

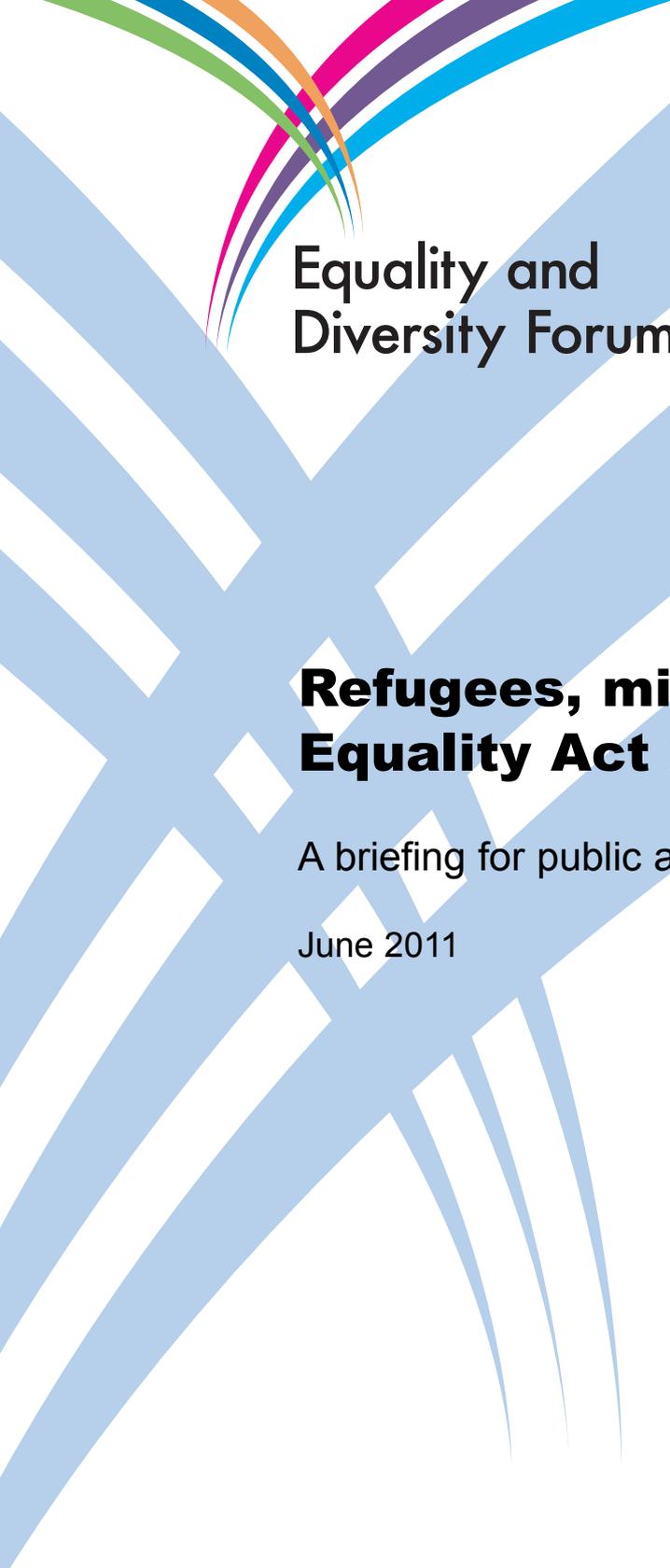


Equality and
Diversity Forum

Refugees, migrants and the Equality Act 2010

A briefing for public authorities

June 2011



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This briefing was commissioned by the Equality and Diversity Forum in 2011 as part of a project to help ensure that refugees and migrants receive the protection they are entitled to under the UK's equality legislation. Evidence suggests that refugees and migrants are often among the most discriminated members of society, yet public authorities are sometimes unaware that the measures in the Equality Act 2010 can help them to address this disadvantage.¹ This briefing is intended to provide clear information about the rights of refugees and migrants that will help authorities to meet the needs of these individuals.

Who should read this briefing

This briefing focuses on the responsibilities under the Equality Act 2010 of public authorities working at a local level, although the basic principles are equally applicable to government departments and national public bodies. It should be read in particular by officers and decision-makers in local authorities, police authorities and police forces, fire and rescue authorities, health and care providers, social housing providers, NHS trusts, probation trusts and schools. It will also be useful to refugee and migrant community organisations and members of trade unions working in public authorities.

