



SOUTH WEST
Regional Assembly
SCRUTINY

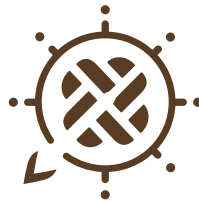


FINAL REPORT AND RECOMMENDATIONS OF
THE REGIONAL SCRUTINY AND REVIEW PANEL ON

**MIGRANT WORKERS
IN THE SOUTH WEST**

FINAL REPORT AND RECOMMENDATIONS OF
THE REGIONAL SCRUTINY AND REVIEW PANEL ON

MIGRANT WORKERS IN THE SOUTH WEST



SOUTH WEST
Regional Assembly

SCRUTINY

2009

The South West Regional Assembly Scrutiny and Review Panel

The Scrutiny and Review Panel is appointed by the South West Regional Assembly to undertake Regional Strategic Reviews with the South West of England Regional Development Agency (South West RDA).

Current Membership

Cllr Brigadier Christopher Wolverson (Chairman)	Somerset County Council (Conservative)
Cllr David Bellotti	Bath & North East Somerset (Liberal Democrat)
Cllr Brian Clements	Borough of Poole Council (Liberal Democrat)
Cllr Bill Crowther	Gloucestershire County Council (Liberal Democrat)
Cllr Mavis, Lady Dunrossil	Gloucestershire County Council (Conservative)
Cllr Graham Facks-Martin	North Cornwall District Council (Conservative)
Nigel Hutchings	SEEP* (Business Sector)
Cllr Mike Lovell	Purbeck District Council (Conservative)
Ian Munro	SEEP* (Learning, Skills and Business Support)
Cllr Saxon Spence	Devon County Council (Labour)
Candida Whitmill	SEEP* (Tourism Sector)

* *Social, Economic and Environmental Partners*

South West RDA Representatives

taking part in this Regional Strategic Review were:

Cathy Bakewell	South West RDA Board Member
Alan Courts	South West RDA Board Member
Suzanne Bond	Executive Director, People and Skills
Wendy Matthews	Head of People and Employment
Nigel Williams	Partnership Manager, People and Employment
Jim Neilson	South West Regional Employment and Skills Partnership



The South West

The South West of England comprises the counties of Cornwall, Devon, Somerset, Dorset, Wiltshire, Gloucestershire, the Isles of Scilly, and the unitary authorities of Plymouth, Torbay, Poole, Bournemouth, Swindon, South Gloucestershire, Bristol, North Somerset and Bath and North East Somerset.

Publications

All the reports of the Scrutiny Panel, along with supporting information, are available at: www.southwest-ra.gov.uk, click SWRA and then Scrutiny

Acknowledgements

The Regional Scrutiny and Review Panel would like to express their thanks to all those who have contributed to this Review and added a great deal to their understanding of the key issues and challenges surrounding migrant workers in the South West.

FOREWORD

The South West is an attractive destination for migrant workers and their families, and they can add much to our economy and communities. It is clear that migration is playing, and will play, an important part in the future prosperity of the South West.

During this Review, we were struck by the extent to which migrant workers play a vital role in the South West economy, particularly in agriculture, tourism and care. But migrant workers cannot be relied on to fill all our hard-to-fill vacancies. Recent evidence shows that fewer migrant workers are now arriving in the region and, as a result of the economic recession, some may now choose to return home. In these challenging economic circumstances, we must ensure we use the full range of skills of all our workers, and build the resilience of our businesses to cope with fluctuations in the numbers of migrant workers available.

There is much to be gained from working collectively at regional level on these issues. We believe the recommendations set out in this report represent the core priorities for the South West. By encouraging partners across the South West to sign up to a jointly agreed Migrant Worker Action Plan, we can make the most of the potential contribution that migrants can make to our economy, culture and society.



Cllr Brigadier Christopher Wolverson
Chairman, Regional Strategic Review Panel
March 2009



SOUTH WEST
Regional Assembly

SUMMARY OF RECOMMENDATIONS

Recommendation 1

Working with relevant partners at regional and sub-regional level, (particularly the Forum for Migrant Workers and Local Intelligence Networks), the South West RDA should support the South West Observatory to co-ordinate a region-wide approach to capture, analyse and share data and intelligence on migrant workers.

Recommendation 2

The South West RDA and its partners should lobby government to extend the remit and resources of the Gangmasters Licensing Agency, particularly in migrant dense sectors like construction and care.

Recommendation 3

South West Councils' Forum for Migrant Workers should promote and fully embed responsible employment practices across the South West.

- *The South West RDA and the Regional Employment and Skills Partnership should work through their own networks, the sector skills councils and business intermediaries, to promote 'sign up' to voluntary codes of practice and 'responsible employers' schemes such as the Business in the Community Voluntary Code of Practice.*
- *All members of the Forum for Migrant workers, the Regional Employment and Skills Partnership and South West RDA Board should be encouraged to 'lead by example' by signing up to a voluntary code of practice in relation to the employment of migrant workers.*

Recommendation 4

The South West RDA and business intermediaries should lobby government on issues of concern to the region's employers – particularly the new responsibilities arising from the introduction of the Points Based System and for a phased approach to lifting restrictions on the migration of Romanian and Bulgarian nationals.

Recommendation 5

The South West RDA should work with their networks (such as Business Link, the South West Rural Enterprise Gateway, the Beacon Network and the South West Manufacturing Advisory Service) and partner organisations to provide support and advice to businesses in the sectors most vulnerable to a decline in numbers of migrant workers.

- *Support should focus on helping businesses which rely heavily on a fluctuating migrant workforce to identify less labour intensive processes and promote productivity led growth where possible.*

Recommendation 6

The South West RDA and the South West Regional Employment and Skills Partnership should engage with national Government and make regular submissions to the Migration Advisory Committee's (and others') calls for evidence to influence any revisions that occur to the Shortage Occupations List.

Recommendation 7

The Migration Advisory Committee should actively consider the disproportionate impacts of the Shortage Occupation List on English Regions and seek input from regional partners.

Recommendation 8

The Learning and Skills Council and its successor bodies should undertake further research to determine the level of need and demand for advanced level English language training. On the basis of this information, a regional programme of action to address the identified needs can be developed.

Recommendation 9

When the next round of tenders for the 'ICE Breakers' programme is invited, the South West RDA, Learning and Skills Council, Regional Employment and Skills Partnership, Local Employment and Skills Boards and local migrant worker forums should work together to disseminate the relevant information widely to facilitate the roll out of the 'ICE Breakers' programme across the region.

Recommendation 10

Working with local authorities, the Learning and Skills Council and its successor bodies should ensure that accurate, up to date, information and advice about English language training is readily accessible to migrant workers.

