



Annual Report 2019-20

ILPA

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Immigration Law Practitioners' Association, registered charity no. 1155286.
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Cover picture: AGM 2018

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“Being a part of the important work that ILPA does is worth the money”

Message from the Chair

As this is my final year as Chair of ILPA, I venture a few remarks that take stock of ILPA's position over the last few years and take a look at the years ahead.



ILPA has been very careful to maintain healthy reserves. Unlike many membership organisations and charities, we have taken a cautious approach to our funds. That has enabled us to ride out difficult times that might otherwise have caused problems. Since the financial crash in 2008, many of our members have faced difficulties. In the legal aid sector this has been compounded by cuts to public funding from 2012 onwards. During this time, our membership fees have remained good value, our training programme has been expanded, and we have been successful in attracting grant funding. As a result, we are able to fund our legal policy work. We have also been able to steer our way through the rough seas of the Coronavirus crisis. ILPA's success in maintaining healthy reserves enable us to focus on the work that matters.

Our funds come from a mix of membership fees, training course fees, and grant funding. In the last few years the market

for training courses has become more and more competitive. I urge you to give your time as trainers to ILPA and, further, to attend ILPA courses as part of your continuing professional development. The profits from ILPA's training programme fund our policy work; ILPA is a not-for-profit organisation. In participating in ILPA's training programme, not only will you benefit from the best that the immigration law sector has to offer by way of training, you will also be helping to maintain and expand ILPA's legal policy work.

I would also encourage you to get involved or more involved in ILPA's work. The challenges we face continue to grow. The alterations to the immigration system from 2021, a prospective asylum Bill, so-called simplification of the Immigration Rules, and the outsourcing of public functions relating to the administration of immigration control to the private sector, continue to require our full attention. Most of all, the intellectual and political squalor of the Government as regards the rule of law has borne down heavily on immigration lawyers. The speeches of the Home Secretary targeting immigration lawyers for doing their jobs on behalf of their clients are a disgrace and have rightly attracted severe criticism from across the legal profession. The subsequent physical attack at an immigration law firm shows that it is not just the fear of harm we face but harm itself. ILPA members should not have to work in fear or be forced to pay for security in order to work. With

power comes responsibility. A Secretary of State who inflames the public debate around immigration in this way demeans herself as well as her office. It is her fitness for the office that is put in issue by her remarks not the conduct of skilled professionals. There can be no compromise when it comes to the ability of lawyers to work in safety and without fear. There can be no compromise in defending the rule of law.

ILPA owes thanks to all its staff members. Nicole Francis, Chief Executive, continues her excellent work on our behalf. We are grateful to her for all her efforts. In legal policy work we thank our Legal Director, Sonia Lenegan and our Legal and Parliamentary Officers Charles Bishop (until August 2020) and (from August 2020) Robin Pickard. We are grateful to our Finance and Office Manager, Lana Norris for keeping our finances in order; to our Membership Manager and Website Project Manager, Helen Williams for her work in signing up and retaining members and on the website project; and to our Training Officer, Amira Rady. We are also grateful to our Office Administrator, Esme Kemp; our Executive Assistant Nicolette Busuttill; our Strategic Legal Fund Project Managers, Bella Kosmala (until March 2020) and (from October 2020) Claire Tindale; and (until September 2020) our Strategic Legal Fund Finance Assistant Emmanuel Benedetti.

“We have been able to steer our way through the rough seas of the Coronavirus crisis.”

Thanks are due also to the Convenors of the Working Groups and to all our active members who give their time. In the next year ILPA will need to draw on all its resources to act successfully on your behalf. If members have capacity to get involved with any area in which we are engaged, please get in touch with the office info@ilpa.org.uk and help us. There are numerous Working Groups and ad hoc groups covering all areas of our activities and members are always welcome to contribute.

Finally, thank you all for putting up with me as Chair for these last few years. ILPA is made great by the work of its members and staff. It has been a privilege to work with all of you.

Adrian Berry
Chair

About us

Objectives

The Immigration Law Practitioners' Association is a membership organisation established in 1984 by a group of leading immigration law practitioners to:

- Promote and improve the advising and representation of immigrants
- Provide information to members and others on domestic and European immigration, asylum and nationality law
- Secure a non-racist, non-sexist, just and equitable system of immigration, refugee and nationality law practice

ILPA is a registered charity (No. 1155286) and a company limited by guarantee (No. 2350422).

Committee of Trustees

The Committee of Trustees is elected annually by the membership. The work of members is supported by a Secretariat of paid staff.

Chair	Adrian Berry, Barrister, Garden Court Chambers
Secretary	Ayesha Mohsin, Solicitor and Partner, Kalayaan
Treasurer	Vacant

Members

Andrea Als	Solicitor and Partner, PricewaterhouseCoopers LLP
Hazar El-Chamaa	Solicitor and Partner, Penningtons Manches Cooper LLP
Grace McGill	Solicitor, McGill and Co Solicitors
Daniel Rourke	Solicitor, Public Law Project
David Ball	Barrister, The 36 Group

Helen Johnson OBE	Director of Childrens' Services, Refugee Council
Julie Moktadir	Solicitor, Stone King Limited
Simon Barr	Simon Barr Immigration Law
Sophie Barrett-Brown	Partner, Laura Devine Immigration

Staff

Chief Executive	Nicole Francis
Legal Director	Sonia Lenegan
Legal and Parliamentary Officer	Charles Bishop (until August 2020) Robin Pickard (from August 2020)
Finance and Office Manager	Lana Norris
Membership Manager and Website Project Manager	Helen Williams
Training Officer	Amira Rady
Office Administrator	Esme Kemp
Executive Assistant	Nicolette Busuttil
Strategic Legal Fund Project Manager	Bella Kosmala (until March 2020) Claire Tindale (from October 2020)
Strategic Legal Fund Finance Assistant	Emmanuel Benedetti (until September 2020)



Overview of our work

Strategic Plan for 2018 to 2021

The strategic aims and priorities are:

1. increase ILPA membership so that a greater proportion of practitioners in immigration, asylum and nationality law are ILPA members
2. be an essential information resource for our members
3. deliver a high quality training programme that meets the needs of our members
4. ensure ILPA's influencing work makes best use of its resources and reputation
5. support legal analysis and publications that will lead to improvements in practice
6. support litigation that will promote respect for the rule of law
7. ensure that ILPA is an accountable and effective organisation

Working Groups

Working groups are open to all members and we strongly encourage everyone to join at least one, whether in your region or area of work. They are critical to ILPA's strategic activities and offer an excellent way for members of any level of experience to get involved as well as meet other practitioners. Whether through meetings or email groups, all aim to carry out the following kinds of work:

- influencing policy;
- developing ILPA positions;
- identifying emerging issues;
- information sharing;
- sharing views.

Thematic Working Group Convenors

BAME	Andrea Als, ILPA Trustee Liaison, PricewaterhouseCoopers LLP Dudzile Moyo, JCWI Jenny Okafor, Corper Solicitors Toufique Hossain, Duncan Lewis Unkha Banda, Praxis Community Projects Noémie Adam, Birnberg Peirce
CaseSpace	Nigel Leskin, Birnberg Peirce and Partners, plus various
Courts and Tribunals	Rowena Moffatt, Doughty Street Chambers Nicola Burgess, JCWI Allan Briddock, One Pump Court
Economic Migration	Tom Brett-Young, Veale Wasbrough Vizards LLP Anushka Sinha, Kemp Little LLP James Perrott, Macfarlanes LLP
European	Elsbeth Guild, Kingsley Napley LLP Alison Hunter, Wesley Gryk Solicitors LLP Jonathan Kingham, Lexis PSL Immigration
Family and personal	Katie Dilger Sue Shutter, volunteer with the Project for the Registration of Children as British Citizens and Slough Immigration Aid Unit (until August 2020) Nath Gbikpi, Wesley Gryk Solicitors LLP Nicole Masri, Rights of Women
Immigration Professional Support Lawyers Network	Shyam Dhir, LexisNexis Tim Richards, Kingsley Napley LLP Josh Hopkins, Laura Devine Immigration



Legal Aid	Polly Brandon, Freedom from Torture Ayesha Mohsin, Kalayaan
Legislation	Adrian Berry, Garden Court Chambers
Refugee	Ali Bandegani, Garden Court Chambers Beya Rivers, Hackney Community Law Centre
Removals, Detention and Offences	Bahar Ata, Duncan Lewis Pierre Makhoulf, Bail for Immigration Detainees Sairah Javed JCWI
Well-Being	Emily Heinrich of Fragomen Kat Hacker, Helen Bamber Foundation Aisha Choudhry, Bates Wells LLP
Children	Operates as an email group only

Regional Working Group Convenors

Northern Ireland	Maria McCloskey, Napiers Solicitors Sinead Marmion, Phoenix Law/STEP Carolyn Rhodes, Gillen & Co Solicitors Ashleigh Garcia, Law Centre NI
North West	Lucy Mair, Garden Court North Chambers Denise McDowell, Greater Manchester Immigration Aid Unit Emma Morgan, Shoosmiths LLP Shara Pledger, Latitude Law
New York	Tanya Goldfarb, Clintons Jenny Stevens, Laura Devine Solicitors

Scotland	John Vassiliou, McGill & Co Solicitors Kirsty Thomson, JustRight Scotland Barry Price of Latta and Co
Southern	Tamara Rundle, Redstart Law
South West	Marie-Christine Allaire Rouse, South West Law Sophie Humes, Avon and Bristol Law Centre Dr Connie Sozi, Deighton Pierce Glynn Glyn Lloyd, Newfields Law
Yorkshire and North East	Ish Ahmed, Bankfield Heath Solicitors Christopher Cole, Parker Rhodes and Hickmott Solicitors Emma Brooksbank, Freeths LLP Nichola Carter, Carter Thomas Solicitors Bryony Rest, David Gray Solicitors

If you would like to get involved in a working group please contact the Secretariat on info@ilpa.org.uk or one of the convenors via the working groups page at www.ilpa.org.uk/members.php



Our influencing work

Key Activities and Achievements

Coronavirus

From January 2020, ILPA was actively engaged with the Home Office on their response to the pandemic. For several weeks following lockdown in March we attended weekly meetings with the (Ministry of Justice) MoJ as well as with the Deputy Director of UKVI, to provide critical feedback on how each organisation is responding to the coronavirus outbreak. We provided to the Home Office and published on our website a comprehensive list of our recommendations on 21 March 2020, which has been kept up to date as matters are resolved and others arise. We have particularly pushed the Home Office to clarify the legal basis of their policy and to significantly improve their communications, as a result of which the Home Office's coronavirus page was created. We have also had weekly calls with other NGOs in the sector in relation to issues including immigration detention, asylum processes, and reporting. We are pleased that many ILPA Members have joined our [ILPA Coronavirus Google Group](#) which was set up following a request by a Member, and proved so successful that we have kept it and extended the scope to non-pandemic issues, now under the name of the ILPA Google Group.

