits, legal and employment advice, pastoral care, assistance with filing school admission and GP registration forms.

It was stated on several occasions by respondents in diverse sectors that service users need additional assistance in completion of documentation and forms as a result of limited English language skills.

Summary: The most commonly stated support needs pertained to clients requiring assistance with health, housing and benefits issues.

How has the make-up of the client group changed in the last 12 months?

The data is unavailable for six out of nine service providers. One of the primary schools reported 50% of their pupils are English as an Additional Language (EAL) speakers. One of the Town Councils reported a slight increase in the number of Polish speaking clients over the last year. The GP surgery stated that the information provided on main categories of patient (British, 'Other White' (unspecified) and 'Mixed') remained stable over the last 12 months.

Summary: It is difficult to extrapolate from this limited data any real changes of service user group in the twelve months preceding data gathering, although there has been a small increase reported by schools in the number of EAL students who need additional classroom assistance. The primary language of these groups of pupils was not specified. Further follow up, mapped against data on client demographics from the Rosmini Centre and other IAG providers which enables intelligence on changing client groups to be considered, would be helpful in relation to forward planning for services and to anticipate changing resource flows.

Problems the service providers encountered

Six out of nine statutory service providers (all three health providers, two schools and one local authority) mentioned language barriers as the main issue they encounter when working with services users. Concerns and frustrations were noted by one local authority who felt that it was difficult to explain to – or manage expectations of - service users in relation to services provided, whilst another interestingly reported requests from service users for both financial support and planning applications – perhaps indicative of landlords seeking to purchase and convert properties to HMOS. This could fruitfully be followed up further to explore the implications of such findings for housing density, tenure and community mix impacting cohesion.

Health practices highlighted how time-consuming and expensive it is to obtain access to interpretation services impacting on the potential to provide high quality services to patients. Wisbech Town Council pointed out that migrants are probably unaware of some the services the authority provides because the information about the council is unavailable in other languages. Schools also mentioned that they would welcome additional language support to help EAL students. Of perhaps most interest, one school (Primary) reflected on cultural barriers specifically relating to different approaches to parenting – for example leaving children alone at home; parental alcohol use and domestic violence. This theme was explored further within qualitative interviews and discussed under ‘safeguarding’ issues in Section 6 of this report. Potentially follow up work could be undertaken to explore patterns of referral, statistics on child protection plans, discontinuations etc of investigations etc and map this against country of origin of parents to see whether key trends may be noted and preventative interventions (e.g. advice in community languages or service provision) put in place.

Summary: Lack of English language skills seems to be the main issue for service providers. This theme was repeatedly noted as a primary concern along with access to information and cultural challenges around engagement and expectations/perceptions of available services.

Any other comments

Only three out of nine statutory organisations (two town councils/local authorities and one

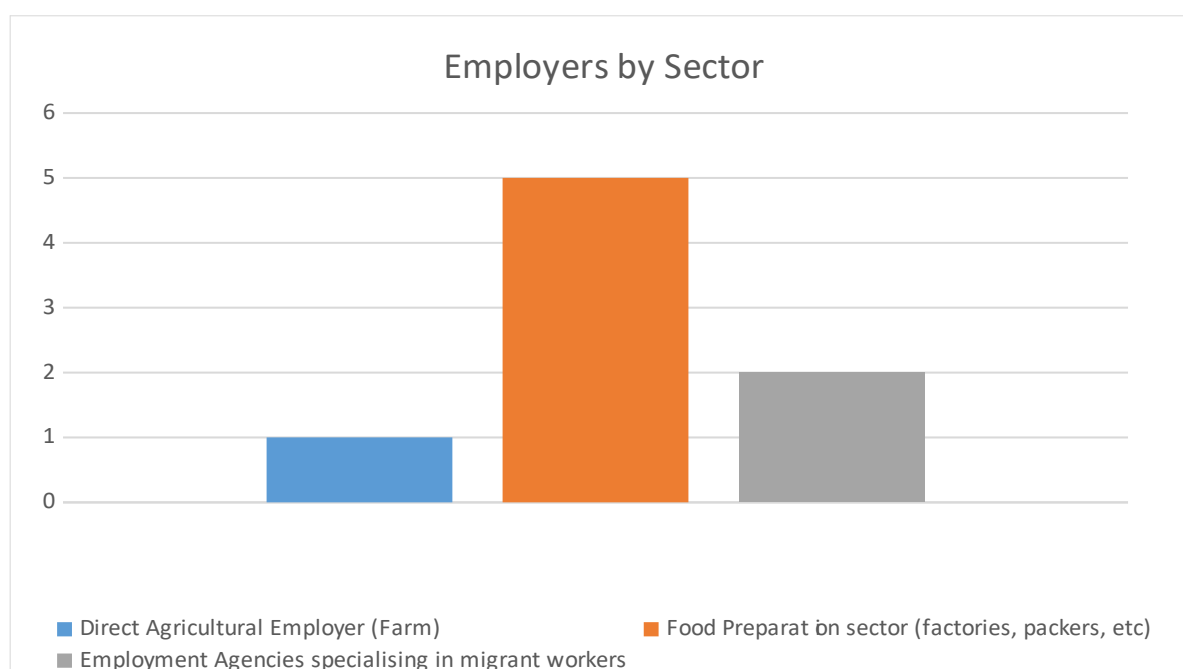
school) provided additional comments. These mentioned the availability of a counselling service for migrants' language barriers impacting service provision and (education respondent), the tendency for Eastern Europeans to want to resolve problems by themselves rather than seek assistance from external agencies. The Town Council stated that they are aware that some of their clients are Lithuanian, Bulgarian, Russian and Portuguese nationals but that information on local authority services was not provided in relevant languages. Given the make-up of the population this seems to be rather an extraordinary oversight and it is clear that there is a need for tailored sources of accessible information for migrants in the locality.

5.5. Employers

This section of the report examines data supplied by eight employers, six of which are direct employers of migrant workers (one farm and five food preparation facilities), and two of which are representatives of employment agencies specialising in finding work for migrant workers.

Six employers were directly involved in food manufacturing (one a farmer/agriculture sector employer) whilst the other five undertook packing and preparation of food delivered by the agriculture sector locally.

Chart 14: Employers by sectors



How employees are recruited

All but one of the agriculture/food preparation sector respondents recruited employees by advertising vacancies through UK based recruitment agencies, attracting staff from various locations and potentially facilitating seasonal movement. One employer indicated that they had no need to advertise as “We do not recruit as we do not need to. The company is constantly receiving applications”. However, during high season or unexpected need they may use UK-based employment agencies. Another employer advertised employment opportunities locally, for example via job centres.

Employment agencies advertised vacancies locally through various sources, and in one occasion reference was made to use of a specialist Facebook page operated by an agency to advertise employment opportunities.

Type of employment contract

Four out of 8 employers/agencies provide both seasonal and permanent work. Two provide only seasonal work and two (both food manufacturing factories) hire employees only on a permanent basis. Four organisations (one of which is an agency) offer both seasonal and permanent employment. In the interviews for example two participants noted:

“Clients have different busy times and consequently, we generally have work available most times of the year” (Employment agency)

“The company will increase the number of workers from an agency to cover any peaks in production / harvesting”

Another respondent stated that their employment offer was:

“Not seasonal but more peaks and troughs throughout the year and the week. Busier in March to October and at the end of the week rather than the start of the week”

Only one employer (direct recruitment) indicated that staff were employed on a ‘zero hours’ contract basis.

Numbers of Foreign National Employees

This figure varied substantially from agencies stating that they had 3000+ migrant workers on their books – both in the UK and abroad – to farmers and small packing businesses indicating that they might take on between 6-20 migrant workers during the season. One relatively large employer – with a wide range of benefits provided and apparently little need to recruit actively as they are a sought-after employer – reported that of 258 permanent employees, 133 were foreign nationals and that at peak season they might request up to another 100 agency staff who were migrant workers.

Seasonal working

As noted above, most employers employ migrant workers at peak periods to cover extra labour required during harvesting and food production periods, this does typically vary slightly. The farm directly employing migrant workers to harvest crops employed seasonal labour from November to April, whilst a grower/food preparation employer using glasshouses to grow their products noted that their seasonal employment offer occurred between November and July.

A further two organisations which offered both seasonal and permanent employment were less clear about their workflow need stating that employment was available throughout the year (one agency and one providing food packaging opportunities).

Months when employers report workflow shortages

Only two of the eight employers stated that it was difficult to recruit seasonal labour. One employment agency identified particular months when labour was short: March, August, September and December. These may align to other more lucrative seasonal opportunities or indeed holiday seasons when migrant workers perhaps return home'. The other respondent referring to recruitment difficulties (fruit supply and packing direct to supermarkets) spoke about problems obtaining employees between March and October and again in December. Once more it would be helpful to drill down further (which we were unable to do within the limited numbers of interviews undertaken) to explore alternative employment opportunities or value of wages paid against sector average or against other location-specific employers. This would enable consideration of whether these variables provide some explanation for work-flow challenges encountered on occasion.

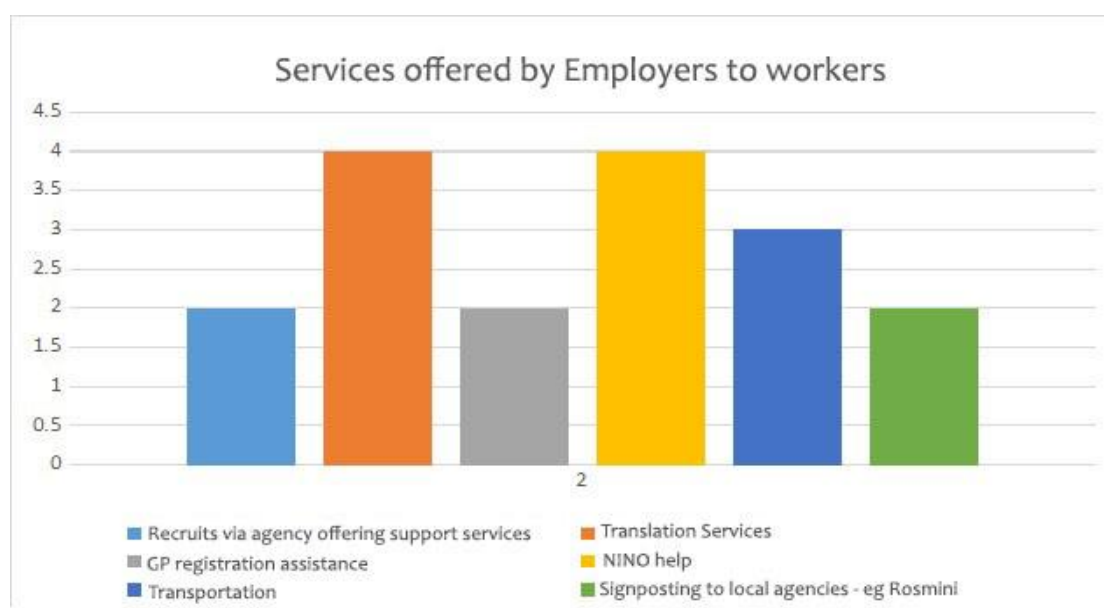
Percentage of workers who stay for the whole season (seasonal employers)

Two of eight employers (one direct food grower/packer) and one agency indicated that there is little personnel change over the work season – indicating that around 90% of employees remain with them for the whole period. The farmer (direct employer) reported that approximately 80% of his employees remain for the entire season.

Services provided for employees

Whilst this did vary across employment sectors, only one employer either did not provide services/support for employees or did not recruit directly from an agency who provided such support.

Chart 15: Services offered by employers to workers



Only one employer, a permanent employer offering year-round work indicative of a more 'settled' and stable workforce, indicated that they provided no support for employees. Interestingly unlike two other organisations who indicated that they did *not* provide direct assistance/advice, this employer did not refer to use of agency staff. In cases where agency staff provision exists the agency is seen as the source of information support or signposting. Sometimes this is in addition to in-house assistance provided by the employer such as translation services.

Percentage of workers who ask for help with accommodation / transport / GP registration

Respondents were asked to indicate approximately how many migrant workers request or receive assistance in relation to accessing accommodation, transport, GP registration etc. Two of eight employers indicated advice/support of this type was given to around 5% of their employees. One employer stated that assistance is given to around 15%-20% of his employees. One respondent indicated that the company "has helped with transport to London and renewal of passports". Finally, a direct employment organisation (fruit packing) indicated that they receive 'very few' requests for advice/support, as migrant workers usually ask their friends and colleagues for help.

Accommodation and transport provided by employers

Only one direct employer provided minibus transport for their employees, whilst two

agencies did so. None of the employers provide accommodation although one agency noted that they signposted to accommodation providers/services.

Where the employees travel from for work

All but one employer stated that their workers travel predominantly from the local area – within a 10-mile radius of Wisbech/surrounding villages. One direct recruiter named Wisbech, March and Soham as main areas of residence for their workforce, whilst agencies referred to Cambridgeshire and Peterborough areas.

Induction / local orientation provided

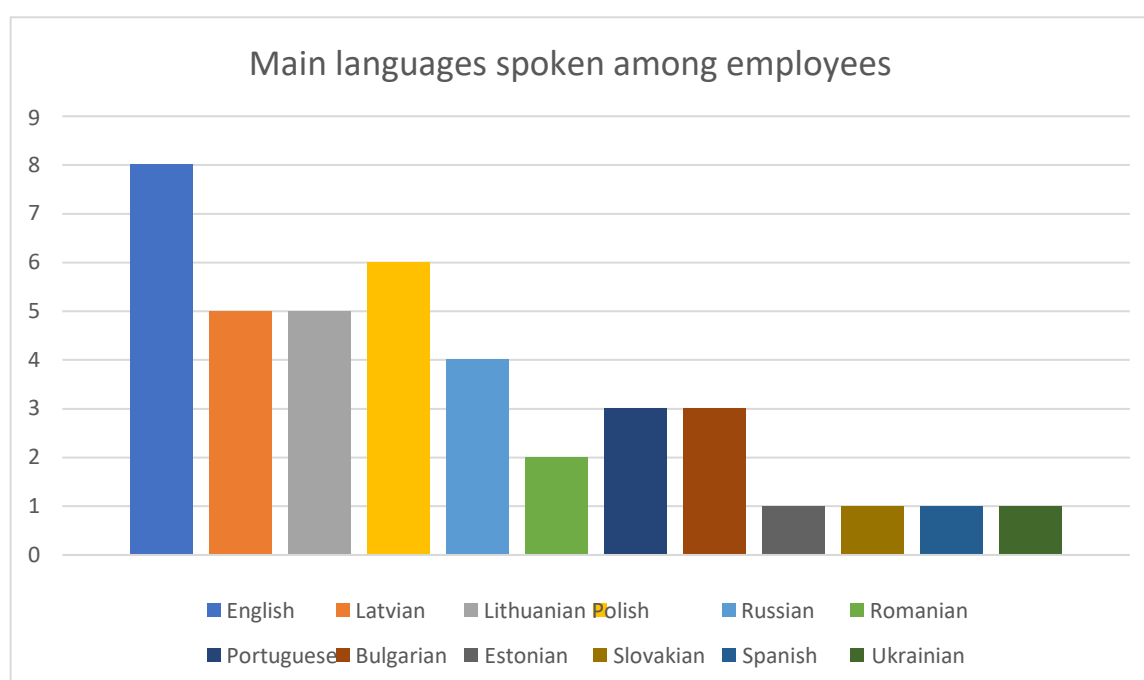
Seven out of eight employers provide induction for their employees. Half of respondents referred to additional induction/training beyond site specific concerns. These included issues such as health and safety, food safety and employment rights training as well as induction concerning the local area generally, and benefits provided by employers/entitlements. The (direct employer) food preparation organisation with the full package of training and information was perhaps unsurprisingly the respondent who indicated that they do not usually need to recruit as they constantly receive applications throughout the year.

Languages spoken in the workplace

One direct employer referred to instructions and communication being given in English, although during breaks and at lunchtime employers communicate in their own languages. Another respondent mentioned that the agency communicates with migrant workers in English, although presumably they also use other languages to keep in contact with staff.

English is a form of lingua franca used by workers from several different countries or used for purposes of instruction about work matters. Polish, Latvian, Russian and Lithuanian were the other main language groups, with a few mentions of Portuguese or Ukrainian.

Chart 16: Main languages spoken among employees



Migrant workers situation at the end of the contract

Half of all employers reported that they do not have any further contact with migrant workers after they have left their employment. Two agencies indicated that they keep the details of employees on the books and re-contact them when work is available, suggesting that employees might travel for other work in the UK or return home and also noted that they are generally able to give their workers continuous work. There were two non-responses.

Accommodation availability

No employers reported providing accommodation, and seven of the eight respondents explicitly indicated that they would not provide accommodation for other employers. One employer explicitly stated that they did not have an ability to do so, as accommodation was not under their control.

The major problems encountered in employment of migrant workers

Five employers explicitly referred to language barriers as the most difficult problem they encounter while employing migrant workers. A deterioration in the language and skills levels of many of the more recent migrants was also noted. One employer (recruitment agency)

reported alcohol abuse and hygiene problems were also of concern to them. Two employers said that no problems had been encountered.

Comments

Four respondents provided additional comments; one (direct employer) noting that as farmers they rely on foreign agency staff. He emphasised that migrants work hard and turn up every day, stating that he would find it very difficult to find local employees who would be willing to take on this type of work and who would be reliable. This employer also stressed how worried they were about the post-Brexit situation in relation to employment of migrant workers.

One employer indicated that the survey did not ask questions that were particularly helpful or easy to answer in relation to companies employing workers through employment agencies, advising us instead to approach such recruitment firms directly. One direct employer report regularly having people applying to them for work, indicating that the employment conditions they offer are good, and recruitment is not difficult. Similarly, the employment agency that provided additional information emphasised that a considerable number of employees stay with them for many years, the longest employed staff member having been a client for 13 years. These employer/agency views indicate (unsurprisingly) that workers are more likely to stay working with the same supplier longer, if the employment offers good working conditions and reasonable pay.

6. Focus group/interview analysis (qualitative findings)

To provide more contextual detail to the survey findings, thirteen in-depth qualitative interviews (one including two professionals from the same agency) were undertaken with diverse respondents by members of the research team. Qualitative interviews took place between April and October 2019. In addition, nine migrant workers were interviewed by Rosmini Centre staff. All respondents were interviewed using the relevant topic guides presented in the Appendices, following the approved research ethics requirements.

Considerable time and effort went into seeking to access interviewees for qualitative interviews, with the research assistant contacting a lengthy list of potential interviewees who had indicated during the earlier data collection stage outlined at Section 2.3 of this report, that they would be willing to be contacted to participate in a follow-up interview. Despite an average of three emails, and two follow-up telephone calls to each identified individual included in this potential sample, it proved remarkably difficult to obtain as wide a range, or as many interviewees as had been hoped. Where interviews did take place, these averaged six contacts per individual to set up access at a suitable time.

Cross-working and permitted sharing of contact names of attendees as the Modern Slavery training delivered by Professor Craig (see further his companion report to this study) enabled us to seek interviews with a broad range of professionals including from health, police, education and other mainstream services in addition to those individuals and organisations with whom we had already had contact during earlier phases of this research. Regrettably, however, we were not in all cases successful in obtaining representation from these agencies within the qualitative data gathering exercise. Table 30 below illustrates the range of respondents interviewed.