Recommendation 11

The South West RDA should work with the Regional Employment and Skills Partnership and sector skills councils to support and publicise to employers:

- *the use of the European Qualifications Framework, which will relate different countries' national qualifications systems to a common European reference framework by 2010.*
- *stronger engagement and promotion of UK NARIC.*

Recommendation 12

Through its networks, the South West RDA should work with employers to encourage the progression of migrant workers into vacancies which are more commensurate with their skill level and to contribute to the wider South West economy.

Recommendation 13

The South West RDA must support businesses to lobby the Migration Advisory Committee to ensure that companies dependent on skilled workers from outside the UK are able to employ sufficient numbers of workers from abroad under Tier 1 of the Points Based System.

Recommendation 14

The South West RDA, working with Job Centre Plus and Local Employment and Skills Boards should develop, as a matter of urgency, routes into work for groups, like the long term unemployed, who may have difficulty gaining and retaining employment.

Recommendation 15

Through its developing database of contacts in organisations supporting migrant workers in the region, the Forum for Migrant Workers should promote the use of existing information and websites, thereby avoiding the development of duplicate resources.

- *Where gaps are identified, new material should be commissioned at a regional level.*



Recommendation 16

South West Councils should use funding from the Enabling Grant and the Regional Improvement and Efficiency Partnership to roll out a region-wide programme of training events for front line Local Authority staff.

Recommendation 17

The Regional Strategic Co-ordination Board for Migration should lead the development of a proactive region-wide approach to promote the positive contribution that migrant workers can make to our economy and our communities.

Recommendation 18

The Forum for Migrant Workers should strengthen its links with the region's Local Area Agreements and Multi Area Agreements

- *A member of the South West Councils LSP network should be invited to sit on the Forum for Migrant Workers, in order to promote the integration of action to address the needs of migrant workers into the region's Local Area Agreements.*

Recommendation 19

The Forum for Migrant Workers should undertake a Review of the existing draft Action Plan in view of changing economic circumstances, and the key recommendation set out in this report.

Recommendation 20

The Forum for Migrant Workers should finalise an Action Plan which:

- *Is a joint expression of the region's priorities on migration.*
- *Achieves high level sign-up from a full range of relevant organisations.*
- *Sets realistic targets.*
- *Takes into account feedback from migrant communities.*
- *Assigns responsibility to organisations.*
- *Sets out timescales for delivery and methods for reporting.*



MIGRANT WORKERS IN THE SOUTH WEST

Recommendation 21

To support the ongoing delivery of the Regional Action Plan, the Migrant Workers Forum should develop a long term strategy to ensure ongoing funding from a range of sources, including funding from the European Union.

- *Partners in the Migrant Workers Forum should lobby the Home Office for a continuation of the 'Enabling Grant' beyond March 2010 (with funding reflecting more accurately the numbers of migrants in each region) and lobby the Department for Communities and Local Government for an active role in overseeing the allocation of funding in the Migration Impacts Fund.*

Recommendation 22

The South West RDA should extend funding of Equality South West beyond 2009, and provision for Migrant Worker support beyond March 2010.



CONTENTS

Chapter 1	Review Objectives	2
	Review Process	3
Chapter 2	Context	4
	Immigration from within the European Economic Area	4
	Immigration from outside the EEA	4
	Migration in the South West	6
	The South West Forum for Migrant Workers	6
Chapter 3	Migration, Employment and the South West Economy	8
	The economic impact of migration	8
	Support to employers	9
	Promoting good employment practice	10
	The impact of falling numbers of migrant workers	12
	Promoting productivity led growth	13
Chapter 4	Skills and Training	15
	Underutilisation of skills	17
	Building the skills of the indigenous workforce	19
Chapter 5	Responsive Public Services	20
	A multi-agency approach	20
	Community cohesion	22
Chapter 6	A Regional Action Plan	24
	Financial sustainability	25
Appendix 1	Contributions to the Review	27
Appendix 2	Glossary	28
Appendix 3	Sources of Further Information	29



1. REVIEW OBJECTIVES

Through its Regional Scrutiny and Strategic Review function, the South West Regional Assembly reflects with stakeholders on the delivery of the Regional Economic Strategy 2006-15 (RES) in the context of regional needs and priorities. The RES provides a context for activities in the region to raise productivity, increase economic inclusion and improve communications and partnerships.

Terms of Reference for this Regional Strategic Review were developed through collaboration between the South West Regional Assembly and South West Regional Development Agency (RDA). The full Terms of Reference can be viewed at the South West Regional Assembly Website – www.southwest-ra.gov.uk.

Recognising the strategic objectives outlined in the RES, of successful and competitive businesses, strong and inclusive communities and an effective and confident region, this Review explored how the South West should respond to the economic opportunities and challenges posed by international migration.

The Review explored migration as a policy issue and the extent to which the following delivery activity, proposed in the RES delivery framework, is being met:

- ***Develop and implement a Migrant Worker Strategy***

This is highlighted within the context of agreed regional priorities to deliver skills for the economy (1C), improve participation in the economy (2A) and improve the way the South West is perceived by potential workers (3B.1).

A significant number of local and regional organisations are involved in addressing issues associated with migrant workers; therefore the Review also examined the roles and contributions of other partners, including the Regional Strategic Co-ordination Board for Migration, Local Strategic Partnerships (LSPs), Strategic Economic Partnerships (SEPs), Government Office South West (GOSW), the Regional Employment and Skills Partnership (RESP), Equality South West, Job Centre Plus, Business Link, and South West Councils (including the Regional Improvement and Efficiency Partnership).

For the purposes of this Review, the definition of migrant workers covers those people working in the South West of England from any country outside the United Kingdom. This excludes those seeking asylum or people granted refugee status.

The Review makes recommendations about how private and public organisations in the South West can best respond to changing migration patterns, to effectively deliver shared regional objectives.



Review Process

In conducting this Review, the Regional Scrutiny and Review Panel undertook a process of regional consultation and evidence gathering, through which they sought to gather the views of a wide range of relevant stakeholders. The evidence gathering process included face-to-face discussions with stakeholders from across the region, specially commissioned research and a Regional Workshop. The research was jointly commissioned with the South West Regional Development Agency and was carried out through the Migrant Worker Project at Equality South West. The report can be downloaded at: www.southwest-ra.gov.uk. A list of organisations that contributed to the Review is attached at **Appendix 1**.

Following consultation with partners and stakeholders, the Regional Scrutiny and Review Panel hosted a discussion with the South West RDA, in which Members raised and debated the key issues in direct dialogue with the South West RDA Board Members and senior officers. The evidence gathered from across the region, and through discussions with the South West RDA, forms the basis of the recommendations set out within this report.