What this briefing covers

This briefing provides a summary of the main provisions of the Equality Act 2010 as they apply to the functions of public authorities.² It explains how refugees and migrants are protected against discrimination under the Act and the extent of relevant exceptions. It summarises the public sector equality duty and discusses how compliance with the duty should include consideration of issues affecting refugees and migrants. It does not cover laws on immigration and nationality. (Some further sources of information are provided at the end of the briefing).

The Equality Act 2010 is not the only legislation that is relevant in addressing the needs of refugees and migrants. The Human Rights Act 1998 contains important measures to protect all members of society.³

While every effort has been made to ensure that the contents of this briefing are accurate at the date of writing (June 2011), this briefing is not a definitive statement of the law.

¹ See Equality and Diversity Forum report 'Who's Still Missing? Refugees, migrants and the equality agenda' available at <http://www.edf.org.uk/blog/?p=11615>.

² The Equality Act 2010 is available at <http://www.legislation.gov.uk/ukpga/2010/15/contents>.

³ The Equality and Human Rights Commission is responsible for promoting and monitoring human rights. See <http://www.equalityhumanrights.com/human-rights/what-are-human-rights/the-human-rights-act/>.

Who is a migrant and who is a refugee?

In this briefing, the term **migrant** is used to mean a person who has come to the UK from their country of nationality and is living here – permanently, for a fixed period or for an indeterminate period.⁴ Migrants in the UK will have come from all parts of the world. Migrants include people who have come to the UK for different reasons, including to apply for asylum, to work in different capacities, to start a business, to study, to marry or to join a spouse or partner or other family members.

The rights of a migrant to remain in the UK, the length of their permitted stay and the right to work in the UK, to have access to public services, to receive housing support, to receive state benefits and to enjoy other rights or benefits will depend on their country of nationality and their immigration status, (which will normally relate to their reasons for being in the UK, their employment status, their family status and other factors such as age, relationship, sponsorship, income, profession, skills).

A **refugee** is a person who has been accepted by the UK government as a refugee under the UN Convention relating to the Status of Refugees 1951.⁵ There are no restrictions on a refugee being employed in any type of job, having full access to public services, receiving housing support, and generally enjoying the same entitlements, and subject to the same conditions, for access to services or to higher education as UK citizens.

This briefing generally uses the term migrant to refer to all types of migrants, including refugees, asylum seekers, European Economic Area (EEA) nationals, non-EEA nationals, non-UK students, refused asylum seekers, undocumented migrants. In some instances, however, it will be necessary to distinguish different migrant groups.

What does the Equality Act say about migrants?

The Equality Act is both a comprehensive anti-discrimination law and a law imposing positive equality obligations on public authorities. While the Act does not specifically mention migrants, both of these aspects apply in almost all respects to migrants, for reasons explained below. A legal opinion by the Equality and Human Rights Commission confirms that ‘there is no blanket exemption from the Equality Act 2010 (or its predecessor statutes) for persons who are subject to immigration control’ (see Sources of further information or advice below).

How does the Equality Act’s protection against discrimination and other prohibited conduct apply to migrants?

The characteristics of people’s identity to which the protection against discrimination applies are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

⁴ There are also ‘migrants’ with UK citizenship who are born abroad and come to the UK. They are likely to meet some of the same hardships establishing entitlements to benefits and services as migrants with non-UK citizenship – who are the primary focus of this briefing.

⁵ Details at <http://www.unhcr.org/pages/49da0e466.html>.

The term 'equality group' is used to refer to a group of people who share a particular protected characteristic.

The characteristic of race includes:

- colour
- nationality (including citizenship)
- ethnic origins and national origins

Nationality can mean being the national of a particular country, for example having Bangladeshi or Polish nationality; it can also mean not having a particular nationality, for example non-UK or non-EEA nationality.

Every person's identity will include identities under more than one of the elements of 'race'. For example, an EU migrant may be white, of Hungarian nationality and Roma ethnic origins; an asylum seeker may have Iraqi nationality and Kurdish national origins. Less favourable treatment because of colour, nationality, ethnic origins or national origins could be race discrimination under the Act.

