

Let's Talk



EVALUATION

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TABLE OF CONTENTS

INTRODUCTION	3
GETTING THINGS STARTED IN KERRIER AND PENWITH.....	3
FUNDING	5
AIMS AND OBJECTIVES	5
DELIVERY	6
CONTENT OF THE RESOURCE PACK.....	6
EDITORIAL AND DESIGN DECISIONS AFTER CONSULTATION	7
PRODUCTION SCHEDULE	7
PRESS STRATEGY	8
MARKETING AND PUBLICITY	8
EVALUATION AND CONSULTATION	10
OUTPUTS	10
OUTCOMES.....	11
SUCCESSSES	13
DIFFICULTIES	15
CONCLUSION AND RECOMMENDATIONS	16

INTRODUCTION

Let's Talk is an initiative by Bridging Arts and the West Cornwall Faith Forum to help local communities interact with Cornwall's migrant workers, using art and photography as a catalyst to encourage dialogue and understanding.

The first stage was launched in November 06 in Kerrier and Penwith, with funding from the Church Urban Fund and the Diocese of Truro Archbishop's Council Mission Fund. Faith groups have since been pioneering efforts to open community centres and buildings to welcome workers. This work has been recognised nationally, showcased at the Commission for Rural Communities' recent conference on migrant workers and featured as an [example](#) of good practice.

This is part of a body of work by Bridging Arts which includes interviews and photography with transient and more settled migrant workers. One element of this is **I Packed This Myself**, an exhibition of suitcases with art about and by migrant workers to tour site specific venues during summer 07 and beyond.

The aim of this evaluation is to consider the future direction of this work and whether to extend **Let's Talk** over a wider geographical area.

GETTING THINGS STARTED IN KERRIER AND PENWITH

Rationale

Migrant workers play a vital role in Cornwall's economy. In the west of the county, daffodils, cauliflower and potatoes are harvested by thousands of workers who come mainly from the new EU accession states in eastern Europe. In north Cornwall, migrant workers play an important role in the meat processing industry. More than half the workforce in this sector is estimated to be migrant labour, particularly from Portugal. Migrant workers also play a significant role in many other sectors, including tourism, the fishing industry and care homes.

There is a dearth of reliable figures covering this area, but about 3,000 workers are thought to be active in peak growing times in Penwith alone. Numbers have grown significantly since EU expansion. But although hundreds are employed and often housed by large growers on site in west Cornwall, they remain largely hidden from local communities, living on site in caravans and barns. They tend not to have the means or ability to integrate (lack of transport, lack of community centres to welcome them, lack of places to socialise, fatigue at the end of the working day, lack of funds.) Many lack a working knowledge of English.

This poses a number of pressing questions around community cohesion¹.

¹ *Home from Home? CAB Evidence Briefing December 05 p7* "At regional and local levels, heightened awareness of migrant workers has also been ensured by their increasing numbers in the labour force, an associated increased visibility in local communities, especially in rural market towns, and, on occasions, reported incidents of harassment and racial tension involving members of the migrant worker community."

Rural Affairs Minister Barry Gardiner stressed this at a national migrant workers' conference in May 06: "Issues faced by migrant workers include lack of information, problems accessing services and support, problems of exploitation and low pay, problems arising from the lack of interaction with local communities, and problems of competition or conflicts with 'indigenous' communities." Interviews carried out by Bridging Arts in August 06 with Penwith District Council, Inclusion Cornwall, Devon and Cornwall Police, Cornwall Enterprise and Cornwall Rural Community Council confirmed that these were indeed issues faced by communities in west Cornwall.

Statutory bodies report that there is a pressing need to tackle the workers' isolation. Cornwall's Migrant Workers' Group has as an objective the need to "ensure that migrant workers are welcomed into our communities thereby ensuring community cohesion over isolation and the possible perception of 'ghettos.'² Some workers experience hostility from local people; some local people complain that the workers are taking their jobs.

The migrant workers' isolation from local communities has in some cases paved the way for exploitation and other illegal activity. In January 06, police raided a farm in Breage, in the heart of Kerrier, having received information that the caravan accommodation provided was overcrowded and substandard³. There have since been a number of 'soft raids' by Health and Safety officials on sites.

