

A study of A8 and A2 migrants in Nottingham

Final Report

Lisa Scullion, Gareth Morris and Andy Steele
Salford Housing & Urban Studies Unit
University of Salford

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ONE
NOTTINGHAM



About the authors

Lisa Scullion is a Research Fellow in the Salford Housing & Urban Studies Unit (SHUSU) at the University of Salford. Gareth Morris is a Research Assistant in the Salford Housing & Urban Studies Unit (SHUSU) at the University of Salford. Andy Steele is Professor of Housing & Urban Studies and Director of the Salford Housing & Urban Studies Unit (SHUSU) at the University of Salford.

The Salford Housing & Urban Studies Unit is a dedicated multi-disciplinary research and consultancy unit providing a range of services relating to housing, regeneration and urban and community policy to public and private sector clients. The Unit brings together researchers drawn from a range of disciplines including: social policy, housing management, urban geography, environmental management, psychology, social care and social work.

Salford Housing & Urban Studies Unit (SHUSU)
The University of Salford
Business House
University Road
Salford, M5 4WT
United Kingdom
<http://www.els.salford.ac.uk/shusu/index.php>

Team members and project steering group

Core team members

Dr Lisa Scullion
Gareth Morris
Professor Andy Steele

Community interviewers

Joanna Bejger
Konrad Biwojno
Igor Brudnowski
Ewelina Drynda
Brigita Givgova
Aleksandra Gockowiak
Alex Krasevskis

Kornelia Miszler
Beata Polanowska
Zuzanna Sadecka
Kamila Szwalbe
Joanna Tkacz
Barbora Urbancsokova
Ewa Wolny

Steering group

Kevin Bartlett	One Nottingham
Vincent Bryce	Nottingham City Council
Mick Chilton	Nottinghamshire Fire & Rescue Service
Lisa Crouch	Nottinghamshire Police
Simon Down	Nottingham City Council
Claudette Dyce	Nottingham City Council
Graham Gardner	Nottingham City Council
Terry Humphries	Nottingham City Council
Dan Lucas	Nottingham City Homes
Zbyszek Luczynski	Nottingham City Council
June Maw	Nottingham City Council
Cathy McGoran	Nottinghamshire Fire & Rescue Service
Vicky Myers	Nottingham City Homes
Gary Nuttall	Nottingham City Council
Steve Perry	Nottingham City Council
Jean Robinson	NHS Nottingham City
Amy Smith	Nottingham City Council
Fiona Vale	BEGIN (Basic Educational Guidance in Nottinghamshire)
Jacqui Walker	Nottingham City Council

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This report is based on research undertaken by the study team and the analysis and comment thereafter does not necessarily reflect the views and opinions of the research commissioning authorities, or any participating stakeholders and agencies. The authors take responsibility for any inaccuracies or omissions in the report.

Executive summary

The study

In recent years, there has been an increasing focus on the migration of people from A8 and A2 countries¹. It is now recognised that local authorities need to understand the composition and needs of their local population in order to be able to plan and deliver services effectively, as well as being able to respond to any issues relating to community cohesion². Consequently, local authorities are making efforts to find out about the experiences and needs of these new and emerging communities.

The research was commissioned by Nottingham City Council and One Nottingham in August 2008 and was conducted by a team of researchers from the Salford Housing & Urban Studies Unit at the University of Salford. The study was greatly aided by research support from Nottingham City Council Children's Services Asylum Seeker/Refugee Support Team, as well as a number of community interviewers. The project was managed by a steering group composed of officers representing Nottingham City Council, One Nottingham, Nottingham City Homes, NHS Nottingham City, Nottinghamshire Fire & Rescue Service, Nottinghamshire Police and Basic Educational Guidance in Nottinghamshire (BEGIN).

The main objective of this research was to explore the needs and experiences of A8 and A2 migrants living and working in Nottingham. There were two strands to the study:

1. Research with A8 and A2 migrants

The key areas of investigation with A8 and A2 migrants included:

- the number and geographical distribution of migrant workers in Nottingham;
- demographic information (including age, gender, nationality, religion, family status);
- language skills of migrant workers (including ESOL requirements);
- length of time in the UK/Nottingham;
- employment issues (including type, income, sector, location, official registration levels and match to qualifications);
- housing issues (including tenure, density of occupation and experiences of homelessness);
- health care issues (including take-up of services and particular health needs);
- benefit take-up of migrant workers;
- access to other goods, services and facilities (including council services);
- education take-up of migrant workers and their children;
- evidence of hate crime or discrimination;
- level of involvement in the local community (including contact with people from their home country and the indigenous population); and
- future intentions (including length of stay, employment, housing, family reunification).

¹ Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia (A8 countries); Bulgaria and Romania (A2 countries).

² Institute of Community Cohesion (2007) *Estimating the scale and impacts of migration at the local level*, London: Local Government Association (LGA).

2. Research with the children of A8 and A2 migrants

The research with children focused on the following key issues:

- overall satisfaction with their school;
- language skills;
- help they received when they started school (including language support);
- contact with people from their home country and the indigenous population;
- comparisons with schools and education in their home country;
- feelings of safety and experiences of discrimination; and
- suggestions for ways their life could be made better at school and in their local community.

The study was undertaken by conducting:

- a review of available literature, data and secondary sources;
- consultation with key stakeholders, including service providers and employers; and
- a total of **235** interviews with migrants from the following countries: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Romania and the Slovak Republic.
- a total of **158** interviews with migrant children from the following countries: Bulgaria, the Czech Republic, Lithuania, Poland and the Slovak Republic.

Main findings

The characteristics of the sample

- The sample included representatives from all A8 and A2 countries, with the exception of Bulgaria and Slovenia. The majority of respondents were Polish (75%), followed by Czech (8%) and Hungarian (7%). The sample also included a number of people (7%) who identified themselves as Roma (most of which were Czech).
- The majority of respondents were aged 17 – 39 years (86%).
- 61% of the respondents were female and 39% were male.
- 47% of the sample was single; 33% were married; and 20% had a boyfriend/girlfriend.
- 88% of those who were married or had a partner indicated that their spouse/partner was currently living with them in Nottingham.
- 41% of the sample had dependant children; 90% of those with dependant children stated that their children were living with them in Nottingham.
- The respondents lived in a number of areas across the city; however, there was a concentration of people in Dales and St Ann's. These are areas where new migrants to Nottingham have historically settled on first arrival in the city.

- 20% of the sample had lived somewhere else in the UK before moving to Nottingham.
- The majority of people had chosen Nottingham because of social connections; for example, 38% had moved to Nottingham because they had family living in the city, while 35% had friends living there.

Chapters 5 and 6 provide a full discussion of the characteristics of the sample.

Qualifications and language skills

- The sample was diverse in terms of their skills and qualifications; 34% had degree level qualifications (including architecture, business/finance, economics, engineering, environmental science, IT, law, marketing, mathematics, political science, religious studies, social care, teaching, textiles), while a quarter had technical/vocational qualifications (including carpentry, electrician, economics, food technology, gardening, hairdressing/beauty therapy, IT, marketing, mechanics, metal work).
- 20% of people said that their ability to speak English was poor or very poor while 32% said their ability to write English was poor or very poor.
- 33% of respondents were either currently studying on an English language course or had already completed one, while 11% were on the waiting list for a course.
- 30% of respondents would like to study on an English language course but were not currently enrolled. The main reasons were not having enough time or not being able to attend because of working hours.

Chapter 7 of the report provides a full discussion of qualifications and language skills.

Employment

- 58% of respondents had a particular trade or skill from their home country. Looking at the last job in their home country, people were drawn from a range of occupational levels; 35% were previously working in the three highest classifications (managers and senior officials; professional occupations; and associated professional and technical occupations); 21% were working in skilled trades occupations; and 12% elementary occupations.
- 81% of respondents were currently in paid employment. There were slightly higher rates of employment amongst male respondents.
- 87% were currently working within the Nottingham urban area. The remaining respondents were working in other parts of Nottinghamshire.
- The majority of respondents were currently working in elementary occupations (41%, compared to 12% previously working in elementary occupations). The percentage of people occupying the highest three levels decreased from 35% to 13%.

- 59% of people had experienced a decrease in occupational level, 33% had stayed within the same occupational level and 8% had increased their occupational level.
- Eleven respondents were earning below the national minimum wage. The lowest paid worker in the sample was earning in the region of £1.68 and £2.94 per hour.

Chapters 8 of the report provide a full discussion of the findings in relation to employment.

Accommodation experiences

- 73% of respondents were living in the private rented sector and 9% in socially rented accommodation.
- 42% of respondents had found their current accommodation through friends and family.
- 11% of respondents indicated that three people were currently sharing a bedroom, while 1% indicated that four people were sharing a bedroom.
- 9% of respondents indicated that they, or people within their household, were sharing bedrooms with non-family members.
- 75% of respondents indicated that they were satisfied with their current accommodation.
- Five people had experienced homelessness since living in Nottingham.
- Just 2% of respondents did not know the different housing options available in Nottingham.
- 42% of respondents wanted to own their own home in the future, while 25% wanted to live in socially rented accommodation. Just 7% wanted to live in private rented accommodation in the future.

Chapter 9 of the report provides a full discussion of housing experiences.

Community and neighbourhood

- 77% of respondents were currently living in areas which had a mix of different national and ethnic groups; 66% of respondents felt that people from different backgrounds mixed well together.
- Nearly all respondents had some contact with people from their home country as well as with British people.
- 75% of people were fairly satisfied or very satisfied with their neighbourhood, while 38% had a fairly or very strong sense of belonging to their neighbourhood.

- 35% of respondents wanted to move to a different area of the city. This was primarily because they wanted to live in 'safer' or 'better' areas of the city.
- 33% of respondents indicated that they had been victims of crime while living in Nottingham; 9% of respondents had experienced hate crime.
- 54% of respondents would recommend Nottingham as a place to live and work to friends and family in their home country.

Chapter 10 of the report provides a full discussion in relation to community involvement and engagement.

Access to services and facilities

- 83% of respondents were currently accessing a Doctor/GP, while 50% were accessing a dentist. The majority of respondents who did not currently access a GP/Doctor or dentist indicated that they would access health/dental care in their home country.
- 34% of respondents had children attending local schools or nurseries in Nottingham. Stakeholder consultation suggested that there may be a preference for children to attend local faith schools rather than non-faith schools.
- 99% of respondents had a mobile phone, compared to having a landline phone (29%); 81% had internet access.
- 49% of respondents were currently receiving benefits or tax credits. These were almost entirely child-related or in-work benefits.
- 24% of respondents had been provided with an interpreter during their contact with service providers.
- Respondents revealed a general lack of understanding with regards to what services were available and their entitlement to these.

Chapter 11 of the report provides a full discussion in relation to use of goods, services and facilities.

Children and families

- The majority of children who took part in the consultation were Polish (80%), followed by Czech (14%).
- 59% of the children were girls and 41% were boys.
- 63% were attending primary school while 37% were attending secondary school.
- 41% of the children had lived in Nottingham between two and four years.

- The children revealed relatively low levels of English language skills prior to coming to the UK. Half of the children couldn't speak English, while 40% could speak English, but only a little.
- 63% of children said that they had found it easy or very easy to learn English.
- The children themselves or their fathers were perceived to speak the most English within the household.
- 78% of children indicated that it was easy to make friends in Nottingham. The majority of children were friends with children from their home country and English children.
- 42% of children said that someone had been nasty or unfriendly to them because of their nationality.
- 87% of children said they had someone at school they could talk to if they had any problems.
- 69% of children indicated that they sometimes used their own language in the classroom. This was more likely to happen in primary than secondary schools.
- 71% of children indicated that the subjects they studied were different to those in their home country.

Chapter 12 of the report provides a full discussion of the findings from the consultation with children.

Future intentions

- 28% of respondents wanted to stay in Nottingham indefinitely; 27% intended to leave within five years; and 37% did not know how long they would stay.
- With regards to those who intended to leave, 57% would be returning to their home country; 22% intended to go to another country; and 16% intended to move to another part of the UK.
- 15% of respondents said they would be joined in the UK by other family members.

Chapter 13 of the report provides a full discussion in relation to future intentions of the respondents.

Conclusions

The following provides a summary of the main conclusions based on the findings of the survey.

Employment

The A8 and A2 migrants interviewed in Nottingham were diverse in terms of their skills and experiences. While there are many migrants who may prioritise finding a job and being able to earn money, regardless of what the job entails, there are also those who will actively seek occupational mobility. Migrant communities, in common with the rest of population, therefore need to be able to access information with regards to how best to utilise their individual skills and qualifications, as well as the employment opportunities that are available to them.

Previous research has often highlighted exploitation of migrant workers and issues in relation to recruitment agencies and gangmasters. Stakeholder consultation suggested that there were gangmasters operating in the study area. The scale and nature of exploitation remains unclear and is an issue that would require further investigation.

Language barriers

Perhaps unsurprisingly, acquisition of English language remains a key issue for migrant communities. Both migrant workers and key stakeholders in this study made reference to issues of language, particularly in relation to English improving employment prospects; language affecting engagement with the local community; and language creating a barrier to accessing services and facilities.

What has been highlighted is that people's work and other commitments can mean that they are often unable or unwilling to access language courses. Issues such as long or irregular hours act as a barrier to accessing ESOL provision. However, costs and waiting lists can also discourage people from enrolling on courses. So, while some migrants will actively seek English classes others simply want to learn a basic level of English that will enable them to 'get by', and this may be done with the help of friends and family. There is clearly a need to consider how to provide flexible learning opportunities, particularly for those working long or anti-social hours. Stakeholder consultation revealed good practice in Nottingham with providers striving to tailor ESOL provision to the workplace (for example, offering the new ESOL for Work qualification). There is also a need to look at how employers can be encouraged to build the language capacity of overseas employees, in the same way that they would provide other types of staff development courses.

Accommodation

There are three main issues to highlight in relation to accommodation. Firstly, there is an issue around accommodation standards and landlords operating in the private rented sector. There was evidence of people living in HMOs and some made reference to overcrowding issues. What was interesting to note was that poor conditions were not necessarily highlighted by the A8 and A2 migrants who took part

in this research. This is perhaps due to their acceptance of lower standards because of the more temporary nature of their stay or comparisons with their living arrangements in their home country. Nottingham City Council has been working to address some of these issues through the work of the Nottingham HMO Action Zones. This involved identifying three areas of the city with high levels of HMOs and concerns about non compliance with HMO licensing regulations. These projects could be developed to target other areas of the city where there are known to be large migrant communities.

The second issues relates to homelessness/rough sleeping. Only a small proportion of the sample indicated that they had experienced homelessness/rough sleeping. With regards to the scale of homelessness amongst migrant workers we need to consider migrant workers understanding of the concept of homelessness, with perhaps a lack of understanding that homelessness goes beyond street homelessness and rough sleeping. There were six people in our sample who did not have their own accommodation but rather were currently 'staying' with friends and family. People are more likely to rely on informal support (i.e. friends, family or other acquaintances) than the more formal support available to those who are experiencing or at risk of homelessness. The issue is not the need for greater provision in relation to homelessness, but rather a greater awareness of what support is available; an issue that applies not just to migrant communities but the whole population of Nottingham.

Finally, there is a need to consider the implications of people's future accommodation aspirations. The majority of people expressed a preference for owner occupation while a quarter of the sample indicated that they would like to live in socially rented accommodation in the future.

Children and families

There are three main issues in relation to children and families. Firstly, there are issues of disruption, upheaval and attendance. Previous research has referred to disruption caused by mid-term arrivals. This study, however, has revealed additional issues; for example, stakeholder consultation suggested that parents often have a preference to send children to faith schools in Nottingham. This preference can be so strong that children will be removed from non-faith schools when places are available in a faith school. With regards to the issue of attendance, there is often a lack of understanding with regards to parent's responsibility to ensure that children attend school and parents will sometimes take children out of schools to visit their home country. An Attendance Project has been created which looks at developing good practice around the induction and integration of new migrant communities, with the idea that appropriate and sensitive integration means that migrant children are more likely to attend.

Secondly, there was sometimes a lack of recognition from parents with regards to the additional support their children received in schools, particularly with regards to language support.

Finally, although this study focused primarily on the needs and experiences of migrant workers, the research has revealed that a high proportion of people have come to the UK with families. Schools may have a key role to play in relation to

integration of migrants in the community and community cohesion. Indeed, having children in a local school provides common ground between migrant communities and the wider population.

Dissemination of information

One of the key issues emerging from the study is the lack of understanding or knowledge of UK systems, particularly in relation to rights as well as responsibilities. One concern is that migrant communities often get advice from friends, relatives and other migrants, which in some cases can be inaccurate information.

What has also emerged from the research is that many different stakeholders and service providers are often undertaking an 'advisory' role that goes beyond the remit of their current job. There are examples from stakeholder consultation; for example, Children's Services staff needed to understand immigration policy in order to answer queries from families, while GPs were providing information on the health care system as a whole during appointments. This is obviously not accounted for in the resources available to these services. Furthermore, some employers were playing a role in providing information, helping people with issues around tax, benefits, and filling in forms.

A number of local authority areas have developed 'welcome packs' for migrant communities and these can be tailored to each specific local area in terms of the information they provide. What is apparent is that there needs to be a more coordinated approach in Nottingham in terms of provision of information. It is clear that a number of agencies are undertaking this role, but this differs in terms of what information is provided and the languages it is available in. A group of 'grass roots' workers, drawn from a range of service provision areas in the city are currently working to share information and encourage more joined up working. They are also looking at how to develop a welcome pack. However, this will only be able to resolve some of the awareness issues and agencies need to consider different strategies to engage with migrant communities. The study has shown that the more 'traditional' places for disseminating information (such as churches), may not be appropriate for some of the migrant communities in Nottingham, highlighting a need to look at more innovative approaches. Given the large proportion of people who have access to computers and the internet there is a need to explore new ways of disseminating information taking advantages of people's use of technology.

Community cohesion and involvement

A common theme running throughout the study is the reliance on social networks. Having friends and family living in Nottingham has been vital for many people, not only influencing their decision to move to the city in the first place, but assisting with access to employment, accommodation and services. The study has suggested relatively high levels of involvement with the local community; however, we need to recognise that language, once again, emerges as a barrier to engagement with the local community, while lack of time due to work and family commitments can also be an issue.

Given that people tend to move to areas where they have existing social networks the current patterns of settlement are likely to continue with concentrations of migrants in particular areas of Nottingham. The study has revealed, however, that A8 and A2 migrants are also found in a number of other areas of the city (not just traditional migration areas). Consideration needs to be given to the impact on community cohesion in different areas of the city.

While this research has focused on the needs and experiences of migrant communities, there is a need to consider the 'settled' population in the receiving neighbourhoods and their perception of how the arrival of migrant communities has affected their neighbourhood. Understanding what some of the issues are for local people is perhaps one of the steps to being able to break down the barriers that can sometimes occur.

Future intentions

Unfortunately, it is difficult to predict future intentions, particularly with regards to a population whose migration is intrinsically linked to economic opportunities. A number of the people interviewed in this survey were unsure about their future intentions. It is also difficult to assess the impact of the current economic climate. A8 and A2 migrants are continuing to arrive in the UK and it does not appear that there will be a sudden exodus of migrants. Indeed, some of the data in this survey suggests that people may have longer-term intentions, particularly looking at accommodation preferences for owner occupation, overall satisfaction with living in Nottingham, as well as the number of people who have brought children to the UK.

What we need to recognise is that people are adaptive, making use of social networks and responding to the opportunities available to them. Decisions on whether or not to remain in Nottingham may be not just be based on employment considerations, but a combination of factors including their overall experience and how 'embedded' they are in Nottingham. Local authorities, service providers, etc. need to ensure that they are constantly monitoring population changes within the city, and sharing this information at a wider level. The group of 'grass roots' workers, referred to above, as well as the steering group for this project provide excellent forums for sharing information and good practice and coordinating Nottingham's response to new and emerging communities.

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 Map 2: Nottingham city wards and areas

Glossary

A2	Accession 2 – the countries which joined the European Union in January 2007 (Bulgaria and Romania)
A8	Accession 8 – the countries which joined the European Union in May 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)
APS	Annual Population Survey
BEGIN	Basic Educational Guidance in Nottinghamshire
CAB	Citizens Advice Bureau
CBI	Confederation of British Industry
DWP	Department for Work and Pensions
EEA	European Economic Area – European Union, plus Iceland, Liechtenstein and Norway
ESOL	English for Speakers of Other Languages
EU	European Union – Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and the United Kingdom
GLA	Gangmasters Licensing Authority
HA	Housing Association
GP	General Practitioner
HMO	House in Multiple Occupation
HSE	Health and Safety Executive
HSMP	Highly Skilled Migrants Programme
IDeA	Improvement and Development Agency for local government
IPS	International Passenger Survey
IT	Information Technology
LSC	Learning and Skills Council
LEA	Local Education Authority
LFS	Labour Force Survey
NINo	National Insurance Number
ONS	Office for National Statistics
PLASC	Pupil Level Annual School Census
SAWS	Seasonal Agricultural Workers Scheme
SBS	Sector Based Scheme
SHUSU	Salford Housing & Urban Studies Unit
SOC	Standard Occupational Classification
TU	Trade Union
TUC	Trades Union Congress
WRS	Worker Registration Scheme

1. Overview

This report presents the findings of a study looking at the needs and experiences of A8 and A2 migrants living and working in Nottingham. The research was commissioned by Nottingham City Council and One Nottingham in August 2008 and was conducted by a team of researchers from the Salford Housing & Urban Studies Unit at the University of Salford. The study was greatly aided by research support from Nottingham City Council Children's Services Asylum Seeker/Refugee Support Team, as well as a number of community interviewers. The project was managed by a steering group composed of officers representing Nottingham City Council, One Nottingham, Nottingham City Homes, NHS Nottingham City, Nottinghamshire Fire & Rescue Service, Nottinghamshire Police and Basic Educational Guidance in Nottinghamshire (BEGIN).

1.1 Background to the study

The definition of migrant workers³ covers a wide group of people, including: foreign nationals who do not need a work visa; work permit holders; those on special workers schemes such as the Seasonal Agricultural Workers' Scheme (SAWS); highly skilled workers; business people/investors; those on working holiday visas; and, those on other special visas, for instance, *au pairs*⁴. More simply, migrant workers can be defined as individuals who arrive in the host country with the intention of finding employment⁵. What distinguishes them from other migrant groups is the perceived temporary nature of their movement.

In recent years, the term migrant worker has been increasingly associated with individuals from the new EU countries. In May 2004, ten countries joined the EU: Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia. From that date, Cyprus and Malta had full free movement and right to work throughout the EU, while the remaining eight countries (referred to as the A8) were subject to certain restrictions. In the UK, for example, the government regulated access to the labour market through the Worker Registration Scheme (WRS), and restricted access to benefits⁶.

³ The terms 'migrant worker' and 'economic migrant' are often used to describe the same group of people. However, the term 'economic migrant' can have negative connotations; therefore we have chosen to use the term 'migrant worker' throughout this report.

⁴ IPPR (2004) *Labour Migration to the UK*, London: IPPR.

⁵ Zarnaite, D. and Tirzite, A. (2006) *The Dynamics of Migrant Labour in South Lincolnshire*, East Midlands Development Agency.

⁶ The Social Security (Habitual Residence) Amendment Regulations 2004 changed the entitlement to benefits. The regulations introduced a new requirement that a claimant must be able to demonstrate a 'right to reside' in the UK. An A8 worker who comes to the UK to work *after* the 1st May 2004 has the 'right to reside' if they are working and registered under the Worker Registration Scheme (WRS) or have completed twelve months uninterrupted employment. During the initial 12-month period of registered employment, an A8 worker is entitled to in-work benefits, such as housing benefit, council tax benefit, working tax credits etc. They are also able to go on the housing waiting register (and be allocated a property) and apply as homeless. If they stop working within the first 12 months for a period of more than 30 days they will lose their right to reside and their rights to benefits and housing. After 12 months uninterrupted employment, they then have the same entitlements as other EEA nationals. With regards to A2 nationals, the rules are similar, with A2 nationals having to complete twelve months as 'authorised workers'.

In 2007, the EU was also joined by Bulgaria and Romania (referred to as the A2). Nationals of these two countries were allowed gradual access to the UK labour market. Skilled workers were allowed access through the Highly Skilled Migrants Programme (HSMP)⁷, while for lower skilled workers quotas were set and restricted to specific schemes, such as the Seasonal Agricultural Workers Scheme (SAWS) or the Sector Based Scheme (SBS).

It is accurate to say that all areas of the UK have experienced migration of some kind, whether it is long-established migrant communities, dispersed asylum seekers and refugees, or, migrant workers. The focus of this study is on this latter group of migrants, particularly those from the new EU or accession countries, who have come to dominate UK arrivals⁸. Local authorities are recognising the need to understand the composition and needs of their local population, in order to be able to plan and deliver services effectively, as well as being able to respond to any issues relating to community cohesion⁹.

1.2 Study brief

The main objective of this research was to explore the needs and experiences of A8/A2 migrants living and working in Nottingham. There were two strands to the study:

- research with A8/A2 migrant workers; and
- research with the children of A8/A2 migrants.

Research with A8/A2 migrants

The key areas of investigation with migrant workers included:

- the number and geographical distribution of migrant workers in Nottingham;
- demographic information (including age, gender, nationality, religion, family status);
- language skills of migrant workers (including ESOL requirements);
- length of time in the UK/Nottingham;
- employment issues (including type, income, sector, location, official registration levels and match to qualifications);
- housing issues (including tenure, density of occupation and experiences of homelessness);
- health care issues (including take-up of services and particular health needs);
- benefit take-up of migrant workers;
- access to other goods, services and facilities (including council services);
- education take-up of migrant workers and their children;
- evidence of hate crime or discrimination;

⁷ At the time of writing this report, HSMP was closed to new applicants and people had to apply as a highly skilled worker (see <http://www.ukba.homeoffice.gov.uk/workingintheuk/tier1/hsmtp/>).

⁸ Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.

⁹ Institute of Community Cohesion (2007) *Estimating the scale and impacts of migration at the local level*, London: Local Government Association (LGA).

- level of involvement in the local community (including contact with people from their home country and the indigenous population); and
- future intentions (including length of stay, employment, housing, family reunification).

Research with the children of A8/A2 migrants

The research with children focused on the following key issues:

- overall satisfaction with their school;
- language skills;
- help they received when they started school (including language support);
- contact with people from their home country and the indigenous population;
- comparisons with schools and education in their home country;
- feelings of safety and experiences of discrimination; and
- suggestions for ways their life could be made better at school and in their local community.

1.3 Outline of the report

Section 1: background to the study

Chapter 1 provides a brief overview of why the research is necessary, as well as outlining the main aims of the study.

Chapter 2 presents details of the research methods involved in the study, including looking at the sampling strategy and sampling issues.

Chapter 3 provides background information drawn from selected secondary sources. This includes summarising what is currently known about the needs and experiences of migrant workers.

Chapter 4 outlines some of the official statistics available with regards to migrant workers, highlighting some of the inherent problems with using such data, as well as analysing the data for Nottingham.

Section 2: findings of the study

Chapter 5 looks at the characteristics of migrant workers in Nottingham, with regards to nationality, gender, age, marital status, household size and number of dependents.

Chapter 6 contains analysis of migration experiences of the sample. This focuses on where they had lived prior to Nottingham, as well as exploring the reasons for choosing Nottingham.

Chapter 7 looks at the findings in relation to education and training, focusing specifically on qualifications and English language skills.

Chapter 8 offers an extensive analysis of the findings in relation to employment. This includes type of job, rates of pay, as well as providing comparisons between current and previous employment status.

Chapter 9 focuses on the issue of housing, exploring the types of property people are living in, awareness of housing options, views on conditions and future accommodation aspirations. It also looks at experiences of homelessness.

Chapter 10 provides an analysis of issues relating to community relations, focusing on people's sense of involvement with the local community and perceptions of safety and security.

Chapter 11 focuses on people's level of engagement with and use of local facilities and services, including health care services, financial services and community services.

Chapter 12 offers an extensive analysis of the findings of the consultation with migrant children.

Chapter 13 examines the findings with regards to respondents' future intentions and aspirations. This includes looking at intentions to stay in Nottingham and levels of family reunification.

Finally, **Chapter 14** provides some concluding comments and sets out some ways forward based on the findings of the research.

2. Methods

This study involved four separate but interrelated phases of data collection:

- phase one – review of existing data and literature;
- phase two – consultation with key stakeholders;
- phase three – consultation with migrant workers; and
- phase four – consultation with migrant children.

Each of these phases is described in more detail below.

2.1 Phase one: review of existing data and literature

This initial phase involved the review of a wide range of information relating to migration and migrant workers from local, regional, national and international sources.

This phase involved identifying some of the key issues facing migrant worker communities with regards to employment, access to services, housing and general support, and issues around community cohesion. It also included analysis of some of the official statistics available relating to the migrant worker population, as well as outlining some of the inherent problems with using these data sources (see chapters 3 and 4).

2.2 Phase two: consultation with key stakeholders

This phase involved carrying out semi-structured telephone interviews with selected key stakeholders. This included service providers currently working with migrant communities as well as employers from Nottingham who were currently employing workers from the A8 and A2 countries.

Stakeholder consultation was vital in terms of providing information and insights around some of the key issues and problems facing migrant workers in Nottingham, as well as identifying areas of good practice that could inform the approach of the local authority and other relevant stakeholders. The addition of interviews with employers also provided a different perspective on some of the issues.

A total of sixteen interviews were carried out, drawn from the following service areas:

- health;
- recruitment;
- English for Speakers of Other Languages (ESOL) providers;
- Police;
- voluntary sector;
- employers; and
- schools.

2.3 Phase three: consultation with migrant workers

This phase involved carrying out face-to-face interviews with migrant workers from a range of nationalities. The survey took place between October 2008 and February 2009.

The survey with migrant workers is discussed in greater detail below under three sections: questionnaire design; fieldwork and interviewers; and, sampling issues.

Questionnaire design

All interviews with migrant workers utilised a structured questionnaire, which contained the following sections:

- migration history;
- employment, education and training;
- housing;
- community and neighbourhood;
- access to goods, services and facilities;
- you and your family; and
- future intentions.

The questionnaire included a mixture of tick-box and open-ended questions. This mixed approach enabled us to gather quantifiable information, but also allowed for contextualisation and qualification by some narrative responses. A copy of the questionnaire can be found in Appendix 1 of this report.

Fieldwork and interviewers

The fieldwork for this study was carried out by two different types of interviewers: community interviewers and SHUSU fieldwork staff.

The recruitment and training of community interviewers was of crucial importance in engaging as effectively as possible with the migrant worker communities in Nottingham. Indeed, this method has a number of benefits:

- it provides an opportunity for non-economic members of the communities, such as those with child care or family responsibilities or those currently unemployed, to be engaged in flexible employment;
- it provides an opportunity for people to acquire new skills or update existing skills, which could lead to new employment or training opportunities, as well as increase their capacity to participate in future research;
- it provides the opportunity for individual members of the communities to receive payment for their contribution to the study, which contributes to the economic stability of the communities;
- it enables the research team to access a range of communities given the diverse fieldwork force and networks they have; and

- community interviewer involvement engenders a greater sense of ownership of the study and its findings. As such, the research is undertaken in conjunction with the communities rather than the communities being seen as passive research subjects.

In order to standardise our fieldwork approach, each interviewer had to undergo a community interviewer training course. This course focused specifically on:

- an in-depth appreciation of the aims and objectives of the study;
- the necessary skills to complete the interviews and ensure consistency of approach in asking the questions and recording information across the fieldwork force;
- the importance of having a representative sample in terms of nationality, geographical location, gender, age, household type;
- issues of confidentiality; and
- interviewer safety.

The training also included familiarity with the questionnaire, with a particular emphasis on developing a shared understanding of the vocabulary and concepts used in the research. Each interviewer then had to demonstrate their understanding of the issues raised in the training session through practical use of the questionnaire.

Those who successfully completed the training and practical work were presented with a *Certificate of Attendance* from the University of Salford and could begin work as a community interviewer. Each questionnaire that was returned by the community interviewers was subject to strict quality control and appropriate feedback was given to the interviewers.

