



“Now I am able to stand and challenge issues that I am facing, for I know my rights as a human being”. (Unity Sisters)



OUR RIGHTS, OUR COMMUNITIES

Summary Report

Funder

New Scots Integration Delivery fund

Monitoring status

Project completed

Lead organisation

Govanhill Baths Community Trust

Topic applied for

11. COMMUNITIES & SOCIAL CONNECTIONS
(REFUGEE COMMUNITY DEVELOPMENT)

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Supporting innovation

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Introduction

'Our Rights, Our Communities' was a partnership project between [Govanhill Baths Community Trust](#), [Unity Sisters](#) and [Milk Café](#).

This project was delivered at a time where New Scots are suffering severe institutional racism, discourses on refugee rights are moving further to the right, and government policy continues to strip refugees of their human rights.

Our project was a peer-led project piloted for the first time with New Scots women. The aim of the project was to provide a unique model of community-based New

Scots Women-led advocacy, as well as peer support services.

By exploring, acknowledging and developing an understanding of intersectional oppression, we have created collective and accessible resources to tackle these issues from a grassroots perspective. Our innovative approach empowers New Scots women-led grassroots groups to address the gap in service provision currently available to them; while also providing the tools and practices required to deliver change and support their organisations in the long term.

The project was funded by the [New Scots Refugee Integration Delivery Project](#) (Scottish Government, COSLA and the UNESCO Chair at the University of Glasgow).

Our project aims:

- To further equality and human rights of New Scots Women, following the principles of redistribution of power
- To increase knowledge and skills for organisational development and capacity
- To promote alliance building between organisations working with New Scots Women.
- To create an understanding of inequalities and human rights issues pertinent and specific to New Scots
- To develop tools and skills to influence and fulfil their rights



Our Achievements

- 323 sessions including training, public events, talks and workshops were delivered (Appendix 1)
- 4809 participants including 1892 and 2917 women were engaged (Appendix 2)
- Collaborations were set up with 35 community and statutory partners to conduct training and public events
- 30 New Scots women received peer advocacy training which they have disseminated to their own communities
- 6 New Scots women gained employment during the project, and 6 interns were involved
- Unity Sisters were awarded “Best in Women and Child Engagement 2022” from Africa Future
- 180 schools across Glasgow have received our educational resource ‘[No Radio Silence](#)’, exploring issues faced by refugees and asylum seekers in the UK
- Two Masters dissertations were embedded in the project, supported by universities in Glasgow ^{1,2}
- [Financial Sustainability](#) and [Communications Strategy](#) toolkits have been produced to share good practice with other organisations
- A report has been produced on [Community-Embedded Peer Advocacy Report](#) to share how community groups can implement a grassroots peer advocacy support network
- New Scots women presented our educational resource at the [Hub for European Refugee Education Conference](#).
- A [peer research report](#) has been compiled to showcase the impacts of advocacy training on participants
- An advocacy network is being developed for Black, Asian and Minority Ethnic people living in Glasgow - the ‘Community Peer Advocacy project’.
- A collaborative programme has been established with Teneu Legal and Glasgow Caledonian University Law Clinic to provide training and guidance during the Community Peer advocacy project



Peer research

The project has created an innovative model of participatory monitoring and evaluation in collaboration with the Glasgow Centre for Population Health. This solidified the participatory approach of our project, and created skills amongst participants that will ensure our partners can reproduce this model in the future.

The peer researchers have been working alongside their mentors from Glasgow Centre for Population Health and project participants to develop the concept of confidence; collect and collate information from participants about their confidence levels, and evaluate and analyse the data. The team met once a week throughout the project and received training to develop peer research skills in interviewing, recording, transcribing, analysing data and writing up the report.

Testimonies have been collected from 10 volunteers from each organisation before they attended any of the formal

advocacy training, to create a baseline of confidence levels. The information gathered from the interviews was analysed to pick out key indicators that reflect the volunteers' confidence and capability levels before their training. Testimonies were then collected from the participants after the training to assess the impact on their confidence.

As the peer research findings show women reported increased confidence after the training. Most of our participants expressed that their environment impacts how confident they are, particularly who they are surrounded by. It was also shown that women gain confidence through positive life experiences, gaining useful knowledge and being more integrated into their communities. This can be done by providing information and support and creating opportunities to feel valued. Barriers to confidence included fear of judgement, lack of support and language barriers.

Participants are excited to attend more training and spread their knowledge within their communities.

If you would like to read more, the monitoring and evaluation team have collated their findings into a report: "[Knowledge is Power: A peer-led evaluation of the 'Our Rights, Our Communities' advocacy project](#)". The peer research report was launched both on our and our partner's social media, but also at an exhibition celebrating the end of the project, where the public had the opportunity to engage with our findings.

Peer researchers have produced a [short summary](#) of the report to make it more widely accessible. With the guidance of the Glasgow Centre for Population Health, they are going to continue working on their findings after the project has ended to produce an animation version and short film in the following months.

