



# Justice Together Initiative

**Impact Report 2024**

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# Glossary

## **Racialised people**

In this report, we use the term 'racialised people' to refer to individuals and communities who are socially constructed as non-white and who experience systemic and institutionalised racism and oppression as a result. Racialisation is a dynamic process that varies across contexts and is shaped by histories of colonialism, migration, and structural power. Some others may understand this term as people of colour, global majority or BIPOC.

## **LEX or Lived experience**

This refers to someone who has lived experience of the immigration system. Justice Together defines 'lived experience' as direct personal experience of the immigration system or having insecure status in the UK or an equivalent system.

## **Organisations led by people with lived experience of the immigration system**

Justice Together defines an organisation as led by people with lived experience of the immigration system if: the majority of their board members, senior leadership team and operational staff are people with lived experience. During the grant assessment process we weigh quantitative and qualitative information to make a judgement about meaningful lived experience leadership and accountability. We look at whether the organisation can demonstrate that they are embedded within and accountable to the community they work with, and that they have sufficient mechanisms for this.

## **Grant partner**

This is an organisation receiving funding from Justice Together. We also refer to partner organisations, which are organisations that are receiving funds but are not the main applicant. For example, Migrants Organise are the main grant partner and there are two partner organisations receiving Justice Together funding via Migrants Organise.

## **OISC**

The Office for Immigration Services Commissioner is the regulatory body for immigration advice. Immigration advisors are regulated by them. Advisors register at different levels, which outline what type of immigration advice can be given. During the reporting period the organisation was called OISC, but in January 2025 it changed its name to the Immigration Advice Authority (IAA).

## **NRPF**

No Recourse to Public Funds is applied to people who are subject to immigration control. It means you are not able to access public funds such as mainstream benefits and social housing.

We appreciate that language can be inconsistent and complex, and these definitions may not work for everyone.

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# Welcome

## Foreword from Jen Ang, Chair of the Justice Together Grants Committee

2024 has been another rollercoaster of a year for all those working towards access to justice for migrants. The year started out incredibly bleak, as we watched successively negative immigration legislation kick in, and hope for positive influencing was waning.

But the election of a new government in July saw some positive wins on areas our grant partners had been working on for years - and in some cases, for some decades. Most notable was the reversal of the cruel Rwanda removals policy, something grant partners had worked to oppose from the start. Second was the announcement to increase immigration legal aid fees by 33% - a huge win for all those campaigning for fairer legal aid fees that go towards paying for the work that needs to be done, to ensure equal access to justice for people in the immigration system.

The far-right violence we saw in the summer was a sharp reminder of how dangerous political toxicity against racialised migrants can be - with many of our grant partners forced to close their doors, whilst the violence was ongoing. And whilst anti-migrant rhetoric has not gone away, we were deeply moved by the solidarity movements across the UK, who came out to support migrants and the organisations who stand with them.

We continue to draw inspiration from the strength, resilience and ambition of our grant partners, in their pursuit of a fairer future for us all. The Legal Aid Organising Group we fund has gone from strength to strength, bringing together over 250 people from across the UK, and playing a crucial role in the fight to increase legal aid fees, as well as providing support to other organisations to obtain legal aid contracts, expanding the capacity of the sector and widening access to legal advice for people who need it most. We now have two grant partners who have been recently awarded legal aid contracts, as a direct result of this work, and a further four planning on applying for contracts this year.

This year we have really seen partnerships and mutual support between organisations flourish. It's tough out there - and people are finding diverse, inclusive and creative ways of connecting and supporting each other through it. Our grant partners are participating in a wide range of opportunities to work collectively, from our annual conference and our communities of practice gatherings, through to more individual offerings, such as wellbeing support through one-to-one coaching, action learning sets and the Black Wellbeing Collective's programme of support.

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This year we also refreshed and relaunched our strategy, renewing and strengthening our commitment to work towards racial justice, and launching a new programme of support and development to back this up.

The funding landscape remains a real challenge for grant partners, with the cost of running services rising as well as the competition for funds. We continue to see the transformative impact of being able to offer collaborative longer term funding for the migration sector. Partnerships develop and strengthen over time, organisations make longer-term investments – for example, in traineeship programmes and capacity building – and for those on the ground, the uncertainty and time spent on funding and fundraising is reduced, ensuring people can just get on with the work. Although we acknowledge that our grants do not always meet the rising costs, that can put pressure on partnerships.

Despite all the challenges we've faced together this year, we have drawn inspiration and hope from the strength and generosity of our grant partners, towards each other and the communities they serve. We would like to thank everyone we have collaborated with and learned from over the past year, especially our funder partners. None of this would be possible without the resilience, creativity and ambition of the people and organisations we work with, fighting each day for access to justice for all – huge thanks and the utmost respect to all of you. We look forward to 2025 with curiosity and optimism.