Community interviewers were identified and recruited with the assistance of the steering group. A total of fourteen interviewers worked on the project; eleven were female and three were male. The interviewers were from Poland, the Czech Republic, Hungary and Latvia and had the following language skills: Czech, Hungarian, Latvian, Lithuanian, Polish, Russian and Slovak.

In addition to the community interviewers involved in the research, SHUSU fieldwork staff also gained access to interviewees through the steering group and other key stakeholders. This combination of different interviewers provided a number of access routes to potential interviewees.

Sampling issues

In the absence of a comprehensive database which provides details of individuals' addresses and nationality, it was necessary to take a flexible and pragmatic approach to the sample selection procedure. Initial quotas were set for different national groups based on the official data available; however, these were flexible to respond to any changes regarding numbers of particular national groups.

The primary sampling method employed was 'snowball' sampling, whereby interviewers were encouraged to interview members of their own community or people they knew/were in contact with. Through these contacts, they were then introduced to additional participants. As highlighted above, the different nationalities of the community interviewers employed on the study, coupled with the interviewers from SHUSU, ensured that there were multiple access points to interviewees, therefore avoiding a potential bias in the sample.

2.4 Phase four: consultation with migrant children

This phase involved carrying out face-to-face consultation with migrant children. This took place between January and February 2009. It is discussed in greater detail below under three sections: fieldwork and interviewers; questionnaire design; and, sampling.

Fieldwork and interviewers

The consultation with migrant children was carried out by Nottingham City Council Children's Services Asylum Seeker/Refugee Support Team, who worked with migrant children in a number of schools across the city. This Team had been involved in a previous study focusing on the needs of asylum seeking and refugee children in Nottingham¹⁰. This research had successfully employed a mixed methods approach involving the use of focus groups and questionnaires. A decision was made to follow a similar approach for the research with A8 and A2 migrant children. The consultation therefore involved a group session where a number of children came together to talk generally about their new life in Nottingham. They were then asked to complete a questionnaire. Two of the community interviewers (one Polish, one Czech) who were working on the survey with migrant workers provided language support in sessions, if required.

Questionnaire design

Similar to the interviews with migrant workers, the consultation with migrant children utilised a structured questionnaire. This questionnaire contained the following sections:

- you and your family;
- your friends;
- your school; and
- living in Nottingham.

Again, the questionnaire included a mixture of tick-box answers and open-ended questions. A copy of the questionnaire can be found in Appendix 2 of this report.

Nottingham City Council Children's Services also produced a guidance document for schools explaining the purpose of the research, but also providing guidance on completion of the questionnaire.

¹⁰ Newth, H. (2008) *Research into the needs of asylum seeking and refugee children and young people in Nottingham*, Nottingham: Nottingham City Council Children's Services and The Children's Society.

Sampling

The Asylum Seeker/Refugee Support Team at Nottingham City Council Children's Services had access to statistical data in relation to the nationality of children in schools across the city. Based on this information, ten schools were invited to take part in the consultation (six primary schools and four secondary schools), all of which were identified as having high numbers of migrant children. Once the schools had agreed to take part, the Asylum Seeker/Refugee Support Team identified a number of children from each of these schools and requested consent from parents for children to take part. A consent form for parents was produced for this purpose, which was translated, if required.

3. Key issues from the evidence base

3.1 Introduction

This chapter provides background information with regards to what is currently known about the experiences of migrant workers. It draws on a selection of previous research that has been carried out across different areas of the UK, highlighting some of the key issues that have emerged.

3.2 Actual and perceived impacts

Since the arrival of Jewish immigrants at the beginning of the twentieth century, immigration has been a feature of both the political and public agenda. There have always been calls to encourage or restrict entry to the UK, which have been aimed at different groups of migrants at different time periods. A common theme running throughout the debates, however, is the perceived need to defend the labour market and welfare opportunities of the domestic population, whilst balancing the need for economic growth. The arrival of migrant workers from the A8 and A2 countries in more recent years appears to be no different in terms of the public and political debates.

One of the key issues emerging is the discrepancy between *actual* and *perceived* impacts of the arrival of migrants¹¹. There have been concerns, for example, about the impact of migrant workers on the employment opportunities of the indigenous population. Previous research, however, has shown no evidence of adverse effects on either employment prospects or wage levels of native workers¹², including the young and low skilled¹³.

Furthermore, there have been concerns with regards to the potential demands placed on social housing. Research highlights, however, that migrant workers are primarily concentrated in the private rented sector, with only a small proportion of social housing being allocated to foreign nationals¹⁴. Research suggests that those who have been in the UK for longer periods are more likely to access social housing; however, there is a general lack of awareness of housing options and entitlements, as well as a perception that the private sector is in some respects an 'easier' and more flexible option¹⁵. Furthermore, there is evidence that migrant communities have brought 'hard to let' private rented properties back into use¹⁶.

¹¹ IPPR (undated) *The reception and integration of new migrant groups*, London: IPPR, emphasis added

¹² Coats, D. (2008) *Migration Myths: Employment, Wages and Labour Market Performance*, London: The Work Foundation; Lemos, S. and Portes, J. (2008) *The impact of migration from the new European Union Member States on native workers*, London: Department for Work and Pensions.

¹³ Lemos, S. and Portes, J. (2008) *The impact of migration from the new European Union Member States on native workers*, London: Department for Work and Pensions.

¹⁴ Roney, J. (2008) *Housing Report to the Migration Impacts Forum*, 16th January 2008, Sheffield: Sheffield City Council.

¹⁵ Hunt, L., Steele, A. and Condie, J. (2008) *Migrant workers in Rochdale and Oldham*, Salford: University of Salford.

¹⁶ Pemberton, S and Stevens, C (2007) *Economic Migration to Housing Market Renewal Areas in North West England – Opportunity or Threat?*, MSIO Policy Report 4, Liverpool: Merseyside Social Inclusion Observatory (MSIO).

There is currently very little information about the impact of migration on public services. Indeed, it has been highlighted that such impacts are often difficult to quantify:

“Whilst one-off projects and small targeted initiatives are sometimes costed, pressures on mainstream services such as housing, education, information and advice services and measures to promote cohesion are, of necessity in the context of finite budgets, being absorbed by stretching other budgets, and therefore the financial impact is hidden.”¹⁷

Looking specifically at access to health care, however, research carried out in Scotland highlighted that the majority of migrants perceived the medical services in their own countries to be better¹⁸. As such, people indicated that they would sometimes return home for medical or dental treatment. Furthermore, it was suggested in another study of A8 migrants that 90% had not used medical or health services during their stay¹⁹.

With regards to schools, there are a number of potential impacts that have been identified, which include the need to provide translation/interpretation services; understanding cultural differences; pressures arising from mid-term arrivals; and the lack of records and assessments²⁰. Research in South Lincolnshire, however, suggests that the arrival of migrant worker children into primary schools has enabled some schools to remain open, which would otherwise have been forced to close²¹.

In recent years the government has turned attention to the impacts of migration with the development of a Migration Impacts plan²². The plan focuses on how to maximise the economic benefits of migration while attempting to minimise any pressures felt by communities and local service providers. This plan outlines three key areas of work: improving statistics; helping public services respond to migration; and supporting community cohesion.

3.3 Employment

Migrant workers have been vital for a large number of employers. They have filled significant gaps in the labour market, often undertaking work that the indigenous population is reluctant or unable to do²³. The Chambers of Commerce North West, for example, carried out a survey of employers in the North West which highlighted that 40% of the businesses who took part in the survey had recruited migrant workers

¹⁷ Institute of Community Cohesion (2007) *Estimating the scale and impacts of migration at the local level*, London: Local Government Association (LGA), p. 5.

¹⁸ de Lima, P., Chaudhry, M. M., Whelton, R. and Arshad, R. (2007) *A study of migrant workers in Grampian*, Edinburgh: Communities Scotland.

¹⁹ Fife Research Coordination Group (2008) *Migrant Workers in Fife - Survey 2007*, Internet reference: http://www.fifedirect.org.uk/uploadfiles/publications/c64_MigrantWorkersSurveyKnowFifeFindingsV1_2.pdf

²⁰ Institute of Community Cohesion (2007) *Estimating the scale and impacts of migration at the local level*, London: Local Government Association (LGA).

²¹ Somerville, P. (2008) *Migrant Workers in South Lincolnshire: A report for Community Lincs*, Lincoln: University of Lincoln, Policy Studies Research Centre.

²² See <http://www.communities.gov.uk/publications/communities/migrationimpact>.

²³ Jordan, B. and Brown, P. (2007) 'Migration and work in the United Kingdom: Mobility and social order', *Mobilities*, 2, 2: pp 255-276.

due to a shortage of skilled candidates, while 30% recruited because of a shortage of people with the necessary experience²⁴. Furthermore, the survey suggested that a number of employers perceived there to be a better work ethic amongst migrant workers; indeed, some businesses reported improvements in the work ethic of existing staff as a result of recruiting migrant workers.

What is often acknowledged is that despite the range of skills and qualifications that people often have, there is a tendency to undertake work that is not commensurate with their previous occupation or status in their home country. It has been suggested that migrant workers are often found in low paid work, with limited occupational mobility²⁵, or what have also been described as '3-D' jobs (dirty, dangerous and degrading)²⁶. This can be due to a need to find a job as soon as possible, as well as the often temporary nature of their employment, which can create a situation whereby people 'settle' for particular jobs, despite the fact that they may be over-qualified.

A recent report by the Confederation of British Industry (CBI)²⁷, however, suggests that the portrayal of migrant workers as working in lower-skilled and lower paid jobs may be overly simplistic. They suggest that the overall pattern is more complex, reflecting a range of demand from employers for different levels of skills. Furthermore, research indicates that there is occupational mobility amongst migrant workers, particularly those who have been in the UK for longer time periods²⁸.

There are issues around the lack of recognition of overseas qualifications, which can be a barrier to occupational mobility. The survey carried out by the Chambers of Commerce North West²⁹, for example, revealed that 71% of the businesses they interviewed who employed migrant workers did not have procedures for recognising qualifications from home countries. There is evidence, however, that initiatives are being developed in order to recognise the skills of new migrants and assist with occupational mobility³⁰. This includes *skills recognition* and *vocational adaptation pathways*, which have been piloted in five vocational areas: construction; general maintenance; social research; business administration; and health care³¹. These projects included carrying out skills audits of migrant communities and providing vocational ESOL.

²⁴ Chambers of Commerce North West (2008) *Migrant Workers Survey 2008: A survey examining the impact migrant workers have had on business in the North West*, Warrington: Chambers of Commerce North West.

²⁵ Markova, E. and Black, R. (2007) *East European immigration and community cohesion*, York: Joseph Rowntree Foundation.

²⁶ Pai, H-H. (2004) 'An ethnography of global labour migration', *Feminist Review*, 77: pp 129-136.

²⁷ CBI (2007) *CBI evidence to House of Lords Economic Affairs Committee: the economic impact of migration*, London: CBI.

²⁸ Steele, A. and Hunt, L. (2008) *Migrant workers in Bolton*, Salford: University of Salford.

²⁹ Chambers of Commerce North West (2008) *Migrant Workers Survey 2008: A survey examining the impact migrant workers have had on business in the North West*, Warrington: Chambers of Commerce North West.

³⁰ Waddington, S. (2007) *Routes to integration and inclusion: new approaches to enable refugee and migrant workers to progress in the labour market*, NIACE.

³¹ Phillimore, J., Goodson, L., Hennessy, D., and Ergün, E., with Joseph, R. and Jones, P. (2007) *Employability pathways: an integrated approach to recognising the skills and experiences of new migrants*, Birmingham: University of Birmingham.

Another concern that is often highlighted in relation to migrant workers is that there can be a lack of regulation and care when people are in employment, which can lead to exploitation. There are widely acknowledged concerns over the role of Gangmasters or other 'agents'. Research carried out in South Lincolnshire³², for example, suggested that a number of deductions were made to workers wages when employed through Gangmasters or agencies; for example, for cleaning, internet use, work clothes, weekly administration, and cashing cheques. Concerns about Gangmasters in particular led to the setting up of the Gangmasters Licensing Authority (GLA)³³. The GLA regulates those who supply labour, or use workers, to provide services in agriculture, forestry, horticulture, shellfish gathering, and food processing and packaging³⁴. The tragic deaths of the Chinese 'cockle pickers' in Morecambe Bay in 2004 highlights the danger posed when the proper checks and standards are not in place.

Research has also suggested limited Trade Union (TU) involvement amongst migrant workers³⁵. Some Trade Unions, however, are trying to address these issues³⁶ and the Trades Union Congress (TUC) published a leaflet entitled *Working in the UK: your rights*, for people from the A8 countries. This leaflet is available in all A8 languages and covers issues such as tax and National insurance, the National Minimum Wage, working time rights, health and safety protection, and Trade Union membership³⁷.

3.4 Language barriers

Language is often highlighted as one of the key issues for new migrant communities. There are a number of studies, for example, that have focused on the importance of language for asylum seekers and refugees, particularly with regards to language being a vital tool of integration³⁸. Such arguments, however, equally apply to *all* migrant communities. Acquisition of English language affects the types of jobs people can obtain and the wages they can command. Research suggests, for example, that fluency in English can increase the average hourly occupational wage by around 20%³⁹.

³² Zaronaitė, D. and Tirzite, A. (2006) *The Dynamics of Migrant Labour in South Lincolnshire*, East Midlands Development Agency.

³³ Audit Commission website, *Internet reference: <http://www.audit-commission.gov.uk/migrantworkers/concerns.asp#employment>*

³⁴ GLA website, *Internet reference: <http://www.gla.gov.uk/>*

³⁵ Zaronaitė, D. and Tirzite, A. (2006) *The Dynamics of Migrant Labour in South Lincolnshire*, East Midlands Development Agency; Scullion, L. and Morris, G. (2009) *Migrant workers in Liverpool*, Salford: University of Salford.

³⁶ See, for example, the GMB Southern Region (<http://www.gmb-southern.org.uk/default.asp?pageid=80&mpageid=25&groupid=4>) and UNISON (<http://www.unison.org.uk/migrantworkers/>).

³⁷ <http://www.tuc.org.uk/tuc/workingintheuk.pdf>

³⁸ Bloch, A. (2004) *Making it Work: Refugee employment in the UK*, Working paper 2 of the 'asylum and migration' working paper series, London: IPPR

³⁹ Shields, M. A. and Wheatley-Price, S. (2002) 'The English language fluency and occupational success of ethnic minority immigrant men living in metropolitan areas', *Journal of Population Economics*, pp 137-160.

Language is not just an issue in the work place, however, but a feature in other interactions; for example, accessing key services such as health care and education, as well as the amenities that are accessed every day, such as shops and banks. With increasing numbers of different migrant communities, there have been growing concerns about the level of ESOL provision available⁴⁰. According to the Learning and Skills Council (LSC), the demand for ESOL has expanded well beyond provision and funding, resulting in waiting lists across the UK⁴¹. Furthermore, August 2007 saw the withdrawal of automatic fee remission from adult ESOL courses (with the exception of those who are unemployed or receiving income-based benefits).

3.5 Housing

Previous research acknowledges that accommodation affects people's health, access to work and social interaction⁴². As highlighted earlier, the majority of migrant workers live in the private rented sector. The main issues raised in previous studies with regards to migrant workers and accommodation are people living in Houses in Multiple Occupation (HMOs) (one study, for example, refers to up to sixteen people sharing a house⁴³); lack of choice with regards to location; poor conditions of accommodation; use of low demand housing; and concerns with accommodation that is tied to employment.

There is currently very little information available about homelessness amongst migrant workers. Loss of employment, combined with the restrictions on claiming benefits, can lead to homelessness particularly when accommodation is tied to employment. It is highlighted that in some areas there are instances where people drift into squatting and street drinking. This is most noticeable in London, however, where migrants from Accession countries accounted for half of the bed space users in night shelters⁴⁴. 'Hidden homelessness', whereby individuals are relying on relatives and friends for accommodation has also emerged as a pertinent issue for some migrant workers⁴⁵.

⁴⁰ Phillimore, J., Goodson, L., Hennessy, D. and Ergun, E with Joseph, R. and Jones, P. (2007) *Employability pathways: an integrated approach to recognising the skills and experiences of new migrants*, Centre for Urban and Regional Studies (CURS), Birmingham: University of Birmingham.

⁴¹ LSC (2006) *Raising our game: Our Annual Statement of Priorities*, Coventry: Learning and Skills Council (LSC).

⁴² Spencer, S., Johnson, M. R. D., Phillips, D., Rudiger, A., Somerville, W., Wintour, P. and Warren, S. (2004) *Refugees and other new migrants: a review of the evidence on successful approaches to integration*, Oxford: Centre on Migration, Policy and Society (COMPAS); Spencer, S., Ruhs, M., Anderson, B. and Rogaly, B. (2007) *Migrants' lives beyond the workplace: the experience of Central and Eastern Europeans in the UK*, York: Joseph Rowntree Foundation

⁴³ Zaronaitė, D. and Tirzite, A. (2006) *The Dynamics of Migrant Labour in South Lincolnshire*, East Midlands Development Agency.

⁴⁴ Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.

⁴⁵ Steele, A. and Hunt, L. (2008) *Migrant workers in Bolton*, Salford: University of Salford; Hunt, L., Steele, A. and Condie, J. (2008) *Migrant workers in Rochdale and Oldham*, Salford: University of Salford.

4. Estimating the size of the migrant worker population

4.1 Introduction

Not just in the UK, but across the whole of Europe there is increasing pressure to understand the dynamics of migration and improve measures of data collection⁴⁶. However, the difficulties of calculating the scale of migration are widely acknowledged⁴⁷, particularly when dealing with a potentially transient group of people, whose migration may be intrinsically linked to employment opportunities.

4.2 Data sources

There are a number of sources of information that are often referred to as offering some data on the migrant worker population. These include, but are not limited to, the following data sources:

- Work permit applications;
- International Passenger Survey (IPS);
- The Census;
- Labour Force Survey (LFS);
- The School Census (or Pupil Level Annual Schools Census (PLASC) as it was previously known);
- electoral roll;
- National Insurance Registration data (NINo); and
- Worker Registration Scheme (WRS)

What follows is a description of the different data sources, what they can tell us about the migrant population, as well as the caveats to using such data.

Work permit applications

Work permits are generally only issued for certain types of work and normally only when the employer has been unable to recruit a suitable employee from within the European Economic Area (EEA)⁴⁸; however, it also includes Sector Based Scheme (SBS) which currently applies to Bulgarian and Romanian nationals and covers only the Food Manufacturing Industry. They are applied for by the employer and do not contain residential information about the employee⁴⁹. Therefore, although it may provide some quantification of work permit applications, they do not specify where the recipients reside.

⁴⁶ Rees, P. and Boden, P. (2006) *Estimating London's new migrant population: Stage 1 – review of methodology*, London: Greater London Authority (GLA).

⁴⁷ Dudman, J. (2007) 'Getting the measure of immigrants', *Public*, November 2007; House of Commons Select Committee on Trade and Industry, Eleventh Report, 9th October 2007; Institute of Community Cohesion (2007) *Estimating the scale and impacts of migration at the local level*, London: Local Government Association (LGA).

⁴⁸ <http://www.ukba.homeoffice.gov.uk/workingintheuk/tier2/workpermits/>

⁴⁹ Pemberton, S. and Stevens, C. (2006) *Supporting Migrant Workers in the North West of England*, Liverpool: Merseyside Social Inclusion Observatory.

International Passenger Survey (IPS)

The International Passenger Survey (IPS) is a survey of a random sample of passengers entering and leaving the UK by air, sea or the Channel Tunnel⁵⁰. Over a quarter of a million face-to-face interviews are carried out each year with passengers⁵¹ and the IPS offers the only data collection technique measuring in-migration and out-migration⁵².

The IPS has been seen as an important source of information on international migration; however, it is based on a sample of 1 in 500 passengers. Its value therefore deteriorates when looking at specific requirements; for example, intended destination of migrants within the UK.

The Census

The Census of population is a survey of all people and households in the country. It is carried out every ten years, providing details on age, sex, occupation, country of birth, ethnic group, marital status, etc. It is the only survey which provides information on the entire population.

With regards to looking at the migrant population, the last Census was carried out in 2001, which is prior to EU expansion. This means that Census data has limited use with regards to showing population flows from the A8 and A2 countries since accession, which is the time when there have been dramatic changes in population flows.

Labour Force Survey (LFS) and Annual Population Survey (APS)

The Labour Force Survey (LFS) is a quarterly sample survey of households living at private addresses in the UK, providing information on the UK labour market⁵³. It is based on a sample of around 60,000 households nationally and although it provides a regional picture of the labour force, it is not broken down at a local authority level. The LFS also excludes most communal establishments, which can under-report the number of foreign born workers⁵⁴.

Information relating to individual local authorities can be taken from the Annual Population Survey (APS), which combines information from the LFS with other local area labour force surveys. Although this can be disaggregated by local authority there is a limit to the information that can be provided given the small sample size⁵⁵.

⁵⁰ http://www.statistics.gov.uk/ssd/surveys/international_passenger_survey.asp

⁵¹ http://www.statistics.gov.uk/ssd/surveys/international_passenger_survey.asp

⁵² Rees, P. and Boden, P. (2006) *Estimating London's new migrant population: Stage 1 – review of methodology*, London: Greater London Authority (GLA).

⁵³ <http://www.statistics.gov.uk/StatBase/Source.asp?vlnk=358>

⁵⁴ Clancy, G. (2008) Employment of foreign workers in the United Kingdom: 1997 to 2008, *Economic & Labour Market Review*, 2, 7: pp 18-30.

⁵⁵ This information is available from Nomis, which is a service provided by the Office for National Statistics (ONS).

The School Census

The School Census or Pupil Level Annual Schools Census (PLASC) records pupils who have entered state schools within each local education authority (LEA), recording information on first language and ethnicity of pupils.

Given that it is a school census, it can naturally only offer information with regards to migrants of school age⁵⁶. Furthermore, it focuses on state schools, which does not offer a complete census of school age children⁵⁷. Despite these limitations, however, comparing successive datasets can provide a picture of demographic change in a local authority area.

Electoral register/roll

The electoral register/roll lists the names and addresses of everyone who has registered to vote. Recently quoted statistics indicate that an additional one million new voters have registered over the past two years, a large number of which is attributed to immigration particularly from Eastern Europe⁵⁸. Perhaps unsurprisingly, however, public access to the electoral register/roll is strictly controlled. The full register is available to Credit Reference Agencies, while an edited version is available to purchase for commercial uses; for example, other credit and marketing activities⁵⁹.

Worker Registration Scheme (WRS)

The Worker Registration Scheme (WRS) was introduced in 2004 for A8 migrants (i.e. those from the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovak Republic and Slovenia). It requires individuals from these countries to obtain a registration certificate for each job they have in the UK⁶⁰. Once they have been working continually for twelve months they no longer have to register and can obtain a residence permit⁶¹.

The WRS enables monitoring of which national groups are coming into the UK labour market and the type of employment they are undertaking. WRS data can be broken down by local authority area, and provides information by national group in relation to:

- age;
- dependants;
- gender;
- hourly rate of pay;

⁵⁶ Pemberton, S. and Stevens, C. (2006) *Supporting Migrant Workers in the North West of England*, Liverpool: Merseyside Social Inclusion Observatory.

⁵⁷ Rees, P. and Boden, P. (2006) *Estimating London's new migrant population: Stage 1 – review of methodology*, London: Greater London Authority (GLA).

⁵⁸ Slack, J. (2008) 'Immigration adds a million new voters to the electoral register in just two years as total hits record 46million', Daily Mail Online 7th April 2008, *Internet reference:* <http://www.dailymail.co.uk/news/article-557878/Immigration-adds-million-new-voters-electoral-register-just-years-total-hits-record-46million.html>

⁵⁹ Rees, P. and Boden, P. (2006) *Estimating London's new migrant population: Stage 1 – review of methodology*, London: Greater London Authority (GLA).

⁶⁰ Pemberton, S. and Stevens, C. (2006) *Supporting Migrant Workers in the North West of England*, Liverpool: Merseyside Social Inclusion Observatory.

⁶¹ <http://www.ukba.homeoffice.gov.uk/workingintheuk/eea/wrs/>

- hours worked per week;
- industry sector;
- intended length of stay; and
- top ten occupations.

WRS data does not include those from the A2 countries (Bulgaria and Romania) and also excludes those who are self employed. It is also based on the postcode of the *employer* rather than the *employee*. Furthermore, an individual who has registered to work and who leaves employment is not required to deregister; therefore, some of those counted will have left the employment for which they registered⁶². Finally, the figures rely on official registration, which naturally cannot account for those who are not registered.

National Insurance Registration data (NINo)

Acquiring a National Insurance Number (NINo) is a necessary step for employment/self employment purposes, as well as to claim benefits or tax credits⁶³. NINo information is available for the number of allocations to adult overseas nationals (including both A8 and A2 migrants). This can be broken down at a local authority level, providing analysis by calendar or financial year. Again, these figures rely on official registration and therefore cannot account for those who are not registered.

The approach taken for this study

It must be recognised that available data cannot be aggregated to provide a definitive answer with regards to the size of the local migrant worker population. However, some of the sources listed above can provide useful information with regards to changes in characteristics of the population in recent years.

Information from the WRS and NINo does not provide a 'net' measure of migration and the figures are unable to show movement of people *within* the UK or how many people have returned home. However, we would advocate using these sources as a *starting point* to providing some information nationally and for Nottingham specifically. WRS and NINo data has been used in previous studies⁶⁴. Furthermore, the Audit Commission identify these as the 'best' sources of information with regards to migrant workers⁶⁵. Analysis of these sources can enable us to describe the characteristics of the migrant worker population and identify any changes in national groups over the past few years. What follows is a brief description of what the data tells us.

⁶² Home Office (2008) *Accession Monitoring Report May 2004 – December 2008*, London: Home Office.

⁶³ Rees, P. and Boden, P. (2006) *Estimating London's new migrant population: Stage 1 – review of methodology*, London: Greater London Authority (GLA).

⁶⁴ See, for example, Hunt, L. and Steele, A. (2008) *Migrant workers in Rochdale and Oldham*, Salford: University of Salford; Pemberton, S. and Stevens, C. (2006) *Supporting Migrant Workers in the North West of England*, Liverpool: Merseyside Social Inclusion Observatory.

⁶⁵ <http://www.audit-commission.gov.uk/migrantworkers/data/nationaldata.asp>

4.3 The national picture

According to the Accession Monitoring Report May 2004 – December 2008⁶⁶, around 965,000 applicants have applied to register on the WRS between May 2004 and December 2008. Of this total, around 926,000 initial applications were approved. The figures show that nationals from A8 countries are continuing to come to the UK and register for work; however, there has been a downward trend in numbers since towards the end of 2007. The approved number of applications in 2008, for example, was 156,295, compared to 210,800 in 2007 and 227,875 in 2006. The Accession Monitoring Report attributes this downward trend primarily to the fall in the number of Polish applications.

Nationality of applicants

Tables 1 and 2 below provide a breakdown of approved applications by nationality for both WRS and NINo.

Looking at Table 1, it can be seen, the majority of applications are from Polish nationals (66%). This is followed, in much lower numbers, by Slovak (11%) and Lithuanian (9%) nationals. The figures indicate that, since 2007, there has been a reduction in the number of applications from Poland, Slovakia, Lithuania, Czech Republic and Estonia (albeit based on very low numbers for the latter), while Hungary, Latvia and Slovenia have seen an increase (again, based on very low numbers for the latter). Of these three countries, Hungary has seen the biggest increase in the number of applicants since 2007.

With regards to National Insurance number (NINo) data Table 2 below shows that there have been 1,195,140 UK NINo registrations for A8/A2 nationals between January 2004 to September 2008⁶⁷. Similar to WRS data, Polish registrations dominate (62%), followed by Slovak (9%) and Lithuanian nationals (8%), while Estonian and Slovenian nationals are only a small percentage of the total. The data also highlights, perhaps unsurprisingly, that registrations by Bulgarian and Romanian nationals have increased since Q1 2007.

⁶⁶ Home Office (2008) *Accession Monitoring Report May 2004 – December 2008*, London: Home Office. Please note that these were the most up to date figures at the time of writing.

⁶⁷ Please note that these were the most up to date figures available at the time of writing.

Table 1: UK WRS approved applicants by quarter and year of application, May 2004 – December 2008

Period	Poland	Slovakia	Lithuania	Latvia	Czech Rep	Hungary	Estonia	Slovenia
2004	71,025	13,020	19,270	8,670	8,255	3,620	1,860	160
2005	127,325	22,035	22,990	12,960	10,575	6,355	2,560	175
2006	162,495	21,755	17,065	9,490	8,345	7,060	1,475	185
2007 Q1	35,800	4,835	3,740	1,835	1,825	1,965	275	45
Q2	37,290	5,600	3,690	1,635	1,800	2,085	210	40
Q3	41,195	6,235	3,715	1,545	1,990	2,305	275	50
Q4	35,970	5,775	3,115	1,270	1,900	2,520	210	55
2007	150,255	22,450	14,265	6,285	7,510	8,880	965	190
2008 Q1	32,355	5,445	2,765	1,450	1,735	2,620	205	50
Q2	28,605	5,405	3,100	1,750	1,850	2,785	245	60
Q3	25,050	4,570	2,965	1,805	1,720	2,640	250	50
Q4	15,845	2,690	2,505	1,720	1,135	2,660	225	40
2008	101,855	18,115	11,335	6,720	6,440	10,705	925	195
Total	612,955	97,375	84,925	44,125	41,125	36,620	7,785	905
% ⁶⁸	66	11	9	5	4	4	1	<1

Source: Accession Monitoring Report May 2004 – December 2008

Note: These figures are rounded up to the nearest 5

⁶⁸ Please note that *all* percentages have been rounded up or down accordingly throughout the report; therefore not all totals will add up to 100%.

Table 2: NINo registrations to A8/A2 nationals, January 2002 – September 2008

Period	Poland	Slovakia	Lithuania	Czech Republic	Latvia	Hungary	Estonia	Slovenia	Bulgaria	Romania	Total
2002	4,740	880	1,420	1,050	340	680	160	230	3,710	1,570	14,780
2003	9,480	1,270	3,140	1,170	580	850	190	200	4,330	2,630	23,840
2004 Q1	4,000	470	1,380	370	290	360	90	80	2,000	1,170	10,210
Q2	4,970	700	1,720	550	450	370	120	210	1,640	1,010	11,740
Q3	11,960	2,400	3,100	1,540	1,290	710	340	180	1,080	680	23,280
Q4	17,510	3,280	4,520	2,210	1,670	1,120	500	200	1,000	760	32,770
2004	38,440	6,850	10,720	4,670	3,700	2,560	1,050	670	5,720	3,620	78,000
2005 Q1	26,680	4,730	6,210	3,060	2,910	1,610	730	220	800	840	47,790
Q2	32,210	6,100	7,740	3,170	3,630	1,830	750	150	890	700	57,170
Q3	44,190	7,270	8,200	3,510	3,760	1,990	890	120	850	820	71,600
Q4	41,660	6,610	6,950	3,290	3,200	2,270	630	90	570	640	65,910
2005	144,740	24,710	29,100	13,030	13,500	7,700	3,000	580	3,110	3,000	242,470
2006 Q1	53,020	7,530	8,050	3,280	3,800	2,480	760	130	520	720	80,290
Q2	38,190	5,530	5,250	2,300	2,580	1,870	460	120	450	540	57,290
Q3	49,700	6,620	5,440	2,620	2,510	2,060	420	100	410	560	70,440
Q4	51,300	6,550	5,460	2,760	2,530	2,510	520	110	560	610	72,910
2006	192,210	26,230	24,200	10,960	11,420	8,920	2,160	460	1,940	2,430	280,930
2007 Q1	81,240	9,910	7,760	3,970	3,410	4,300	650	200	1,430	2,260	115,130
Q2	48,050	6,370	4,840	2,470	2,120	2,850	350	100	2,960	5,530	75,640
Q3	63,370	8,400	5,040	3,140	2,000	3,130	350	150	5,050	6,270	96,900
Q4	49,880	7,410	4,590	2,720	1,790	3,590	320	130	2,810	5,110	78,350
2007	242,540	32,090	22,230	12,300	9,320	13,870	1,670	580	12,250	19,170	366,020
2008 Q1	49,370	7,820	4,550	2,810	1,880	3,740	350	160	3,140	6,050	79,870
Q2	40,750	7,710	4,210	2,530	2,050	3,820	360	140	4,420	6,730	72,720
Q3	40,530	7,570	4,500	3,360	2,090	3,900	400	150	5,870	6,760	75,130
Total	762,800	115,130	104,070	51,880	44,880	46,040	9,340	3,170	44,490	51,960	1,233,760

Source: Department for Work and Pensions (DWP) (2009)

Note: These figures are rounded to the nearest 10.