Table 27: Range of stakeholders interviewed

| Sector | Number of participants |
|---|---|
| Employer (direct) | 2 (NB: one respondent also utilises agency employees on occasions of high demand) |
| Employment agency | 3 |
| Education (schools) | 2 |
| Health professionals | 2 |
| Employment/Benefits advice specialists | 2 (mini-focus group with two participants) |
| Local Authority Officials (Town and County level) | 2 |
| Voluntary Sector Agency (supporting young people) | 1 |

Nine interviews were undertaken with migrant workers from various nationalities, and the data provided by this sample – stratified for age, duration of residence in the UK, gender, country of origin etc. are presented in Table 32 below:

Table 28: Demographics of migrant workers interviewed

| Country of origin | |
|--------------------------|---|
| Romania | 3 |
| Bulgaria | 2 |
| Azerbaijan | 1 |
| Lithuania | 1 |
| Latvia | 1 |
| France | 1 |
| Age | |
| 18-29 | 4 |
| 30-40 | 3 |
| 41-60 | 2 |

| | |
|--|---|
| Gender | |
| Female | 5 |
| Male | 4 |
| Duration of residence in the UK | |
| 1 year | 4 |
| 2-9 years | 3 |
| 10-15 years | 2 |
| Languages spoken | |
| Romanian | 3 |
| English | 2 |
| Bulgarian | 2 |
| Russian | 2 |
| Turkish | 2 |
| Latvian | 1 |
| Lithuanian | 1 |
| French | 1 |
| Azerbaijani | 1 |

Once again, access to migrant workers proved highly problematic. This was predominantly because of working patterns, movement for labour purposes, or in some cases because telephone numbers provided when they first contacted the Rosmini Centre or other agencies for advice and assistance no longer functioned. The complexities of accessing migrant workers meant that we were required (with support from Rosmini Centre staff) to continuously seek alternative interviewees. The outcome was that our original sampling frame was not fulfilled as initially anticipated, and we therefore consider that the narratives of the most vulnerable migrants have not been adequately captured. Reference is made to knowledge of particular concerns around exploitation or problematic service access, which were referred to in interviews undertaken with migrant workforce interviewees.

As can be seen from Table 30, interviews with local employers; labour providers and representatives from a range of statutory sectors (including education), local government departments and the health sector took place. One voluntary sector interviewee was able to

provide valuable information in relation to the experiences of children of migrant workers and their caring responsibilities and challenges to obtaining mental health support. Although focus groups and face to face interviews had been planned, this proved impossible to organise logistically, and all but one of the interviews (a mini-focus group) took place over the telephone.

In addition to discussing the participants' own areas of expertise (e.g. local employment/workforce issues, migrant health, education etc) interviews also explored more general themes such as respondents' perceptions of social integration and community cohesion; awareness of any projects or interventions to increase social inclusion of the migrant population; the impact of large-scale migration on the demand for services, and on the local area more generally; and any particular areas of concern from the interview participants' perspectives. Brexit and the wider political situation formed the backdrop to the discussions. This was a particularly prominent theme with the employers and labour providers, as well as migrant workers, it was also mentioned by a number of other participants - their views and insights concerning the anticipated impact of leaving the EU have been incorporated into the analysis where relevant.

Interviews lasted between 30 minutes and one hour and were transcribed verbatim by an approved transcription company. The interview transcripts were read in their entirety labelled and coded by one of the researchers, and a framework of emerging themes were developed. Similarly, the Rosmini Centre provided notes from migrant worker interviews were systematised to develop emerging themes. Using this approach, quotes were assigned to themes; hence the illustrative quotes below are examples of a given theme.

Six main themes emerged from this iterative process.

- Labour market and workforce issues.
- Awareness of and access to welfare benefits.
- Housing and accommodation
- Schooling and education
- Healthcare concerns
- Social integration and community cohesion

Information on demographics and statutory sector data available from administrative datasets should be read in conjunction with both the discussion in Section 3 (literature review) and Professor Gary Craig's companion report on modern slavery in Fenland which discusses issues such as reliance on HMOs for accommodation (with an analysis of numbers of HMOs in the locality) and associated risks of exploitation experienced by migrant workers.

6.1. Labour market/work

Introduction

As discussed within the literature review and analysis of administrative data, Fenland has more than twice the national proportion of businesses in agriculture, forestry and fishing and a relatively high proportion of Wisbech's economic activity falls under the 'agri-food' sector, which is supported by a cluster of associated and ancillary businesses. This is reflected in our sample of migrant workers interviewed for this study, the majority of whom are working in factories. It also corresponds to the survey finding which indicates that over 36% of the sample of 220 migrants enumerated through contacts with agencies such as the Rosmini Centre, were employed in factories. Of these 12% described themselves as a line worker and/or working in food production. The Government's post Brexit migration strategy prioritises high-skilled workers and anticipates a large reduction in reliance on unskilled EU workers coming to the UK after Brexit. Due to the dependence on migrant labour in some of these sectors, business associations, employers and recruitment agencies have voiced significant concerns over the impact of Brexit on meeting future workforce requirements. The National Farmers' Union (NFU) reports that over 75% of workers picking, processing and packing fruit and vegetables in the UK are CEE migrants and has highlighted a slowing in the supply of these workers with a four-fold rise in labour suppliers unable to meet demand and a 50% drop in returnee seasonal workers between January and May 2017 (National Farmers' Union, 2017a).

This sets the context to the interviews which were conducted with benefit advice specialists, local employers (growers/ vegetable packers), recruitment agencies and the representative of a trade association representing labour providers. The interviews in this category covered four main themes – concerns around meeting labour demands; provisions and planning for

post-Brexit; the changing characteristics of the migrant workforce and related issues such as the provision of accommodation, transport and advice surrounding welfare benefits, settled status etc.

a) Labour supply

A fall in the supply of migrant workers locally was observed in the interviews with employers, agencies and benefits/employment advisors. This was reported to predate the referendum in 2016 but has possibly been exacerbated by it. Other factors mentioned which potentially impact labour supply include the weak value of sterling and improving economic and labour market prospects in continental Europe. One of the employers highlighted this factor as being particularly significant.

'Years ago, 15 years ago, unemployment in Lithuania, in Poland, Latvia was pretty high, and wages were low. Over the last ten or 15 years their economies have done pretty well. Unemployment is low. Why would you go abroad to earn money, leave your family? You can earn a sizeable sum at home.'

One of the employment agents also noted a fall in the number of field workers, which was part of a more general labour shortage experienced in the region and nationally. This has forced employers and agencies to increase wages to try and attract more workers, but employers are still struggling to find sufficient numbers.

'So, the field work, getting people to harvest the leeks. There's no surprise there, but it's very difficult to get staff. And pay rates inevitably are increasing. So, you can earn reasonable money doing the field work. But fewer and fewer people want to do it... all those places involved in field work, whether it's strawberries or leeks or Brussels sprouts.'

These interviewees also noted that a shortage of workers in unskilled positions will impact on jobs higher up the scale, and eventually will affect entire businesses and UK employees further up the occupational hierarchy. However, labour shortages are not experienced to the same extent by all – one of the employers had *not* had problems recruiting workers

directly and via an employment agency and was not unduly concerned that he would experience such problems post-Brexit, due to the necessity of maintaining a migrant labour force to meet food supplies. This, he felt, would result in a relatively liberal migration system in areas of labour shortage in the future. The high level of employment support, good working conditions and possibility of permanent employment provided by some local direct employers was noted also as leading to a ready supply of potential workers by one direct employer who had employed a number of migrant workers continuously over a period of several years. Such stable working conditions inevitably have links to both community cohesion and the ability for such migrant workers to enjoy working conditions common to local UK born citizens with implications for intent to remain in the UK and settle locally and create sustainable family units.

b) Characteristics of migrant workforce

All the interviewees with experience of recruiting migrant workers highlighted a change in the nature of the migrant workforce in recent years. This was largely related to the drying up of previous sources of labour and the pursuit of new pipelines. Changes to the workforce were identified in three main areas. Firstly, in terms of nationality, a fall in the supply of Polish nationals was widely noted by interviewees, along with a trend towards social mobility among many of those who have remained and moved into mid-level and supervisory positions. Interviewees observed that there had been an increase in Lithuanians and Latvians and more recently an increase in Bulgarian and Romanian workers. Our interviews with migrant workers support this trend, as Romanians and Bulgarians were better represented than other nationalities. In some cases, Russian was used as a lingua franca for communication by supervisory staff, to enable communication with the more recent East European migrant workforce, with such mid-level (typically longer settled) supervisors also being relatively fluent in English and hence able to communicate easily with employers. We also found that some migrant workers from Bulgaria spoke Turkish, which helped them with communication with other populations in the area.

‘2010 was still predominantly Polish or Latvian, Lithuanian. They were the vast majority and then 2019, very few Polish, a few Lithuanians, very few Latvians. Majority for the last two or three years of new migrants going to work are Bulgarian.

Some Romanian, but it's predominantly Bulgarian over the last two or three years.'

Another employee whose workforce consists of one-third temporary and two-thirds permanent workers also noted the localised differences in workforce, and the replacement of Polish workers with those from other nationalities.

'Across here, we see more Polish, Lithuanian, Latvian, as you say. Over in Norfolk, it was always Portuguese, Brazilian, Spanish, and it seems to be that those were in pockets... there was always the Polish, Lithuanian, but now we have Hungarian, we've got Romanian, right across the board actually.'

A second trend identified in the interviews was a decline in the skills and language levels of the more recent migrant workers, with many having low literacy levels in their own languages and no or very minimal English skills. This impacts on firms who need to spend more training them, *'a lower level of English the last three or four year'* and has also led to problems filling mid-level supervisory as well as more skilled roles. As noted by an employment agency:

'There's a real shortage of people to do the more skilled roles in factories. People who speak reasonable English, so machine operating type roles, quality control, supervisory roles, management roles. That's harder and harder for many of our clients.'

From the interviews with migrant workers it transpired that, overall, the ability to speak English seemed to correlate to the length of residence in the UK. As may be expected, the respondents who had lived here for 10 years or longer seemed to have better English communication skills. Otherwise, the interviews showed a mixed picture: from not speaking English at all (the stay at home mother) or 'lacking' (the 19-year-old- single male), to 'good' (24-year-old woman who has a family), 'medium' (56-year-old lorry driver), 'very good' (57-year-old male) and even 'perfect' (ESOL tutor). When it came to learning English, one respondent mentioned lack of opportunities to learn, while others have had difficulties in finding time to undertake formal language courses due to work and other commitments, despite being aware of the classes offered by the Rosmini Centre and a local recruitment

agency. One male respondent said that he had completed a language course with the employment agency which helped him a great deal.

Finally, the arrival of more 'older' workers, often recruited from more rural areas of their countries of origin, was also attributed to the decline in skills and English language levels of more recent arrivals.

'I'm also seeing that the age profile has changed. Certainly, that's happened over the last few years. We're getting older people coming. As a result of that, actually, sometimes they're not as well educated, and their language skills are much poorer than they were five or ten years ago.'

These changes to the composition of the migrant workforce are the outcome of several factors: a fall in previous sources of labour; improving conditions in some of the source countries; the falling value of sterling, and importantly, impacted by uncertainties surrounding Brexit. These more recent migrants are also often relatively experienced in field labour or lower skilled routine work as a result of lack of experience in their countries of origin.

c) Assessment of the impact of Brexit

Employer interviewees (direct and agency representatives) were asked their views of the impact of Brexit on meeting future labour requirements, the effects they anticipate on their business, and what contingency plans, if any, are in place or are being considered. These are summarised below:

Many interviewees thought it was premature to discuss the impact of Brexit, as much will depend on the nature of the settlement and exit arrangements made between the UK and the EU, particularly as this pertains to the agricultural worker scheme and the post Brexit immigration system more generally. There was a considerable concern noted over restrictions on freedom of movement, especially for low-skilled workers, and the possible introduction of a work-visa system and the impact of these changes on labour supply, as emphasised by one of the recruitment agents.

'Obviously once visas get introduced that will have a large impact on the number of people coming over...I'm sure we will see a large decline on the number of people coming once that is introduced. Currently there's a widespread shortage of labour as it is, that that will be exacerbated.'

One employer noted a recent trend of fewer EU nationals but more non-EU nationals coming in for work in recent years, and commented that this was a potential source of labour post-Brexit. He was not unduly concerned about the impact of Brexit on workforce requirements due to the core role such workers play, also noting the potential for alternative sources from beyond the EU, but he was worried about the potential impact on his company's supply chains. *'Well, we buy a lot of seed from the continent. We buy peat from the continent. We buy from the continent. We buy machinery from the continent'*. Unlike other interviewees, he has not personally witnessed a mass exodus of workers post-referendum and thought people were waiting to see how the negotiations between the UK and EU would play out first, *'Nobody knows what's happening with Brexit, I think everybody is just waiting around to see what's going to happen, and nobody knows anyway.'*

This view is mirrored in the interviews with migrant workers. Only one respondent was intending to go back to their home country immediately (19-year-old unemployed male), while another one contemplated retiring there in the distant future (24-year-old female). Several respondents highlighted that their decision to stay or leave the UK after Brexit will be influenced by economic factors and bureaucratic issues, i.e. how well the economy will be doing post Brexit, whether jobs will be available, the strength of sterling, and how easily work permits could be obtained etc. One respondent (40-year-old who had lived in the UK for 11 years) stated he would consider moving to Germany if the British economy and red tape became too problematic post-Brexit.

In contrast, others argued that little will change in practice because the economy is too reliant on overseas workers to enable this sector to collapse, and that labour driven migration will remain open. One employer also argued that promoting and publicising the EU Settlement Scheme will be important in maintaining his workforce.

'I can't see it changing because we need foreign nationals too much over here, we've become too reliant on them. Now with this settled status, we've got to now pass the word out to all our staff...Put posters up telling them how to do it, how to register, etc. etc.'

One possible problem highlighted in the interviews is accessing/registering for the EU Settlement Scheme, particularly for those who are older and/or with poor language ability although many firms employ migrant and foreign language speaking staff who are able to assist those with poor language skills. These respondents reported such multi-lingual staff were providing advice and assistance with completing the requirements for settled status. One of the agency staff noted that in his experience most workers are well aware and knowledgeable about what is required in terms of applying for settled status, with information passed among workers about what is required and how to undertake the process. Also, he noted that the agency is well geared up to assist workers as it is in their own interests to retain a pool of labour,

'the agency has got a whole thing in place, and they've been really on top of it. We've been approached on a couple of occasions and we've given the information, what they need, how to go about it.'

Among the migrant workers, however, a variety of responses were noted – most knew of the EU Settled Scheme and all but one were planning to, or would like to, remain in the UK either permanently or for the foreseeable future, but not all had applied for it yet. Most also commented that they had postponed making any long term plans due to the Brexit situation, confirming employers' perceptions of their workforce's current uncertain situation and potential to make decisions based on the outcomes of Brexit negotiations. However, it is worth noting that the Rosmini Centre report (October 2019) that they have dealt with 586 enquiries in relation to supporting migrant workers with Settled Status applications in the three preceding months (August-October 2019), indicating that EEA nationals were increasingly taking precautionary steps to protect their status post-Brexit. Of the 586 requests for help with Settled Status received by the Rosmini Centre (completed appointments), they were able to assist with and complete applications for 90% of those making enquiries (529 in total), assisted with incomplete applications that amounted to 6%

of the enquiries (36 in total) and had a further 21 appointments booked in coming weeks (4% of those enquiring for assistance). Issues impacting incomplete applications were as follows:

- Incomplete identification documents – 16 cases (44% of those incomplete)
- Did not attend – 13 cases (36% of those incomplete)
- Residency issues to be resolved – 4 cases (11% of incomplete applications) and
- 'system issues' accounting for a further 3 cases (9% of those not completed at point information provided).

d) Employer responses to Brexit

The participants identified a 'mixed bag' of approaches to workforce planning post-Brexit, with many firms adopting a variety of strategies depending on the nature of their industry and resources available. It was reported that some larger companies are investing more in automation to reduce reliance on labour, *'There are also lots of investments going on in terms of mechanisation and automation, because it's difficult to find the labour and it's becoming more expensive to find the labour'*. This was not seen as a viable approach for many though, due to the uncertainty resulting from over-reliance on supermarkets to buy their produce and a lack of investment available.

'You know, you talk to customers about automation. That's a long way off, to be honest... For most of our customers, they supply the supermarkets, there's no guarantee of a supermarket. Supermarkets can pull the contract in a week or a month. Margins are very thin. The money's not there to invest in large amounts of AI and automation.'

One employer regards relocation to countries with plentiful supplies of labour as a more likely option *'ultimately, if the labour shortage gets too much, it will be a case of we just import more in places set up abroad. We can go where the labour is.'* Another employer noted they may need to look further afield for workers and recruit people with lower skills – this will however impact on overheads re: training, and higher wages for multilingual supervisory staff, etc. Another anticipates that in future employers will have to put more

resources into providing training, as the skills levels of new workers arriving continues to decline.

'They have to go and look further, do more to find the people, and then the quality of those people they find is not as great as they would've been. Particularly their English language skills and sometimes their educational skills in their own country, their numeracy and literacy is not great, which does have an impact on the end users, the client.'

One positive outcome for migrant workers is that a smaller supply of labour tends to result in higher wages and better working conditions. The trade association representative noted a trend of improving pay and conditions for workers in order to retain them, *'They're trying to make their jobs much more attractive. Sometimes the rates have gone up, so they're paying more. The way they treat staff has improved.'* Related to improving retention is the trend for shifting workers from temporary to permanent contracts, though this is not viable in those industries that rely heavily on seasonal labour – this participant also mentioned the pilot seasonal workers scheme as providing some mitigation to labour shortages, but pointed out that the scheme would need to be expanded beyond its current cap of 2500 workers.

'Some businesses have taken the view to use less temporary labour, to employ more labour themselves. Again, that protects them. There has been an impact on the numbers of temporary workers in some areas. When you're talking about seasonal work, when you're looking at crops you don't need the workers the rest of the year. It's very difficult to do anything else but seasonal.'

It is clear that local employers are acutely aware of the potential impact on their industries of Brexit and have made preparations in terms of providing assistance with the EU Settlement Scheme for their workers as well as considering various flexible responses if the supply of labour is seriously impacted by leaving the EU. One option mooted has been increasing the incentives for local unemployed workers to take up such work, though interviewees noted a reluctance among UK born workers to work in their employment sectors, emphasising the reluctance of such workers to accept the low pay and long hours

associated with this work coupled with their occurring in often remote geographic locations. The difficulty of recruiting local employees was also highlighted in the *Responses to the MAC consultation on the impact on the UK labour market of the UK's exit from the European Union* (2018) where it was noted that it was the nature of the work more than the pay that made UK locals reluctant to work in agriculture (Migration Advisory Committee, 2018b). However, the introduction of Universal Credit may facilitate seasonal and short-term/casual working patterns, while the more conditional 'workfare' oriented welfare system that has developed since the 1990s could require locals to take available jobs under the threat of benefit sanctions. The MAC document cited above, and the views of employers and labour providers however were clear, that generally the migrant workforce were felt to have a better work ethic and were more reliable than UK locals. As such, concerns were regularly expressed on the impact on productivity should employers be required to employ UK born locals.

The NFU has proposed a series of recommendations for meeting labour requirements post Brexit, including a new Seasonal Agricultural Workers Scheme (SAWS) that is open to all international workers, based on an annual quota set by the Home Office and administered by licensed employers and labour providers. This would be for a maximum nine-month period and allow workers to move employer via a registered transfer option. They also recommend retaining an element of free movement of labour post-Brexit, possibly in certain sectors of the economy and/or introducing a shortage occupation list and a system of work permits to facilitate this (National Farmers' Union, 2017b). The Government has stated that it wants to ensure a flexible migration policy in future and will ensure that post- Brexit there is access to seasonal agricultural labour. Accordingly, it is considering the need for reintroducing the SAWS (which ran until its abolition in 2013) (Downing and Coe, 2018).