## Jen Ang

Chair of the Justice Together Grants Committee



# Our Refreshed Strategy and Theory of Change for 2024

In light of our learnings so far, this year we adapted and refined our current strategy. Given the rapidly shifting context, the strategy is intended as a live document, with the flexibility to change in response to opportunities and needs.

In refining it our learning partner Terri encouraged us to think deeply about this question:

*"If the crisis is here to stay, what kinds of capacities, resources, collaborations and legacy-planning around immigration support cannot easily be dismantled, defunded or undone by government legislation or policy?"*

**Terri Beswick**  
Learning Partner, 2024

## Our vision

An immigration system in which people can access justice fairly and equally without being harmed.



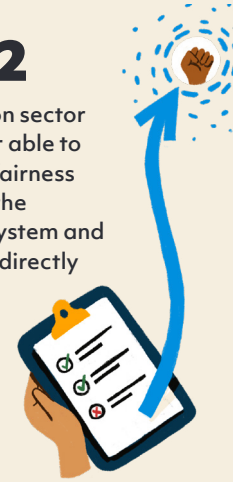
## Goal 1

A more sustainable, collaborative and co-ordinated immigration advice sector.



## Goal 2

An immigration sector which is better able to advocate for fairness and justice in the immigration system and where people directly affected set the agenda for change.



## Goal 3

Organisations in the immigration sector are actively contributing to racial justice.



## Activities



Fund legal advice and influencing



Create opportunities for learning, networking and strategizing



Fund wellbeing support



Provide support and training on racial justice



Influence and advocate

## Our Values



Equity and human rights



Collaboration



Inclusion



Racial Justice



Learning



Trust



Courage



## The key parts of the strategy we have enhanced and emphasised are:

- In recognition of the immense harm that the immigration system itself causes, we added to our overall vision that we wanted **people to be able to access justice “without being harmed”**.
- **Racial justice:** Previously the aim to create anti-racist organisations underpinned each of the strategic goals. This time we have brought it into one goal with a more realistic aim to support organisations to contribute to racial justice, with clear activities of how we will contribute to this goal, and much more investment in sharing resources, skills and training.
- **On Lived experience (LEX),** we have emphasised how we will support people with lived experience of the immigration system within their advice and influencing roles and how we will support them to lead the change they want to see. Activities will include looking more holistically at organisations’ structures, how management operates and supports people with LEX.
- **On influencing** we grappled with whether we should reduce the approaches to influencing that we fund. In consultation with community organisers, people with lived experience of the immigration system and organisations working in the sector we decided to continue funding across different influencing methods, but focus on ensuring that all our advice work links in some way to influencing and systemic change, and that the agenda for change is set by those directly affected.