With regards to workers from the A2 countries (Bulgaria and Romania), the Home Office also publishes quarterly Bulgarian and Romanian Accession Statistics⁶⁹.

Table 3: UK A2 approved applications, January 2007 – September 2008

Period		Bulgarian	Romanian
2007	Q1	5,330	6,870
	Q2	6,045	7,805
	Q3	2,795	5,365
	Q4	3,415	5,415
2008	Q1	6,805	6,335
	Q2	7,210	5,551
	Q3	2,275	2,635
Total		33,875	39,976

Source: Home Office (2008)

Note: The data may include more than one application per person, as applicants may reapply and be issued a further certificate.

Geographical distribution

Table 4 below provides a geographical breakdown of figures for A8 nationals.

Table 4: Geographical distribution of registered workers, May 2004 – December 2008

Region ⁷⁰	2004	2005	2006	2007	2008	Total	%
Anglia	21,920	29,930	31,690	29,925	23,940	137,405	15
Midlands	11,710	26,755	33,155	29,795	21,960	123,375	13
London	25,470	23,460	21,495	21,135	18,220	109,780	12
North East	9,060	21,405	25,460	21,995	15,210	93,130	10
Central	13,885	20,640	21,315	19,595	15,035	90,470	10
North West	7,675	19,135	23,875	21,085	13,145	84,915	9
South West	9,700	18,150	21,360	19,375	14,150	82,735	9
Scotland	8,150	15,895	19,055	19,560	14,665	77,325	8
South East	11,200	13,670	13,325	12,980	10,520	61,695	7
Northern Ireland	3,660	8,845	8,970	8,500	5,755	35,730	4
Wales	2,430	5,490	6,875	6,010	3,470	24,275	3

Source: Accession Monitoring Report May 2004 – December 2008.

Note: These figures are rounded up to the nearest 5.

As can be seen, the Midlands has the second highest number of registered workers after Anglia.

⁶⁹ These figures include the total number of approved applications for accession worker cards, registration certificates, Sector Based Scheme (SBS) and Seasonal Agricultural Workers Scheme (SAWS).

⁷⁰ The Accession Monitoring Report defines regions according to the Post Office's Postal Address Book regions, based on the first two letters of the postcode. The Midlands includes figures for both East and West Midlands.

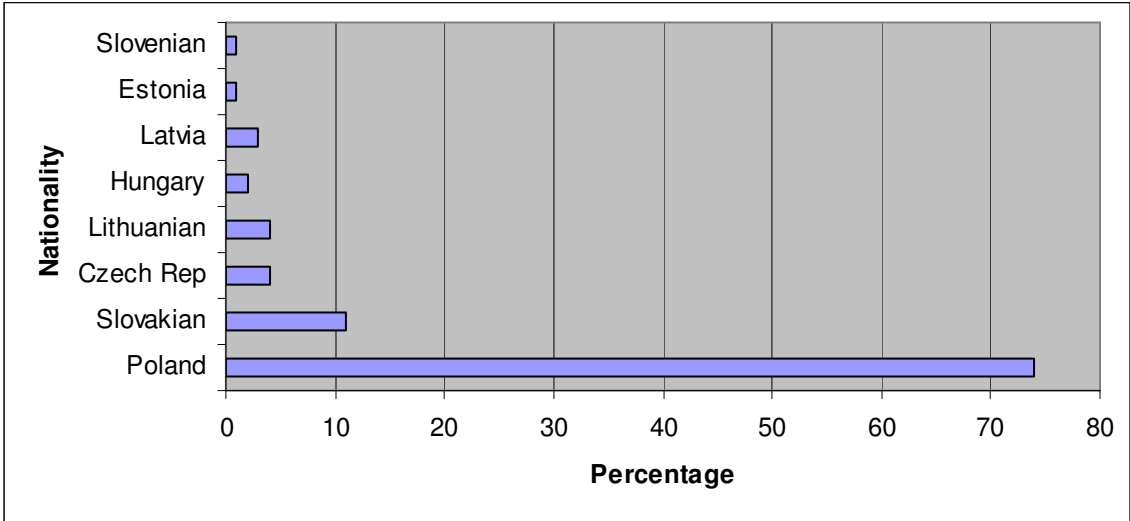
4.4 What the data tells us about Nottingham

The WRS data suggests that **8,033** people from the A8 countries have registered for employment in Nottingham between May 2004 and December 2008. This represents less than 1% (around 0.9%) of the national WRS figures and around 7% of WRS registrations for the Midlands. Unfortunately the Bulgarian and Romanian accession statistics referred to above are not available at a local authority level. However, if we look at NINo data for Nottingham (which does include A2 nationals) it shows that **9,350** A8/A2 nationals have registered for a National Insurance number since January 2004⁷¹. This section looks in greater detail at the WRS and NINo data for Nottingham.

Nationality

According to WRS figures, three quarters of all registered workers in Nottingham are from Poland (see Graph 1 and Table 5 below). This is higher than the national percentage (66%) shown in Table 1 above. Following Polish nationals, Slovak nationals make up the second highest number of registrations, albeit at a much lower level (12%).

Graph 1: Nottingham registered workers by nationality, May 2004 – December 2008



⁷¹ Please note that at the time of writing this report, these figures were only available up to September 2008.

Table 5: Nottingham registered workers by nationality, May 2004 – December 2008

Period	Poland	Slovakia	Czech Rep	Lithuania	Hungary	Latvia	Estonia	Slovenia
May 04 – Mar 06	1,640	130	95	175	55	120	15	5
Apr – Jun 06	300	25	5	20	10	5	-	†
Jul – Sep 06	405	50	15	20	5	10	-	-
Oct – Dec 06	865	150	35	20	10	15	†	-
2004 – 2006	3,210	355	150	235	80	150	17	7
Jan – Mar 07	395	30	10	10	10	15	†	†
Apr – Jun 07	355	75	20	15	15	5	-	-
Jul – Sep 07	415	90	30	15	5	5	†	-
Oct – Dec 07	480	150	50	5	5	5	-	-
2007	1,645	345	110	45	35	30	4	2
Jan – Mar 08	310	90	35	10	10	10	†	†
Apr – Jun 08	265	50	15	10	5	10	†	-
Jul – Sep 08	215	55	15	10	5	5	-	-
Oct – Dec 08	340	80	30	5	20	5	†	-
2008	1,130	275	95	35	40	30	6	2
Total	5,985	975	355	315	155	210	27	11
%	75	12	4	4	2	3	<1	<1

Source: Home Office (2008). Note: These figures are rounded up to the nearest 5 (- denotes nil and † denotes 1 or 2). When calculating the total for each nationality and time period, we have taken † as 2. This means that the total above is sometimes slightly different to those indicated in the source data.

Table 6 below shows NINo registrations in Nottingham since January 2004.

Table 6: Nottingham NINo registrations to A8/A2 nationals, Jan 2004 – September 2008

Year	All non-UK	All A8/A2	Poland	Slovakia	Czech Republic	Lithuania	Hungary	Latvia	Bulgaria	Romania	Estonia	Slovenia
2004	2,880	290	210	20	10	20	10	10	10	-	-	-
2005	4,510	1,870	1,490	100	80	90	30	30	20	20	10	-
2006	4,680	2,400	1,960	170	70	70	60	50	10	-	10	-
2007	6,220	3,100	2,440	270	150	70	80	30	30	20	10	-
2008	4,010	1,690	1,280	130	110	30	50	20	30	30	10	-
Total	22,300	9,350	7,380	690	420	280	230	140	100	70	40	-
%			79	7	4	3	2	1	1	1	<1	-

Source: Department for Work and Pensions (DWP) (2009) <http://www.dwp.gov.uk/asd/tabtool.asp>. Note: These figures are rounded to the nearest 10.

As can be seen, the NINo data shows a similar pattern to the WRS data in terms of the percentage that the A8 nationals represent. There are slightly smaller percentages of Slovak and Latvian registrations than in the WRS data. With regards to A2 nationals, the NINo data shows very small numbers of Bulgarian and Romanian registrations since 2007, with just over a third (36%) of the total featuring prior to Accession.

Looking at the NINo figures for Nottingham in greater detail, Table 7 below indicates the percentage of all overseas nationals who are from the A8/A2 countries.

Table 7: Percentage of overseas nationals in Nottingham from A8/A2 countries

Year	All non-UK	All A8/A2	A8/A2 % of all non-UK
2004	2,880	290	10
2005	4,510	1,870	41
2006	4,680	2,400	51
2007	6,220	3,100	50
2008	4,010	1,690	42

The data indicates that A8/A2 nationals accounted for 10% of all overseas nationals who registered for a National Insurance number in 2004. Following accession in 2004, the percentage has remained consistently high reaching a peak of 51% in 2006. It has reduced slightly to the most recent figure of 42%.

Age and gender

Table 8 below shows the age range of the A8 migrants who have registered on the WRS.

Table 8: Nottingham registered workers by age range, May 2004 – December 2008

Period	<18	18 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
May 04 – Mar 06	†	970	835	260	155	20	†	2,244
Apr – Jun 06	-	170	140	35	20	†	-	367
Jul – Sep 06	†	290	145	35	25	5	-	502
Oct – Dec 06	5	510	370	125	85	10	-	1,105
2004 – 2006	9	1,940	1,490	455	285	37	2	4,218
Jan – Mar 07	-	190	195	50	35	5	-	475
Apr – Jun 07	-	175	180	75	45	10	-	485
Jul – Sep 07	†	265	190	60	40	5	-	562
Oct – Dec 07	-	300	255	75	60	5	-	695
2007	2	930	820	260	180	25	-	2,217
Jan – Mar 08	†	170	180	60	40	10	†	464
Apr – Jun 08	†	135	145	35	25	10	-	352
Jul – Sep 08	5	140	95	35	20	5	-	300
Oct – Dec 08	†	230	155	50	35	10	-	482
2008	11	675	575	180	120	35	2	1,598
Total	22	3,545	2,885	895	585	97	4	8,033
%	< 1	44	36	11	7	1	< 1	100

Source: Home Office (2009). Note: These figures are rounded up to the nearest 5 (- denotes nil and † denotes 1 or 2). When calculating the total for each age range and time period, we have taken † as 2. This means that the total above is sometimes slightly different to those indicated in the source data.

As can be seen, the majority of WRS registrations (80%) were aged eighteen to thirty-four, while 18% were aged between thirty-five and fifty-four. Just 1% of total registrations were over the age of fifty-five.

WRS for Nottingham shows that 58% of registrations have been male and 42% female (see Table 9 below).

Table 9: Nottingham registered workers by gender, May 2004 – December 2008

Period	Female	Male
May 04 – Mar 06	920	1,325
Apr – Jun 06	150	215
Jul – Sep 06	200	300
Oct – Dec 06	510	590
2004 – 2006	1,780	2,430
Jan – Mar 07	200	270
Apr – Jun 07	175	305
Jul – Sep 07	200	355
Oct – Dec 07	295	400
2007	870	1,330
Jan – Mar 08	175	290
Apr – Jun 08	145	205
Jul – Sep 08	135	160
Oct – Dec 08	235	240
2008	690	895
Total	3,340	4,655
%	42	58

Source: Home Office (2009). Note: These figures are rounded up to the nearest 5. This is based on data from 7,995 individuals.

Dependants of registered workers

A total of 1,270 people who have registered to work in Nottingham since May 2004 have had dependants with them. This is divided fairly evenly between dependants under seventeen and those over seventeen, which includes dependant children, but also spouses.

Table 10: Nottingham registered workers' dependants, May 2004 – December 2008

Period	Under 17	Over 17
May 04 – Mar 06	125	140
Apr – Jun 06	40	20
Jul – Sep 06	40	40
Oct – Dec 06	55	55
2004 – 2006	260	255
Jan – Mar 07	55	35
Apr – Jun 07	30	40
Jul – Sep 07	40	45
Oct – Dec 07	90	60
2007	215	180
Jan – Mar 08	55	45
Apr – Jun 08	60	25
Jul – Sep 08	50	35
Oct – Dec 08	30	60
2008	195	165
Total	670	600

Source: Home Office (2009). Note: These figures are rounded up to the nearest 5. It is likely that there is some 'double counting' of dependants, in the sense that some of those recorded as dependants (particularly older children and spouses) may also have registered in their own right to work in the UK.

Occupations of applicants

Table 11 below provides a breakdown of the most common occupations of registered workers in Nottingham, based on the WRS data breakdown of top ten occupations for each time period.

Table 11: Nottingham registered workers by occupation, May 2004 – December 2008

Occupation	May 04 – Mar 06	Apr – Jun 06	Jul – Sep 06	Oct – Dec 06	Jan – Mar 07	Apr – Jun 07	Jul – Sep 07	Oct – Dec 07	Jan – Mar 08	Apr – Jun 08	Jul – Sep 08	Oct – Dec 08	Total
Process operative (other Factory worker)	905	145	285	575	230	235	240	275	230	150	130	160	3,560
Warehouse Operative	135	55	60	255	80	50	100	220	70	55	55	185	1,320
Packer	170	40	30	65	15	65	45	50	65	40	25	45	655
Food processing operative (fruit/veg)	140	10	10	10	10	10					10		200
Kitchen and catering assistants	70	15	10	15	10	5	15	10	5	10	5	10	180
Cleaner, domestic staff	55	10	10	10	20	15	20	15	5	5	5	10	180
Food processing operative (meat)	55	†	†	15	†	15				10	5		106
Sales and retail assistants	30	5	5	10	10	10	10	10	5			10	105
Administrator, general	30	10	10	5	5	5		5	5			5	80
Waiter, waitress	30	10	5	10	5					5		5	70
Labourer, building							15	10	15	10	5		55
Process operative (textiles)								5			10		15
Butcher/meat cutter								10		5			15
Bricklayer/mason							10						10
Welder							10						10
Farm worker/farm hand						5	5						10
Baker									5			5	10
Care assistants and home carers										5			5
Electrician											5		5
Carpenter/joiner									5				5
Pharmacist/Pharmacologist												5	5
All Other Occupations	500	75	75	125	90	65	85	60	50	55	30	40	1,250
Total	2,120	377	502	1,095	475	480	555	670	460	350	285	480	7,851

Source: Home Office (2009). Note: These figures are rounded up to the nearest 5 (- denotes nil and † denotes 1 or 2). When calculating the total for each age range and time period, we have taken † as 2. This means that the total above is sometimes slightly different to those indicated in the source data. The figures account for 7,851 individuals.

The data indicates that around three quarters of people have registered for factory related work (for example, general and food processing, warehouse work, packing).

The figures for process operative (other factory worker) and warehouse operative, although remaining consistently higher than the other occupations, show fluctuations in numbers; for example, there appear to be higher numbers in the last quarters (Oct – Dec), particularly in relation to warehouse operatives. This suggests seasonal employment, with A8 workers filling positions for the Christmas period.

One of the key issues to note, and one that has been highlighted in Chapter 3 is that the occupations listed above suggest that a large number of people have registered for what are classed as elementary occupations, which are primarily low skilled jobs. We will look at this issue in greater detail in Chapter 8 of this report, in relation to the occupations of the A8 and A2 migrants interviewed in Nottingham.

Estimating the migrant worker population in Nottingham

The Institute for Employment Research at the University of Warwick recently published guidance on the use of migration statistics⁷². This highlighted examples of how estimates of migrants have been generated in some areas of the country. This included research carried out by Cambridgeshire County Council, who created three 'length of stay' scenarios or assumptions, which they applied to statistical data⁷³. These scenarios were:

1. **30%** of migrant workers had returned home or left the area (providing an upper limit for the number of migrants still in the area);
2. **50%** of migrants had returned home or left the area; and
3. **70%** of migrants have returned home or left the area (providing a lower limit for the number of migrants).

If we apply these assumptions to the WRS data for Nottingham (remembering the caveats to using WRS data) it suggests between 2,410 and 5,623 A8 nationals could be resident in Nottingham. While applying them to NINo data suggests that between 2,805 and 6,545 A8/A2 migrant workers could be resident in Nottingham. These figures indicate that A8/A2 migrants could represent between 0.8% and 2.3% of the population in Nottingham⁷⁴.

Chapter 13 of this report explores the future intentions of the A8/A2 migrants who were interviewed for this study. As will be seen, 28% of respondents intended to stay indefinitely. If we assumed that this was representative of the A8 and A2 population in Nottingham, this would suggest that the latter scenario may be more relevant (i.e. 70% of migrants have left Nottingham). This would indicate a population of 2,410 (A8 migrants – using WRS data) or 2,805 (A8 and A2 migrants – using NINo data). Unfortunately, we cannot make this assumption because although 28% intended to stay indefinitely, 38% did not know their future intentions (see Chapter 13 for more information). We therefore cannot suggest these to be 'true' figures for the number

⁷² Green, A., Owen, D. and Adam, D. (2008) *A resource guide on local migration statistics*, report for the LGA, Coventry: University of Warwick.

⁷³ Cambridgeshire County Council (2008) *The Demographic Impact of International Migration in Cambridgeshire*, Summary Report, Cambridge: Cambridgeshire County Council.

⁷⁴ Based on current population estimate of 288,700 (mid-year population estimate for 2007). Information provided by Nottingham City Council.

of A8 and A2 migrants in Nottingham; rather what this chapter has aimed to show is that the data can be used to look at trends and offer some indication of numbers based on a range of scenarios. As highlighted earlier, no one knows the true size of the migrant worker population and given the diverse and fluid nature of migrant worker communities, agencies need to ensure that they are constantly monitoring service use at a local level.

The following chapters now focus on the findings from the consultation carried out with migrant workers and migrant children in Nottingham, as well as incorporating information gathered during consultation with key stakeholders.

5. Characteristics of the sample

5.1 Introduction

A total of **235** interviews were carried out between October 2008 and February 2009 with A and A2 migrants who were residing in Nottingham. This chapter presents information about the characteristics of these respondents, including nationality and ethnicity; year of arrival; age and gender; religious beliefs; marital status and number of dependants; and geographical location of respondents.

5.2 Nationality and ethnicity

Table 12 below shows the nationality of the respondents who were interviewed for the study.

Table 12: Nationality of respondents

Nationality	No.	%
Polish	176	75
Czech	18	8
Hungarian	17	7
Slovak	10	4
Latvian	5	2
Estonian	4	1
Lithuanian	4	1
Romanian	1	<1
Total	235	100

As would be expected, the majority of respondents were Polish (75%). This was followed by Czech and Hungarian nationals (8% and 7% respectively), with smaller numbers of people from the remaining A8/A2 countries.

What is important to note is that, albeit in smaller numbers, there are a potentially wide range of nationalities currently residing in Nottingham. The community interviewers were able to access respondents from all national groups, with the exception of Bulgaria and Slovenia. This sample, however, is a reflection of the language skills of community interviewers and the ability to access certain nationalities, rather than an indication of an absence of particular nationalities. As highlighted in Chapter 2, accessing migrant communities for a study such as this requires a pragmatic approach with regards to sampling and identifying participants.

Given the smaller numbers of the other nationalities represented in the sample, this report will look at the sample as a whole, unless referring to specific cases.

With regards to ethnicity, we wanted to identify if any of the respondents were from a Roma background. Taking the sample as a whole, seventeen respondents (7%) indicated that they were Roma. The majority of these respondents were Czech (fifteen respondents); however, it also included one Polish and one Slovak Roma.

5.3 Year of arrival

Table 13 below shows the year our respondents arrived in the UK.

Table 13: Year of arrival in the UK

	No.	%
2000	2	1
2001	2	1
2002	1	<1
2004	41	17
2005	42	18
2006	71	30
2007	54	23
2008	22	9
Total	235	100

Just over half of all respondents (53%) came to the UK during 2006 or 2007, with just over a third (35%) arriving during 2004 or 2005. As can be seen, a small number of people indicated that they had arrived prior to EU Accession, coming to the UK between 2000 and 2002 (two were Polish, one was Czech and one was Romanian).

Table 14 below shows the year that people arrived in Nottingham.

Table 14: Year of arrival in Nottingham

	No.	%
2000	1	<1
2004	34	14
2005	37	16
2006	70	30
2007	59	25
2008	31	13
2009	1	<1
No response given	2	1
Total	235	100

As can be seen, just over two third of respondents (68%) arrived in Nottingham between 2006 and 2008, while just under a third (around 30%) arrived prior to that. One respondent had only arrived in Nottingham very recently (2009).

5.4 Age and gender

Table 15 below shows the age range of the respondents.

Table 15: Age of respondents

Age	No.	%
17 – 24	40	17
25 – 39	162	69
40 – 49	17	7
50 – 59	12	5
No response given	4	2
Total	235	100

As can be seen, the majority of the sample (86%) were aged 17 – 39, with most respondents falling in the 25 – 39 age range. Just 12% of the sample were over the age of 40, with no one over the age of 60. The sample is similar to the WRS data referred to in Table 8 above, which indicated that the majority of registered workers (80%) were aged 18 – 34.

With regards to gender, 61% of the respondents interviewed were female and 39% were male. The high proportion of female community interviewers offers an explanation as to the higher proportion of female respondents.

5.5 Religion

We asked respondents about their religious beliefs through an open ended question (see Table 16 below).

Table 16: Religious beliefs

Religion	No.	%
Catholic	176	75
No religious beliefs	31	13
Christian	14	6
Orthodox	5	2
Protestant	1	1
Evangelical	1	1
Buddhist	1	1
Believe in God	1	1
No response given	5	2
Total	235	100

As can be seen, the majority of respondents were Christian (85%). Within this, people made specific reference to being '*Catholic*', '*Orthodox*', '*Protestant*' and '*Evangelical*'. Three quarters of the sample identified themselves as Catholic (75%), while 13% of respondents stated that they had no religious beliefs. One Polish respondent indicated that they were Buddhist.

5.6 Marital status and number of dependants

With regards to the marital status of the respondents, 47% were single; 33% were married; and 20% had a boyfriend or girlfriend. With regards to whether or not their spouse or partner was living with them in Nottingham or had remained in their home country, 88% of respondents indicated that their spouse or partner was currently

living with them, while 11% stated that they had remained in their home country. A very small number of respondents (1%) stated that their spouse or partner was living somewhere else in the UK.

With regards to the number of respondents who had dependant children (under the age of seventeen), 41% of the sample stated that they had dependant children. Of these respondents, 90% indicated that their children were living with them in Nottingham while 10% stated that their children were in their home country.

5.7 Location of respondents

Table 17 below indicates which wards respondents were currently living in Nottingham. The study tried to include only people living within the boundaries of Nottingham city, but inevitably a small number of people living in greater Nottingham have been included in the survey as well.

Table 17: Location of respondents by ward

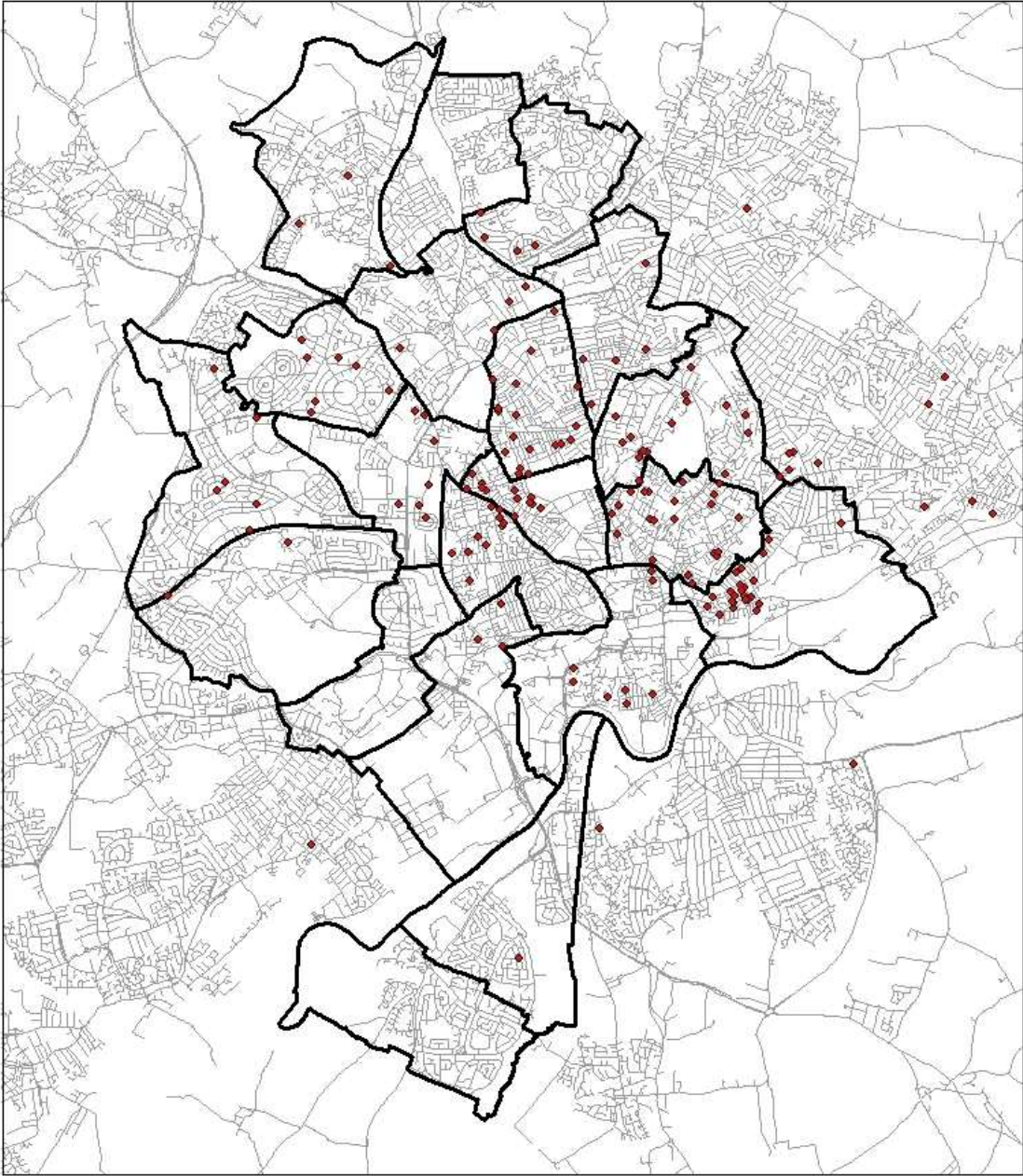
Ward	No.	%
Dales	32	16
St Ann's	26	13
Berridge	19	9
Mapperley	19	9
Arboretum	16	8
Leen Valley	14	7
Radford and Park	11	5
Bridge	10	5
Sherwood	8	4
Aspley	7	3
Bilborough	5	2
Basford	4	2
Bestwood	4	2
Bulwell	3	1
Dunkirk and Lenton	3	1
Wollaton West	3	1
Clifton North	2	1
Outside Nottingham city	19	9
Total	205	100


Note: this excludes 30 cases (19 respondents did not provide postcodes, 11 postcodes were invalid)

As can be seen, the wards with the largest number of respondents are Dales (which includes the Sneinton area) and St Ann's. This is followed by Berridge (which includes Forest Fields and part of Hyson Green) and Mapperley. Dales, St Anns and Berridge are wards that contain high levels of private rented accommodation and are areas where new migrants to Nottingham have historically settled on first arrival in the city. The respondents therefore seem to be following typical settlement patterns. It is interesting to note, however, that people are not just concentrated in traditional areas, but are distributed across Nottingham. Movement to different areas can happen as people become more established, and get to know the areas of the city. The areas people live in are also influenced by social networks (see Chapter 10 of this report).

The location of respondents is also illustrated in Map 1 below (please refer to Appendix 3 for a ward and area map of Nottingham city).

Map 1: Location of respondents



Title: Survey respondents		
Key	◆ Location of survey respondents	Map produced on: 01/04/2009
	▭ Wards	
		N
		 Nottingham City Council
		Environment and Regeneration
		0 0.5 1 2 km
<small>This map is reproduced from Ordnance Survey material with the permission of Ordnance Survey on behalf of the Controller of Her Majesty's Stationery Office © Crown copyright. Unauthorised reproduction infringes Crown copyright and may lead to prosecution or civil proceedings. Nottingham City Council 100019317. 2009. h:\users\city development\policy\nikirk</small>		

6. Migration experiences

6.1 Introduction

What this chapter aims to do is provide some information on the respondents' migration experiences, focusing specifically on their migration within the UK as well as the reasons given for coming to Nottingham.

6.2 Migration patterns prior to Nottingham

We asked all respondents if they had lived anywhere else in the UK prior to Nottingham; forty-eight respondents (20%) indicated that they had.

Of those who had lived elsewhere in the UK, the majority of respondents (75%) had lived in one other place, while 19% listed two other places and 6% of respondents had live in three other places prior to Nottingham.

With regards to where people had previously lived, there were a number of different places, ranging from Scotland to Cornwall. Nearly a third of people (31%) had previously lived in the East Midlands, followed by areas of the West Midlands (19%), the South East (17%) and Yorkshire and the Humber (13%). A full list of towns/cities is included in Appendix 3 of this report.

We asked people to elaborate on why they had left these other areas of the UK; twenty-three respondents (48%) indicated that they had left to look for work or to change jobs. The remaining respondents were divided fairly evenly between the following reasons: to study; following a spouse/partner; more opportunities elsewhere; to live in a bigger city; and family reasons.

6.3 Reasons for living in Nottingham

We asked all respondents to indicate, from a range of options, the main reason they had chosen to live in Nottingham rather than another town or city (see Table 18 below).

Table 18: Reasons for living in Nottingham

	No.	%
Family already living in Nottingham	90	38
Friends already living in Nottingham	81	35
Job opportunities in Nottingham	40	17
Heard about the city from other people	7	3
Had no choice	4	2
Other	13	6
Total	235	100

As can be seen, social networks were vital in the decision to move to Nottingham; for example, 38% had moved to the city because they already had family living there, while 35% already had friends living there. The Czech respondents were more likely to have moved to Nottingham because of family (83%, compared to 39% of Polish

and 18% of Hungarian respondents, albeit based on smaller sample sizes). Job opportunities featured less as people’s primary decision (17% of respondents). The data suggests that the Polish respondents were more likely to refer to job opportunities than the other nationalities.

With regards to those who indicated ‘Other’ reasons for coming to Nottingham, the reasons given, in order of frequency, were to study (nine respondents); for a better future (two respondents); direct flights (one respondent); and, finding accommodation in Nottingham (one respondent). Four of those who stated that they had come to Nottingham to study, indicated that they had studied at one of the universities.

The data also shows that a small number of respondents (2%) had no choice in their decision to move to Nottingham. When asked to elaborate on why they had no choice in their decision to move to Nottingham, two respondents indicated that they came to Nottingham through an agency, while one stated that they had changed job. The remaining respondent did not provide an answer.

6.4 Frequency of home visits

Finally, we wanted to explore how often people visited their home country (see Table 19 below).

Table 19: How often do you visit your home country?

	No.	%
Once a month	2	1
Once every two months	7	3
Once every three months	25	11
Twice a year	100	43
Once a year	73	31
Never	17	7
Other	10	4
No response given	1	<1
Total	235	100

Looking at the sample as a whole, the majority of people (74%) visited their home country once or twice a year. This appeared to be the pattern for all national groups. Smaller numbers of people visited home more frequently, while a small number of people never visit their home country (all Polish, Czech or Slovak). With regards to those who indicated ‘Other’, the majority (44%) indicated that they had only recently arrived and therefore had not visited home yet. The remaining responses included ‘every five years’ and ‘every two years’.

7. Education and qualifications

7.1 Introduction

This chapter focuses on the respondents' education, training and qualifications, including exploring people's English language skills.