Our reflections

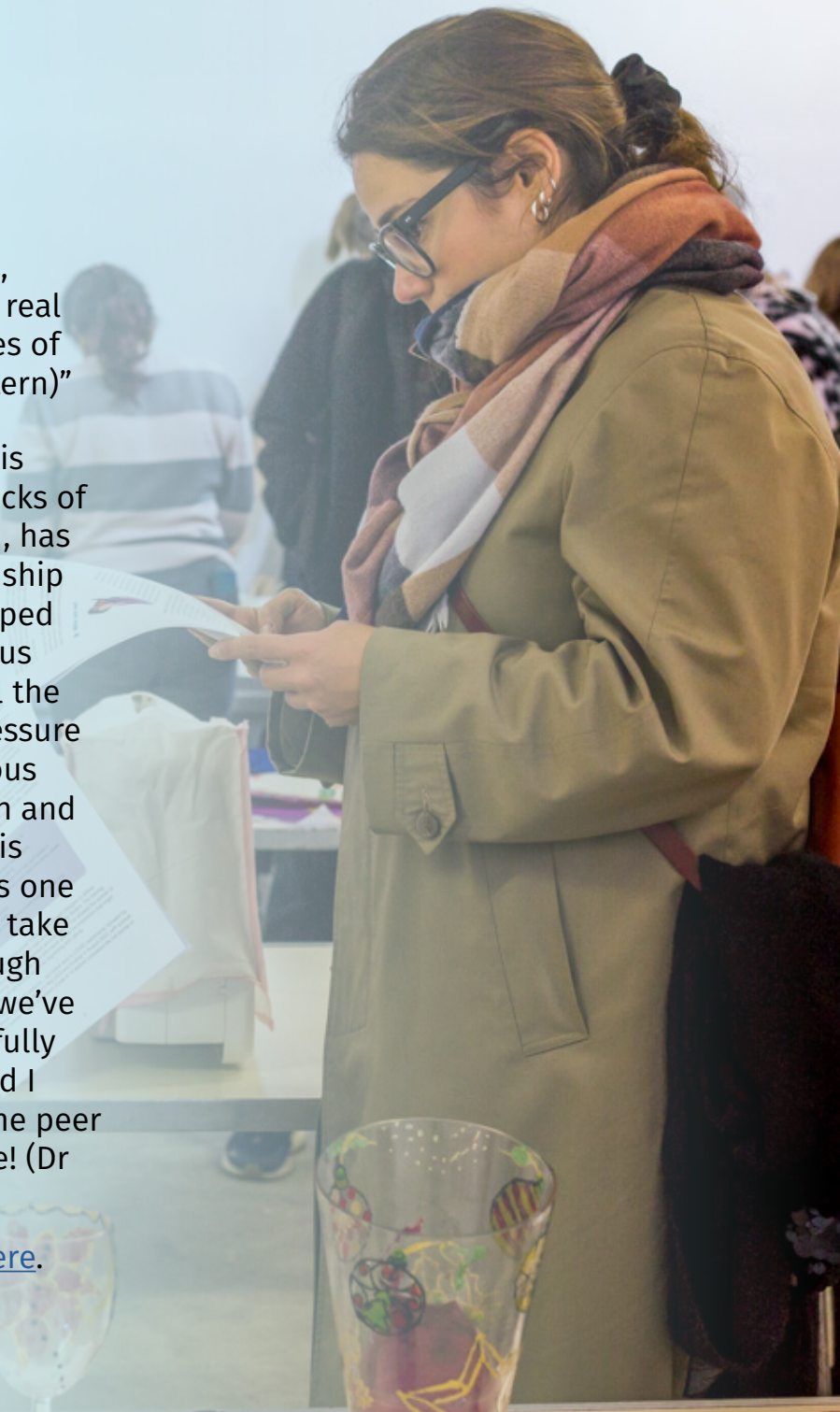
Here are some reflections from our team on peer research:

- “As a group, it has empowered us because it has built our capacity. This is important because we want to build a new model of peer advocacy. Also, we want to go and train other New Scots communities how to do this. (Peer researcher)”
- “Through the peer research process, decisions have been made by us, not about us or without us. This is what I tell other researchers in a more standard research set-up. (Peer researcher)”
- “The research team has taught me so much about what successful community-based research looks like, which often means letting go of what you think you know about research and how things ‘should’ be done. Instead, the flexible and truly collaborative approach of this project, which centred

the expertise of lived experience, helped to produce research with real value and impact for communities of refugee and migrant women. (Intern)”

- “If I’ve learned one thing from this project, it’s that having small blocks of time together, over a long period, has been key to building our relationship together as a group. This has helped us to trust each other and given us the time and space to explore all the options, without being under pressure to ‘get the job done’. From previous experience, both in peer research and other projects, I know that it’s this kind of pressure that often forces one person – usually the ‘expert’ – to take control and push decisions through without full discussion. I’m glad we’ve had the luxury of time to take a fully co-productive approach here, and I hope it’s been as liberating for the peer researchers as it has been for me! (Dr Lisa Ganrham)”

To read the full blogs please [click here](#).



Peer advocacy

During our project, we have delivered 46 workshops, activities and discussion sessions aimed at training participants in a variety of skills related to advocacy. We involved 75 participants with 358 instances of participation.

We collaborated with The Advocacy Project Glasgow who delivered 20 sessions over 10 weeks to 10 Milk Cafe participants and 10 Unity Sisters participants. Apart from these, 8 Wise Women who are community assets were also trained, and they have been communicating with other women in their communities and translating information for them.

Information was disseminated in the participants' communities to inform other women how they can advocate for themselves and support others, for example requesting complaining policies from organisations with whom they are having issues such as bus companies, schools, nurseries, NHS, dentists, and colleges.