Refugees and migrants, like everyone else, have multiple identities: in addition to having non-UK nationality, they will have a sex, an age, a sexual orientation, they may have a disability and a religion or belief. They will generally be protected against discrimination, harassment and other prohibited conduct in respect of any protected characteristic. However for many migrants it is their nationality – both being 'foreign' (that is having non-UK nationality) and having a particular nationality – that forms the basis of the experiences of disadvantage, discrimination, prejudice, harassment that they may have in the UK.

It follows that migrants may have disadvantages or needs which are different from the disadvantages or needs of others with whom they share a protected characteristic other than race. For example, the experiences of migrant women may not be the same as the experiences of non-migrant women; how young migrants are treated may not be the same as the ways other young people are treated; disabled migrants may meet more frequent discrimination or harassment than other disabled people. Nearly all migrants are likely to face barriers simply by being new to the UK and unfamiliar with how 'the system works', for example how to register with a doctor, how to enrol their child in school or how to get a National Insurance number.

The Act applies to any person present in Great Britain. The areas of activity in which discrimination is prohibited include the core functions of most public authorities, namely: the provision of goods, facilities and services; the exercise of other public functions; and the employment of staff. The Act also applies to all stages of education and to housing and other aspects of managing and disposing of premises.

Other than where there is a specific exception requiring or permitting discrimination based on nationality or length of stay, the Act protects migrants against direct and indirect race (nationality, colour, ethnic origins or national origins) discrimination. It also protects migrants against direct and indirect discrimination based on all of the other protected characteristics.

Direct discrimination

Direct discrimination occurs when, because of a protected characteristic, a person treats another person less favourably than they treat, have treated or would treat others in the same situation.

It is likely to be direct discrimination if in providing an early years service a local authority accepts children from Kurdish refugee families for only three days a week but accepts children of the same age from British families for five days a week.

The discriminator's motive or intention is irrelevant. Other than for age, direct discrimination cannot be justified.

A public authority, like any other employer, will face a substantial fine if it employs a migrant who is not entitled to work in the UK unless the authority can show it checked and retained copies of relevant documents, in some cases needing to check and copy documents every 12 months.⁶ It is likely to be direct discrimination if, to avoid the risk of a fine, a public authority instructs its human resources department to recruit only UK nationals.

It is direct discrimination to segregate people because of race (colour, nationality ethnic origins or national origins).

It could be direct discrimination if, trying to avoid tensions, a youth club holds sessions on Tuesdays for young Polish migrants only and holds sessions for all other young people on Wednesdays and Fridays.

Indirect discrimination

Indirect discrimination occurs when a formal or informal rule – a provision, criterion or practice – which is applied generally, disadvantages people who share a protected characteristic and the rule cannot be objectively justified, that is the rule cannot be shown to be a proportionate way of achieving a legitimate aim.

A public authority advertises a job as requiring applicants to have GCSE-equivalent standard of written and spoken English. This criterion would put people of nationalities for whom English is not a main language at a disadvantage. Applying this criterion is likely to be indirect discrimination unless the authority can justify doing so, for example by showing that the job entails regular high level oral and written communication requiring excellent English language skills. For a high proportion of their jobs the authority is unlikely to be able to justify applying this criterion.

⁶ Information available at www.ukba.homeoffice.gov.uk/.

A public authority cannot seek to justify a rule on the basis of prejudice or stereotypes; for example in the above example the authority is unlikely to be able to justify their language criterion on the basis of service users preferring not to be provided with a service by a 'foreigner'.

Are there any differences in the way the Act applies to migrants?

Yes. The Act permits direct discrimination because of nationality where this is required by law, Ministerial arrangements or Ministerial conditions.⁷ Under this exception, non-EEA students can be charged higher university fees in England⁸ and NHS hospitals can charge refused asylum-seekers and undocumented migrants for most treatment.⁹

The Act permits indirect discrimination where, under statute or Ministerial arrangements or conditions, the provision, criterion or practice relates to where the person lives or how long they have been in or outside of the UK or an area, for example a local authority area, within the UK.¹⁰ This exception permits local authorities to make local residence a condition for access to certain services.