The South West RDA will be asked for a formal response to the Regional Scrutiny and Review Panel's recommendations by 31 May 2009. The response will set out how the Panel's recommendations are to be addressed and will be made available on the Assembly's website. The report will also be distributed widely to local and regional stakeholders, and Government Ministers.

The implementation of the recommendations will be subject to regular monitoring and review.



2. CONTEXT

In recent years migrant workers have increasingly become the focus of policy attention across the UK. Patterns of migration, both regionally and nationally, have undergone substantial change. This chapter sets out an overview of the legislative and policy context which forms the background to this Review.

Immigration from within the European Economic Area (EEA)

In accordance with European Union (EU) regulations, European Economic Area (EEA) nationals are free to live in any EEA country, and are able to enter the UK to visit and seek employment without work permits. Nationals from countries joining the EU in 2004, commonly called the Accession 8 (A8) (excluding Malta and Cyprus), are entitled to live and work in the UK, however they do have to register with the Workers Registration Scheme (WRS). The WRS currently enables the government to monitor the numbers of migrant workers from Accession 8 states working in the UK, although the system will be wound up in 2011. Migrant workers from A8 countries also have limited access to benefits until they have worked in the UK for at least 12 months continuously.

Bulgarian and Romanian nationals are also free to live in the UK, however they do not have a right to work and are required to apply for an Accession Workers card or enter under the Seasonal Agricultural Workers Scheme (SAWS). The SAWS scheme allows Bulgarian and Romanian workers to be employed in the UK for a fixed length of time in a low-skilled activity, with a fixed number of places for the scheme allocated each year.

Immigration from outside the EEA

Legislation governing immigration from outside the EEA has recently undergone extensive revision. In 2008 the Government launched the phased introduction of a new Australian style Points-Based System (PBS) for non-EEA migrants. Under the PBS, migrants are required to pass a points-based assessment before they are given permission to enter or remain in the United Kingdom.

The points-based system consists of five tiers:

Tier 1 - highly skilled workers, for example scientists and entrepreneurs

Tier 2 - skilled workers with a job offer, for example teachers and engineers

Tier 3 - low skilled workers filling specific temporary labour shortages, for example construction workers for a particular project

Tier 4 - students

Tier 5 - youth mobility and temporary workers for example musicians coming to play in a concert

The system is being introduced in stages - Tiers 1, 2 and 5 are fully open. Tier 3 is currently suspended, because there is believed to be enough labour to satisfy demand from within the EEA. Further information regarding the PBS can be found on the UK Border Agency website: www.ukba.homeoffice.gov.uk.

The government advisory body, the Migration Advisory Committee (MAC) have also published a new recommended list of occupations for which there is a shortage of skilled workers in the UK and Scotland. Under Tier 2 of the PBS, as well as having a certificate of sponsorship from a sponsored employer and satisfying English language and maintenance requirements, migrants have to satisfy points criteria based on their expected contribution to the UK economy. Under the shortage occupation route, employers who are licensed sponsors can bring in migrant workers from outside the EEA to fill vacancies in those occupations.

The Home Secretary has recently asked the MAC to carry out further work, including a review of whether skilled non-EEA immigration under Tier 2 of the Points Based System should be restricted to occupations within the Shortage Occupation List only.



Migration in the South West

The South West is an attractive destination for many migrant workers, and the numbers of migrant workers employed in the region has increased considerably since the first round of EU enlargement in 2004. But migration is a dynamic phenomenon, characterised by uncertainty about numbers and long term intentions.

There are a number of different sources of data relating to migrant workers; National Insurance Registrations, the WRS, the Annual Population Survey and numbers of pupils with English as a second language, all provide an indication of the number of migrant workers in the region, but none of these sources of information is comprehensive. National and local data on international migration does not give accurate, comparative numbers on the volume and make-up of foreign nationals working and/or living in local authority areas. The Office for National Statistics (ONS) is looking at ways of improving data, but this is expected to take several years. There is, as yet, no clarity about how long migrant workers from the accession states are likely to remain in the UK, or how many may bring over family members.

Inflows of migrant workers to the South West declined in 2007/08 (to about 38,900) relative to a post accession peak in 2006/07 (at 41,230). The most recent data suggests that the inflow of accession state migrants to the region has continued to decline. WRS figures for the South West postal region fell 47 per cent - from 3,760 between July and September 2008 to 2,040 in October to December 2008. Migration from Bulgaria and Romania has continued to increase in 2006/07 and 2007/08, although this remains small in comparison to other nationalities (particularly Poles, but also Slovaks, Czechs, Hungarians and several non-EEA communities). The most recent national data suggests that A2 migration may also be beginning to fall.

The South West Forum for Migrant Workers



SOUTH WEST
Regional Assembly

South West Councils, with funding from the Home Office, has established a Strategic Migration Partnership, which includes a Regional Strategic Co-ordination Board for Migration. It is the role of this Board to provide a strategic lead on the range of issues affecting migrant workers, including asylum seekers, refugees and migrant workers. The Board oversees the work of the South West Forum for Migrant Workers; a group comprised of local authority representatives and regional stakeholders which deals specifically with migrant worker issues.

The Forum brings together partners from across the region to share information and highlight examples of good practice. It acts as the steering group for a 'Migrant Worker Project', funded by the South West RDA and hosted by Equality South West. The two year project aims to enhance the quality of employment and help to unlock the hidden potential of excluded groups; contribute to economic and social inclusion in the region and increase migrant worker accessibility to a range of services. The project will run until March 2010.

The Forum has also developed a draft Migrant Worker Action Plan, intended to set out a co-ordinated and flexible multi-agency approach to migration in the South West. It is intended that the recommendations set out in this report will help to strengthen the Action Plan and promote sign-up from a wide range of agencies.

Further information about the issues affecting migrant workers - and current data - can be found at www.swcouncils.gov.uk.



3. MIGRATION, EMPLOYMENT AND THE SOUTH WEST ECONOMY

“Migrant workers play a critical role in some sectors, and make a significant contribution to the economic prosperity of the South West. We must make sure we make the most of the skills and commitment they offer.”

Nigel Hutchings, South West Chambers of Commerce

The economic impact of migration

The economic impact of migration on the South West is difficult to quantify due to the limited data available. Across the region, service providers and policy-makers have experienced difficulty in accessing reliable data on numbers and dispersal patterns. Migration is a dynamic phenomenon, characterised by uncertainty about numbers and long term intentions. There are a number of different sources of data relating to migrant workers, including National Insurance Registrations, the Workers Registration Scheme, and the numbers of children in schools – however, none of these sources provide truly reliable information on the dispersal patterns, occupation and outflows.