7.2 Qualifications

The respondents were asked to provide information about their highest level of educational qualification, from a range of options, including both academic and vocational qualifications. The list of qualifications ranged from no formal qualifications through to postgraduate degrees (Masters) (see Table 20 below).

Table 20: Highest level of educational qualification

	No.	%
Postgraduate Degree	37	16
Undergraduate Degree	43	18
Technical High School ⁷⁵	59	25
Non Technical High School	50	21
Basic school	42	18
No formal qualifications	2	1
No response given	2	1
Total	235	100

In line with previous research carried out with migrant workers (see Chapter 3), the people who were interviewed in Nottingham had a range of qualifications. Over a third of the sample (34%) indicated that they had degree level qualifications (either undergraduate or postgraduate). With regards to the degree course that people had undertaken, this included architecture; business/finance; economics; engineering; environmental science; IT; law; marketing; mathematics; political science; religious studies; social care; teaching; and textiles. As can be seen, just two respondents (1%) stated that they had no formal qualifications, while 18% had basic schooling.

Although we need to consider that a higher number of female migrants were interviewed, the data shows that 66% of the respondents with degree level qualifications were female. The male sample had a higher percentage of people with technical high school qualifications (33% compared to 21% of the female sample). The technical high school courses that people referred to included catering; construction related courses (including carpentry and electrician); economics; food technology; gardening; hairdressing/beauty therapy; IT; marketing; mechanics; metal work; and, tourism.

⁷⁵ Technical high school, non technical high school and basic school were included after consultation with community interviewers at the community interviewer training session. Technical high school relates to those who have taken a vocational route, ending with a high-school diploma (for example, mechanic). Basic school relates to those who are not strong enough to pass exams to high school. These individuals can finish basic school, which prepare them to go into industry (for example, assistant car mechanic). Non technical high school is aimed at preparing people for higher education.

7.3 English language skills

Level of English

We asked respondents to rate their English language skills on a scale of very good to very poor. English language skills were broken down to include:

- ability to speak English;
- ability to write English;
- understanding of spoken English; and
- understanding of written English.

Table 21: Ability to speak English

Ability	No.	%
Very good	50	21
Good	84	36
Neither good nor poor	53	23
Poor	33	14
Very poor	13	6
Don't know	2	1
Total	235	100

Table 22: Ability to write English

Ability	No.	%
Very good	48	20
Good	62	26
Neither good nor poor	47	20
Poor	45	19
Very poor	31	13
Don't know	2	1
Total	235	100

Table 23: Understanding of spoken English

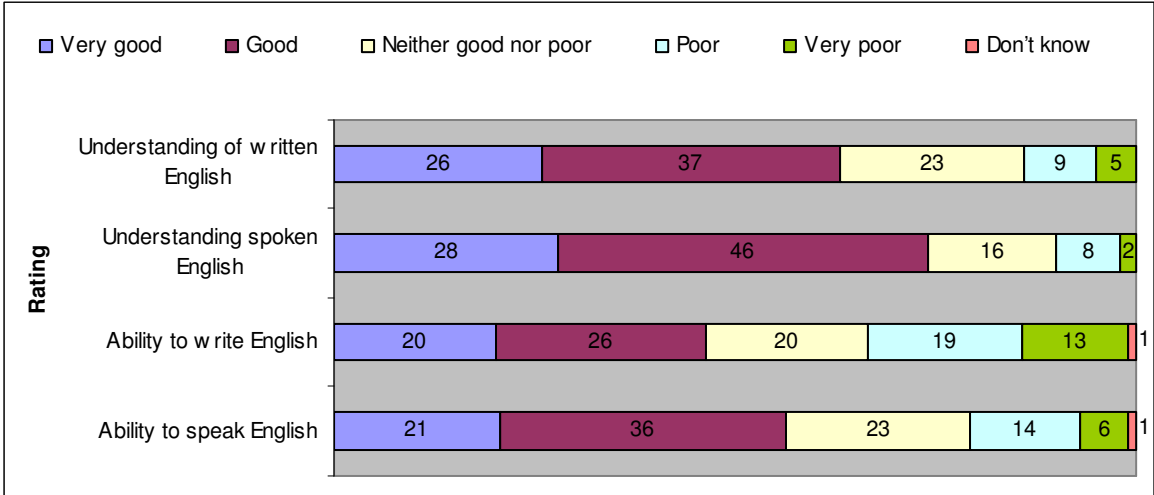
Ability	No.	%
Very good	65	28
Good	108	46
Neither good nor poor	38	16
Poor	19	8
Very poor	5	2
Total	235	100

Table 24: Understanding of written English

Ability	No.	%
Very good	61	26
Good	87	37
Neither good nor poor	53	23
Poor	22	9
Very poor	12	5
Total	235	100

On the whole, there were relatively small numbers of people who thought that their English language skills were poor or very poor. As can be seen, the respondents rated their ability to *understand* spoken English the highest (74% of respondents indicated that they were good or very good at this), while being able to *write* English was the language skill that people appeared to have most difficulty with (32% of respondents felt they were poor or very poor at this).

Graph 2: English language skills



We asked respondents to indicate, through an open ended question, if anyone had offered them any help to improve their English language skills. In total, 204 people provided an answer, around half (49%) of whom indicated that “no one” had offered them any help or support. Of those who had been offered support to improve their English, the most common response (18%) was friends or family members, whether this was helping them develop their language skills or recommending appropriate courses. This was followed by receiving help from a college course (12%). This is a relatively low percentage given the number of people who had completed or were currently studying on an English language course (see Table 25 below); however, given that the question related to respondents’ perception of who had offered help and support, the response is more likely to relate to who signposted them to an English language course rather than the course itself. Six people, for example, had received help from a teacher at their children’s school and four had received help from the Polish Church. Just five respondents stated that they had received help from their employer.

Enrolment on language courses

Finally, we asked people to indicate, from a range of options, what their current situation was in relation to studying English (see Table 25 below).

Table 25: English language courses - which of the following apply to you?

	No.	%
I would like to study, but am not currently enrolled	70	30
I am currently doing an English language course	46	20
I do not need an English language course	32	14
I have already completed an English language course	31	13
I am on the waiting list for an English language course	26	11
I am not interested in an English language course	13	6
Other	16	7
No response given	1	<1
Total	235	100

As can be seen, a third of the sample (33%) stated that they were either currently studying on an English language course or had already completed one, while 11% were currently on the waiting list for a course.

Nearly a third of the sample (30%) indicated that they would like to study on an English language course but were not currently enrolled, while 6% stated that they were not interested in a course.

With regards to those who indicated 'Other', the following comments were made:

"[I] need English improvement but work shifts."

"[My] priority is work."

"[I] don't know where to go."

"[I] started but had to finish because of work."

We also asked people to elaborate on why they were not currently enrolled, or why they were not interested in an English language course. The two main reasons given were having no time to undertake a course (46%) and not being able to attend because of working hours or shift patterns (14%), both of which were often related to each other. One respondent, for example, made the following comments:

"[My] working hours don't give me time."

Eight people made reference to needing more information with regards to finding language courses:

"I'm interested in [an] English language course, but I don't know where to go."

"I cannot find [a] suitable course."

Interestingly one Polish respondent was not interested in learning English because they were currently working with Polish people, while another respondent indicated that they did not intend staying in the UK for very long.

Seven respondents indicated that cost was an issue; for example:

“I have just started work...I need first to save some money.”
“Because of money.”

7.4 Information from ESOL stakeholders

Although our sample revealed a relatively small percentage of people were currently on the waiting list for a language course (11%), stakeholder consultation suggests that demand for ESOL provision remains high. As one ESOL provider highlights:

“[We] could operate at ten times [our current] level if funding was available, as the demand for lessons and the number on the waiting list far exceeds [our] current capacity to deliver.”

BEGIN currently manages the central ESOL placement service for Greater Nottingham, working with around 3,800 clients each year to place them in appropriate courses. In Greater Nottingham, BEGIN managed waiting lists were 1,255 at the end of July 2007 and 1,028 at the end of July 2008. EU accession migrants accounted for around a third of these totals. Stakeholder consultation suggested that waiting lists can discourage migrants from acquiring English language skills as people experience loss of motivation, particularly when combined with their work commitments.

Reiterating some of the comments made by respondents above, stakeholders highlighted two main barriers to accessing language courses. The first related to issues of ‘hectic’ lifestyles, particularly in terms of working long or irregular hours. As well as creating barriers to accessing ESOL provision, it could also create problems for those who were enrolled on courses; for example, causing irregular attendance, reduced exam achievement and course drop-out.

The second issues related to cost. Stakeholder consultation highlighted that it can cost, on average, around £300 - £400 to complete an ESOL course. It was also suggested that people enrolling in September, for example, would be expected to pay course fees in full by December.

Appendix Five of this report contains a full document produced by BEGIN, which highlights some of the key data from BEGIN in relation to clients engaged in ESOL, literacy or numeracy courses.

8. Employment

8.1 Introduction

This chapter explores the data in relation to issues of employment. It focuses on respondents' previous employment in their home country and their current employment, offering comparisons between the two. It also looks at other issues relating to their current employment such as official registration, rates of pay, hours worked and overall satisfaction with employment, as well as exploring respondents' level of interest in self employment.

In order to provide a more robust analysis of employment (both prior to and since coming to the UK), the information in relation to employment has been reclassified using the Standard Occupational Classification (SOC), which was revised in 2000⁷⁶ and provides a hierarchical classification of occupational skill. The relevant guidance has been used in relation to the application of these classification systems to the data gathered in Nottingham.

8.2 Previous employment in home country

This section explores people's employment situation prior to coming to the UK.

Trade or skill from home country

Before focusing on respondents' previous employment, we wanted to identify if they had a particular trade or skill (see Table 26 below).

Table 26: Do you have a particular trade or skill?

	No.	%
Yes	137	58
No	96	41
No response given	2	2
Total	235	100

Over half of the sample indicated that they had a particular trade or skill from their home country. When asked to elaborate on what this particular trade or skills was, the following responses were given:

- Accountancy/Finance
- Administration
- Architect
- Armed Forces
- Carpenter/joiner
- Caterer/Food preparation
- Chemist
- Construction/building
- Customer Service/Sales
- IT
- Journalist
- Law
- Logistics
- Marketing
- Masseur
- Mathematician
- Mechanic
- Metal Worker

⁷⁶ See ONS, *Internet reference*:

http://www.statistics.gov.uk/methods_quality/ns_sec/downloads/SOC2000_Vol1_V5.pdf

- Dentist
- Designer
- Driver
- Economics
- Electrician
- Gardener
- Hairdresser/Beautician
- Interpreter
- Nurse
- Painter/Decorator
- Photographer
- Social Worker
- Teacher
- Textiles
- Tourism
- Typist

From this list of trades and skills, the ones that were referred most frequently included: catering/food preparation (11% of respondents); construction related trades (including joiner, electrician, builder) (9%); medical profession (nurse, dentist) (7%); hairdresser/beautician (6%); teacher (6%); and, mechanic (5%).

The male respondents were more likely to make reference to a particular trade or skill than the female respondents (64% of male respondents compared to 56% of female respondents).

In terms of how long people had spent in these trades or using these skills, this ranged from never using them to ten or more years (see Table 27 below).

Table 27: How long have you spent in this trade/using these skills?

	No.	%
None	20	15
Less than 1 year	2	1
1 – 3 years	43	31
4 – 6 years	39	28
7 – 9 years	10	7
10 or more years	22	16
No response given	1	1
Total	137	100

With regards to those who had not used their trades/skills, 50% indicated that they were in full time education prior to coming to the UK, 35% had been undertaking a different job, while the remainder had been unemployed (see Table ? below for employment rates prior to UK).

Previous job

We wanted to explore how many people were in employment prior to coming to the UK (see Table 28 below).

Table 28: Employment rates prior to coming to the UK

	No.	%
Employed	108	46
Self employed	14	6
Unemployed	45	19
Full time student	53	23
Homemaker/carer	15	6
Total	235	100

Just over half of the sample (52%) indicated that they were employed (including self employment) prior to coming to the UK, while 19% were unemployed. Looking at the different national groups, although based on smaller sample sizes, the Czech respondents appeared to have the highest percentage of people who were without employment prior to coming to the UK (61%, compared to 20% of Slovak, 18% of Polish, and 6% of Hungarian respondents). Looking at the Czech respondents in greater detail reveals that the majority of those who were without employment prior to coming to the UK were Roma.

Table 29 below shows the job that people had prior to coming to the UK, based on the Standard Occupational Classification (SOC).

Table 29: Last job in home country (Standard Occupational Classification, SOC)

	No.	%
Managers and Senior Officials	15	12
Professional Occupations	10	8
Associated Professional and Technical Occupations	18	15
Administrative and Secretarial Occupations	7	6
Skilled Trades Occupations	26	21
Personal Service Occupations	4	3
Sales and Customer Service Occupations	18	15
Process, Plant and Machine Operatives	9	7
Elementary Occupations	15	12
Total	122	100

As can be seen, the respondents were drawn from a range of occupational levels. Over a third of respondents (35%) were previously working in the three highest classifications (managers and senior officials; professional occupations; and associated professional and technical occupations). Perhaps unsurprisingly, given some of the trades listed above, skilled trades occupations also featured in a number of responses (21%). What is interesting to note is that just 12% were working in elementary occupations with even fewer (7%) working as process, plant and machine operatives.

Table 30 below shows the occupational level by gender.

Table 30: Last job in home country (Standard Occupational Classification, SOC) by gender

	Male		Female	
	No.	%	No.	%
Managers and Senior Officials	9	18	5	7
Professional Occupations	2	4	8	11
Associated Professional and Technical Occupations	7	14	13	18
Administrative and Secretarial Occupations	1	2	6	8
Skilled Trades Occupations	21	41	5	7
Personal Service Occupations	-	-	4	6
Sales and Customer Service Occupations	1	2	17	24
Process, Plant and Machine Operatives	7	14	2	3
Elementary Occupations	3	6	11	15
Total	51	100	71	100

The male respondents had a higher percentage previously working in skilled trades occupations (41% compared to 7% of female respondents), as managers and senior officials (18% compared to 7% of female respondents) or as process, plant and machine operatives (14% compared to 3% of female respondents). The female respondents, on the other hand, had a higher percentage of all of the remaining occupational levels, with sales and customer service occupations being the most notable difference (24% of female respondents compared to 2% of male respondents).

8.3 Employment experiences in Nottingham

This section focuses on people’s employment experiences in the UK, including current levels of pay and type of payment, levels of official registration, information on recruitment, as well as looking at how respondents’ current occupation compared to previous occupational classification described above.

Employment rate

At the time of the survey, 81% of the sample indicated that they were in paid employment, while 19% were not currently in paid employment (see Table 31 below).

Table 31: Currently in paid employment

	No.	%
Yes	190	81
No	45	19
Total	235	100

Looking at the different national groups, the Czech respondents appeared to have the highest percentage of people who were not currently in employment (56%, compared to 17% of Polish, 12% of Hungarian and 10% of Slovak respondents). Ten of the respondents who were not currently working were Roma.

Looking at gender, the female respondents had a slightly higher percentage of people who were not currently in employment than the male respondents (23% and 14% respectively).

The length of time that people had been without employment varied (see Table 32).

Table 32: How long have you been without paid employment?

	No.	%
Less than 1 month	5	11
1 – 3 months	4	9
4 – 6 months	10	22
7 – 9 months	7	16
10 – 12 months	5	11
More than 12 months	3	7
Never worked in UK	11	24
Total	45	100

As can be seen, the majority of respondents (42%) had been without paid employment for less than six months. Just under a quarter of those who were not currently employed indicated that they had never worked in the UK (ten were Polish, while one was Hungarian). The majority of these were female (91%). Looking at the marital status of these, however, shows that 82% of them were married or had a partner, which could suggest that they were dependent upon their husband or partner.

A small number of people (7%) had been without paid employment for more than twelve months, all of whom were female. These respondents were all married or had a partner.

Current employment

Table 33 below shows the Standard Occupational Classification (SOC) of the job that people currently held in Nottingham.

Table 33: Current job (Standard Occupational Classification, SOC)

	No.	%
Managers and Senior Officials	5	3
Professional Occupations	5	3
Associated Professional and Technical Occupations	13	7
Administrative and Secretarial Occupations	18	9
Skilled Trades Occupations	16	8
Personal Service Occupations	12	6
Sales and Customer Service Occupations	13	7
Process, Plant and Machine Operatives	25	13
Elementary Occupations	77	41
No response given	6	3
Total	190	100

In line with previous research and national data, over half of those who were working (54%) were currently employed in elementary occupations or as process, plant and machine operatives. The remaining respondents were divided fairly evenly across the other classifications, with just 13% occupying the three highest levels.

Location of current employment

With regards to the location of people’s current employment, based on analysis of an open ended question, the majority of respondents (87%) were currently working within the Nottingham urban area. The remaining respondents were working in other parts of Nottinghamshire (for example, Mansfield and Bilsthorpe); Derbyshire; Lincolnshire; or Leicestershire. A small number of respondents stated that they worked in “*various locations*”, but did not specify any particular geographical location.

Recruitment

We also wanted to explore how people had found their current job in the UK. Just over a third of respondents (34%) had found their job through friends/family already in the UK. This was followed by an employment/recruitment agency in the UK (16%) or contacting an employer when arriving in the UK (13%) (see Table 34 below).

Table 34: How did you find your current job?

	No.	%
Through friends/family already here	79	34
Employment/recruitment agency in UK	37	16
Contacted employer when I arrived in the UK	31	13
Employment/recruitment agency in home country	7	3
Contacted employer while in my home country	1	<1
Other	18	8
No response given	3	2
Total	190	100

With regards to those who indicated 'Other' the majority of responses were finding current job through local papers or the internet. Two people made reference to their job being a promotion within an organisation.

Security of employment

Table 35 below shows the level of security of people's current employment.

Table 35: Security of employment

	No.	%
Temporary	60	32
Permanent	115	61
Fixed term contract	8	4
Seasonal/Ad hoc	2	1
Don't know	2	1
Other	2	1
No response given	1	<1
Total	190	100

As can be seen, the majority of respondents (61%) indicated that they had a permanent contract in their current employment, while just under a third (32%) had a temporary contract. With regards to the occupations of those with temporary contracts, the majority (64%) were working in elementary occupations, followed by administrative and secretarial occupations (14%).

Two respondents currently did not know what type of contract they had (one working in an elementary occupation and one a process, plant and machine operative), while two indicated 'Other', but did not give any further information as to what this was. Looking at their occupations, however, indicates that they were both currently working in skilled trades occupations and therefore may have been self employed.

We also wanted to establish if respondents had a written contract of employment in their current job (see Table 36 below). Two thirds of those who were working (67%) had a written contract of employment, while just over a quarter (27%) did not. Four people indicated that they did not know if they had a written contract of employment.

Table 36: Do you have a written contract of employment?

	No.	%
Yes	128	67
No	52	27
Don't know	4	2
Self employed	6	3
Total	190	100

With regards to occupation, 83% of those working in the top three occupational levels had a written contract of employment compared to 68% of process, plant and machine operatives and 61% of those in elementary occupations.

Official registration

We asked those who were currently working to indicate whether or not they were currently registered on the Worker Registration Scheme (WRS) (if applicable).

Table 37: Official registration (WRS)

	No.	%
Yes	171	90
No	16	8
Don't know	3	2
Total	190	100

As can be seen, 90% of those who were working indicated that they were registered, while just 8% were not. Three respondents stated that they did not know.

We also asked respondents if they had registered for a National Insurance number (NINo).

Table 38: Official registration (NINo)

	No.	%
Yes	186	98
No	3	2
Don't know	1	<1
Total	190	100

Nearly all respondents had registered for a National Insurance number, with just three people indicating that they had not and one person who did not know.

The sample therefore suggests high levels of official registration.

Hours worked

The majority of respondents worked between thirty and forty hours per week (59%) followed by between forty-one and fifty hours per week (21%). A small number of people suggested that they worked more than fifty hours per week (3%) (see Table 39 below).

Table 39: Number of hours per week

	No.	%
16 hours or less	18	9
17 – 29	14	7
30 – 40	112	59
41 – 50	40	21
51 – 60	4	2
61+	1	1
No response given	1	1
Total	190	100

There was no discernible pattern, however, between occupation and number of hours worked, with a range of different hours worked across the occupational classification. Those who worked fifty-one hours or more, for example, were currently working in the following occupations: elementary; skilled trades; managers and senior officials; and, sales and customer service.

Current pay level

Respondents' weekly wages ranged from £100 or less to £451 or more (see Table 40 below).

Table 40: Current weekly pay

	No.	%
£100 or less	10	5
£101 – £150	20	11
£151 – £200	41	22
£201 – £250	54	28
£251 – £300	24	13
£301 – £350	9	5
£351 – £400	16	8
£401 – £450	7	4
£451 or more	8	4
No response given	1	<1
Total	190	100

The majority of the sample (50%) earned between £150 and £250 per week, with less than a quarter of people (21%) earning over £300 week. The respondents earning less than £100 per week were currently working less than twenty-nine hours per week. The lowest paid individual was currently being paid £101 – £150 per week for working between fifty-one and sixty hours. This individual was therefore earning between £1.68 and £2.94 per hour. Eleven respondents were currently earning below the national minimum wage⁷⁷; however, given that a range was offered to respondents for both wages and hours per week, this number may be higher. For example, thirty-one people were currently working thirty to forty hours per week and earning somewhere between £151 – £200 per week. These respondents could therefore be earning anywhere between £3.78 and £6.60 per hour.

⁷⁷ £5.73 per hour for persons over the age of twenty-two.

With regards to who was paying them (i.e. employer, agency, etc.), the majority of respondents (69%) were being paid directly by their employer or their clients (if self employed), while the remainder (31%) were being paid by an agency/labour provider.

We also wanted to explore if any deductions were made from people's wages, from a range of options (see Table 41).

Table 41: Deductions from pay

	No.	%
Accommodation	3	2
Transport to/from work	7	4
Food (during work)	3	2
Clothing/equipment	12	6
Tax/National Insurance	173	91
Other	8	4

Perhaps unsurprisingly, the most common deduction made from people's wages, was Tax/National Insurance (91% of respondents). A small number of people also had deductions made for clothing or equipment that were needed at work (6%), transport to and from work (4%) and food during work (2%). Just three people indicated that deductions were made for accommodation.

With regards to the 'Other' deductions that were made, three respondents were currently paying for trade union membership, three were paying pension contributions, while two respondents were paying both.

Level of satisfaction with current job

We also wanted to explore people's level of satisfaction with the following aspects of their current job:

- rates of pay;
- hours of work;
- the skill level at which they work;
- the way they are treated by their employer; and
- the way they are treated by other workers.

Table 42: Level of satisfaction with current job

Satisfaction level	Pay		Hours		Level		Employer		Colleagues	
	No.	%	No.	%	No.	%	No.	%	No.	%
Very satisfied	17	9	48	25	42	22	75	39	95	50
Fairly satisfied	66	35	86	45	63	33	56	29	62	33
Neither satisfied nor dissatisfied	54	28	26	14	32	17	28	15	16	8
Fairly dissatisfied	26	14	15	8	24	13	14	7	5	3
Very dissatisfied	22	12	14	7	27	14	13	7	7	4
Don't know	4	2	-	-	1	1	-	-	2	1
No response given	1	1	1	1	1	1	4	2	3	2
Total	190	100	190	100	190	100	190	100	190	100

The data shows that the skill level of work and rate of pay caused most dissatisfaction amongst workers (27% of respondents were fairly or very dissatisfied with level of work, while 26% were fairly or very dissatisfied with pay). With regards to occupation, 66% of those who were dissatisfied with skill level and 46% of those dissatisfied with pay were currently working in elementary occupations.

The aspect of people's current job that people were most satisfied with was the way they were treated by work colleagues (83% were fairly or very satisfied) and hours of work (70% were fairly or very satisfied). In addition, 68% of respondents indicated that they were fairly or very satisfied with the way they were treated by their employer. Of those who were dissatisfied by the way they were treated by their employer, 63% were currently working in elementary occupations.

We also asked all the respondents who were currently working if there were any problems with their job that they wanted to mention; thirty-nine respondents (21%) made reference to some form of issue with their current employment. The main issues that emerged related to the following key themes: feelings of discrimination/unfair treatment (23%); being underpaid (18%); lack of job security/uncertainty (10%); lack of training (5%).

The following illustrates some of the comments that were made:

"Because I am Polish I can feel the different treatment."

"[There is] division of labour in regards to nationality."

"For hard work [I earn] very little money."

"Overtime [is] paid at the same rate as normal hours."

"[There is] not enough work at the moment."

"No further information and training is provided about the new technologies, etc."

"...employment agencies, they treat people very badly. They should not exist as employers."

Two respondents indicated that they had problems with their current job, but did not want to elaborate on what they were.

We asked all respondents (including those not currently working) to indicate what type of help or assistance would improve their employment prospects. They had the opportunity to select all the responses that applied from a range of different options (see Table 43).

Table 43: Assistance needed to improve job

	No.	%
Language courses	132	56
New or higher qualifications	105	45
More work experience	96	41
References from UK employers	53	23
Help converting qualifications to UK equivalent	53	23
More or better childcare	30	13
None	20	9
Other	15	6

As can be seen, people felt that training/courses to improve English language skills (56%) were needed most. Following language skills, new or higher qualifications (45%) and more work experience (41%) were mentioned. Nearly a quarter of people (23%) also indicated that references from UK employers and conversion of qualifications were important. A small number of people (13%) felt that childcare was an issue for them, 83% of whom were female.

With regards to those who indicated they needed ‘other’ assistance, the most common response was financial assistance (nine respondents). The remaining respondents made the following comments: “*more job information*”; “*more contacts*”; “*more advice*”; “*courage*”; “*driving licence*”; and “*to move to another city*”.

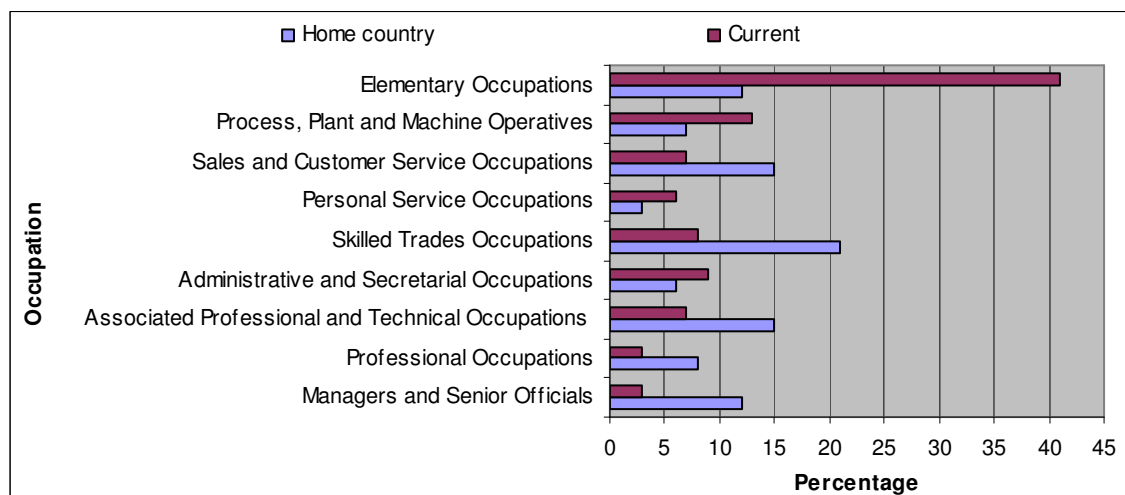
Comparison between home country and current occupation

The data indicates a quite significant shift in occupational level from home country employment to current employment in the UK. The percentage of people employed in elementary occupations, for example, has increased from 12% to 41%. While those working as process, plant and machine operatives has increased from 7% to 13%. The percentage of people occupying the highest three levels has decreased from 35% to 13% (see Table 44 and Graph 3 below).

Table 44: Comparison between home country and current job (SOC)

	Home country		Current	
	No.	%	No.	%
Managers and Senior Officials	15	12	5	3
Professional Occupations	10	8	5	3
Associated Professional and Technical Occupations	18	15	13	7
Administrative and Secretarial Occupations	7	6	18	9
Skilled Trades Occupations	26	21	16	8
Personal Service Occupations	4	3	12	6
Sales and Customer Service Occupations	18	15	13	7
Process, Plant and Machine Operatives	9	7	25	13
Elementary Occupations	15	12	77	41
No response given	-	-	6	3
Total	122	100	190	100

Graph 3: Comparison between home country and current job (SOC)



Looking in greater detail at the comparison between respondents' home country and current occupation shows that 59% of people had experienced a decrease in occupational level, 33% had stayed within the same occupational level and 8% had increased their occupational level.

Tables 45 and 46 below show a comparison between the Standard Occupational Classification (SOC) of the last job in their home country and their current job in the UK, by gender. Although both male and female respondents were concentrated in elementary occupations (41% and 43% respectively), the female respondents appear to be spread across a wider range of occupations, with a slightly higher percentage of women occupying the top three levels (15% compared to 11% of male respondents). After elementary occupations, the male respondents are found to be working as process, plant and machine operatives (indeed, these two classifications account for 68% of the male sample).

Table 45: Comparison between home country and current job (SOC) – male respondents

	Home country		Current	
	No.	%	No.	%
Managers and Senior Officials	9	18	3	4
Professional Occupations	2	4	2	3
Associated Professional and Technical Occupations	7	14	3	4
Administrative and Secretarial Occupations	1	2	2	3
Skilled Trades Occupations	21	41	12	16
Personal Service Occupations	-	-	-	-
Sales and Customer Service Occupations	1	2	2	3
Process, Plant and Machine Operatives	7	14	20	27
Elementary Occupations	3	6	30	41
Total	51	100	74	100

Table 46: Comparison between home country and current job (SOC) – female respondents

	Home country		Current	
	No.	%	No.	%
Managers and Senior Officials	5	7	2	2
Professional Occupations	8	11	3	3
Associated Professional and Technical Occupations	13	18	10	10
Administrative and Secretarial Occupations	6	8	16	15
Skilled Trades Occupations	5	7	4	4
Personal Service Occupations	4	6	12	11
Sales and Customer Service Occupations	17	24	10	10
Process, Plant and Machine Operatives	2	3	5	5
Elementary Occupations	11	15	46	43
Total	71	100	108	100

Comparing current occupation with highest level of qualification shows that 32% of those with degree level qualifications and 66% of those with technical high school qualifications were working as process, plant and machine operatives or in elementary occupations.

9. Housing

9.1 Introduction

This chapter looks at the respondents' accommodation experiences in Nottingham. It focuses specifically on their current housing situation, as well as looking at future accommodation preferences and aspirations.

9.2 Housing experiences in Nottingham

The following section looks at the data for Nottingham in terms of number of homes; current tenure; property size; levels of overcrowding; conditions; and rent levels.

Previous accommodation

We asked people to indicate how many different homes they had lived in since they had been in Nottingham, including their current property. The number of properties people had lived in ranged from one to ten different properties (see Table 47).

Table 47: Number of homes

	No.	%
One	59	25
Two	72	31
Three	56	24
Four	25	11
Five	13	6
Six	4	2
Ten	1	<1
No response given	5	2
Total	235	100

There appeared to be no pattern between length of time people had lived in Nottingham and the number of homes they had lived in. The majority of people (80%) had lived in one to three different homes since their arrival in Nottingham, with two homes being the most common response.

Current tenure

In line with previous research (see Chapter 3), the sample in Nottingham shows a dominance of the private rented sector (73%). With regards to the remaining respondents, 9% were currently living in socially rented accommodation, with the same percentage currently buying their own home (either alone or through a shared ownership scheme). Ten respondents (4%) were currently living in employer or agency provided accommodation, while six people (3%) did not have their own accommodation so were staying with family or friends.

Table 48 below outlines the current tenure of respondents. The latter two columns include data taken from the Census 2001 in relation to private renting, social renting and owner occupation levels for Nottingham but also England as a whole. The

Census data reveals that Nottingham has a higher percentage of the population living in social and private rented accommodation.