6.2. Welfare benefits

Introduction

The survey confirmed high levels of employment among the resident migrant workforce of Wisbech, where over 70% of the sample were in work. This reflects wider patterns, with almost three quarters of migrants in Fenland in work, compared to just over 60% among the general population of the East of England (Cambridgeshire County Council and

Cambridgeshire and Peterborough Clinical Commissioning Group, 2016). The most common benefits claimed by respondents to the survey and interview participants (Section 5) are child benefit (11.5%) followed by tax credits (8.2%) which top up low wages. Those in receipt of out of work welfare benefits are low, with only around one in five in receipt of any benefit (including housing benefit which is also means tested) compared to over 60% of all UK households who are dependent on some form of welfare benefit (Department for Work and Pensions, 2019a). 93% of the migrant workers sample without dependents did not claim any benefits, and 56% of those with dependents were not claimants. Of those not working, 22% were not in receipt of benefits compared to 4% registered as unemployed who were claiming. Knowledge of welfare benefits was generally low, with 56% saying their knowledge was poor and 44% stating their awareness of the UK benefits system was good. Of those migrants interviewed at the Rosmini Centre, the majority did not think their knowledge of the welfare system or employment rights was good or they had a basic/minimal knowledge. This is likely to reflect views noted above re changing migrant workforce demographics, poorer language skills of more recent migrants and lower levels of integration with mainstream services, etc. Interestingly, this is at odds with many of the employers and officials interviewed, most of whom thought the migrant workforce had a good knowledge of their welfare rights. This is addressed in further detail in the Section below which explores the views of stakeholders' who took part in the study and their experiences surrounding migrants and use of the welfare system.

a) Knowledge of welfare system/ benefits

As noted above, employers and agency staff all stated that despite the short-term and/or seasonal nature of much available work, they can give their workers stable work due to the high local demand for workers. The shortage of workers, discussed above, means that there is a robust business rationale for agencies to provide a continual stream of work.

'If you're not giving people 30 to 40 hours a week, you'll probably lose them. And you don't want to lose them. The customers want the same people. So by and large we do- don't get me wrong, there are times of the year where work gets shorter. This time of year, being a case in point...If they don't have work, they'll go somewhere else.'

These observations suggest that working patterns are relevant in understanding low levels of benefit claims amongst migrant workers, thus knowledge around welfare benefits and entitlements may be high, but since spells of unemployment are generally fractional (e.g. short term when one job has ended and the worker is waiting for another to start) this makes signing on unnecessary, particularly given the lengthy delays which may occur between applying for benefits and receipt of support.

'If you've got two, three or four people living in one house, it's entirely different, but you might have four or five single lads living in one house, so they look after each other, I guess, with some stuff. If someone's out of work, then they tend to subsidise each other.'

All the employers and labour providers thought that knowledge of the welfare and benefit system was good and that migrant workers sought information from government published leaflets, via social networks and from support services such as those provided by the Rosmini Centre.

'When the Worker Registration came in, everybody was given a booklet on how to claim benefits which told them how to collect. Which is where a lot of this came from, the people that were claiming had already got that information from that booklet that went out, which was ridiculous because the people came here to work.'

One of the recruitment agents highlighted localised variations in welfare benefits claimants among the migrant population resident in different areas of the region. She attributes this to the localised nature of employment opportunities and, she argues, due to a higher degree of assimilation with the local population than in Wisbech.

'Over in Wisbech there aren't a lot of foreign nationals [claiming] at all, I would say it's like 1% or 2% that claim. Over here in Skegness [where the agency is based], they've been over here a lot longer, you get a large percentage of foreign nationals that claim over here because the work is seasonal. As I say, over here in Skegness you get a lot of more foreign nationals claiming. It's down to areas, I believe. They're

just copying the English [model] here I believe.'

Most of the stakeholder interview participants were of the view that knowledge of the welfare system and what people were entitled to claim was high, though this varied by nationality. For example, it was widely felt that knowledge of welfare benefit entitlement among the Romanians tends to be low, that they are reluctant to attend the Job Centre, and also tended to have additional barriers to accessing work and/or the benefit system when compared to some other migrant workers.

'There are a lot of Romanians that I think we're working with more than any others, because they actually have additional barriers because a lot of them are illiterate as well. That's not just illiterate in English it's illiterate in their own language, which is then additional barriers especially when they're learning English.'

These lower skills, literacy levels and additional problems e.g. around housing and poverty were thought to be higher among the Romanian population (who may also include Roma migrant workers who are not recorded as such in datasets) in contrast to other nationalities who tend to have a higher level of awareness and general competence when navigating employment and welfare systems.

Other employment support staff to whom we spoke indicated that they believed that knowledge of Universal Credit and recent reforms to the tax credit system were low among migrants. Likewise changes to the Habitual Residence Test (HRT) and the requirement to provide evidence was poorly understood among many migrant communities. In response we are advised that local job centres have employed dedicated staff who work with migrants on supporting their HRT claims.

As discussed below in the health section, this reflects the well-known 'healthy migrant' phenomenon, although inevitably over time and as migrant workers (or their dependents) age or acquire chronic health conditions, there will be greater numbers of non-UK born claimants amongst such migrant workers.

With regard to family-oriented support it has been suggested by some specialist staff to

whom we spoke that new Universal Credit rules mean that both partners need to be living in the UK and attend an interview in order to make a joint claim as a family, unlike under the old tax credits system. This could potentially be seen as problematic in families where it is not customary for the female to be looking, or available for, work. Concerns were also raised by interviewees regarding the interaction between the HRT and Universal Credit (UC) in that people failing the HRT test are also ineligible for UC, whereas a partner who has passed the HRT would be able to claim in their own right.

b) Universal Credit

As discussed, eligibility is based on household employment, and both partners are required to attend a job-focused interview. This creates difficulties in some migrant communities (predominantly South Asian but also among some CEE communities) where it is not the norm for women to work and many have non-existent or no language skills.

As noted above, it was considered by some interviewees that UC may be helpful in facilitating workers to take up temporary positions locally in response to employer needs (e.g. harvesting, short-term factory work) due to the flexible nature of the benefit removing the previous cumbersome process of signing on and off the unemployment register even for short periods of work. The previous system created a considerable disincentive for workers to enter such employment because of delays and complications in the system. One interviewee with specialist knowledge suggested that UC could be beneficial to many workers on zero hours contracts and with unstable working conditions, as it relies on real time information on income, and alters benefits levels accordingly when wages fluctuate.

The findings from the migrant workers' survey (detailed above within Section 5 of this report) concerning use of benefits, largely mirrors the national picture where EU nationals form only 2% of all DWP benefit claimants and 2.2% of out of work benefit claimants. After Child Benefit, at a national level, the most frequently claimed benefit by EU nationals are tax credits, where they consist of 6.8% of all claimants (Keen and Apostolova, 2017).

High levels of employment are the primary reason for low levels of benefit claims for migrants in our study area, but even when migrants are eligible, as explored in the

introductory section to this discussion, many do not claim. There is low awareness of this knowledge/practice gap among employers and other stakeholders working in statutory services, many of whom (as discussed above) are of the view that welfare knowledge is high among the migrant population. We would note that numbers of EU nationals claiming in and out of work benefits will also fall further in line with the fall in new registrations for National Insurance numbers by EU nationals. In the year to March 2019 new registrations were down 12%, with only 419,000 new registrations from EU nationals, reflecting changing migration patterns and Brexit uncertainty (Department for Work and Pensions, 2019b).

6.3. Schooling and education

Introduction

Schools in the Wisbech locale tend to have disproportionately high numbers of non-UK students. Comparing 2011 census data with school level data from 2015 indicates the rapid rate of growth in BAME and non-UK born students in Fenland with 16.9% of school pupils (across all age bands) enumerated as not 'White British' in 2015 (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016 p20). The impact of Brexit on schools and on EU born pupils will depend on whether and what deal is struck between the UK and EU. Despite reports in the press that some schools have mistakenly been telling EU pupils they will not be able to stay after Brexit; the government advises that schools cannot take the nationality or immigration status of pupils into account when deciding whom to admit. This policy will remain after Brexit, though government advice also notes that after 2021 pupils from the EU or EEA will not be able to enter the UK for the sole purpose of attending a state school (Department for Education, 2019). Having primary caring responsibilities for a child under 18 who is in full time education also creates a 'derivative' right to reside in the UK, without which a person cannot claim benefits (Citizens Advice, 2019).

With regard to recruiting teaching staff from the EU, a skilled work visa system post-Brexit has been introduced, in which there will be no cap on numbers and no requirement for a labour-market test. However the minimum salary requirements of £30,000 will make it harder to recruit from EU countries because the threshold is higher than many teacher salaries, which for England [excluding London] and Wales range between £23,720 -

£35,008 (Hilpern, 2018). The school representatives who took part in the interviews have both experienced difficulties recruiting teaching staff and consequently, also may struggle to meet the needs of many of their pupils who do not have English as a first language. Where possible they have recruited from overseas and also employ bi-lingual staff to support children of migrant workers.

a) Meeting the educational and support needs of pupils

Given the geographic concentration of migrants identified in the survey findings, the headteachers and safeguarding lead we spoke to from two primary schools, recorded that around half of their pupils had English as an Additional Language (EAL). In addition, high levels of poverty and disadvantage were noted amongst both their UK born and non-UK pupils. This theme of disadvantaged children of migrant workers, who are often dealing with challenging home circumstances which may include caring for younger siblings whilst their parents work, is considered in more detail under the 'health' section.

'I'll talk about the issues probably with migrant communities, but I have to say, before I say that, the issues with indigenous white British population are probably of greater frequency than with our Eastern European families...'

Both schools who participated in interviews provide a range of additional services and activities to meet the needs of their pupils, but the combination of high numbers of non-UK children often with little or no English language skills in the early years, and high levels of poverty, deprivation and their attendant problems among both their EU and UK pupils, compounds the schools' difficulties in meeting needs, and has significant implications for the allocation of resources and funding.

'We need more money. I'll just tell you that. We could do so much more. Luckily, the XX Foundation have just given us money to build a purpose-built pastoral base, but Y [staff member] is pretty much operating on her own. We could do so much more if we had the money to have another member of full-time staff or even two full-time staff. There's so much more we can do...'

'Everything comes from our budget, absolutely everything. Our school ethos is that we have to give that holistic pastoral care, and it does work because if the children's heads [because of challenging home circumstances] aren't in the right place, they can't achieve anyway.'

Despite having high levels of poverty among the pupils (both EU and UK born) in their schools, respondents noted that their schools miss out on significant Pupil Premium funding, as the parents are often working - albeit for low wages- and just above the threshold. In turn, this places additional pressures on school budgets. As one head explained *'of course the Eastern Europeans are not in receipt of pupil premium or are disadvantaged, simply because they are working families, but they're working just on the breadline.'* The staff interviewed gave examples of severe poverty, hardship and hunger among some of their pupils, and report that their schools provide breakfast and after-school supper clubs along with activities for the children.

'Breakfast club and after-school supper club, so targeted children will have the opportunity to do, I don't know what that one is, it's not football, I think it's a mixture of activities that begin at half four and then at half five they get fed. So, the effort is to make sure that these children are first and foremost that they're all fed. That sounds awful, doesn't it, but it is.'

'We very often go out of our way to provide breakfast club for the children who have a very unsettled home life, especially if there are no benefits and that sort of thing. We've got afterschool club as well so that we can support parents that work.'

A number of schools employ bi-lingual staff and run parent/child reading cafes to encourage the social integration of the parents as well as involvement in their child's/children's education. Other services include speech and language therapy and additional classes during school holidays for those who need extra support to reach expected targets. One of the head teachers explained that *'today, we've had 13 children in for an Easter school, because they're so far behind the age-related expectation... And I would say of the 13 of them, probably 10 of them are Eastern European.'*

Schools represented within interviews have designed bi-lingual books with phonetic translation to involve parents in their children's learning and have also introduced schemes such as a young translators programme, whereby pupils who speak two or more languages wear a sash that identifies them as such. These children help new pupils settle into the school and act as mediators between children who cannot speak English and staff. One of the staff commented that *'now we've got the Young Translators, they can come and help me. If somebody gets hurt or if somebody is not behaving properly, we can talk to them about it much better, so that then the behaviour improves.'* Both schools also report actively signposting and assisting parents to access necessary support services when required.

'There is a new domestic violence group that's been set up called 'RISE', that we can refer families onto that. We can do an Early Help assessment. We can get support from the family workers. I've taken parents to the foodbank if they're waiting for benefits to come in. I've taken parents to the Rosmini Centre for advice.'

b) Academic performance

One difficulty faced by schools is that with high numbers of children entering the school without even the basics of English it is difficult to reach the required literacy levels. *'That is a big issue for us, because, as you well know, they need to get a good GLD by the time they leave reception. But they come to us with no [English] language whatsoever.'* Staff thus reported that it was extremely challenging to meet national targets for reading particularly at Key Stage Two.

'The challenge of the Key Stage 2 SAT test is that it's idioms and the nuances of the English language that those children, even those that they sound fluent when you're speaking to them, it's that deep understanding. Sometimes vocabulary is really challenging for us.'

Staff also noted that absenteeism among their Eastern European pupils was low, compared to their English peers and pointed to the fact that by year 6 they are often outperforming English pupils and predominate among the highest achieving pupils. The attitudes of non-

UK born children to school, punctuality and attendance was contrasted favourably to the anti-school ethos of many of the UK born pupils, particularly as they get older and move into secondary school.

'The Eastern European children do eventually end up, as they do elsewhere across the country, slightly outperforming the white British children. If they come in before year three, by the time they get to year six, they're the leading lights of the school...at the top end the positions of authority and the really best children, if you took the top ten, I would say more than 50%, probably more like 80% would be Eastern European.'

However, it was also pointed out that among the younger children it is boys who often find it harder to settle into school life in the UK.

'Little boys, when they arrive, they're the ones who find it harder to settle at first. We do find there is a lot of behaviour, particularly if they arrive not in early years but perhaps in Year 1. It manifests itself on the playground with physical kicking, hitting out, I guess because they can't express themselves and they feel quite lonely. It does settle, but it does take a little while.'

In spite of their largely positive attitudes towards school the CEE pupils, aside from poverty issues discussed above, often face serious challenges outside of school. (see further below). Comments on progression rates and academic performance mirror data present in materials obtained from an Academy school that did not participate in a qualitative interview but provided us with some statistical evidence.

c) Concerns/ safeguarding issues

Both education professionals, and indeed the voluntary sector agency who participated in an interview, raised concerns about safeguarding implications effecting young people whose parents are migrant workers. This was most commonly relating to having working parents who may be involved in shift-work, inappropriate age-related responsibilities, as well as potential risks associated with living in HMOs with non-related adults. These

concerns indeed have been flagged up in other research and project reports pertaining to the reasons that migrant Roma families in particular, may come to the attention of social workers and statutory agencies (Greenfields and Dagilyte, 2018; Roma Support Group, 2018; The Traveller Movement, 2017).

An increase in single parents coming to the UK with their child/children was observed during the interviews with education professionals, which can have implications with regards to a lack of social support and isolation.

'We do have an awful lot of single mums actually come over. That's been a new thing. Not new, but [recent] - then that impacts because then there's no social network. There's no close social network to support them with behavioural problems.'

One of the heads observed high levels of self-harm among CEE children especially Lithuanian pupils, which she attributes partly to unsupervised social media use, due to parent's working long hours and from exposure to domestic violence.

'We've had a higher proportion of children self-harming this year. The majority of those have been Eastern European...Lithuanian...Children occupy themselves on social media on the phone. I'm thinking of one little girl, Lithuanian little girl. There has been domestic violence in the home. A combination, really - often, the children are going home alone, the older children. I think they go home to empty houses a lot of the time.'

Participants made a connection between vulnerability to sexual abuse, high numbers of migrants and their families living in HMOs and informal childcare arrangements.

'Child sexual exploitation is a major issue in Wisbech... yes, and trafficking. Very sad. So sometimes the more vulnerable girls hate it because they don't know who is going to be sleeping in that bed and who might be going to open the door to their bedroom.'

'Well, yes, we've had a lot of multiple occupancy, safeguarding things with children

telling us about all these adults who are living in their home that they actually don't even know. A lot of the problems come from private rentals. Also, culturally, they all help each other, so when you have a single mum who works shifts, she will ask the lodgers to care for the children. That's not anything unusual. From a child protection point of view, we need to keep an eye on that.'

Domestic violence was also highlighted as an issue and often related to drinking particularly in Russian and Lithuanian families, and a repetition of abusive relationships.

'We do still see cultural problems with domestic violence all the time...Lithuanian, Russian, not so much Polish, but Lithuanian and Russian, we see it all the time, a lot of drinking. They repeat all the time. We have mums who just repeat one abusive relationship after another, after another, because culturally, it's better to have a man, even if that man is no good.'

Concerns around safeguarding of young people, their potential witnessing of domestic violence, and being a young carer for siblings whilst parents worked were also articulated by the VCS interviewee. This interviewee reported that although only 8% of their young service users were documented as being from CEE backgrounds:

'a lot of young people whose parents are working all hours have caring responsibilities for young siblings... a lot of responsibility. It's part of their culture and many of their siblings may have some form of disabilities, whether its physical or mental health related.'

A widespread fear and mistrust of social services and a belief that they are solely concerned with removing children from their families was also observed by the school staff. These fears are reinforced through the number of local children of EU nationals subject to care proceedings or social services interventions as a result of high levels of domestic abuse within the communities.

'Fear is higher than in other communities, simply because everybody around here knows the social, social care, and there are so many children who have been taken

into care, because of domestic violence.'

Reluctance to engage with social services was reported to be particularly marked among the Romanian population, which one of the participants attributed to a wider difficulty of getting them to engage with or access services and dislike of 'authority' - *'there's a massive fear, the Romanians do not like authority figures in any way shape or form.'* As noted in Hilpern (2018) these fears have been noted as particularly intense among Roma families.

d) Families and childcare

One of the educational staff noted a high frequency of households comprising the mother and a partner (i.e. not the father of the pupils) among their Eastern European families, and as discussed above, an increase in female headed households, particularly from Lithuania, arriving in the area, *'We do have an awful lot of single mums actually come over. That's been a new thing. -'* A relatively high proportion of three generations (grandparents, parent/s; child/children) living together was also observed with the grandparents helping with domestic and child-care duties, *'there are quite a few grandparents who do pick up the children from school and the family are all living together. We've got a few of those'.*

This pattern of multi-generational families was confirmed in the survey data and employer interviews, both of which indicate an increase in older migrants arriving in the area in recent years. It also emerged as a theme in one health interview in relation to delivery of support for older migrants who may be experiencing dementia or mental health issues. As noted in the education sections above, much childcare is organised informally either within the family unit or by using other household members (including slightly older siblings) while there is a low take-up of funded childcare amongst migrant workers. This predominance of informal care in turn impacts on the child's readiness to start school and accordingly there is a campaign to raise awareness of funded child-care opportunities by schools.

One interviewee noted that some Eastern European children start school *'not toilet trained, they're not able to integrate and play with other children, things like that, they've been using very informal methods of childcare.'* In contrast, one of the employers, however, noted a combination of informal and formal childcare was used by his workers and in his experience

migrant parents do also make frequent use of nurseries and registered childcare facilities. Another employer noted that his workers who become pregnant are given all relevant information re: maternity benefits etc. *‘When we have pregnancies, a risk assessment is raised straight away, so they’re informed then, and we have the monthly [Health and Safety meetings] and all the relevant paperwork from the nurse, so we know that they’re well informed.’*

Migrant worker interviews however indicate a different picture: most information about schooling or maternity benefits is obtained via friends/family or from local advice organisations, such as the Rosmini Centre. One mother of two teenage children mentioned that her landlady registered them with a GP and also helped enrol children into schools.

