



Leeds
CITY COUNCIL

Migration in Leeds 2021 – 2025



Foreword

Our vision is for Leeds to be the 'Best City' in the UK; one that is compassionate and caring with a strong economy; one that tackles poverty and reduces the inequalities that exist. We want Leeds to be a city which enables people to prosper, with equal opportunities and where everyone has a fair chance. A city with safe, strong and resilient communities, where people from all backgrounds are able to take part in all aspects of community life. A city that is varied, vibrant and proud.

Migrant communities are valuable contributors to the city's economy, culture and diversity and Leeds aspires to ensure people are welcomed and supported. Leeds has a long-held commitment to support asylum seekers and refugees and is dedicated to being a city of sanctuary.

The term 'migration' covers a whole range of communities from economic migrants to those seeking asylum, fleeing war and persecution. Diversity in Leeds has continued to enrich and there are over 169 nationalities with over 104 languages spoken.

The Council recognises the challenges in ensuring fair access for all in the city and we continue to strive to tackle inequalities in a number of ways including through a strategic, coordinated and inclusive approach to migration encouraged by the Executive Board, to ensure that the voice of migrant

communities is at the heart of the migration agenda in Leeds.

Migration is a key theme in the Council's approach to locality working and its work in priority neighbourhoods. It is also an essential component of the stronger communities programme in the city, bringing together a range of projects and activities across a continuum. The programme incorporates a strategic approach to migration; tackling inequality, poverty and disadvantage; community cohesion, engagement and development; prevent; counter extremism and work with the Third Sector.

Our 'Strategic, Coordinated and Inclusive Approach to Migration in Leeds', builds upon our 'Best City' ambitions. This strategy sets out our long term strategic direction on migration which aims to ensure people who migrate to Leeds are able to establish their lives quickly and successfully. Our approach aims to benefit all the citizens and residents of Leeds.

We would like to take this opportunity to thank all staff, partners and volunteers working across the city for their continued passion and commitment to serve new and existing communities. Together we rise to the challenge of making a difference to peoples' lives; ensuring that an inspiring, value-based public service ethos is alive and thriving in Leeds.



Councillor Debra Coupar
**Deputy Leader of Leeds City Council, and
Executive Member for Communities**



James Rogers
**Director of Communities, Housing and
Environment, Leeds City Council**

Our Vision: Leeds is a welcoming and compassionate city for all new and existing communities, a place where people feel safe and connected, contributions are valued and celebrated, and individuals, families and communities can reach their full potential.

Definitions

Migration: The movement of a person or a group of persons, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees, displaced persons, economic migrants, and persons moving for other purposes, including family reunification.

Source: *United Nations IOM, Glossary on Migration, International Migration Law Series No. 25, 2011 (2012)* <http://www.iom.int/key-migration-terms#Migration>

Migrants: A person who leaves one country and resides in another. In the UK this refers to all people who have entered and live in the UK. People are usually classed as migrants if they stay for at least one year.

Source: *Migration Yorkshire (2012) Who Are Migrants?*
<http://www.migrationyorkshire.org.uk/?page=whoaremigrants>

Within the context of this document and reference to new and established / existing communities:

- **New arrivals / newly arrived:** refers to a person/s who arrived from another country at some point in the last 10 years.
- **Established / existing communities:** refers to person/s who have resided in the UK for more than 10 years.
- Please note, people may have:
 - become established more quickly
 - resided for over 10 years, however circumstances may result in shared experiences to a person/s who is newly arrived.

Background

Leeds is one of the fastest growing cities in the UK; home to over 169 different nationalities and with over 104 languages spoken, making Leeds one of most diverse cities outside of London.