The problem is clearly not going to go away. Although the Gangmasters Licensing Act 2006, aimed at regulating the sector, has come into operation its remit is limited. As supermarkets continue to demand 24/7 supply of produce, and pressure mounts for intensive harvesting and production, there will be a continuing need for this labour.

We realised that unless steps were taken to ease existing tensions, there was every likelihood that they would grow rather than disappear⁴.

We believed that Churches in particular could play an important, active and vital role. In rural Cornwall, they are in the heart of local communities and are uniquely placed to act, geographically and socially. We believed that this action would be an important part of Christian mission – to welcome the stranger and outsider. We believed that the packs and resulting Welcome Evenings would create a valuable – and essential – social and cultural dynamic. They would kick-start moves towards community integration and create a lasting network of real value.

We believed this would be pioneering work which will tackle issues of social integration, understanding and Christian mission⁵. Research done in this area has shown that local communities have been far more positive about newcomers when understanding is increased.⁶

2 Local Area Agreement for Cornwall Project Initiation Document, 14 March 06.

3 BBC News, 21 January 2006

4 *The Dynamics of Migrant Labour in South Lincolnshire* (South Holland District Council 2006) p.9 "There is a need for dialogue and understanding from all side. Gangmasters, labour users, statutory bodies and migrant workers need to understand that integration is a two-way process – it requires adaptation on the part of newcomers but also by the host society. Successful integration is building bridges between different cultures and societies."

5 "Christians have a God given responsibility to care for strangers and socially excluded people. Rural churches are challenged to offer what help they can." *Rural Migrant Workers – Modern Slavery?* Churches Rural Group

6 *Ibid.* p.98 "... the majority of local people who know migrant workers (52.5 %) have a positive attitude and understand the reasons why they are here."

The Elim Centre in Camborne, which receives funding from the Churches Urban Fund for its work with children, held a pioneering Welcome Evening early in 2006 with workers from a local bulb farm. About 80 workers came to the centre, were offered a meal, Internet access, the chance to relax, play pool, make chocolates and cards to send home to their families. Feedback was overwhelmingly positive: the workers said they were happy to have a place to relax and be safe.

We decided to build on this work.

After writing to the Rt Rev Bill Ind, Bishop of Truro, and receiving his full backing, we decided to proceed with funding applications.

FUNDING

In partnership with the West Cornwall Faith Forum, we secured funding of £5000 from the Church Urban Fund and of £1000 from the Diocese of Truro Archbishop's Council Mission Fund for this project.

Bridging Arts provided funding of £500.

AIMS AND OBJECTIVES

The aims and objectives of this first phase were simple: to encourage faith groups to open their doors and welcome migrant workers, whether by holding evenings in community centres or by opening buildings at certain times for worship.

We identified particular outcomes for faith groups:

- **social** as new relationships and links between two very separate communities were forged in an enjoyable way
- **cultural** as two communities with very different heritages learned about each other. Congregations will learn about the cultures of the workers; the workers about life locally
- **practical**, as migrant workers received information about the services and resources available to them. Informed migrants are likely to adapt better to life in this country. This will be of benefit not only to the workers, but also to employers and rural life generally
- **spiritual** as congregations extended their mission and engagement with local communities
- **strengthening** for the profile of Churches and faith groups involved as they were shown to be active, in tune with current issues, and alive with mission and purpose.

DELIVERY

To achieve these aims and objectives, we produced Resource Packs to help put on events that were informative and rewarding for everyone involved, for the migrant workers and for the congregations that welcomed them. We also hoped that statutory bodies working with migrant workers would have the chance to distribute much-needed information at these evenings.

The Resource Packs were designed to be a starting point for faith leaders and congregations to develop relationships with migrant workers: they would offer ways of making introductions that could then be developed as far as individuals and groups wished. Welcome Evenings staged by faith groups could be as elaborate, or as simple, as individuals and congregations wished.

The material used to create the Resource Packs was generated by photography and interviews carried out by Bridging Arts during the summer with migrant workers, partners in the Churches, community groups, Devon and Cornwall Police and local councils. The photography was by Dejan Kostic, a Serbian photographer, himself once an asylum seeker and with a particular sensitivity to the issue.