Table 48: Current tenure

	No.	%	Nottingham % (Census 2001)	England % (Census 2001)
Private rented	171	73	13.1	8.8
Socially rented (Council/HA)	22	9	33.4	19.3
Owner occupation	14	6	50	68.7
Employer/agency provided	10	4		
Shared ownership	6	3		
Staying with friends/family	6	3		
Other	5	2		
No response given	1	<1		
Total	235	100		

With regards to those who indicated they had some other form of accommodation, three referred to “room share”, but did not provide any additional information and one respondent indicated that they were staying in a “backpacker hostel”. The remaining respondent did not elaborate on where they were living. Interestingly, there was no discernible pattern between length of time in the UK and current tenure.

We asked those who were currently living in some form of rented accommodation if they had a tenancy agreement; 85% of respondents indicated that they did. Looking at the tenure of respondents shows that all of the socially rented tenants had a tenancy agreement, compared to 87% of private tenants. With regards to the respondents whose accommodation was provided by an employer/agency, three did not have a tenancy agreement, while two did not know if they had one. The majority of those living in ‘Other’ types of accommodation did not have a tenancy agreement.

We also wanted to ascertain how people had found their current home in Nottingham, from a range of options including both formal and informal methods (see Table 49).

Table 49: How did you find your current home in Nottingham?

	No.	%
From friends/family already living in Nottingham	98	42
Via local estate agent	37	16
Via local newspaper	26	11
Via local letting agent	25	11
UK employer arranged it for me	8	3
Arranged for me before I arrived in the UK	5	2
Other	36	15
Total	235	100

People’s social networks clearly play a key role in finding accommodation with 42% of people finding their current home through friends or family. There were, however, a wide range of other methods referred to; for example, estate/letting agents and local newspapers. With regards to those whose accommodation had been arranged prior to arrival in the UK, two respondents indicated that this had been done by their employer, while the remaining three respondents did not specify who had arranged it for them.

The respondents who found their accommodation through 'other' means, primarily referred to finding accommodation through the internet (58%). This was followed by adverts on shops/buildings/properties (17%) or through Nottingham City Council (17%). One respondent indicated that they had built their own home.

Rent or mortgage payments

Table 50 and Graph 4 below show the rent or mortgage levels being paid per person per month by the respondents in Nottingham.

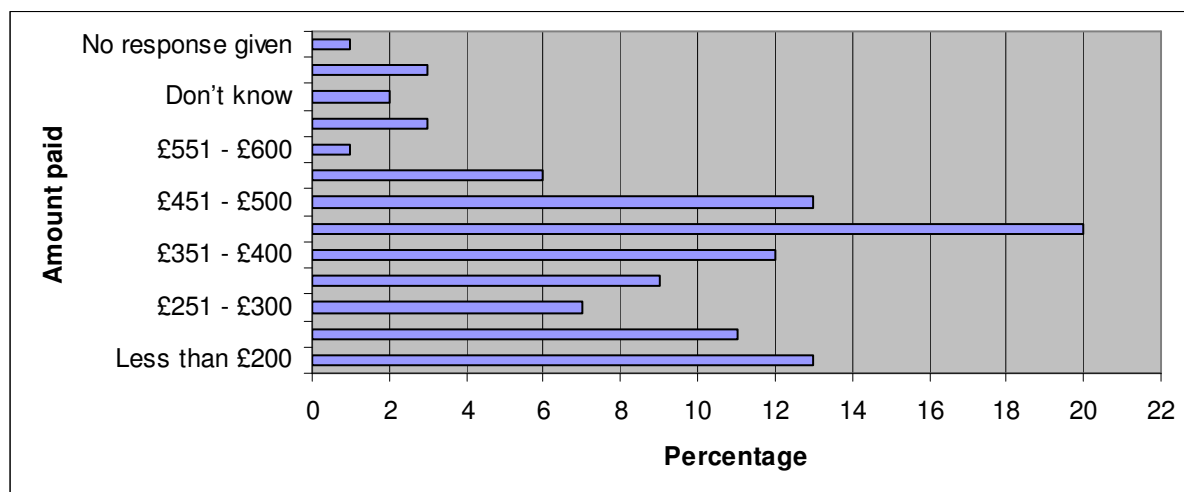
Table 50: Rent or mortgage level paid per month

	All No.	%	Mortgage No.
Less than £200	30	13	-
£201 - £250	26	11	-
£251 - £300	17	7	-
£301 - £350	22	9	1
£351 - £400	27	12	2
£401 - £450	47	20	1
£451 - £500	30	13	5
£501 - £550	14	6	-
£551 - £600	3	1	1
£601+	6	3	1
Don't know	5	2	2
Don't pay rent	7	3	-
No response given	2	1	1
Total	235	100	14

The rent or mortgage payments people were making varied from less than £200 per month to more than £600, with no particular amount standing out as most common. Looking at current tenure indicates that those who were paying a mortgage were paying between £301 and £601 or more, with the majority paying £451 – £500 per month. Interestingly, of the six people paying £601 or more, four were currently renting from a private landlord, one had their accommodation provided by an employer and one was currently buying their own home.

Five respondents indicated that they did not know how much rent/mortgage they were paying (two were currently paying a mortgage, while three were renting). Seven people indicated that they did not pay rent for their current accommodation (two were staying with friends/family, two were living in some 'Other' type of accommodation, two were living in employer provided accommodation and one was living in private rented accommodation).

Graph 4: Rent or mortgage level paid per month



Of the respondents who were currently paying rent for a property (not a mortgage), 21% indicated that their rent also included bills.

Living arrangements

The majority of respondents were currently living in properties which had two or three bedrooms (65%). Just a small number of people lived in a property with more than five bedrooms (see Table 51).

Table 51: Number of bedrooms

	No.	%
One	44	19
Two	89	38
Three	64	27
Four	30	13
Five	6	3
Seven	1	<1
No response given	1	<1
Total	235	100

The maximum number of people who were currently sharing a **bedroom** was four people, with two respondents referring to this living arrangement. These respondents were both living in private rented accommodation and sharing a room with family members. One was living in a one bedroom house and one was living in a four bedroom house, which had seven people sharing.

Twenty-five respondents (11%) referred to three people sharing a room. The remaining respondents had either one or two people sharing a room.

Twenty respondents (9%) made reference to themselves, or people within their household, sharing bedrooms with non-family members.

We also asked people to indicate whether or not their current property gave them enough space (see Table 52 below).

Table 52: Does your home have enough space?

	No.	%
Yes	170	72
No	60	26
Don't know	4	2
No response given	1	<1
Total	235	100

Just over a quarter of the sample (26%) stated that they did not have enough space in their current home. We asked those who did not currently have enough space to elaborate on why this was the case. The main reasons given included: rooms being too small (37%); needing additional rooms (28%); the property generally being too small (20%); and, too many people living in the property (10%). With regards to those who indicated that rooms were too small or the property in general was too small, unfortunately they did not elaborate on whether or not this related to issues of overcrowding; however, the following provides examples of some of the comments that were made:

“[The] bedrooms are too small, [there’s] only one bathroom...my two daughters are living together, their room [is] too small.”

“I have six children and they want private rooms.”

“Brothers [are] sharing [a] room...little sister still lives in parents room.”

Overall satisfaction with property

We wanted to explore people’s overall satisfaction with their current property (see Table 53 below).

Table 53: Overall satisfaction with current property

	No.	%
Very satisfied	67	29
Fairly satisfied	108	46
Neither satisfied nor dissatisfied	37	16
Fairly dissatisfied	14	6
Very dissatisfied	7	3
No response given	2	1
Total	235	100

Three quarters of the sample stated that they were fairly or very satisfied with their current accommodation, with just 9% indicating that they were dissatisfied. With regards to the respondents who were dissatisfied with their current property, the majority (86%) were currently living in private rented accommodation. Stakeholder consultation suggested that migrant workers sometimes have lower expectations in relation to accommodation. One employer also highlighted that some workers were living in what would be regarded as overcrowded conditions because it enabled them to retain more of their income.

General housing problems and issues

Finally, we wanted to explore if people had experienced any problems in relation to accommodation in Nottingham. Fifty respondents (21%) made reference to specific problems that they had experienced whilst living in Nottingham.

With regards to the types of problems people had experienced, thirty-seven people (16% of the sample) expressed dissatisfaction with their treatment by landlords or letting agencies, particularly in relation to not carrying out repairs and non-return of deposits:

“Not abiding [by] contract regulations, conditions and terms by landlords.”

“Letting agency did not comply with obligations included in [the] agreement.”

“Problems with [the] landlord, [he/she] does not care about [the] house condition.”

“Dispute with [the] landlord...[We] haven’t received the deposit from [the] last home we lived in”

“I had [a] problem with bed bugs at the house, I’ve been asking the landlord to fix this problem, but he never helped me.”

“I had [a] problem with one of the landlords, he asked me to pay rent for six months.”

“[My] previous house [was] rented through [an] agency, they did not give back the deposit.”

“Problems with contacting [the] landlord, [he/she is] not available, not picking up [the phone], [they] promised to come but [are] not picking up.”

One respondent made reference to debts that they had accrued because of a landlord:

“I had a big problem with my previous landlord. I have been paying rent every month and I also gave money for gas, but the landlord never paid this bill and now I have a big problem with debts.”

Three respondents (6%) made specific reference to problems they had experienced in relation to socially rented accommodation. Two of these made reference to customer service issues, while one talked about the length of the waiting list for a council property:

“We’ve been trying to get a council house, but [I] don’t like the way the council treated me.”

“Long waiting queues for a council house.”

One respondent was currently experiencing a problem in relation to their rent payments:

"[I am] receiving letters saying I owe rent, but when I ring up they say I'm in credit."

The other problems that were mentioned related to issues with neighbours or crime that had been experienced (for example, burglary).

9.3 Homelessness/rough sleeping

The survey also sought information in relation to any experiences of homelessness and rough sleeping. In total, five people indicated that they had experienced homelessness/rough sleeping since living in Nottingham. This section looks at the causes of this and what support they received.

Causes of homelessness/rough sleeping

With regards to the main causes of people's homelessness/rough sleeping, three people stated that their homelessness/rough sleeping was caused by being asked by family/friends to leave a property; one person had experienced the violent breakdown of a relationship with housemates; while one indicated that they had become homeless as a result of a "*dishonest landlord*".

Stakeholder consultation suggested concerns about homelessness as a result of loss of tied accommodation (i.e. accommodation that is tied to employment). Although this was not raised by the respondents in our survey, tied accommodation can be an issue for migrant workers, as highlighted in Chapter 3.

Help and support to come out of homelessness

Two respondents indicated that they sought help when they were homeless/sleeping rough, both of whom sought help from friends.

When asked how they came out of being homeless, two people said that they moved in with friends, one moved into a private rented house, while another moved into socially rented accommodation. The remaining respondent did not provide an explanation of how they came out of this situation.

We also asked them what could have prevented them from becoming homeless. Three people provided an answer; two of whom made reference to how having a job and therefore an income would have prevented their homelessness, while one respondent stated "*living with nice people*" would have prevented that situation.

Awareness of specific support

We asked the whole sample, through an open ended question, what help they would expect to receive from Nottingham City Council if they became homeless. The responses given are summarised in Table 54 below.

Table 54: What support would you expect from Nottingham City Council?

	No.	%
Provision of, or help finding, accommodation	164	70
Help finding a job	15	6
Financial support	10	4
Help to return to home country	4	2
Legal advice	3	1
General advice/information	3	1
Nothing	2	1
Housing Benefit	1	<1
Don't know	11	5
No response given	22	9
Total	235	100

As can be seen, the majority of people expected that Nottingham City Council would provide, or help them find, suitable accommodation (70%). Following this, a range of other suggestions were made, albeit in smaller numbers; for example, help finding employment, financial support, and legal advice. Interestingly, four respondents expected that the Council would offer assistance for people to return to their home country if they became homeless, while two people stated that they did not expect the Council to provide any support.

Finally, we asked all respondents if they were aware of any of the following specific support available for people experiencing homelessness/rough sleeping:

- Housing Aid (housing advice service, particularly for those in private rented accommodation);
- Citizens Advice Bureau (CAB);
- housing offices (provided by Nottingham City Homes);
- Emmanuel House (a day centre for homeless and other vulnerable people);
- Handel Street (a day centre for homeless and other vulnerable people);
- Shelter (the housing and homelessness charity); and
- Nottingham Law Centre (charity offering free legal advice, particularly to vulnerable and disadvantaged groups).

Table 55: Awareness of specific support in Nottingham

	No.	%
Citizens Advice Bureau (CAB)	98	42
Housing Offices	90	38
Nottingham Law Centre	46	20
Housing Aid	44	19
Shelter	17	7
Emmanuel House	9	4
Handel Street	3	1

With regards to homelessness specific support, the Citizens Advice Bureau (CAB) was most commonly recognised by respondents (42%); however, people could be aware of this service because of other assistance that they provide. Smaller numbers of respondents were aware of Shelter, Emmanuel House or Handel Street. None of the people who had been homeless were aware of these three services.

Stakeholder consultation suggests, however, that the low level of awareness of homelessness services is not unique to migrant communities.

9.4 Housing aspirations

This final section focuses on respondents’ future housing preferences and aspirations, including looking at people’s awareness of the accommodation options available.

Table 56: Future accommodation preference

	No.	%
Owner occupation	98	42
Renting from the Council/HA	59	25
Renting from a private landlord	16	7
Shared ownership	5	2
Happy where I am	9	4
Don't know	41	17
Don't know the housing options	5	2
No response given	2	1
Total	235	100

The majority of respondents (42%) indicated that their future preference was to own their own home. When asked to elaborate on why, respondents made a number of comments. Most of them related to wanting their house to be ‘their own’, wanting to pay for something that you could actually own as well as the sense of independence that home ownership was felt to bring; for example:

- “Because it will be my own house.”*
- “I would like that the house I am living [in] is only mine, this could help me feel more safe.”*
- “Because we would prefer to own the place we live [in].”*
- “[We] don't have to pay rent.”*
- “Independence from [the] landlord...freedom to change [the] interior.”*
- “It would give me the level of independence I am after.”*

Owner occupation was followed by a preference for socially rented accommodation (25%). People gave the following reasons, many of which related to affordability or not having to rely on a landlord:

- “It is affordable, [you] can take care of this house without waiting for a landlord.”*
- “Because the houses from the council are much cheaper.”*
- “Because it is cheap and I know that the landlord will never tell me to go.”*

Some people also indicated knowledge of the Right to Buy in relation to socially rented properties:

“Cheaper than private and in the future we can buy [it].”

“It is cheaper in rent [and] I have the possibility to buy this house.”

Very few respondents (7%) wanted to live in private rented accommodation in the future. Those who did want this type of accommodation primarily made reference to its flexibility and affordability. As can be seen, there were also a number of people who did not know what type of property they wanted in the future, while nine people were happy to stay in their current accommodation.

Just five people indicated that they did not know the housing options available in Nottingham.

10. Community and neighbourhood

10.1 Introduction

This chapter offers some insight in relation to respondents' lives in Nottingham outside the workplace. In particular it looks at issues of community relations, focusing on people's views on living and working in Nottingham, sense of involvement with the local community and perceptions of safety and security in the city.

10.2 Views on Nottingham

This section focuses on people's general views of living and working in Nottingham, as well as focusing on their experiences in their specific neighbourhood.

Views on Nottingham as a place to live and work

In order to explore respondents' general feelings about Nottingham we asked whether or not they would recommend the city as a place to live and work to friends/family back home (see Table 57 below).

Table 57: Would you recommend Nottingham as a place to live and work?

	No.	%
Yes	127	54
No	27	12
Don't know	78	33
No response given	3	1
Total	235	100

As can be seen, just over half of all respondents (54%) would recommend Nottingham as places to live and work, with just (12%) indicating that they would not. The remaining respondents did not know.

When asked to elaborate on their answer, a third of people who gave positive responses referred simply to liking Nottingham, or thinking it was a nice place to live:

"Because I find it to be a nice and safe place."

"Nottingham is a nice place to live."

"Because this [is a] nice, friendly place, and friendly people."

"I arrived not [very] long ago and from the information and experience I have it is a very good city...good public transport, parks, river..."

The next most common reason for recommending Nottingham as a place to live and work related to opportunities that were available, including employment opportunities:

"I like this city, I can afford to work, rent [a] flat, pay my bills and save money."

"[There are] a lot of possibilities to find a job."

“It’s a friendly city, good sport facilities, good work opportunities.”

“Plenty of work and is not so expensive.”

“Life here is better than [in my] home country and there are more job opportunities.”

With regards to the respondents who did not recommend Nottingham, interestingly, the main issue that was raised (44% of respondents) related to difficulties finding work:

“It’s not easy to get a job.”

“Job opportunities are getting less, it’s not easy living [with] foreign people without speaking English”

“Many dangerous, dirty places in the city, not many opportunities for people who look for a job.”

“Not enough opportunities for well educated individuals.”

“Too many Polish people [and] no work.”

As can be seen from the responses above, however, there were sometimes multiple reasons, so although lack of employment featured strongly, people also referred to other issues, such as crime. One Polish respondent also felt that Polish people were not welcome in Nottingham.

In addition, two respondents highlighted that they would recommend Nottingham as a place to live, but not as a place to work.

Views on their specific neighbourhood

Before exploring people’s views on their neighbourhood we wanted to find out the reason they lived in that particular neighbourhood. Respondents were able to select all responses that applied from the list of options shown in Table 58 below.

Table 58: Reasons for living in their specific neighbourhood

	No.	%
Friends or family living in the neighbourhood	91	38
It is near work	49	20
No choice	35	15
Other	86	37

Social networks were important in people’s decisions to live in a particular neighbourhood; for example, 38% of respondents indicated that they had either friends or family living in the neighbourhood. Table 58 also highlights that 15% of people indicated that they had no choice with regards to where to live in Nottingham. When asked to elaborate on why they had no choice, some of the reasons given were the same as those identified above; for example, it was the most affordable area in terms of property prices, or they needed to be close to their children’s school.

The other reasons that people gave included: being placed by an agency or employer; having to find somewhere quickly; and being placed there by Nottingham City Council.

What can be seen, however, is that over a third of people (38%) referred to ‘Other’ reasons for living in their particular neighbourhood. When asked to elaborate on this, a number of responses were given (see Table 59 below).

Table 59: ‘Other’ reasons for living in their particular neighbourhood

	No.	%
Close to school	14	16
Like the area	14	16
Low rent	12	14
Close to city centre	12	14
Safe area	6	7
Quiet area	6	7
Nice house/flat	6	7
Placed by council	4	5
Good amenities	4	5
Good public transport	3	3
Found house in this area	1	1
Lots of choice of homes	1	1
Near countryside	1	1
Good location	1	1
Because of the traffic	1	1
	86	100

As can be seen the four most common responses were: proximity to children’s school; generally liking the area; affordability (in terms of rent prices) and proximity to city centre. Some of the comments included:

- “Children go to school here.”*
- “I like this place, it’s close to my daughters school, easy access to motorway.”*
- “This house is very cheap and near to school.”*
- “Because accommodation in this area is cheap.”*
- “It’s in the city centre, close to [the] shops.”*

We also asked people to indicate to what extent they were satisfied or dissatisfied with their local area on a scale from very satisfied to very dissatisfied (see Table 60 below).

Table 60: Level of satisfaction with local area

	No.	%
Very satisfied	62	26
Fairly satisfied	114	49
Neither satisfied nor dissatisfied	31	13
Fairly dissatisfied	20	9
Very dissatisfied	8	3
Total	235	100

Three quarters of respondents (75%) were either fairly satisfied or very satisfied with their local area, while just 12% suggested that they were dissatisfied.

When asked to elaborate on why they had given that particular rating there were a number of different responses. Those who had given positive ratings of their local area primarily referred to living in a quiet neighbourhood or generally liking the area:

“[It is a] clean, quiet location.”

“It’s a quiet, clean and safe area.”

Some respondents also like their proximity to the local facilities and the city centre:

“[It is] close to town, shops...”

“Everything I need is very close.”

“I’ve never experienced any serious problems with my neighbours, it’s close to work and to shops, restaurants...”

With regards to those who had more negative views on their neighbourhood, this frequently (61% of respondents) related to feeling that they lived in an unsafe neighbourhood due to crime or anti-social behaviour:

“Because of prostitutes and car damages.”

“Because of vandalism.”

“Dirty streets, I [do not] feel comfortable to go to the streets after midnight”

“It is [a] rather dangerous area, crime, riots...”

While, one respondent highlighted a number of different issues that they did not like about their local area:

“It’s very dirty, [the] crime level is very high, there are holes in [the] pavement, buildings are not clean, [the] neighbours are very loud...”

Sense of belonging

We also asked people to indicate how strongly they felt they belonged to their particular neighbourhood (see Table 61 below). This ranged from very strongly to not at all strongly.

Table 61: How strongly do you feel you belong to your neighbourhood?

	No.	%
Very strongly	18	8
Fairly strongly	70	30
Not very strongly	73	31
Not at all strongly	62	26
Don't know	12	5
Total	235	100

As can be seen, over half of the sample (57%) indicated feeling a not very strong or not at all strong sense of belonging to their neighbourhood, while 30% felt a fairly strong sense of belonging. Very few respondents (8%) felt a very strong sense of belonging.

Aspirations to move to a different area

Finally, we asked respondents if they would like to move out of their neighbourhood and to another area of Nottingham (see Table 62 below).

Table 62: Would you like to move to another area of Nottingham?

	No.	%
Yes	81	35
No	117	50
Don't know	36	15
No response given	1	<1
Total	235	100

Perhaps unsurprisingly, 89% of those who were dissatisfied with their local area wanted to move, compared to 21% of those who were satisfied with their local area. When asked to elaborate on where they wanted to move to the responses given, in order of frequency, included: Aspley; city centre; West Bridgford; Wollaton; Arnold; Carlton; Sherwood; Mapperly; Bulwell; Bilborough; Hucknall; Basford; Long Eaton; Beeston. As highlighted above, people expressed concerns about crime and anti-social behaviour in some areas; they therefore perceived these areas to be safer (28% of respondents), quieter (20%), or generally better/nicer areas to live (20%).

We also wanted to explore what was currently stopping people from moving to another area of Nottingham. The most common response was financial constraints (64% of respondents). As well as financial issues, people also made reference to concerns over transport links in other areas, particularly in relation to being able to get to work:

“Transport to work would be a problem.”

“Distance to work and costs of renting a house there.”

While others said that they were prevented from moving because they were reliant on Council accommodation:

“There is no option to find a house from Nottingham City Council.”

“I have to claim for a council house.”

10.3 Community engagement

This section will look at the data in relation to contact and sense of cohesion with members of the wider community.

Sense of cohesion

Just over three quarters of the sample (77%) felt that they were currently living in areas of Nottingham which had a mix of different nationalities. We therefore wanted to explore to what extent respondents felt that their local area was a place where people from different backgrounds mixed well together (see Table 63 below).

Table 63: Do you agree/disagree that your area is a place where people from different backgrounds mix well together?

	No.	%
Definitely agree	70	30
Tend to agree	85	36
Tend to disagree	20	9
Definitely disagree	7	3
Don't know	42	18
Too few people in the local area	6	3
The people are from the same background	3	1
No response given	2	<1
Total	235	100

As can be seen, two thirds of respondents (66%) agreed that their neighbourhood was an area where people from different backgrounds mixed well together. Just 12% disagreed, while 18% stated that they did not know.

Contact with other people

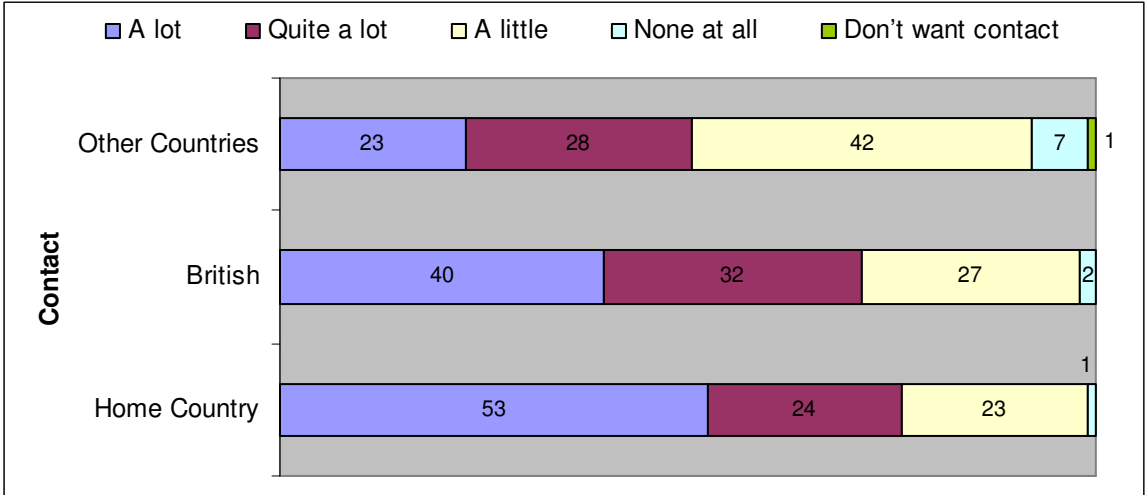
We wanted to explore how much contact the respondents in our sample had with people from their own country, with British people, and with people from other countries (see Table 64 and Graph 5 below).

Table 64: Contact with other people

	Home country		British		Other countries	
	No.	%	No.	%	No.	%
A lot	124	53	93	40	54	23
Quite a lot	56	24	74	32	65	28
A little	53	23	63	27	98	42
None at all	2	1	5	2	16	7
Don't want contact	-	-	-	-	2	1
Total	235	100	235	100	235	100

As can be seen, respondents were more likely to have contact with people from their home country than with British people, or people from other countries. Indeed, nearly all respondents had some form of contact with people from their home country, with 77% having a lot or quite a lot of contact. In terms of where people would usually meet, respondents indicated a number of different places. The following provides a list of those mentioned most frequently: work; own homes; community centres/social clubs; pubs; school; church; and college.

Graph 5: Contact with other people



The data also shows relatively high levels of contact with British people as well (72% having a lot or quite a lot of contact). With regards to those who did not have contact with British people, when asked why this was the case, two respondents indicated that language barriers were an issue, two respondents stated that they had no opportunity to mix with British people, while the remaining respondent stated:

“English people don't want contact with us.”

Over half of the sample (51%) also had a lot or quite a lot of contact with people from other countries. Those who had no contact or did not want contact gave a number of reasons, the most common of which was not knowing anybody from different countries; however, people also referred to language barriers; having no time; and, their own intolerance.

10.4 Perceptions of safety and security

This section focuses on respondents' experiences of crime in Nottingham, as well as overall feelings of safety in their local area.

Experiences of crime and hate crime

We wanted to establish the extent to which people or members of their family had been the victim of any crime (including hate crime) while living in Nottingham. A total of seventy-eight respondents (33%) indicated that they had been victims of crime while living in Nottingham. The most commonly experienced type of crime was crime against property (see Table 65 below).

Table 65: Experiences of crime

	No.	%
Crime against property (i.e. burglary)	48	20
Crime against person (i.e. mugging)	20	9
Hate crime (e.g. racial harassment)	21	9
Other	4	2

As can be seen, 9% of the sample indicated that they had experienced some form of hate crime, which was primarily verbal abuse. Some of the examples given by respondents included:

“English people were rude to me about my origin and [the] accent I speak with, they talk about Polish people in not [a] very kind way.”

“[I] was picked on in nightclub for being a foreigner.”

This also included incidents where comments had been made to people at work:

“Unfavourable swearing at my brother, pointing at his nationality - at work the person was punished.”

“Ex-colleagues laughed at my English and ignored me, I had more work to do, [I] heard one man say ‘I hate Polish’.”

Looking at experiences of hate crime by nationality reveals that the majority of those who had experienced hate crime were Polish (eighteen respondents or 86%). Given the larger sample of Polish respondents this is perhaps unsurprising. The sample suggests that around 10% of Polish people had experienced some form of hate crime. None of the Slovak or Czech respondents (including those who were Roma) indicated that they had experienced hate crime.

With regards to the small number of people who indicated that they had been victims of ‘Other’ crime, three people referred to cars being broken into, while one person referred to ‘trespassing’, but did not provide any further information on what had occurred.

Consultation with Nottinghamshire Police suggested that migrant workers primarily experienced crime such as criminal damage and hate crime. One instance of hate

crime that was referred to by the Police involved a local Polish institution being sent newspapers articles through the post which featured Polish nationals committing crime.

Linking in with the issues raised above, we also wanted to ascertain if migrant communities felt safe or unsafe in their local area during the day and after dark (see Table 66 below).

Table 66: How safe or unsafe do you feel?

	Daytime		After dark	
	No.	%	No.	%
Very safe	96	41	42	18
Fairly safe	107	46	96	41
Neither safe nor unsafe	20	9	40	17
Fairly unsafe	9	4	31	13
Very unsafe	2	1	22	9
Don't know	1	<1	4	2
Total	235	100	235	100

Perhaps unsurprisingly, people were more likely to feel safe in their local area during the daytime (87% felt very or fairly safe during the day, compared to 59% after dark). The number of people feeling very safe saw the biggest decrease from 41% during the day to 18% after dark.

The eleven respondents who felt unsafe during the day were all Polish; however, the feeling of safety after dark was similar across the national groups.

The female respondents were more likely to feel unsafe; for example, 73% of those who felt unsafe during the day and 77% of those who felt unsafe after dark were female.

Exploring information in relation to migrant workers as perpetrators of crime was not within the remit of the study; however, anecdotal information from stakeholder consultation suggests that driving offences can be an issue due to a lack of understanding of UK law in relation to driving. The issue of carrying weapons was also raised, an example of which was women carrying 'pepper spray'. Again, this can relate to a lack of understanding of what is legal in the UK.

11. Access to goods, services and facilities

11.1 Introduction

This chapter looks at people's level of engagement with and use of local facilities and services. This focused on what facilities people were currently accessing, including health care, schools, etc. as well as looking at issues such as benefit take-up and access to financial services.

11.2 Access to health care

This section focuses on people's use of health care services, as well as any particular health care needs that they, or members of their family had.

Services used

Respondents were asked if they currently used/accessed any of the following health care services:

- GP/Doctor;
- dentist;
- Accident and Emergency (A & E);
- health visitor;
- midwife;
- NHS walk-in centre; and
- NHS Direct

A GP/Doctor was the most common service that was currently being used (83% of respondents), followed by a dentist (see Table 67 below). The sample shows that 17% of people had used Accident and Emergency (A & E).

Table 67: Use of health services

	No.	%
GP/Dr	194	83
Dentist	117	50
Walk-in Centre	46	20
Accident and Emergency (A & E)	40	17
Health Visitor	25	11
NHS Direct	15	6
Midwife	13	6
Other	4	2

With regards to the four respondents who indicated that they accessed some other form of health service, one person indicated that they were a member of BUPA; one person stated that they accessed an optician; while two people simply stated "*hospital*".

The level of use of health services is higher than expected given that previous research has suggested relatively low levels of use (see Chapter 3 with reference to previous research in Scotland).

We asked those who currently did not access a GP/Doctor or dentist to indicate where they would go if they had any health or dental problems. The majority of respondents (44%) indicated that they would access health/dental care in their home country. Following this, people made reference to going to hospital or A & E (9%) or going to an NHS walk-in centre (9%).

One person said they would contact NHS Direct, one accessed a pharmacy, while another indicated that they would access an emergency dentist if they required dental treatment. Nearly a quarter of respondents suggested that they had not yet had any problems that required medical or dental services, some of whom suggested that if they did require health care they would register with a GP or dentist.

Particular health needs

We asked respondents to indicate overall how healthy they considered themselves to be (see Table 68 below).

Table 68: How healthy do you consider yourself to be?

	No.	%
In good health	171	73
In fairly good health	61	26
In poor health	2	1
No response given	1	<1
Total	235	100

As can be seen, nearly all respondents (99%) felt themselves to be either in good health or in fairly good health. Just two people stated that they were in poor health. This perhaps reflects the age of the respondents and the fact that they were primarily under the age of forty (see Table 15).

We also asked respondents if they, or any members of their family who were living with them, had any particular health problems or disabilities; twenty-two respondents (9%) said yes. These respondents were asked to elaborate on what health problems they, or members of their family, had. The responses given were: allergies (three respondents); sensory problems (three); Down’s Syndrome (two); Epilepsy (one); stress (one); heart problems (one); headaches/migraines (one); Autism (one); Asthma (one); Diabetes (one); back problem (one); knee problem (one); leg problem (one); and, missing a hand (one).