Are there restrictions under immigration laws that affect migrants' equality rights?

Yes. Immigration laws and the Immigration Rules have been used to restrict the eligibility of different groups of migrants for certain benefits and services. For example, the Nationality, Immigration and Asylum Act 2002 makes the following groups ineligible for a range of statutory adult social care services and services safeguarding the welfare of children under the Children Act 1989 and prohibits local authorities from providing the specified services to anyone within these groups:

- nationals of the EEA (other than the UK)
- people granted refugee status by another EEA state
- people unlawfully present in the UK (including those whose visas have expired)
- refused asylum seekers who have refused to cooperate with removal directions¹¹

Local authorities are only permitted to provide such services to adults or to children within these groups where this is required in a particular case to avoid a breach of human rights.

⁷ Equality Act, Schedule 23 paragraph 1(1) and 1(2).

⁸ Education (Fees and Awards) (England) Regulations 2007.

⁹ National Health Service (Charges to Overseas Visitors) Regulations 1989.

¹⁰ Equality Act, Schedule 23 paragraph 1(1) and 1(3).

¹¹ Nationality, Immigration and Asylum Act 2002, Section 54 and Schedule 3.

In addition, anyone given permission to live in the UK to work or study under the Points Based System,¹² to marry or to join their spouse, partner or other family members is likely to be subject to the condition that they have 'no recourse to public funds'. 'No recourse to public funds' prohibits a person from claiming state benefits (other than contributory benefits), tax credits or publicly funded housing assistance or support.

Most migrant women who come to the UK to join their spouse or partner are subject to 'no recourse to public funds'. Without rights to welfare benefits or any form of housing support, they are particularly vulnerable compared to women with UK nationality when they are victims of domestic violence. Migrant women who meet certain conditions can apply for indefinite leave to remain under the Domestic Violence Rule. While their application is being processed the 'no recourse to public funds' restriction continues. A pilot scheme, the Sojourner Project, (extended to April 2012) involves voluntary organisations in offering support, accommodation and subsistence to women eligible to apply for indefinite leave to remain under the Domestic Violence Rule.¹³

One consequence of restrictions under immigration laws that apply to certain migrants is that it will not be direct race discrimination to refuse certain services to a migrant who is not eligible to receive those services while providing these services to a person with UK nationality, since the situations of the two in seeking the service are not the same.

Harassment

Harassment involves unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person. The wording 'related to' does not require the person subjected to the unwanted conduct to have that characteristic: for example, a work colleague repeatedly making abusive and insulting comments about Bulgarians could amount to harassment of a British man who is married to a Bulgarian woman.

The Act protects migrants against harassment related to their nationality without exception.

Victimisation

Victimisation is unlawful under the Act. Victimisation refers to a protected act, such as complaining of race discrimination, and does not relate to a protected characteristic.

Migrants are fully protected against victimisation without exception.

¹² For Government details of the Points Based System see <http://www.ukba.homeoffice.gov.uk/employers/points/quick-guides-pbs/>.

¹³ Details at www.eaves4women.co.uk/Sojourner/Sojourner.php.

Positive action

The Act permits public authorities as employers or providers of services to take action with the aim of enabling members of an equality group to overcome disadvantage or to participate in an activity or to meet the different needs of members of that equality group provided that such action is a proportionate way of meeting that aim. Positive action can involve treating one group more favourably; the action is unlikely to be proportionate if there are less discriminatory ways of meeting that aim.

Providing ESOL classes is accepted as a proportionate way of meeting different needs of people of particular nationalities and will enable them to participate more fully in civic life.

A health provider was concerned about higher rates of infant mortality amongst certain migrant groups and low attendance of pregnant migrant women at local ante-natal clinics. After consulting local migrant community organisations, they arranged special introductory ante-natal classes led by a midwife with relevant language and cultural knowledge. The same midwife attends further regular classes to assist the migrant women to understand the medical advice.

The public sector equality duty

The Act requires a public authority, in exercising its functions, to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and other conduct that is prohibited by or under the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relations between people who share a relevant protected characteristic and those who do not share that characteristic.¹⁴

Meeting these three aims requires public authorities to give careful consideration to the different capacities and needs of the people to whom they provide services and the people they employ. This enables public authorities to make better-informed decisions, to target their resources more effectively and to provide services more appropriate to the needs of service users. Within this positive process, authorities will want to be aware of possibly different capacities and needs of migrants as service users or employees.