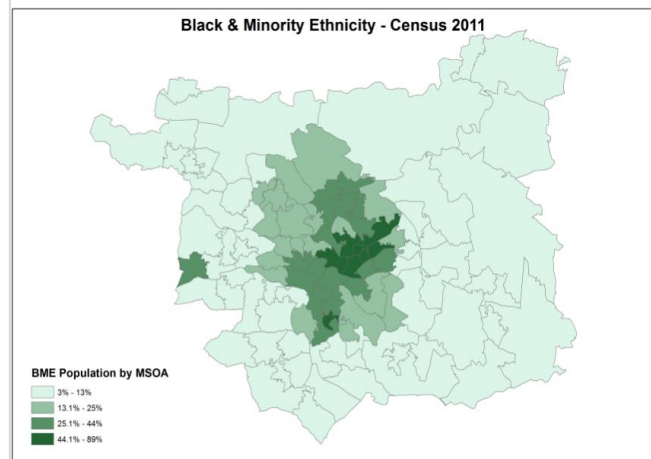
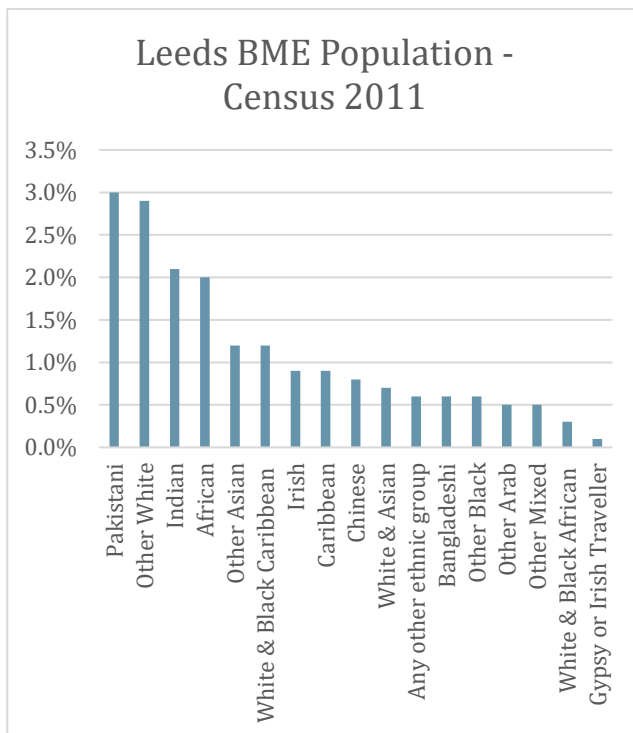
This strategy aims to better understand the challenges experienced by migrant communities, and where challenges and vulnerabilities exist in meeting need, to inform how improvements can be made to the approach in Leeds.

Our joint working arrangements include our work with partners across the council and city, and strong links with Leeds Migration Partnership which ensures that the voices of migrants are heard and to influence decision makers.

The Leeds Community

Since the census 2011 the population has grown from 751,500 to 789,194 (mid-year estimate, 2018). This increase is primarily driven by a combination of natural population change and international migration.

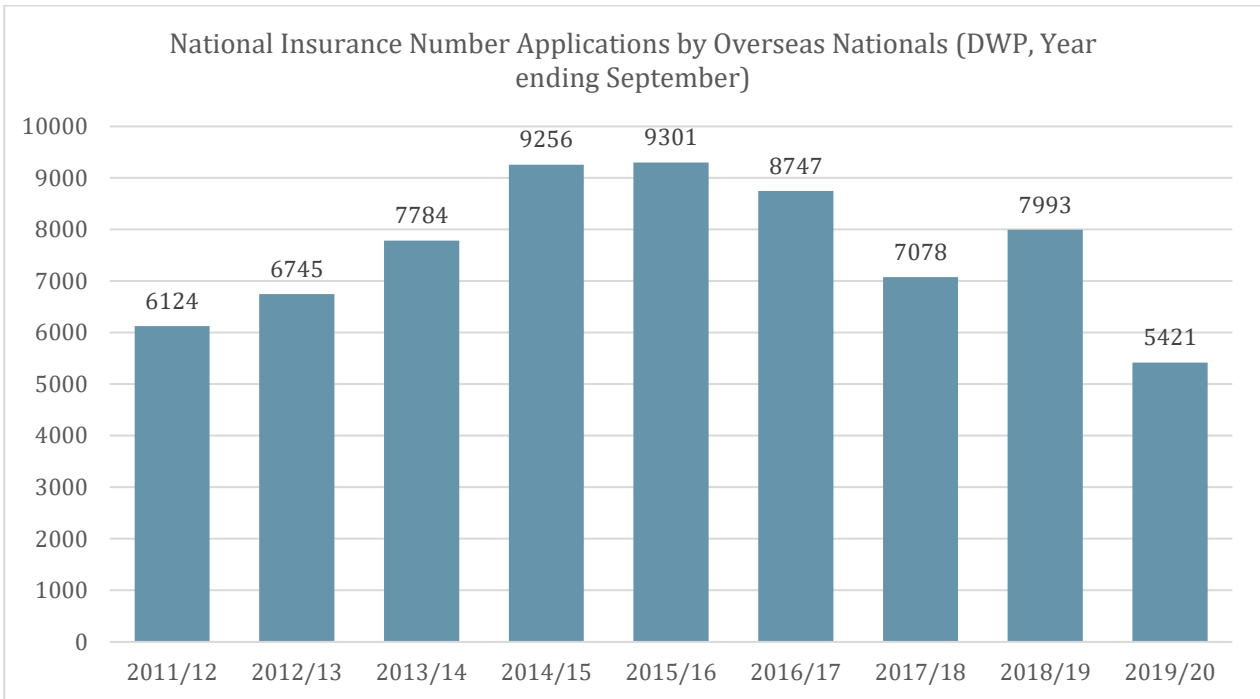
Census 2011:	
<ul style="list-style-type: none"> • 19% of people are from a Black and Minority Ethnic (BME) background • 11% of residents were born outside the UK (50% increase since Census, 2001) • In 92% of households all adults have English as a main language • 21% of pupils have English as an additional language (2019 School Census) 	<p>Of the non UK born population:</p> <ul style="list-style-type: none"> • More than half had arrived within the last 10 years • More than two thirds were outside the European Union • Most new arrivals came as young working age individuals / families. The most common age range between 20 - 24 years.