## Our Funder Partners

A B Charitable Trust

The Baring  
Foundation



SUPPORTED BY  
MAYOR OF LONDON



the  
Tudortrust

LINBOLND

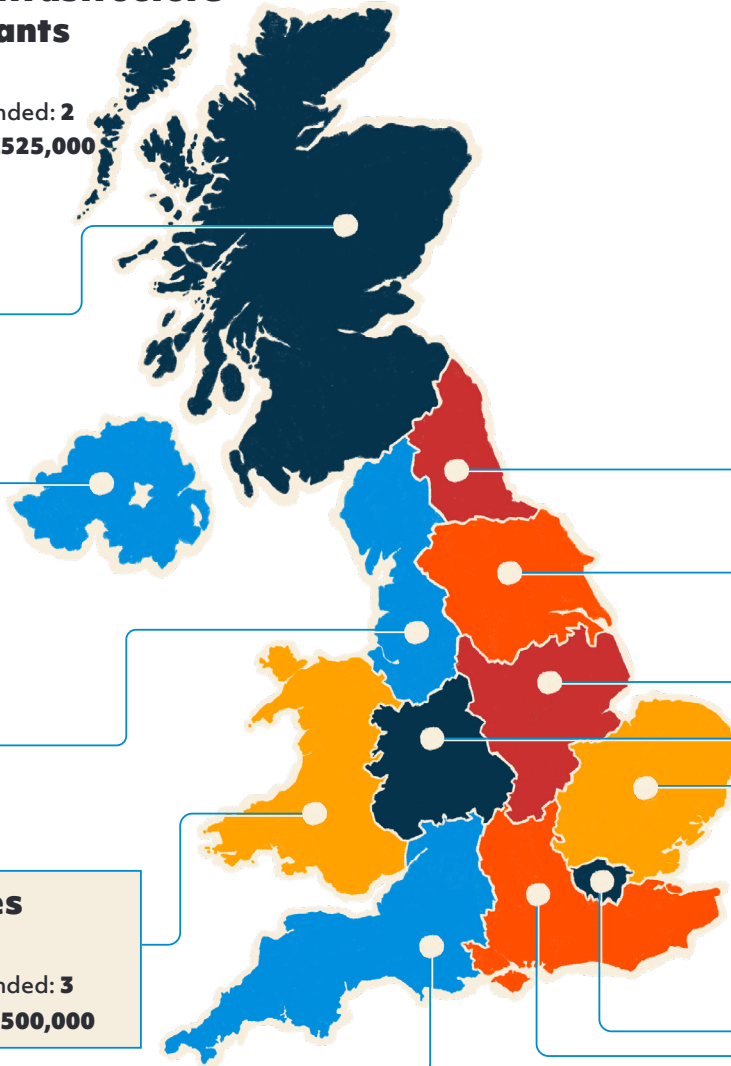
# Grant Partners

## National influencing grants

Grants: **10**  
Organisations funded: **15**  
Total awarded: **£1,734,959**

## National Infrastructure support grants

Grants: **2**  
Organisations funded: **2**  
Total awarded: **£525,000**



### Scotland

Grants: **3**  
Organisations funded: **6**  
Total awarded: **£729,000**

### Northern Ireland

Grants: **3**  
Organisations funded: **8**  
Total awarded: **£652,000**

### North West

Grants: **1**  
Organisations funded: **5**  
Total awarded: **£561,480**

### South West

Grants: **1**  
Organisations funded: **7**  
Total awarded: **£500,000**

### Wales

Grants: **2**  
Organisations funded: **3**  
Total awarded: **£500,000**

### North East

Grants: **1**  
Organisations funded: **10**  
Total awarded: **£650,000**

### Yorkshire and Humberside

Grants: **3**  
Organisations funded: **8**  
Total awarded: **£770,000**

### East Midlands

Grants: **2**  
Organisations funded: **13**  
Total awarded: **£600,000**

### West Midlands

Grants: **3**  
Organisations funded: **6**  
Total awarded: **£550,000**

### East of England

Grants: **2**  
Organisations funded: **7**  
Total awarded: **£500,000**

### London

Grants: **6**  
Organisations funded: **3**  
Total awarded: **£1,247,700**

### South East

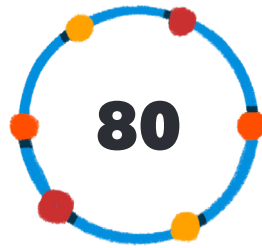
Grants: **4**  
Organisations funded: **7**  
Total awarded: **£547,300**



## 2024 in numbers



**Grants made to grant partners**



**Partner organisations**



**Renewals granted**



**Infrastructure grants awarded**



18,516\*

**People advised by grant partners**



**Advice posts funded**

43 of whom have lived experience of the immigration system



**Influencing posts funded**

20 of whom have lived experience of the immigration system



**Events for 425 people**

*"JTI's overall approach has been flexible and broad, which fits well with how unpredictable the sector - and the political environment - is."*

**Grant Partner**

Learning Review 2024

*"We had extra money given to us twice because JTI recognised when we were under pressure. I didn't believe that level of support existed. They looked at the cost of living and gave grant partners the extra money. They are realists."*

**Grant Partner**

Learning Review 2024

\* This is based on data from grant partners reporting how many people they have advised in 2024 on immigration matters using Justice Together funding.

# Top 10 Key Achievements in 2024



1

**Our influencing and advice partners collectively thwarted the Rwanda scheme through co-ordination and a series of litigations,** which delayed its implementation and put pressure on the government to abolish the policy.

(see Public Law Project case study on page 12).

2

**The government announced a 33% rise in immigration legal aid fees,** after years of campaigning and influencing work from our grant partners and the wider sector.

3

**Our grant partners successfully lobbied to delay and stagger the implementation of the increase to the minimum income requirement for family visas.**

4

**We renewed 17 of our existing grants to a total of £3,353,760.** In total we are funding 41 main grants with 81 partner organisations. These grants cover all four nations of the UK and the following regions of England: North East, North West, Yorkshire and Humberside, West Midlands, East Midlands, East of England, South West, South East and London.

5

**We launched a new infrastructure support programme for grant partners,** and funded £305,000 to 21 organisations for one-off grants up to £20k to strengthen organisations' infrastructure with a focus on grassroots, migrant led organisations.

# Top 10 Key Achievements in 2024



6

Through our Community of Impact, we ran 13 events to share learning around access to justice with 425 people attending in total, including 102 at an in-person 2-day event in York. Topics included, influencing the government, fundraising, getting a legal aid contract, wellbeing and racial justice.

7

To date we have funded 21 influencing positions, 20 of which have been taken up by people who have lived experience of the immigration system. We have funded 72 legal advice posts, (OISC level 1 and above). 43 of these advisors and lawyers have lived experience of the immigration system.

8

Ran a successful, bespoke well-being support package for racialised people working in the migration sector and launched a package of trauma informed reflection spaces and action learning sets for the sector.