We have continued to have regular meetings with the Home Office and continue to update members on information we get from those meetings. We have also been raising issues with the Home Office and Sopra Steria, such as in relation to registering with UKVCAS, use of the IDV app, biometric enrolment, and switching. We are continuing to press on the long list of issues that remain outstanding.

Home Affairs Committee

On 20 April 2020, we submitted lengthy evidence to the House of Commons Home Affairs Committee inquiry into Home Office preparedness for Covid-19. We highlighted that the overwhelming issue has been the inadequacy of Home Office public communication, in particular in ensuring guidance is clear

and publicly accessible. We also raised issues relating to the legal basis of the current coronavirus concession and extension policies. We highlighted that there were significant gaps in the NHS worker extension policy, including a change to a government webpage which gave the appearance that it was restricted just to Tier 2 (General) migrants.

These issues were explored further in live evidence given by Adrian Berry, our chair of trustees, to the committee on 21 April 2020. That same day, in light of our evidence, the Home Affairs Committee wrote to the Home Secretary raising our concerns. On 29 April 2020, the Home Secretary announced, in a letter to the Committee sent before she gave evidence that day, that the NHS worker extension was being broadened to a wider scope of individuals. Further, the Home Office webpage setting out the extension policy was amended to clarify that it was not restricted just to Tier 2 (General) migrants.

Legal Aid

Before the coronavirus outbreak, we had already raised concerns with the Ministry of Justice (both HM Courts and Tribunals Service (HMCTS) and the Legal Aid Agency (LAA)) in relation to the fact that there is no funding available in the First-tier Tribunal digital reform pilot for the Appeal Skeleton Argument (ASA) in circumstances where, following the provision of the ASA, the Home Office then withdraws the decision such that a hearing does not take place.

Both HMCTS and the Ministry of Justice accepted that the existing legal aid structure for appeals needed to be changed. As a result we were able to quickly raise this issue again when the First Tier Tribunal (Immigration and Asylum Chamber) (FTTIAC) directions for future hearings in light of the Covid-19 pandemic effectively compelled parties to follow the Digital Reform Pilot Directions without any necessary changes to legal aid being implemented. We had repeatedly expressed our concerns about the use of a fixed fee for the new process, given the impact on barristers in particular of moving the ASA work away from the hearing, and the importance of data collection about the effect of digital reform on the amount of work required in an appeal. Despite this, the MOJ introduced a new fixed fee, and so we provided a witness statement

in support of judicial review proceedings brought by Duncan Lewis. We also supported parliamentary work led by the Young Legal Aid Lawyers, as part of which we attended a meeting with the Justice Minister Alex Chalk to discuss the issues around the new fixed fee. The Lord Chancellor conceded the judicial review at a very early stage, and the regulations were subsequently withdrawn and the new fixed fee was replaced with hourly rates. This is a temporary fee pending consultation on a new payment.

Upper Tribunal

The Upper Tribunal (UT) continued to insist that non-urgent judicial reviews were filed in hard copy during lockdown, despite the fact that Field House was closed and that other jurisdictions, in particular the Administrative Court, had responded in a rapid and practical manner to allow for electronic filing. After unsuccessfully raising concerns with the President about the obvious health risks and practical difficulties created by such a position, we escalated the issue via HMCTS instead, and provision was subsequently made for non-urgent judicial reviews to be filed electronically. We also raised concerns about the Upper Tribunal Immigration and Asylum Chamber (UTIAC) change to making error of law decisions on the papers instead of by remote hearing. The UT dismissed these concerns and we then provided a witness statement in support of JCWI's judicial review of the guidance, permission was granted and the substantive hearing was heard in October 2020. On 20 November 2020, Mr Justice Fordham allowed the appeal against the UT. He found that the *President's Guidance Note* is unlawful because it communicated that appeals should normally be decided on the papers rather than at remote hearings during the pandemic. It was held that that position is contrary to the common law requirements (e.g. procedural fairness) which inform the overriding objective of just and fair disposal of cases.

Law Commission Simplification of the Immigration Rules Project

ILPA has continued to be involved with the Law Commission's Simplification of the Immigration Rules project. The Law Commission published its final report on 13 January 2020 to which the Home Office responded on 25 March 2020.

ILPA was invited to take part in the new Review Committee (the Simplification of the Immigration Rules Taskforce (SORT)), which was set up in line with the Law Commission's recommendation to review the Home Office's implementation of the simplification project.

ILPA first met with SORT on 27 February 2020 and there have been several meetings since. We have made recommendations on various draft immigration rules. ILPA's input has led to amendments on the rules, for example the skilled worker rules have been changed as a result of our scrutiny. It has however been difficult to engage effectively at times as the Home Office has sought to restrict our ability to share drafts with Members, and so we have had to push back on this. We have also expressed our concern at policy changes being rolled out via this process, without consultation.

Sonia Lenegan and then Jonathan Kingham (Lexis Nexis) have been representing ILPA at these meetings.

Immigration and Social Security Co-ordination (EU Withdrawal) Bill

The Bill was introduced in the House of Commons on 5 March 2020. ILPA held a conference call with key NGOs the day after the Bill was published and we set up a Legislation Working Group to work on the Bill. In light of the parliamentary arithmetic ILPA's strategy was to focus on technical issues with the Bill.

We sent our briefing on the second reading of the Bill to a variety of politicians and we were referred to at the despatch box by Holly Lynch MP, the Shadow Immigration Minister. We also held meetings with Holly and Kate Green MP (then Shadow Minister for Child Poverty Strategy, now Shadow Education Secretary) to explain our concerns and to discuss amendments and strategy. We had further exchanges as the Bill progressed. Adrian Berry, our Chair of Trustees, gave evidence on the Bill to the Public Bill Committee. We also provided a further written briefing. A number of our suggested amendments were tabled or were discussed as part of debates on particular provisions in the Bill. We continue to have involvement with the Bill as it passes through the House of Lords.

Contracted out services

ILPA and The Law Society met with UKVI in December 2019 to provide feedback on the ongoing issues with VFS Global and TLS Contact when submitting out-of-country applications. We also discussed issues with delivery of Biometric Residence Permits. We met with UKVI and Sopra Steria to discuss problems with UKVCAS centres, as managed by Sopra Steria. We fed back the many concerns members have with how these centres operate and, in particular, the difficulties members face with obtaining free appointments. We also pressed them to bring back the option that allowed individuals to search specifically for free appointments. During the period the centres were closed we continued to push this issue and told the Home Office that they needed to ensure that there were sufficient levels of free appointments available once centres opened again. Despite this, the issues with the availability of free appointments continue and so we have also raised this issue via the media as well as in our response to the ICIBI's inspection on Front End Services.

H M Courts and Tribunals Service (HMCTS) court reform project

This was rolled out a lot faster than anticipated when the pandemic hit, which led to issues surrounding legal aid as detailed above. Apart from that, the new systems appear to have been generally well-received. ILPA participated in interviews with the Public Law Project which fed into their report 'Online Immigration Appeals: A Case Study of the First-Tier Tribunal' published in August 2020. We continue to engage with both HMCTS and the Home Office on the new processes, attending a meeting on the design for out of country appeals in October 2020, and a meeting is due to be held in November 2020 with the Home Office to discuss the appeal reviews stage and how that is currently working.



ILPA Conference – Children's Rights in Immigration, Asylum and Nationality Law

The Strategic Legal Fund

STRATEGIC LEGAL FUND
FOR VULNERABLE YOUNG MIGRANTS

Managed by
ILPA

Key Achievements 2019/2020

The Strategic Legal Fund is a unique source of grants for legal work that can make a significant difference to vulnerable young migrants in the UK. Our aim is to tackle injustices and inconsistencies in law and practice by making grants to organisations to undertake pre-litigation research or make third party interventions.

In this last year we have run three regular funding rounds and two emergency funding rounds. We awarded 14 grants totalling £114,867. Our grantees have had some great successes:

- Thanks to the Strategic Legal Fund's support, Commons was able to investigate, research, strategize and report on the unlawful implementation of requiring defendants in criminal courts to declare their nationality. They found that the practice was racialising courtrooms nationwide. At a time of heightened scrutiny on race and the criminal justice system, it was vital that we could work together to achieve change.
- Project 17 were awarded funding to fund the costs of intervening in *W&J v Secretary of State for the Home Department CO/3036/2019*, a judicial review challenging the No Recourse to Public Funds (NRPF) scheme as it relates to the parents of British children granted leave to remain under the ten-year route to settlement. In May 2020, the High Court ruled that the Home Office policy of imposing the 'no recourse to public funds' condition on migrants who are on the 10-year route to settlement was unlawful. The judges said that the policy 'as presently formulated' breached Article 3 of the European Convention on Human Rights, which prohibits inhuman and degrading treatment. The case was brought by Deighton Pierce Glynn on behalf of a family affected, and was supported by The Unity Project. Project 17 were represented by The Public Law Project and Amanda Weston QC in their intervention.
- Bindmans LLP were funded to gather evidence regarding reasons and rates of refusal of family visit applications from certain parts of the world which result in discriminatory disadvantage for migrant children or children of migrants. This research enabled Bindmans to produce five detailed witness statements from practitioners which were adduced as part of their application to the European Court of Human Rights challenging the decision in *Kopoi*.
- Coram Children's Legal Centre was awarded funds for pre-litigation research in order to bring strategic legal action on EU settlement scheme applications made by children and young people with criminal convictions, including especially looked-after children and care leavers.
- Detention Action and Public Law Project were awarded funds to undertake pre-litigation investigations in relation to the Legal Aid Agency (LAA)'s failure to make adequate arrangements for the provision of legal services to detainees in Immigration Removal Centres (IRCs) under the Detained Duty Advice Scheme.
- In September 2020, the SLF expert panel had a specific session on the implications of the review into Judicial Review.