To overcome problems with the evidence base, partners at local and regional level can pool relevant intelligence to gain a better idea of the scale of change and any issues that need addressing. Building links between organisations, especially those most likely to come into contact with migrant workers (employment agencies, relevant local employers, landlords and relevant faith or voluntary groups) is of particular importance. By pulling together available national and local sources, and drawing on local intelligence from different agencies, a profile of new arrivals and a better idea of numbers can be built up. The South West Forum for Migrant Workers is well-placed to work in partnership with front-line organisations to maintain an up-to-date qualitative overview of migrant workers issues and, where appropriate, feed this information into the national forums on migration.



SOUTH WEST
Regional Assembly

At regional level there is a need for a trusted resource, to manage and analyse both qualitative and quantitative information from multiple sources. A single point of access to appropriate regional data sources and baselines would help to ensure that policy responses are based on consistent and reliable information. Robust data is essential when seeking to influence government policy making at national level.

Recommendation**1**

Working with relevant partners at regional and sub-regional level, (particularly the Forum for Migrant Workers and Local Intelligence Networks), the South West RDA should support the South West Observatory to co-ordinate a region-wide approach to capture, analyse and share data and intelligence on migrant workers.

Despite the limited evidence available, there is a broad consensus that migration has had a positive impact on the economy of the South West. Migrant workers have certainly played a role in filling labour and skills shortages in the region. The SLIM report 'Migrant Workers in the South West' (2007) showed that between 2003 and 2005 hard to fill vacancies in the South West fell by 44 per cent, partly because of the increased use of migrant labour. Skill shortage vacancies also fell by 14 per cent over the same period, leading to an increase in business productivity.

Research carried out by Equality South West, which drew on WRS data, local employer surveys in Gloucestershire and Cornwall and other information, shows that many employers rely heavily on migrant workers, particularly in the low skills sectors. The sectors in which there is a greatest reliance on migrant labour are agriculture, hospitality, food processing and care.

The impact of migration on the economy is agreed to be broadly positive. Both national and regional evidence suggests that any negative impact on wage or employment levels is negligible. However, displacement and 'wage damping' have been highlighted as theoretical risks in some areas of the country. The South West RDA and its partners must continue to monitor the economic impacts of migration, particularly in the context of the economic downturn.

Support to Employers

Whilst migrant workers have made a positive contribution to the region's economy and labour market, there are a number of problems, experienced both by migrant workers and their employers, which must be addressed in order to maximise the economic benefits of migration.

There are examples in the South West where agencies and employers have operated illegally and exploited migrant workers. As well as being bad for the individuals involved, exploitation can damage perceptions of the South West and consequently its economy.



SOUTH WEST
Regional Assembly

MIGRANT WORKERS IN THE SOUTH WEST

South West Citizens Advice Bureaux have found that migrant workers primarily seek advice on employment-related concerns. Common problems include withholding of pay, long hours, welfare, safety and poor quality accommodation linked to employment. A lack of knowledge about workers' rights, and restricted access to benefits, can make migrant workers unwilling to leave or complain about jobs in which they are being exploited. Those most at risk of exploitation are individuals with limited English and those working in the black economy or working beyond their permitted hours.

Agencies employing migrant workers must be licensed by the Gangmasters Licensing Authority (GLA). The role of the GLA is to safeguard the welfare and interests of workers, whilst ensuring that labour providers operate within the law. There is general agreement amongst stakeholders that enforcement agencies, particularly the GLA, are not adequately resourced. GLA funding is very limited in the South West and its remit is currently restricted to agriculture and food, drink and shellfish processing, packaging and distribution.

Furthermore the use of the term 'Gangmaster' is widely considered to be archaic and offensive, conjuring up connotations of slavery, exploitation and illegal activity. Consideration should be given to rebranding the GLA with a more appropriate title.

Recommendation

2

The South West RDA and its partners should lobby government to extend the remit and resources of the Gangmasters Licensing Agency, particularly in migrant dense sectors like construction and care.



SOUTH WEST
Regional Assembly

Promoting good employment practice

Although, in some cases, employers deliberately break the law and deny migrant workers basic employment rights, in many cases exploitation may simply be a result of employer ignorance of workers' rights. There is a clear need for an ongoing programme of support to employers to raise awareness of employers' legal responsibilities. The new Points Based Immigration System, for example, places greater emphasis on the accountability and responsibility of employers in selecting the non-EEA nationals they bring to the UK. Under the Tier 2 immigration structure, employers are responsible for ensuring that candidates are eligible and suitable to fill the positions being offered and as an organisation, they may be subjected to immigration compliance checks with or without prior notice.

A 'responsible employer scheme' is a positive way of promoting good practice. The Cornwall Migrant Workers Forum has developed a scheme to protect and promote the rights of migrant workers, by working with and supporting local employers. In 2008, Business in the Community published a Voluntary Code of Practice for Employing Migrant Workers and Overseas Staff in Great Britain, which aims to identify workers' rights and employers' responsibilities to help guide best practice in relation to the employment of migrant workers.

At regional level, Equality South West is currently co-ordinating a series of events to encourage good employment practices and share examples of good practice. The events have been focused on delivering advice and support to employers (including guidance on the requirements of the Points Based System), highlighting case studies of employer good practice and encouraging employers to use the skills of migrant workers.

Building on the programme of events delivered by Equality South West, the regional Action Plan must seek to promote and fully embed responsible employment practices into businesses across the South West. The South West RDA and the Forum for Migrant Workers should seek to engage with employer forums and business intermediaries, like the Federation of Small Businesses, to help spread information and promote the business benefits of complying with high standards of practice. Small and Medium-sized Enterprises (SMEs) in particular should be provided with information and support to assist them to comply with the new regulations surrounding the Points Based System.

Recommendation

3

South West Councils' Forum for Migrant Workers should promote and fully embed responsible employment practices across the South West.

- *The South West RDA and the Regional Employment and Skills Partnership should work through their own networks, the sector skills councils and business intermediaries, to promote 'sign up' to voluntary codes of practice and 'responsible employers' schemes such as the Business in the Community Voluntary Code of Practice.*
- *All members of the Forum for Migrant workers, the Regional Employment and Skills Partnership and the South West RDA Board should be encouraged to 'lead by example' by signing up to a voluntary code of practice in relation to the employment of migrant workers.*



SOUTH WEST
Regional Assembly

Recommendation

4

The South West RDA and business intermediaries should lobby government on issues of concern to the region's employers – particularly the new responsibilities arising from the introduction of the Points Based System and for the introduction of a phased approach to the lifting of restrictions on the migration of Romanian and Bulgarian nationals.