We were disappointed to find out that our organisations could not have our own advocacy group, since our organisations are member-based. We were only allowed to develop skills in peer-advocacy, which is not recognised in the advocacy systems in place, so we asked the participants for feedback and tailored the training to be more specific to our requirements.

Our unique model of community-based peer advocacy has been very successful - our participants feel empowered as they've gained knowledge about their rights, the skills to defend them, and increased confidence.

We are using what we learned through this project to develop an advocacy network for Black, Asian and Minority Ethnic people living in Glasgow - the 'Community Peer Advocacy project' to

support other New Scots-led initiatives. This will focus on the issue of rights and inclusion, then signpost people who have other issues to organisations which can support them.



This project is currently in development. We are collaborating with Teneu Legal and Glasgow Caledonian University Law Clinic who will be providing training and guidance by providing general immigration support

and signposting. This will ensure that women have the confidence and the resources to support their communities.

Other than the main training provided by the Advocacy Project, we have also collaborated with 21 different organisations to deliver one-off training sessions on issues that particularly interested the participants.

We have delivered specialised advocacy activities, including inviting guest speakers and participating in training sessions issued by external organisations.

Peer support activities

We have also delivered sessions aimed at creating connections between participants and building skills, whilst discussing advocacy issues relevant to the women's reality. We have engaged 157 women through:

- 🕒 Digital engagement sessions
- 🕒 Women's Group
- 🕒 ESOL classes
- 🕒 Creative sessions (eg sewing and crocheting)
- 🕒 Weekly online/in-person meetings
- 🕒 Digital engagement sessions
- 🕒 Mental health peer support sessions

These sessions were deemed by the participants as activities that could serve as safe containers for the development of communication

and trust. They have helped the participants to open up and discuss how they can connect to the community, how their skills can be recognised and how they can be accepted as valuable in the community. The activities helped them to concentrate, which in itself was therapeutic for mental health. This is particularly important when discussing advocacy topics that are potentially triggering.

Chatting amongst themselves and supporting each other facilitated opportunities for solidifying bonds and creating trust. In these sessions, women could share their stories and talk to each other about the advocacy issues that they faced, find common ground, and discuss their experiences in navigating the systems to achieve what they wanted: "We used the English class to practise what we learnt in our Confidence Building workshops, and we made role plays

to make complaints and practise speaking about our rights. (M.A.)". Participants also used these sessions as opportunities to discuss other issues which are important to them and together they make a decision on how to tackle them together as organised groups.

As the participants developed an understanding of advocacy issues, they realised that they weren't able to fully benefit from their rights up to now.

Firstly, by not knowing their rights, and secondly by living in fear of discrimination. The activities have improved their understanding of their rights, as well as signposting ways of resolving issues: "Oh, I didn't know that I could do this [report discrimination directly to the bus company], but now I do" (Sister S, 45 years old, on a workshop about complaint procedures).

Public events...

We were actively involved in the delivery of events engaging both New Scots and the wider community, and participated in several events delivered by local and regional organisations.

We delivered many collaborative projects during the project:

- We planned and delivered a week-long celebration for International Women's Day which culminated with a march. We delivered activities in collaboration with many women-led organisations such as Glasgow Women's Library, Fanny Riot, Cathkin Blazes, GAMIS, Culture Collective, Feminist Exchange Network, The Bowling Green and Crossroads Youth and Community Association. 352 individuals attended the events across the IWD programme.



- During Refugee Week we engaged with the Representative of the United Nations High Commissioner for Refugees in the UK and their Senior External Relationships officer, as well as the Head of the Scottish Refugee Council. This was part of an event designed to promote direct communication between refugee groups and people in power. We also delivered the event 'Letters of Hope' in collaboration with the Museums and Galleries Scotland. This was a free open-air exhibition based in Queen's Park to showcase the strength and power of community. Finally, we collaborated with Buena Vida radio station, a community-based radio broadcasting station, delivering a radio show that won an award from the Scottish Refugee Council.

...and collaborative projects



- We joined the Kenmure Street Festival of Resistance where we engaged the local community with our project and launched our educational resource 'No Radio Silence' with an introduction of MP Allison Thewliss.
- During the Govanhill International Festival, we collaborated with GAMIS to organise a film screening, and attended the Govanhill Carnival and the Govanhill Community Market, with a total of 495 instances of participation.
- We collaborated with G42 Pop-ups for the coordination of Govanhill Community Market - Govanhill Food Stories, and organised the following:
 - More than Just Food: stories, relationships and memories with Tunvii Khurana and Diana Jiménez (Nourish Scotland), an accessible session which

explored links between migration, colonialism and food systems

- An Eritrean Coffee Ceremony led by Unity Sisters
- Offered cultural food made by our participants

- We launched "Our Stories", an exhibition to celebrate the outcomes of the project and showcase the participants' artworks. It was a great success, with around 100 visitors, 50 of which attended the opening night. This included members of the public, local community organisers, the press, stakeholders and local government officials. The participants were delighted to share their work with the public, and talk about the stories behind each piece and what the process of creating them felt like.

Sharing ideas...

Our interns have been carrying out research and asset mapping towards engagement pathways. Some of our interns from [Glasgow University](#) and [Glasgow School of Art](#) have produced two Master's theses based on aspects of our project. Others have been developing toolkits and reports for best practices:

- 🕒 [Financial toolkit](#)
- 🕒 [Communications toolkit](#)
- 🕒 [Peer-research methodologies](#)
- 🕒 [Community-embedded peer advocacy](#)

Our interns have worked alongside our participants and engaged with several agencies and organisations (such as SCCAN, SCVO, and GCVS) as they co-produce these resources. These have been transported into toolkits that



are accessible and can be used by any similar organisation or individual, as a legacy of this project. These toolkits have been used to engage with other advocacy and support agencies in the third sector that offer support to refugee communities.