9

Recruited a learning partner with a specialism in anti-oppression, to examine our approach to lived experience and racial justice, and produce a series of insightful learning workshops, briefings and a fuller learning report, to inform our strategy.

10

Refreshed and re-launched our strategy for 2024 – 2030.

# CASE STUDY

## Tulia: Growing from strength to strength and responding to community needs

Tulia is a grassroots community-focused legal advice organisation based in Coventry, established in 2017 by solicitor Rumbidzai Bvunzawabaya, offering expert legal advice and holistic support to migrants in the UK.

Justice Together started funding Tulia in 2022 and has renewed the grant this year, enabling the organisation to fund their legal caseworker.

Tulia has grown from strength to strength; they have been able to establish themselves in the West Midlands and create new partnerships as well as increase the number of referrals to their service. This year they provided one-to-one legal advice to 778 people on issues relating to their immigration status.

They have provided training to Coventry and Warwickshire City Councils, and as a result of the partnership Coventry City Council fund venues for events that they run.

With the additional capacity they have been able to be responsive to needs as they arise within their community. Given the ongoing challenges for care workers around visas, sponsorship revocation and the instability of jobs, there has been a spike in need for legal advice about carers' rights and entitlements. In response to this increase in need for advice, partnering with the Coventry and Warwickshire City Councils, Tulia hosted drop-ins in Coventry and Northampton, providing free legal advice and support to carers from across the UK. The Coventry sessions saw 180 attendees over four weeks, representing 42 cities across England and Wales, while Northampton's one-day event welcomed 53 participants. Key issues addressed included job placement, visa concerns, and fee waivers, with some carers matched to jobs.

# CASE STUDY

## Tulia: Growing from strength to strength and responding to community needs

### Here are some examples of people Tulia have supported:

A was a survivor of domestic violence from Zimbabwe. Tulia were able to advise her, apply for Domestic Violence Destitution Concession, signpost her to local services to provide accommodation and then apply for Indefinite Leave to Remain. Tulia helped A and her daughter to find security and leave a very dangerous situation. She is now settled in a new house, and is happy and safe.

Nhamo (not his real name) was a homeless man who had lived in the UK for 23 years. He had no access to public funds, could not work and was sleeping rough in London. Tulia gathered the evidence to support his long residence in the UK, applied for a fee waiver and made an application for leave to remain. This was a complex case as he was in and out of hospital but did not meet the threshold for any support following human rights assessments. The process took about eight months from start to finish and during this time he was living rough or staying in temporary night shelters. After eight months of waiting and sleeping rough, he was granted leave to remain in the UK. He is now employed and has secure accommodation, and his mental health has improved.

Melissa (not her real name) is a health and care worker who came to the UK to work, but arrived in the country 36 weeks pregnant with twins. Her family refused to help her, and her employer said they could not do anything for her.

Tulia supported Melissa with accommodation, linked her with local charities to provide clothes and baby preparation, and assisted her with befriending and support in the maternity ward. They communicated with her employer and the Home Office to ensure that her visa would not be cancelled. With the support of *Project 17's* resources, they advised her on her rights relating to Section 17 support and communicated with Social Services to get support for her and the twins until she was safe to return to work.

Tulia harnessed community support to assist Melissa with childcare and help her with mental health and wellbeing. Melissa and the twins are now settled, and she is working and has her leave to remain as a care worker.

# Goal 1

## Sustainable & Collaborative Sector

### A more sustainable, collaborative and co-ordinated immigration advice sector.

This year we have focused on supporting the sector to connect and learn, strengthen organisations' infrastructure and partnerships, and fund wellbeing support.

#### Infrastructure grants and fundraising support

Through funding more grassroots, migrant-led organisations, we identified that these small and newer organisations may benefit from additional infrastructure support. We launched a new infrastructure support programme focusing on these grant partners, which funded £305,000 to 21 organisations. These were one-off grants of up to £20k to strengthen organisations' infrastructure, through HR support, equipment, fundraising, governance, staff training or strategy development.

We noticed that many of these infrastructure grant requests were for fundraisers, so to make better use of the remaining budget and organisations' time and resources we launched a fundraising support programme. Grant partners can request up to six days' support from a fundraiser - from our list of nine to choose from or partners can choose their own.

#### Funding partnerships

As some of Justice Together partnership grants approach their fourth year, we are seeing shifts in the partnerships. Largely this is due to the changing need and demand for services; competition for funding undermining relationships; and shifting priorities and strategic approaches. Approaches to dealing with changes in partnerships differ across organisations. We developed guidance setting out some of the approaches that Justice Together will take to uphold our values around collaboration and partnerships and what we would expect when a partnership changes.

#### Community of Impact

This year our Grant Partner Community Manager has developed and expanded our work to connect and support grant partners through our community of impact, which is made up of grant partners and other key stakeholders.

Twenty five individual needs assessments were carried out with grant partners, as well as co-production sessions, to develop a strategy for the community of impact and racial justice work.