In summary, in common with other schools in the area, both schools who participated in interviews have high proportions of pupils with EAL and experiencing high levels of deprivation, the latter also being a feature of the lives of many of their pupils who are UK nationals. These circumstances place additional burdens on local schools, particularly in relation to funding reductions for education provision which are expected to continue, given that 80% of schools nationally face real-term funding cuts in the next year (Weale, 2019). The staff thus mentioned that their establishments are in effect doubly disadvantaged through missing out on Pupil Premium funding, as many of the parents of their EAL children are working and hence just above the eligibility threshold. Despite these difficulties the schools host a range of activities to integrate and support their pupils and have also implemented a variety of activities to include the parents in their children’s education and in school activities more generally.

It was reported that despite initial reservations and reluctance among migrant parents to engage with schools, staff had observed growing involvement and participation in school activities more recently as families become a more established and integrated part of the local community. Difficulties in equipping the younger children with the necessary English skills to meet Key Stage Two standards were flagged up, but it was noted that in general, the pupils from CEE families perform well academically as they get older and are in time over-represented among academically higher performing pupils. Safeguarding issues were a particular concern, with domestic abuse among some of the migrant families reported,

concerns over sexual abuse which the staff noted was related to the fact that many families reside in HMOs (indeed the voluntary sector interviewee also noted that service users may seek help in relation to sexual assault). A further and related concern was a reliance on informal childcare arrangements which sometimes depended on leaving unrelated housemates or young people to care for children while parents are working what may be unsocial hours or at some distance from their home base.

6.4. Accommodation

An extensive discussion on Houses in Multiple Occupancy (HMOs) and accommodation issues impacting migrant workers is included in Gary Craig's companion report to this study. It is advised that for information on administrative data statistics on HMOs; and the results of inspections by fire services, as well as findings from Operation Pheasant (a multi-agency operation involving the Police and other statutory services which commenced in 2012), this section of the report is read in conjunction with that document "Modern Slavery in the Fenland Region: a Scoping report" (Craig, 2019, pp. 11, 15–16). Further information on housing stock and patterns of residence is available within the 2016 JSNA on migrants and refugees in Cambridgeshire (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016) which pays particular attention to increasing numbers of HMOs in Wisbech.

Introduction

The majority of the sample lived in private rental accommodation reflecting wider patterns in the Wisbech area and nationally. The largest proportion (over 40%) were living in HMOs. Rapid expansion of the private rental sector locally to accommodate the large growth in the population of EU nationals resulted in a growth of substandard housing conditions and concerns surrounding rogue landlords, overcrowding, poor conditions and illegal evictions. In response local multi-agency initiatives such as Operation Endeavour and Operation Pheasant uncovered the extent of these issues, resulting in greater regulation and inspection of HMOs. While poor housing and HMOs were raised as a major concern among professionals interviewed and local stakeholders, none of the nine migrants interviewed at the Rosmini Centre had any complaints about their current accommodation, though some mentioned being housed in low quality housing previously. Further, most had heard of, or

were aware of, exploitation of other migrants with regards to working conditions and/or housing. None were living in employer provided housing. As noted above it may well be that the challenges in accessing migrant workers to participate in interviews (typically associated with mobility and/or working hours) means that the most vulnerable were not captured in relation to interview data. From the migrant workers that were interviewed, most were in a rented accommodation whilst one female respondent was sharing the house with the landlady, where the house was split into two parts.

An increase in homelessness was also identified among CEE nationals (largely male) and is discussed further below, although we were not able to achieve interviews with homeless migrants.

a) Housing/Accommodation

Housing issues were raised in all the interviews and related largely to overcrowding, 'bed hopping' / 'hot bedding'; poor conditions, unscrupulous landlords, and concerns related to HMOs including the safeguarding issues for children discussed in the previous Section (Haysom and East Cambridgeshire District Council, 2012).

'Potentially, in this area- I've seen it before, the migrant population renting a property or a flat which is not really of correct standing. It's substandard really, there's been damp in the property and there've been issues around the supply of utilities such as electricity and water.'

Tenants in the private sector – the vast majority of those captured in the survey and referred to within qualitative data in this report – can be particularly reluctant to complain about poor housing conditions for fear of being evicted or not having their tenancies renewed (Gousy and Shelter, 2014; Perry, 2012). One participant however, noted a recent improvement as tenants become more aware of their rights.

'Over the years, we've seen a lot of families who are living in absolute squalor and landlords taking advantage of them. We have tried to signpost them and support them as best we can, but very often they don't want you to make a fuss because

they don't want the landlord to be cross with them or anything.'

A large influx of EU nationals within a short time frame and largely concentrated in Wisbech, parts of March and Peterborough was highlighted by interviewees across all categories, and further evidenced in the 2016 JSNA (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 18).

Indeed, as mentioned elsewhere, over 90% of our overall sample (survey and interview data) were living in the PE13 postcode (Wisbech and surrounding area). These settlement patterns are shaped by the availability of private rental properties and by pre-existing contacts in the UK, *'they tend to all go to the same area because they've got friends, they've got family, and that's obviously where these communities within communities have developed and built upon.'* Such geographic concentrations of national communities can however inhibit social integration and the acquisition of language skills as noted in some of the interviews. Such areas it was noted can become stigmatised as a result.

'you've got another area which has actually become quite bad now, that's where a lot of the Latvians and Lithuanians are. I think probably every second shop is selling alcohol and things like that, which unfortunately there is quite a bad stigma attached to that area.'

Despite the requirement for HMOs to be registered with the local authority and to adhere to certain standards it was felt that some landlords had evaded this requirement, or rooms were sub-let informally. However, one interviewee pointed out that the introduction of a new Housing Enforcement Policy locally (Fenland District Council, 2018) has improved some of the worst properties though it will do little to improve conditions in those properties that are not registered (Fenland District Council, 2018). Whereas previously a large number of the HMOs and associated housing problems tended to be concentrated in particular areas, since the registration scheme was introduced in 2018 such properties are now dispersing over a wider geographical area. One of the participants observed that

[Housing] is being tackled but whereas a lot of the HMOs were in one particular area we are noticing them starting to spread out. The house next door to where I live, it's

a massive house that actually become an HMO.'

Nevertheless, it is difficult to discern the extent that a geographic dispersal of migrants is a consequence of increased regulation, or reflects a similar process observed in other migrant communities who tend to initially concentrate in certain locales and spread out into the surrounding area over time.

b) Employers and accommodation

None of the employers or agencies interviewed provided accommodation. One of the recruitment agents provides transport to work, but not accommodation, which she regards as too costly and problematic to get involved in. Providing transport, despite its cost, is a necessity due to the remote location of many factories.

'I wouldn't do accommodation full stop; I think you're on a highway to nothing. You can charge for accommodation but, to be perfectly honest, one, it's a huge overhead expense, two, there are so many HMOs - A lot of the people are exploited, shoved into one room. Houses are below standard. My heart goes out to some of these people.'

One of the employers said his company have no need to provide accommodation as most of their workers live locally and/or have their own transport, while the agency brings the temporary workers by bus. The labour provider noted the introduction of more regulation of workers' accommodation had translated into increasing accommodation standards. She argued that one factor driving improvement in accommodation standards is the demand for labour from other countries, which in turn is forcing the UK to improve housing for workers.

'we've had to put in a lot of new processes, so we do a lot more checks on the caravans. They have replaced a lot of them, made a huge investment...We're all having to increase the quality of the accommodation because workers can choose now, they don't have to come here. They can go to Germany; their accommodation levels have historically been much better than ours. Competition for labour is driving up standards.'

Evidence from the employment related interviews suggest that a fall in the supply of migrant labour combined with uncertainties surrounding Brexit and securing a future labour source has had the effect of improving wages, working conditions and the quality of accommodation offered by employers. However this may be very 'patchy' with less skilled workers or those with poorer language skills and less awareness of their rights more likely to be exploited in the manner referred to earlier in this section of the report and within associated publications (e.g. Craig (2019)).

As noted elsewhere in this report (Sections 6.4 and 7.2), employers expressed no interest in providing accommodation for migrant workers as they consider it either unnecessary, or an unduly burdensome and complex demand detracting from their core business.

c) Homelessness

An increase in homelessness was observed by several interviewees though it was recognised that this is a growing problem nationally, and not just confined to Wisbech. It was noted that homelessness was impacting both UK 'locals' and migrants, often fuelled by changes to the welfare benefits system.

'Some of it relates to, anecdotally, the coming in of Universal Credit and things like the bedroom tax, those sorts of things. There, again, I think in terms of the homelessness, some of it is the Eastern European community, but a lot of it, there again, I think is local people. When we say, 'an increase', they're not huge numbers. We've even had, recently, people sleeping on the marketplace, which hadn't ever occurred until, probably, just before Christmas [2018].'

One interviewee raised the possibility that because there is a night shelter and provision for the homeless in Wisbech that this could be bringing more homeless people into the area (the 'honeypot effect'). In one interview it was remarked that on occasion migrants had been promised a job and accommodation that failed to materialise. In such circumstances Fenland District Council sometimes offered to repatriate them *'they've come over probably with a promise that there'll be work and there'll be accommodation. They find that's not the*

reality, then end up living on the streets because they've got nowhere to live, and they've got no work.'

In summary: growth of the private rental sector locally was reported to be accompanied by a noticeable increase in substandard housing, poor standards, overcrowding and rogue landlords who exploited their tenants, the latter who were often reluctant to complain about fear of eviction. Many of the East and Central European population are concentrated in certain areas due to the availability of affordable accommodation and the influence of their social networks. This process it was reported, can diminish the potential for social integration and interaction outside of their own national networks and lead to areas becoming stigmatised and at risk of multiple deprivation indices.

In contrast, the registration and enforcement policies introduced locally have reportedly improved housing standards and led to a reduction of slum conditions though one participant thought this had had the effect of dispersing HMOs over a wider geographic area. None of the employers or agencies provided accommodation for their workers, regarding this as too problematic to become involved in and also because most of their workforce live locally and/or have their own transport. It was reported that a shortage of labour is probably a more powerful driver of increasing accommodation standards on farms than regulation. An increase in homelessness particularly among males was noted though this was regarded as part of a wider pattern and not overly concentrated among the Eastern European population.

6.5. Healthcare

Introduction

As noted above, we had significant problems in accessing health care input to the qualitative data collection element of this study, despite considerable efforts to engage with health service personnel. Whilst a more detailed JSNA incorporating refugee and migrant workers' health status within the county has been undertaken in 2016, our relatively limited findings do add richness to the JSNA report, specifically in relation to homeless people and older migrants. It is worth noting, however, that the 2016 JSNA (Cambridgeshire County Council and Cambridgeshire and Peterborough Clinical Commissioning Group, 2016, p. 47)

indicates a sharp increase in GP patient registrations of migrant workers in the preceding years, particularly over the years 2011/2 and 2013/14. In total, new migrant GP registrations in Fenland rose by 113.5% between 2003/04 (585 new registrations in that year) and 2013/14 (1,249 such patients), with obvious implications for service planning and provision, particularly when additional requirements pertained for translation services.

The Wisbech PSN 'data pack' which is dated July 2019 indicates that 11.2% of the GP registered population in the study area are recorded as being 'white other' (presumably pertaining predominantly to migrant worker populations). Further information from the PSN statistics – although not broken down by ethnicity of patients - record that the birth rate in the Wisbech area is higher than in surrounding areas. This trend we assess as being potentially related to population growth amongst younger migrant women and growing numbers of young families with school age children in the area (as discussed under education in this section). The birth rate in the study area is listed as being 67.1 per 1000 women aged 15-44. Further, 7.3% of such births are recorded as 'low birthweight' infants, a status particularly associated with being born to a migrant parent who is likely to be residing in poor accommodation or having a more insecure status than are nationals of a country (WHO Regional Office for Europe, 2018). Depression and common mental illnesses are higher amongst Wisbech residents than in some surrounding areas (9.1% of registered patients) although it is not possible to extrapolate from this whether depression levels are higher within migrant patients, or such conditions are more broadly associated with the indices of multiple deprivation within the study area. If the latter, this would relate to the association between communities being at increased risk of experiencing poor mental health when living in more isolated localities with fewer services (WHO and the Calouste Gulbenkian Foundation, 2014).

Relative deprivation is higher in Wisbech than within the North Alliance Clinical Commissioning Group (CCG) more broadly, and England as a whole. 25.6% of all adults in Wisbech smoke which is statistically significantly higher than in other adjoining areas and when considering England as a whole. It is likely that this also pertains to the prevalence of smoking amongst young CEE migrants (WHO, 2018). As noted below, alcohol use may be a significant concern in relation to men's health in particular among the CEE population a theme also identified in the 2016 JSNA.

Recorded rates of long-term activity limiting illness are higher in Fenland PSN than in surrounding areas at 22.3% of recorded registered patients, although given the 'healthy migrant' effect⁶ this is likely to refer more to UK born residents than migrant workers. However, given the emerging evidence that over time (migration lasting in excess of 15 years) migrants experience similar or worse health outcomes than do the native born population (Fernandez-Reino, 2019), it can be predicted that in the medium to long-term, CEE migrant populations in the Wisbech area will require similar levels of care as do the local UK population. Subsequently, forward planning is urgently recommended to health service commissioners to meet this predictable need.

Whilst the issue of poor quality housing/HMOs (and also access to maternity services) is dealt with above in this qualitative section of the report we would stress that there is likely to be either current unmet and also increasing future level of need in relation to poor health status associated with living in overcrowded and potentially poor quality HMOs. Most commonly this is associated with impacts on children's health (Harker and Shelter, 2006) as suggested in interviews with education professionals. It has been estimated that downstream costs to health and other statutory services are significantly increased when patients reside in poor quality accommodation (Sa, 2017). Similarly, the evidence cited elsewhere in this report on increasing numbers of older migrants supporting and providing care for children is likely to impact health service demand in coming years as indicated in the quotations below from a specialist mental health professional.

The small sample of worker interviews indicates that the mothers found healthcare for themselves and the children of good quality, however, as mentioned earlier, this sample may not be representative of the whole worker population, especially more vulnerable workers. The information presented below – because interviews were only obtained with two specialist professionals – one working in mental health support for older adults (NHS

⁶ Research suggests that relatively recent migrants to a country are generally healthier (both physically and in terms of mental health "psychological hardiness") than native-born populations in spite of the fact that they frequently have a lower socioeconomic status and poorer access to healthcare services. This is usually attributed to a self-selection process prior to migration, in particular prior health status and age at migration as well as robustness such as to be 'employable' (often in hard, manual, less desirable sectors) in receiving countries. See further: (Mladovsky, 2007) Migrant health in the EU. Eurohealth-London 13(1), 9. http://www.euro.who.int/_data/assets/pdf_file/0008/80468/Eurohealth13_1.pdf#page=12

provided care) and the other a specialist nurse practitioner working some distance from Wisbech in a team supporting vulnerable homeless migrants and refugees – necessarily relates to limited areas of practice. We would strongly recommend therefore that further follow up work is undertaken to build upon the 2016 JSNA and findings from our interviews below.

a) Mental Health need/dual diagnosis and service access by migrant workers

We refer above to relatively high rates of substance use (alcohol) and family violence amongst CEE workers, and to indications of growing rates of homelessness amongst predominantly single male migrants. These themes also pick up on concerns detailed within the 2016 JSNA.

Inevitably there will be a degree of overlap between the categories of interest listed above (e.g. poor housing, isolation and ageing, domestic violence, substance misuse), and mental health need. One of our interviews was with a specialist nurse practitioner employed by a homeless health outreach service in Norfolk, as we were unable to identify any similar specialist service within the Fenland Region. This interviewee was able to provide some general (indicative) data in relation to specific health needs and common presenting circumstances of migrant homeless individuals in East Anglia which we believe are relevant in relation to the potential for development of specialist outreach services to engage with homeless migrants in Fenland/Wisbech. Further, through this contact we were able to access a GP led specialist health evaluation of outreach services delivered to street homeless (including vulnerable migrants and refugees) in East Anglia (Norfolk). This indicated that 7% of all homeless service users were Eastern Europeans. The evaluation report of the specialist homeless health service referred to above, highlighted that

“The homeless patients have high needs compared to the general population, including mental health diagnosis (87%), substance misuse (70%), alcohol misuse (52%), long term physical health conditions (30%), and high rates of trauma and offending. Many have all of these, increasing their risk of early mortality. Their behaviour can be challenging, with many negative previous experiences with professionals and breakdown of personal relationship” Further, of these vulnerable

patients “13 % of patients were known to have Hep B or C. 1% of patients were known to have a diagnosis of HIV” (Clark et al., 2018).

This report (Clark et al., 2018) further suggests that the data on infectious diseases and medication use amongst this sample are “*likely to be under-reported*”. We would suggest that similarities are likely to pertain in relation to health conditions amongst homeless migrants’ resident in the Wisbech area given a broadly comparable locality and semi-rural location of service delivery.

Our second health professional interviewee (an advanced mental health practitioner) works exclusively with older people in a specialist mental health neighbourhood team based in Wisbech. Although the majority of their service users are White British born, they noted that “*I’m not saying that we encounter a lot of the migrant population, but we do have Lithuanians and Polish, they’re the two main ones*”. The longevity of Polish migration to the Wisbech area offers an explanation for Polish service users. However, given the relatively shorter duration of Lithuanian migrants it may be that parents of migrant workers or other elderly dependents who came to support family members, are increasingly needing to utilise older people’s services in the locality.

In contrast the specialist practitioner working out of area with homeless migrants notes that in her service:

“You might find that someone may be homeless, they may be from Lithuania for example. Again, they really struggle to access health. Portugal, you’d have some Portuguese, Lithuanian, Latvian, Russian, were the main groups for the no recourse [to public funds]. Portuguese weren’t no recourse, but we get quite a high influx of Portuguese people here. Romanian as well.”

Both of these respondents noted that they are more likely to see female migrants accessing mental health services than males. This suggests, that strongly gendered perceptions of appropriate behaviour ‘weakness’ and ‘stigma’ around mental health needs amongst migrant populations can act as a significant barrier to health-seeking behaviours amongst men.

'In my experience, we seem to have been more supporting females, the female gender. I think we would be... Whether that's something to do with the cultural background of people that are coming from these particular areas, the fact that... My feeling, my impression, may be that in the families, when we encounter them, there is that patriarchal element where the male will be strong. They're seen as the provider, so any mental health issues we've encountered have been with females. I don't know how... We have not had many referrals for males, is what I would say'

'There is a stigma to seeking mental health support within these communities... the stigma is a greater barrier [than geographical access to services]'

One of our interviewees specifically mentioned that:

"We do see a lot of PTSD, depression, anxiety.." whilst the specialist from the young person's support agency indicated that (without hard evidence to support this suggestion) potentially stress and anxiety experienced by parents or older generations in relation to the implications of Brexit could impact on young people.

The impact of poor-quality housing on mental health and well-being emerged during our interview with the specialist older person's mental health specialist who referred to exploitation by some landlords:

"Particularly in the migrant population, it tends to be... We've had some concerns about housing arrangements at times, landlords perhaps exploiting and not giving... Potentially, in this area- I've seen it before, the migrant population renting a property or a flat which is not really of correct standing. It's substandard really, there's been damp in the property and there've been issues around the supply of utilities such as electricity and water" as well as "Poverty being one of the highest indicators for mental health issues"

b) Barriers to Accessing Healthcare

Stigma was seen as a particular barrier by specialist workers, but language barriers and challenges in accessing translators was also highlighted in all three⁷ interviews with agencies/ professionals delivering health care support:

“Mum and Dad brought their young person (approximately 13 years of age) in, to access mental health support because she hadn’t been attending school – she found it hard to settle... her parents spoke basically not a word of English, so the young person was acting as an interpreter”

“Interpreters are the problem. GP’s are often reluctant to... and some of the hospitals and other services are reluctant to use interpreters. It’s expensive, it’s time-consuming. People don’t always get the clinical assessment that they should, I think”.