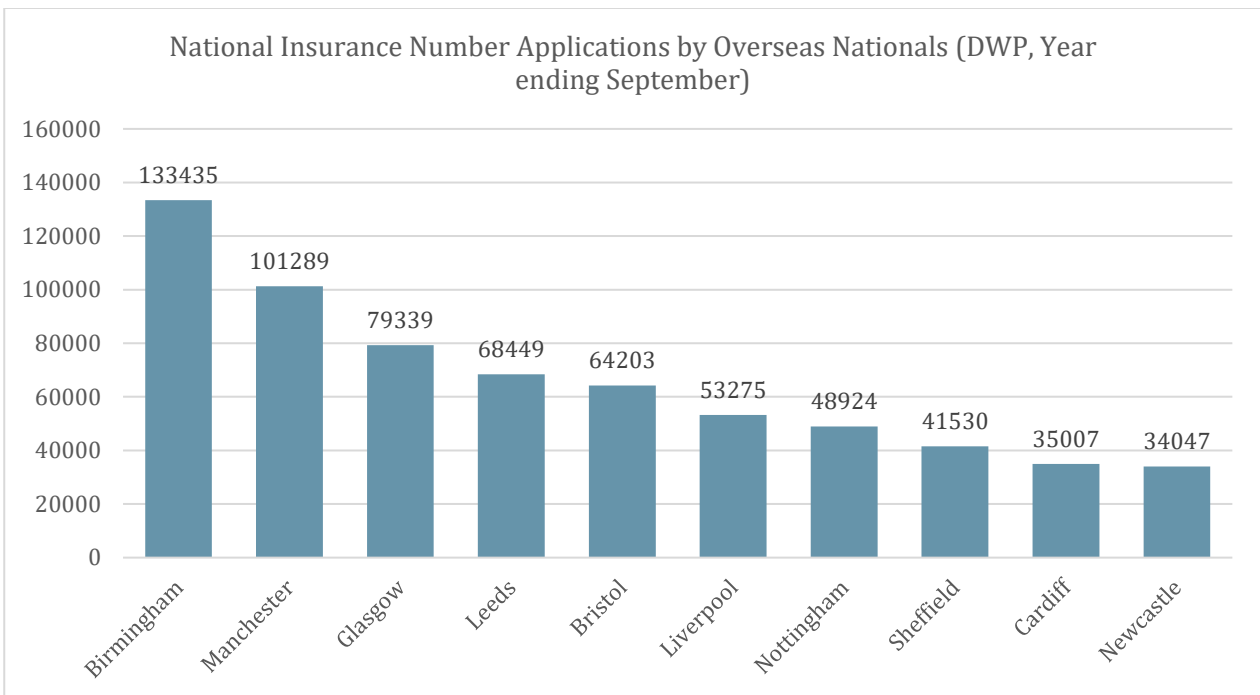
Post census, more recent changes to migration population trends can be understood using a range of datasets. The data from the Department of Work and Pensions for overseas nationals who successfully apply for a **National Insurance Number (NINo)** highlight:

At the time of writing this document 68,449 people applied between 2011/12 and 2019/20 (year ending September), inclusive of people who stay short and long term.