The creation of toolkits attended to specific organisational needs of New Scots women-led grassroots initiatives, particularly in terms of financial sustainability and communications.

We have worked on a strategy on how to best disseminate this information. They have been circulated on our and our partner's websites and social media. We have also approached statutory organisations, policy-makers and decision-making networks such as Glasgow City Council, local councillors

...experience and practices

and the Scottish Refugee Council with the best practice proposals. In addition, we have engaged with other New Scots and women's organisations working on integration and refugees' rights in Glasgow and across Scotland to share our legacy documents.

These have included Venus - Tripod, Akira, SEIN, Maryhill Integration Network, and Amina. Since the New Scots conference, we have also been networking with other organisations across Scotland that are working on similar issues. They are interested in the community-embedded peer advocacy model so we have exchanged information and what we have learned from our project.

During the project, we have engaged with statutory organisations, policy-makers and decision-making networks



to discuss pathways of influencing. We have connected with the NHS through the Health Improvement Team, the Glasgow City Council Planning

Partnership and Govanhill Housing Association. We have also worked with local schools and educational organisations to produce our educational resource.

We have conducted mentorship activities targeting specific elements of the project. The mentorship sessions have focused on the partner organisation's Board members, staff and volunteers. Our training and mentorship has covered several issues such as confidence building, dealing with the press, connecting with other activists and using social media. We have also facilitated mentorship opportunities between participants, providing a forum for women to share their experiences and support one another in specific aspects of their journeys through advocacy issues.

Educational resource

Following the success of the launch of the short film 'No Radio Silence' on International Human Rights Day, we created a companion educational resource, in both e-book and printed formats. We collaborated with a headteacher from a local school to work on how to best link the activities to the Curriculum of Excellence.

This helped us demonstrate how these topics are valuable to be discussed in school classrooms and community settings. The resource supports teachers and community leaders in delivering meaningful group activities around issues involving refugees and asylum seekers in the UK. 500 copies of the physical books have been distributed across 63 libraries and 180 schools in Glasgow.

We attracted a lot of interest from educational organisations and the resource was disseminated widely through Education Scotland, Scottish Refugee Council and Schools of Sanctuary, amongst others. We also presented our educational resource at the Hub for European Refugee Education Conference at the University of Nottingham, where it was a resounding success.

We emphasised that the integration process must be a two-way system and that education needs to incorporate the issues that refugees and asylum seekers face. Participants of the conference were moved by the project's efforts and were delighted to have the opportunity to hear from New Scots themselves.

<i>People accessed</i>	476
<i>Countries</i>	5
<i>Libraries</i>	63
<i>Schools</i>	180
<i>Organisations engaged</i>	5

Participant's reflections

“As New Scots women we feel that our voices are not being heard by decision-makers in Scotland. This is why we wanted to acquire the right knowledge about our rights, so we can advocate for ourselves and others and to be that support system needed. To be a rope of hope for others. We want to put into practice what we have learned, and we are keen to update our knowledge and skills. We are looking for more opportunities for training, but funding is always a barrier.” (L.G., Unity Sisters)

“Now I am able to stand and challenge issues that I am facing, for I know my rights as a human being.”
(A. M., Unity Sisters)



“The peer advocacy training we received empowered me, but it’s important to transfer the skills we have learned to the wider community and society to empower them.” (W.A., MILK)

“Although I’ve been involved in community-based and peer-led research projects before, this is the first project where I’ve been able to hand over all control and direction to peer researchers – and it’s been brilliant!”
(L.G., GC PH)

What worked well?

- As previously existing community organisations we were very successful in engaging participants. This is why peer-led community groups are best placed to deliver integration work - it is not a matter of reaching these communities but already being part of them.
- This project has shown that it is easy to connect with a variety of community and statutory organisations, to collaborate and share ideas and resources.



- One of the most important aspects of this project is that it was peer-led and women-centred. The project has been designed based on New Scots Women and their specific

needs: location, language, timing and accessibility. The groups and organisations involved have been women only and provided a safe space for honest and open participation.

- This project arose as a response to the desire of the participants in both organisations to develop an understanding and skills around advocacy. When the project was announced, there was an immediate interest to participate in the sessions.
- Participants have been demonstrating more and more interest and commitment to discussing advocacy issues that affect them directly and shaping future sessions. The workshops, training, talks and other activities

were all chosen by the New Scots participating in this project. The topics discussed through training, workshops, talks and other activities were all chosen by the participants to meet their needs and interests.



- We have been able to employ 6 staff (1 full-time and 4 part-time) - all of them New Scots, and 6 volunteers from Universities in Glasgow, with 4 of them being New Scots.
- Our participants were engaged in a variety of ways - some of the sessions were delivered through arts or sewing activities, for instance. This helps with diffusing the emotional impact of the issues being discussed, at the same

time allowing for an informal atmosphere, with an element of creativity, joy and cooperation to be developed. This variety of activities makes the sessions more attractive to participants.