The impact of falling numbers of migrant workers

The most up-to-date ONS figures show a marked downturn in arrivals at both national and regional level. WRS registrations in the South West postal region fell by 47 per cent from 3,760 between July and September 2008 to 2,040 between October and December 2008. The recent downturn in the UK economy and the decline in the value of the pound have heightened speculation that migrant workers will increasingly return to their countries of origin. Historically, net immigration has declined rapidly in times of recession. The opening up of other EU nations to migration from Eastern Europe in 2011 also increases the likelihood that the South West will need to compete for migrant labour with other regions in the EU, as well as within the UK.

The effects of changing trends will clearly be experienced differently by different sectors of the economy. The impact of a declining number of migrant workers could be extremely serious for businesses in sectors such as food processing, care, agriculture and hospitality and catering. Businesses reliant on temporary migration appear more likely to be affected by current economic trends. Some sectors, particularly agriculture, have experienced significant problems with the recruitment and retention of migrant workers. The fall in the value of the Pound appears to be making temporary and seasonal immigration less attractive.



SOUTH WEST
Regional Assembly

In a piece of research conducted by Equality South West to inform this Review, 27 per cent of the businesses sampled felt that a substantial decline in migrant workers could result in them going out of business. There is a danger that many businesses reliant on migrant workers to cover labour and skills shortages could be vulnerable if fewer migrant workers arrive, and greater numbers begin to leave the region.

However, recruitment problems could also have a more positive impact. If a business is struggling to recruit staff, this problem could trigger an improvement in innovation or productivity, as an alternative means of addressing the situation.

Promoting productivity led growth

The economic impact of changing migration trends will depend largely on whether alternative strategies to the employment of migrant workers are feasible. Anderson and Ruhs (2008) propose four main alternatives to recruiting migrant workers to fill labour or skills shortages:

- (i) increasing wages and/or improving working conditions to attract more local workers.*
- (ii) changing the production process to make it less labour-intensive, for example, increasing the capital and/or technology intensity.*
- (iii) relocating to countries where labour costs are lower.*
- (iv) switching to production (provision) of less labour-intensive commodities and services.*

The extent to which these options can be deployed by different sectors vary considerably. It may not be feasible in some sectors to increase wages or to implement new production methods. For example, salaries in the care sector are limited by restrictions on local authority funding and minimal staffing level requirements, while economic competitiveness pressures serve as a constraint on businesses in agriculture, construction and hospitality. Thousands of businesses in these sectors are reliant upon low-skilled procedures that are labour intensive.

The RDA, and other public sector bodies, must target investment to ensure that businesses in the vulnerable, 'low-skilled sectors', are looking into alternatives to relying on the employment of low-paid agency workers. The Regional Economic Strategy and the South West RDA's Corporate Plan identify productivity led growth as a key priority for the South West. The RDA has identified 'huge potential' to improve productivity through skills provision and shifts in production methods, especially in agriculture and manufacturing. The RDA's partner bodies, including the South West Rural Enterprise Gateway, the Beacon Network and the South West Manufacturing Advisory Service, can help to promote diversification and shifts to less labour-intensive production methods. This will involve providing sector-specific support to businesses to increase skills and training provision to attract both migrant workers and UK-born workers, including groups like the long-term unemployed.

In some sectors the issues caused by a decline in the available migrant workforce, are compounded by the implementation of the new Points Based Immigration System to manage migration from outside the EEA. The introduction of this system is likely to have

MIGRANT WORKERS IN THE SOUTH WEST

major implications for the care sector in particular. Many care homes rely heavily on migrant workers from outside the EEA, but Care Sector positions in most care homes do not meet the necessary salary requirements to be included under Tier 2 of the system.

It is vital that public policy-makers develop a clear understanding as to how changes in migration trends are likely to affect businesses in the region. Limited work has been undertaken at the regional level to investigate and plan for the potential economic impacts of a falling number of migrant workers (from both within and outside the EEA). In particular, further research is needed to investigate, and illustrate, the necessity of non-EU immigration in certain sectors, such as care. Regional organisations like the South West RDA and the Sector Skills Councils must be active participants in national level discussions about levels of non-EU immigration.

Recommendation

5

The South West RDA should work with their networks (such as Business Link, the South West Rural Enterprise Gateway, the Beacon Network and the South West Manufacturing Advisory Service) and partner organisations to provide support and advice to businesses in the sectors most vulnerable to a decline in numbers of migrant workers.

- *Support should focus on helping businesses which rely heavily on a fluctuating migrant workforce to identify less labour intensive processes and promote productivity led growth where possible.*

Recommendation

6

The South West RDA and the South West Regional Employment and Skills Partnership should engage with national government and make regular submissions to the Migration Advisory Committee's (and others') calls for evidence to influence any revisions that occur to the Shortage Occupations List.

Recommendation

7

MAC should actively consider the disproportionate impacts of the Shortage Occupation List on English Regions and seek input from regional partners.



SOUTH WEST
Regional Assembly

4. SKILLS AND TRAINING

“The best way for many migrant workers to improve employment opportunities, to access advice more easily, and minimise exploitation and vulnerability, is to improve their English.”

Brian Clements, Borough of Poole Council

In recent years, as elsewhere, the South West has experienced high demand for classes in English for speakers of other languages (ESOL). However, despite major expansion in ESOL spending, there are waiting lists in many areas of the region. Migrant workers report that they have found classes difficult to access - partly because of their shift patterns or job location. Some migrant workers also report that they cannot find a class of an appropriate standard to meet their needs.

The Learning and Skills Council (LSC) and other partners have identified that there is a limited amount of reliable data in relation to demand for ESOL provision in the region. This has hindered the ability of agencies like the LSC to respond effectively to migrant worker need and demand. Improvements in the way data is captured and recorded - such as the introduction of Unique Learner Numbers - will help policy-makers and training providers to better understand the level of demand for English language courses. However, further research is required to establish the level (basic, intermediate or advanced) and the delivery style (at work, through evening classes, or through local authority adult learning provision) that is required to best meet the needs of migrant workers and their employers. Anecdotal evidence also suggests that providing training to migrant workers in their own language may – at least in the early stages – be more appropriate than teaching them in English. Courses, such as health and safety at work, may be far more successful if they are tailored to meet the specific needs of migrant workers with only a basic level of English.