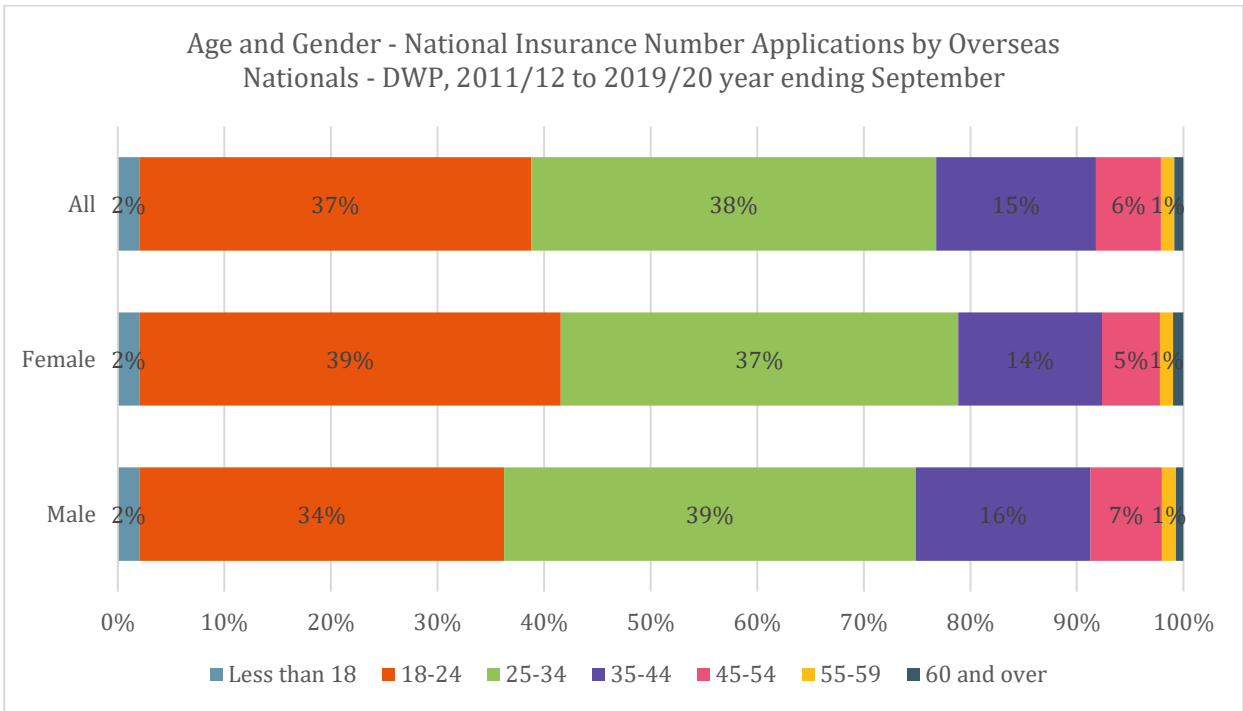
- The highest number of applications were received in 2014/15 and 2015/16, with around 9,000 applications in each year.
- After a period of reduction, the number of applications rose in 2018/19 (run up to Brexit), but again reduced in 2019/20 (COVID-19). This is in line with national trends.



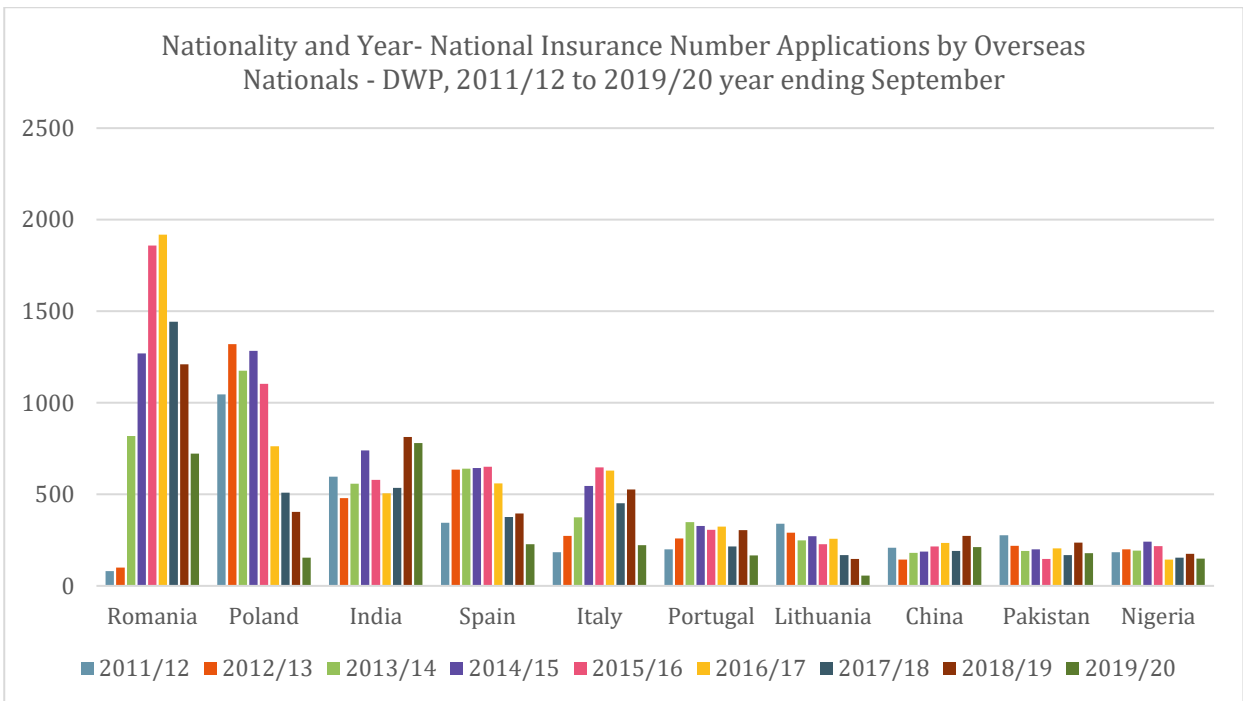
- Of the ten UK core cities, Leeds has received the fourth highest number of applications since 2011.



- 52% of applicants were male, while 48% were female. The age breakdown of males and females is mainly the same, with the largest share of applicants between the age of 18 and 34.