- Our innovative approach to learning about rights through peer advocacy and peer support has helped participants develop an understanding of their rights. The project included a variety of activities such as sewing, making jewellery, digital engagement, ESOL classes etc as tools to elicit participation and information in a relaxed and informal environment. This environment becomes a safe starting point for discussions. The activities themselves supported the emotional toll of revisiting experiences, while at the same

time they provided opportunities for participants to develop skills.

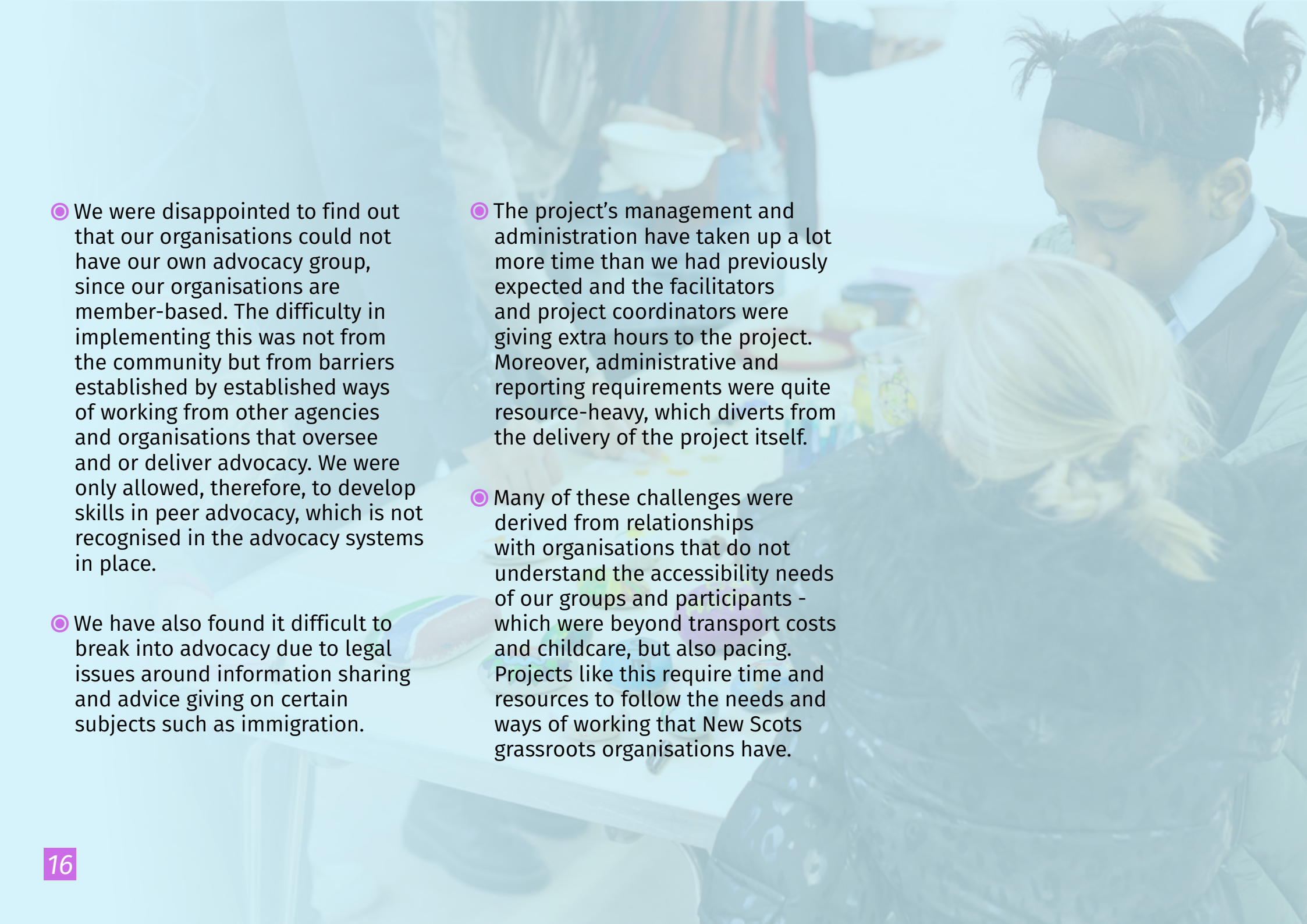
- The peer research conducted in this project has illustrated the many benefits of using peer research. Peer researchers have a depth of knowledge about their communities, and a level of insight that was particularly valuable when it came to interviews. They were uniquely able to create safe and accessible research spaces for the women in their communities to express themselves. Having existing relationships with participants, a shared sense of womanhood and sometimes a shared language was essential to establishing the trust that made for sensitive and meaningful research encounters.



What did we find challenging?

- Due to COVID restrictions and staff affected by Covid, some sessions were moved online or rescheduled which led to lower attendance. This was disruptive and disappointing to participants, so training providers extended the training period and provided an accessible information booklet targeted to the participants, with tailored information about the content of the course.
- Planning activities online and ensuring participation was challenging, however so was restarting in-person sessions once our participants became used to digital engagement. Online sessions can be especially challenging for women with young children at home, as they want to get involved!
- The summer holidays impacted our activities, as we didn't run many of our peer-support activities during half of July and all of August. We paused our regular women's groups during the summer as participants found it challenging to attend events due to childcare responsibilities.
- One of the main challenges of incorporating New Scots into the project was that we needed to provide financial support (access/transport/childcare) for all of the participants. While we had funding available to do that, we had difficulties getting travel receipts back which were required from the funders.
- Another important challenge was the fact that we were unable to engage many New Scots in the delivery of activities as a lot of them are not entitled to be paid for their specialist services due to immigration regulations. We miss, therefore, the opportunity to benefit from lived experience, from knowledge and skills that are immediately relevant to participants' realities.