Migrant workers’ language training needs vary considerably. Rather than seeking a formal ESOL-type qualification, many migrant workers are content to learn basic-level English language skills to equip them for day-to-day life. In response to this need, the Skills for Life Unit of the LSC have developed the ‘ICE Breakers’ programme to provide an accessible path for migrant workers to acquire the basics of the English language. Initial take-up has been high and feedback has been positive. However, the Programme has only limited coverage in the region. The LSC, working with the Regional Employment and Skills Partnership (RESP) and local authorities, must seek to encourage the roll out of the Programme regionally.

There is less information available about the level of demand for advanced English language training. Equality South West research suggests that many migrant workers who

MIGRANT WORKERS IN THE SOUTH WEST

face difficulties obtaining jobs commensurate with their qualifications already have basic English, but need to develop their proficiency. Policy-makers need to ensure that there is sufficient and flexible ESOL provision at more advanced levels. The government's new 'ESOL for Work' courses are designed to provide this level of training, though, as yet, there is little evidence that employers are signed up to the scheme.

In Devon, the 'English @ Work' scheme, funded by Devon Rural Renaissance, has attracted several employers and delivered some positive outcomes. However, as the scheme is currently being provided free of charge funding will not be sustainable in the long term. Further research is necessary to establish the level of demand for advanced English language, and the options for public sector support.

The process of accessing up-to-date information about skills and training provision must be straightforward. It is vital to ensure that the information being provided by local authorities and training providers on the ground is consistent and up-to-date.

Recommendation

8

The LSC and its successor bodies should undertake further research to determine the level of need and demand for advanced level English language training. On the basis of this information, a regional programme of action to address the identified needs can be developed.

Recommendation

9

When the next round of tenders for the 'ICE Breakers' programme is invited, the South West RDA, LSC, RESP, Local Employment and Skills Boards and local migrant worker forums should work together to disseminate the relevant information widely to facilitate the roll out of the 'ICE Breakers' programme across the region.

Recommendation

10

Working with local authorities, the LSC and its successor bodies should ensure that accurate, up-to-date, information and advice about English language training is readily accessible to migrant workers.



SOUTH WEST
Regional Assembly

Underutilisation of skills

An important way that the South West RDA and its partners can help to ensure the economic benefits of migration are fully realised is by encouraging employers and migrants to use the full range of skills they can offer. Survey and anecdotal information indicates that the skills of migrant workers in the region are often not fully utilised by employers. Many migrant workers in occupations regarded as 'low skilled' have experience and/or qualifications commensurate with 'higher skilled' jobs. However, issues such as lack of English language skills and difficulty getting qualifications recognised and understood may prevent many migrant workers from taking up some positions.

Research conducted by Equality South West found that while over 50 per cent of the migrant workers they surveyed had professional qualifications only a minority were using these in their current job. There is a clear 'opportunity cost' to the economy associated with underutilisation of skills. However, it should be noted that some migrant workers come to the UK with the specific intention of improving their English, and are content to work in relatively low skilled jobs whilst they do so, despite being essentially 'over-qualified'.

Equality South West research revealed that having more opportunities to learn English, and access to jobs of an appropriate level, are important factors in encouraging migrant workers to remain with them. However, some employers are understandably reluctant to invest in training for migrant workers, because they may only remain in the region for a relatively short length of time. Regional policy-makers need to consider how they can encourage employers to improve training provision - particularly in sectors where there are identified labour shortages - to encourage migrant workers to come to the region and remain here. Train to Gain Brokers, and other RDA funded networks, can play an active role in encouraging employers to invest in training for their migrant workforce.

A further key issue, which affects the extent to which migrant workers' skills are utilised, is qualification recognition. At national level UK NARIC provides information on qualifications from 183 countries. However, a recent piece of research, conducted by Union Learn, found that 75 per cent of the sector skills councils and regional chambers of commerce were making little use of the service.

Recommendation

11

The South West RDA should work with the RESP and sector skills councils to support and publicise to employers:

- *the use of the European Qualifications Framework, which will relate different countries' national qualifications systems to a common European reference framework by 2010.*
- *stronger engagement and promotion of UK NARIC.*

In addition to flexible and accessible provision of English language courses, and better qualification recognition systems, there is also a need to work with employers to encourage the progression of migrant workers into higher skilled vacancies - particularly in areas where there is an identified skills shortage.

At regional level there is obvious value in working collectively, through the business representative groups, to encourage employers to view both the short term and long term business benefits of investing in their migrant workforce. Better on the job training as well as opportunities to practice and improve English language skills and support to access training and qualifications can all help employers to maximise the economic potential of their migrant workforce and encourage them to remain in the region.

It is important to recognise that there are some 'high skilled' sectors of the South West economy that are reliant on the skills of overseas workers. Occupations in sectors, like nuclear, that rely on Science, Technology, English and Maths (STEM) skills will continue to need to employ migrant workers as actions to develop the STEM skills of indigenous workforce will take several years to generate a sufficiently large and suitably qualified UK workforce.

Recommendation

12

Through its networks, the South West RDA should work with employers to encourage the progression of migrant workers into vacancies which are more commensurate with their skill level and to contribute to the wider South West economy.

Recommendation

13

The South West RDA must support businesses to lobby the MAC to ensure that companies dependent on skilled workers from outside the UK are able to employ sufficient numbers of workers from abroad under Tier 1 of the Points Based System.

Building the skills of the indigenous workforce

It is vital that activity to utilise migrant workers' skills is part of a co-ordinated programme of activity to raise skills levels – particularly in areas where there are skills shortages - and thereby reduce the number of unfilled vacancies in the region.

Clearly migrant workers cannot be viewed as the answer to all our labour and skills shortages, particularly as the scale of migration begins to decline. More needs to be done to make employers aware of the need to be flexible in their approach to filling vacancies, and endeavour to make jobs in unpopular sectors more appealing to indigenous workers. It may not always be practical to expect employees to have all the skills necessary to do the job – there must be an increased willingness to train and develop staff.

Recommendation

14

The South West RDA, working with Job Centre Plus and Local Employment and Skills Boards should develop, as a matter of urgency, routes into work for groups, like the long term unemployed, who may have difficulty gaining and retaining employment.



5. RESPONSIVE PUBLIC SERVICES

“Finding ways to increase the accuracy of information and data is extremely important. It will help providers to develop services which meet the needs of migrant workers, and plan effectively for the future.”

Candida Whitmill, South West Tourism Board Member

The arrival of migrant workers in the region, particularly in areas where the population has increased rapidly, has created new challenges for the provision of services and the generation of strong cohesive communities. A wide variety of different organisations are involved in the provision of services to migrant workers. Local authorities, local advice centres (such as the Citizens Advice Bureaux) and faith and community groups are all involved in providing services, and offering support to migrant workers to help them adjust to life in the UK.

