

## **Template motion – Safeguarding migrant care workers in our borough**

[Insert name of local authority] are committed to being a place where all are supported to thrive. [Insert agreed values of local authority and any relevant parts of LA strategy]. We are committed to fulfilling our public sector equality duty to eliminate discrimination, advance equality of opportunity and foster good relations between different people.

We note that our borough is a key recruiter in the local area for workers within the adult social care sector. These workers are essential to our local communities and society, and their work is too often undervalued.

We also note that a significant proportion of social care workers locally are migrants, reflecting the broader national picture. As workers from abroad, migrant care workers are subject to strict immigration rules – these include not being able to be joined by their loved ones, despite spending their days providing essential care to other people’s loved ones.

Migrant care workers are particularly vulnerable to exploitation and abuse in the workplace. All too often, workers are brought to the UK by disreputable companies which do not provide workers with enough hours to make a living, leaving care workers without sufficient income. Other providers force workers to operate in unsafe conditions, pay them less than what was advertised or ask workers to work more hours than is safe.

Migrant workers, including migrant care workers, often feel less able to speak up, as doing so could risk their employment and therefore their leave to remain in the UK. As such, and as a major contractor of social care in the area, our local authority commits to:

- Ensuring that we only contract or sub-contract social care work to companies that use recruitment agencies on the ethical recruiters list
- Confirming that all recruiters for social care provided directly by the local authority are on the ethical recruiters list
- Establishing mechanisms to support migrant care workers experiencing exploitation and abuse in our borough, including by:
  - o Providing immigration and employment advice where possible, including signposting workers to local support groups, trade unions and relevant community groups
  - o Ensuring migrant care workers who have been falsely promised work in our borough are made aware of other job opportunities in social care in the borough
- Committing to writing to Government to establish clear commissioning standards for councils to follow, and request additional funding to support local authorities to safeguard migrant care workers