- 
- We were disappointed to find out that our organisations could not have our own advocacy group, since our organisations are member-based. The difficulty in implementing this was not from the community but from barriers established by established ways of working from other agencies and organisations that oversee and or deliver advocacy. We were only allowed, therefore, to develop skills in peer advocacy, which is not recognised in the advocacy systems in place.
 - We have also found it difficult to break into advocacy due to legal issues around information sharing and advice giving on certain subjects such as immigration.
 - The project's management and administration have taken up a lot more time than we had previously expected and the facilitators and project coordinators were giving extra hours to the project. Moreover, administrative and reporting requirements were quite resource-heavy, which diverts from the delivery of the project itself.
 - Many of these challenges were derived from relationships with organisations that do not understand the accessibility needs of our groups and participants - which were beyond transport costs and childcare, but also pacing. Projects like this require time and resources to follow the needs and ways of working that New Scots grassroots organisations have.

Working together...

Govanhill Baths Community Trust

is a grassroots organisation supported and developed through active involvement by members of the local community. It is an activist-driven organisation which acts as a community anchor and supports development and capacity building for local organisations. The Trust is responsible for running community wellbeing, arts, environmental and heritage projects, as well as education and training.

They also run a social enterprise project and upcycling project Rags to Riches and the People's Pantry, a membership-based project aimed at reducing food poverty and food waste. Govanhill Baths Community Trust secured and administered the funding for this project, and reported our progress back to funders.

MILK CAFÉ

is a Social Enterprise which holds space for refugee and migrant women in Glasgow to develop their power. They run several activities, including women's groups, English conversational classes, IT classes, and a cooking group.

Unity Sisters |

is a self-organised support group for asylum-seeking women, refugees and their children. They do not have a hierarchy and aim to provide a safe space to support women who have similar experiences. They have several events and meetings in Langside Parish Church and Kinning Park.



...in partnership

Our partners have been very committed to this project and we created a Partnership Agreement to help us maintain clear lines of responsibility and ensure smooth collaboration.

The relationship between the three partner organisations has developed throughout the project. We have created bonds of trust and solidarity, created a safe space for communication and collaboration, and shared resources.

Through this project, we were able to understand more about each other's needs, deliver more coordinated activities and collaborate more efficiently in other areas. We have all been influenced by each other's ways of working, ethics and values, which has been shown through changes in each organisation's delivery and

activities and the positive impact has been felt by many of our participants. By partnering with other organisations we manage to reach a wider range of



participants. We also gain different perspectives from each partner organisation depending on their role within the project.

However, each organisation is of a different size and has different resources available. All three organisations are completely different in their nature (for instance Milk Cafe is a CIC, Govanhill Baths is a charity, and Unity Sisters is a small community group).

We have had to develop ways of communicating these differences and different ways of working whilst respecting one another's values. Nevertheless, there were benefits to be gained from the differences between the partners: we learn from each other, experience different approaches and support each other in different ways.

Our impact

Our project has led to increased confidence in New Scots women, increased knowledge of their human rights, and increased confidence to defend them.

Feedback from participants has been very positive, with participants mentioning that through sharing their experiences they realised that many of the issues they encountered were also experienced by other participants. Advocacy became a tangible concept, that they could relate to and act upon, and that they feel able to deliver as peer advocates.

We also received extremely positive feedback about our educational resource and short film. Participants felt they could recognise themselves in the educational resource and are hopeful that this will support change towards the way the communities

see refugees and asylum seekers. Participants at the HERE conference also thought it was an important and new approach to education and were pleased to hear from New Scots themselves.



We also received very positive feedback about our exhibition:

◎ Beautifully put together. It's lovely to see all the effort and the space for advocacy this group has created.

◎ I arrived not knowing anything about the work being done here - It has been incredible to see the support, joy and love on show and a beautiful insight into the different cultures uniting together.

◎ Inspiring, heartwarming, joyful, Incredible work.

◎ Beautiful. It's so great to see the creations of women coming together and sharing their unique experiences.

Our recommendations

During the project we have faced certain challenges and barriers in our delivery. For innovative and participatory projects like ours to be successful, we strongly recommend the following...

FOR FUNDERS

- 1 To expand pilot projects such as this there needs to be more investment in integration projects, and more specific funding targeted towards New Scots organisations.**

This project has shown how important partnership can be, and that funding needs to be made available for this kind of approach, as well as the time it takes for it to be developed, implemented and delivered.

- 2 Administrative requirements need to be adjusted to reflect the reality of New Scots organisations, and more support needs to be offered from the finance team.**

There seems to be a culture of disbelief and distrust towards the community organisations that have been awarded New Scots funding. It seems that organisations were deemed a high funding risk as demonstrated by the highly bureaucratic and resource-intensive monitoring requirements and the delayed funding drawdown. This was counterproductive as many of the staffing costs were used to administer the budget rather than project delivery. Some of these requirements are unnecessary and stressful, such as the timesheets required from part-time staff or the receipts needed to claim travel expenses. New Scots

organisations don't always have the organisational structure and resources demanded from the project's funders. Altering some of the demands on community organisations would widen accessibility and allow more New Scots community-led organisations to benefit directly from the funding.