¹⁴ Equality Act, s.149(1).

The equality duty applies to all of the functions of a public authority and so will include:

- setting a budget
- business planning
- working in partnerships
- funding community and voluntary sector organisations
- employing staff
- providing benefits, facilities or services
- carrying out regulatory or enforcement functions
- commissioning services
- procuring works, goods or services from external suppliers

The duty applies to eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As explained above, race includes colour, nationality, ethnic origins and national origins. This means that to comply with the three aims of the equality duty, a public authority should appreciate and take into account the relevance of the duty to the different aspects of identity that come within the protected characteristic of race.

The measures a local authority or a school might adopt to advance equality of opportunity in education or to foster good relations for black British children who have always lived in the area may not be equally appropriate to advance equality of opportunity in education or to foster good relations for Zimbabwean asylum-seeker children who have been in the area for only a few months.

Meeting the three aims of the equality duty

a) Eliminate discrimination, harassment and other prohibited conduct

As discussed above, there may be situations in which it will not be direct discrimination to treat UK nationals more favourably than non-UK nationals. However, for most public authorities within most of their functions the prohibition of race discrimination applies to nationality as well as to colour, ethnic or national origins.

If regulations provide for differential charging to access a particular service based on nationality, for example higher fees for non-EEA students to study at English universities, then once people of different nationalities have paid the requisite fees there should be no further nationality discrimination in the way the service is provided.

The duty on public authorities is to have due regard to the need to eliminate discrimination; this means that other than in the limited cases where there is an

exception, public authorities will need to scrutinise their various functions to ensure that they are not discriminating directly or indirectly because of race (including nationality) and should take prompt remedial action whenever they find that such discrimination is, or could be, occurring.

The duty also means that, as an employer and as a service provider or a body carrying out enforcement actions, a public authority will need to take steps to ensure that its workforce and the services it provides or its enforcement functions are free from harassment including harassment related to race (including nationality).

b) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share this characteristic

Race is a relevant protected characteristic. Race includes nationality and ethnic and national origins. The Act exempts public authorities carrying out immigration or nationality functions from the duty to advance equality for equality groups defined by nationality or ethnic or national origins, but not colour. This exemption does not apply to the exercise of powers of arrest, search or detention for immigration-related criminal offences.¹⁵

This exception applies only to public authorities carrying out immigration and nationality functions. Every other public authority is expected to meet this aim of the duty in relation to the protected characteristic of race including nationality and ethnic or national origins in respect of all of their functions.

The Act explains that to have due regard to the need to advance equality of opportunity includes having due regard to the need to:

- remove or minimise disadvantages suffered by members of a particular equality group;
- meet different needs of members of a particular equality group;
- encourage increased participation in public life or other activity in which participation by members of a particular equality group is disproportionately low.¹⁶

All public authorities carrying out all functions other than immigration or nationality functions are bound to have due regard to the need to advance equality of opportunity in relation to the protected characteristic of race, including nationality and ethnic or national origins. This may simply involve ensuring that migrants as well as other 'race' groups are included within the measures an authority takes in relation to each of the three elements listed above, making any adaptations that may be needed to meet migrants' particular needs. In some cases different measures may be needed to overcome disadvantage or low participation of migrants or to meet their different needs.

¹⁵ Equality Act, Schedule 18 paragraph 2.

¹⁶ Equality Act, s.149(3).

A local authority recognises that its school admission procedures, providing entry of pupils at the beginning of the school year based on applications made in the previous year, fails to accommodate children of migrants who arrive in the area after allocation of school places has been completed. Migrants are likely to be wholly unfamiliar with the procedures and may have limited English language skills. The authority proposes to work with all of its schools to meet the particular needs of migrant parents and to establish supplementary procedures to ensure school places can be found for their children.