In contrast, for older migrants requiring mental health support, particularly those with family members co-residing who had a reasonable standard of English, it was noted that:

“Obviously, yes, there is the language barrier [but] we have translation services that we can enlist. We have help from family, as well, with the translation. We have our in-house translation services that we can get hold of, which obviously makes communication a lot easier. Obviously, there is still the barrier there. They’re [translation services] good in terms of... Normally, we get a response pretty quickly. They’re able to help us when we’re completing our assessments, when we are perhaps liaising with other care providers and care homes to look at what [is required] ...”

As noted above by one employer who took care to ensure that pregnant migrant workers were able to access maternity care and that risk assessments were undertaken once pregnancy was disclosed, some migrant women were well aware of how to access

⁷ The specialist voluntary sector agency which took part in interviews also provided mental health support for young people.

necessary health care. Nevertheless the specialist homeless health practitioner (not engaged in the Wisbech area) said that in her experience: *“You might find people on the outreach services who are sleeping in tents, who are pregnant, if they’re homeless”* at which point they would be referred to specialist inter-agency and mainstream teams for support and referral to housing and other services.

For the most vulnerable migrants, particularly those who are homeless, the issue of registration with GPs was also flagged up

“Administrative barriers, so people walk into a surgery but somebody behind the reception desk will say, “Well you’re not entitled to have any healthcare.” They get turned away straightaway... “You’re homeless. You can’t register here, you have to have proof of address”

The above advice may be given despite the fact that this it is not accurate, and contrary to guidance on supporting vulnerable migrants (Healthwatch, 2018; Public Health England, 2014). Similarly mistrust in public sector agencies was noted, particularly by migrants who are semi-documented, as well as by EEA migrants who fail to fulfil the habitual residence tests and thus fear administrative removal (Dagilyte and Greenfields, 2015; Greenfields and Dagilyte, 2018). In such cases concerns often exist over seeking health care due to worries about data sharing between health professionals and the Home Office/UK Borders Agency. Such concerns remain, even though guidance on mandatory data sharing was amended in 2018 in the face of fierce health professional opposition to the requirement to do so. Consequently, patient access to primary care services does not require that their migration status be disclosed by health professionals to other state agencies (Dagilyte and Greenfields, 2015; Greenfields and Dagilyte, 2018; Sa, 2017).

Finally, the timing and flexibility of health service provision can be critically important in enabling migrant workers to access services.

c) Building Trust and working with family members

Challenges around trust exist for some migrant workers. Significant issues are likely to pertain to challenging perceptions that particular conditions or status (e.g. mental illness; age-related conditions such as dementia or reporting alcohol/substance misuse or family violence) place the migrant service user and their family at 'risk' of state agency intervention. Similarly, poor experiences over accessing care – whether as a result of being turned away from GP services as in the example provided above – or over concerns about documentation, or language barriers will also impact on take-up of services. Our interviewee working with vulnerable older migrant adults, some of whom were identified as having early onset Alzheimer's disease, highlighted the need to work both with family members and other staff from the country of origin of the service user to disseminate information and calm fears:

“Obviously, what we need to do [patients with Alzheimer's Disease], there is a lot of communication with the patient that we need to complete, especially with the family as well, gaining consent and giving them information about medications and what we're doing. There is always that need for translation services. Building up a relationship with patients from the migrant population can present a challenge because, what we do, a lot of it is based on gaining that and forming that therapeutic alliance and relationship with somebody, giving them that support. That can be more of a challenge with people from other countries, the migrant population. We're looking at all the ways we can try to break down those barriers with translation services, using the family support... In a care home, there may be staff as well [from the service user's community]. In the domiciliary care agencies, there may be staff who are employed from that background. So, it's looking at, “Can we have, perhaps, a Lithuanian carer coming in to support a lady who is from Lithuania, to help with that bond and that therapeutic alliance?”

In conclusion, although we were only able to access a limited number of health professionals from a narrow range of specialisms; the themes of access barriers, including language barriers or having to use family members as translators were of particular importance. Stigma (often highly gendered) relating to mental health disclosure and the

complex problems experienced by homeless migrant workers requiring health care were highlighted, as were issues of trust and concern over state intervention which could have a negative impact on health care users. The lack of a dedicated outreach health team specialising in vulnerable or homeless migrants in Wisbech was potentially of concern given evidence from the 2016 JSNA and interview data, which flagged up poor health behaviours such as drinking and smoking. In addition, there is the fundamental importance of housing conditions on physical and mental health amongst migrants who may already be experiencing work stress. The growing number of older migrant workers and their dependents (whose health at 15 years post-migration is likely to be similar to, or worse than UK born populations (WHO, 2018)) suggests that there will be an increasing need for services tailored towards elderly migrants in coming years, including for those experiencing mental health challenges and Alzheimer's Disease. It is strongly recommended that further research is carried out into the mental health status and support needs for older migrants to enable appropriate forward planning and resource allocation given the highly diverse migrant population and ranges of languages spoken in the study area.

6.6. Social integration and community cohesion

a) Perceptions of social integration

In the interviews with employers and service providers, opinions were mixed regarding the level of social integration between migrants and 'locals'; with some interviewees arguing that the Eastern Europeans had settled in well and that there were no serious issues surrounding social relations between different sections of the local population.

'I think over the years, for 20 years, they've been working in local factories, so I think by and large yes. Inevitably there's a resistance to some integration of course. But by and large, I would say it's okay.'

It was felt by many employers and service providers that negative images of the area and the notion that UK born locals were hostile to migrants was largely a myth based on media stereotypes (see Section 3 above) and an entrenched class bias that means Wisbech has long been a stigmatised area even before the arrival of significant numbers of EU nationals.

An official within the local authority argued that *'there's a lot of perception about tensions between the Eastern European community and the settled population, but we don't see them. A lot of it is media hype, to be honest, because they want something to talk about.'* Similarly, one of the school staff interviewed noted that.

'the perception was that everybody, the indigenous population of Wisbech hated the foreigners. But when you actually stopped the people on the streets and asked them, as this BBC programme did, most of them said, "No, do you know what, we need them..." "These people work hard, they turn up, they do their jobs and they bring..." The British people just wouldn't do the jobs, they would just refuse to do them, whereas the Eastern Europeans don't'.

Most of the hostility towards the rapid demographic and social changes the area has experienced were directed more at the lack of planning and additional infrastructure and resources to accommodate these changes. One of the participants commented that *'I know, around here, that a lot of people do feel that there are too many people and the infrastructure just wasn't there to support that number of people coming here.'* It was also observed that locals' initial negative reactions to the influx of EU nationals into the area have become more muted in recent years as they become a familiar presence.

'Initially we did because we were just a white British school, so it was quite a change for the parents...However, with the parents now, it seems absolutely fine. Very, very occasionally we get a parent who'll say something like, "Oh well, those foreigners, you make sure they have everything. They get everything," very, very occasionally.'

As noted above, school staff noted an increase in CEE parents attending school events and growing interaction between parents from different communities. Likewise, one of the interview participants noted that the Eastern Europeans participation in local projects and events organised by the council is growing, noting that they usually comprise around half of the attendees at such public events.

'When we have a festival, as I said, that's open to everyone, in the open air, for example, then we get the numbers and we get people all getting on together. The

Eastern European numbers have certainly increased over the last couple of years, in terms of attendance of events.'

On the other hand, some of the interviewees maintained that there was considerable hostility between different sections of the local population, partly due to the perception that the EU nationals were taking work from locals and partly resulting from their tendency to socialise largely with co-nationals.

'Your foreign nationals over here, integrate more? No, they don't over here, they keep themselves to themselves. Over in Wisbech they don't really integrate either, because there is so much prejudice. We've still got this stupid myth the foreigners are coming here to steal all our jobs, but the English don't want to do the jobs anyway.'

One employment specialist felt that prior to the arrival of a large number of migrant workers low-skilled local UK born population had previously been able to secure work in local factories and in seasonal work etc. despite having low literacy and numeracy skills and many also having behavioural issues. Workforce requirements means that such disengaged local White British employees had in the past been able to alternate between spells of working and unemployment although this had declined when employers had recognised the benefits of employing migrants who were perceived of as having a very different and more positive work ethic. In turn, this meant that unemployed British workers could become frustrated and angry, blaming migrant workers for their situation and fuelling tensions at the local level.

Segregation is however probably intensified through spatial and work-related concentrations of specific nationalities, meaning that, *'you don't see much socialising between the Latvians and the Lithuanians and the Polish, they don't tend to socialise together.'* Another interviewee observed that the number of community groups in the area, organised along ethnic/national lines could dampen wider social cohesion by increasing the existence of 'parallel communities', remarking that

'what actually happens out there already, if you have the community groups that are

running, people do go along to them, again, it's all the same nationality that go. You've got one for this nationality, one for that nationality and things like that.'

The migrants who participated in interviews at the Rosmini Centre similarly gave a mixed picture of their own experiences of social integration; but on the whole, the trend of increasing interaction outside of nationally based networks was confirmed. While some reported largely socialising only with housemates (often co-nationals) and others mentioned that their working patterns (e.g. shift working) curtailed their ability to socialise or attend social and community events, a greater number stated that they had relations with people from other nationalities and cultural backgrounds and described local social relations as good.

b) Anti-Social Behaviour

In understanding patterns of anti-social behaviour one of the participants noted the demographic angle as being important – with migrants consisting of a high concentration of young men. *'It's just an age thing, I think. There are very few over a certain age, it's just fighting or stupid things.'* In a similar vein, one of the employers noted that criminal activity tends not to be at the serious end of the spectrum and are generally the type of offences where young males tend to be disproportionately represented more generally.

'We get the odd visit from the police, but that's usually because something's happened in Peterborough, or there's been some sort of fight, or something like that. We'll get the odd police visit, then we leave it for the police to deal with.'

Street drinking cropped up in most of the interviews (across all interviewee groups) and is one of the top priorities for local policing as well as being flagged up by education and health specialists as implicating in domestic violence and/or associated with problematic and risky health behaviours.

However, alcohol use and street drinking were not always seen as problematic by all interviewees. One of the interviewees noted that the times and the way in which this occurs (groups of young men in public) is perceived as a problem to many people, rather than

actual problems stemming from the drinkers or their behaviour:

'living in a house of probably multiple occupation, so when they finish work, perhaps on a shift, and they finish at 8:00 in the morning, their evening, if you like, is 10:00 in the morning. They're perhaps having a drink, just socialising two or three on a bench, but of course the local people think it's disgraceful and they feel vulnerable and at risk.'

One of the employers pointed out that street drinking per se is also more common generally than in the past, yet migrants drinking publicly elicits a different reaction to when UK locals indulge, *'the English do it like crazy. It's only if some foreigner goes and does it, it's a bloody headline.'* Problematic drinking was raised in many of the interviews however, particularly in relation to domestic abuse and family breakdown.

An interviewee involved in supporting individuals into work highlighted (as indeed did an employer) that the issue of problematic drinking among some men seeking work, which may account for some people experiencing unemployment. Another participant commented that the perception that East Europeans are responsible for high levels of motoring offences was a result of such offences being dealt with by the necessity of having to attend courts for non-UK offenders, whereas if they were UK residents they could plead through the post. Subsequently, the local press reports these offences when the offenders are brought before the courts, adding to the impression that driving offences are committed disproportionately by Eastern Europeans when driving offences generally mirrored that of the wider local population. In support of this, none of the migrants interviewed at the Rosmini Centre had had any involvement with the criminal justice system. It may however be that migrant interviewees surveyed via their use of Rosmini Centre and other IAG services were more integrated and less likely to be party to practices which could risk conflict with local residents and the police, than were more vulnerable people (such as homeless men) whom we were unable to access for interview.

In general, perceptions of the degree of social integration in Wisbech are mixed, with some participants claiming that social relations between different sections of the local population are generally harmonious and that migrants welcomed into the area by locals for their vital

contribution to local industries whilst others (see below) are less convinced by such arguments. Overall it is widely recognised that within any migrant population that 'school gate' interactions aid integration as over time new households and families are formed and participate in mainstream activities alongside 'local' non-migrant populations in a way in which single people often will not, suggesting that in years to come integration between communities will increase further.

Some respondents however argued that there is little interaction outside of that which occurs with co-nationals, and that many of the local UK population are hostile to the East and Central European migrants. Certainly a large majority of people in Fenland voted to leave the EU – 71.4% against 28.6% voting to remain (Fenland District Council, 2016). This does not mean however that leave voters were motivated purely by hostility to inward migration, or that social relations are necessarily poor at local levels (Flemmen and Savage, 2017; Mckenzie, 2017). Many of the participants observed an increasing trend in recent years of EU nationals becoming more involved socially in events organised by the local council and at school events indicative of a growing confidence and inclusion as migrants are becoming embedded within the wider social structures of the locality.

In summary, factors identified as inhibiting greater social integration included the geographic concentration of co-nationals in certain neighbourhoods and the preponderance of community groups organised along national/ethnic lines which encourages factionalism and the existence of 'parallel communities.' These concerns were not borne out by the migrant interviewees however, many of whom reported mixing with people from various social and national backgrounds. These findings were reiterated by employers and agencies who noted that their workers tend to maintain positive social relations across national boundaries and who had experienced few issues with regard to integration into the local area.

6.7. Conclusion

To conclude this Section, we will briefly draw out some of the wider implications of the findings in relation to the research questions that guided the study. These are presented on a point by point basis detailing first the aims of the research, and then our primary response:

1) To identify labour movement/recruitment/need in a manner which will support post-Brexit labour activities in the locality.

A fall in the number of EU nationals coming to the area to work was observed. Although this downturn started prior to the referendum in 2016, it was thought that the referendum result and Brexit intensified this trend. In recent years the quality of migrant labour has been noted as declining, with recent arrivals having lower work skills, poorer or no English language skills, and often being older and from more rural areas of their countries of origin. This imposes additional costs on employers and agents who need to spend more time and resources training them to perform even basic tasks. Employers have responded by increasing wages and working conditions and by offering better quality accommodation to attract more highly skilled labour. It was clear that a fall in the labour supply has been beneficial for the migrant workforce by compelling employers to make work more attractive.

This will also be necessary if employers find that they need to fill vacancies from among local UK born workers in the future. This latter point however was seen by employers (supported by evidence from a number of other interviewees reflecting on the work ethic of migrants) as not just an issue of needing to pay better wages, but for an adjustment of attitudes among 'local' workers to field and factory work as well as challenges around poor punctuality, absenteeism and low productivity among the UK born population.

Employers are currently planning how to secure a reliable supply of labour post-Brexit but acknowledge that this will depend largely on the nature of the post Brexit migration system. While some of the larger employers are investing more in machinery and automation, others are considering relocation of production out of the UK. Some did not think that Brexit will impact negatively on their operations, as they were of the opinion that it will be necessary to retain a relatively liberal system for labour migration purposes and/or reported that they believed alternative sources of labour will be found from beyond the EU/EEA.

2) To examine potential areas of community tension and highlight scope for interventions aimed at enhancing community cohesion.

Participants did not identify any particular areas of community tension (other than some references to street drinking or migrants mixing in mono-ethnic groups with others from their countries of origin) and it was noted that the perception of Wisbech as being an ethnically divided town riven with division and conflict is largely a myth propagated by the media and based on class-based prejudice. The interviews with educational staff indicated high levels of poverty and deprivation among many of their UK pupils and a perception among some (albeit very few) parents that more resources and services are directed at the migrant population than at UK born national groups. Any strategy or intervention to seriously enhance community cohesion should be careful to include the whole population and not to exclude any section of the population. Similarly, efforts to address labour shortages should also try to engage the local UK born population (where high levels of unemployment and economic inactivity were noted in many interviews) and not exclusively focus on ways to maintain supplies of migrant labour. Similarly, if targeted health interventions are to be aimed at migrant populations it is important to build in equitable access and service provision for UK born 'British' nationals, particularly the ageing population with increasing levels of poor health identified within the Wisbech PCN data pack (2019).

The migrant population are - according to interview participants within the Wisbech locality – starting to engage more in community events and becoming an established and settled part of the town's population. Moreover, as noted by the teaching staff – there are no divisions between the migrant and local children at school, and as such when this generation grow up, issues of community cohesion will have become irrelevant.

Two factors were identified as inhibiting greater community cohesion. First the tendency towards residential concentration of migrant and co-nationals which is reinforced by the number of HMOs often containing co-nationals. Second the growth of national and ethnically based community groups. Interventions to enhance community cohesion could address issues of residential segregation and encourage the formation of community groups that are more inclusive than those based on nationality/ethnicity.

3) To investigate whether (and how) migrant communities are engaging with the local authority or other services.

The interview findings suggest that engagement is increasing over time. There is relatively little use of the welfare benefits system due to high employment levels and a relatively young age profile which means a significantly lower proportion of migrants are receiving sickness or disability related benefits compared to local UK nationals. Similarly, as far as we can tell based on limited access to health data, there is an under-representation of migrant workers accessing or registered with GP services, although maternity care use appears to be increasing, and to some extent care for older people, including use of dementia care support.

Employers considered that many migrants are relatively knowledgeable about welfare benefit eligibility and can also gain access to this information via their social networks or from support organisations such as the Rosmini Centre although the survey findings suggest that most migrants had limited knowledge of eligibility or procedures for seeking financial support. Schools also reported signposting migrant families to relevant services, whilst most employers and agents also provide this function and employ bi-lingual staff and/or EU nationals to assist their workers with access to a range of services.

Concerns were raised that victims of domestic abuse may not be accessing support services and also that lone parents may be particularly isolated. A widespread fear and reluctance to access or engage with social services was observed (as is common to many Roma throughout the country, some of whom may be represented amongst migrant workers in the region) (Greenfields and Dagilyte, 2018; Roma Support Group, 2018; The Traveller Movement, 2017) and it was also noted that the Romanian population are especially resistant to engaging with any form of state services.

4) To explore how best to engage effectively with the identified migrant/emerging communities, and identification of best practice locally and nationally.

This is addressed more fully in the conclusion and recommendations to the report (section 8). Suffice to say that employing EU nationals and/or bi-lingual staff is a technique

implemented by most of the organisations we spoke to, and widely regarded as a successful tactic for engaging migrant communities. Schools particularly have made great efforts to include migrant parents in the life of the schools and made strenuous efforts to make their environment welcoming – for example by hosting parents’ coffee mornings, providing co-learning activities with their children and visiting new migrant families at their houses before children commence school. These efforts are bringing dividends, as parents are engaging more with schools and in a range of community related activities – though one factor that the migrants identified as preventing greater social engagement is often the long and/or anti-social hours that many of them work. A greater more tailored effort to engage the growing Romanian population may be required for the reasons discussed above.

Finally, with regard to Brexit and how it has/is expected to impact on the local area - schools noted more Polish families returning home (return migration) in recent months, although this could also be due to improving employment conditions and the falling value of sterling as noted previously. A lack of urgency among migrant workers (including parents) regarding engaging with the settlement scheme was highlighted, often due to uncertainty among the migrant population as to whether Brexit will actually happen and a clear recognition of the important role, they play in supporting local industries. However, evidence provided by the Rosmini Centre on the increasing number of cases requiring assistance with Settlement applications in the three months prior to completion of this report (586 appointments made requesting assistance with processing applications between August and October 2019), suggests that a developing sense of urgency exists amongst local migrant workers in relation to their status post Brexit.