#### Community of Impact – Findings in our Learning Partners Review 2024

*"The aim of peer learning seemed to enjoy widespread support. There was also feedback from the interviews that grant partners didn't feel pressured by the funder-beneficiary dynamic to attend JTI's Community of Impact sessions. This is positive as it is a practical signal that the JTI team's efforts to be approachable and flexible are understood."*

**Terri Beswick**

JTI Learning Review 2024





## The following events were run

Event	Date 2024	Number of Participants
Asylum Aid: Reflection of Supervision and support project	<b>12th Jan</b>	<b>33</b>
Taking Care of You Programme: Black Wellbeing Collective	<b>18th Jan</b>	<b>12</b>
Summary of outcomes from Justice Together Learning Review	<b>27th Feb</b>	<b>63</b>
Justice Together and Sebba Foundation - Affordable Justice part 2	<b>21st Mar</b>	<b>24</b>
WRKWLL Lived Experience session - Action Learning Sets	<b>22nd May</b>	<b>36</b>
Justice Together front-line advice in person conference, York	<b>24-25th Jun</b>	<b>102</b>
Understanding an immigration legal aid contract workshop	<b>4th Sep</b>	<b>12</b>
Understanding parliament and how to influence (part 1) Woburn & Partners	<b>10th Sep</b>	<b>25</b>
Understanding parliament and how to influence (part 2) Woburn & Partners	<b>12th Sep</b>	<b>25</b>
How to Fundraise Workshop with WRKWLL	<b>9th Oct</b>	<b>30</b>
Woburn & Partners Drop in session	<b>7th Oct</b>	<b>1</b>
Justice Together - Racial justice programme information session with Racial Justice Network and JMB consultancy	<b>11th Nov</b>	<b>45</b>
Inspiring Stories with Rumbi from Tulia and Ahmed Mohammed from You vs You	<b>2nd Dec</b>	<b>17</b>

In June we held an in-person event for all our grant partners, focussed on those delivering front-line advice and doing influencing work. 102 people attended over 2 days from across the UK. The event featured a series of workshops on political and policy horizon scanning, racial justice, methods of advice delivery, strategy, Somatics practice and an open space for networking and discussing topics as they came up as well as onsite therapeutic support.

*"I was really able to feel a part of a group and be reminded that it's not all doom and gloom. There was a lot of solidarity and support."*

**Attendee at York event 2024**

*"It was amazing to connect with and learn about the crunch points in the sector. It was fantastic to have interesting discussions, both sharing challenges, and brainstorming solutions."*

**Attendee at York event 2024**

*"Having space to improve, refresh and reflect on fundraising knowledge. It's so important to have time in our of the day to day and have input from other fundraisers."*

**Attendee at WRKWLL session, 2024**

*"It was a great mixture of thought-provoking workshops and time to reflect, relax and focus on caring for ourselves."*

**Attendee at York event 2024**

## Wellbeing

Burnout continues to be an issue for people working and volunteering within the migration sector, a result of years of extremely negative political and media pressure combined with huge need for services, low capacity and insecure funding. Racialised people working within the sector or those with lived experience of the immigration system may be experiencing multiple layers of trauma and discrimination and therefore have specific needs.

We have also recognised the need to ensure that organisations are supportive environments for people to work in, and do not recreate patterns of harm. As well as providing individuals with wellbeing support, there is a need to tackle some of the organisational root causes of burnout, for example with strong and supportive management structures and targeted training and development provision.

### **This year we have delivered the following wellbeing support:**

- In partnership with Refugee Action, we offered peer-to-peer trauma-informed wellbeing support, delivered by a psychologist and psychotherapist expert in this area. There were two groups: one for leaders and one for people with lived experience of the immigration system.
- In collaboration with Unbound, WRKWLL were commissioned to deliver a series of action learning sets and one-to-one coaching for the sector on different topics including lived experience, racial justice, caseworkers, women in leadership and community lawyering.
- The Black Wellbeing Collective have run their Taking Care of You programme over several months for 12 racialised people working in the sector, as well as piloting a membership portal and providing ongoing peer-to-peer support.

*"I feel I better understand the challenges that a lived experience employee and leader is likely to face in the organisation."*

**Attendee at WRKWLL session, 2024**

*"I felt that I was heard, this was a very safe and welcoming place. I feel less alone in my identity and will be entering the workplace with a new mindset."*

**Attendee at Black Wellbeing Collective's programme, 2024**

*"I have been able to implement boundaries to protect my space and vocalise my needs with more confidence to my friends. I feel freer in being myself with my identity with my colleagues."*

**Attendee at Black Wellbeing Collective's programme, 2024**

# Goal 2

## Advocate for Change

**An immigration sector which is better able to advocate for fairness and justice in the immigration system and where people directly affected set the agenda for change.**

This year we have been working to build collective power through connecting grant partners with each other, and funding partnerships. We have also supported grant partners by using the collective power of Justice Together as a funder collaboration.

