



Annual Report 2020-21



Contents

Message from the Chair	3
About us	6
Overview of our work	8
Our influencing work	10
Strategic Legal Fund	14
Racial Justice	16
Well-being	20
Training	22
Membership	24
Finances	28
Thank you	31

ILPA

Lindsey House, 40-42 Charterhouse Street, London EC1M 6JN
Email: info@ilpa.org.uk ■ Web: www.ilpa.org.uk

Immigration Law Practitioners' Association, registered charity no. 1155286. A company limited by guarantee no. 2350422.
Registered in England and Wales. Registered office Lindsey House, 40-42 Charterhouse Street, London EC1M 6JN.

Message from the Chair



My first 12 months as Chair have been eventful. I thank our former Chair and ILPA's Patron, Adrian Berry, for his continued guidance. Adrian ended his message last year by saying that ILPA is made great by the work of its members and staff, and I second that. The pandemic has impacted us all in one way or another and ILPA owes thanks to the staff for getting us through these challenging times.

We are grateful to ILPA's Chief Executive, Nicole Francis for all her excellent work steering ILPA through such a busy year. We thank Sonia Lenegan our dynamic Legal Director (until September 2021), and our Legal and Parliamentary Officers Robin Pickard (until February 2021) and Marianne Schönle (from May 2021) for their invaluable legal policy work. We are grateful to our Finance and Office Manager, Lana Norris for keeping our finances in order, for which she is commended each year by our auditors; to our Membership Manager and Website Project Manager, Helen Williams for her work in signing up and retaining members and the successful launch of ILPA's new website; and to our Training Officer, Amira Rady for pulling out all the stops to ensure ILPA continues to deliver its quality training programme to members. We are also grateful to Esme Kemp our Office Administrator and Diversity and Equality Officer, (until July 2021), who took a leading role in spearheading our anti-racism work along with Amira; our Executive Assistant Nicolette Busuttill who plays such an important role in the functioning of our working groups; our Strategic Legal Fund Project Manager Claire Tindale who helped secure further funding this year to enable the SLF to continue its vital work, and to our Membership and Information Officer Violeta Tatu who has also taken on the role of Diversity and Equality Officer as of October 2021. We also welcome this year a new Legal Director, Zoe Bantleman and Fundraising and Communications Officer, Orla Gill.



“This is an exciting time to be part of our community. Our legal policy work is ultimately for the benefit of the sector as a whole.”

Thanks are due also to the convenors of the working groups and to all our active members for their invaluable contribution. Perhaps one of the most important being facilitating the space for members to connect with one another, share knowledge and simply vent during what has been a tough period on our mental health. It is important to highlight here the amazing work being done by staff, members and convenors of ILPA's Well-being and Racial Justice and Equality working groups. Moving our working group meetings online, coupled with the formation of our google group has meant that we have had an unprecedented level of member engagement across the UK, which in turn has attracted new members to ILPA. As we move forward some of the lessons learnt from the pandemic will stay with us and will mean that we will hopefully emerge as a stronger, more cohesive organisation, able to deliver more widely on our objectives.

As to ILPA's achievements, it has been a very challenging year with headwinds caused by Brexit, Covid-19, and legislation. Thankfully, ILPA has risen to the challenge and has continued and expanded its extensive influencing work. Of note is ILPA's parliamentary work on the EU Withdrawal Agreement Bill, which led to a number of our suggested amendments being tabled/discussed as part of debates on particular provisions in the Bill; the lengthy evidence submitted to the Home Affairs Select Committee inquiry into Home Office preparedness for Covid-19, and the numerous meetings held with Home Office and UKVI caseworkers seeking changes to COVID-19 concessions and raising operational issues. In the run up to the end of the Brexit transition period and subsequent to it, we also raised the issues faced by EEA nationals and their family members applying under the EU Settlement Scheme. In addition, ILPA and The Law Society met regularly with UKVI to provide feedback on the ongoing issues with contracted out services. Moreover, ILPA's work on the supposed simplification of the immigration rules continued, with the Home Office implementing many of our suggestions which included technical amendments as well as suggested changes to policy. ILPA has also contributed to numerous consultations, drafted correspondence and attended various stakeholder meetings in our efforts to influence current practice, as well as future developments in this field.

There seems to have been no letting up to the challenges we are facing. The Government's Nationality and Borders Bill seeks to criminalise people seeking asylum contrary to international law, effectively removing any possibility of being

able to claim territorial asylum in the UK and leaving only the possibility for *sur place* claims; the accelerated appeals provision will in practice prevent appeals or make it that much harder for practitioners; and the stricter standard of proof applied to refugee claims will mean that more claims will be refused. These are just some of the issues with this Bill. Following the end of the Brexit transition period, we will continue to encounter issues with the EU Settlement Scheme. And of course, the UK is beginning to encounter issues with labour shortages, which will require further easing of visa restrictions in economic migration categories, and perhaps, at last, will get the Home Secretary to heed the call from all to allow people seeking asylum to work.

Financially, ILPA continues to take a cautious approach to our funds, maintaining healthy reserves, an approach that has stood us in good stead during this challenging period. Prior to the pandemic we ran planned deficit budgets. However, in an effort to help us cope with the uncertainty that was brought on by the pandemic we decided to run a small surplus budget. This has also been a difficult time for many of our members, it was therefore important that our membership fees remained good value, we were able to make cuts to training fees and offer greater number of free webinars. In an increasingly competitive market for training courses, ILPA's training programme continues to set the standard thanks to the amazing contribution of our ILPA trainers and Amira Rady for organising it all. It is important to remember that ILPA is a not-for-profit organisation and so we owe our ability to carry

out our legal policy work to our members, our trainers and our funders.