Black Lives Matter

Response to Black Lives Matter Protests

In response to the killings of George Floyd, and Breonna Taylor in the USA and Belly Mujinga in the UK, ILPA felt it urgent and necessary to address the problem of institutionalised racism both in the sector and in the organisation. We set up the ILPA Anti-Racism Action Group, consisting of ILPA staff members and ILPA trustees, as an immediate response that gave us the space to discuss and plan ILPA's actions to hold ourselves and the Immigration system accountable. These discussions focused on how we can ensure, not only that we hold each other to account in our work, but also that ILPA works towards systemic change in the sector by coming up with short, medium and long term action points and strategies to combat the racism that both practitioners and clients face. In this annual report we will cover the actions we have taken thus far.

We are open to feedback, and we are committed to holding ourselves and the immigration sector to account. ILPA was founded on principles of securing a non-racist, non-sexist, just and equitable system of immigration, asylum and nationality law practice, and we are committed to ensuring that we uphold these principles. Now is not the time to stay silent.

Anti-racism resources

We are continuing to update our [anti-racism resources page](#) on our website, adding resources suggested by members including books, podcasts, resources for Black lawyers, ILPA BLM webinar recordings and information about anti-racism and race resilience training. Please email amira.rady@ilpa.org.uk or esme.kemp@ilpa.org.uk if you have any suggestions for anti-racism resources that have proved valuable to you that you wish to share.

We have included recordings of our most recent BLM Roundtable on this page too, along with links to the next BAME Working Group Meetings. This has received really positive feedback and has proved to be a valuable resource for members.

ILPA explores racism in the immigration sector survey

In July 2020 ILPA designed a survey entitled ILPA Explores Racism in the Immigration Sector asking ILPA members to provide feedback on the racism they may have experienced within the immigration sector and the racism that may have been experienced by their clients. While filling out this survey we encouraged participants to think about not only overt instances of racism, but also any scenarios where they have felt disempowered or marginalised through covert microaggressions, in an attempt to draw out data that is less easily captured through quantitative means.

Racism is understood here to mean any form of discrimination, be it visible or otherwise, directed towards a person on account of their skin colour, perceived race, ethnicity, religion or nationality. It can be covert and non-tangible but importantly it is perceived by the person to which it is being directed. We recognise that race and racism are incredibly nuanced and therefore a survey will not account for the myriad ways in which everyone may experience it.

We thank everyone who took the time to complete it and we strongly hope that we can use the findings to create a more just and equitable system of Immigration. The full results have been published alongside this report. You can find the report [here](#).

Established NEW 'BAME' Working Group

ILPA identified that there was a lack of a focused space in which ILPA members could discuss issues of racism in the sector and in their own firms with other practitioners. Through the Anti-Racism Action group, conversations with members and the results of the survey we acknowledged that ILPA was well placed to provide that space that would allow cross-sector engagement, bringing together those from junior and senior positions and creating an environment that is first and foremost a space for Black and Ethnic Minority members to share thoughts, frustrations and ideas for action; and secondly acts as a space to engender collective and collaborative action from all ethnicities, races and backgrounds.

ILPA established their first BAME Working Group. The first meeting went ahead on October 12th 2020.

We recognise that the acronym BAME is a term that often homogenises and masks the myriad of experiences and inequalities that exist within Black and Minority Ethnic communities, and so intend to start this Working Group as an umbrella under the heading 'BAME' that can splinter off into separate groups to fully reflect people's individual experiences, as the group gains traction and progresses.

This will be a non-judgemental space conducive to growth and learning and we expect all experiences and perspectives shared to be listened to and engaged with respectfully. But it will also be the space for collective action and we envisage that it will be the key site for ILPA's work on holding the Home Office to account with regards to its institutional racism.

We are delighted to announce our working Group Co-Convenors for the BAME Working Group. They are as follows:

- Andrea Als, ILPA Trustee Liaison, *PricewaterhouseCoopers LLP*
- Duzuzile Moyo, *JCWI*

- Jenny Okafor, *Corper Solicitors*
- Toufique Hossain, *Duncan Lewis*
- Unkha Banda, *Praxis Community Projects*
- Noémie Adam, *Birnberg Peirce*

ILPA Black Lives Matter Roundtable Series

ILPA held its first Black Lives Matter Roundtable on Tuesday 14th July 2020. The roundtable was designed as a listening exercise where each panellist shared anecdotal experiences about being a Black or a Person of Colour in the Immigration sector. The session was chaired by Andrea Als (she/her) and we heard from Nath Gbikpi (she/her) Wesley Gryk Solicitors, Raggi Kotak (she/her) One Pump Court Chambers, Juliane Heider (she/her) Islington Law Centre, Emma Riordan (she/her) EY, Unkha Banda (she/her) Praxis Community Projects, Rajiv Bera (they/them) South West London Law Centre, and Kat Hacker (she/her), Helen Bamber Foundation. ILPA would like to take this opportunity to thank everyone again for participating.

The roundtable functioned firstly as a space for discussion to give Black people and People of Colour the opportunity in which to share their experiences. Secondly it allowed discussion of how we as a community can collectively work together to challenge racism (conscious and unconscious) in our places of work, and thirdly to come up with an action plan for how ILPA is best placed to tackle institutionalised racism.

This first roundtable, in conjunction with the ILPA Anti-Racism Action Group and the results from the ILPA Explores Racism in the Immigration Survey, fed into ILPA's anti-racism priorities going forward and helped inform the actions that ILPA will take. From this we have designed an upcoming programme of Black Lives Matter Roundtables that we will be hosting throughout the year.

Some member feedback from our initial session:

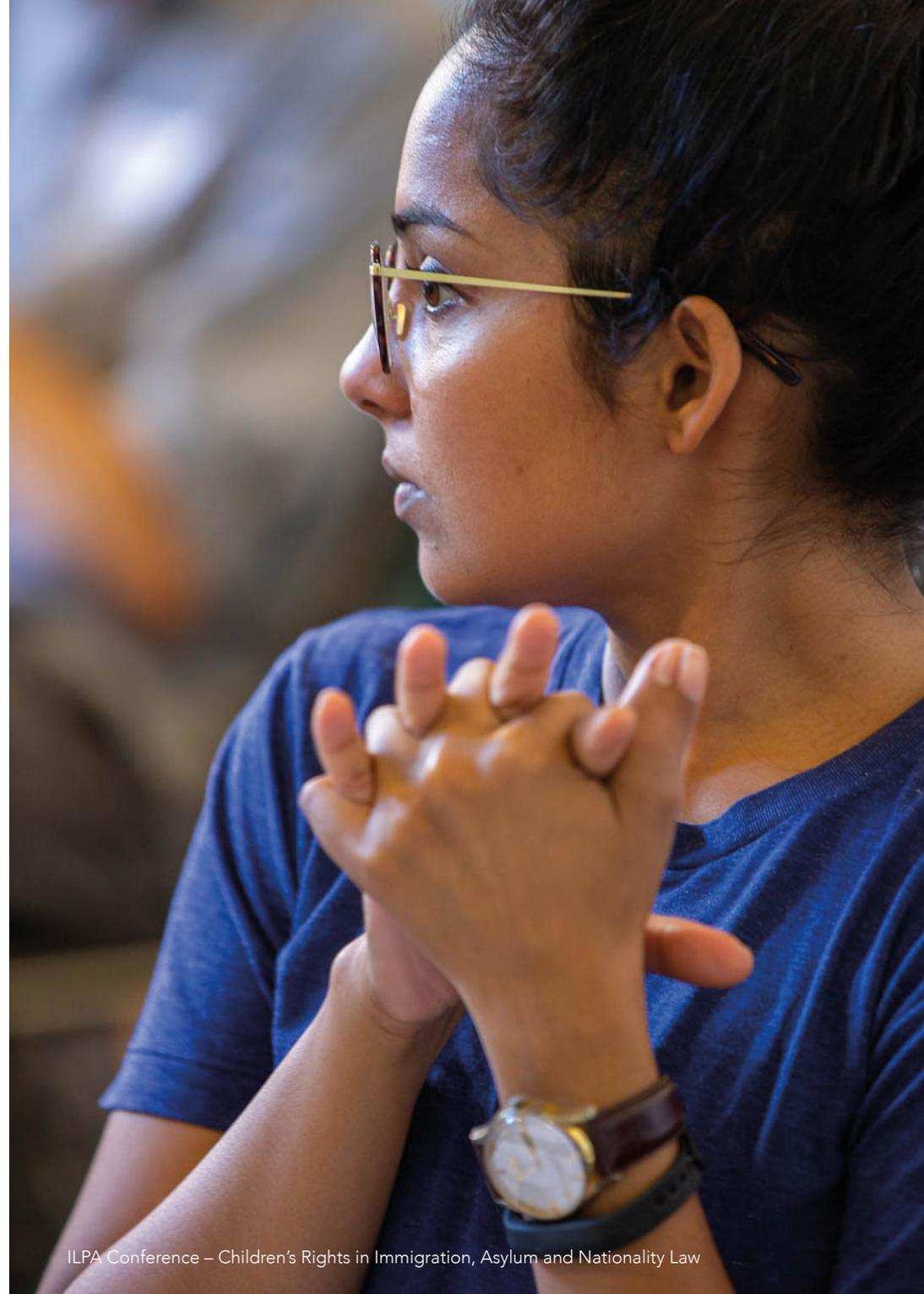
"A few colleagues attended the roundtable today and said it was really excellent – powerful and moving and gave much needed voices of solidarity to black lawyers working in the field, as well as a wake-up call to their white colleagues. Thank you."

"I thought it went really well. And it was brave and challenging for some of us to share so openly. I hope it brings more healing and freedom."

"I look forward to continuing the conversation."

The second roundtable session went ahead on Tuesday 29th September 2020. When analysing the results of our 'ILPA explores racism in the immigration sector' survey, time and time again the issue of microaggressions and the subtleties of racism were raised by our members. With 66% of respondents saying that they did not have the necessary knowledge and skills available to them to adequately address racism when they experienced it first-hand. ILPA therefore hosted our second Black Lives Matter Roundtable: *Challenging Racism: power, insult and microaggressions in the workplace*.

This session aimed to define what microaggressions are and helped to elaborate on the pervasive and subtleties of racism. We were incredibly lucky to be joined by Raggi Kotak (She/her) One Pump Court Chambers, Unkha Banda (she/her) Praxis Community Projects, and Professor Leslie Thomas QC (he/him) Garden Court Chambers. The panellists shared anecdotal experience of microaggressions that they have faced within the sector and shared tips and strategies for: Black people and People of Colour to deal with microaggressions as they face them; for white people to recognise microaggressions for what they are and call them out when they see them. To go back and listen to this session [you can find it here](#). ILPA would like to take this time to thank the panellists again for their time and insight.