We have started to see the impact of this with some significant policy wins, as shown in the following case studies.



## CASE STUDY

### Public Law Project and partners co-ordinate to stop Rwanda removals

Justice Together's funding freed up the capacity of Public Law Project's (PLP) solicitor to support the coordination of a number of key organisations to come together to develop a litigation and policy strategy relating to the Rwanda removals, and enabled PLP to respond quickly. Additional funding enabled the group to pay for Counsel's Opinion in relation to the Rwanda removals. For the first six months of 2024, PLP and others worked tirelessly preparing cases for litigation against the removals to Rwanda. This coordination between organisations and work on the litigation was crucial in delaying the implementation of Rwandan removals under the Conservative government and contributed to the Labour government's decision to not carry out removals to Rwanda.

# CASE STUDY

## Practitioners organising together for access to justice and an increase to immigration legal aid fees

### The Legal Aid Organising Group at Migrants Organise

In 2023 we funded Migrants Organise to develop the Legal Aid Organising Group they were setting up. Their aim was to bring together over 50 organisations to develop a vision for access to justice and organise around this.

A year on, the group now has 254 members from across 140 organisations. They have gone from strength to strength, steered by a core planning committee with Migrants Organise as secretary, working closely with Immigration Legal Practitioners Group (ILPA) and Joint Council for the Welfare of Immigrants (JCWI). They meet every six to eight weeks throughout the year to share updates and plan collective action on priority issues identified by the group.

The group is made up mostly of practitioners delivering legal advice, together with people who have been directly impacted by a lack of legal advice. Together they have developed a manifesto for change, with key asks around access to justice.

The group have been trained in community organising, and as well as focusing on campaign tactics and parliamentary work it has served as a crucial networking and support group. Members of the group have been supporting each other around getting a legal aid contract and also access to supervision.

After the election, the group relaunched a joint “Take your MP to work” campaign with Young Legal Aid Lawyers and the Legal Aid Practitioners Group, to raise awareness around access to justice issues by inviting MPs into advice and support services. In total 90 organisations signed up to the campaign and so far 15 MPs have visited organisations including law centres.

Through the group, Migrants Organise have been working with the JCWI around developing policy recommendations and messaging on immigration legal aid and have published a policy briefing outlining their demands for the new government on building a sustainable immigration legal aid system. They are also working on a joint report with South London Refugee Association, NACCOM, Haringey Migrant Support Centre and Refugee Action looking at the quality of legal aid representation, which will be published shortly, and a joint launch event is planned. The group have also coordinated responses to the Civil Legal Aid Review and the OISC consultation into charging for registration.

# CASE STUDY

## Practitioners organising together for access to justice and an increase to immigration legal aid fees

One of the biggest successes that has come from this joint working and coordinated strategic litigation was the recent announcement from the government that there will be a 33% rise in immigration legal aid fees. This was one of the core manifesto asks of the group. Migrants Organise analysis of this fee uplift has been published in an article in Open Democracy.

The group continues to be a vital source of networking, strategizing and organising around a new vision for access to justice. Practitioners who have been working tirelessly for years are now able to connect with others and actively use their knowledge for longer-term systemic change within the system. Many have reported how organising together has offered crucial support and motivation for positive change in what has been a very difficult past few years.

In 2025, the group plans to focus on three main areas of work identified by members as priorities: unrepresented appellants and access to the Courts; navigating and pushing for improvement in the immigration legal aid contract; ensuring a sustainably-funded and high-quality legal aid system for migrants. This will be in the form of working groups pursuing different change strategies, fed into by the wider membership of practitioners, charity workers, researchers and impacted communities across the country with the intention of taking collective action at the regional and national levels.

The group are looking forward to continued coordination and positive change in the future.

*"The group is both galvanising and therapeutic."*

**Member of the Legal Aid Organising Group**

*"The key strength of this group is that it brings together charities and legal aid firms and builds partnership working."*

**Member of the Legal Aid Organising Group**

*"The group focuses the issues we're facing and helps to build more of a unified approach and response."*

## Our power as a funder collaboration

The government announced a proposal to start charging non-profit organisations for registering with OISC to deliver immigration legal advice. This change would have a huge impact on our grant partners. We coordinated with our funder partners to sign a joint letter to the Head of OISC and Angela Eagle MP, highlighting the terrible effects of charging non-profits for OISC registration. We also responded to the government consultation on the OISC charging. We are hopeful the change will not come into force.

## Identifying the legal needs of Palestinians and sharing with funders

With the support of Safe Passage, the Migrants' Law Project (MLP) (based at Asylum Aid), Islington Law Centre (ILC) and European Legal Support Center, we produced a briefing on the legal needs of Palestinians travelling to the UK and hosted a funder briefing with MEX. The purpose was to raise awareness about the legal needs and how organisations were responding and what their funding needs were.