A multi-agency approach

Many service providers have worked in partnership to tailor the services they offer to meet the needs of migrant workers. There are a number of examples across the region of effective multi-agency working and innovative approaches to service delivery. At the local level, a number of areas in the region have established multi-agency forums to make the best use of resources and address migrant worker issues in a co-ordinated way. Active Migrant Worker Groups have been established in Devon, Cornwall and Wiltshire. In other areas of the region, partnerships are at an earlier stage of development. Local authorities and their partners in these areas are keen to learn from experiences elsewhere and build on examples of good practice.



During this Review, stakeholders identified a need for more co-ordinated and consistent sharing of information and good practice across the region. Many 'welcome' packs or booklets have been jointly compiled by local partners including local authorities, the police, primary care trusts and voluntary agencies. Many packs already exist in the South West, so it is not necessary to write them from scratch. Sharing resources, like welcome packs, or other translated materials, will help to build cross area collaboration, avoid duplication, and save time and money. This region-wide sharing of information and resources is currently facilitated by the South West Forum for Migrant Workers. It is important that regional networking and information-sharing is a central part of the Forum's emerging regional Action Plan.

Recommendation

15

Through its developing database of contacts in organisations supporting migrant workers in the region the Forum for Migrant Workers should promote the use of existing information and websites, thereby avoiding the development of duplicate resources.

- *Where gaps are identified, new material should be commissioned at a regional level.*

In some cases, there is a need for greater support to front-line staff to make sure they are fully aware of the needs of migrant workers and are able to address them. Many partners feel ill-equipped (in terms of both resources and knowledge) to deal with the specific needs of migrant workers. Stakeholders report a need for better training for front-line service providers, particularly local authorities, to strengthen their capacity to meet the needs of migrant workers and maximise the benefit of migration to local economies and communities.

The Cornwall Migrant Workers Group have delivered a series of training events for front-line service providers which were very well-received and generated interest from outside the County that they were not able to accommodate. South West Councils have also organised an event for local authorities and partners to raise awareness of the issues surrounding migrants with 'No Recourse to Public Funds' who are entitled to local authority support where they are assessed as being in need of care and attention under the National Assistance Act. This has proved to be a well-subscribed event, further indicating that local authorities are eager for information and training on the critical issues front-line staff are currently facing.

Recommendation

16

South West Councils should use funding from the Enabling Grant and the Regional Improvement and Efficiency Partnership to roll out a region-wide programme of training events for front-line local authority staff.



SOUTH WEST
Regional Assembly

Community cohesion

In some areas, migration has contributed to significant community tension. Public perceptions that migrant workers are ‘taking our jobs’ and being given preferential access to housing and other benefits spread quickly through communities. These myths, which appear to have no basis in fact, can act as a significant constraint to local service providers, and inhibit responsive service delivery.

The media in particular can pose a significant challenge to community cohesion by perpetuating myths and stereotypes. It can be very difficult for the public and voluntary sector to positively influence the media. Despite the scale of the challenge, partners in the region must work collectively to challenge negative or inaccurate reporting, and identify and promote case studies to exemplify the positive contribution that migrant workers are making to the region’s economy and communities.

The Cornwall Migrant Worker Group is currently developing a multi agency ‘media strategy’ to help to dispel stereotypes and directly address negative media coverage. The Group are trialling engagement strategies, like carrying out regular briefings for local editors and broadcasting station managers to develop positive working relationships and encourage balanced and accurate coverage of migration issues. A similar approach could be taken at regional level, led by the Forum for Migrant Workers.

Recommendation

17

The Regional Strategic Co-ordination Board for Migration should lead the development of a proactive region-wide approach to promote the positive contribution that migrant workers can make to our economy and our communities.



SOUTH WEST
Regional Assembly

In order to avoid the perception that migrant workers are receiving ‘special treatment’, support for migrant workers needs to be incorporated into that for the community as a whole, with service providers integrating migrant worker services into their wider remit surrounding diversity and cohesion. Migrant workers should not be viewed in isolation.

An important way in which migrant worker issues can be integrated into mainstream service provision is through Local Area Agreements and Local Strategic Partnerships. There is currently only a limited amount of connection between migrant worker groups,

including the Forum for Migrant Workers, and the region's LAAs. Only two LAAs in the South West (Gloucestershire and Cornwall) have a target in relation to migrant workers. There is a clear need to strengthen the link between the South West Forum for Migrant Worker and the region's Local Strategic Partnerships and Local Area Agreements.

Recommendation

18

The Forum for Migrant Workers should strengthen its links with the region's LAAs and MAAs.

- *A member of the South West Councils LSP network should be invited to sit on the Forum for Migrant Workers in order to promote the integration of action to address the needs of migrant workers into the region's LAAs.*



6. A REGIONAL ACTION PLAN

“There is much to be gained from working collectively at regional level on migration issues. The South West Forum for Migrant Workers has great potential to bring organisations together to realise the benefits of migration for the South West.”

Cllr Bill Crowther, Gloucestershire County Council

Clearly much of the work to address the needs of migrant workers must be undertaken at a local level. But, as this Review has illustrated, there is also significant scope for regional organisations to add value by making strategic and operational links between locally established programmes and support organisations. Given its ‘regional strategic co-ordinating’ role, the Forum for Migrant Workers it is in a strong position to encourage collaborative working on a diverse range of issues including provision of advice and guidance, skills provision and support to employers.

To date, the Forum for Migrant Workers has focused predominantly on facilitating networking and sharing examples of good practice. The Forum has proved very popular, and now includes over 50 representatives from 37 organisations across the region. In recent months the Forum for Migrant Workers has developed a draft Action Plan to promote a co-ordinated response to the key issues. Full sign up to a Regional Action Plan is vital to allow the Forum to become a more action-oriented and delivery focused group, able to drive change and improvement across the migrant workers agenda.

The existing draft Action Plan is a wide ranging document which addresses a wide range of issues, from the provision of ESOL to migrant worker access to leisure activities. In view of changing economic circumstances, and the limited resources of partners, there is a need to review the content of the draft Action Plan and hone it down to focus on the issues and actions that matter most. The recommendations set out in this report are considered by the Regional Strategic Review Panel to represent the core priorities for the Region.



SOUTH WEST
Regional Assembly

Recommendation

19

The Forum for Migrant Workers should undertake a Review of the existing draft Action Plan in view of changing economic circumstances, and the key recommendation set out in this report.