In one interview the participant discussed activities being planned within the local authority with regard to the post-Brexit landscape which may impact on the local populations as well as community cohesion and engaging EU and UK born nationals more generally. These included the possibility of Public Health England moving back to be a presence within the local authority, and a shift towards decentralising services to reach communities more effectively, as well as development of remote working opportunities, and scaling back on expenses related to maintaining large buildings etc. Though these proposals are driven by policy objectives including those around integration and engagement, they are not necessarily all related to Brexit.

Several respondents indicated that they felt migrants were increasingly preparing to apply for EU Settled Status and many of the employers and employment agencies regarded it as in their own interests to facilitate this regularisation of legal status. One such interviewee noted that

‘Obviously, regarding settled status, people are applying for settled status. That allows them to stay in this country. It depends on whether people make that choice, if they feel that they want to go back to their country of origin or not.’

It was apparent through the interviews conducted with migrants, that knowledge and awareness of the Settlement Scheme varies widely – while most stated that they intended or would like to stay in the UK permanently or for the long-term, responses varied. Some intended applying for settled status, some were uncertain over what they would do, and another had not even heard of the scheme. It was also clear that uncertainties over Brexit had impacted on these interviewees, with most stating they did not know what their futures held and that they had put their plans on hold until the outcomes had been settled.

7. Project findings and conclusions

This Section maps out key cross-cutting themes from across the data sets and materials discussed within the Final Report. It summarises the quantitative data findings and triangulates them against the qualitative findings (interviews and focus groups), literature and media reviews. These themes are then mapped against the project aims and objectives, presented in the report's Introduction.

7.1. Characteristics of the core emerging/migrant communities

As explored in considerable detail within Chapters 5 and 6, it is self-evident that the flow of migrant labour has both increased, in size and changed in its composition in recent years. Over the period of time when the first data set was gathered from migrant workers (September - December 2018) 220 survey responses from migrant worker service users were gathered via IAG organisations. This data demonstrates that the most recent in-flow of migrant worker service users consisted of increasing numbers of Bulgarian, Romanian and Lithuanian nationals, with many arriving in 2018.

Whilst indications (information received from IAG providers) suggest that a Lithuanian population has been present in the study area for some years (initially identified in 2010), survey data on date of arrival of service users and qualitative evidence in Chapter 5 indicates that this group has increased in number over the study period, with 40% of the surveyed Lithuanians arriving in 2018. Survey data further indicates that the highest numbers of Romanians and Bulgarians arrived in the locality/UK in 2018 (80% of Bulgarians and 50% of Romanians). By contrast, the smaller numbers of Polish and Portuguese service users were of considerably longer standing, e.g. 53% of Polish service users arrived between 2006-10 with the remainder, in smaller numbers between 2012-18.

Most recent migrants from Romania and Bulgaria were within the age range 31-50 at point of entry. Lithuanians, in contrast, were most likely to have entered the UK between the ages of 18-30. Indeed, it was noted in several interviews – particularly amongst employers – that more recent waves of migrants were likely to be older, less well educated, more likely to come from rural areas of Lithuania, Romania and Bulgaria and were lower skilled than in

the past.

UK education and health professionals are increasingly aware of changing language requirements and demographics. They also indicated that they are aware that more recent migrant groups (and hence demand for language support in schools) came from the above three countries. They also had substantial numbers of longer established children in schools who were from Poland. The most common language support requested from a range of service providers (statutory sector and NGOs) were for Lithuanian, Polish, Romanian and Russian speakers respectively (omitting requests for non-European languages such as Urdu for the relatively smaller and longer established Pakistani population).

7.2. Labour movement/recruitment/needs post-Brexit

As explored in Chapters 5 and 6, employers and migrant workers both indicate that most employees are recruited via agencies, although there is some evidence of growth in direct employment within some food processing plants and factories. Employers are aware of the need to develop enhanced packages to support higher skilled employee recruitment, and some concern was expressed over the labour shortages that a number of local employers have been experiencing for the last few years, worsening post Brexit. Employers advised that it might prove necessary to either move processing plant abroad, or recruit from further afield.

Evidence presented within Chapter 5 (Table 25.1) suggests that 161 migrant workers (73%) from our quantitative sample of 220 indicated an intention to stay permanently in the UK, and this may mitigate workforce shortages, although much depends on the post-Brexit arrangements. We anticipate that over time, longer established and higher skilled migrants are more likely to integrate fully into the mainstream workforce. Subsequently, as households are established and currently single workers become more settled, begin to raise families, etc there is likely to be a reduction in these workers' willingness to adapt to labour requirements when this entails high degrees of flexibility, poor conditions or insecure work. One respondent indicated that longer established migrant groups tended to follow similar employment patterns to the UK workforce. Therefore, a risk may be anticipated that

patterns of highly mobile, flexible working are likely to be less attractive to longer-established migrant workers over time.

Employers and labour providers felt that it was becoming increasingly difficult to recruit good quality workers from Europe due to a combination of factors: the supply of younger, reasonably skilled and educated workers having been depleted, meaning employers and agents were increasingly having to recruit less skilled, older, rural workers; concerns over Brexit, and alternative opportunities both in their own countries and elsewhere in Europe. Respondents noted, across different sectors, that migrant workers are more work-ready and have a different and more robust 'work ethic' than do UK-born workers. The latter were believed to be generally less productive, less hard working (both in educational and employment contexts) and less engaged than their migrant counterparts. It was also noted that there is a lower sickness and absentee rate amongst migrant workers than UK-born employees.

No employers provided accommodation for their workforce: migrant workers were overwhelmingly living locally in private rented accommodation, frequently in HMOs. Employers did not demonstrate any interest in directly providing accommodation for workers in the area. We were asked to explore whether such an option might be considered of interest post-Brexit to enable migrant workers to remain within employer supplied accommodation during peak seasons, from where they could be 'bussed' to supply labour to a range of local farms or food production sites. However, it would appear that employers consider that accommodation need is adequately met by the supply of private rented housing in the study area, and moreover that the bureaucracy involved in supplying workers with accommodation at their place of work is overly complex and places too great a responsibility on employers.

The question arises as to the potential to engage more closely with targeted recruitment and training of the local UK-born population, who have been widely noted as being disengaged from, or unwilling to accept, the type of work undertaken by migrant workers. Targeted initiatives aimed at such potential workers, coupled with improving wages and conditions and more secure employment in the wake of anticipated labour shortages may potentially attract more British workers to take up a short fall in factory and food production

employment. We would note that direct, permanent employment by employers rather than more flexible agency work, may prove more attractive to long established residents such as the UK-born workforce. The increasing conditionality attached to out-of-work benefits, coupled with the move towards a 'workfare' type welfare system that has developed in the UK under recent governments, could also compel locals to take available jobs at the threat of benefit sanctions/withdrawal. This, however, would do little to address issues of punctuality, absenteeism and low productivity, which, some employers argued, characterised many of the local UK workers.

Concerns over difficulties in retaining a stable income whilst undertaking flexible, varying hours, or short-term work (circumstances which are likely to particularly impact households with dependents who may well require top up benefits such as Tax Credits and Housing Benefit to meet their needs), may potentially be alleviated in the future. A suggestion from experts in benefits entitlement and employment support who participated in the study, was that the Universal Credit system being rolled out in the study area may potentially be flexible enough to support such working patterns and resultant variable incomes across the year.

7.3. Demand for public and voluntary services by emerging/migrant communities

The most commonly stated support needs detailed by IAG and voluntary sector agencies concerned clients requiring assistance with healthcare, housing and access to/clarification of benefits eligibility. Language barriers (and lack of community languages routinely employed by statutory agencies) were key concerns. With regards to the latter some schools have developed innovative 'buddying' schemes where children act as translators and health professionals are often supported by English speaking family members of patients. Several respondents referred to the impact of austerity driven budget cuts and stretch on services. Inevitably, demand for translation services add to this, despite innovative and cost-effective approaches to support service users from all communities. As population demographics change and more recent cohorts of migrant workers form families and have children, there will be an increase in the range of languages spoken in schools, potentially requiring that specialist bi-lingual staff are employed to support these children at least in their early years at school. In turn, Brexit agreements and emerging immigration

regulations, for example pertaining to minimum income requirements for migrants who wish to settle, may have implications for hiring bi-lingual teachers or specialist staff.

As discussed in Chapter 4, the 2016 JSNA study identified the increase in registrations of non-UK born 'White Other' patients on GP lists from 504 in 2003/4 to 1,249 in 2013/4. However, this data set does not adequately capture the full number (or extent of health need) of migrant workers. Those individuals who are not registered with a GP or who are accessing emergency care at hospitals instead, are not enumerated in this data. We were unable to obtain information on numbers of hospital visits by unique patient number for migrant workers but would anticipate that a considerably larger number of CEE residents would be identified via this route than were recorded in the JSNA of 2016. We would typically expect to see lower rates of medical contact amongst younger 'healthy migrants' than amongst UK-born citizens, but to enable appropriate forward service planning and delivery, there is a need to more accurately capture data on the health profile of migrant workers. This could be achieved by enabling real-time analysis, which would identify trends and would support professionals in considering where and how clinical commissioning groups or public health agencies might wish to develop interventions. The current NHS Data Dictionary, whilst providing 'White Other' as a self-selected ethnicity code could, potentially, be adapted at the local level, through use of a tailored 18+1 (optional) code. This could be framed to capture country of origin, or other alternatives devised to capture recent migration status at a more granular level than presently. Such a change would require both the design of appropriate data-sharing protocols and ensuring that IT systems are compatible across a range of services.

An emergent health theme was concerns over the impacts of high levels of alcohol use amongst adults associated in some cases with anti-social behaviour and familial violence.

Domestic violence (often concealed or tolerated) and safeguarding issues impacting children (and potentially vulnerable older adults) were also reported to be a serious concern by several respondents. These concerns were typically associated with adults working long or antisocial hours for low pay or in insecure work, where it was noted that children (often living in HMOs) may not have a parental figure or responsible adult available to support them on return from school. Co-residence in HMOs or potentially poor quality private rented

accommodation, where children and families may reside with unrelated or previously unknown adults, was also flagged up by some respondents. Lone parent families were felt to be particularly vulnerable in such circumstances.

A widespread fear of engaging with statutory agencies – especially social services – in relation to the above sensitive topics was acknowledged across migrant worker communities. Similarly, it was noted by several respondents that clients from migrant populations may find it extremely hard to accept the need for, and to access, mental health services, due to mental health conditions being stigmatised in their countries of origin.

Culturally based practices regarding children and young people taking on caring responsibilities for younger siblings, being home alone, or having significant levels of responsibility in the home whilst parents were working long hours were prominent themes in a number of interviews. Such approaches to child-rearing are in conflict with UK standards of child welfare, leading in some cases to contact with social services teams, who are widely perceived of as likely to remove children into care – in itself leading to a cycle of mistrust and reduced likelihood that families in need, or struggling to cope, would seek support.

Whilst at present the number of older CEE migrants is low, based on the survey analysis and presumptions about permanent settlement in the UK, there will be a future need to deliver more tailored support for members of these communities. It was stated on a number of occasions by respondents in different sectors that service users need additional assistance when completing documentation and forms and this is likely to be particularly pertinent for older migrant workers or family members of workers.

In the medium to long-term, CEE migrants in the Wisbech area will require similar levels of medical and social care (with appropriate adaptation/variations) as the local UK population. Forward planning is therefore urgently recommended, to enable health service commissioners to meet this projected need.

A major theme has been migrant workers' reliance on poor quality private rented accommodation, particularly in HMOs. Residence in this type of accommodation may be

particularly detrimental in supporting the needs of children, vulnerable adults and a growing older migrant population. There is a clear need for consideration to how best to meet the anticipated growing need for family accommodation for emerging communities as well as to ensure that such accommodation is of a fit quality for human habitation. Whilst Operation Pheasant has proved successful in tackling exploitation and poor-quality housing, there is no room for complacency. It was also noted that as a result of actions such as Operation Pheasant in and around Wisbech, that HMOs accommodating CEE migrants are spreading out geographically to surrounding areas where landlords might assume that inspection and regulation is less stringent. Ongoing monitoring and enforcement of regulations pertaining to housing conditions impacting migrant workers must continue and take account of the changing residential patterns of this population.

7.4. Engaging with emerging/migrant communities

Although social media (and some broadcast and print media) commentary suggests that there are considerable tensions around anti-social behaviour within the Fenland District we did not find substantive evidence of this whilst undertaking this research. Indeed education, health and other professionals indicated that apart from access to language skills, that migrant populations were generally quite well integrated, particularly where households had children and parents were engaged with school activities.

We were unable to access any information from police or social services, however, and further information if obtainable from these agencies may shed a more nuanced light on potential sources of tension.

It was noted by several respondents that as some communities become larger, that it is possible for migrant workers to live within mono-cultural blocs and only participation in co-national 'mixing'. Accordingly, contacts between different communities (both migrant and UK nationals) may be lessened. As such we recommend that steps should be taken to enhance opportunities for diverse migrant populations to encounter each other and the wider local population, with particular reference to the proposals outlined within the Government's Integrated Communities Strategy (2018). However, the long hours that many CEE migrants work may require agencies or local authorities engaging in such activities to

consult with IAG organisations and migrant workers to identify hours, locations etc. which are most amenable to such social or cultural events. Schools, community centres and health centres may prove particularly relevant as accessible locations for engagement both from the point of view of service providers, and for facilitating contact between migrant workers and other local populations (e.g. through evening or weekend health screening events delivered in both English and other languages).

Most importantly, as evidenced by the considerable efforts of the research team to access professionals, data sources and to facilitate interviews, there is a pressing need to develop closer inter-agency working groups and data-sharing protocols amongst statutory and voluntary sector agencies across the study area.

Whilst it is acknowledged that work stretch, constrained resources and the particular problems of a large, predominantly rural area means that it may be challenging for professionals to meet on a face to face basis regularly, digital tools (such as Skype meetings) may facilitate communication and participation in such meetings. Accordingly, the need for developing interagency working groups and fora must be of high priority. In particular, the engagement of health services and the police along with local authority and education leads should be of the highest priority to ensure that up to date intelligence to support communities and deliver appropriate services is available and accessible to all key stakeholders.

8. Policy recommendations

Based on the findings of the above research, and aligned with the project's aims and objectives, the following key policy recommendations pertain:

Recommendation 1: Improved Data Collection and Sharing

There is a critical need for longitudinal data generating, mapping of information and sharing of intelligence, to enable anticipation of resources (health, education, etc.) in one, three and five-year timeframes. Appropriate forward-planning and resource allocation to statutory sector agencies must be of high priority, given the diverse migrant population and ranges of languages spoken in the study area.

Recommendation 2: Intelligence Sharing via Inter-agency Forums and Data-Sharing Protocols

To aid sharing of data and intelligence, there is a need for regular inter-agency forums to engage key stakeholders. These should include regular attendance from health services (Primary and Secondary Care, CCGs, Public Health agencies etc), police, social service, education, DWP representative, local authority housing and community cohesion officers as well as IAG agencies.

An appropriate data-sharing protocol should be devised to ensure agencies are aware of which clients are seen in multiple IAG locations, and which information/support they accessed. Such a protocol would help avoid duplication of recorded information, resources and staff time, by ensuring agencies are aware of which clients are seen in multiple IAG locations and which information/support they access.

On-going longitudinal 'real-time' data mapping would ensure that service providers are aware of changes in demographics and can plan for them, i.e. changing language use; growing populations of older people with specific needs; planning for new cohorts of children entering education from the countries of origin etc.

Recommendation 3: Preparing for the EU Settlement Scheme

Given the large number of survey respondents who indicated a desire to settle permanent in the UK, there is a clear need for stakeholders to continue to advise and educate EEA (specifically Central and East European) migrant workers and their families about the importance of preparing for Brexit by obtaining the required evidence to enable them to stay in the UK under the EU Settlement Scheme⁸. Most importantly a clear message should be passed on that EU citizens who have not obtained a record adequate for settled or pre-settled status by the required deadline (31 December 2020 for no-deal Brexit; 30 June 2021 if a deal is agreed) are at risk of becoming illegally resident and are in danger of deportation. In addition, high priority support for settled status applications is required to be provided by multiple public organisations, IAG agencies and employers, given the high and increasing demand for information and advice (see footnote 8 below).

Recommendation 4: Better Access to Information

Information on the EU Settlement scheme as well as on housing issues (rights to apply for social housing, requirements on landlords in relation to health and safety, decent homes, etc), access to employment related benefits, health registration and the availability of preventative screening, etc should be prepared and disseminated, using a variety of methods, e.g. leaflets, emails, text messages, and via downloadable phone apps. The latter would enable migrants who may be working long hours to access important information or updates about service provision. For example, downloadable up to date messages could be sent in relation to specialist pop-up women's health clinics, or to alert workers to public health concerns such as measles outbreaks etc, as well as to remind workers of imminent deadlines for registering for the EU Settlement scheme. Such information could also be disseminated in stakeholder offices and at public events organised by recruitment agencies, voluntary organisations, churches, healthcare centres, schools etc. These materials should be provided in the most commonly used community languages. Intelligence sharing (see

⁸ As of 23rd October 2019, the Rosmini Centre alone had received 586 requests for help from migrant workers with Settled Status applications, of which 90% full applications had been completed by the IAG team since summer 2019 whilst others were in process.

Recommendation 2, above) would enable stakeholders to be alert to newly emergent communities, and the potential need to upgrade languages used in disseminating information to include additional languages to meet the needs of new migrant populations.

Recommendation 5: Increasing UK local labour force participation

Tailored targeted efforts should be made to encourage UK-born local workers to train for and take up available employment in the study area. Indeed, this may become a necessity given the possibility of labour shortages post-Brexit and the necessity of securing alternative sources of labour. This may be linked to amendments/changes in Universal Credit which an interviewee believed could make flexible employment options more accessible for individuals who may require a regular income to meet housing costs on rented flats or family homes etc. Further benefits of upskilling local UK labour sources are the enhanced contact between both UK-born populations and migrant workers in the workplace, a process anticipated to defuse of any potential tensions between migrant and non-migrant populations which have been identified within social media commentary.

Recommendation 6: Tailored Individual Support

In addition to the provision of advice leaflets and information disseminated via phone apps noted above (see Recommendation 4), there is a clear need to deliver tailored individual support (e.g. in health centres, education settings and local authority contexts) using community languages for members of CEE communities. Greater levels of support are needed for the increasing numbers of older CEE migrants whose English language proficiency has been identified as being low, and who therefore find it difficult to access services in the local area. This group may in time – if long-term settlement occurs – also require greater levels of support from voluntary service providers (e.g. Age UK, the Rosmini Centre) and from a wider range of health and social care agencies to meet their needs.

Recommendation 7: Innovative English Language Learning and Education

Inter-agency discussions and collaborative planning should consider diverse formats (e.g. via provision of podcasts in some common community languages) to educate CEE migrant

communities about potential learning opportunities, including flexibly timed or remote teaching (on-line) delivered English language classes, strategically delivered by agencies working together to pool their resources. For example, strategies to engage and inform could include the provision of bite-size learning opportunities delivered via apps in some common community languages. Further cost-sharing and added value opportunities could be achieved, for example, by utilising multilingual staff employed in voluntary and community service organisations (such as the Rosmini Centre) to support local interpreters used in health care settings, or when migrants are in contact with local authority staff or police services.

Recommendation 8: Accessible data on local labour market trends

Employers and labour providers demonstrated a high degree of uncertainty, and varying views regarding the impact of Brexit on their business and on their future ability to meet labour force demands. While there is evidence that labour shortages are driving wage increases in the agricultural and food processing industries better labour market data collection and forecasting could help to mitigate some of the potential issues created by Brexit – for example by exploring value of wages paid against sector averages or against other location-specific employers. This is especially pertinent if UK born locals are required to fill any potential labour gaps though the perception of such work as unappealing and low status by many UK locals will also need addressing. Better and more accessible information on local labour market trends would also enable consideration of whether these variables provide some explanation for work-flow challenges encountered on occasion.