We created a core working group to edit and expand on this material:

- The Rev Andrew Yates (Social Responsibility Officer, Diocese of Truro)
- Susan Roberts (Director, Bridging Arts)
- Audrey Carmichael (Elim Centre, Camborne): the Elim Centre in the heart of Kerrier staged a pioneering Welcome Evening in January 2006
- The Rev Penny Stevens (Vicar, Breage): Breage has a high number of migrant workers and Rose Maber Farm, Breage, was the site of a high profile police raid in January 2006
- The Rev Amanda Stevens, Community Minister, Helston Circuit.

This core group worked in liaison with the Bridging Arts' team in London

- Andrew Dobbie – (journalist and editor) – press/media strategy
- Kemal Ahson – ([Lifeworld](#)) – business planning and diversity issues
- Marek Kazmierski – (Feltham YOI and Apart Arts) – migrant workers, cultural input
- David Cross – Design.

We consulted on a regular basis with Inclusion Cornwall and Andrew Yates reported to the Migrant Workers' Task Group run by Andrea Gilbert. We informally consulted:

- Gerard Crofton-Martin, Rural Communities Officer, [Citizens Advice Bureaux](#)
- Ben Rogaly of [University of Sussex](#)
- Eunice Walker, Director of Communications [ACRE](#)
- Paul Green of [Cornwall Rural Community Council](#)
- Materials were also shown to local growers who had helped to facilitate the photography for their input.

CONTENT OF THE RESOURCE PACK

- four posters with images of agricultural work and migrant workers with copy encouraging churches to hold Welcome Evenings
- fact sheets about the main towns in the area – Camborne, Hayle, Penzance and Helston – with key facts about the local community (libraries, shops, internet access)
- a 'How To' leaflet for faith leaders and congregations with elements that might be used in staging evenings e.g. how to set aside an area for workers to simply be quiet, or pray (e.g. a church in Bodmin has created a space for reflection with an Orthodox icon); suggestions of how to provide facilities particularly of use to migrant workers on such an evening e.g. Internet access; suggestions of how to involve businesses that supply food and other supplies to migrant workers
- we also produced simple feedback questionnaires initially in Polish and Lithuanian but subsequently in Romanian, Bulgarian and Portuguese to reflect the full range of workers' reached.

EDITORIAL AND DESIGN DECISIONS AFTER CONSULTATION

- in view of limited financial resources we limited the languages for materials to Polish and Lithuanian, the languages of the two main groups of workers in Kerrier and Penwith
- we translated into Lithuanian rather than Russian after consultation, as Russian was unlikely to be readily understood by the new generation of younger workers
- we produced all fact sheets in three languages: English, Polish and Lithuanian.
- we produced the fact sheets and Guide for Faith Leaders as photocopyable, single-sided A4 sheets.
- we created posters full colour at A4 – not larger, so that they could fit easily on church and community centre notice boards.
- we identified the fact that a 'logo' was needed to brand these materials. We wanted a logo that conveyed the idea that making contact was easy – as easy as having a cup of tea, in fact. The designer, David Cross, created the simple and effective Let's Talk 'teacup' logo, with different flags on teacups to signpost the different languages used.
- we also decided to produce a website with details of the evenings held, and with PDFs of the fact sheets. www.lets-talk-cornwall.org.uk

PRODUCTION SCHEDULE

Early/mid Sept.	Partners contacted, funding sought, production and distribution methods agreed
Mid Oct.	Funding decision, design brief drawn up, copy written, circulated, sign off by partners
End Oct.	Churches together In Cornwall writes churches and faith groups informing them about the pack

Early November	Consultation on copy/images for materials. Posters, postcards and fact sheets to print. Decision taken not to issue press release
Late November	Workshops held Resource packs distributed
Dec to March 07	Initial Services and Welcome Evenings staged.

PRESS STRATEGY

The message of this work for the media – and for the general public – was to celebrate diversity as it brought communities together.

We produced a general press release for the Bridging Arts' website, but did not distribute it more widely. The core working group decided that, due to sensitivities around the issue locally – in particular, a concern expressed by statutory bodies⁷ that the evenings might polarise communities – it was better to take a 'softly softly' approach. We were conscious of the need to work in tandem with statutory bodies, not in opposition to them in any way.