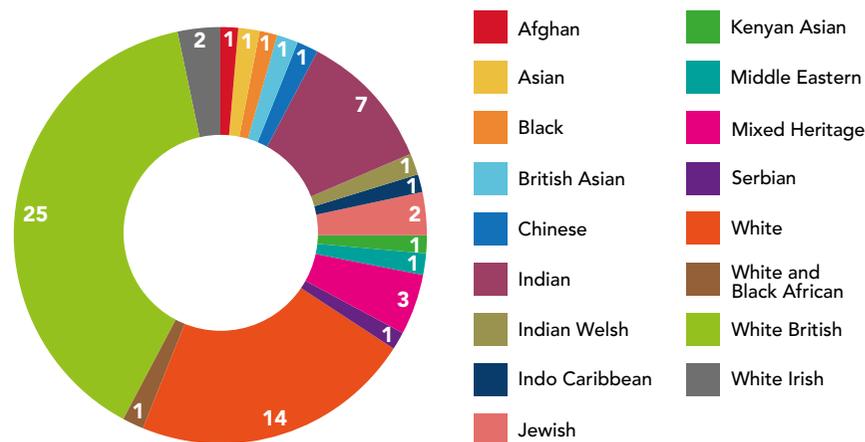
Current Tutor Cohort Audit

ILPA designed a short survey that was sent to all our tutors who delivered or are due to deliver training or presented at our conferences from Jan 2020 – December 2020. This has been designed so that we can collect and then collate information about the range of representation we have across our tutors, including ethnicity, race, nationality, gender and sexuality. The survey answers will be reviewed by the ILPA Anti-Racism Action group and from this we will determine what changes we need to make to our recruitment and retention of ILPA tutors going forward. To date we have 98 tutors for this period, 2 of which have left ILPA. 64 members have completed the survey. The results are presented here.

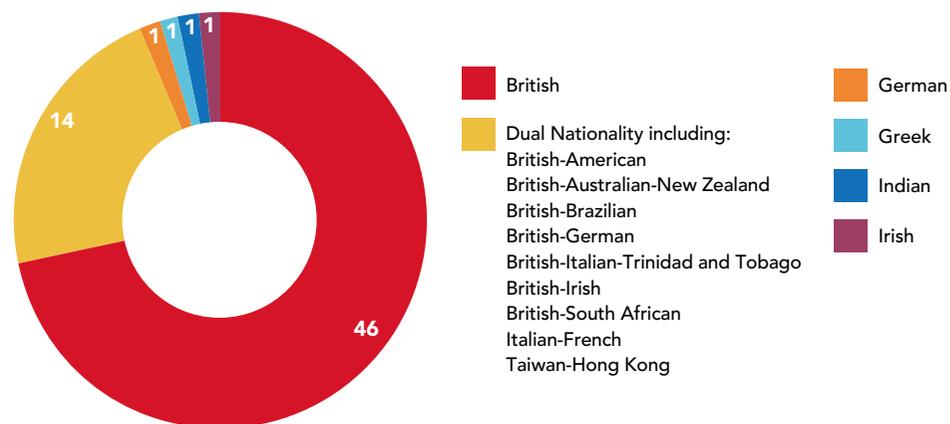
We made a conscious decision not to include tick boxes in the survey and have allowed each answer to be presented in a comment box. The purpose of this is to capture the reality and nuances of identity, rather than members ticking a box stating 'other' or 'mixed'. Although this will make the surveys more labour intensive to collate, we thought it an important step in moving away from standard practice in collecting demographic data.

Results: ILPA internal audit of Tutors = 64 respondents

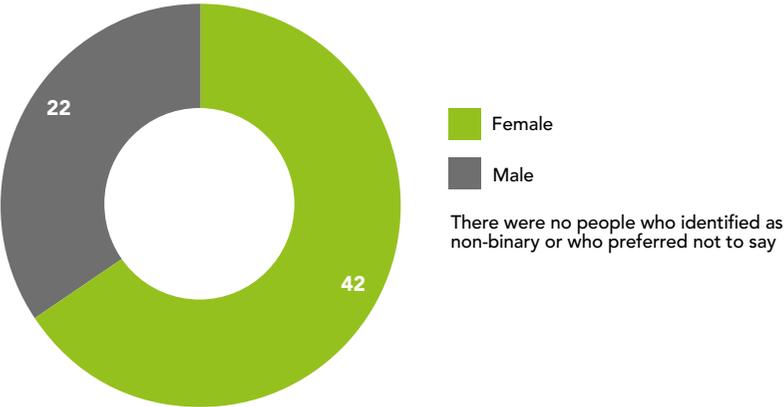
Ethnicity



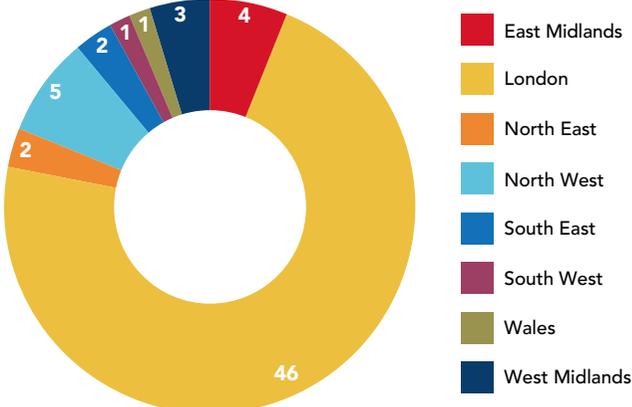
Nationality



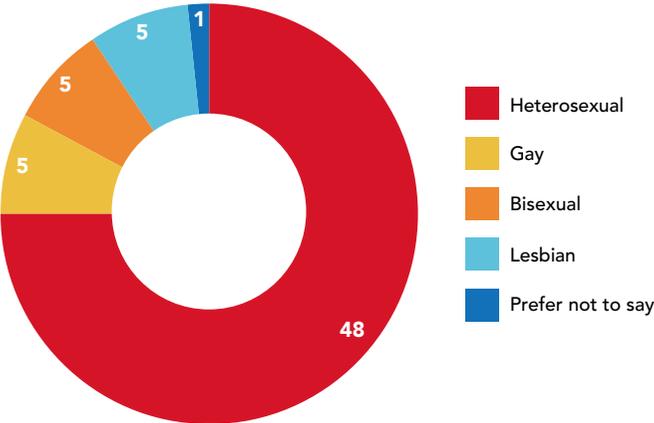
Self-Identifying Gender



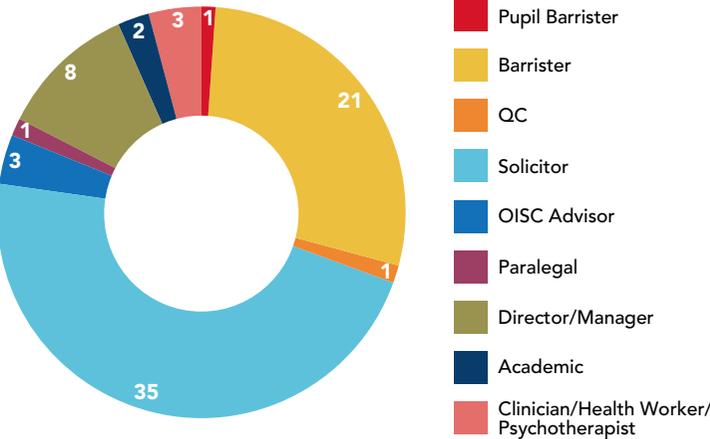
Region



Sexual Orientation



Role



Current ILPA Working Group Co-Convener Audit

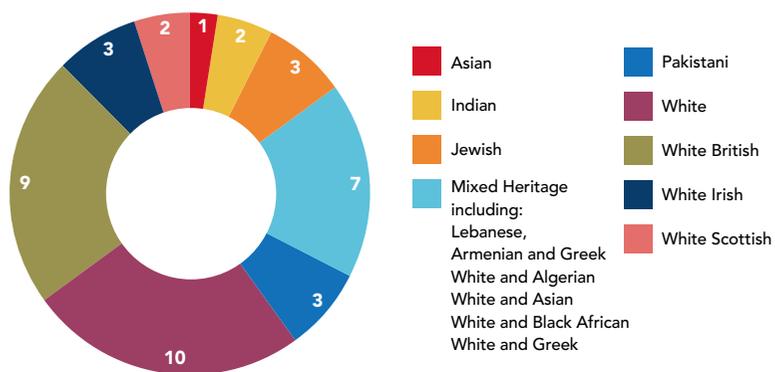
As described above, ILPA designed a short survey that we sent out to capture and collate data on our current working group co-convenors. At the time of writing we have received 40 responses out of a total of 43 co-convenors.

The new BAME working group was not be included in this audit so as not to skew data. This will allow us to identify areas where we need to improve and start to implement policies on how to act on this.

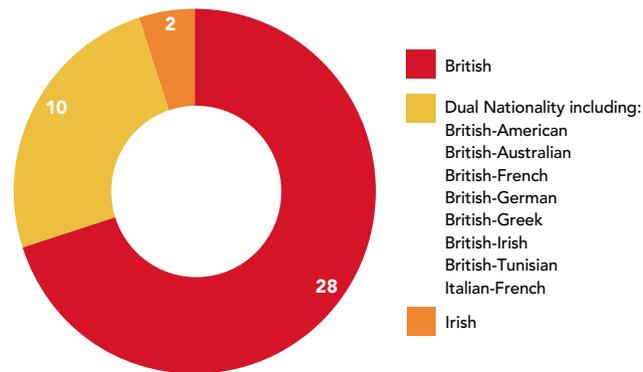
The data has been presented here.