Recommendation

20

The Forum for Migrant Workers should finalise an Action Plan which:

- *Is a joint expression of the region's priorities on migration.*
- *Achieves high level sign up from a full range of relevant organisations.*
- *Sets realistic targets.*
- *Takes into account feedback from migrant communities themselves.*
- *Assigns responsibility to organisations.*
- *Sets out timescales for delivery and methods for reporting.*

Financial sustainability

There are a number of strands of existing and potential funding which could be joined up through the Forum for Migrant Workers to enable co-ordinated delivery of the Regional Action Plan. The Home Office enabling grant provides essential core funding for the group (although its allocation is not informed by the numbers of migrants in each region); South West RDA funding for the Equality South West Migrant Worker Project allows some support to be targeted on employers and ensuring community groups can play a role in policy making; Regional Improvement and Efficiency Partnership funding will enable councils to better respond to local needs and the new Migration Impacts Fund could play an important role in supporting projects around community cohesion and responsive public services.

The Migrant Worker Forum should take ownership of these funding sources and proactively explore further opportunities in order to secure the long term financial sustainability of a regional resource to co-ordinate activity on migrant worker issues. The forthcoming review of the enabling grant allocation to English regions from 2010 provides an opportunity for partners to press home the value of a regional strategic body co-ordinating action on migration related issues.

MIGRANT WORKERS IN THE SOUTH WEST

Equality South West's Migrant Worker project is clearly highly valued by regional partners and South West RDA should seek to extend its funding beyond October 2009 to allow its excellent work to continue.

Recommendation

21

To support the ongoing delivery of the Regional Action Plan, the Migrant Workers Forum should develop a long term strategy to ensure ongoing funding from a range of sources, including funding from the European Union

- *Partners in the Migrant Workers Forum should lobby the Home Office for a continuation of the 'Enabling Grant' beyond March 2010 (with funding reflecting more accurately the numbers of migrants in each region) and lobby CLG for an active role in overseeing the allocation of funding in the Migration Impacts Fund.*

Recommendation

22

The South West RDA should extend funding of Equality South West beyond 2009, and provision for Migrant Worker support beyond March 2010.



SOUTH WEST
Regional Assembly

APPENDIX 1.

CONTRIBUTIONS TO THE REVIEW

Members of the Scrutiny and Review Panel would like to thank the following organisations for their contribution to the Review:

Association of Colleges South West	North Wiltshire District Council
Borough of Poole	Plymouth City Council
Bristol City Council	SMART Group Recruitment
Butlins	Somerset County Council
Centre for Cities	Somerset Training and Enterprise Council
Citizens Advice Bureau	South West Chamber of Commerce
Community Trade Union	South West Councils
Cornwall County Council	South West Forum for Migrant Workers
Cornwall Migrant Workers Group	South West Observatory
Devon and Cornwall Police Authority	South West Regional Employment and Skills Partnership
Devon County Council	SW Council of Faiths/SW Churches Regional Forum
Devon Primary Care Trust	South West Regional Development Agency
Equality South West	Taunton Deane Borough Council
Gloucestershire County Council	Teignbridge District Council
GMB Union	The Advice Index Community Interest
Government Office for the South West	TUC South West
Health and Safety Executive	UNISON
Intelligence Clearly	United Kingdom Borders Agency
International Organization For Migration	West Somerset Council
Learning and Skills Council - Gloucestershire	West Wiltshire District Council
Mendip District Council	Wiltshire Police
North Cornwall District Council	



APPENDIX 2. GLOSSARY

A2	Accession 2 Countries
A8	Accession 8 Countries
CAB	Citizens Advice Bureaux
CLG	Department of Communities and Local Government
EEA	European Economic Area
ESOL	English for Speakers of Other Languages
ESW	Equality South West
EU	European Union
GLA	Gangmasters Licensing Authority
GOSW	Government Office for the South West
LAAs	Local Area Agreements
LSC	Learning and Skills Council
LSP	Local Strategic Partnership
MAAs	Multi Area Agreements
MAC	Migration Advisory Committee
MAS	Manufacturing Advisory Service
MIF	Migration Impacts Forum
NARIC	National Recognition Information Centre
NEET	Not in Education, Employment or Training
ONS	Office of National Statistics
PBS	Points-Based System
RESP	Regional Employment and Skills Partnership
RIEP	Regional Improvement and Efficiency Partnership
SAWS	Seasonal Agricultural Workers Scheme
SLIM	Skills and Learning Intelligence Model
South West RDA	South West Regional Development Agency
STEM	Science, Technology, Engineering and Mathematics
WRS	Worker Registration Scheme

APPENDIX 3.

SOURCES OF FURTHER INFORMATION

Below is a list of useful websites for further background information:

Department for Communities and Local Government
[*www.communities.gov.uk*](http://www.communities.gov.uk)

United Kingdom Border Agency
[*www.ukba.homeoffice.gov.uk*](http://www.ukba.homeoffice.gov.uk)

Gangmasters Licensing Authority
[*www.gla.gov.uk*](http://www.gla.gov.uk)

Institute of Public Policy Research
[*www.ippr.org.uk*](http://www.ippr.org.uk)

Government Office South West
[*www.gos.gov.uk/gosw*](http://www.gos.gov.uk/gosw)

Equality South West Migrant Worker Project
[*www.equalitysouthwest.org.uk/about-us/promoting-equality-for/migrant-workers.html*](http://www.equalitysouthwest.org.uk/about-us/promoting-equality-for/migrant-workers.html)

South West Learning and Intelligence Module
[*www.swslim.org.uk*](http://www.swslim.org.uk)

South West Learning and Skills Council
[*www.lsc.gov.uk/regions/SouthWest*](http://www.lsc.gov.uk/regions/SouthWest)

South West Regional Employment and Skills Partnership
[*www.swrsp.org.uk*](http://www.swrsp.org.uk)

South West Regional Development Agency
[*www.southwestrda.org.uk*](http://www.southwestrda.org.uk)

South West Councils
[*www.southwest-ra.gov.uk/nqcontent.cfm?a_id=3141*](http://www.southwest-ra.gov.uk/nqcontent.cfm?a_id=3141)



SOUTH WEST
Regional Assembly

NOTES



NOTES



SOUTH WEST
Regional Assembly

NOTES





SOUTH WEST
Regional Assembly

SCRUTINY

For more information please contact the Secretariat on: 01823 270101
or write to us at: SWRA, Dennett House, 11 Middle Street, Taunton, Somerset TA1 1SH
email: swra@southwest-ra.gov.uk
or visit our website: www.southwest-ra.gov.uk

Designed and produced by Peter Poland Design Ltd, Bristol.

Printed on 80% recycled paper. The remaining 20% being virgin fibre from sustainable forests and totally chlorine free.

Images courtesy of Apex News and Pictures, Regen SW and istockphoto.