In the event, a piece on the workshops was featured on BBC Radio Cornwall's Faith programme (Sunday 26 November 06) and trailed through the week. This helped to publicise the workshops.

The West Briton covered the evening at the Elim Centre, and described the positive reaction of the workers to the event.

Otherwise, news of the evenings spread via the network of faith groups and the Migrant Workers Task Group. This resulted in many other groups outside the initial network hearing of the work.

MARKETING AND PUBLICITY

We decided that publicity around the Resource Pack was key in spreading the word to faith groups, growers and workers. We publicised the initiative via:

- the networks of partner organisations
- in churches and community groups
- statutory bodies e.g. local councils, Devon and Cornwall Police
- through contacts with other bodies working in this area e.g. colleges providing courses for people with English as a second language
- the **Let's Talk** website.

⁷ Bridging Arts interviews with Inclusion Cornwall and Devon and Cornwall Police October/November 06.

Strategy

- two workshops to tell people about **Let's Talk**
- letter advertising workshops through the West Cornwall Faith Forum's network and the network of Churches Together in Cornwall
- poster produced to advertise workshops
- project presented to Migrant Workers' Task Force meeting.

Workshops

28 November, 2006

Penzance YMCA (2pm)

Elim Centre, Camborne (7.30pm)

Attending in Penzance (faith leaders and congregation members) from:

- YMCA Cornwall and CTI Penzance
- YMCA and St John's Church
- Russian Orthodox Church, Malpas
- Newlyn Apostolic Church
- St Mary's Church, Penzance
- Chapel Street Methodist Church, Penzance
- Mount's Bay Methodist Circuit
- Breage Parish Church
- Migrant Workers' Agency, Camborne
- The Centre, Newlyn

Attending in Camborne (faith leaders and congregation members) from:

- Camborne Church
- Breage Parish Church
- Crowan Parish Church
- Treslothan Parish Church
- Centenary Methodist, Camborne
- CYPFS
- Greek Orthodox Church
- Russian Orthodox Church
- Antichian Orthodox Church
- Camborne Neighbourhood Police
- St John's Roman Catholic Church
- Camborne Elim Centre

Andrew Yates led both workshops and offered to be a central point for information e.g. in gathering names of translators willing to work on an informal basis, for people who need more posters. He also offered to help write funding applications for churches wishing to apply (as a group) to funding bodies, were this an issue.

Susan Roberts spoke at both events about Bridging Arts' role as did Emma Jones of Inclusion Cornwall about the Welcome Pack produced by Inclusion Cornwall and the Migrant Workers' Group.

At both meetings, Stella Lemezhan (Lithuanian translator) and Rita Ruccinskiene of Sala Foods (Eastern European foodshop) in Camborne brought samples of Lithuanian food.

In Penzance, Tony Newson of Penwith District Council spoke about the needs of migrant workers.

In Camborne, Audrey Carmichael, Elim Centre – described her experience in staging a Welcome Evening earlier this year and Penny Stevens, vicar of Breage described problems encountered at Breage – e.g. a worker paid £400 to attend a language school, not expecting to be a farmworker. She has had migrants knocking on her door with desperate stories.

Resource packs were distributed at both evenings.

EVALUATION AND CONSULTATION

An evaluation meeting was held on 26 March 2007 (7.30pm) at all saints, Tuckingmill. We invited people who attended the workshop meetings, those who had held meetings and those who had not managed to. Attending were representatives from All Saints Community Centre, Tuckingmill, the Catholic Church, Camborne, Breage Church, Helston Methodist Church, the YMCA, Penzance and Ludgvan Church.

The YMCA, Penzance (with Churches Together in Penzance), Breage Church and Ludgvan Church were planning evenings: otherwise, those attending had already staged evenings.