Emergency services covering a rural area are concerned about the disproportionately high rate of road accidents involving recently arrived migrant workers and their families. They learn from local employers the main languages spoken by these workers and jointly provide information in relevant languages about road safety as drivers, cyclists and pedestrians, which they ask employers to distribute to their workers.

c) Foster good relations between different equality groups

The Act explains that to have due regard to the need to foster good relations includes having due regard to the need to:

- tackle prejudice and
- promote understanding.¹⁷

There are no exceptions to this aim for different nationalities or different immigration statuses. All public authorities carrying out all of their functions are bound to meet this aim in relation to the protected characteristic of race including nationality.

In determining how they will foster good relations, public authorities are likely to be all too well aware of the impact on migrants of the highly emotive ways in which immigration issues continue to be discussed in the media and the frequency of verbal and physical attacks against migrants from certain EU states as well as asylum seekers and refugees. Good relations are in the interests of all members of a community.

The equality duty does not create new functions for public authorities. It requires that the three aims of eliminating discrimination, advancing equality of opportunity and fostering good relations form part of the authority's functions in proportion to their relevance to these functions. Fostering good relations between migrants and people of other nationalities in the community may be highly relevant to certain of an authority's functions, in which case to meet the duty the authority would be expected to take appropriate steps in carrying out those functions, and could be in breach of its duty if it failed to do so.

¹⁷ Equality Act, s.149(5).

A local authority became aware of regular attacks on Somali refugee women and their children by teenage white boys. The refugees and the boys live on the same council estate. The local authority was also aware that many refugees are reluctant to approach the police or other state officials, based on their past experiences. The authority's refugee liaison officer persuaded the refugee families to come to a meeting with leaders of the tenants' association. The officer encouraged both groups to discuss openly their main complaints and what could be done to bring these attacks to an end. An improved system for reporting problems was agreed, with both groups willing to meet again to discuss how the new system is working.

Taking steps to advance equality: recognising the different experiences and needs of migrants

Drawing on the ways in which public authorities responded to their previous race, disability and gender equality duties, there are some basic actions which help public authorities to 'get it right' in meeting their equality obligations and advancing equality for all relevant equality groups. Most authorities will already be taking action along these lines. The following may assist public authorities to advance equality of refugees and migrants within their general commitment to equality.

At the time of writing this briefing, national and English public authorities had been subject to the general equality duty in the Equality Act since April 2011 but these authorities were not yet subject to specific duties to enable 'better performance of the [general] duty', which could be imposed by regulation.¹⁸ Referring to the draft regulations published in March 2011 for purposes of consultation, it is likely – but cannot be guaranteed – that the actions suggested below will be compatible with any specific duties that would apply to national and English public authorities.¹⁹ Readers are advised to review the following section of this briefing when the content of relevant regulations is known.

Within each of the following suggested steps, in the context of race equality, public authorities are encouraged to recognise what are often separate and different experiences and needs of migrants and, in some cases, different experiences and needs of different groups of migrants.

Reviewing functions for their relevance to equality: This gives public authorities an opportunity to identify those functions which are highly relevant to equality for different groups of migrants. In doing this authorities should ensure they are familiar with the limited way in which rights of certain migrants are restricted; this should help them avoid discrimination based on erroneous assumptions about non-eligibility.

¹⁸ Equality Act, s.153.

¹⁹ Government Equalities Office (2011) 'Equality Act 2010: The public sector Equality Duty: reducing bureaucracy – Policy review paper'. London: GEO.

Involving equality groups: To gain the fullest understanding of the impact of its policies and functions and to plan the steps it needs to take to eliminate discrimination, advance equality and foster good relations for all of its employees and service users, a public authority will benefit from involving refugee and migrant organisations in its reviews, assessments, setting of objectives, planning and monitoring its action. Where an authority lacks sufficient information about the disadvantages and needs of different groups of migrants it will not be able fully to plan how it will meet the duty.

Leadership and training on equality obligations of officers and decision-makers: Making equality relevant across the whole of an organisation needs leadership from the top and sufficient training for everyone who is part of the organisation. Since the Act includes 'nationality' within the protected characteristic of 'race', then leadership and training should not ignore this possibly more challenging aspect of equality.

Assessing the equality impact of current or proposed policies or practices: An authority needs to know whether what it is doing or planning to do will help it to advance equality for all of the relevant protected characteristics or will make it more difficult to do so. Depending on the particular function, in assessing the impact on race equality, an authority will have an incomplete picture if it does not know the different impacts on racial groups defined by nationality as well as by colour or ethnic or national origins.