ILPA internal audit of working group co-convenors = 40 respondents out of 43

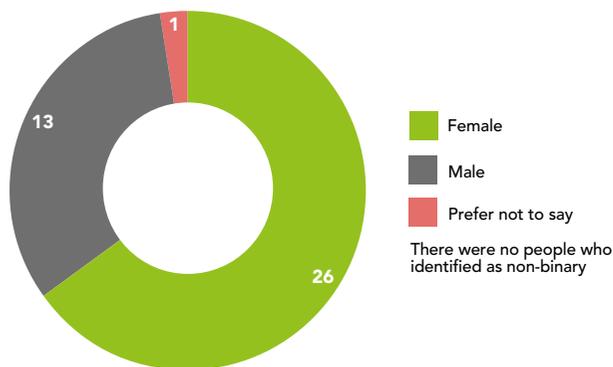
Ethnicity



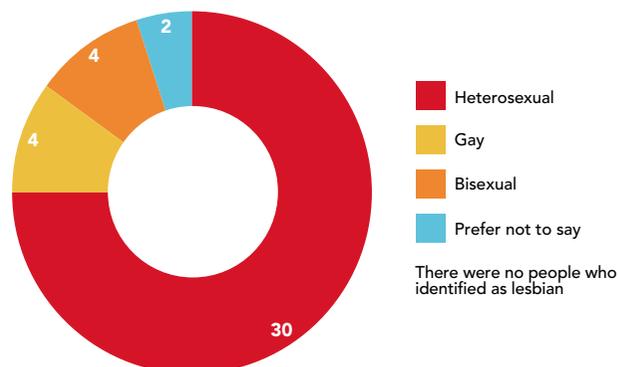
Nationality



Self-Identifying Gender



Sexual Orientation







Well-being

ILPA Well-being Working Group

The ILPA well-being working group was established in July 2018. The catalyst for setting up the group was Mental Health Awareness Week 2018, in which ILPA organised a seminar titled 'Well-being for Immigration Practitioners'. The collaborators for this seminar included LawCare, Claiming Space and Freedom from Torture. The seminar was well-attended and through lively discussions it became evident that the practice of well-being for immigration practitioners is an area that needs attention.

The group now meets every 6 weeks and has, since its inception, successfully organised a series of training sessions on vicarious trauma and self-care in collaboration with Claiming Space and Freedom from Torture, an inaugural Well-being Conference on the occasion of Mental Health Awareness Week 2019, an interactive seminar on World Mental Health Day 2019 and a series of well-being webinars for Mental Health Awareness Week 2020.

The ILPA Well-being working group want to:

- (1) raise awareness of the importance of well-being in the professional and personal lives of immigration practitioners;
- (2) cultivate a culture amongst immigration practitioners where well-being is discussed openly and is not stigmatised;
- (3) ensure that all immigration practitioners know where to access help if needed. We aim to do so by providing training, seminars and workshops addressing a variety of topics around the theme of well-being, and by providing a list of resources available to practitioners within and outside the immigration law sector.

ILPA Well-being Ambassadors

In the Spring of 2020 we recruited 12 well-being ambassadors to champion well-being and mental health in the legal sector alongside ILPA. Our ambassadors are:

- Gabriella Bettiga, MGBE Legal
- Brendan Beder, Beder Harrison & Co. and Smooth Transitions
- Sunitha Rossel-Milner, Central England Law Centre
- Gerard Stubbs, Deloitte LLP
- Simon Cox, Doughty Street Chambers
- Mala Savjani, Wesley Gryk Solicitors
- Victoria Bovill-Lamb, OISC
- Philip McNally, KPMG Ireland
- Damian Hanley, Wilson Solicitors
- Julianna Barker, Stone King
- Deepa Chadha, UKCISA
- Deirdre Sheahan, Paragon Law

We designed an ILPA Well-being Ambassador Handbook to provide our ambassadors with guidance throughout their role, support them to sign-post colleagues to resources and professional services, provide creative initiatives for the work place and to be their companion alongside the working group meetings. We hope that this handbook will be a source of inspiration to those of you who are thinking about developing a well-being handbook or well-being induction pack for your place of work, and you can find your copy of the handbook [here](#).

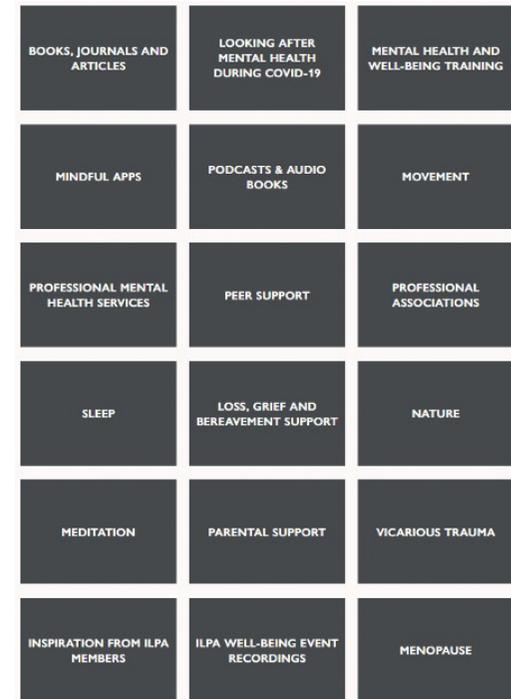
ILPA Well-being Resources Hub

We are dedicated to ensuring that all ILPA members have access to free mental health and well-being resources. In 2020, in conjunction with the launch of our new website, we developed a [well-being resources hub](#), in collaboration with you, for you.

The resources hub is divided into broad themes including [sleep](#), [movement](#), [peer support](#), [mental health and well-being training](#), [loss, grief and bereavement support](#), [parental support](#), [vicarious trauma](#), [meditation](#) and [nature](#), to name but a few. The hub is compiled

of podcasts, books, journals, TED Talks, professional associations, help and support lines, apps and much more. This has been a vital resource for our members during this extremely difficult year, and we hope that it will not only continue to provide support and guidance for our members but contribute to work to erode some of the continued stigma around mental health.

We also have a dedicated space where you can watch back our [well-being webinars](#).



ILPA Well-being Newsletter

ILPA began producing a fortnightly well-being newsletter in collaboration with our well-being ambassadors and the well-being working group. Each edition focused on a different theme and highlighted free resources, podcasts, books and activities to support the well-being of our members. Our newsletters have covered home and lone working, miscarriage, the importance of nature for mental health, bereavement and loss, Black Lives Matter, vicarious trauma, parental support, support for furloughed members and content to keep our members motivated, active and mindful.

"Thank you so very much for the ILPA well-being newsletter. I am looking forward to getting my teeth into it."

"Just want to compliment you on your excellent newsletter below. Thank you for all the effort you put in, it is genuinely appreciated. Looking forward to the next one."

"These are critical times for the sector in which migrants need more support than ever before with less support available to those who assist them. There is a growing and urgent need to promote and encourage the well-being of those dealing with these increasing pressures. ILPA's well-being working group has acknowledged and responded to this need, and I have valued and appreciated being a part of this. I hope to be able to continue to support the group in doing this and champion well-being in the sector as a well-being ambassador."

"As we work in a profession that is innately stressful, I think it is hugely important for there to be a space for wellbeing to be discussed openly and freely and for support and signposting to be available. I am excited to be involved in promoting ILPA's wellbeing strategy and the importance of finding ways to be happy and healthy, to help improve wellbeing within the sector."

Thank you to all our members who have supported ILPA to take action in this important and often overlooked area. We would not have been able to achieve this without their tireless efforts behind the scenes and dedication in ensuring that practitioners in the immigration law sector have access to resources to support their well-being and mental health. Special thanks to co-founders Nath Gbikpi, Kat Hacker and Aisha Choudhry for their initiative in establishing the ILPA well-being working group. An additional thanks is owed to Emily Heinrich, Anna Robinson, Brendan Beder, Deepa Chadha, Rachel Francis and Hannah Rutledge for their continued support and engagement since the working group's inception. We cannot express how much we value your collaborative approach to well-being and would not be here today without you.

Training

Webinars

At the outset of the coronavirus pandemic we identified that our training programme would need to be radically transformed at pace following the introduction of social distancing measures and the suspension of mass gatherings. Our primary consideration during this period of uncertainty was to ensure that ILPA members retained access to high quality training in immigration, asylum and nationality law, to support their continued professional development.

We undertook the challenge of moving all of our training to an online platform and managed to reschedule the majority of the scheduled training with very few exceptions.

We took a three-week break from our training programme to learn how to operate in this new online setting and produce guidance for tutors on how to deliver engaging and participatory training online. We kicked off the new webinar series with two sessions on 'Home Office Policy and Practice in the Coronavirus Crisis: what you need to know' delivered by Adrian Berry, Hazar El-Chamaa, Sophie Barrett-Brown and Gabriella Bettiga. These webinars were attended by around 200 ILPA members and provided a brilliant opportunity to introduce our members to our new programme and instilled confidence in them that we could continue to deliver training to a high standard that meets all their learning needs. Since April 2020 we have delivered between 2 – 4 webinars per week.

A major benefit of delivering training online is its increased accessibility in terms of cost and time to members throughout the UK and beyond. To provide an idea of the reach that our webinars are having: at our EU Settlement Scheme Update webinar delivered by Eva Doerr and Leonie Hirst, the 44 delegates attended from Manchester, London, Edinburgh, Glasgow, Newcastle, Brussels, Southampton, Essex, Oxford, Belfast, Bolton, Woking, Kent, Japan, Surrey, Bristol and Suffolk.

Feedback from members attending training from outside of London:

"I liked being able to attend a training course remotely, it would be great if you are able to continue this in future. It is much easier than travelling into central London to attend a seminar, issues with childcare etc."

"I liked that I was able to access the training that would usually be held in London"

"This was the first time for me to attend an ILPA webinar and I am extremely satisfied. Well done."

"I think it is great to do webinars as we save in time travelling to the venue and transport costs."

ILPA has delivered 88 courses and conferences between 01 November 2019 and 31 October 2020. This is an increase of 9 courses and conferences, up from 77 in the previous year. We have welcomed 2,190 delegates at our trainings and webinars in this period. This is an increase of 374 for the same period in the previous year. Of the 2,190 delegates, 534 of these attended free ILPA webinars.