OUTPUTS

Activity	Target	Actual	Target	Actual
Migrant workers consulted in drawing up the pack	6	15	Via Nocton Flower Farms; Roman Catholic Church, Camborne; Pengelly Barton; SEF Leedstown	Via Nocton Flower Farms; Roman Catholic Church, Camborne; Sala Foods; farms on the Lizard contacted by Helston Methodist Church; Rose Maber Farm; Winchester Growers
Faith groups contacted about the Welcome Packs	100	80	Via local Churches Together In Cornwall groups	Churches Together In Cornwall groups; also as a result of press coverage
Number of Welcome Evenings staged	10	10	Est: one in ten churches/groups stage an evening: posters to be displayed in all churches taking the pack	Elim Centre (3); All Saints, Tuckingmill (3); Catholic Church, Camborne (special Lithuanian service in December; thereafter monthly services in Polish); Helston Methodist Church (1)



Activity	Target	Actual	Target	Actual
Migrant farm workers attending the evenings	600	600	Est 60 workers on average attend each evening, 10 Welcome Evenings are staged	Elim Centre (65/80/75); All Saints, Tuckingmill (90); Catholic Church services (60 per service); Helston Methodist Church (30)
Resource packs produced	150	150		
Resource packs distributed to church groups	100	150		
Resource packs distributed to faith leaders/press/statutory bodies	50	28		
Partner organisations involved	6	7	West Cornwall Faith Forum; Deep Sea Fishermen's Mission (Newlyn), Cornwall Churches Together; The Diocese of Truro; YMCA, Penzance	West Cornwall Faith Forum; Cornwall Churches Together; The Diocese of Truro; YMCA, Penzance; Fusion Project, Truro; Cornwall Rural Community Council; Eden Project
Statutory bodies consulted	4	4	Penwith District Council; Kerrier District Council; Inclusion Cornwall; Devon and Cornwall Police	Penwith District Council; Kerrier District Council; Inclusion Cornwall; Devon and Cornwall Police
Large employers consulted	4	3	Nocton Flower Farms; Winchester Growers, SEF Farms; Pengelly Barton, Rose Maber Farm, Breage; Jim Oliver, Ashton	Nocton Flower Farms; Winchester Growers, SEF Farms
Congregation members involved	100	300	10 involved in organisation of each meeting	Larger than expected numbers wishing to help with setting up and welcoming workers

OUTCOMES

- **Social as new relationships and links between two very separate communities were forged in an enjoyable way**

Evenings were held at:

Camborne Catholic Church

- 17 December 2006 – Mass in Lithuanian
- Monthly masses in Polish

All Saints Community Centre

- Three evenings between January and May
- 30-35 people from Nocton Flower Farms attended each evening
- Workers accessed the Internet, played pool and football

Methodist Church, Helston

- Evening in January in Manaccan Chapel
- Offered food and a chance to play cards etc
- 30 Lithuanians attended from 2/3 farms locally
- The Church has been supporting individuals ever since and friendships have been made

Elim Centre, Camborne

- Three evenings for migrant workers
- Offered chance for Internet access, pool, card making workshops,
- Numbers attending were 60/85/75

"It's a place for fun, very nice, cool. Today was a very interesting day."

Romanian worker, Tuckingmill

"Everything was really nice, especially the people we met here so ... I've enjoyed myself very well. I enjoyed all the games and loved this opportunity."

Romanian worker, Tuckingmill

"It's good for people who have just arrived. The people here are very pleasant and open. It's a great pleasure to mingle with others."

Polish worker, Camborne

- **Cultural as two communities with very different heritages learn about each other. Congregations will learn about the cultures of the workers; the workers will learn more about life locally**

"This is a wonderful opportunity to open our doors to people from other countries... People were surprised at how interesting the workers are – 98 per cent of those who came to us were university students. Two pharmacists told us they would be earning £350/month in Bulgaria. They wouldn't be able to buy a property or a car. They remarked on how fortunate we are in this country."

Treve James, All Saints Community Centre, Camborne

"Some of the church members paired up with migrant workers with similar interests, a qualified band conductor with someone from St Keverne band."

Rev Amanda Stevens, Helston Methodist Church

"Maybe you can show us your cultural things and we will show you ours."

Romanian worker, Camborne

- **Practical, as migrant workers receive information about the services and resources available to them**

Fact sheets about local towns were distributed at the evenings as were leaflets produced by the Gangmasters' Licensing Authority. Conversations between workers and congregation members also resulted in exchange of knowledge, and in some cases friendship.