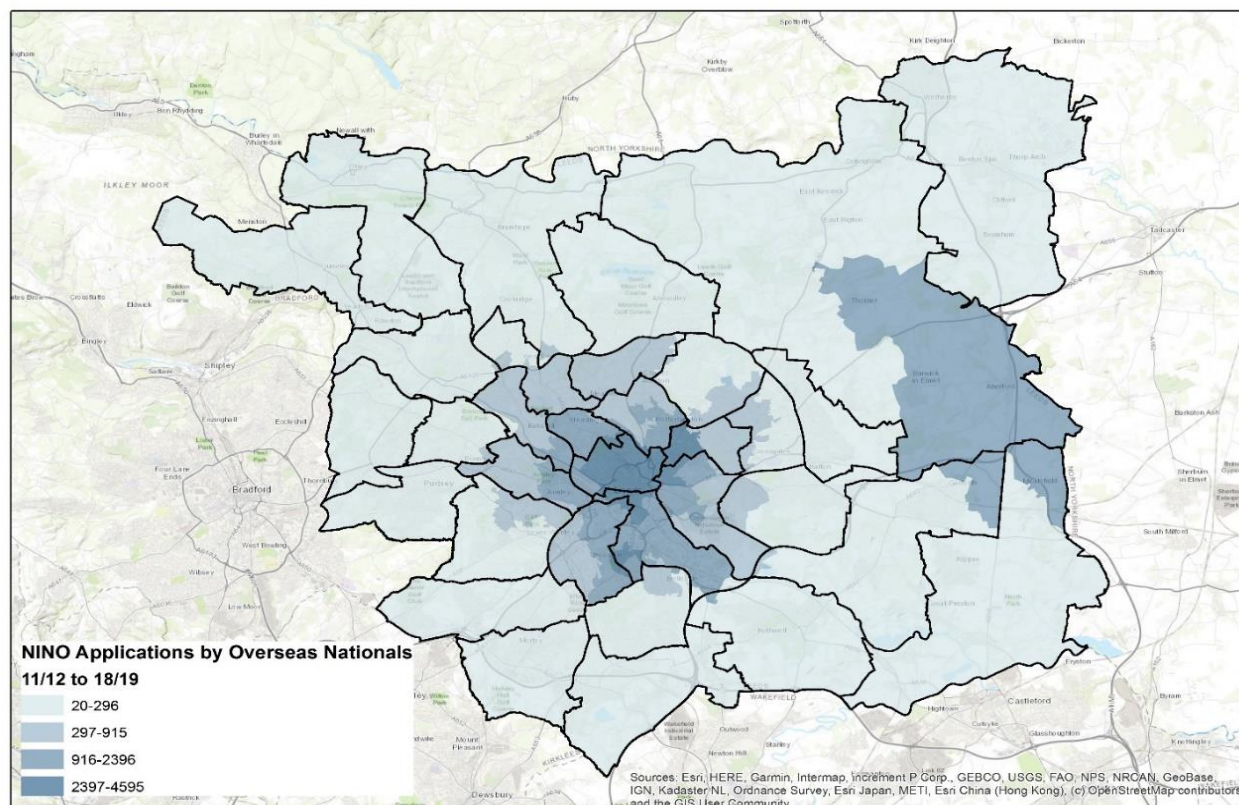
- The highest number of applications were from Romanian, Polish, Indian, Spanish and Italian nationals.



- There have been reductions in applications from all of these nationalities with the exception of Indian.
- 846 people seeking asylum supported by the Home Office living in Leeds
- 12,645 international students registered at a Higher Education Institute

2019/20 academic year	European Union	Non-European Union	Grand Total
Leeds Arts University	55	150	205
Leeds Beckett University	380	1210	1590
Leeds Trinity University	80	10	90
The University of Leeds	1525	9235	10760
Grand Total	2040	10605	12645

This map displays the spread and diversity of new and existing communities in Leeds at a local level. It exists to provide understanding of population changes and trends alongside wider contextual information to support the meeting of needs for the diverse population of Leeds.