- 3 The finance team's role should be to support projects and help them fulfil their responsibilities rather than making things harder for grant holders.** The funders' staff turnover has affected our communication and smooth project delivery, as it seems that our correspondence was not read and

Our recommendations

followed up. Issues that had been agreed upon at the start of the project had to be revisited which took up lots of valuable time.

Grantholders should keep regular communication with funders and in return expect regular and prompt communication from funders.

- 4 Funding instalments should be given in advance rather than being claimed back.** It is unrealistic to expect small organisations to have existing budget lines to spend without receiving the funding. This is particularly difficult in a period of increasingly higher costs. The backlog in funding led to us utilising our financial reserves to keep the project going, which meant we had to make decisions on what costs we should prioritise. There were budget lines - particularly in terms

of travel expenses - that we have not utilised which has made our sessions less accessible.

FOR STATUTORY ORGANISATIONS AND POLICY-MAKERS

- 1 The issues asylum seekers and refugees face should be added to the Curriculum for Excellence.** This would contribute to making integration a two-way process. Lived experience-based resources such as the one we created should be adopted by Education Scotland and disseminated widely in schools.
- 2 The advocacy system needs to be more flexible towards community-embedded peer advocacy to allow peer advocates to support and empower each other.** We were unable to set up our own advocacy

group since our organisations are member-based, which has been a big barrier to the project. These barriers are established by other agencies and organisations that oversee and or deliver advocacy and need to be amended.

- 3 Immigration regulations need to allow refugees and asylum seekers to receive compensation for their specialised skills.** We were unable to engage many New Scots in the delivery of activities as most of them were not entitled to be paid for their specialist services due to immigration regulations, or they were not allowed to be self-employed without breaking their visa terms. While ultimately these regulations need to change, in the meantime it could be addressed if funders allowed other forms of rewards such as vouchers.

Our recommendations

FOR RESEARCH BODIES

We have been approached by several academics and organisations that wanted to engage our participants in their projects. However, it became clear that there was no consideration of the basic accessibility issues faced by New Scots women (childcare support, travel expenses, fair compensation for the participant's time, and language barriers). Participation agreements and other documents are written using complex language which is not suited for participants with English as their second language. There is very little explanation of the actual benefits for participants to join in these research projects or consultations, and the outcomes are not fed back to participants. These issues are extremely serious, as excluding the voices of New Scots women skews the information

being collected, for example for the New Scots Strategy. Excluding many of these voices of New Scots suggests a superficial and tokenistic approach.

We recommend that:

- 1 Research into the lives and needs of New Scots women should be carried out by them and not about them or without them.** A peer-led approach has the potential to generate research findings that have greater relevance, meaning, power and impact than many traditional methods of research.
- 2 Strong relationships between researchers and New Scots women are required, if research is to be meaningfully influenced, shaped or directed by New Scots women themselves.** It takes time to build these kinds of relationships, which



should be freely given without demands or expectations.

- 3 Freedom of choice of language and interpreter is crucial in research with those for whom English is an additional language.** An interpreter who shares and understands the culturally-specific lived experience and perspective of the person they are interpreting for is important in translating their story, meaning and truth.

Our recommendations

FOR COMMUNITY ORGANISATIONS

- 1 Partnership and collaboration with other organisations is important as it means you can achieve much more and reach more people.**

Organisations should reach out to create partnerships and consult the communities they want to engage with before designing a project.



- 2 Rather than taking a provisioning approach, organisations should take an enabling approach that empowers communities and encourages self-help.** As our project has shown, integration efforts must be shaped from the bottom up and embrace participatory approaches. This will enable them to truly meet participants' needs and include costs such as childcare, accessibility, mobile top-ups, travel expenses, and compensating research participants for their time.
- 3 To engage refugee communities events must be accessible, including accessible language, transport costs and childcare.** Organisations should prioritise accessibility, providing compensation for childcare and transport, and interpreters. If funding is available it is easier to bulk buy daily or monthly bus passes

for participants as this saves a lot of time and effort with keeping individual receipts for the funders.

- 4 It is paramount to include refugees in the shaping and delivery of the project as well as monitoring and evaluation, in a way that is meaningful and not tokenistic.** Organisations should ask participants for feedback at all stages of the project, and ensure their voices are heard and represented through a co-participatory approach.
- 5 Peer-led community groups are best placed to deliver integration work as it is not a matter of reaching these communities but already being part of them.** If partners or groups themselves are made up of the target group then it will be less challenging to engage or reach different communities.

Appendix 1

Throughout this project, we have delivered 323 sessions of peer-support activities, workshops and other training and public events, involving 4,809 participants, with 8,654 instances of participation.