"Some Polish migrant workers said there was fighting on the farm between two different nationalities (on the Lizard). They didn't know where to turn to –

so went to the church. Farmer/gangmaster had said – if you don't work it out between yourselves, then you're all off. People are lost – don't know what to do – who to turn to."

Rev Amanda Stevens, Helston Methodist Church

"They don't naturally turn to the police when they come here – because the police in Eastern Europe are completely different from our police force. There's still a fear of authority, the old spy network."

Ewa Toms, Catholic Church, Camborne

- **Spiritual as congregations extend their mission and engagement with local communities**

"Having the evenings gave a role to church members to feel that they were contributing to something – something a bit different to reading a lesson."

Rev Amanda Stevens, Helston Methodist Church

- **Strengthening for the profile of Churches and faith groups involved as they are shown to be active, in tune with current issues, and alive with mission and purpose**

Press coverage West Briton/BBC Radio Cornwall.

Showcased at Commission for Rural Communities' conference and subsequently written about as a case history by the CRC.

"I have only heard good things about the aims of the evenings. I have made contact with a few of the churches since the evening I attended."

Andrea Gilbert, Inclusion Cornwall

SUCCESSSES

1. Consultations and liaison with the core working group went well – business was covered efficiently in the meetings and sign off of copy used in the various publications was quick.
2. The design of all materials by David Cross was strong and has been highly praised. The postcards in particular were very effective.
3. Workshops: in Penzance a useful presentation by Tony Newson, Penwith District Council who gave an authoritative overview of the situation including an outline of the Council's work, details of worker exploitation that had been uncovered and the conditions in which workers were living.

4. Workshops: cultural insights at both workshops through food from Lithuania provided to sample by Sala Foods, Camborne.
5. Workshops: background knowledge from Migrant Workers – Stella (translator) and Rita Ruccinskiene (Sala Foods, Camborne)
 - Workers who stay longer term can be particularly lonely
 - Workers who work shifts can go to language courses etc but farmworkers working longer hours can be very isolated
 - Migrants are not a homogenous group – different groups have different needs
 - Some come to earn money and return to their countries, not wanting to integrate
 - Patterns are changing – some stay longer, some bring families over with intention of staying.
6. Workshops: valuable input from Community Police at Camborne Workshop who said they wanted to meet the migrant workers – not just when crimes are committed or the law is broken.
7. Logistical: good relationship forged with Nocton Flower Farms, Camborne, and the farmer/manager arranged weekly transport to the evenings.
8. Benefits for faith groups:
 - some of the evenings e.g. in Breage brought together people from different churches i.e. Churches Together in Tregonning in a way that had not happened before
 - a chance for congregations to relate to other cultures
 - a chance for church members to feel that they were contributing something new to the life of the church or faith group
 - lasting friendships ensued after some evenings: in Manaccan, some of the church members paired up with migrant workers with similar interests. e.g. a qualified band conductor with someone from St Keverne Band
 - an interesting insight for many congregation members – the revelation that there were migrant workers in our midst, living apparently hidden lives (a congregation member at Treslothan Church was unaware that there were several hundred workers living nearby in Pendarves)
 - a chance for congregations to see the workers as real people, with hopes, expectations etc, not just faceless migrants ‘taking our jobs’.
9. Benefits for migrant workers offered by the evenings:
 - the chance to get out into the community
 - the freedom to talk to other people and feel that they can trust them
 - an excellent opportunity to build relationships of trust within the community
 - help in understanding English, in filling out forms e.g. for English classes
 - the chance for older migrant workers who were finding it particularly hard to forge friendships (Manaccan Chapel)
 - the opportunity to have fun and relax
 - the opportunity to access information about wider life outside the farm
 - the chance to eat different kinds of food i.e. food that they don’t have to cook themselves, and something other than basic food stuffs e.g. crisps and peanuts

- introduction to craft workshops (making cards to send home)
 - possibility of talking to voluntary agencies and to receive support in their own languages
 - the chance to interact socially with local people
 - the chance to interact socially with fellow workers from other countries i.e. not just the one they came from
 - extended Internet access (in Tuckingmill and Camborne). Internet access at libraries is limited and instructions in English can be confusing.
 - space to socialise in a larger group (i.e. a space bigger than a caravan)
 - an occasion to dress up.
10. Increased integration on a longer term basis ensued in some instances:
- friendships were forged at the evening in Manaccan e.g. the bandleader with someone from St Keverne Band
 - a Romanian rugby international who attended the evening at Tuckingmill subsequently went on to train at Camborne Rugby Club.
11. The scheme spread beyond the network of Faith Groups. Other non-faith partners involved were:
- All Saints Community Centre, Tuckingmill
 - Fusion Centre, Truro
 - Eden Project.
12. Evenings were easily staged and small steps could make them go well. Suggestions at the Evaluation meeting included:
- be relaxed
 - keep chatting, don't worry about the language barrier
 - the language postcards help to break the ice – have them lying around.