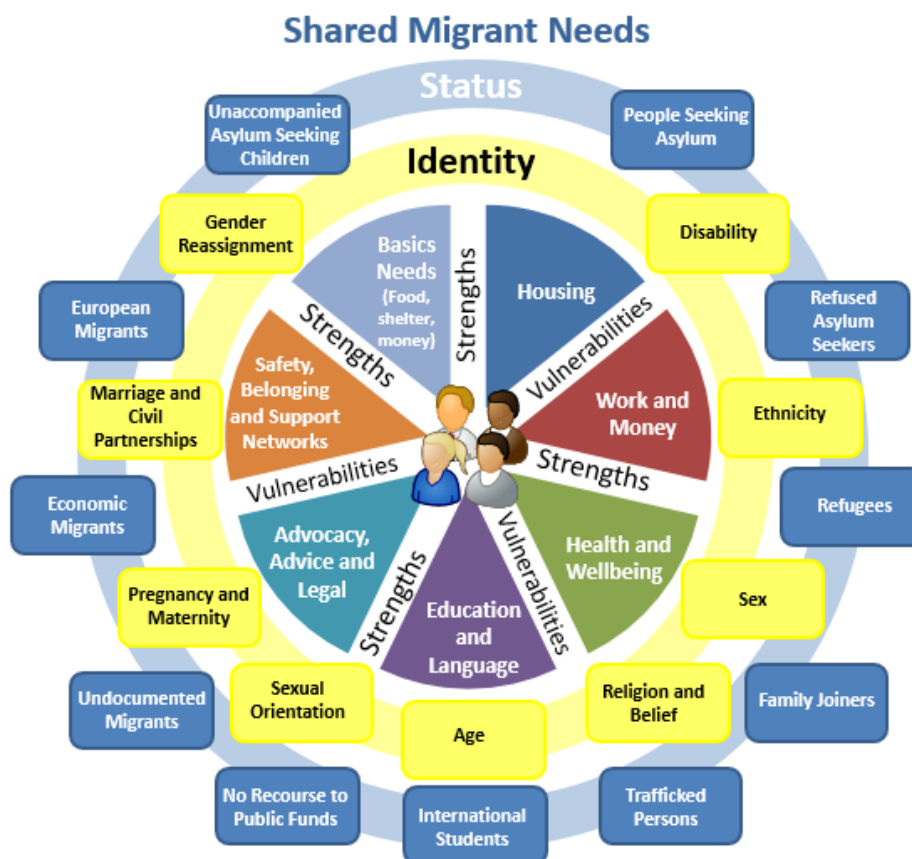
A significant number of our new communities are concentrated in the inner city areas where accommodation is easily accessible, inexpensive, in close proximity to amenities and people of shared backgrounds. Despite the prosperity of Leeds inequalities exist; with approximately 163,000 people living in areas ranked amongst the 10% most deprived nationally. These combined challenges of multiple deprivation need to be considered in responding to the needs of new communities more effectively.

Further data information can be found:

- **Leeds Observatory:** <https://observatory.leeds.gov.uk/>
- **Leeds Migration Map:** <https://observatory.leeds.gov.uk/population/migration-map/>
- **Migration Yorkshire:** <https://www.migrationyorkshire.org.uk/?page=statistics>

Please note: DWP NINO data includes: people with rights to work and/or claim benefits; short and long term migrants; and represents inflow only data.

People, who come to work, study, join family or seek sanctuary in Leeds, aim to establish their lives quickly and successfully. In order to understand as a city how opportunities to achieve these aims effectively are maximised, research analysis established an understanding of the 'needs' migrant communities seek to fulfil. Migrants are categorised by a range of different immigration status, each dictating differing permissions and restrictions; and identify with a range of equality characteristics, which bring diverse opportunities and challenges. These varying perspectives and experiences continue to be important to drive forward an improved citywide response to migration.



Illustrated in the above diagram, the areas of need (shared across all categories of migrant status and equality strands) are access to: housing; work and money; health and wellbeing; education and language; advocacy, advice and legal provision; safety, sense of belonging and support networks; and basic needs to sustain times of hardship.

The needs for new migrant communities are no different to the needs of established existing communities. The challenges however, and subsequent support required, greatly differ. It is vital to also acknowledge 'need' is variable, and changes according to life circumstances.

The strengths within new migrant communities to successfully meet need is recognised. Also acknowledged is the wealth of support being provided within migrant and wider communities, community and faith groups, the voluntary sector and service providers as an invaluable enabler towards the meeting of need.

Blue ring: illustrate the diversity of immigration status	Yellow ring: illustrates the equality strands	Segments: 7 core shared needs	Strengths and vulnerabilities: communities' strengths to meet need and challenges that exist impacting vulnerability
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The Challenges

Learning has shown the key five key cross cutting challenges that newly arrived and migrant communities experience when addressing need. These barriers cut across all types of immigration status, equality characteristics and area of need:

Lack of understanding of rights, entitlements and responsibilities:

Migrant communities and service providers lack an understanding of immigration status and the corresponding rights, entitlements and responsibilities. The challenge and complexity is compounded by ongoing changes to immigration policy.

Lack of access to available services and systems:

The challenges include:

- There is reduced knowledge of services, the support provided and how to access them, along with a limited confidence and trust of service providers to deliver culturally sensitive services.
- Poor experiences of customer service and staff engagement.
- Signposting which fails to connect people, who are often unfamiliar with the services that are available, effectively to navigate appropriate support, services, systems and the city.
- Poor access to consistent digital technology across the city.

Barriers to effective communication:

The lack of English language contributes to ineffective communication and remains a barrier. In addition, the research highlighted even when English is spoken fluently, the understanding of how systems and processes work continues to be a challenge.