Alongside our core courses we have introduced several specialist new courses, including:

- Mental Health in Immigration and Asylum Law delivered by Priya Solanki of One Pump Court Chambers
- The Phenomenon of Transnational Marriage Abandonment delivered by Nath Gbikpi of Wesley Gryk Solicitors and Pragna Patel of Southall Black Sisters
- Dispatches from the FTT Front Lines: Current issues litigating for appellants in the FTT (IAC) delivered by Eleanor Mitchell and Zoe McCallum of Matrix Chambers
- Derivative Rights of Residence delivered by Luke Piper of South West Law and the3million, and Neena Acharya of Coram Children's Legal Centre

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- The EU Settlement Scheme and Children delivered by Nisa Tanin and Stewart MacLachlan of Coram Children’s Legal Centre
 - Strategic Litigation for Social Change delivered by Alison Pickup of Public Law Project and Charlotte Kilroy QC of Blackstone Chambers
 - Community Care Law for Immigration Practitioners – Migrant support for Adults delivered by Shu Shin Luh of Garden Court Chambers, Katy Robinson of Wilsons Solicitors LLP and Connor Johnston of Garden Court Chambers
 - Community Care Law for Immigration Practitioners – Migrant support for Children delivered by Shu Shin Luh of Garden Court Chambers, Victoria Pogge Von Strandmann of Simpson Millar and Connor Johnston of Garden Court Chambers
 - Nationality Law in the age of Brexit delivered by Alison Harvey of No5 Barristers’ Chambers
 - Best practices in representing asylum claimants including victims of trafficking in Northern Ireland delivered by Julian Bild of ATLEU and Ashleigh Garcia of Law Centre NI
 - Domestic Violence in Immigration Law
 - How to keep your files LAA compliant whilst remote working delivered by Gabriella Bettiga of MGBE Legal
 - Applications and appeals under paragraph 276ADE(1) (iv) of the Immigration Rules (‘7 Year Applications’) delivered by Lucy Mair of Garden Court North Chambers and Sumita Gupta of Islington Law Centre
 - Windrush Scheme: a guide to applications delivered by Diana Baxter of Wesley Gryk Solicitors LLP and Anjana Daniel of Fragomen
 - Domestic Workers by Alison Harvey of No5 Barristers’ Chambers and Alex Millbrook of Kalayaan
 - Age Assessments: recent developments and best practice by Vijay Jagadesham of Garden Court North Chambers and Laura Gibbons of Greater Manchester Immigration Aid Unit
 - Sponsor Licences and Compliance by Chetal Patel of Bates Wells and Sam Ingham of Laura Devine Immigration
 - LGBTQI+ Asylum Claims in Litigation by Marios Kontos of UKLGIG, Bojana Asanovic of Lamb Building and Gabriella Bettiga of MGBE Legal
 - Arguing Insurmountable Obstacles under Appendix FM by Priya Solanki of One Pump Court
 - Significant Others: Love in the Time of COVID-19 by Barry O’Leary of Wesley Gryk Solicitors LLP and Tim Barnden of Bates Wells
 - Deportations of EEA Nationals and their Dependents delivered by Alison Harvey of No5 Barristers’ Chambers
 - Appendix FM: Best Practice delivered by Philip Wall and Emily Weston of UKVI

ILPA has delivered 6 free webinars, including:

- Home Office Policy and Practice in the Coronavirus Crisis: what you need to know (delivered twice)
- LGBTQI+ Asylum Claims in Litigation
- An Introduction to Asylum claims based on Sexual Orientation or Gender Identity
- Irish citizens & people of Northern Ireland in UK immigration and nationality law after Brexit
- Immigration Detention Latest Case law

We have now made our free webinars even more accessible by recording them and making them available on the ILPA website to view at your convenience. You can view our free webinar archive [here](#).

All of these free webinars were made possible by the ILPA members who generously donated their time and expertise in the aim of building confidence and capacity within the sector. In addition to these free webinars, ILPA members have also generously donated their time to some of our fee paying courses.

We would like to say a special thank you to:

- Adrian Berry of Garden Court Chambers and ILPA Chair of Trustees
- Sophie Barrett-Brown of Laura Devine Immigration and ILPA Trustee
- Hazar El-Chamaa of Penningtons Manches Cooper and ILPA Trustee
- Gabriella Bettiga of MGBE Legal and ILPA well-being ambassador
- Marios Kontos of UK Lesbian and Gay Immigration Group (UKLGIG)
- Bojana Asanovic of Lamb Building
- Alison Harvey of No5 Barristers' Chambers
- Simon Cox of Doughty Street Chambers and ILPA well-being ambassador
- Bernard Ryan of University of Leicester
- Helena Wilson of the Bar Library Northern Ireland
- Rory Dunlop QC of 39 Essex Chambers
- James Perrot of Macfarlanes
- Arshia Hashmi of Freeths LLP
- Shara Pledger of Latitude Law
- Ronan Toal of Garden Court Chambers
- Zoe Bantleman of Richmond Chambers
- Aisha Choudhry of Bates Wells



ILPA Conference on Business Immigration in the UK November 2020

Conferences

Due to the coronavirus pandemic we were unable to deliver our usual programme of conferences this year. In the weeks prior to the introduction of social distancing measures we delivered our first and last in-person conference of 2020. The inaugural conference marking International Women's Day - 'Women in the Hostile Environment' was chaired by Nicole Masri, Senior Legal Officer at Rights of Women. The conference welcomed an esteemed panel of female lawyers and advocates, and was an opportunity for us to celebrate the contributions of all women within the immigration and human rights sector in challenging systemic, structural and social inequalities as well as celebrating the positive impact they make to the lived experiences of migrant women and their families in the UK and abroad.

We delivered our first online conference in September 2020 – the ILPA Sponsor Licence Conference which ran for its third year and was chaired by Nichola Carter of Carter Thomas Solicitors and Joe Middleton of Doughty Street Chambers. George Shirley, head of Work, Study, Family and Citizenship at UKVI joined us as keynote speaker and spent considerable time taking questions from attendees.

The conference was attended by 149 members, more than double the attendees than would normally be at ILPA's in-person conferences.

Feedback from attendees at the **ILPA Sponsor Licence Conference**:

"I was unsure how the conference would work remotely but actually found that it worked well online and the speakers were engaging so kept interest high."

"All the panellists were very interesting. In particular, it was good to have George Shirley provide us with updates and answer questions."

"It was very helpful to hear about the developments and concessions due to COVID-19, as well as how things will be changing and developing in the new year due to Brexit."

"I like the vast breadth of knowledge of the presenters and the candidness in which they spoke to the delegates and answered delegates questions."

In light of the positive response and engagement we received from members, we have decided to continue delivering our conferences online whilst social distancing measures remain in place. This autumn we will be hosting the ILPA Conference on Business Immigration in the UK and our very last Annual Seminar on the Free Movement of EEA Nationals.

Tutors

Our tutors are known for their experience, for keeping up to date with the continuing developments in immigration legislation and case law, and for their involvement in landmark cases. With the support, creativity and ingenuity of our tutors we have been able to keep our webinars interactive, engaging, and a vital tool for practitioners to remain connected with their peers. We have welcomed some fantastic new tutors this year including [Priya Solanki](#), [Ashleigh Garcia](#), [Mala Savjani](#), [Duduzile Moyo](#), [Zoe Bantleman](#), [Marios Kontos](#) and [Pragna Patel](#), to name but a few. You can meet all of our tutors [here](#).

All of our tutors are recruited from our membership and play an instrumental role in supporting the development of our training programme by keeping their finger on the pulse and highlighting changes to the immigration rule, developments in case law and gaps in the provision of services and support that affect vulnerable clients.

General Feedback

We ask members to provide feedback after attending our training, conferences and now our webinars. Your feedback supports us to continuously improve the delivery of our training and provides us with new ideas on how to keep our

training relevant, accessible and enjoyable to attend. This is what you had to say:

When asked 'on a scale of 1-5 how would you rate the tutor's knowledge of the subject matter?' respondents gave an average of 4.8 out of 5.

When asked 'on a scale of 1-5 how useful were the training materials?' respondents gave an average of 4.7 out of 5.

When asked 'would you recommend the training to a colleague?' 98% of respondents said 'yes' with the remaining 2% saying 'maybe'.

The webinar was extremely useful - expert speakers, excellent mix of background/context, updates on relevant policy work and practical casework tips.

The Phenomenon of Transnational Marriage Abandonment

I thought the three presenters covered their areas very well. They were all interlinked to the topic and made this complex area of immigration law very accessible to those without a legal background.

Irish citizens & people of Northern Ireland in UK immigration and nationality law after Brexit

I liked the level of detail and how interesting and informative Anjana and Diana made it.

Windrush Scheme: A Guide to Applications

The trainers' knowledge was very wide ranging and she was very happy to engage with delegates' comments and questions. I think ILPA mental health week has been really wonderful, thank you for all your efforts in arranging webinars. and thanks for all the useful well-being related website content. At this time, it has been helpful and greatly appreciated.

Mental Health in Immigration and Asylum Law

The two tutors complemented each other very well. Training was pitched perfectly for someone who is relatively new to these applications wanting to increase their level of expertise.

Applications and appeals under paragraph 276ADE(1)(iv) of the Immigration Rules ('7 Year Applications)

I liked the practical approach in the training and the use of case studies to demonstrate application of the principles. Really effective interactive teaching methods.

LGBTQI+ Asylum Claims in Litigation

Future Plans

ILPA will continue to deliver webinars whilst social distancing measures are in place. Once it is safe to do so we hope to return to delivering a combination of in-person training and webinars. The safety of our staff, members and tutors is of utmost importance to us, and therefore we will not be delivering in-person training until it is completely safe to do so, this may mean however that we're unable to deliver in-person training for a protracted period.