DIFFICULTIES

1. Some groups experienced difficulties in contacting migrant workers, in one case due to language barriers and in another due to problems in dealing with the gangmaster. In Camborne, migrant workers on one occasion turned up on foot at a Community Centre when no evening was being held; on another occasion, a gangmaster failed to deliver workers to a planned evening, as promised. Amanda Stevens of Helston Methodist Church found that it was a question of getting to know the local farmers and establishing a relationship with them. She built on links already being forged around English language classes being held at Manaccan Chapel: she found that farmers tended to welcome any chance for their workers to learn English. In Breage, where there had been difficulties in liaising with the local gangmaster, Penny Stevens forged contact with another farmer who offered to put up posters about a Welcome Evening in relevant languages on the farm.
2. We experienced a cautious response from statutory bodies initially, though through consultation forged a satisfactory working relationship.

Though all final sign off for copy and images stayed with the core working group, we consulted representatives from Inclusion Cornwall and Devon and Cornwall Police in the belief that input/support was felt to be important, particularly in view of the project's future development. Both bodies considered both design and copy had the potential to polarise communities and could attract negative press coverage.

We took steps to address these issues by taking expert advice.

Kemal Ahson, Lifeworld, adviser on diversity issues to the NHS, the Mayor's Office etc was consulted on copy and it was amended in line with his recommendations.

In consultation with the designer and Bridging Arts' adviser on media strategy (Andrew Dobbie) we dropped one image (of a caravan site) considered by Inclusion Cornwall and the police to be controversial.

Inclusion Cornwall in the end fully supported Let's Talk, attended both launch workshops and spoke about their work.

Press coverage of Let's Talk has been entirely positive and at the Evaluation Meeting (Tuckingmill 26/3/07) no negative effects of the evenings were identified.

3. At both workshops, it would been useful to have
 - Questionnaire/feedback forms for people attending
 - Name labels – to help people circulate/chat.

CONCLUSION AND RECOMMENDATIONS

In view of the demonstrable success of this project, it should be rolled out to a wider area.

Extra funding is needed to build on existing work and partnerships, and to reproduce and extend the materials, and develop the following elements:

1. Publications:
 - expand the range of languages to include Portuguese
 - produce templates of posters to advertise the evenings to workers in different languages, to display on farms
 - to investigate the possibility of a prayer sheet
 - to refine questionnaires so that answers are in tick-box form (to avoid translation difficulties).
2. To increase interaction with workers:
 - perhaps keep a book in churches\community halls for suggestions (which could be translated)
 - investigate ways of using the website as a bulletin board with interactive elements
 - investigate the possibility of offering a village hall with catering facilities for meals once a month

- possibly offer a health surgery with doctors
- possibly offer evening classes (ESOL)
- possibly ask the workers to talk to congregations about their background/countries
- investigate ways of forging links to permanent Polish/Lithuanian residents in the county
- investigate ways of using music as a way of breaking down barriers
- investigate ways of reaching the children of migrant workers and involving them, too
- investigate ways of reaching migrant workers in care homes
- find ways of reaching farmworkers at holiday times, particularly over Christmas
- develop rotas for congregation members to give lifts to some of the workers to church services
- open churches at times in the evenings for migrant workers to visit
- investigate ways of creating links with local Women's Institutes
- create areas within churches for the workers e.g. a Catholic shrine
- extend invitations to workers to regular services, particularly at holiday times
- investigate ways of drawing up a network of volunteers across all churches interested in making contact with migrant workers. Churches without facilities are very willing to offer members of congregation as volunteers to those who do have facilities.

14 May 2007