Recommendation 9: Future Research to Address Gaps in Knowledge

Due to the limited number and range of public and voluntary service providers who participated in this research, there is an urgent need to undertake further research beyond this pilot study, to build a more nuanced picture of the healthcare, housing and educational needs of CEE migrant communities as well as experiences of contact with criminal justice agencies.

Follow-up research and community engagement activities should be undertaken to obtain a better understanding of the various social and public service needs of migrant worker communities including in relation to safeguarding concerns and potential unmet mental health needs as identified in a number of interviews. In particular it is recommended that more in-depth health focused research (supported by the inclusion of additional coding to indicate recent migrant status or break down 'White Other' categories further within health datasets) and building upon the 2016 JSNA and findings from this study is required to aid with service planning.

Appendix I: Topic Guide/Interview Schedule [Employers]

Unique Code: _____

Location of interview: _____

No. of participants (FG): _____

Date: _____

Time: _____

Translation YES

services: NO

Languages used: _____

English ☐

Russian ☐

Polish ☐

Bulgarian ☐

Slovakian ☐

Czech ☐

Romanian ☐

Lithuanian ☐

Other (.....)☐

GENERAL

1. Standard Introduction (all participants)

Age/Gender/Role – e.g. Direct employer (Farmer/Factory Owner) or recruits migrant workers for an agency; gang-master; NFU policy/recruitment specialist etc.

Level of experience in role – e.g. number of years of working with migrant groups and any community languages spoken – recruits internationally or only in UK?

Main groups employed (by nationality/ethnicity e.g. Romanian; Roma; Latvian etc...)
– *demographic changes? Variance by locality? Preference for particular community over another?*

What type of work is offered by self/agency? Fluctuates seasonally? Probe re information on this and knowledge of what workers do when not employed by respondent.... E.g. locality, accommodation, seasonal fluctuation, etc.

Main issues encountered in relation to employment.

(general) + advice referrals/support offered to employees – e.g. use of services such as ACCESS/Rosmini etc. – relationships with those services

SPECIFIC: Accommodation options and legal issues (whether space exists in accommodation owned by farmers to enable provision of accommodation for migrant workers out of their 'own season' of field labour but such as to permit of provision of accommodation for other farmers/employers' workers; issues around legislation and status as 'landlord' if providing accommodation and workers NOT currently employed on the farmer/landowners' own fields/factory etc);

Transport concerns? – to/flow work locations etc? how deal with this? Any difficulties? Proposals for improved access to employment location? Cost implications? How funded?

Healthcare and Education/Childcare how do these elements impact on employment services/flow of workers and their families? (use of services and implications for service peaks/flows – employee absence etc? Are migrants increasingly bringing family members to UK support their labour/dependents?)

Employers interactions with criminal justice system and migration authorities of employers (impacts of possible destitution/anti-social behaviour; deportation for criminal activities; administrative removals) – how does this impact local community relations?

11. Any knowledge of workers' welfare support when not working? (probe re: migrant labour flow re avoidance of destitution; types of benefits claimed) – does this intersect with issues around Criminal Justice/Anti-social behaviour etc. Any knowledge of/support for **cultural life/social integration** patterns of workers? (languages spoken, events, leisure activities, church attendance etc)

12. Concerns around Post-Brexit landscape (employment flow, meeting contracts etc. future planning e.g. helping workers to obtain a British passport; enhanced welfare and accommodation support?) Cost and practical implications?

ANY OTHER ISSUES

Thank Participant and end – ensure know of ability to withdraw from study if desire; aware of contacts if any question raised/complaint or in need of further support – refer to agency etc.

Appendix II: Topic Guide/Interview Schedule [Migrant Workers]

| | | | | |
|-------------------------------------|----------------------------------|-----------------------------------|------------------------------------|--|
| Unique Code: | _____ | Date: | _____ | |
| Location of interview: | _____ | Time: | _____ | |
| No. of participants (FG): | _____ | Translation services: | YES NO | |
| Languages used: | _____ | | | |
| English <input type="checkbox"/> | Russian <input type="checkbox"/> | Polish <input type="checkbox"/> | Bulgarian <input type="checkbox"/> | Slovakian <input type="checkbox"/> |
| Lithuanian <input type="checkbox"/> | Czech <input type="checkbox"/> | Romanian <input type="checkbox"/> | Latvian <input type="checkbox"/> | Other (.....) <input type="checkbox"/> |

GENERAL

1. Standard Question/Introduction (by all participants)

Ages/Names/Country of Origin/Duration of Residence in the UK/First language

Whether living with dependents/partner/shared household (household composition)

Location of permanent residence (e.g. Fenland area or elsewhere) Location of two most recent jobs (type of work and duration).

CURRENTLY WORKING? [type of job] - If not working at present – check if sickness/disability or other pertinent information such as not working re child-care; studying etc. – and if have worked in past

Degree of familiarity with/fluency in English, and degree of knowledge of employment rights and welfare benefits available for EU/EEA nationals (e.g. housing benefit etc).

When you first moved to the UK what sort of work did you think you'd do?

Possible prompts: Did you look for a job/or think about being self-employed here? Did

you have contacts who you could ask for help in finding work? Were you recruited in your home country or travelled to the UK and found work? Did you know about the UK social benefits that are available for jobseekers before coming to the UK? If so – how did you hear about them?

Moved location within UK? If so why – e.g. heard about job opportunities in Fenland?? *Probe re attractions to area... [e.g. awareness of large 'home country' community; advice and support, plentiful work, family/friend connections? Since coming to the UK - employment patterns of participant (types of work, work locations, seasonal fluctuations)*

What have been your experiences of living/working in the study area? – *nb: some people work considerable distance away – factories in Lincolnshire although resident in cheaper areas such as Wisbech... PROBE: relations with other migrant workers, local 'indigenous' community;*

Welfare support/subsistence when not working *(e.g. probe re: avoidance of destitution; types of benefits claimed; whether been dependent on food banks etc.)*

Housing options and any legal issues which have arisen re accommodation such as quality of provision/street homeless etc. *(Probe whether able to stay on farmer provided accommodation when no longer working for them ('out of season') – whether would be interested in such arrangements? Concerns over exploitation if did? Whether accommodation provided by person who recruited them; costs of accommodation etc... NB: awareness at all or heard of exploitation of others – and if so characteristics of such people [single, language barriers, learning disabled etc??]/modern slavery in area? Exploitation by rogue landlords re unlicensed HMOs/expensive poor-quality housing etc?)*

Healthcare and education support experience of workers and their families *(use of services/experiences?) e.g. language opportunities; enrolling children into school; self or relatives/household members requiring health care – how obtained? Challenges? Etc.*

Interactions with criminal justice system and migration authorities? *Probe which agencies, opinions, understanding of processes (e.g. possible destitution/anti-social behaviour; deportation for criminal activities; administrative removals; street homelessness)*

Cultural life/social integration patterns *(probe re: languages spoken; events attended – nationality/language of those connected with via social events. Relationships with people of different cultural background, leisure activities, church attendance – and help received from agencies such as Rosmini/ACCESS etc – if received assistance how became aware of such services? etc)*

Post-Brexit landscape *(awareness of the Settled Status Scheme requirements; and future planning e.g. return migration or obtaining a British passport; intent to remain long-term; impact on remittances etc)*

Long-term plans in study area/UK etc – *e.g. probe desire to earn money and return home/purchase land; move to another country? Bring relatives over to UK and settle? Unsure and depends on political situation etc? NB: for Roma people check in relation to experiences of discrimination in home country impacting decisions.*

Thank Participant and end – **ensure aware of ability to withdraw from study if wish; contacts if any question raised/complaint or in need of further support – refer to agency etc.**

Appendix III: Topic Guide/Interview Schedule [Service Providers]

| | | | |
|---------------------------|--------------------------------|---------------------------------|------------------------------------|
| Unique Code: | _____ | Date: | _____ |
| Location of interview: | _____ | Time: | _____ |
| No. of participants (FG): | _____ | Translation services: | YES NO |
| Languages used: | _____ | | |
| English | Russian | Polish <input type="checkbox"/> | Bulgarian |
| | Czech <input type="checkbox"/> | Romanian | Latvian <input type="checkbox"/> |
| | | | Slovakian <input type="checkbox"/> |
| | | | Other (.....) |

GENERAL

1. Standard Introduction (all participants)

Age/Gender/Role – type of agency

Level of experience in role – e.g. number of years of working with migrant groups and community languages spoken

Main groups encountered (by nationality/ethnicity/gender e.g. Romanian males; Roma family groups; Latvian females etc...) – demographic changes? Variance by locality?

Main issues encountered e.g. poverty; homelessness; landlord or employer exploitation –

NB: probes will vary for group – *education staff* will be asked about continuity of education and changes in demographics amongst pupils; parents' ability to support learning; etc. *health professionals* remain conditions encountered, e.g. pregnancy in

young women; employment related injuries; use of translators for service support etc. *Police* - migrants as victims of crime/perpetrators; anti-social behaviour (ASB), hate crime etc. inter-group tensions etc. Types of crime/ASB and any trends within different nationality groups

Challenges and concerns in relation to provision of services – *e.g. language barriers; rising use; cost of provision of service/funding issues and staff capacity; impacts on delivery of service to other groups; NB: explore as appropriate – sense of colleagues' attitude towards migrant workers/their role in delivering services*

Any issues/concerns/awareness of how client group participate in social integration activities (*e.g. Patterns/Trends – for example in relationships with local community leading to closer engagement/settlement on a permanent basis; referral routes to services/how help received from agencies such as Rosmini/ACCESS etc*)

Post-Brexit landscape (*Considerations/opinions on how the change in status of EU migrants may impact service delivery – e.g. concerns over increased rates of destitution etc? knowledge of service users' planning for future e.g. return migration or obtaining a British passport; intent to remain long-term; other relatives joining current residents etc – for example childcare or elderly relative support*)

ANY OTHER ISSUES

Thank Participant and end – ensure know of ability to withdraw from study if desire; aware of contacts if any question raised/complaint or in need of further support – refer to agency etc.

Appendix IV: Participant Information Sheet [Employers]

Purpose and value of the study:

The aim of the interviews is to explore your experiences of recruiting and employing migrant workers living or working in the area of Wisbech, Fenland District Council or neighbouring areas (for example, Lincolnshire). We are interested in finding out about your needs and experiences as an employer, recruiter or policy expert engaged in monitoring workflow demand for your sector in relation to these communities. In particular, we are seeking information about the main issues you identify as impacting supply of migrant workers (including legal or contractual issues; transport and accommodation) and how your employment needs are impacted by legal, demographic or social change. In particular, we are interested in your views on the challenges which may be presented by the implementation of Brexit; the most common issues you see which impact employers of migrant communities and your Business or sector's plans for future delivery of targets/employee workflow which may increase your productivity or mitigate challenges to seasonal migrant labour force availability.

Invitation to participate:

You are invited to participate in this research study if you are an adult (over 18 years of age) who employs, recruits or is engaged at a policy level (for example as an NFU representative) with migrant labour force supply in the area of Wisbech, Fenland District Council or neighbouring cross-border areas (for example, Lincolnshire).

We are inviting you to take part in either a group discussion (focus group) with other employers, recruiters and workflow specialists - or an individual meeting/interview - where we will talk about your experiences and concerns about the challenges facing your sector/business and which may impact the wider local population: e.g. through shortage or increase of employment opportunities; seasonal labour demand in the wake of Brexit; the potential for provision of off-season accommodation to workers when you are not yourself utilising them in your own business; community relationships and tensions etc.

Before you decide whether or not you wish to take part please read (or have read to you) the information below and if you have any questions please contact the Principal Investigator (lead researcher) with any questions. Contact details are provided at the end of this information sheet for whom to speak to. The Rosmini Centre who have distributed a call for information and who has collated information on any workforce data you hold and notified you of this ongoing research study, will also be able to provide you with further information about the project.

Your participation is entirely voluntary. You are free not to take part in an interview or focus group and any decision not to take part or to withdraw later will not affect in any way the relationship between you and any central Government, local authority, voluntary or statutory sector services with whom you may be in contact or with which your business sector has dealings.

If you do decide to take part in the research you are free to withdraw from the project at any time during the interview or up until we complete the analysis of the data (30th May 2019) and the data you provided will be destroyed and not used in any report or presentation.

Any information you provide will be anonymised (your name or clear identifying details about you which would allow anyone to identify who you are) will not be included in any report, presentation or other materials we produce. We will with your permission or at your request include the name of the service/agency which you represent in the reports and outputs from this study. Typically however in the light of potential sensitivities we would ensure that all materials are anonymised to the extent that we simply refer to a “local recruitment agency representative”; “a farmer who employs migrant workers who are transported across border for fieldwork” or “a policy specialists in the locality”. With your permission may be more explicit in relation to your service e.g. “a representative from the National Farmers Union indicated that in their experience...”. Please speak to your interviewer or focus group convenor (or contact the senior researchers) if you wish for more information or to discuss how the information you provide may be presented in the final report and associated presentations or publications.

Who is organising the research?

The research is being carried out by a team of researchers from Anglia Ruskin University (Dr David Smith and Dr Egle Dagilyte) and Buckinghamshire New University (Professor Margaret Greenfields) who have developed the project in collaboration with the Rosmini Centre in Wisbech.

What will happen to the results of the study?

The results will be written up as a report and as research papers with the aim of publication. They will be presented at conferences, including Rosmini's Dissemination Event. The study findings will enable local organisations and services (statutory, voluntary/NGO sectors; local government and employers) to better plan for and provide services to migrant communities – for example, in relation to health service provision, accommodation and how best to manage work opportunities.

Source of funding for the research:

This source of the funding is the Government's Controlling Migration Fund which supports the integration of new migrant communities in the Fenland locality. A grant under this funding stream is held by the Rosmini Centre in Wisbech (supported by Fenland Council) who have commissioned us to undertake this study.

What will happen if you agree to take part?

If you agree to take part, we will contact you to arrange an appropriate location (which may be in your place of business (individual interview) or at another convenient location such as

local authority; Business centre or local community facilities; for an interview with a trained interviewer.

The individual interview or Focus Group (group interview) will last approximately 60 minutes (but this will vary depending on how much you would like to talk about). The interview will be digitally voice-recorded and transcribed for data analysis. Focus groups (group interviews) will be held at an agreed time and place which is convenient for as many people to take part as possible. Refreshments will be provided, and travel expenses provided for taking part in the interview/focus group (where these are not otherwise obtainable e.g. from your employer/service sector).

Are there any risks involved and if so, what will be done to ensure your wellbeing/safety?

The interview will focus on general questions around your experiences of recruitment, employment and retention, challenges of hiring migrant workers; legal issues which may impact – for example licensing matters; concerns over Brexit implementation; the scope for provision of local accommodation ‘off-season’ at farms through pooling of accommodation supply; knowledge of demographic, social and community changes locally impacting worker supply or efficiency of workforce etc.

However there is a slight chance that the interview could raise difficult and upsetting issues (for example if you had a bad experience in relation to your employment experiences or a discussion impacts you on another personal level – for example in relation to experiences to a personal dispute over/with migrant workers; legal difficulties with UK Border Agency or police services etc). You do not have to answer any questions that you do not wish to, and you may take a break from or leave the interview at any point without giving a reason for doing so. If any significant distress is experienced or you would like more information or support you have the choice of contacting your employer or sector representative such as the NFU if inhouse counselling and support services are available; your healthcare provider, GP, or local support services such as the Rosmini Centre who will direct you to appropriate sources of help.

Are there any benefits to me of taking part?

There are no direct benefits you will receive for taking part but this research will give you the opportunity to talk about your experiences, challenges, solutions and views of employing migrant workers and how the broader legal domains and post-Brexit environment will potentially impact your Business or sector. The findings will inform the planning and delivery of services, workflow management and support to employers, migrant workers and local communities in the future.

What will happen to any information collected from you and how will your participation in the project be kept confidential?

Each interview will be allocated a number and documents and files relating to that participant will be saved under that number. Your name will not be connected to any data collected from you. The digital voice-recording of the interview will be uploaded to a password-protected computer. Once the audio file has been uploaded to the computer it will be deleted from the digital voice recorder. Any hardcopy documents (e.g. the consent form) will be stored in a locked filing cabinet in the researchers' office at BNU.

Interviews will be transcribed by a professional transcription service provider. During transcription all names and any other potentially identifying information will be changed. Transcripts will be saved with the same number as the audio file.

All materials will be held in line with legal requirements of data protection. The audio recording will be securely retained for a period of 3 years from the end of the research project, prior to being destroyed.

Are there any instances where confidentiality would be broken?

The only time that confidentiality would be broken, is if anything is disclosed which indicates a risk of harm to yourself or others. Should this be necessary it will be discussed with you at the time of interview.

Contacts for further information:

Professor Margaret Greenfields (Principal Investigator) Buckinghamshire New University
Margaret.Greenfields@bucks.ac.uk 01494 522141 x5770

Dr David Smith (Anglia Ruskin University) david.smith1@anglia.ac.uk

or Dr Egle Dagilyte (Anglia Ruskin University) egle.dagilyte@anglia.ac.uk

This study has been reviewed and approved by the Department Research Ethics Panel at Bucks New University.

If you have any concerns or complaints about any aspect of the study please contact the researchers in the first instance using the contact details above. However, if after speaking with the researchers you wish to complain formally you can do this through contacting the

Research and Enterprise Development (RED) Unit at Buckinghamshire New University. Please contact Dr Melanie Nakisa, RED Unit, Buckinghamshire New University, High Wycombe, Buckinghamshire HP11 2JZ melanie.nakisa@bucks.ac.uk. Normally your complaint will be acknowledged within five working days and answered as soon as possible thereafter.

Appendix V: Participant Information Sheet [Service Providers]

Purpose and value of the study:

The aim of the interviews is to explore your experiences of working with, providing services to, or supporting the diverse migrant worker population living or working in the area of Wisbech, Fenland District Council or neighbouring areas (for example, Lincolnshire). We are interested in finding out about your experiences as a professional or volunteer involved in delivering services or support to members of these communities. In particular we are seeking information about the main issues you identify as impacting migrants, how you work with the communities (for example delivering specialist outreach); how your service is impacted by any demographic change or stretch on service demands; the most common issues you see which impact migrant communities (and which may in turn impact on longer-established populations in the area – e.g. change of emphasis in service delivery; challenges around community integration etc) and your service or agency's plans for future delivery or targeted programmes, particularly after Brexit, when there may be increased or decreased service demand which may potentially impact migrant workers.

Invitation to participate:

You are invited to participate in this research study if you are an adult (over 18 years of age) professional or volunteer working to deliver services to migrant (non-UK born) residents in the area of Wisbech, Fenland District Council or neighbouring areas (for example, Lincolnshire) e.g. – a health professional; worker at an advice or information service; police officer or educational specialist.

We are inviting you to take part in either a group discussion (focus group) with other people who are working in the statutory and NGO/Voluntary sector - or an individual meeting/interview - where we will talk about your experiences and concerns about the challenges facing your clients/service users and the wider local population: e.g. service demand in relation to health, education or contacts and role of police services; impacts of employment patterns on service delivery (and accessibility of your provision), community relationships etc.

Before you decide whether or not you wish to take part please read (or have read to you) the information below and if you have any questions please contact the Principal Investigator (lead researcher) with any questions. Contact details are provided at the end of this information sheet for whom to speak to. The Rosmini Centre who have distributed a call for information to your service and has collated information on data you hold and notified you of this research study will also be able to provide you with further information about the project.

Your participation is entirely voluntary. You are free not to take part in an interview or focus group and any decision not to take part or to withdraw later will not affect in any way the relationship between you and your employer or the services providing support to migrant workers or who may have notified you of this study.