## Our learning on lived experience – Reflection from Terri Beswick in our *Learning Review*

The focus on engaging more staff and stakeholders with LEX in the immigration sector was seen as positive, with some good examples of organisations being able to shift power and people with LEX leading campaigns. However, the interviewees also highlighted a number of concerns.

One concern was that LEX is spoken about as an expertise in itself, without acknowledging the other skills, knowledges, or qualities that people are bringing. This feels tokenistic because it erases other aspects of their lives.

Two grant partners separately voiced concerns that LEX initiatives do not automatically transform power relations. For example, initiatives where people with lived experience of the UK immigration system are primarily a source of consultation rather than actors in practical implementation. This could still be problematic because it doesn't address the heart of the issue: that those who live with the effects of policies and structures are often furthest from decision-making power over those policies and structures.

Other feedback noted that funder requests on LEX can sometimes feel like a tick-box exercise. There is a concern that without guidance or clear evaluation criteria, there is no way to know whether it is being done meaningfully, and it is difficult for grant partners to see the outcomes.

We have incorporated this learning in the revision of our strategy and activities for the coming years.



## CASE STUDY

### Migrant Centre Northern Ireland: Raising awareness of the issues affecting migrants in Northern Ireland – and working towards positive change

Migrant Centre Northern Ireland (MCNI) has played a crucial role in ensuring that the experiences and issues affecting migrants in Northern Ireland (NI) are heard at a senior policy level, and they have a role in shaping policies which affect them.

MCNI funded an advocacy worker, establishing themselves as a leading voice on issues affecting migrants in NI, and gaining membership of various groups aimed at influencing policy and legislation collectively. One of these groups is the Women's Policy Group which is a platform for women human rights defenders working in policy and advocacy roles in different organisations to share their work and speak with a collective voice.

MCNI contributed to a number of policy consultation responses, represented the group at meetings and made representations to politicians on issues affecting Black and Minority Ethnic women and girls in NI. MCNI's participation in this group has also improved the understanding of these issues among the wider women's sector.

MCNI was also invited by The Executive Office (Office of the First and Deputy First Ministers of the NI Assembly) together with a range of over 50 representatives from across government, community and voluntary and other sectors, to participate in the co-design process to develop the strategy on Ending Violence Against Women and Girls in Northern Ireland. And last year they were invited by the Northern Ireland Human Rights Commission to represent the issues of minority ethnic women in Northern Ireland at the UN Commission on the Status of Women event in New York.

They have been working with the Police Service of Northern Ireland (PSNI), to advise on their strategies and action plan, and more recently to develop a new online training module for PSNI officers on anti-racist practice in policing and supporting victims of crime from minority ethnic backgrounds. The e-module is structured into interactive lessons covering key topics such as understanding racism, recognising bias and stereotyping and recognising the impact of systemic racism when policing.

They have also been working together with local organisations to develop skills and connections and last summer with Migrants Organise organised an All-Island Community Organising Residential with fourteen participants from lived-experience organisations working on racial and migrant justice across the island of Ireland.

MCNI continue to be a small but mighty voice towards migrant justice across Northern Ireland.

# Goal 3

## Racial Justice

**Organisations in the immigration sector are actively contributing to racial justice.**

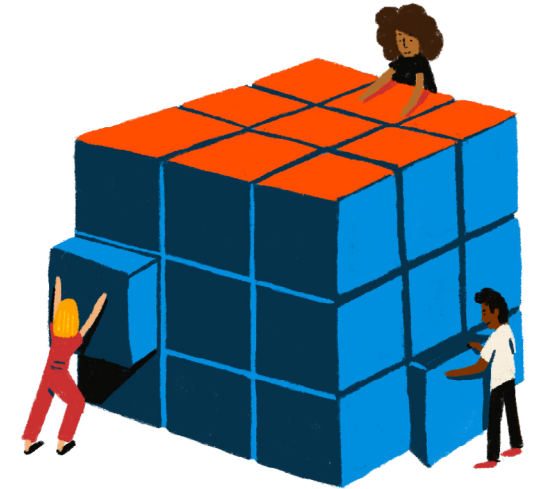
*"Racism and extremism in migration policy has a huge effect on clients, staff within organisations and people with LEX of the immigration system who work in the sector."*

**Grant Partner, 2024**

For us to achieve our vision of a just and fair immigration system, we must support organisations to identify racism and challenge it both internally in their workplaces and externally.

This year we have been refining our plans in relation to racial justice, based on consultation with grant partners, our anti-racist working group and learning from our learning partner.

As a result, we have developed a racial justice action plan, refocussed our strategy and have increased our budget for racial justice and launched a racial justice support programme.