Of those who indicated that they, or a member of their family, had a particular health problem/disability, eleven respondents indicated that they received help or support for this while eleven did not. With regards to where people got help and support from, respondents were asked to choose all that applied from the following range of options:

- GP/Doctor/hospital;
- family and friends;
- church and community group; and
- Nottingham City Council

Table 69 below indicates where people got help and support from.

Table 69: Where do you get help or support from?

	No.
Doctor/GP/Hospital	8
Family/friends	5
Nottingham City Council	2

As can be seen, although the majority of people accessed professional health care services for help and assistance, there was also a reliance on assistance from family/friends as well. None of the respondents sought help from church or community groups.

Health care issues from a stakeholder perspective

Stakeholder consultation suggested that migrant workers, on the whole, did not experience a lot of health issues, particularly those of a long term nature. There were, however, a number of pertinent issues raised in relation to cultural differences, expectations of healthcare in the UK and maintaining consistency in treatment. One stakeholder highlighted the following issues:

“Some [people] come with medicines from their home country and want us to prescribe the same and sometimes it’s obvious what they are and we can continue the prescription, but in other cases we either do not have them here or would not advise their use.”

“...Some people have been advised to have a test or X-ray/scan by us, but then they go home on holiday and have it there. They then bring the result back in their [own] language and expect us to act on it.”

“...We may be monitoring a condition here, but they go back to their [home] country for several months and we are not aware what has been happening there, whether they can obtain the same medicine there or are advised to manage their condition differently by doctors there. They then return and we have to start again.”

As might be expected, language barriers were also an issue, particularly in relation to migrant workers who have family living with them. Stakeholder consultation revealed that migrant communities (including both migrant workers and asylum seekers) often require double appointments, which impacts the number of appointments that are available but also has resource implications:

“...Most migrant workers can speak enough English to manage in consultations with healthcare professionals, but their families often cannot speak any English and we need interpreters for them. This means we have to book double appointments for every time we need an interpreter and these often overrun because not only are we dealing with the present [health] problem but also [we have] to address [people’s] lack of understanding of how to arrange a blood test or get a prescription from the chemist, whether they are entitled to free prescriptions, etc. We are paid an extra sum of money by the PCT for registering asylum seekers because of the acknowledgement that they need double appointments for interpreters, but [we] do not get any funding to manage the same need for extra time in [relation to] migrant worker

families... There are inevitably less appointments for [people] to see the doctors and nurses in our practice because of an increase in those needing double appointments. We have tried to increase the number of doctors and nurses employed... but the exact balance of staff hours versus need for appointments is not easy to predict and manage especially as the influx of [migrant] workers and asylum seekers is unpredictable."

11.3 Education for children

This section will explore whether or not respondents' children (who were of school or nursery age) were attending local schools or nurseries and what additional support children received, if required.

School attendance

Across the sample, sixty-five respondents (28%) had children attending a local school; 5 respondents (2%) had children attending a local nursery; and, nine respondents (4%) had children attending both school and nursery. Seven respondents with children indicated that their children did not attend school or nursery. The remainder of the sample either did not have children living with them in Nottingham or their children were not of school or nursery age.

We asked the seven respondents to elaborate on why their children did not attend a local school or nursery; two people indicated that there were no places and one person did not know how to get their child/children into local schools or nurseries. The remaining respondents did not elaborate on why their children were not at school or nursery.

Stakeholder consultation suggests that attendance can be an issue amongst migrant communities. There is often a lack of understanding with regards to parent's responsibility to ensure that children attend school and parents will sometimes take children out of schools to visit their home country. This raises concerns in relation to the possible disruption of not only the children who are being taken out of schools, but the rest of the class when these children return and have missed lessons.

Stakeholder consultation also suggested that there may be a preference for children to attend local faith schools rather than non-faith schools. Reference was made to instances where children were taken out of non-faith schools once a place became available in a local faith school.

Learning support in schools

Of the respondents whose children were attending school or nursery, thirty (41%) stated that their children received additional support to help with their learning, while fifteen respondents (20%) did not know if their children received additional support.

When asked to elaborate on what type of help or support their children received, the most common response was assistance with English language, although people did not specify how this support was delivered. Three respondents indicated that their children received help from a Teaching Assistant, while an additional three stated that their children had separate lessons.

11.4 Benefit take-up

This section explores the level of benefit take-up amongst the respondents, including looking at people's understanding of their entitlement.

Levels of take-up

The data shows that just under half of the sample (49%) were currently accessing some form of benefit in the UK. Looking at this in greater detail, however, reveals that benefits that were taken up most frequently were those relating to children or low income families, including those in low income employment. Very few people were currently claiming Housing Benefit (3%) or Job Seekers Allowance (3%) (see Table 70 below).

Table 70: Benefit take-up

	No.	%
Child Benefit	79	34
Child Tax Credit	65	28
Working Tax Credit	58	25
Housing Benefit	8	3
Job Seekers Allowance	7	3
Council Tax Benefit	8	3

Although it is difficult to compare national groups given the smaller number of interviews that were carried out, there appeared to be a higher rate of benefit take-up amongst the Czech respondents. For example, with regards to the eight people who were claiming Housing Benefit, five were Polish (3% of Polish respondents) and three were Czech (17% of Czech respondents). With regards to Job Seekers Allowance, one respondent was Polish, one was Hungarian, while the remainder were Czech. Furthermore, 83% of Czech respondents were claiming Child Benefit compared to 34% of Polish and 30% of Slovak; however, the Czech respondents were more likely to have children than the other national groups.

Understanding of entitlement

We also wanted to explore if people felt that they understood what benefits, if any, they were entitled to; 60% of respondents indicated that they did understand their entitlement, while 40% did not. Comparing national groups shows that the Czech respondents appeared to have slightly more awareness of entitlement (again acknowledging that this is based on smaller sample sizes). For example, 83% of Czech respondents stated that they knew what they were entitled to, compared to 62% of Polish respondents. Although based on a very small number of interviews, none of the Latvian respondents knew their entitlement. This was despite the fact that they were not new arrivals (all had arrived between 2005 and 2007).

11.5 Other goods, services and facilities

This section looks at respondents' use of a range of other different goods and services, including local facilities and financial services.

Local facilities/services

Respondents were asked if they currently used/accessed any of the following local services or facilities:

- community centre/social club;
- libraries;
- local church/place of worship;
- children’s centres;
- sports facilities;
- public transport;
- job centres; and
- colleges.

Table 71 below shows the level of use of such services.

Table 71: Use of selected services

	No.	%
Libraries	153	65
Job Centres	141	60
Sports facilities	127	54
Local church/place of worship	117	50
Community centre/social club	81	34
Colleges	50	21
Children’s centres	41	17

Libraries (65%) and job centres (60%) were used most commonly. Half of the sample were currently attending a local church or place of worship, while just over a third (34%) accessed a community centre or social club. Children’s centres were accessed the least (17% of respondents).

With regards to those who indicated that they were at college, when asked what they were studying, the majority (83%) were taking English classes. The remaining respondents made reference to the following courses: IT; business; finance; management; media; music; and, secretarial.

Financial services

People were asked to indicate whether or not they had any of the following financial services:

- bank/building society account;
- credit card; and
- home contents insurance.

Table 72 below shows the level of access to such services/facilities.

Table 72: Use of financial services

	No.	%
Bank/building society account	222	95
Credit card	152	65
Home contents insurance	29	12

As can be seen, the majority of respondents (95%) had a bank or building society account, with 65% currently having a credit card. A smaller number of people (12%) currently had home contents insurance. Interestingly, looking in greater detail at home contents insurance shows that while you might expect those in rented accommodation not to have insurance (92% of those in private rented accommodation, for example, did not have insurance), 34% of people who were buying their own home also indicated that they did not have home contents insurance.

Communication and transport

People were also asked to indicate whether or not they had or used any of the following goods or services:

- landline phone;
- mobile phone;
- a computer at home;
- internet access; and
- a car or van.

Table 73: Communication and transport

	No.	%
Mobile phone	232	99
Computer at home	205	87
Internet access	190	81
Public transport	186	79
Car or van	112	48
Landline phone	67	29

By far the most common facility that people had was a mobile phone (99% of respondents), this was followed by a computer at home (87%) and internet access (81%). With regards to Internet access, the majority of respondents (82%) accessed this at home. The remainder indicated that they accessed it at the following places, in order of frequency: work; library; mobile internet; and friend's house. A landline phone was the facility that people accessed the least (29%).

Council services

In addition to the services and facilities outlined above, just over half of the sample (52%) indicated that they had contact with Nottingham City Council.

Those who currently had no contact with Nottingham City Council, were asked to indicate the main reason why they had no contact, from a range of options (see Table 74 below).

Table 74: Why have you had no contact with Nottingham City Council?

	No.	%
Never needed to	90	85
Language barriers	11	10
Didn't know where to go	9	9
Difficulty finding/contacting the right person	7	7
They are only open 'office hours'	3	3

As can be seen, the majority of those who did not have contact with Nottingham City Council (85%) stated that this was because they did not need contact with them. A small number of people made reference to not having contact because of language barriers, not knowing where to go or who to contact, or the council services only being open during 'office hours' (i.e. Monday – Friday 8.30 am – 4.50 pm).

With regards to those who currently had contact with Nottingham City Council, we wanted to explore the reasons that people had contact. Table 75 below shows the reasons that emerged from an open-ended question.

Table 75: What do you have contact with Nottingham City Council for?

	No.	%
Council tax	42	34
Housing	19	16
Refuse collection	11	9
School	10	8
Benefits	9	7
Recreational events	4	3
School and rubbish	3	2
Complaints against neighbours	1	1
Parking tickets	1	1
Various reasons	13	11
Other	4	3
No response given	5	4
Total	122	100

As can be seen, the most common reason for having contact with the council was in relation to council tax (34% of respondents). This was followed by those who contacted the council in relation to housing (16%), refuse collection (9%) and schools (8%). Some respondents indicated that they had contact with the council for various reasons, but did not specify what these were. It is likely, however, that these people were contacting the council for a number of the issues highlighted above.

We also asked those who currently had contact with Nottingham City Council if they had experienced any problems with this contact; 62% of respondents indicated that they had no problems while 38% had experienced problems.

Table 76: Problems with contact with Nottingham City Council

	No.	%
Language barriers	24	20
They are only open 'office hours'	9	7
Didn't know where to go	8	7
Difficulty finding/contacting the right person	7	6
Other	7	6

As can be seen from Table 76 above, the most common problem people experienced when contacting the council was the language barrier (20% of respondents). Smaller numbers of people didn't know where to go or who to contact, or had difficulty because the council services were only open during 'office hours'. With regards to this latter issue, we asked respondents to indicate when they thought council services should be open. Perhaps unsurprisingly, people felt that there should be the option to contact council services at weekends or during the evening.

A small number of respondents also indicated that they had experienced 'other' problems; this included:

"Finding phone numbers."

"[I] couldn't get enough help."

"[The] process is slow."

"No one answered."

"They didn't have the skills."

Interpretation services

Finally, we asked all respondents if they had been able to access interpretation or translation services (if required) during their contact with any of the services and facilities highlighted in this chapter (see Table 77 below).

Table 77: Were you able to use an interpreter?

	No.	%
Did not need an interpreter	104	44
Yes – an interpreter was provided (formal)	56	24
Yes – family/friends helped with interpreting (informal)	48	20
Yes – have used a mix of both formal and informal interpreting	4	2
No	7	3
No response given	16	7
Total	235	100

As can be seen, the majority of respondents were able to access interpretation services; however, this was not always formal provision and people often relied on friends/family to help with translation. Rather positively, however, only a small number of people who needed an interpreter said that they were not able to access one (7 respondents, 3%). We asked these respondents to elaborate on this experience; the following comments were made:

“[Organisation] forgot to arrange an interpreter for me, I did not obtain [the] needed information [and] advice because I did not understand it. I had to arrange another appointment, I asked for help from [a] friend...” (This respondent was referring to an appointment at an advice centre).

“I was ignored about [an] interpreter, I had applied many times for it, I was never provided with [one].” (This respondent did not specify which service this related to).

“[I was] refused interpreter when I saw [my] GP.”

“[I] wasn’t offered an interpreter, but with [my] basic English skills [I] can communicate quite successfully using basic phrases and gestures.” (This respondent did not specify which service this related to).

This latter comment suggests that this respondent tried to ‘make do’ with the language skills they had in the absence of an interpreter.

General problems with accessing services and facilities

Some respondents provided additional information which revealed some of the general problems they had experienced accessing the goods, services and facilities referred to in this chapter. Primarily, the comments revealed a general lack of understanding with regards to entitlements and what is actually available. Some of the comments include:

“I still don’t know about the benefits I am entitled to.”

“I think that [there] is a problem with communication. I don’t know my rights and obligations here, [there] doesn’t exist one source which can provide me [with a] full list of information.”

“I would like to get more information about the after school activities for children, about benefits, about what services I should register with...general information about availability of various services, so I’m not in a situation where my friends are my only source of information. Without them I wouldn’t know about availability of council housing.”

12. The experiences of migrant children

12.1 Introduction

This chapter explores the findings from the consultation that was carried out with migrant children in Nottingham. As highlighted in Chapter 2, this part of the study aimed to explore the following issues:

- overall satisfaction with their school;
- language skills;
- help they received when they started school (including language support);
- contact with people from their home country and the indigenous population;
- comparisons with schools and education in their home country;
- feelings of safety and experiences of discrimination; and
- suggestions for ways their life could be made better at school and in their local community.

Ten schools in total took part in the consultation (six primary schools and four secondary schools). Across these schools, a total of **158** questionnaires were completed with migrant children (100 were currently attending primary school while 58 attended secondary school).

12.2 Characteristics of children

This section looks at the characteristics of the children in our sample, in relation to nationality and gender; how long they have been in the UK; as well as exploring their English language skills.

Nationality and gender

The majority of children who took part in the consultation were Polish (80%), followed by Czech (14%). There were also smaller numbers of Lithuanian, Slovak and Bulgarian children (see Table 78).

Table 78: Nationality of children

Nationality	No.	%
Polish	126	80
Czech	22	14
Lithuanian	4	3
Slovak	3	2
Bulgarian	2	1
No response given	1	<1
Total	158	100

Given the smaller numbers of the other nationalities represented in the children's sample, this chapter will look at the sample as a whole, unless referring to specific cases which highlight particular issues.

With regards to gender, 59% of the children were girls and 41% were boys.

Length of time in UK and Nottingham

Nearly half of the children (47%) who took part in the consultation had been in the UK for between two and four years. This was followed by those who had been in the UK for one to two years (see Table 79 below).

Table 79: Length of time in the UK

	No.	%
Less than a year	17	11
1 – 2 years	45	29
2 – 4 years	74	47
More than 4 years	21	13
No response given	1	<1
Total	158	100

With regards to how long the children had been living in Nottingham, again this reflects the figures above, with most children living in Nottingham between two and four years or one to two years (see Table 80 below).

Table 80: Length of time in Nottingham

	No.	%
Less than a year	20	13
1 – 2 years	48	30
2 – 4 years	64	41
More than 4 years	16	10
No response given	10	6
Total	158	100

Comparing the two sets of figures suggests that for many children, Nottingham was the first and only place they had lived in the UK.

English language skills

The children were asked if they could speak any English before they came to the UK. The children revealed relatively low levels of English language skills prior to coming to the UK. Half of the children couldn't speak English, while 40% could speak English, but only a little.

The children were also asked if they could write any English before they came to the UK. The children's responses revealed that their written language skills were lower than their spoken language skills prior to the UK; for example, just 3% said that they wrote a lot, while just over a third (35%) indicated that that could write English, but only a little. The remaining respondents could not write English.

They were also asked to talk about how easy or difficult they were finding it to learn English. The majority of children (63%) said that they were finding it easy or very easy to learn English, while just 10% said it was hard or very hard.

Finally, we wanted to explore the children's views on who spoke the most English within their family. This was an open ended question that provided a range of different responses, which often included multiple members of the family; for example,

“me and my Dad” or “my Mum and Dad”. We have therefore taken the responses and looked at the frequency with which each particular family member was mentioned (see Table 81 below).

Table 81: Who speaks the most English?

	No.	%
Dad	40	25
Me	35	22
Mum	25	16
Sister or brother	17	11
Aunt or uncle	8	5
Cousin	5	3
Grandparent	1	<1

As the table shows the most frequently cited member of the family was the father who was mentioned by 25% of respondents, then the child themselves with 22%, followed by their mother (16%) and then a sibling (11%). This indicates that the person in the family who currently speaks the most English is not likely to be of a particular generation.

12.3 Life in Nottingham

This section explores the children’s views on living in Nottingham, particularly in relation to the friends they have made, any activities or interests they have and their overall feelings of safety and security in Nottingham.

Making friends

The children were asked if they had found it easy to make new friends since they arrived in Nottingham; 78% of children indicated that it was easy to make friends. This percentage was the same for the respondents across both primary and secondary schools. The data also revealed very little difference between faith and non-faith schools in relation to whether it was easy to make friends. In faith schools, for example, 77% of children said they found it easy to make friends compared to 78% of those who were in non-faith schools.

The data shows that the majority of children count both children from their own country (88%) and English children (82%) among their friends. Just over half (53%) considered themselves to be friends with children from other countries (see Table 82 below).

Table 82: Who are you friends with?

	No.	%
People from my country	139	88
English people	130	82
Children in my class	110	70
Children from other classes	98	62
People from other countries	84	53
Children from other schools	73	46

Proximity appears to influence who the children were friends with; for example, 70% said they have friends in their own class, 62% have friends in other classes and 46% were friends with children in other schools.

Finally, the children were asked if their school had helped them to make friends; 70% of those attending primary schools said yes, compared 48% of those attending secondary school. Additionally, 68% of children who attended non-faith schools found that their school helped them to make friends with others, compared to 55% of those attending faith schools.

When asked to elaborate on how the schools helped them make friends, the responses included:

“Buddy scheme.”

“The school gets someone to show you round and look after you.”

“Helping me with the language mostly.”

“In primary the teachers helped me make some friends, in high school my form tutor helped.”

Activities and interests

Children were asked to indicate, from a range of options, what they usually do when they are not at school (see Table 83 below).

Table 83: What do you do when you are not at school?

	No.	%
Watch TV	142	90
Play on computer	139	88
Help Mum / Dad at home	124	78
Do homework	112	71
Play with friends	103	65
Go to a place of worship	77	49
Work (for money)	33	21
Anything else?	55	35

As can be seen, the most common out-of-school activity was watching TV (90% of children), closely followed by playing on a computer (88%). The least frequently referred to activity was doing paid work (21%). Just over a third of children (35%) indicated that they also did something else that was not on the list of options. This included playing sports and other exercise activities such as football, running and going to the gym. Children also talked about musical and artistic activities such as playing the violin, singing and drawing.

Feeling of safety in Nottingham

The children were asked if they felt safe and happy where they live in Nottingham; 30% said that they felt very safe and happy, 56% said they felt quite safe and happy, while the remaining 14% said they did not feel safe and happy. When asked to elaborate on why they felt this way the children provided a number of responses.

Those who indicated that they were very safe and happy made comments such as:

"I am happy because I have family here."

"I live in a nice area."

"There aren't many accidents in the area I live."

One child was happy, but made reference to being a little fearful of older children:

"I feel happy but sometimes when I walk back from school I see teenagers that are a bit dangerous and they smoke."

Those who said they were quite safe and happy also made reference to a range of issues:

"Because England is nice."

"Because I have family."

"I feel like this because I have an alarm in my home."

"Because I can play outside."

While those who indicated that they were not very safe and happy provided examples of particular incidents that had occurred:

"I have been robbed and they stole £200, Nintendo DS, credit card."

"Because a lot of people bully me and my family because we are not English."

"Because in this school there are some naughty boys."

"People shouting in the street."

Experiences of unfriendliness due to nationality

Following this, the children were asked if anyone had ever been unfriendly or nasty to them, or their family, because they have come from another country; 42% of children said yes, while 58% no. Comparing primary and secondary schools suggested a slightly higher proportion of children in primary schools had experienced unfriendliness (61%) than those in secondary schools (52%).

Comparing faith and non faith schools shows a slightly lower percentage of children in non-faith schools experienced unfriendliness (37%, compared to 48% in faith schools).

The children who had experienced unfriendliness were asked to elaborate on what had happened. Some of the responses given included:

"An English person said that they didn't want to play with me because I'm Polish."

"I was called names."

"They were making fun out of our accent."

"Some boy in my class said because I'm from Poland I might have a bomb up my sleeve."

Making life better in Nottingham

Finally, the children were asked if there is anything that would make living in Nottingham better for them. Just over half of the sample (58%) indicated that there were things that would make life better. There were a range of comments made, ranging from school issues to issues of safety. The illustrates some of the comments that were made:

"Make Nottingham safer, no violence, no bullying."

"More playgrounds and parks."

"Bigger house."

"I want cleaner streets because here is too much rubbish."

"More playtime in school."

12.4 Experiences of school in Nottingham

This final section focuses on the children's experiences of attending schools in Nottingham, including what they liked/disliked about school; what happened during their first week at school; cultural awareness of staff and other children; and, comparisons between education in their home country and the UK.

Likes and dislikes

The children were asked an open-ended question on what they liked about their school in Nottingham. There were a number of responses relating to the people they met; for example:

"Because there are Polish people."

"Teachers and my friends."

"I have lots of friends."

"Nice people."

There were also responses relating to the educational activities and lessons they were undertaking:

"[I like] reading books."

"[I like] DT [Design Technology] because we did not have DT in Poland."

"I like PE lessons and DT because you can do different sports and projects."

While for some pupils it was the recreational and physical activities that were important:

"You can make a lot of friends by going to clubs."

"[I like] playing with my friends."

Some children also indicated that they liked the way they were treated at school by teachers and other pupils:

"[I like] that everybody is respecting me."

"The teachers are very kind to me."

"The atmosphere is really good and everyone is friendly to each other."

The children were also asked what they disliked about their school. Similarly, there were a number of answers relating to other people in the school:

"I don't like naughty children."

"[I don't like] bad children."

"I don't like the school because the teachers are strict."

There were a number of references to bullying within schools:

"[I don't like] people bullying each other."

"[I don't like] the way the children from Nottingham react to the children from other countries, being horrible."

"Teachers don't care about bullying until something big happens, then they start to care."

Some children indicated that it was particular lessons or subjects that they disliked about their school; for example, *"I don't like history", "Maths", "PE"*.

Interestingly, one child made reference to financial issues:

"The amount of things that we need to buy...PE kit, uniform, shoes."

This suggests that this child was perhaps concerned for their parents, rather than themselves.

The first week at school

The children were asked what they remembered about their first week at school.

Again, this was an open-ended question which produced a range of responses. The positive responses were generally related to making new friends or interaction with teachers; for example:

"I remember that the children and teachers were nice to me."

This was in contrast to some of the more negative memories children had about the people they had met on their first day:

"Children here laughed when I spoke English."

"Playground pupils calling me names...fights."

Some children highlighted the fear or confusion that they experienced during their first week:

"It was a bit scary."

"I felt a bit nervous when I was first going to this school."

"I was scared. I didn't like to go to school as I couldn't communicate with others."

"I was lost, [I] didn't know [the] classrooms and teachers."

"I didn't know where to go."

"I was a bit confused but managed to adapt to the new environment."

"It was the hardest week of my life, I hate change and felt isolated."

Talking to someone about problems

We also wanted to explore if there was anyone the children felt they could talk to at school if they have any problems. The majority of children said yes (87%), with a similar response between both primary and secondary schools. The data also showed that there was very little difference between faith and non-faith schools in relation to whether they had someone to talk to about their problems.

Cultural awareness of staff and other students

The children were asked whether the pupils in their new school knew anything about the country that they come from. This question involved two parts: firstly they were asked whether the teacher talked about their country and language in class; and, secondly, whether the other children asked questions about their country and language.

The data suggested that other children at the school were more likely to talk to them about their country and language than teachers. For example, with regards to whether or not the teachers talked about their country and language, 52% indicated that they did. With regards to whether or not the other children asked them about their home country and language, 69% indicated that they had.

Again there was little difference in responses between primary and secondary schools. Comparing responses from faith and non-faith schools indicated that non-faith schools had a slightly higher percentage of children who felt that their teachers talked about their country and language (54%, compared to 49% in faith schools).

Using their own language in the classroom

The children were also asked whether their language was ever used in the classroom at school. The majority of children indicated that it was (69%). There was a difference in response to this question between primary and secondary school pupils, however, with 80% of primary school children saying that their language was used, compared to 50% of secondary school children. Stakeholder consultation suggests that secondary schools may be less supportive of children speaking their own language than the primary schools.

Children's own language was also more likely to be used in faith schools than non-faith schools (76% and 62% respectively). One of the reasons for this is that a number of faith schools employ Polish-speaking staff members to support children.

Interest in subjects

When asked whether they studied subjects that were interesting to them, the majority of children (92%) said that they did. This percentage was slightly higher amongst secondary school pupils (95%, compared to 90% of primary school children). The percentage was also slightly higher amongst those attending faith schools (95%, compared to 89% of those attending non-faith schools).

Comparisons between home country and the UK

The children were asked what age they started school in their home country. The most frequent responses were age six or seven. The youngest age that someone referred to was three years old, while the oldest age at which somebody started school was twelve.

We also wanted to explore whether or not children studied the same subjects to those in their home country. The majority of children (71%) indicated that the subjects were different to those in their home country. There was no discernible difference in responses between primary and secondary schools, while the children attending non-faith schools were slightly more likely to suggest that their subjects were different than those attending faith schools (76% and 66% respectively).

Involvement in school clubs and activities

The children were also asked if they take part in any clubs or activities at school (in addition to school lessons); 60% of children indicated that they did. This percentage was higher amongst those attending primary schools (65%, compared to 52% of those attending secondary schools). There was no difference, however, between the level of involvement of those attending faith and those attending non-faith schools. When asked what types of clubs and activities they took part in the children made reference to the following: art clubs; pantomimes; singing and music; football and other sports; numeracy and literacy 'booster' clubs; as well as school subjects such as languages and science. These latter activities indicate that some children were being provided with additional support with their learning.

What they would change about school life

Finally, the children were asked if there was anything that they would change to make their life in school more enjoyable; 64% indicated that there were changes they would make, 36% said there were no changes they would make. The children in primary schools were more likely to say that they would like to make changes than those from secondary schools; for example, 72% of primary school children wanted to make changes compared to 52% of those attending secondary schools. Similarly, children in non-faith schools were more likely to want to make changes than those in faith schools (73% and 54% respectively).

When asked to elaborate on what they would like to change, many of the responses related to language:

"To learn my language."

"Teachers don't let us speak our language."

"Being able to speak Polish."

"I would have a Czech teacher."

There were also comments about particular lessons:

"More PE and swimming."

"More art and design."

Some children requested that they were provided with more resources:

"To use more books."

"Have my own books."

While others wanted more 'out of lesson' activities:

"More fun things to do on breaks."

"More playtimes."

Finally, a number of children wanted to change how they are being treated by other children at the schools:

"Not calling each other names, I wish people would be nice, not saying stuff about Poland if they don't know anything about it."

"Would like other children to be nice to me."

"Would like students to be more mature and respect me."

13. Future intentions

13.1 Introduction

This chapter provides information with regards to respondents' future intentions and aspirations. It focuses specifically on how long people anticipate staying in Nottingham, whether or not they will return to their home country, as well as any intentions to be joined by other family members.

13.2 Intended length of stay in Nottingham

Table 84 below shows how much longer people intended to stay in Nottingham.

Table 84: Intended length of stay in Nottingham

	No.	%
Less than 6 months	5	2
6 months – 1 year	15	6
1 – 2 years	21	9
2 – 3 years	16	7
3 – 4 years	3	1
4 – 5 years	5	2
5 years or more	17	7
Indefinitely	66	28
Don't know	87	37
Total	235	100

Over a quarter of the sample (28%) intended to stay in Nottingham indefinitely, with 10% indicating that they would stay for more than three years. Just under a quarter of people (24%) intended leaving within the next three years. As can be seen, however, over a third of people did not know how long they would stay in Nottingham.

Looking at any differences between national groups shows that eleven of the Czech respondents (61%) wanted to stay indefinitely, compared to, for example, 26% of Polish and 24% of Hungarian respondents.

13.3 Future destination

For the eighty-two respondents who gave a time specific answer in relation to how long they intended to stay, we wanted to explore where they expected to go once they left Nottingham (see Table 85 below).

Table 85: Future destination

	No.	%
Home country	47	57
Another country	18	22
Another part of the UK	13	16
Don't know	2	2
No response given	2	2
Total	82	100

The majority of people stated that they would be returning to their home country (57%). When asked why this was the case, the two main responses related to missing family and friends, or more generally missing their home country:

“Because I miss my country and my family.”

“I miss my family, country, job, friends.”

“I really miss my country, I think Poland is better place to live for me.”

“It’s my home there.”

Interestingly, six respondents wanted to return home because they perceived opportunities in their home country to be improving. This was particularly the case amongst the Polish respondents:

“The economic situation in Poland is getting better.”

“I’m waiting for [a] better time in my country.”

“[To] open my own business.”

Furthermore, there were three people who indicated that they wanted to return home to study.

Looking at Table 85 above, it can be seen that 22% of those who intended to leave Nottingham stated that they would be going to another country. Two thirds of these (66%) indicated that they would be going to other EU countries; for example, Austria, Belgium, France, Germany, Spain, Sweden, Switzerland, with Spain and France being mentioned most frequently. A small number of respondents suggested that they would be going to more than one of these EU countries. The remaining respondents indicated that they would be travelling further afield; for example, Australia, Canada, New Zealand and the USA. One respondent indicated that they would be going to Russia. This person was from Latvia.

When asked why they intended to go to another country, the most frequent responses were themed around wanting new experiences or better employment opportunities; for example:

“[To] get new experience [and] travel.”

“I have travelled a lot, I would like [to] have [a] new experience.”

“Maybe I’ll get better opportunities of work?”

“More job opportunities [and I] have family there.”

As the latter comment suggests, social networks feature again in people’s decisions of where to move to. Indeed, there were two respondents who were moving to another country because they had family living there.

Returning to Table 85, 16% of respondents indicated that they would be leaving Nottingham and moving to another part of the UK. In terms of where people were going, five people made reference to specific places, three of whom were moving further south (Brighton and London), one intended moving to Wales (Cardiff), while one was moving within Nottinghamshire (Rainworth). Two respondents indicated that they would be moving further south, but did not specify where. The remaining respondents did not know where they were going yet.

When asked to elaborate on why they were moving to another part of the UK, the responses again included the wish to experience living in different places and better employment opportunities:

“I would like to visit other places around the UK...”

“I would like to find a job [related] to my education and experience.”

13.4 Family reunification

We wanted to explore whether or not any of the respondents in our sample would be joined by other members of their family (see Table 86 below).

Table 86: Will you be joined by other family members?

	No.	%
Yes	36	15
No	151	64
Don't know	46	20
No response given	2	1
Total	82	100

The majority of respondents (64%) indicated that they would not be joined by other family members, followed by those who were unsure (20%). There was no discernible difference between national groups, with all indicating similar levels of family reunification.

We asked the thirty-six people who suggested that they would be joined by family members when this was likely to happen. The majority (37%) said that they would be joined by family over the next two years (most of which stated that their family would be joining them over the next twelve months). A further 20% would be joined by family over the next two to five years. A relatively large number of people (30%) did not know when their family would join them, while 13% stated that their family would join them, but not within the next five years.

In terms of how many family members would be joining them, the sample was divided fairly evenly between those who would be joined by one family member and those who would be joined by more than one (for example, “wife and child”, “mother and sister”). With regards to which family members would be joining them, perhaps unsurprisingly, people most frequently referred to siblings, parents and children. One respondent stated simply that “family” would be join them but did not specify which members.

14. Conclusions and ways forward

14.1 Introduction

This final chapter brings together the findings of the study to highlight some of the key issues that have emerged and the implications of these, offering some suggested ways forward for stakeholders in order to meet the needs of the new and emerging communities in Nottingham.