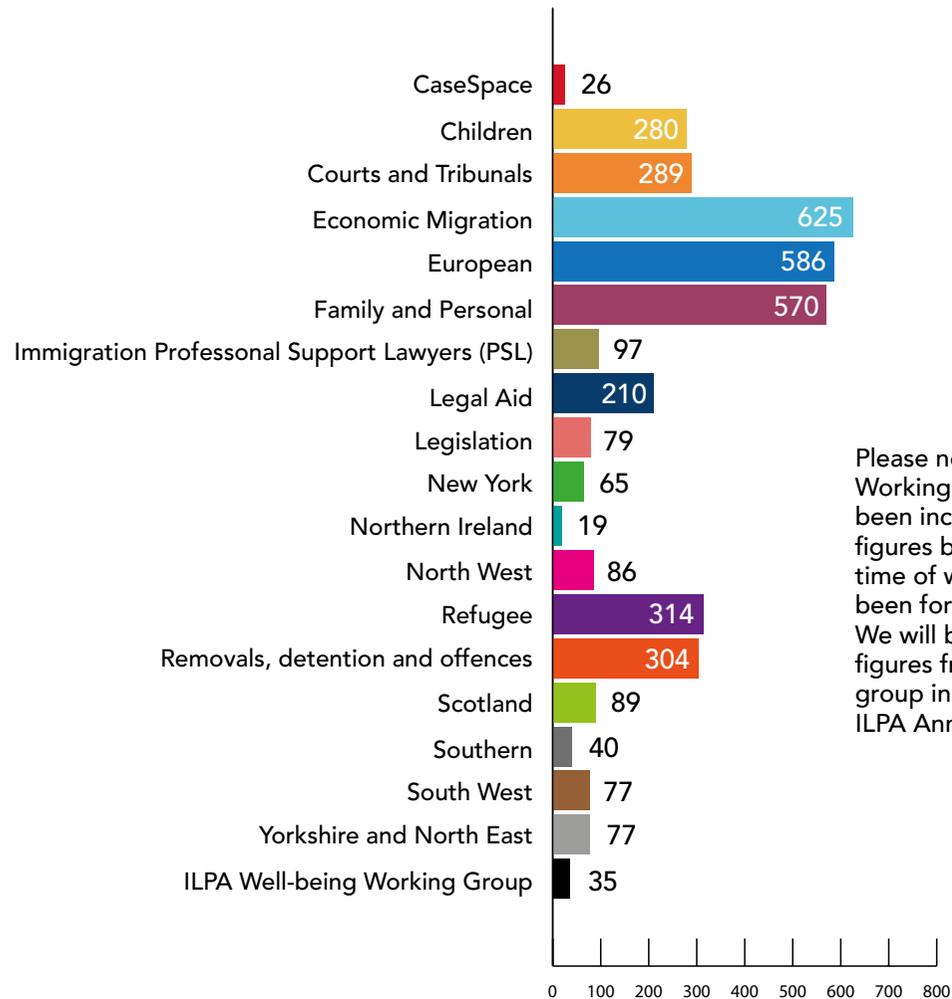
We know how much our members are missing the face to face contact and networking opportunities that all of our events provide and we're keen to bring this back in a safe and phased in way when we can.

We also recognise how important it is to keep webinars as a permanent feature of our training programme. The delivery of webinars has made our training increasingly accessible for our members who live outside of London and for those with caring responsibilities. We will ensure that all ILPA members, regardless of location or personal circumstance, have access to high quality training that will support their continued professional development in immigration law.

Membership

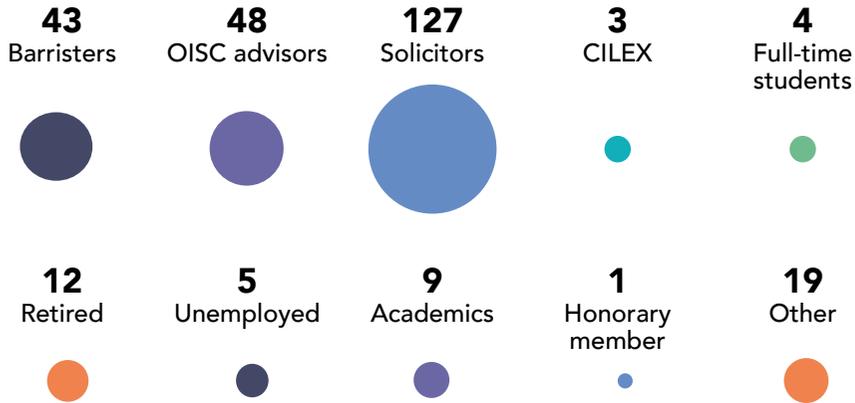


Areas of interest (by working group membership)



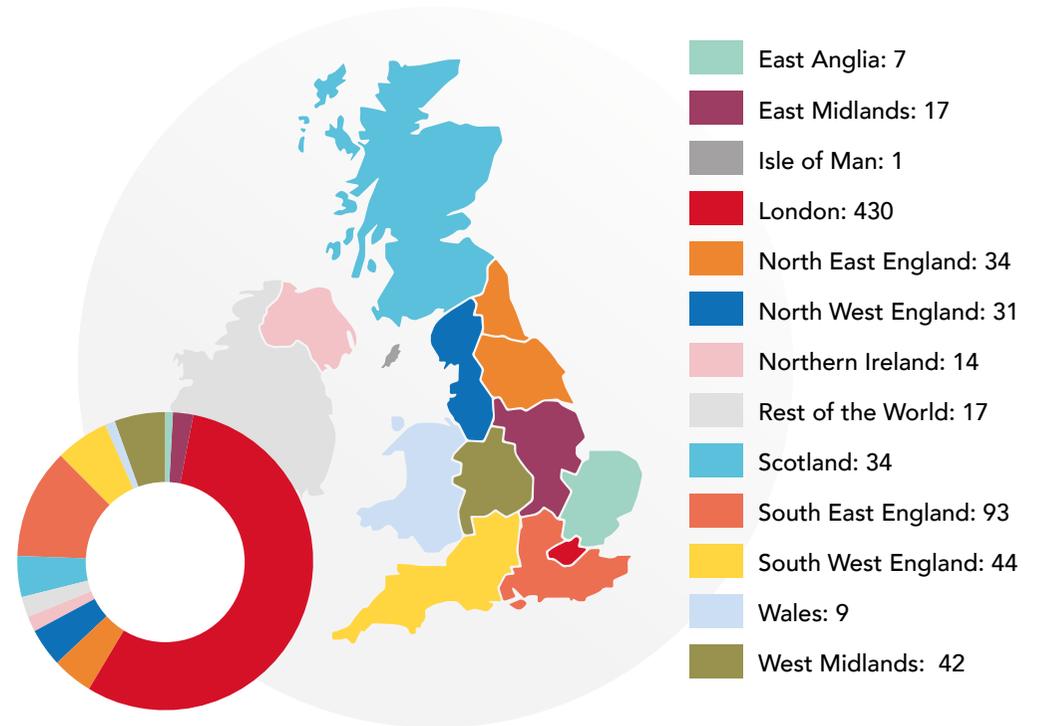
Please note the BAME Working Group has not been included in these figures below as at the time of writing it had not been formally launched. We will be publishing the figures from this working group in the 2020/2021 ILPA Annual report.

Individual members by profession

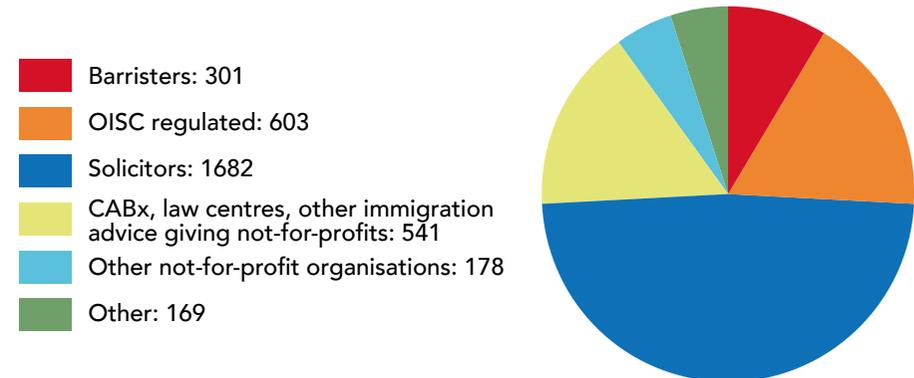


Organisation members by profession

ILPA members by region



ILPA members are/work for



The ILPA Members' Google Group

605 ILPA members are now part of the ILPA Members' Google Group, which was launched initially in April 2020 as a quick response to the start of the pandemic. It proved to be very successful as a private group for ILPA members to easily connect and share tips, challenges and questions and in July we changed the scope of it so that it now relates to all areas of Immigration and Nationality Law (it is not intended for issues relating to International Protection and Asylum Law). We have had 729 conversations since it started. [Get involved here.](#)



Membership News

We were delighted to welcome 100 new members this year (a mix of 57 individuals and 43 organisations) and thank you as ever to those of you who continue to value your ILPA membership and support our work, especially in this difficult year. Our member numbers have fallen again from last year, we now have 779 members, which is a drop of 50 members since this time last year.

Despite this drop in overall member numbers, since we are a mix of organisation and individual members, our reach in terms of member contacts is 3,474 which is a fall of only 42 contacts in comparison to our 2019 numbers.

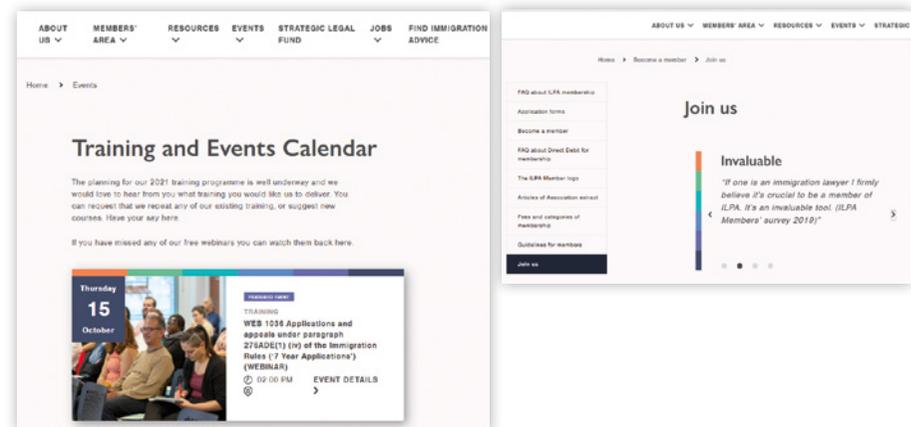
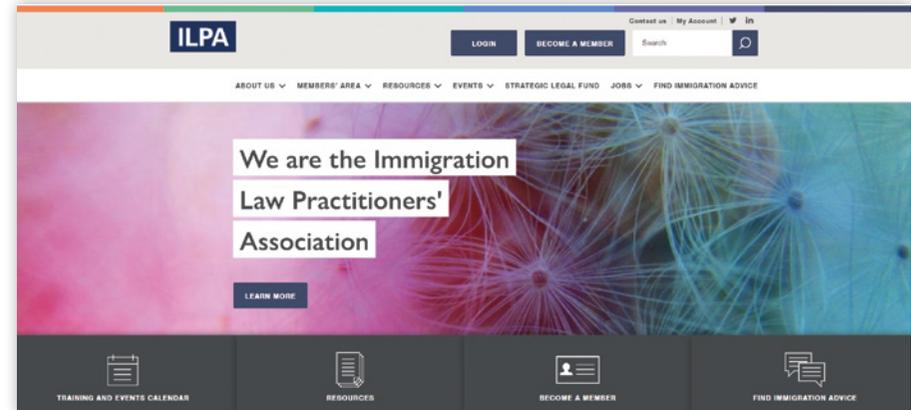
We postponed any review of membership fees this year and are pleased to have been able to keep them at the same prices, and can report that 92% of respondents to the 2019 members' survey reported that they agree ILPA membership represents value for money.