In the same way that public authorities understand the need to consider the impact of a proposed or existing policy or practice on men and on women, on people of different ages and people with different disabilities, they should understand the need to consider the impact on people defined by the different aspects of 'race', that is colour, nationality, ethnic origins and national origins. It is likely that there are migrants residing in every local authority area, and there are children of migrants attending a high proportion of all schools. Therefore, in order to accurately assess the race equality impact it will often be necessary to go beyond 'race' as colour or ethnicity, encompassing Black, Asian and Minority Ethnic (BAME) groups (and, sometimes, Gypsies and Travellers) and to consider the equality impact on people of different nationality or national origins.

Monitoring equality performance: Monitoring enables an authority to know the outcomes of their actions. Regular monitoring is a way to measure progress, or lack of progress towards equality or towards specific equality objectives. Where an authority has identified a function as relevant to equality for different nationality groups, the authority will find it useful to monitor outcomes of its actions based on nationality. Mindful of the sensitivities of many migrants to the collection of personal information, authorities can ask refugee and migrant organisations to help monitor the equality outcomes of their policies or practices.

Incorporating equality considerations into commissioning and procurement: Public authorities may choose to purchase works, goods or services from external suppliers. An authority remains fully liable for compliance with the equality duty when they

contract with another organisation to carry out any of its functions. The authority's reputation for equality practice is often affected by the actions of their contractors. A public authority will want, therefore, to ensure that any external supplier assists and does not impede it to eliminate discrimination, advance equality and foster good relations for all relevant protected characteristics. When commissioning or procuring different types of services that will affect members of the public or the authority's employees, the authority is likely to get better value for money if in the early planning stage it takes into account the different needs and expectations of the equality groups likely to be affected, including within 'race' any different needs or expectations of groups defined by different nationalities. These needs can be reflected in the specification and contract conditions and generally throughout the procurement process.

Many public authorities contract out the cleaning of their buildings. Many of the companies tendering for such work employ mainly migrant workers. Contract conditions can require compliance with the non-discrimination provisions of the Act and to this end could also require the contractor to take necessary steps to ensure that every person engaged in performing the contract fully understands their terms and conditions of employment and their legal rights against discrimination, providing translations or using interpreters wherever necessary.

Sources of further information or advice

Resources – organisations

Asylum Aid www.asylumaid.org.uk

Asylum Aid provides specialist legal representation and advice to people seeking asylum in the UK, and campaigns for a fairer and more efficient asylum system.

British Institute of Human Rights <http://www.bihhr.org.uk/>

The mission of the British Institute of Human Rights – BIHR – is to bring human rights to life – supporting and empowering people and organisations to use human rights to improve their own lives and the lives of others.

Employability Forum www.employabilityforum.co.uk

The Employability Forum is an independent organisation that promotes the employment of refugees and the integration of migrant workers in the UK.

Equality and Human Rights Commission www.equalityhumanrights.com

The Equality and Human Rights Commission has a statutory remit to promote and monitor human rights; and to protect, enforce and promote equality across the nine 'protected' grounds – age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment.

Equality and Diversity Forum www.edf.org.uk

The Equality and Diversity Forum is a network of national organisations committed to equal opportunities, social justice, good community relations, respect for human rights and an end to discrimination based on age, disability, gender and gender identity, race, religion or belief, and sexual orientation. EDF does not provide advice to individuals but publishes leaflets and research and the EDF website brings together a wide range of resources on equality and human rights.

Government Equalities Office www.equalities.gov.uk

The Government Equalities Office (GEO) takes the lead in government on issues relating to women and gender equality, sexual orientation and transgender equality matters and leads on the Equality Act 2010. The GEO website includes information and guidance on the Act.

Information Centre about Asylum and Refugees www.icar.org.uk

The Information Centre about Asylum and Refugees (ICAR) is an independent information and research organisation based at the Runnymede Trust.

Immigration Lawyers Practitioners Association www.ilpa.org.uk

The Immigration Law Practitioners' Association was established to: promote and improve the advising and representation of immigrants; provide information to

members on domestic and European immigration, refugee and nationality law; secure a non-racist, non-sexist, just and equitable system of immigration, refugee and nationality law practice.