The aim of this study was to provide information on a range of different issues, including employment; housing; education and training; community integration; access to selected services; and future intentions. It has revealed a number of interesting findings, some of which reiterate previous research carried out with migrant communities, while others suggest a need to look beyond perceptions of migrant workers as having particular experiences. In short, it has revealed the multifaceted nature of people's backgrounds and experiences. Naturally, given the broad spectrum of issues covered, the study raises a number of pertinent issues which may require further investigation.

14.2 Employment

In line with previous research, the A8 and A2 migrants currently living in Nottingham were diverse in terms of their skills and experiences. This ranged from higher degrees through to having no formal qualifications. Comparing people's previous employment in their home country and current employment does reveal a shift in occupational level, with a large number of people concentrated in elementary occupations. As highlighted in Chapter 3, however, the portrayal of migrant workers as working in lower skilled jobs is an over simplification. The A8 and A2 migrants interviewed in Nottingham, for example, were currently working in a range of different occupations. While there are many migrants who may prioritise finding a job and being able to earn money, regardless of what the job entails, there are also those who will actively seek occupational mobility. Migrant communities, in common with the rest of population, therefore need to be able to access information with regards to how best to utilise their individual skills and qualifications, as well as the employment opportunities that are available to them.

Previous research has often highlighted exploitation of migrant workers and issues in relation to recruitment agencies and gangmasters. Stakeholder consultation suggested that there were gangmasters operating in the study area. The interviews with A8 and A2 migrants in Nottingham also revealed that around 19% of respondents had found their current job through an employment agency of some kind (primarily a UK based agencies). The scale and nature of exploitation remains unclear and is an issue that would require further investigation.

14.3 Language

There is a huge body of previous research that has highlighted the importance of English language in terms of settling into communities, interacting with local people and also occupational mobility. Despite the findings of previous research acknowledgement its importance, language barriers remain a pervasive issue. Both migrant workers and key stakeholders in this study made reference to issues of language, particularly in relation to English improving employment prospects; language affecting engagement with the local community; and language creating a barrier to accessing services and facilities.

What has been highlighted is that people's work and other commitments can mean that they are often unable or unwilling to access language courses. Issues such as long or irregular hours act as a barrier to accessing ESOL provision. However, costs and waiting lists can also discourage people from enrolling on courses. So, while some migrants will actively seek English classes others simply want to learn a basic level of English that will enable them to 'get by', and this may be done with the help of friends and family. Focusing specifically on the workplace, previous research has suggested that some employers will 'use' migrant workers who possess good English language skills, to act as translators and interpreters. Although this may appear to offer a solution to issues of language barriers within the workplace, it may simply reinforce the low level of language skills that people possess.

There is clearly a need to consider how to provide flexible learning opportunities, particularly for those working long or anti-social hours. Stakeholder consultation revealed good practice in Nottingham with providers striving to tailor ESOL provision to the workplace (for example, offering the new ESOL for Work qualification). However, some providers also highlighted the complexity of trying to provide flexible learning options. One ESOL provider, for example, made reference to piloting a 'workshop style scheme' whereby students could attend lessons around their working patterns. In theory, such schemes appear to offer a solution to the issue of flexibility. In practice this scheme had limited success as the classes lacked the cohesion and consistency that they would normally have. Offering flexible services also raises issues in relation to accreditation, as well as having resource implications.

Perhaps there is a need to look at how employers can be encouraged to build the language capacity of overseas employees, in the same way that they would provide other types of staff development courses. Indeed, the Health and Safety Executive (HSE) suggests that employers should consider providing ESOL courses for workers who need to improve their English⁷⁸ and Migrant Workers North West has produced a Minimum Standards Charter offering best practice in relation to the employment of migrant workers⁷⁹, which also includes a recommendation for employers to support the acquisition of English. Employers could also look at initiatives such as 'mentoring'⁸⁰ at work and work

⁷⁸ See HSA website: <http://www.hse.gov.uk/migrantworkers/employer.htm>

⁷⁹ See: <http://www.migrantworkersnorthwest.org/>

⁸⁰ 'Migrant Mentoring' is something that exists in the social care sector in Merseyside (See Merseyside Social Inclusion Observatory (2008) *A research report into the Recruitment and Retention of International Workers within the Social Care sector – Greater Merseyside*, Liverpool: Merseyside Social Inclusion Observatory). As well as teaming people with indigenous workers, 'mentoring' can

shadowing, teaming new arrivals with members of the indigenous population. This would enable new arrivals to develop language skills in their everyday interaction.

14.4 Accommodation

The research has shown, like previous studies, a dominance of the private rented sector in Nottingham. This is perhaps to be expected given that the majority of people find their accommodation through friends, family or other people from their home country who are themselves already living in the private rented sector. Furthermore, migrant communities often lack the necessary information about their accommodation options to make informed choices about what is on offer. There are three main issues to highlight in relation to accommodation.

Firstly, there is an issue around accommodation standards in relation to housing. There was evidence of people living in HMOs and some made reference to overcrowding issues. What was interesting to note was that poor conditions were not necessarily highlighted by the A8 and A2 migrants who took part in this research. This is perhaps due to their acceptance of lower standards because of the more temporary nature of their stay or comparisons with their living arrangements in their home country. While people were generally satisfied with their accommodation, the more narrative responses in the survey revealed that a number of people had experienced problems, particularly in relation to landlords operating in the private rented sector.

Nottingham City Council have been working to address some of these issues through the work of the Nottingham HMO Action Zones. This involved identifying three areas of the city with high levels of HMOs and concerns about non compliance with HMO licensing regulations (this included Sneinton, where there were known to be a high percentage of migrant workers living in HMOs). Each area has a team and their work involves house to house enquiries about property occupation, need for licensing and other standards. These projects could be development to target other areas of the city where there are known to be large migrant communities.

The second issues relates to homelessness/rough sleeping. Only a small proportion of the sample indicated that they had experienced homelessness/rough sleeping. With regards to the scale of homelessness amongst migrant workers we need to consider migrant workers understanding of the concept of homelessness, with perhaps a lack of understanding that homelessness goes beyond street homelessness and rough sleeping. There were six people in our sample who did not have their own accommodation but rather were currently 'staying' with friends and family. People are more likely to rely on informal support (i.e. friends, family or other acquaintances) than the more formal support available to those who are experiencing or at risk of homelessness. The issue is not the need for greater provision in relation to homelessness, but rather a greater awareness of what support is available; an issue that applies not just to migrant communities but the whole population of Nottingham.

also include being teamed with migrant workers who have been in the UK for longer periods who can offer advice and assistance in relation to what is required within the workplace.

Finally, there is a need to consider the implications of people's future accommodation aspirations. The majority of people expressed a preference for owner occupation while a quarter of the sample indicated that they would like to live in socially rented accommodation in the future. Authorities need to consider the implications of a potential increase in demand for socially rented accommodation in future years, not only in terms of availability, but also any potential community cohesion issues that may arise from this, particularly as there is often a misguided perception that migrants receive preferential treatment with regards to housing (as highlighted in Chapter 3).

14.5 Children and families

The consultation with children and young people raised a number of interesting issues in relation to their experiences of attending schools in Nottingham, as well as life generally in the city. There are three main issues that we would like to highlight.

Firstly, there are issues of disruption, upheaval and attendance. Previous research has referred to disruption caused by mid-term arrivals. This study, however, has revealed additional issues. Stakeholder consultation, for example, has suggested that parents often have a preference to send children to faith schools in Nottingham. This preference can be so strong that children will be removed from non-faith schools when places are available in a faith school. This is despite the fact that in some respects children in non-faith schools received more help to make friends, including ideas such as a 'buddying system'. With regards to the issue of attendance, there is often a lack of understanding with regards to parent's responsibility to ensure that children attend school and parents will sometimes take children out of schools to visit their home country. An Attendance Project has been created which looks at developing good practice around the induction and integration of new migrant communities, with the idea that appropriate and sensitive integration meant that migrant children were more likely to attend.

Secondly, stakeholder consultation has highlighted the support that was available to children in schools, while the children themselves made reference to the assistance they had received, particularly in relation to language support. There was sometimes a lack of recognition from parents, however, with regards to the additional support their children received in schools.

Finally, although this study focused primarily on the needs and experiences of migrant workers, the research has revealed that a high proportion of people have come to the UK with families. Schools may have a key role to play in relation to integration of migrants in the community and community cohesion. Indeed, having children in a local school provides common ground between migrant communities and with wider population.

14.6 Dissemination of information

Previous research has highlighted that in some respects dissemination of information may be more important than increasing provision. One of the main issues is lack of understanding or knowledge of UK systems, particularly in relation to rights as well as responsibilities. One concern is that migrant communities often get advice from friends, relatives and other migrants, which in some cases can be inaccurate information.

This study has revealed good practice with regards to provision of information. Nottinghamshire Police, for example, have an officer whose role it is to work with emerging communities to provide information and improve relations between migrant communities and the Police. This role covers not only migrant workers from A8 and A2 countries, but other migrant communities, including asylum seekers and refugees and involves providing information about particular aspects of the law (for example, in relation to driving or possession of weapons).

What has emerged from the research is that many different stakeholders and service providers are often undertaking an 'advisory' role that goes beyond the remit of their current job. There are examples from stakeholder consultation; for example, Children's Services staff needed to understand immigration policy in order to answer queries from families, while GPs were providing information on the health care system as a whole during appointments. This is obviously not accounted for in the resources available to these services. Furthermore, some employers were playing a role in providing information, helping people with issues around tax, benefits, and filling in forms.

A number of local authority areas have developed 'welcome packs' for migrant communities and these can be tailored to each specific local area in terms of the information they provide⁸¹. What is apparent is that there needs to be a more coordinated approach in Nottingham in terms of provision of information. It is clear that a number of agencies are undertaking this role, but this differs in terms of what information is provided and the languages it is available in. A group of 'grass roots' workers, drawn from a range of service provision areas in the city are currently working to share information and encourage more joined up working. They are also looking at how to develop a welcome pack. However, this will only be able to resolve some of the awareness issues and agencies need to consider different strategies to engage with migrant communities. The study has shown that the more 'traditional' places for disseminating information (such as churches), may not be appropriate for some of the migrant communities in Nottingham, highlighting a need to look at more innovative approaches. The Police, for example, provide information to people arriving at East Midlands Airport, as well as at ESOL classes. Given the large proportion of people who have access to computers and the internet, however, there is a need to explore new ways of disseminating information taking advantages of people's use of technology.

⁸¹ The Improvement and Development Agency for local government (IDeA), for example, have produced a guide for local authorities: *Integrating new migrants: communicating important information* (see <http://www.idea.gov.uk/idk/aio/7929812>)

14.7 Community cohesion and involvement

A common theme running throughout the study is the reliance on social networks. Having friends and family living in Nottingham has been vital for many people, not only influencing their decision to move to the city in the first place, but assisting with access to employment, accommodation and services. The study has suggested relatively high levels of involvement with the local community; however, we need to recognise that language, once again, emerges as a barrier to engagement with the local community, while lack of time due to work and family commitments can also be an issue.

Given that people tend to move to areas where they have existing social networks the current patterns of settlement are likely to continue with concentrations of migrants in particular areas of Nottingham. The study has revealed, however, that A8 and A2 migrants are also found in a number of other areas of the city (not just traditional migration areas). Consideration needs to be given to the impact on community cohesion in different areas of the city. While this research has focused on the needs and experiences of migrant communities, there is a need to consider the 'settled' population in the receiving neighbourhoods and their perception of how the arrival of migrant communities has affected their neighbourhood. Understanding what some of the issues are for local people is perhaps one of the steps to being able to break down the barriers that can sometimes occur.

14.8 Future intentions

Unfortunately, it is difficult to predict future intentions, particularly with regards to a population whose migration is intrinsically linked to economic opportunities. A number of the people interviewed in this survey were unsure about their future intentions. It is also difficult to assess the impact of the current economic climate. Official data suggests a slowing in the number of arrivals, particularly from Poland; however, A8 and A2 migrants are continuing to arrive and it does not appear that there will be a sudden exodus of migrants. Indeed, some of the data suggests that people may have longer-term intentions, particularly looking at accommodation preferences for owner occupation, overall satisfaction with living in Nottingham, as well as the number of people who have brought children to the UK.

What we need to recognise is that people are adaptive, making use of social networks and responding to the opportunities available to them. Decisions on whether or not to remain in Nottingham may be not just be based on employment considerations, but a combination of factors including their overall experience and how 'embedded' they in are Nottingham. Local authorities, service providers, etc. need to ensure that they are constantly monitoring population changes within the city, and sharing this information at a wider level. The group of 'grass roots' workers, referred to above, as well as the steering group for this project provide excellent forums for sharing information and good practice and coordinating Nottingham's response to new and emerging communities.

A consultation event was held on the 22nd April 2009, the recommendations from this event can b found in Appendix 6.

Appendix 1: Questionnaire

Nottingham Migrant Workers Study Questionnaire

Introduction

My name is and I work for the University of Salford in Manchester (show badge). We have been asked by Nottingham City Council to speak to people who have come from other countries to live and work in Nottingham (sometimes known as migrant workers). We are hoping to gain a greater understanding of the experiences of this group in the community and the type of help or assistance they need now or in the future.

We are completely independent of any local council or the government. Would you be willing to talk to me? If you agree it will probably take about 20 minutes. I have a number of questions I would like to ask but I would like to hear about anything else you feel is relevant. I will be writing down your answers but the interview will be confidential and no one will be identified in any report that we write, and there is no way that anyone will be able to trace any particular answer back to you. You can only take part if you are aged 16 or over.

If you would like more information about this survey please contact Lisa Hunt on 0161 295 5078.

Address of respondent: _____

Postcode: _____

Date of interview: _____

Interviewer name: _____

Language of interview: _____

SECTION A: Migration history

Q1. When did you first arrive in the UK? _____ / _____
(month) / (year)

Q2. Other than Nottingham, have you lived anywhere else in the UK?

- Yes **Go to Q 3**
- No **Go to Q 6**

Q3. If **YES**, where? **(list the 3 most recent places)**

- 1. _____
- 2. _____
- 3. _____

Q4. Why did you leave these other towns/cities?

Q5. When did you first arrive in Nottingham? _____ / _____
(month) / (year)

Q6. Why did you decide to come to Nottingham rather than another town/city?
Tick ✓ one only

- I had family/partner already living in Nottingham
- I had friends already living in Nottingham
- I had heard about Nottingham from other people
- I had heard that there were job opportunities in Nottingham
- I had no choice **(please explain below)**

Other **(please explain below)**

Q7. How often do you go back to your home country for a visit?
Tick ✓ one only

- Once a week
 - Once every two weeks
 - Once a month
 - Once every two months
 - Once every three months
 - Twice a year
 - Once a year
 - Never
 - Other (**please specify below**)
-

SECTION B: Employment, education and training

Q8. How would you rate your English language skills?

(a) Your ability to speak English (Tick ✓ one only)

- Very good
- Good
- Neither good nor poor
- Poor
- Very poor
- Don't know

(b) Your ability to write English (Tick ✓ one only)

- Very good
- Good
- Neither good nor poor
- Poor
- Very poor
- Don't know

(c) Your understanding of spoken English (Tick ✓ one only)

- Very good
- Good
- Neither good nor poor
- Poor
- Very poor
- Don't know

(d) Your understanding of written English (Tick ✓ one only)

- Very good
- Good
- Neither good nor poor
- Poor
- Very poor
- Don't know

Q9. Who, if anyone, has offered you help with improving your English language skills?

Q10. Thinking about English language courses which of the following applies to you?
Tick ✓ one only

I do not need an English language course **Go to Q 12**

I have already completed an English language course **Go to Q 12**

I am currently doing an English language course **Go to Q 12**

I am on the waiting list for an English language course **Go to Q 12**

I would like to study on an English language course, but am not currently enrolled **Go to Q 11**

I am not interested in an English language course **Go to Q 11**

Other (**please specify below**) **Go to Q 12**

Q11. Why are you not currently enrolled? **or** Why are you not interested in a course?

Q12. What is your highest level of educational qualification?
Tick ✓ one only

Postgraduate degree (i.e. PhD, MA, MSc)
(please specify what course?)

Undergraduate degree (i.e. BA, BSc)
(please specify what course?)

Technical high school
(please specify what course?)

Non technical high school

Basic school

No formal qualifications

Q13. Do you have a particular trade or skill from your home country?

Yes **Go to Q 14**

No **Go to Q 16**

Q14. What is this trade or skill?

Q15. How many years have you spent in this trade/using these skills?

Tick ✓ one only

None	1 – 3	4 – 6	7 – 9	10 or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q16. Before coming to the UK, were you:

Tick ✓ one only

Employed **Go to Q 17**

Self-employed **Go to Q 17**

Unemployed **Go to Q 18**

Full time student **Go to Q 18**

Unemployed homemaker/carer
(e.g. looking after children/other relatives) **Go to Q 18**

Q17. What was the last job you had in your home country, just before coming to the UK?

(a) Job title

(b) Main duties

Q18. Are you currently in paid work?

Tick ✓ one only

Yes **Go to Q 20**

Yes, but not started yet **Go to Q 20**

No **Go to Q 19**

Q19. If **NO**, how long have you been without a job?
Tick ✓ one only

- Less than 1 month **Go to Q 21 & Q 22, then go to Q 34**
- 1 – 3 months **Go to Q 21 & Q 22, then go to Q 34**
- 4 – 6 months **Go to Q 21 & Q 22, then go to Q 34**
- 7 – 9 months **Go to Q 21 & Q 22, then go to Q 34**
- 10 – 12 months **Go to Q 21 & Q 22, then go to Q 34**
- More than 12 months **Go to Q 21 & Q 22, then go to Q 34**
- Never worked in this country **Go to Q 34**

Q20. What is your current job?

- (a) Job title

- (b) Main duties

- (c) Qualifications required for job

- (d) Address/location of current job

- (e) What does this company do? (i.e. manufactures clothes)

Q21. Please can you list any previous jobs you have had in the UK?
(Please list the 3 most recent, including job title)

- 1: _____
- 2: _____
- 3: _____

Q22. How did you find your **first** job in the UK?

Tick ✓ one only

Through friends/relatives already here

Contacted employer myself when I arrived in the UK

Contacted employer myself while still in my home country

Job Centre Plus

Employment/recruitment agency in home country
(please specify which)

Employment/recruitment agency in UK
(please specify which)

Other **(please specify below)**

Q23. How did you find your **current** job?

Tick ✓ one only

Through friends/relatives already here

Contacted employer myself when I arrived in the UK

Contacted employer myself while still in my home country

Job Centre Plus

Employment/recruitment agency in home country
(please specify which)

Employment/recruitment agency in UK
(please specify which)

Other **(please specify below)**

Q24. Is your current job?

Tick ✓ one only

Temporary

Permanent

Fixed term contract

Seasonal/ad hoc

Don't know

Other (**please specify below**)

Q25. Do you have a written contract of employment?

Tick ✓ one only

Yes

No

Don't know

I am self employed

Q26. Are you currently registered on the Worker Registration Scheme?

Yes

No

Don't know

Q27. Are you currently registered for payment of National Insurance contributions?

Yes

No

Don't know

Q28. How much are you currently paid per week for your job? (**Before tax and National Insurance**) **Tick ✓ one only**

- £100 or less
- £101 - £150
- £151 - £200
- £201 - £250
- £251 - £300
- £301 - £350
- £351 - £400
- £401 - £450
- £451 or more

Q29. Who pays you? **Tick ✓ one only**

- Employer
 - Recruitment agency/labour provider
 - Other (**please specify below**)
-

Q30. Are deductions taken from your pay for any of the following?
Tick ✓ all that apply

- Housing/accommodation
 - Transport to and from work
 - Food (during work)
 - Clothing/equipment for work
 - Tax/National Insurance
 - Other (**please specify below**)
-

Q31. How many hours do you work per week? (**Basic hours**) Tick ✓ **one only**

- 16 hours or less
- 17 – 29
- 30 – 40
- 41 – 50
- 51 – 60
- 61 – 70
- 71 or more

Q32. Overall, how satisfied are you with the following aspects of your current job?
Tick ✓ **one box only for each different aspect**

	Very satisfied	Fairly satisfied	Neither satisfied nor dissatisfied	Fairly dissatisfied	Very dissatisfied	Don't know
Rates of pay						
Hours of work						
The skill level at which you work						
The way you are treated by your employer						
The way you are treated by other workers						

Q33. Are there any problems with your current job that you would like to mention?

Q34. Ideally, what job would you like?

Q35. What help do you think you need to get your ideal job?

Tick ✓ all that apply

- Training to improve English language skills
- New or higher qualifications
- References from UK employers
- More work experience
- More or better childcare
- Help with converting existing qualifications to UK equivalents
- None
- Other (**please specify below**)

Section C: Housing

Q36. Could you please tell me about the **people that you live with in Nottingham?**
 We need to know their ages, whether they are male or female and their relationship to you. **Please begin with yourself as 'number 1 household member'.**

Interviewer: please ensure that only one box is ticked regarding the relationship to the interviewee.

AGE	HOUSEHOLD MEMBER									
	1	2	3	4	5	6	7	8	9	10
0 – 5 years										
6 – 10 years										
11 – 17 years										
18 – 24 years										
25 – 39 years										
40 – 49 years										
50 – 59 years										
60 – 74 years										
75 – 84 years										
85 years +										
Unknown										
GENDER										
Male										
Female										
RELATIONSHIP										
Husband/wife										
Boyfriend/girlfriend										
Son/daughter										
Mother/father										
Sister/brother										
Cousin										
Friend										
Work colleague										
Housemate (who is not a friend or work colleague)										

Q37. Since you first arrived in Nottingham how many homes have you lived in?
 _____ (including current home)

Q38. What type of property do you live in at the moment?

Tick ✓ one only

A house/flat which you/your partner own/are buying with a mortgage **Go to Q42**

A 'shared ownership' property (where you own part of the property and pay rent to a housing association on the rest) **Go to Q39**

Accommodation rented from the Council/Housing Association **Go to Q39**

Accommodation rented from a private landlord **Go to Q39**

Accommodation provided by employer **Go to Q39**

Staying with friends/family **Go to Q42**

Bed & Breakfast **Go to Q42**

Other (**please specify below**) **Go to Q39**

Don't know **Go to Q39**

Q39. Do you have a tenancy agreement?

Yes **Go to Q 40**

No **Go to Q 42**

Don't know **Go to Q 42**

Q40. Have you read your tenancy agreement?

Yes, fully **Go to Q 41**

Yes, partly **Go to Q 41**

No, not at all **Go to Q 42**

Q41. Do you understand your tenancy agreement?

Yes, fully

Yes, partly

No, not at all

Q42. How did you find your current home in Nottingham?

Tick ✓ one only

Arranged for me before I arrived in UK
(please specify who by)

From friends/family already living in Nottingham

UK employer arranged it for me

Via local newspapers

Via local estate agents

Via a letting agent

Other (please specify below)

Q43. What does your rent and/or mortgage cost per month for your current home?

Tick ✓ one only

Less than £200

£201 - £250

£251 - £300

£301 - £350

£351 - £400

£401 - £450

£451 - £500

£501 - £550

£551 - £600

£601 or more

Don't know

Don't pay rent/mortgage **Go to Q 45**

Q44. If you pay **rent**, does this include bills?

Yes

No

Don't know

Q45. Could you please tell me about some of the rooms within your property, how many people share each room and whether the occupants are partners or related to each other? (including the person being interviewed)

	Number of people sharing?	Are they partners or related to each other?	
		Yes	No
Bedroom 1			
Bedroom 2			
Bedroom 3			
Bedroom 4			
Bedroom 5			
Bedroom 6			
Bedroom 7			
Bathroom 1			
Bathroom 2			
Bathroom 3			
Kitchen 1			
Kitchen 2			
Kitchen 3			

Q46. Would you say you have enough space in this home?

- Yes **Go to Q 48**
- No **Go to Q 47**
- Don't know **Go to Q 48**

Q47. If **NO**, please give details of why?

Q48. Overall, how satisfied or dissatisfied are you with your home as a place to live?

Tick ✓ one only

- Very satisfied
- Fairly satisfied
- Neither satisfied nor dissatisfied
- Fairly dissatisfied
- Very dissatisfied

Q49. Have you had any problems with housing in Nottingham? (i.e. accessing housing, issues with landlords, etc.)

We are now going to ask a few questions about homelessness/rough sleeping. Homelessness is living or sleeping in something which is not normally considered to be suitable accommodation (such as vehicles, derelict buildings, train/bus stations, outside, etc)

Q50. Since being in Nottingham have you ever been homeless/slept rough?

Yes **Go to Q 51**

No **Go to Q 56**

Q51. Do you mind me asking what caused your homelessness/rough sleeping?
Tick ✓ all that apply

Violent breakdown of relationship with partner

Non violent breakdown of relationship with partner

Violent breakdown of relationship with associated persons (e.g. housemates)

Asked by friends or family to leave

Racially motivated violence against you

Racially motivated harassment against you

Eviction for rent arrears (e.g. not being able to pay rent)

Eviction without justification (where a tenancy agreement exists)

Eviction without justification (where no tenancy agreement exists)

Leaving hospital

Loss of tied accommodation
(Tied accommodation is accommodation which you can only live there if you have a particular job)

Other (**please specify below**)

Q52. Did you seek help when you were homeless/rough sleeping?

- Yes **Go to Q 53**
- No **Go to Q 53**

Q53. If **YES**, who or where did you seek help from? If **NO**, why did you not seek help?

Q54. How did you come out of being homelessness?
Tick ✓ one only

- I moved into a property from the council/housing association
- I rented a property from a private landlord
- I moved into accommodation provided by my employer
- I moved in with friends and family
- I moved into a Bed and Breakfast
- I moved into hostel accommodation
- Other (**please specify below**)

Q55. What could have prevented you from becoming homeless?

Q56. What help would you expect to get from Nottingham City Council if you became homeless?

Q57. Are you aware of any of the following services in Nottingham?

Tick ✓ all that apply

- Housing Aid
- Citizens Advice Bureau
- Housing Offices
- Emmanuel House
- Handel Street
- Shelter
- Nottingham Law Centre

Q58. Thinking about the future, what housing option would you like?

Tick ✓ one only

- Renting from the Council/Housing Association **Go to Q 59**
 - Renting from a private landlord **Go to Q 59**
 - Buying your own home **Go to Q 59**
 - A shared ownership house/flat (where you own part of the property and pay rent to a housing association on the rest of the property) **Go to Q 59**
 - Other (**please specify below**) **Go to Q 59**
-
- Don't know what I would like in the future **Go to Q 60**
 - Don't know the housing options in Nottingham **Go to Q 60**

Q59. Why would you like this type of housing option?

Section D: Community and neighbourhood

Q60. Why do you live in your particular neighbourhood?

Tick ✓ all that apply

I have family living in this neighbourhood

I have friends living in this neighbourhood

It is near work

I have no choice (**please explain below**)

Other (**please explain below**)

Q61. How strongly do you feel you belong to your neighbourhood?

Tick ✓ one only

Very strongly

Fairly strongly

Not very strongly

Not at all strongly

Don't know

Q62. Does this neighbourhood have people from lots of different countries?

Yes

No

Don't know

Q63. To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?

Tick ✓ one only

Definitely agree

Tend to agree

Tend to disagree

Definitely disagree

Don't know

There are too few people in the local area

The people are all from the same background

Q64. How much contact do you have in Nottingham with people from your own country? **Tick ✓ one only**

- A lot **Go to Q 65**
- Quite a lot **Go to Q 65**
- A little **Go to Q 65**
- None at all **Go to Q 66**

Q65. Are there particular places you meet? (i.e. work, pubs, social clubs, church)

Q66. How much contact do you have with White British people?
Tick ✓ one only

- A lot **Go to Q 68**
- Quite a lot **Go to Q 68**
- A little **Go to Q 68**
- None at all **Go to Q 67**
- Don't want contact with White British people **Go to Q 67**

Q67. If you have **no contact** or **don't want contact**, why is this the case?

Q68. How much contact do you have with people from other nationalities/ ethnicities?
Tick ✓ one only

- A lot **Go to Q 70**
- Quite a lot **Go to Q 70**
- A little **Go to Q 70**
- None at all **Go to Q 69**
- Don't want contact with people from other nationalities/ethnicities **Go to Q 69**

Q69. If you have **no contact** or **don't want contact**, why is this the case?

Q70. Overall, how satisfied/dissatisfied are you with this local area as a place to live?

Tick ✓ one only

- Very satisfied
- Fairly satisfied
- Neither satisfied nor dissatisfied
- Fairly dissatisfied
- Very dissatisfied

Q71. Why do you give this rating?

Q72. Would you like to move to another area of Nottingham?

- Yes **Go to Q 73**
- No **Go to Q 75**
- Don't know **Go to Q 75**

Q73. If **YES**, why would you like to move and where to?

Q74. What is stopping you from moving?

Q75. How safe or unsafe do you feel when outside in your local area?

	Very safe	Fairly safe	Neither safe nor unsafe	Fairly unsafe	Very unsafe	Don't know
During the day						
After dark						

Q76. Why do you feel this way?

Q77. Since living in Nottingham have you or members of your family experienced any of the following? **Tick ✓ all that apply**

- Crime against the property (e.g. burglary) **Go to Q 79**
- Crime against the person (e.g. mugging) **Go to Q 79**
- Hate crime (e.g. racial harassment) **Go to Q 78**
- Other (**please specify below**) **Go to Q 79**

I have not experienced any crime/hate crime **Go to Q 79**

Q78. Please can you give a bit more information about what happened to you?
(Interviewer – this is only for those who have experienced hate crime)

Section E: Access to goods, services and facilities

Q79. Thinking about when you first arrived in Nottingham what information would have been helpful for you? How do you think information should be provided to people from different countries?

Q80. Do you currently access any of the following facilities/services?
Tick ✓ all that apply

- | | |
|---|--------------------------|
| Community centre/social club | <input type="checkbox"/> |
| Libraries | <input type="checkbox"/> |
| Local church/place of worship | <input type="checkbox"/> |
| Children's centres | <input type="checkbox"/> |
| Sports facilities | <input type="checkbox"/> |
| Public transport (i.e. buses, trains) | <input type="checkbox"/> |
| Job centres | <input type="checkbox"/> |
| College (please specify what you are studying) | <input type="checkbox"/> |

Q81 Do you currently have any of the following in the UK?
Tick ✓ all that apply

- | | |
|---|--------------------------|
| Bank/building society account | <input type="checkbox"/> |
| Credit card | <input type="checkbox"/> |
| Home contents insurance | <input type="checkbox"/> |
| Landline phone | <input type="checkbox"/> |
| Mobile phone | <input type="checkbox"/> |
| A computer at home | <input type="checkbox"/> |
| Car or van | <input type="checkbox"/> |
| Internet access (please specify where) | <input type="checkbox"/> |

Q82. Are you currently receiving any of the following benefits?

Tick ✓ all that apply

- Housing Benefit
- Child Benefit
- Job Seekers Allowance
- Income Support
- Council Tax Benefit
- Sickness & Incapacity Benefit
- Child Tax Credit
- Working Tax Credit
- Other (**please specify below**)

I am not receiving any benefits

Q83. Do you think you understand what benefits, if any, you are entitled to?

- Yes
- No

Q84. Since moving to Nottingham, have you had contact with Nottingham City Council for any reason? (i.e. schools, housing, rubbish collection)

- Yes **Go to Q 86**
- No **Go to Q 85**
- Don't know **Go to Q 89**

Q85. If **NO**, why is this?

Tick ✓ all that apply

- I have never needed to contact them **Go to Q 89**
 - Language problems **Go to Q 89**
 - Difficulty finding and contacting the right person **Go to Q 89**
 - They are only open during 'office hours' (i.e. Monday – Friday from 8.30am – 4.50pm) **Go to Q 88**
 - Didn't know where to go **Go to Q 89**
 - Other (**please specify below**) **Go to Q 89**
-

Q86. If **YES**, what have you had have contact with them for?