Lack of knowledge, information and effective communication to make informed choices:

All of these preceding factors impact on the ability of newly arrived and migrant individuals and communities to make informed choices. This reinforces the need for improved access to: advocacy, advice, legal guidance, informed social networks; and the ability to navigate services, systems and the city.

Reduced voice and influence:

New arrivals and migrant communities' ability to shape the way services are provided and how decisions are made in the city, is often reduced.

The issues include the:

- Lack of effective community engagement.
- Lack of knowledge, understanding and involvement in decision making processes.
- Lack of feedback with communities reducing the ability to see the impact of their engagement.

Community safety and resilience:

Our ambition is for people in Leeds to be safe, feel safe and live in strong, cohesive communities. Being safe is a concern for all communities in Leeds.

This was highlighted as particularly relevant to migrant communities. Negative perceptions of migrants through media and in some communities has led to increases in reported and unreported hate crime and contributed to the feeling of unease.

Healthcare:

Our vision is Leeds will be a healthy and caring city for all ages, where people who are the poorest, improve their health the fastest.

There are national policy changes to the charging regulations for healthcare services which significantly impact on some migrants. This has added to the confusions around entitlements, impacted healthcare pathways and led to increased community anxieties when accessing healthcare.

Advocacy, advice and legal support:

We want people in Leeds to be supported by high quality services to live full, active and independent lives.

The lack of advocacy, advice and legal support features significantly. New communities are often unfamiliar with UK systems and the support available and therefore experience additional challenges. Activities delivered by service providers, community groups and informed social networks are critical in providing needed support.

Infrastructure:

Leeds has a strong and diverse range of service providers that address need. The citywide response to migration in Leeds is impacted by ongoing immigration legislative change, uncertainty following Brexit, sustained financial challenges and limited resources.

These are most acutely felt by specialist services, third sector organisations and community groups which are most likely to come into contact with people in need. As a result, there is a general concern around how we protect the services that we need as a city. Responding to these challenges requires continued and long-term efforts to promote economic growth that benefits all, with a focus on those people and areas most in need.

City of Sanctuary:

Leeds has a proud and long-held commitment to supporting asylum seekers and refugees and is dedicated to being a city of sanctuary. It is well known that many refugees play an active and invaluable role economically and whilst many asylum seekers are not permitted to work, many are active in their communities participating in volunteering. People seeking sanctuary make a huge contribution to the civic and cultural life of the city. Leeds aspires to ensure they are welcomed and supported.

Key Deliverables

Whilst a broad range of work will be carried out in the city, particular focus will be given to the following:

Service	Priority 1: Improve access to services (person-centred equitable provision)	
	Facilitate access to services	<ul style="list-style-type: none"> Qualify service accessibility through an evidence led understanding of barriers experienced to address issues. Use effective methods and resources to increase service user understanding of rights, entitlements and responsibilities. Use appropriate support to ensure communication is effective and aids understanding. Implement resources and methods to connect and navigate people, who may be unfamiliar with the city, towards appropriate support to effectively address need.
	Improved / Value-added accountability	<ul style="list-style-type: none"> Develop successful processes to appraise customer service experiences using mechanisms which facilitate service user voice to be heard and valued.
Workforce	Priority 2: Change attitudes and behaviours (individuals, communities and services providers)	
	Culture of welcome and compassion	<ul style="list-style-type: none"> Ensure welcome, inclusion and compassion remain at the heart of service delivery to enable positive experiences and restorative relationships.
	Enhance understanding of diverse communities	<ul style="list-style-type: none"> Ensure workforces are fully equipped to respond appropriately, effectively and efficiently to meet diverse need. Maximise learning opportunities to facilitate improved awareness and understanding of new and diverse communities. Effective engagement methods are used to appraise customer experience.
Intelligence	Priority 3: Increase awareness and understanding (communications and engagement)	
	Reliable sources of information	<ul style="list-style-type: none"> Accurate information and resources are available to enable meeting diverse needs. Reliable service provider information is available with effective methods to access. Development opportunities are actively engaged in to learn and share expertise (e.g. training, briefings, shadowing and mentoring). Good practice is captured and shared to enhance efficiency, knowledge, skills, and confidence (e.g. case studies).
Strong Communities	Priority 4: Strengthen resilience and build capacity (increasing confidence to adapt and thrive)	
	Strong communities	<ul style="list-style-type: none"> Increase opportunities for genuine engagement and participation between communities and with services. Empower individuals and communities through building capacity to strengthen resilience and enhance community assets. Enable community voice and influence in service development, social cohesion approaches and civic participation.
	Enable understanding	<ul style="list-style-type: none"> Enable accessible information to aid understanding and independence. Improve understanding, access and confidence to be digitally included. Share information and enable access to English language classes and support. Support the citywide approach to learning English in Leeds.
	Enable community assets	<ul style="list-style-type: none"> Develop and contribute to models which build knowledge, experience and skills to facilitate better informed social networks and make best use of community assets.
Infrastructure	Priority 5: Strong Partnerships (working together as a city / enabling an effective citywide response)	
		<ul style="list-style-type: none"> Explore innovative partnership arrangements to improve access and outcomes. Enable opportunities to strengthen local infrastructure (e.g. pooled/shared resources, peer support and reciprocal arrangements). Empower experts by experience involvement and representation in service, partnership and citywide developments; utilising methods which enable inclusion and their voice to be heard and valued. Good practice and lessons learned are shared which contribute towards improved citywide responses, effective early intervention and reduction of unnecessary duplication.