One of the big advantages of our new ways of working is that whilst we miss our face-to-face events, we no longer need to be so London-centric. Training and working group meetings are now more equally accessible through Zoom and

online to all members, no matter where they are based. Thank you to members for supporting us and helping to shape these changes to our ways of working which we will continue to develop to meet your needs in the coming months.

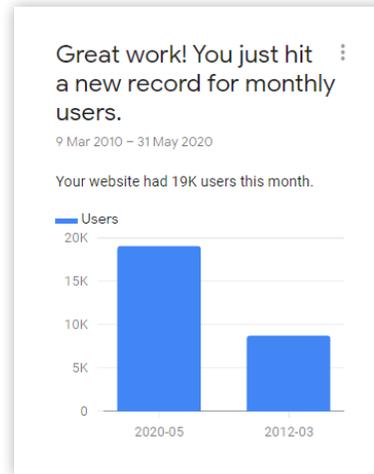
New Website

A big and much needed change this year was the launch of our new website in March 2020 - fortuitously just in time for lockdown and our new ways of working.



And in May 2020 we reached our record number of users in the past decade.

We hope you are finding it to be a big improvement on our previous site. In response to members' feedback we aimed to build a new site with key improvements by simplifying and modernising the site and by opening up our work to non (and prospective) members. We have moved to a WordPress platform, which is integrated to our Salesforce database. It is a work in progress and we welcome any feedback.



In response to feedback so far, our priorities in the next phases of website development will be focused on improvements to:

- the search options, to allow better access to our large and growing archive of resources
- the look and utility of the members' directory, and
- the training and events calendar, and building a better bookings system for these events.

“The information available is of a very high standard and easily understood”

ILPA Monthly Move to Digital

During the lockdown we temporarily put on hold our production of a hard copy ILPA Monthly and produced it as a digital pdf only. We know that pdfs are not the most user-friendly, and we are therefore launching a new digital version of the ILPA monthly on the website in November 2020.

Please do let us know what you think of it, and remember this is a great opportunity to get involved and submit your articles.



Members Survey

We completed our annual members survey in January 2020, thank you all for your input. We are aware that we all suffer from 'survey fatigue' but thank you very much to those who answered. It is as ever a crucial tool in shaping our work and your responses fed, particularly in the early part of this year, into our communications and website development, the focus of the training programme and of course into our legal work. We are pleased to see that the satisfaction levels remain high and consistent with previous years, and this is also reflected in the high levels of involvement we are seeing in training sessions and working groups. Due to the unusual year we are having we won't now do a full members' survey until Spring 2021 but do get in touch at any point with your feedback, criticisms and suggestions: it is your membership organisation.

"If one is an immigration lawyer I firmly believe it's crucial to be a member of ILPA. It's an invaluable tool and as such I would pay much more if required!"

"ILPA Membership allows myself and my team to access the latest information and guidance."

"The newsletter and emails helps a lot with keeping abreast with the developments in law and procedures."

"For the advocacy we get through ILPA, the access to information, training, and updates it's an absolute bargain! :-)"

"Regular law updates are really important to me and also there is always somebody at the other of the line at ILPA office willing to help you resolve the problem and provide guidance at this time of frequent changes in immigration law - this service is valuable."

"I get everything I need out of it - training, resources and a chance to network."

"ILPA's policy work is very important to the profession in my view."



92%

agree that ILPA represents value for money

83%



agreed that ILPA meets their education/development needs

90%



are satisfied or very satisfied with ILPA membership



Top 3 reasons for joining and remaining a member of ILPA:

- To get resources available to ILPA members only
- So I do not miss out on important developments in law, policy and practice
- To share best practice

ILPA should prioritise influencing work in the following areas (top 3):

- Attending meetings with Home Office/UKVisas and Immigration (UKVI) officials
- Work in parliament on bills, secondary legislation and committees
- Responding to written consultations

GO CARDLESS

Direct Debit for membership renewals

22% of members now renew by Direct Debit, and we thank those who do as it saves ILPA in time and money which frees up staff to provide other services to members. Our provider for Direct Debit payment of annual membership is GoCardless. In this time of working from home we are no longer able to take payments over the phone, or to accept cheques so we appreciate anyone moving to Direct Debit payments.

Reminder of our Member of ILPA Logo



Finances

Accounts for 2019-2020

The audited accounts for the financial year 2019-2020 indicate a healthy financial performance in an increasingly challenging environment.

This is reflected in an income of £712,449, which is £32,719 (4.4%) lower than in 2018/19 (£745,168), and carried forward funds of £741,970.

Looking in greater detail at ILPA's income in the year 2019/20, it can be seen that:

- Income from training increased to £217,441 in 2019/20 from £175,558. This is due to the fact that ILPA put on more courses in areas that are of interest to members, 76 in 2019/20 compared to 40 in 2018/19.
- Income from membership decreased slightly to £180,870 in 2019/20 from £199,890 in 2018/19.
- Income from grants decreased to £276,765 in 2019/20 from £336,415 in 2018/19.

ILPA's overall expenditure was £724,057, which is £62,025 (or 9.4%) higher than in 2018/19 (£662,032). This resulted in a net deficit of £11,608, which is £94,745 (or 114%) lower than the 2018/19 surplus of £83,137. A detailed analysis of expenditure is at pp. 18-20 of the Audited Accounts.

In 2020/21, ILPA has planned to run a balanced/surplus budget. ILPA continues to provide free training to the members and support them in areas identified by them in our annual survey.

ILPA has allocated money to designated funds for use for specified purposes approved by the committee of trustees. In 2019/20, ILPA allocated £12,126 which is the balance of the cost to develop and improve ILPA's website,

providing a better interface for members and the general public; £70,073 to cover ILPA's rent & service charges for one year at the current office; and £50,000 for one-off related staffing costs.

As of 31st March 2020, ILPA's funds stood at £741,970. Of this £227,692 (31%) was held as restricted funds and £132,199 (18%) was held as designated funds (see above). The remaining £382,079 was held as general reserves.

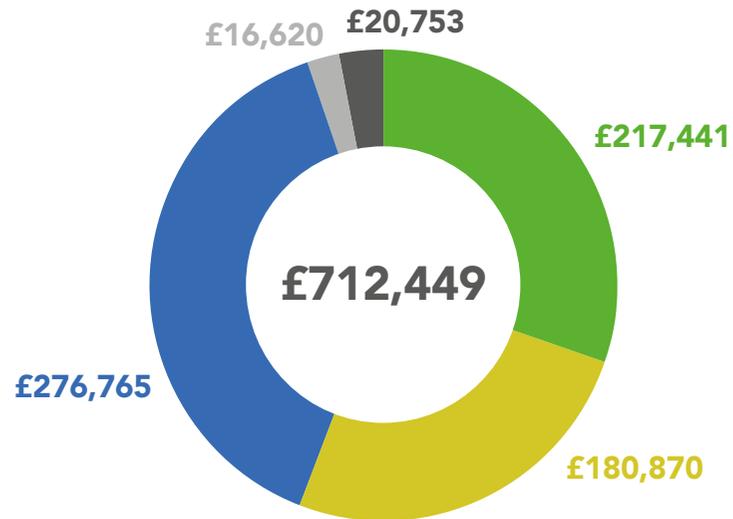
Since taking over the management of the Strategic Legal Fund, ILPA has awarded a total of £294,991 in grant funding to various organisations for their strategic legal work in any area of law where vulnerable young migrants experience discrimination or disadvantages as a result of their migration status.

ILPA continues to be very grateful to our funders, staff and members for supporting our work. Thanks also go to Ramon Lee and Partners for auditing our accounts..

Lana Norris

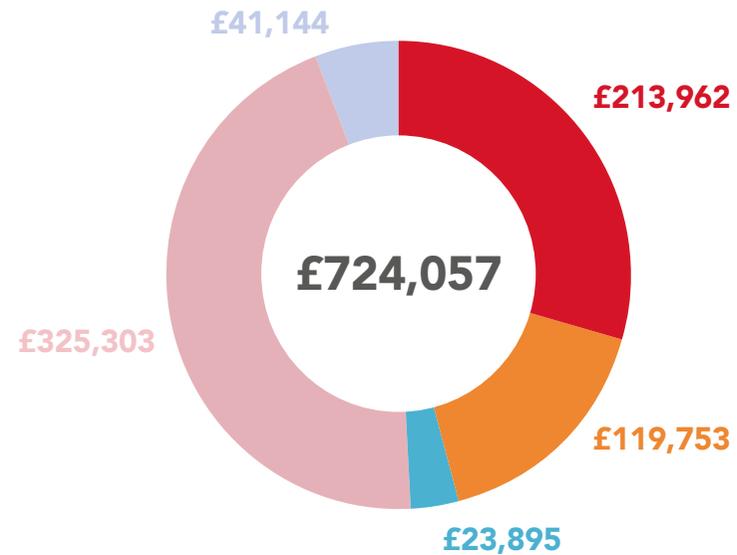
Finance and Officer Manager

Income for 2019–20



- Training and conference fees
- Members' subscriptions
- Grants and donations
- Other
- Consultancy fees

Expenditure for 2019–20



- Training and conferences
- Membership services
- Information services
- Legal policy research and litigation
- Governance

Thank you

To our trustees and convenors

ILPA has benefitted immensely from the important and valuable contribution of time, expertise and skills that our trustees make to the committee's work. Thanks are also due to the convenors of the thematic and regional working groups, whose work is vital to ILPA across the range of areas in which we are engaged.

To our tutors and speakers

ILPA would like to thank all tutors and guest speakers, who have provided their time and expertise to ILPA's training programme during the year and who ensure we continue to receive excellent feedback from delegates.

To our funders

ILPA would like to thank our grant funders for their continuing support of our work:

- To the Paul Hamlyn Foundation for an emergency grant and then a Backbone Grant for the next five years
- To Trust for London for funding the work of our Legal and Parliamentary Officer
- To the Transition Advice fund for funding some of our work on the EU settlement scheme
- To all the funders of the Strategic Legal Fund. The five funders who have contributed are Esmée Fairbairn, Trust for London, Joseph Rowntree Charitable Trust, Paul Hamlyn Foundation and Unbound Philanthropy.

To our auditors

Once again, our accounts were audited by Ramon Lee and Partners. We are grateful to them for their hard work and advice.

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