Q87. Have you had any problem with your contact with Nottingham City Council?
Tick ✓ all that apply

Language problems **Go to Q 89**

Difficulty finding and contacting the right person **Go to Q 89**

They are only open during 'office hours'
(i.e. Monday – Friday from 8.30am – 4.50pm) **Go to Q 88**

Didn't know where to go **Go to Q 89**

Other (**please specify below**) **Go to Q 89**

I have had no problems **Go to Q 89**

Q88. When would you need Nottingham City Council to be open for you to contact them?

Q89. Do you have children attending a local school or nursery?

Don't have school/nursery-age children living with me **Go to Q 94**

Yes – school **Go to Q 90**

Yes – nursery **Go to Q 90**

Yes – both school and nursery **Go to Q 90**

No – my children don't attend school or nursery **Go to Q 93**

Q90. If **YES**, what school(s)/nursery do they attend?

Q91. Do they receive additional support to help them with their learning?

Yes **Go to Q 92**

No **Go to Q 94**

Don't know **Go to Q 94**

Q92. If **YES**, what support?

Q93. If **NO**, do you mind me asking why they don't attend school or nursery?

Q94. Thinking about your health, do you consider yourself to be?

Tick ✓ one only

In good health

In fairly good health

In poor health

Q95. Are you currently registered with or do you currently access the following health care services/professionals?

Tick ✓ all that apply

GP/Dr

Dentist

Accident & Emergency (A & E)

Health visitor

Midwife

Walk-in centre

NHS Direct

Other (**please specify below**)

Q96. If you are **NOT** registered with a Dr/Dentist, where do you go if you have any health care/dental problems?

Q97. Do you or any of your family living with you have any health problems or disabilities (including mental health/emotional issues)?

Yes **Go to Q 98**

No **Go to Q 101**

Don't know **Go to Q 101**

Q98. If **YES**, please describe the health problem/disability/emotional problem and who has it.

Q99. Do you/they get any help or support for this health/emotional problem?

- Yes **Go to Q 100**
- No **Go to Q 101**
- Don't know **Go to Q 101**

Q100. If **YES**, who do you/they get help or support from?

Tick ✓ all that apply

- Help from doctor/hospital
- Help from family and friends
- Help from church/community group
- Help from Nottingham City Council
- Don't get any help
- Other (**please specify below**)

Q101. Thinking about your contact with any of the services we have talked about were you able to use an interpreter if you needed one?

Tick ✓ one only

- Yes, an interpreter was provided **Go to Q 103**
- Yes, family/friends helped with interpreting **Go to Q 103**
- No **Go to Q 102**
- Did not need an interpreter **Go to Q 103**

Q102. If **NO**, why weren't you able to use an interpreter? What problems, if any, did this cause you?

Section F: You and your family

I would like to ask you some questions about you and your immediate family.

Q103. What is your nationality? **Tick ✓ one only**

- | | |
|---------------------------------------|--------------------------|
| Polish | <input type="checkbox"/> |
| Latvian | <input type="checkbox"/> |
| Lithuanian | <input type="checkbox"/> |
| Czech | <input type="checkbox"/> |
| Slovak | <input type="checkbox"/> |
| Estonian | <input type="checkbox"/> |
| Hungarian | <input type="checkbox"/> |
| Slovenian | <input type="checkbox"/> |
| Romanian | <input type="checkbox"/> |
| Bulgarian | <input type="checkbox"/> |
| Other (please specify below) | <input type="checkbox"/> |
-

Q104. Are you from a Roma background?

- | | |
|-----|--------------------------|
| Yes | <input type="checkbox"/> |
| No | <input type="checkbox"/> |

Q105. What are your religious beliefs?

Q106. Thinking about your **immediate family** can you tell me each family member's age, whether they are male or female and their relationship to you. Please start with family members currently living with you or elsewhere in Nottingham, then those living somewhere else in the UK, and finally those still living in your home country.

Interviewer: you do not have to fill in the information for the person you are interviewing - we already have this from Q 36.

AGE	FAMILY MEMBER									
	1	2	3	4	5	6	7	8	9	10
0 – 5 years										
6 – 10 years										
11 – 17 years										
18 – 24 years										
25 – 39 years										
40 – 49 years										
50 – 59 years										
60 – 74 years										
75 – 84 years										
85 years +										
GENDER										
Male										
Female										
RELATIONSHIP										
Husband/wife/partner										
Son/daughter										
Sister/brother										
Mother/father										
Other										
WHERE LIVING										
Nottingham (same property as you)										
Nottingham (different property)										
UK (elsewhere)										
Home country										
Another country										

Section G: Future intentions

I would now like to ask you about what you would like to happen in the future.

Q107. How long do you think you will continue to live in Nottingham?

Tick ✓ one only

- | | | |
|--------------------|--------------------------|--------------------|
| Less than 6 months | <input type="checkbox"/> | Go to Q 108 |
| 6 months – 1 year | <input type="checkbox"/> | Go to Q 108 |
| 1 – 2 years | <input type="checkbox"/> | Go to Q 108 |
| 2 – 3 years | <input type="checkbox"/> | Go to Q 108 |
| 3 – 4 years | <input type="checkbox"/> | Go to Q 108 |
| 4 – 5 years | <input type="checkbox"/> | Go to Q 108 |
| 5 years or more | <input type="checkbox"/> | Go to Q 108 |
| Indefinitely | <input type="checkbox"/> | Go to Q 110 |
| Don't know | <input type="checkbox"/> | Go to Q 110 |

Q108. Where are you going to go after this?

Tick ✓ one only

- | | |
|--|--------------------------|
| Back to your home country | <input type="checkbox"/> |
| Another country (please specify which) | <input type="checkbox"/> |
| <hr/> | |
| Another part of the UK (please specify where) | <input type="checkbox"/> |
| <hr/> | |

Q109. Why?

Q110. Do you think in the future that you will be joined by members of your family currently living in your home country?

- | | | |
|------------|--------------------------|--------------------|
| Yes | <input type="checkbox"/> | Go to Q 111 |
| No | <input type="checkbox"/> | Go to Q 113 |
| Don't know | <input type="checkbox"/> | Go to Q 113 |

Q111. If **YES**, when do you think this will happen?

Tick ✓ one only

- | | |
|-----------------------|--------------------------|
| Within next 12 months | <input type="checkbox"/> |
| 1 – 2 years | <input type="checkbox"/> |
| 2 – 3 years | <input type="checkbox"/> |
| 3 – 4 years | <input type="checkbox"/> |
| 4 – 5 years | <input type="checkbox"/> |
| More than 5 years | <input type="checkbox"/> |
| Don't know | <input type="checkbox"/> |

Q112. If **YES**, who is likely to join you from your home country?

Q113. Would you recommend Nottingham as a place to live and work to family/friends at home?

- | | | |
|------------|--------------------------|--------------------|
| Yes | <input type="checkbox"/> | Go to Q 114 |
| No | <input type="checkbox"/> | Go to Q 114 |
| Don't know | <input type="checkbox"/> | Go to Q 115 |

Q114. If **YES or NO** why?

Q115. Finally, is there anything else that you'd like to mention?

Further Contact

1. If we needed to contact you again to ask for additional information would you be happy for us to do so?

Yes Name: _____

Tel no: _____

No

2. Would you like a copy of the final report when the study is completed?

Yes **(please ensure their address is clearly written on the front of the questionnaire)**

No

Prize Draw

1. Do you wish to be entered into our free prize draw for your chance to win £150?

Yes Name: _____

Tel no: _____

No

Agreement and signature

This form is to be signed by the respondent to state that they saw your identification badge and were left with a letter explaining the survey.

I (respondent) confirm that **(please tick the boxes)**:

I saw the identification badge of the person who interviewed me.

I was given a copy of the letter from the University of Salford explaining the survey.

Signed: _____

Date: _____

Thank you very much for your time

Appendix 2: Children questionnaire

Nottingham Migrant Workers Study Questionnaire for children and young people

Section 1: You and your family

Q1. Are you: a boy or a girl ? (Please tick ✓)

Q2. Which country do you come from? _____

Q3. How many years have you lived in the UK?

Less than a year

1 - 2 years

2 - 4 years

More than 4 years

Q4. How long have you lived in Nottingham?

Less than a year

1 - 2 years

2 - 4 years

More than 4 years

Q5. How many other children in your home go to a school in Nottingham?

Q6. Could you **speak** any English before you came to the UK?

Yes, I spoke English a lot

Yes, but only a little bit

No, I couldn't speak English

Q7. Could you **write** any English before you came to the UK?

Yes, I could write English a lot

Yes, but only a little bit

No, I couldn't write any English

Q8. How easy are you finding it to learn English?

Very easy

Easy

Neither easy nor hard

Hard

Very hard

Q9. Is anyone at school giving you extra help to learn English?

Yes

No

Q10. Who speaks the most English in your family?

Section 2: Your friends

Q11. Have you found it easy to make new friends since you came to Nottingham?

Yes

No

Q12. Who are your friends? (Please tick ✓ all of the people you are friends with)

People from my country

English people

People from other countries

Children in my class

Children in other classes

Children from other schools

Q13. Has your school helped you to make friends?

Yes

No

If **YES**, how have they helped you?

Section 3: Your school

Q14. What do you **like** about your school in Nottingham?

Q15. What do you **dislike** about your school in Nottingham?

Q16. What do you remember about your first week at school? (meeting the new teachers, making new friends, getting help to settle in, anything else?)

Q17. Do you have someone you can go to at school to talk to if you have any problems?

Yes

No

If **YES**, who?

Q18. Do the children in your new school know anything about the country that you come from?

The teachers talk about my country and language in class

Yes

No

The children ask me questions about my country and language

Yes

No

Q19. Is your language ever used in the classroom at school?

Yes

No

Q20. Do you study things that you are interested in at your new school?

Yes, the subjects are interesting

No, the subjects are not interesting

Q21. Are the subjects different or the same as the ones at school in your home country?

The subjects are **the same** as the school in my home country

The subjects are **different** to the school in my home country

Q22. How old were you when you started school in your home country? _____

Q23. Is there anything that you would change to make your life in school more enjoyable?

Yes

No

If **YES**, what would you change?

Q24. Apart from school lessons, do you take part in any clubs or activities **at school**?

Yes

No

If you said **YES**, which clubs do you take part in?

Section 4: Living in Nottingham

Q25. What do you usually do when you are not at school?
(Please tick ✓ all of the things that you do)

- Watch TV
- Play with friends
- Help Mum/Dad at home
- Go to a place of worship
- Play on computer
- Do homework
- Work (for money)
- Anything else? (please explain what else below)

Q26. Do you feel safe and happy where you live in Nottingham?

- Yes, very safe and happy
- Yes, quite safe and happy
- No, not very safe and happy

Why do you feel like this?

Q27. Has anyone ever been unfriendly or nasty to you or your family because you come from another country?

- Yes
- No

If you said YES, what happened?

Q28. Is there anything that would make living in Nottingham better for you?

Yes

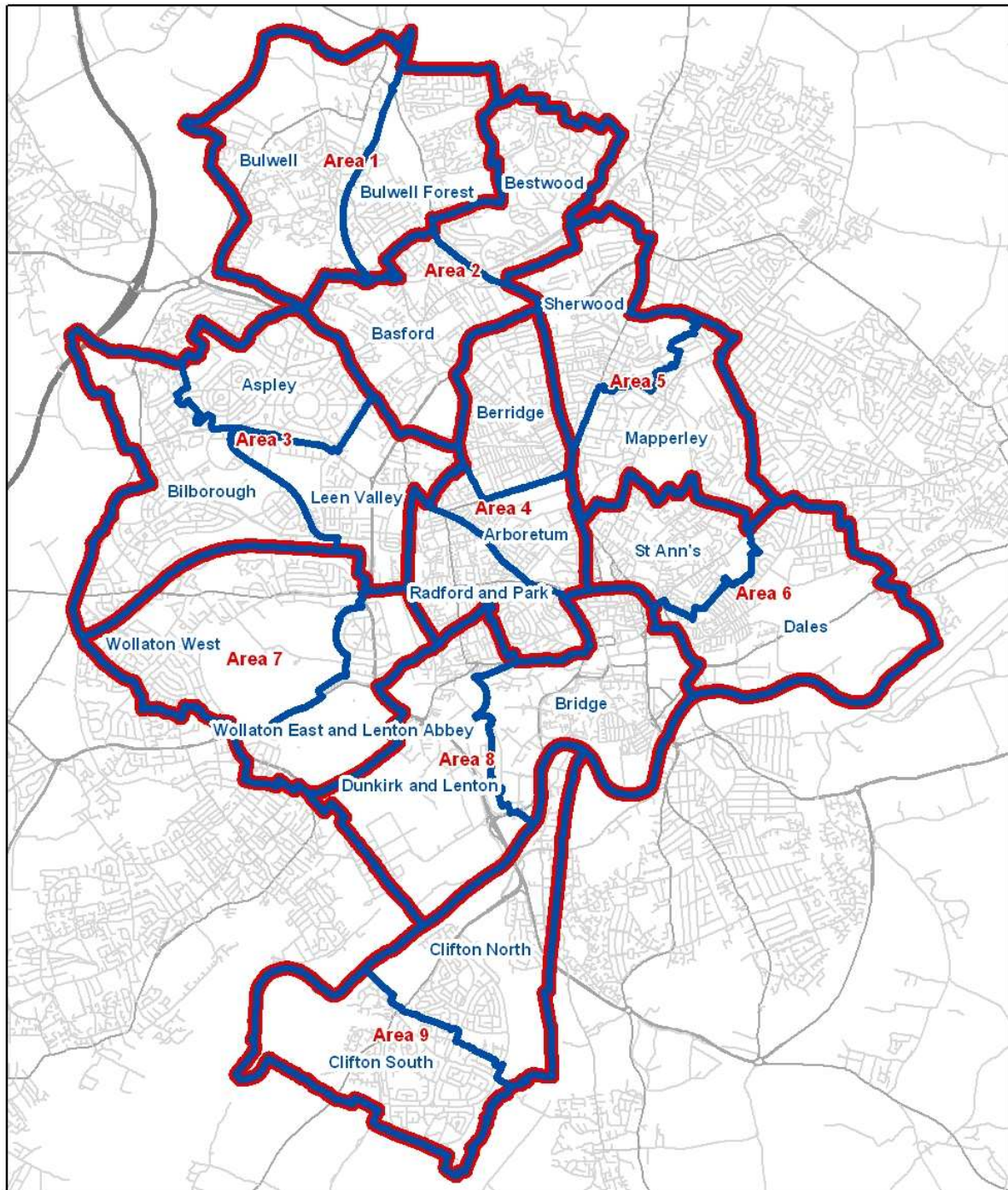
No

If **YES**, what would make it better?

Finished!

Well done and thank you very much!

Appendix 3: Map 2: Nottingham city wards and areas



Title: Nottingham City Wards and Area Committees

Key
 Wards
 Area Committees

Map produced on:
10/04/06

Map produced by:
Policy and
Information Team



**Nottingham
City Council**

Environment and Regeneration

0 0.5 1 2 Km


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 Nottingham City Council 100019317. 2008. path name

Appendix 4: Previous towns/cities

Addingham
Aylesbury
Barnsley
Bath
Bicester
Birmingham
Blackburn
Boston
Brighton
Bristol
Buckingham
Cambridge
Coventry
Dundee
Grantham
Hereford
Leighton Buzzard
Linby
Lincoln
London
Loughborough
Manchester
Mansfield
Melton Mowbray
Newcastle
Northampton
Nuneaton
Oswestry
Oxford
Penrith
Peterborough
Ross-on-Wye
Rugby
Shirebrook
Skegness
Southampton
St Austell
York

Appendix 5: BEGIN EU migrant research appendix



www.begin.org.uk

basic educational guidance in Nottinghamshire

EU Migrant Research Appendix

Nottingham City, 31 March 2009

1

begin has managed the English for Speakers of Other Languages (ESOL) placement service for Greater Nottingham since 2001. Together with providers & a huge range of referring organisations, **begin** works with approx 4,000 clients each year to offer them ESOL, Literacy or Numeracy courses. ESOL represents 89% of our work, & A10/A2 nationals 25% of our clients.

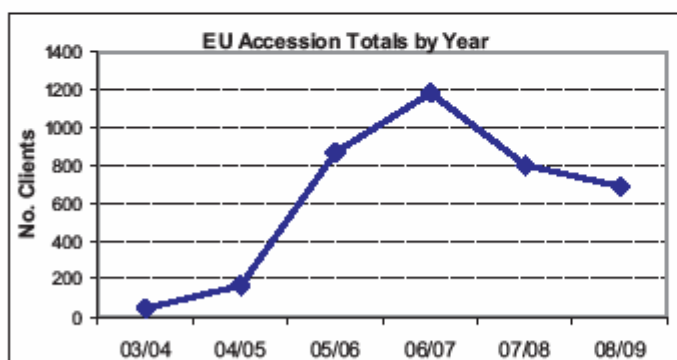
We believe this impartial & collaborative approach is an effective solution to waste, duplication & confusion caused by multiple ESOL waiting lists. For migrants, family, friends & agencies who support them, **begin** is a focal point for advice about complex regulations, routes to learning, & other services that help them live & work locally. Central data supports planning. Progression for thousands of learners each year reduces language barriers at work, in the community & in accessing local services.

Country of Origin (A10 & A2 EU City Residents engaged by financial year - 1 April to 31 March)

Country of Origin	03/04	%	04/05	%	05/06	%	06/07	%	07/08	%	08/09	%	Total	%
POLAND	22	46.8%	122	74.8%	701	80.7%	940	79.7%	585	72.9%	514	74.8%	2884	76.9%
SLOVAKIA	3	6.4%	9	5.5%	50	5.8%	77	6.5%	62	7.7%	24	3.5%	225	6.0%
LITHUANIA	5	10.6%	12	7.4%	55	6.3%	43	3.6%	33	4.1%	19	2.8%	167	4.5%
CZECH REPUBLIC	5	10.6%	11	6.7%	18	2.1%	48	4.1%	44	5.5%	38	5.5%	164	4.4%
HUNGARY	0	0.0%	2	1.2%	10	1.2%	38	3.2%	37	4.6%	30	4.4%	117	3.1%
LATVIA	4	8.5%	2	1.2%	27	3.1%	19	1.6%	16	2.0%	22	3.2%	90	2.4%
ROMANIA	3	6.4%	3	1.8%	2	0.2%	5	0.4%	8	1.0%	22	3.2%	43	1.1%
BULGARIA	1	2.1%	0	0.0%	1	0.1%	7	0.6%	14	1.7%	15	2.2%	38	1.0%
CYPRUS	2	4.3%	1	0.6%	2	0.2%	1	0.1%	3	0.4%	2	0.3%	11	0.3%
ESTONIA	2	4.3%	0	0.0%	3	0.3%	2	0.2%	1	0.1%	1	0.1%	9	0.2%
SLOVENIA	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%
MALTA	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Grand Total	47		163		869		1180		803		687		3749	

A10 Accession date: 1st May 2004; A2 Accession date: 1st January 2007

'Engaged' is classed as registering clients for ESOL/advice on provision, Appointment/offer of ESOL, &/or Signposting clients to other services.



begin's engagement with EU Migrants peaked in 2006/2007.

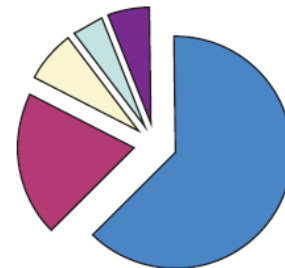
begin ...promoting Skills for Life 1982 - 2009...

The data below covers clients engaged by begin from 1st April 2008 to 31st March 2009 unless otherwise stated

Employment Status

Employment status	Total	%
F/T EMPLOYED	427	62.2%
UNEMPLOYED	133	19.4%
PT UNDER 16 HOURS	49	7.1%
UNWAGED/NON EMPLOYED	7	1.0%
SELF EMPLOYED	14	2.0%
STUDENT	15	2.2%
RETIRED	1	0.1%
STILL AT SCHOOL	1	0.1%
NOT KNOWN/PROVIDED	40	5.8%
Grand Total	687	

Employment Status



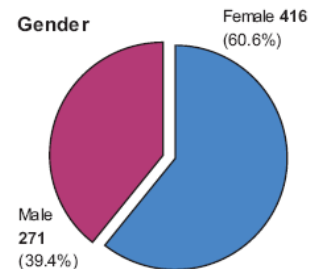
- Full Time
- Unemployed/Unwaged
- Part Time
- Other
- Not Known

Length of Unemployment (of the 140 Unemployed/Unwaged)

Unemployment length	Total	%
< 6 MONTHS	76	54.3%
6 - 11 MONTHS	16	11.4%
12 - 23 MONTHS	10	7.1%
> 36 MONTHS	8	5.7%
24 - 35 MONTHS	7	5.0%
NOT KNOWN	23	16.4%
Grand Total	140	

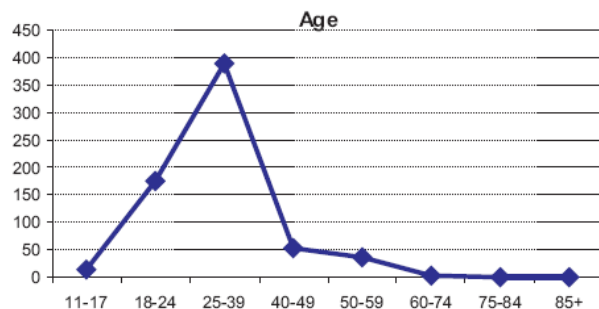
Gender

Gender	Total	%
FEMALE	416	60.6%
MALE	271	39.4%
Grand Total	687	



Age

Age	Total	%
11-17	15	2.2%
18-24	175	25.5%
25-39	389	56.6%
40-49	53	7.7%
50-59	36	5.2%
60-74	4	0.6%
75-84	0	0.0%
85+	0	0.0%
NOT KNOWN/PROVIDED	15	2.2%
Grand Total	687	



First Language

First Language	Total	%
POLISH	505	73.5%
CZECH	35	5.1%
HUNGARIAN	29	4.2%
SLOVAKIAN	22	3.2%
ROMANIAN	19	2.8%
LITHUANIAN	18	2.6%
BULGARIAN	12	1.7%
RUSSIAN	12	1.7%
LATVIAN	11	1.6%
GREEK	1	0.1%
NOT KNOWN/PROVIDED	23	3.3%
Grand Total	687	

Official information & systems can be complex for English-speaking people. Letters & standard information is simplified & translated into the top 20 languages of **begin** clients. However, currently, we do not have translations in Romanian, Bulgarian, Latvian or Greek.

Eligibility Status

Eligibility Status	Total	%
LOW RATE FEE PAYER	433	63.0%
FREE	165	24.0%
NOT KNOWN/PROVIDED	89	13.0%
Grand Total	687	

EU people are treated as 'Home Students' for the purpose of fee remission for Learning & Skills Council (LSC)-funded ESOL.

Those receiving an income-based benefit are entitled to FREE ESOL.

Others pay LOW-RATE fees for ESOL (currently £1.50 an hour for College-subsidised courses). Costs can be a barrier for:

- people on low wages but not entitled to benefits
- those who have not yet applied for or received benefits (or evidence of them)
- those who cannot make advance payments when required.

Address, Ward

Address, Ward	Total	%
BERRIDGE	88	12.8%
DALES	86	12.5%
MAPPERLEY	67	9.8%
ARBORETUM	62	9.0%
ST ANNS	60	8.7%
RADFORD AND PARK	55	8.0%
BRIDGE	52	7.6%
SHERWOOD	36	5.2%
ASPLEY	35	5.1%
LEEN VALLEY	27	3.9%
BASFORD	26	3.8%
BESTWOOD	20	2.9%
BULWELL	16	2.3%
BILBOROUGH	12	1.7%
DUNKIRK AND LENTON	11	1.6%
WOLLATON EAST AND LENTON ABBEY	10	1.5%
CLIFTON SOUTH	9	1.3%
CLIFTON NORTH	6	0.9%
WOLLATON WEST	5	0.7%
BULWELL FOREST	4	0.6%
Grand Total	687	

Date Arrived in the UK on Enquiry

Date Arrived (by financial year)	Total	%
Before 2003	9	1.3%
2003-2004	14	2.0%
2004-2005	50	7.3%
2005-2006	89	13.0%
2006-2007	107	15.6%
2007-2008	180	26.2%
2008-2009	87	12.7%
NOT KNOWN/PROVIDED	151	22.0%
Grand Total	687	

Intended Length of Stay in the UK

Of those that answered the question:

Intended Length of Stay in UK	08/09	%
3 years plus/Indefinitely	280	92.1%
2 years to 3 years	14	4.6%
1 year to 2 years	8	2.6%
0 to 1 year	2	0.7%
Grand Total	304	

Of 304 people who answered the open question 'How long will you stay in the UK?', more than 92% gave answers of more than three years or 'indefinitely'.

Learning Needs, Levels etc

Level of English

Level of English	L & S	%	R & W	%
NONE/VERY LITTLE/REAL BEG/PRE Entry	118	17.2%	178	25.9%
LITTLE/BEG/Entry 1	179	26.1%	149	21.7%
SOME/ELEM/Entry 2	178	25.9%	163	23.7%
GOOD/PRE INT/Entry 3	132	19.2%	110	16.0%
VERY GOOD/INT/Level 1	34	4.9%	31	4.5%
ALMOST FLUENT/ADV/Level 2	19	2.8%	8	1.2%
NOT KNOWN/PROVIDED	27	3.9%	48	7.0%
Grand Total	687		687	

Level of English is gauged using a screening tool based on the National Qualification Framework &/or self-assessment of clients.

- At pre-Entry a person may not understand "name" & struggle to give their address
- Level 1 is similar to the level of a GCSE grade D, E or F, & Level 2, grades A, B or C

40-50% of all **begin** clients are consistently screened as pre-Entry or Entry 1 Levels at enquiry. Non-accredited ESOL - the most appropriate for beginner level courses - represents only 20% of LSC-funded provision. Further analysis is needed. However, evidence suggests lower level learners who need help most wait longest.

Learning Priority

Learning Priority	Total	%
BOTH	398	57.9%
READING & WRITING	40	5.8%
LISTENING & SPEAKING	10	1.5%
NOT KNOWN/PROVIDED	239	34.8%
Grand Total	687	

28% of clients want 6 hours + a week. Clients state their availability for more than one class time, resulting in total class times requested being more than the number of clients recorded.

Classes Requested

Hours per week wanted	Total	%
4 HOURS	171	24.9%
6 HOURS	76	11.1%
10 HOURS	79	11.5%
2 HOURS	71	10.3%
8 HOURS	37	5.4%
NOT KNOWN/PROVIDED	253	36.8%
Grand Total	687	

Class Times Requested	Total	%
EVENING	301	34.2%
MORNING	229	26.1%
AFTERNOON	199	22.6%
WEEKEND	74	8.4%
VARIOUS	62	7.1%
ANY TIME	14	1.6%
Grand Total	879	

Disability, Childcare & Transport Needs

Disability	Total	%
NO DISABILITY OR LEARNING DISABILITY	680	99.0%
HEARING IMPAIRMENT	2	0.3%
DISABILITY AFFECTING MOBILITY	2	0.3%
DYSLEXIA	1	0.1%
OTHER	1	0.1%
OTHER PHYSICAL DISABILITY	1	0.1%
Grand Total	687	

Childcare Needed	Total	%
Yes	22	3.2%
No	665	96.8%
Grand Total	687	

Has Transport / Can travel to classes	Total	%
Yes	295	42.9%
No	392	57.1%
Grand Total	687	

Work/Study Aims & Qualifications

Work / Study aims/needs	Total	%
Looking for work YES	196	28.5%
Wants English for work or better work YES	534	77.7%
Wants English for Further Study YES	396	57.6%
Wants advice about Work or Careers YES	300	43.7%
Do you want a Qual in English? YES	412	60.0%

Highest level of Brit Qual achieved	Total	%
BELOW NVQ1 OR EQUIVALENT	12	1.7%
NO QUALIFICATIONS	600	87.3%
NVQ1 OR EQUIVALENT	6	0.9%
NVQ2 OR EQUIVALENT	2	0.3%
NVQ3 OR EQUIVALENT	2	0.3%
NVQ5 OR EQUIVALENT	3	0.4%
OTHER	4	0.6%
NOT KNOWN/PROVIDED	58	8.4%
Grand Total	687	

Almost 90% of EU clients have no British qualifications.

Across Greater Nottingham 452 EU clients were waiting at the end of the academic year, 31/7/2007, & 337 were waiting at the same time in 2008. The TOTAL waiting lists at these respective times were 1,255 & 1,028.

Waiting times increase significantly for people who need evening, weekends, flexible times, or childcare to attend ESOL. Those who first enquire after March - towards 'exam time' - may wait until September.

ESOL Waiting Times

ESOL Waiting Times 01/4/07-13/2/09	Total	%
0-4 weeks	86	13.0%
4-8 weeks	110	16.6%
8-12 weeks	144	21.8%
12-16 weeks	99	15.0%
16+ weeks	223	33.7%
Grand Total	662	

Appointments & Referrals

Appointment or Referral	Total	%
Appt/Referred to College or other Provision	623	81.7%
Waiting for Provision as at 31/03/09	140	18.3%
Grand Total	763	

An estimated 20,000 interventions per year are made by **begin** for or on behalf of all its clients to ensure they access ESOL & other services.

More detail on Referrals by Provider, Enrolment, etc, is available.

Waiting times & the range of barriers for EU clients lead to drop-out prior to appointment. Some clients need 2++ appointments to get started. **begin** is working to increase personal contact & remind all clients of appointments. Attendance by client is currently 60%.

Diversity data, eg, attendance by country of origin / translations available, etc, is analysed once a year to inform our SAR & Development Plan.

Signposting To Additional Services

Signposting (additional to ESOL appts)	Total	%
CAREERS VARIOUS	300	61.6%
BENEFITS ADVICE	90	18.5%
LANG FOR CITIZENSHIP/LIFE IN UK TEST	45	9.2%
CHILDCARE INFO/CITY SERVICES, etc	31	6.4%
FEE PAYING LANGUAGE PROVIDERS	11	2.3%
COLLEGE - VARIOUS	5	1.0%
OTHER	5	1.0%
Grand Total	487	

begin develops Information/Signposting Sheets in response to common needs, queries or barriers. Eg, our Childcare Information Sheet resulted from closure of creches over the last 18 months & the need to encourage learners to consider other arrangements. 11 people have requested information about Fee-Paying provision (starting at £6 an hour) to avoid waiting, particularly over summer break when there is less provision.

begin (basic educational guidance in Nottinghamshire)

Berridge Centre
Stanley Road
Forest Fields
Nottingham
NG7 6HW

tel 0115 978 0942
fax 0115 979 1307
email enquiries@begin.org.uk
web www.begin.org.uk



***begin** produces this & other data which is correct as of the date of the report. The information is intended to be used as a resource. If you require further detailed data for planning or any other purpose please contact Andrew Bothamley (Finance & MIS Co-ordinator) in the first instance using the above contact details, or email andrewb@begin.org.uk to discuss your data needs. Please acknowledge **begin** if you use or reproduce this data.*

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Appendix 6: Recommendations from focus groups

EU migrants in Nottingham – the Real Picture Recommendations from focus groups held on 22nd April 2009

Education

- How do we provide choice and diversity without more reliable data on migrant numbers in the city? Our recommendation is to develop a reliable cross-sector data source/exchange.
- To audit existing curriculum resources and identify the impact that these are having on levels of achievement and integration for EU migrant children. To subsequently share good practice between schools and thus inform developments in education (including flexible opportunities to maximise progression).

Employment

- Employer engagement needs to be better. We can use Health & Safety as a way in.
- Communication – spread information about what services are available
- Provide flexible opportunities for learning, working with employers to access learning opportunities.

Housing

- More resources need to be put into private rented sector enforcement
- Better promotion and targeting of information regarding housing advice and support

Health

- Information Packs: look at what is already available and improve it. Distribute via GPs, A&E, schools, employers etc. Try to make available on internet before people arrive. Use internet as much as possible.
- Target the most deprived groups (particularly Roma), improving services to them by training receptionists, GPs etc

Community Cohesion

- Use of a welcome pack, but this to be given out by “local champions” to aid the dissemination of the information. Information provided to include varied methods ie internet, leaflets, personal advice etc.
- Co-ordination of the existing information available from all the contributors and continual monitoring to make sure it is kept up to date. Liaise with the working group on this.