The Strategic, Coordinated and Inclusive Approach to Migration in Leeds

2021 - 2025

Our Vision

Leeds is a welcoming and compassionate city for new and existing communities, a place where people feel safe and connected; contributions are valued and celebrated; and individuals, families and communities can reach their full potential.

Our Approach

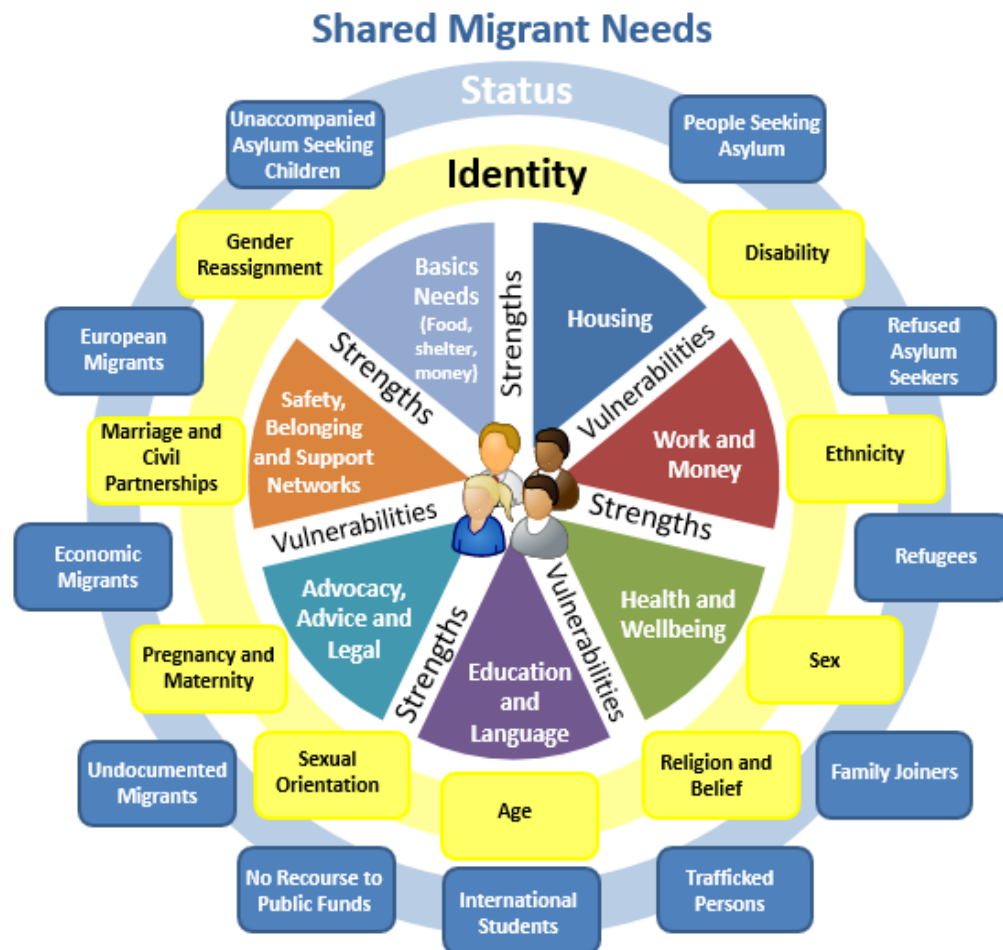
Working together to address key cross cutting challenges to improve:

Understanding of rights entitlements and responsibilities

Access to services and systems

Barriers of language and effective

Knowledge and information to make informed choice



Our Priorities

Improve access to services

Change attitudes and behaviours

Increase awareness and understanding

Strengthen resilience and build capacity

Strong partnership approaches

Our Outcomes

All new and existing communities will:

- Be safe and feel safe
- Have somewhere to live with good quality housing
- Live healthier lives
- Have the skills needed for life
- Have the means to support themselves and their families
- Know where to find support and be able to navigate the city
- Have accessible information and feel confident accessing services
- Understand their rights, entitlements and responsibilities
- Feel heard and listened to in order to influence change

Our Commitments

Putting people and communities first

A focus on safety and wellbeing

Taking decisive and effective actions

Facilitating voice and influence