### **Our learning on Anti-Racism – Reflection from Terri Beswick in our Learning Review 2024**

- Grant partners understand the positionality and power that funders have. When JTI as a funder prioritises a principle - and backs up that principle with money - it has a wider impact. In other words, funders have the power to 'mainstream' and JTI is choosing to use it to promote action on anti-racism.
- There was less detailed analysis of racial dynamics and racialisation in the immigration sector beyond the internal and organisational. This could imply that grant partners require more active support to strengthen racial analysis and build capacity to define their own, specific contribution to anti-racism in the sector.
- Even while many racial dynamics in the immigration system and immigration support sector are not easily shifted by grant partners, the power to publicly analyse and name racist and racialising practices in the immigration sector was not raised as a possible means of engaging in anti-racism. Here, there is potential for greater integration of anti-racism in influencing work, but this would likely also require guidance or support.
- Overall, compared with the detail and complexity of analysis shared on other aspects of the review, anti-racism seems to be the least developed aspect of the JTI funding support at this moment in time.

## Organisations in the immigration sector are actively contributing to racial justice.

### Racial Justice support programme 2024

We will be working with delivery partners JMB Consulting, Racial Justice Network and Do it Now Now to deliver the racial justice support programme, an optional offer for grant partners. The Black Wellbeing Collective will provide wellbeing support on the programme.

#### The aims of our anti-racist programme of support are:

- 1 Organisations to have an understanding of how immigration policy and practices within the sector interact with racism and affect people's lives.
- 2 Organisations to strengthen their racial analysis so that they are able to define their own, specific contribution to racial justice within the sector.
- 3 Organisations to be equipped with the tools to implement organisational structures and practices internally that are rooted in racial justice principles.
- 4 To ensure the sustainability of organisations led by racialised people.

### JustRight Scotland's work with Palestinians and supporting grassroots campaigns

#### Their response to the atrocities taking place in Gaza included:

- Taking on refugee family reunion casework for Palestinians in Scotland, to try and help their families reach safety;
- Issuing a statement expressing public solidarity;
- Working closely with the grassroots campaign group Gaza Families Reunited. Just Right is the 'host' organisation for the campaign where they receive and administer the funding they attract. They view this as an important way to practically support grassroots campaigns. They have also publicly backed their campaign for a resettlement scheme.

## Organisations in the immigration sector are actively contributing to racial justice.

### Funder peer group on anti-oppressive funder practices

Through our work with funders, we identified a need for funders to come together to share practices and discuss ways of developing anti-oppressive funder practices. As a result we set up a funder peer group which meets every quarter, with a rotating chair, to collaboratively explore and implement practical steps towards anti-oppressive ways of working and grant making.

*"I thought the level of focus and energy around conversations about anti-racism, anti-oppression and lived experience were extremely valuable and really useful to be part of."*

**Grant partner attending session on racial justice, 2024**

### JustRight Scotland's work with Palestinians and supporting grassroots campaigns

- Taking on refugee family reunion casework for Palestinians in Scotland, to try and help their families reach safety;
- Issuing a statement expressing public solidarity;
- Working closely with the grassroots campaign group Gaza Families Reunited. Just Right is the 'host' organisation for the campaign where they receive and administer the funding they attract. They view this as an important way to practically support grassroots campaigns. They have also publicly backed their campaign for a resettlement scheme.

# People and Finances

## Justice Collaborations Board

Justice Collaborations is a wholly owned subsidiary of The Legal Education Foundation (LEF). It has charitable objects that incorporate LEF's objects and include a broader set of objectives.

- Joint LEF trustee  
**Paddy Sloan**  
Chair
- LEF Chief Executive and JC Trustee  
**Matthew Smerdon**
- Independent JC Trustees  
**Jen Ang and Jacqui Broadhead**

## Justice Together Grants Committee

Responsible for decision-making on grant applications and support with strategy development

- **Dami Makinde**  
External member  
Resigned November 2024
- **Dylan Fotoohi**  
External member
- **Isata Kanneh**  
External member
- **Zain Hafeez**  
External member
- **Jacqui Broadhead**
- **Jen Ang**  
Chair
- **Matthew Smerdon**

## Justice Collaborations Executive

### Senior Management Team

- Director of Grants & Learning LEF  
**Rachael Takens-Milne**
- Director of Strategy LEF  
**Jake Lee**
- Director of Justice Together Initiative  
**Hazel Williams**

## Staff Team

- Grants Manager LEF  
**Alex Mik**  
Two days a week
- Grant Partner Community Manager  
**Annie Rockson**
- Senior Influencing and Grants Manager  
**Dami Makinde**  
Started December 2024
- Grants Manager  
**Farah Al-Haddad**  
Left September 2024
- Grants Manager  
**Fidelia Elias**
- Director of Justice Together Initiative  
**Hazel Williams**

Finances July 2023 – June 2024

Income: £4,264,000

Expenditure: £5,128,000