ON-GOING PROGRAMME OF PEER-SUPPORT ACTIVITIES:

- Digital engagement sessions
- Women's Group
- ESOL classes
- Creative sessions (eg sewing and crocheting)
- Weekly online/in-person meetings
- Mental health peer support sessions
- Women's Health sessions

ADVICE AND ADVOCACY TRAINING SESSIONS:

- Introduction session: 'Learning what it takes to advocate: How to make a personal complaint session' - WSREC
- Monitoring and evaluation - Glasgow Centre for Population Health
- Building confidence - Gillian Neish
- Stepping Forward into Partnership for a Purpose - GCVS
- Community Organising for Migrant and Racial Justice - TRIPOD

- Exploring Collaborative Processes in Migrant and Racial Justice Groups - TRIPOD
- Peer Advocacy training - The Advocacy Project
- Reaching out to external organisations - Mutual Aid
- Empowerment workshop - Southside Women's ROAR
- In Walking Together We Make The Path social dreaming - Culture Collective GBCT
- What is Peer advocacy- MEHRP
- Unlocking your power / Female Empowerment coaching - Susan Campbell
- Grounding In Power, Confidence building workshop - Teresa Banos
- Judgements and Expectations workshop - Crossroads Glasgow
- Peer Advocacy Training - Unity Sisters
- Reaching out to external organisations - Mutual Aid
- "I Have Never Seen a Situation So Dismal That a Policeman Couldn't Make It Worse"- Knowing your rights when approached by police
- Introduction: Making Rights - Seven Women
- Organising for Power - TRIPOD
- Peer advocacy and collective advocacy - Tripod residential workshop
- Psychological First Aid in asylum

accommodation

- Suicide prevention training
- Introduction to Child protection - GCVS
- Training for campaigning against discrimination of New Scots women on public transport - offered by Unity Sisters in partnership with Tripod

MENTORSHIP SESSIONS:

- Engaging with schools - GBCT Education and Outreach programme
- How to create educational materials - St Albert's Primary School
- Project management - GBCT
- Participant's confidence-building strategies - Gillian Neish
- Setting up the monitoring and evaluation team - Dr Lisa Garnham
- Policies and safeguarding - AMMA
- Interacting with media - Greater Govanhill magazine
- Film-making workshops - GAMIS
- Introduction to Social media - Greater Govanhill magazine
- How to engage with the public through the radio - JAMBO Radio
- Mentorship on community peer advocacy - Teneu Legal
- Sewing, Laser Cutting, Woodworking and Jesmonite casting - Rags to Riches
- Mentorship on peer advocacy - West of Scotland Regional Equality Council

COLLABORATORS IN THE STATUTORY AND VOLUNTARY SECTOR:

- Scottish Refugee Council
- South East Integration Network
- Govanhill Thriving Places
- ARIKA
- Tripod
- West of Scotland Regional Equality Council (WSREC)
- Migrants Organising for Rights and Empowerment
- Ubuntu Women Shelter
- Teneu Legal
- Asylum Seeker Housing Project (ASH)
- Buena Vida Radio
- Glasgow Women's Library
- Fanny Riot
- Cathkin Blazes
- GAMIS
- Culture Collective
- Feminist Exchange Network
- The Bowling Green
- Glasgow Zine Library
- Crossroads Youth and Community Association.
- Solidarity Economy Organisers' Networks
- Scotland City of Sanctuary
- The National Lottery Heritage Fund,

Scotland

- Hub for European Refugee Education Conference
- University of Nottingham
- Nourish Scotland
- Romano Lav
- Rumpus Room
- Poverty Trust Community

PUBLIC EVENTS:

We delivered a variety of public events, including:

- A week-long celebration of International Women's Day, concluding with a march on Saturday 13 March. We delivered activities in collaboration with Glasgow Women's Library, Fanny Riot, Cathkin Blazes, GAMIS, Culture Collective, Feminist Exchange Network, The Bowling Green and Crossroads Youth and Community Association.
- A film screening with GAMIS
- During Refugee Week we:
 - Engaged with the Representative of the UNHCR and the Head of the Scottish Refugee Council to promote direct communication between refugee groups and people in power.
 - Delivered the event 'Letters of Hope', a free open-air exhibition based in Queen's Park in collaboration with the Museums and Galleries Scotland.
 - Collaborated with Buena Vida radio station, a community-based radio

broadcasting online, delivering a radio show that won an award from the Scottish Refugee Council.

- We joined the Kenmure Street Festival of Resistance where we:
 - Engaged the local community with our project.
 - Launched our educational resource 'No Radio Silence' at the Kenmure Street Festival of Resistance in May, with an introduction of MP Allison Thewliss.
- We collaborated with G42 Pop-ups for the coordination of Govanhill Community Market - Govanhill Food Stories, and organised the following:
 - More than Just Food: stories, relationships and memories with Tunvii Khurana and Diana Jiménez (Nourish Scotland), an accessible session which explored links between migration, colonialism and food systems
 - An Eritrean Coffee Ceremony led by UNITY Sisters
 - Offered cultural food made by our participants
- We launched "Our Stories", an exhibition to celebrate the outcomes of the project and showcase the participants' artworks.

Appendix 2

OUR NUMBERS:

We recorded the number of participants at the time of each meeting and asked for feedback from the participants to shape future sessions based on their needs. Data was collected quarterly by the project coordinators, facilitators and by the peer-research monitoring and evaluation team through qualitative and quantitative techniques.

<i>Total number of participants to date</i>	4,809 <i>Men: 1,892 Women: 2,917</i>
<i>Total number of activities</i>	323
<i>Total instances of participation</i>	8,654
<i>Participants involved in more than one activity</i>	60 <i>New Scots Women</i>
<i>Women engaged in developing peer advocacy skills</i>	30 <i>New Scots 'Wise Women'</i>
<i>Collaborations with community and statutory partners</i>	35

“We New Scots own this project! Refugee Rights are Human Rights”



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Making management of migration flows more efficient across the European Union.

Find out more about Govanhill Baths Community Trust



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