Local Government Improvement and Development www.idea.gov.uk

Local Government Improvement and Development is part of the Local Government Group and works with local authorities and their partners to develop and share good practice. The website has a section on equality and cohesion.

Migrant & Refugees Communities Forum www.mrcf.org.uk

MRCF is a user-led, community forum working to promote the rights of migrants and refugees in London. It provides advice and support to individuals and community organisations, produces research and works in partnership to influence policy and facilitate better understanding and inclusion.

Migrant Resource Centre www.migrantsresourcecentre.org.uk

Migrant Resource Centre works with migrants and refugees and in partnership with other agencies, to effect social justice and change, enabling migrants and refugees to fully participate in this society.

Migrants' Rights Network www.migrantsrights.org.uk

The Migrants' Rights Network (MRN) works for a rights-based approach to migration, with migrants as full partners in the development and implementation of policies which affect them.

Migration Observatory www.migrationobservatory.ox.ac.uk/

Based at the Centre on Migration, Policy and Society (COMPAS) at the University of Oxford, the Migration Observatory provides independent, authoritative, evidence-based analysis of data on migration and migrants in the UK, to inform media, public and policy debates, and to generate high quality research on international migration and public policy issues.

Partnership Development Project

www.partnershipdevelopmentproject.org.uk/index.html

The Partnership Development Project is a project managed by MENTER, the regional network of Black and Minority Ethnic (BME) organisations and communities for the East of England. Its main aim is to assist with the integration of asylum seekers, refugees and migrant workers in the East of England and to improve local community cohesion through partnerships working. The website contains links to useful resources.

Praxis www.praxis.org.uk

Praxis provides a wealth of advice and support services to migrants and refugees from all over the world, as well as a welcoming meeting place for displaced communities.

Refugee Council www.refugeecouncil.org.uk

The Refugee Council is the largest organisation in the UK working with asylum seekers and refugees.

Refugees in Effective and Active Partnership www.reap.org.uk

Refugees in Effective and Active Partnership (REAP) is an independent, refugee-led organisation that aims to empower refugees and asylum seekers to live as valuable and valued members of British society.

Refugee Support www.refugeesupport.org.uk

Refugee Support is one of the UK's leading providers of housing and support for refugees and asylum seekers.

Scottish Refugee Council www.scottishrefugeecouncil.org.uk

The Scottish Refugee Council provides advice and information to people seeking asylum and refugees living in Scotland. It campaigns for fair treatment of refugees and people seeking asylum, raising awareness of refugee issues through the media, arts and local communities and working hard to influence policy in both Scotland and the UK.

UK Border Agency www.ukba.homeoffice.gov.uk/

The UK Border Agency is responsible for securing the UK border and controlling migration in the UK. It manages border control for the UK, enforcing immigration and customs regulations. It also considers applications for permission to enter or stay in the UK, and for citizenship and asylum.

Welsh Refugee Council www.welshrefugeecouncil.org

The Welsh Refugee Council empowers refugees to rebuild their lives in Wales. It provides advice, runs events, promotes fair policies and works in partnership to promote the inclusion of refugees and asylum seekers in Wales.

Resources – publications

Business in the Community Northern Ireland (2010) Best Practice Guidelines for Employing Migrant Workers in Northern Ireland. Available at www.bitc.org.uk/document.rm?id=12764

Equality and Diversity Forum (2011) Who's Still Missing? Refugees, migrants and the equality agenda. Available at www.edf.org.uk

Equality and Human Rights Commission (2010) The essential guide to the public sector equality duty. London: EHRC. Available at www.equalityhumanrights.com

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About the Equality and Diversity Forum

The Equality and Diversity Forum (EDF) is a network of national organisations committed to equal opportunities, social justice, good community relations, respect for human rights and an end to discrimination based on age, disability, gender and gender identity, race, religion or belief, and sexual orientation.

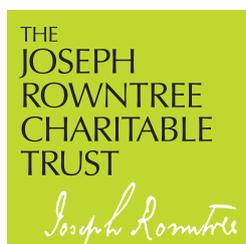
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