If you do decide to take part in the research you are free to withdraw from the project at any time during the interview or up until we complete the analysis of the data (30th May 2019) and the data you provided will be destroyed and not used in any report or presentation.

Any information you provide will be anonymised (your name or clear identifying details about you which would allow anyone to identify who you are) will not be included in any report, presentation or other materials we produce. We will with your permission include the name of the service which you represent in the reports and outputs from this study. This may in relation to highly sensitive materials be anonymised to the extent that we simply refer to “a health authority in the locality” “a headteacher in a school in the region with a large migrant pupil body” or with your permission may be more explicit in relation to your service e.g. “a representative from the Wisbech Police indicated that in their experience...” . Please speak to your interviewer or focus group convenor (or contact the senior researchers) if you wish for more information or to discuss how the information you provide may be presented in the final report and associated presentations or publications.

Who is organising the research?

The research is being carried out by a team of researchers from Anglia Ruskin University (Dr David Smith and Dr Egle Dagilyte) and Buckinghamshire New University (Professor Margaret Greenfields) who have developed the project in collaboration with the Rosmini Centre in Wisbech.

What will happen to the results of the study?

The results will be written up as a report and as research papers with the aim of publication. They will be presented at conferences, including Rosmini’s Dissemination Event. The study findings will enable local organisations and services (statutory, voluntary/NGO sectors; local government and employers) to better plan for and provide services to migrant communities – for example, in relation to health service provision, accommodation and how best to manage work opportunities.

Source of funding for the research:

This source of the funding is the Government’s Controlling Migration Fund which supports the integration of new migrant communities in the Fenland locality. A grant is held by the Rosmini Centre in Wisbech who have asked us to work on this study.

What will happen if you agree to take part?

If you agree to take part you will be invited to attend at an appropriate location (which may be in the offices of your service or a convenient community or advice centre) for an interview with a trained interviewer. The individual interview or Focus Group (group interview) will last approximately 60 minutes (but this will vary depending on how much you would like to talk

about). The interview will be digitally voice-recorded and transcribed for data analysis. Focus groups (group interviews) will be held at an agreed time and place which is convenient for as many people to take part as possible. Refreshments will be provided and travel expenses provided for taking part in the interview/focus group (where these are not obtainable from your employer/service).

Are there any risks involved and if so what will be done to ensure your wellbeing/safety?

The interview will focus on general questions around your work, experiences of provision of services and support; knowledge of demographic and professional change impacting service delivery, etc. However, there is a slight chance that the interview could raise difficult and upsetting issues (for example if you had a bad experience in relation to your working role or a discussion impacts you on another personal level – for example in relation to experiences of homelessness or domestic violence). You do not have to answer any questions that you do not wish to, and you may take a break from or leave the interview at any point without giving a reason for doing so. If any significant distress is experienced or you would like more information or support you have the choice of contacting your employer if there are inhouse counselling services available; your healthcare provider, GP, or local support services such as the Rosmini Centre who will direct you to appropriate sources of help.

Are there any benefits to me of taking part?

There are no direct benefits you will receive for taking part but this research will give you the opportunity to talk about your experiences and views of working with supporting migrants and broader communities in your area, in relation to practical challenges and solutions to demographic change. The findings will inform the planning and delivery of services to migrant workers and local communities in the future.

What will happen to any information collected from you and how will your participation in the project be kept confidential?

Each interview will be allocated a number and documents and files relating to that participant will be saved under that number. Your name will not be connected to any data collected from you. The digital voice-recording of the interview will be uploaded to a password-protected computer. Once the audio file has been uploaded to the computer it will be deleted from the digital voice recorder. Any hardcopy documents (e.g. the consent form) will be stored in a locked filing cabinet in the researchers' office at BNU.

Interviews will be transcribed by a professional transcription service provider. During transcription all names and any other potentially identifying information will be changed. Transcripts will be saved with the same number as the audio file.

All materials will be held in line with legal requirements of data protection. The audio recording will be securely retained for a period of 3 years from the end of the research project, prior to being destroyed.

Are there any instances where confidentiality would be broken?

The only time that confidentiality would be broken, is if anything is disclosed which indicates a risk of harm to yourself or others. Should this be necessary it will be discussed with you at the time of interview.

Contacts for further information:

Professor Margaret Greenfields (Principal Investigator) Buckinghamshire New University
Margaret.Greenfields@bucks.ac.uk 01494 522141 x5770

Dr David Smith (Anglia Ruskin University) david.smith1@anglia.ac.uk

or Dr Egle Dagilyte (Anglia Ruskin University) egle.dagilyte@anglia.ac.uk

This study has been reviewed and approved by the Department Research Ethics Panel at Bucks New University.

If you have any concerns or complaints about any aspect of the study, please contact the researchers in the first instance using the contact details above. However, if after speaking with the researchers you wish to complain formally you can do this through contacting the

Research and Enterprise Development (RED) Unit at Buckinghamshire New University. Please contact Dr Melanie Nakisa, RED Unit, Buckinghamshire New University, High Wycombe, Buckinghamshire HP11 2JZ melanie.nakisa@bucks.ac.uk. Normally your complaint will be acknowledged within five working days and answered as soon as possible thereafter.

Appendix VI: Participant Information Sheet [Migrant Workers]

Before you decide whether or not you wish to take part please read (or have read to you) the information below and if you have any questions please contact the Principal Investigator (lead researcher) with any questions.

Purpose and value of the study:

The aim of the interviews is to explore your experiences of living and working in the UK as a migrant worker. You are invited to participate in this research study if you are an adult migrant (e.g. non-UK born), living or working in the area of Wisbech, Fenland District Council or neighbouring areas (for example, Lincolnshire).

We are interested in where you come from (your country of origin); your work experiences (and patterns of work/job preferences); where you live (what sort of accommodation, whether it is suitable for you and your family); what services you use (for example medical or educational) and your plans for the future, particularly after Brexit.

What will happen if you agree to take part?

If you do decide to take part in the research, you are free to withdraw from the project at any time during the interview or up until we complete the analysis of the data (late May 2019) and the data you provided will be destroyed and not used in any report or presentation.

Your participation is entirely voluntary. You are free not to take part in an interview or focus group and any decision not to take part or to withdraw later will not affect in any way the support or services you receive from any local agency who may have told you about this study.

Any information you provide will be anonymised (your name or clear identifying details about you which would allow anyone to identify who you are) will not be included in any report, presentation or other materials we produce.

Research Process:

If you agree to take part, we will ask you to take part in either a **group discussion with other 'migrant workers'** living or working in the area - **or an individual meeting/interview.**

You will attend at an appropriate location (the Rosmini Centre or other community or advice centre) for an interview with a trained interviewer. The individual interview or Focus Group (group interview) will last approximately 60 minutes (but this will vary depending on how much you would like to talk about). The interview will be digitally voice-recorded and transcribed for data analysis. Focus groups (group interviews) will be held at an agreed time and place which is convenient for as many people to take part as possible. Refreshments will be provided, and travel expenses paid, for taking part in the interview/focus group.

Are there any risks involved and if so what will be done to ensure your wellbeing/safety?

General, non-specific, questions will be asked. However, there is a slight chance that the interview could raise difficult and upsetting issues (for example if you had a bad employment

or housing experience). You do not have to answer any questions that you do not wish to, and you may take a break from or leave the interview at any point without giving a reason for doing so. If any significant distress is experienced or you would like more information or support you have the choice of contacting your healthcare provider, your GP, or local support services such as the Rosmini Centre who will direct you to appropriate sources of help.

Are there any benefits to me of taking part?

There are no direct benefits you will receive for taking part, but this research will give you the opportunity to talk about your experiences and views of living and working in the UK. The findings will inform the planning and delivery of services to other migrant workers in the future.

What will happen to any information collected from you and how will your participation in the project be kept confidential?

Each interview will be allocated a number and documents and files relating to that participant will be saved under that number. Your name will not be connected to any data collected from you. The digital voice-recording of the interview will be uploaded to a password-protected computer. Once the audio file has been uploaded to the computer it will be deleted from the digital voice recorder. Any hardcopy documents (e.g. the consent form) will be stored in a locked filing cabinet in the researchers' office at BNU. Interviews will be transcribed by a professional transcription service provider. During transcription all names and any other potentially identifying information will be changed. Transcripts will be saved with the same number as the audio file. All materials will be held in line with legal requirements of data protection. The audio recording will be securely retained for a period of 3 years from the end of the research project, prior to being destroyed.

What will happen to the results of the study?

The results will be written up as a report and as research papers with the aim of publication. They will be presented at conferences, including Rosmini's Dissemination Event. The study findings will enable local organisations and services (statutory, voluntary/NGO sectors; local government and employers) to better plan for and provide services to migrant communities – for example, in relation to health service provision, accommodation and how best to manage work opportunities.

Are there any instances where confidentiality would be broken?

The only time that confidentiality would be broken, is if anything is disclosed which indicates a risk of harm to yourself or others. Should this be necessary it will be discussed with you at the time of interview.

Organisers and Contacts for further information:

Professor Margaret Greenfields (Principal Investigator) Buckinghamshire New University
Margaret.Greenfields@bucks.ac.uk 01494 522141 x5770

Dr David Smith (Anglia Ruskin University) david.smith1@anglia.ac.uk or Dr Egle Dagilyte (Anglia Ruskin University) egle.dagilyte@anglia.ac.uk

This study has been reviewed and approved by the Department Research Ethics Panel at Bucks New University.

If you have any concerns or complaints about any aspect of the study, please contact the researchers in the first instance using the contact details above. However, if after speaking with the researchers you wish to complain formally you can do this through contacting the Research and Enterprise Development (RED) Unit at Buckinghamshire New University. Please contact Dr Melanie Nakisa, RED Unit, Buckinghamshire New University, High Wycombe, Buckinghamshire HP11 2JZ ResearchUnit@bucks.ac.uk. Normally your complaint will be acknowledged within five working days and answered as soon as possible thereafter.

Appendix VII: Quantitative survey instruments sent out to workers, employers and statutory and voluntary services

Questions for Migrant Workers

| | |
|------|--|
| Name | |
|------|--|

| | |
|----------------------------------|--------------|
| How Long Have You Worked in U.K. | Years/Months |
|----------------------------------|--------------|

| | | | |
|-------------------|---------|-------------|--|
| Employment Status | Working | Not Working | |
|-------------------|---------|-------------|--|

| | | | | | |
|-------------------|--|--|--|--|--|
| When Last Worked? | | | | | |
|-------------------|--|--|--|--|--|

| | | | | | |
|-----------|------------|--------------------------|---------------------------|-------------------------|--|
| Last Week | Last Month | More Than 1 Month Ago | More Than 6 Months Ago | More Than 1 Year Ago | |
|-----------|------------|--------------------------|---------------------------|-------------------------|--|

| | |
|--|----------|
| How far do you/did you have to travel to work? | Miles/Km |
|--|----------|

| | | | |
|----------------------------|--------|-----------------|---------------|
| Current or Last Employment | Agency | Direct Employer | Self Employed |
|----------------------------|--------|-----------------|---------------|

Type of Work Done

Type of Work Qualified For

| | | |
|-------------------------------------|-------------|---------------|
| Are you intending to stay in U.K. ? | Permanently | Temporarily |
| | | For How Long? |

| |
|---|
| How did you find out about jobs before coming to U.K. |
|---|

| | | | | | | |
|--|-------------------------|--------------------------|----------------------|--------------------------|-----------|--|
| Why did you choose to come to Fenland? | Friends Here | <input type="checkbox"/> | Family Here | <input type="checkbox"/> | | |
| | Work Available | <input type="checkbox"/> | Info In Home Country | <input type="checkbox"/> | | |
| | Other Support Available | | | | | |
| | Other Reason | | | | | |
| Who Did You Come to UK with? | Friends | | Family | | On My Own | |

| | | |
|--|-----|----|
| Do you have family in other parts of UK? | Yes | No |
| Which Parts of UK? | | |

| | | | | | | |
|--|--------------|--------------------------|-------|--------------------------|--------|--------------------------|
| How do you keep in contact with family here or abroad? | Trips Home | <input type="checkbox"/> | Phone | <input type="checkbox"/> | Skype | <input type="checkbox"/> |
| | Social Media | <input type="checkbox"/> | Email | <input type="checkbox"/> | Letter | <input type="checkbox"/> |
| Which websites do you use? | | | | | | |

Are you considering moving to a different part of Fenland or East Anglia

Yes

No

Reason for moving

Are you considering moving to a different part of the U.K. ?

Yes

No

In Next

Yrs/Mths

Which Parts of UK?

Reason for moving

Are you considering moving to a different Country ?

Yes

No

In Next

Yrs/Mths

Which Countries?

Reason for moving

What type of accommodation do you currently have?

Employer Provided

☐

Hostel

☐

Rented House

☐

Homeless

☐

Owned House

☐

Rented Flat

☐

Live With Friends

☐

Owned Flat

☐

Rented Room

☐

Live With Relatives

☐

Other

If you are not in work, where do you live?

Where did you live before coming to this area?

Country

Area

What differences do you think BREXIT will make to you staying in UK?

Are you currently claiming any benefits/allowances? If so which ones?

| | | | | | |
|--------|--------------------------|------------------|--------------------------|---------------------|--------------------------|
| J.S.A. | <input type="checkbox"/> | Carers Allowance | <input type="checkbox"/> | Housing Benefit | <input type="checkbox"/> |
| E.S.A. | <input type="checkbox"/> | Tax Credits | <input type="checkbox"/> | Council Tax Reduct. | <input type="checkbox"/> |
| D.L.A. | <input type="checkbox"/> | Child Allowance | <input type="checkbox"/> | Universal Credit | <input type="checkbox"/> |
| Other | <input type="text"/> | | | | |

Do you know what Benefits/ Allowances you are entitled to claim?

| | | | |
|-----|--------------------------|----|--------------------------|
| Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
|-----|--------------------------|----|--------------------------|

Who would you ask for advice about Accommodation/ benefits etc?

| | | | | | |
|--------------|--------------------------|----------------|--------------------------|------------------|--------------------------|
| Employer | <input type="checkbox"/> | Friends/Family | <input type="checkbox"/> | Look Online | <input type="checkbox"/> |
| Rosmini | <input type="checkbox"/> | CAB | <input type="checkbox"/> | Fenland One Stop | <input type="checkbox"/> |
| Job Centre + | <input type="checkbox"/> | | | | |
| Other | <input type="text"/> | | | | |

What is the most difficult problem you have had to overcome since coming to UK?

Any Other Comments

I authorise RCW staff/volunteers to hold and process information provided here for the purpose of compiling data to contribute towards a study into Migrant Workers in Finland. I understand that this information will be held on both computerised and paper based systems and that I may access them under the terms of the Data Protection Acts of 1984 and 1998.

I agree that the information recorded may be shared with other organisations, where appropriate, for use in statistical and research projects.

Name

Phone Number

Signature

Email

May we contact you for follow up?

Yes/No

Questions for Employers

| | | | | | |
|---|-----------------------|--------------|------------------|---------------------|--------|
| Business name | | | | | |
| | | | | | |
| Business type | | | | | |
| | | | | | |
| How do you recruit employees? | Direct in UK ↓ | | Use of UK agency | Outside UK ↓ | |
| | local adverts | Job Centre + | | local adverts | agents |
| OTHER | | | | | |
| | | | | | |
| Do you offer work, which is.....? | Permanent | | Seasonal | Both | |
| | | | | | |
| | | | | | |
| If offering seasonal work, which months do you usually have work available? | | | | | |
| | | | | | |
| Which months do you find it most difficult to recruit for? | | | | | |
| | | | | | |
| If the work is seasonal - what percentages of workers stay the full season? | _____ % | | | | |

| | | | |
|--|---------------------------|---|--|
| | | | |
| | | | |
| Do you provide or organise for your employees any of these services? | Accommodation | ESOL Classes | Translation |
| | G.P. Registration | N.I. application | Transport |
| | Signpost to accommodation | Signpost to local agencies e.g. Rosmini , CAB | I use an agency who provides support to my employees |
| | | | |
| What percentage of employees ask for support with: | | | |
| <ul style="list-style-type: none"> • Accommodation • GP registration • Transport • Other | | | |
| | | | |
| If you provide accommodation or transport, what form does this take? | | | |
| | | | |

| | |
|---|--|
| Where in / outside the county do workers who do not live on site, travel in from? | |
|---|--|

| | | | |
|---|-----------|------------|---------------|
| | | | |
| Do you provide anything for? <ul style="list-style-type: none"> • Induction • Local Orientation | | | |
| | | | |
| Which languages are spoken in the workplace? | | | |
| | | | |
| How many workers do you employ annually? | | | |
| | | | |
| What type of contracts are they employed under? | Full-time | Zero hours | Self-employed |
| | Part-time | Agency | Other |

| | | | |
|---|--|---|--|
| | | | |
| In percentages what happens to employees at the end of the contract? | Employees leave – no further contact % | Employees leave and return home % | |
| | Employees leave and stay in UK % | Employee details retained and contacted when work becomes available % | |
| If you provide accommodation, are there times of the year when it's empty? If so, which months? | | | |
| If paid would you be prepared to house workers for other employers? | Yes | No | |
| What is the most difficult problem you encounter in employment of migrant workers? | | | |
| Any other comments? | | | |
| I authorise RCW staff / volunteers to hold and process information provided here for the purpose of compiling data to contribute towards a study into migrant workers in Fenland. I understand that this information will be held on both computerised and paper based systems and that I may access them under the terms of the data protection acts of 1984 and 1998. I agree that the information recorded may be shared with other organisations, where appropriate, for use in statistical and research projects. | | | |

| | | | |
|--|-----|-----------|--|
| | | | |
| | | | |
| Name | | Signature | |
| | | | |
| Phone Number | | Email | |
| | | | |
| May we contact you for a follow-up discussion? | Yes | No | |

Questions for Statutory and Voluntary Services

| | | | | |
|---|----------|----------------------|-----------|----------------------|
| Name of organisation | | | | |
| | | | | |
| Type of organisation | H.M Govt | Local Authority | Voluntary | Other – Please state |
| | | | | |
| Services provided are: | | | | |
| | | | | |
| Nationalities accessing the service in the last 12 months (Top 3) | 1 | 2 | 3 | |
| | | | | |
| Languages used by service users in the last 12 months (Top 3) | 1 | 2 | 3 | |
| | | | | |
| Number of top 3 nationalities assessing services | 1 | 2 | 3 | |
| | | | | |
| How many male? | | How many are female? | | |

| | |
|---|--|
| | |
| How many have a disability? | |
| | |
| How many have dependents? | |
| | |
| Were any of these Roma? If so how many? | |

| | | | | | |
|---|--------------------|-----------------|-------|-----|------------|
| What issues do service users ask for help with? | Health | Benefits | Legal | Tax | Employment |
| | National insurance | Other – Details | | | |
| | | | | | |

| | | |
|---|----------------|---------------|
| Has the makeup of the client group changed in the last 12 months? | Yes - Comments | No - Comments |
| | | |

| | | | |
|--|-----|-----------|--|
| What are the most difficult problems you encounter in being able to offer an effective service to this client group? | | | |
| | | | |
| Any other comments | | | |
| | | | |
| <p>I authorise RCW staff / volunteers to hold and process information provided here for the purpose of compiling data to contribute towards a study into migrant workers in Fenland. I understand that this information will be held on both computerised and paper based systems and that I may access them under the terms of the data protection acts of 1984 and 1998.</p> <p>I agree that the information recorded may be shared with other organisations, where appropriate, for use in statistical and research projects.</p> | | | |
| | | | |
| Name | | Signature | |
| | | | |
| Phone number | | Email | |
| | | | |
| May we contact you for follow up? | Yes | No | |

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