The trustees have reviewed and agreed ILPA's new strategic plan which is set to run from October 2021 to September 2024. This is an exciting time to be part of our community. Our legal policy work is ultimately for the benefit of the sector as a whole, so if you are involved with ILPA's work please continue, if you are not please do get involved in our working groups and if you are not a member yet please do become one.

Hazar El-Chamaa

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	Hazar El-Chamaa, Penningtons Manches Cooper LLP
Secretary	Ayesha Mohsin, Solicitor and Partner, Kalayaan
Treasurer	Vacant

Members

Andrea Als	Solicitor and Partner, PricewaterhouseCoopers LLP
David Ball	Barrister, The 36 Group
Sophie Barrett-Brown	Partner, Laura Devine Immigration
Gabriella Bettiga	Consultant, MGB Legal
Enny Choudhury	Solicitor, Joint Council for the Welfare of Immigrants (JCWI)



Tanya Goldfarb	Senior Consultant, Gya Williams Immigration
Helen Johnson OBE	Head of Children's Services, Refugee Council
Grace McGill	Head of Immigration, Burness Paul LLP
Julie Moktadir	Partner, Stone King

In January 2021 Adrian Berry of Garden Court Chambers was appointed Patron of ILPA.

Staff

Chief Executive	Nicole Francis
Legal Director	Sonia Lenegan (until September 2021) Zoe Bantleman (from November 2021)
Legal and Parliamentary Officer	Robin Pickard (until February 2021) Marianne Schönle (from May 2021)
Finance and Office Manager	Lana Norris
Membership Manager and Website Project Manager	Helen Williams
Training Officer	Amira Rady
Membership and Information Officer	Esme Kemp (to February 2021) Violeta Tatu (from March 2021)
Diversity and Equality Officer	Esme Kemp (from February 2021 to July 2021) Violeta Tatu (from October 2021)
Executive Assistant	Nicolette Busuttill
Strategic Legal Fund Project Manager	Claire Tindale
Fundraising and Communications Officer	Orla Gill (from October 2021)



“Our annual report has an updated look and feel this year, to reflect the new ways we’ve been working in recent months. We hope you enjoy it.”

Nicole Francis, Chief Executive

Overview of our work

Strategic Plan for 2021 to 2024

Our strategic aims and priorities are to:

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. Whether through meetings or email groups, all groups are co-convened by members and aim to carry out the following kinds of work:

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

The working groups have a real impact on how ILPA shapes policy, and provide member-led spaces for specialist input on and discussion of a wide range of issues affecting members' daily practice of immigration law.

Working groups 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. 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



Thematic Working Group Convenors

Courts and Tribunals	Rowena Moffatt, Doughty Street Chambers Nicola Burgess, JCWI Allan Briddock, One Pump Court Chambers
Economic Migration	Tom Brett-Young, Veale Wasbrough Vizards LLP Anushka Sinha, Deloitte LLP James Perrott, Mayer Brown International LLP
European	Elsbeth Guild, Kingsley Napley LLP Alison Hunter, Wesley Gryk Solicitors LLP Jonathan Kingham, LexisNexis PSL Immigration
Family and personal	Katie Dilger, Wesley Gryk Solicitors LLP Nath Gbikpi, Islington Law Centre Nicole Masri, Rights of Women
Immigration Professional Support Lawyers Network	Shyam Dhir, LexisNexis Tim Richards, Kingsley Napley LLP Josh Hopkins, Laura Devine Immigration Miglana Ilieva, Laura Devine Immigration
Legal Aid	Polly Brendon, Freedom from Torture Ayesha Mohsin, Kalayaan Laura Smith, JCWI
Legislation	Adrian Berry, Garden Court Chambers
Racial Justice and Equality	Duduzile Moyo, RAMFEL Toufique Hossain, Duncan Lewis Unkha Banda, Deighton Pierce Glynn Amna Ashraf, Burness Paull
Refugee	Beya Rivers, Hackney Community Law Centre Mark Symes, Garden Court Chambers Amy Childs, The 36 Group
Removals, Detention and Offences	Bahar Ata, Duncan Lewis Pierre Makhlouf, Bail for Immigration Detainees Sairah Javed, JCWI

Well-being

Kat Hacker, Helen Bamber Foundation
Emily Heinrich, Fragomen (on sabbatical)
Aisha Choudhry, Bates Wells
Deepa Chadha, UKCISA

Children

Operates as an email group only

Regional Working Group Convenors

New York

Tanya Goldfarb, Gya Williams
Jenny Stevens, Laura Devine Solicitors

Northern Ireland

Sinead Marmion, Phoenix Law/STEP
Sarah Henry, Granite Legal Services
Philip McNally, KMPG Ireland

North West

Lucy Mair, Garden Court North Chambers
Denise McDowell, GMIAU
Emma Morgan, Shoosmiths LLP
Shara Pledger, Latitude Law

Scotland

John Vassiliou, Shepherd and Wedderburn
Kirsty Thomson, JustRight Scotland
Barry Price, Latta and Co.

South West

Marie-Christine Allaire Rouse, South West Law
Sophie Humes, Avon and Bristol Law Centre
Glyn Lloyd, Newfields Law
Myra Leung, Burges Salmon

Yorkshire and

North East

Ish Ahmed, Bankfield Heath Solicitors
Emma Brooksbank, Freeths LLP
Nick Gore, Carter Thomas Solicitors
Bryony Rest, David Gray Solicitors

Our influencing work

Key Activities and Achievements

New Plan for Immigration and the Nationality and Borders Bill

The Government published a policy statement on its New Plan for Immigration on 24 March 2021. ILPA attended numerous roundtable meetings with the Home Office during the consultation which followed and submitted a detailed written response to the proposals on 5 May 2021.

The Nationality and Borders Bill was introduced in the House of Commons on 6 July 2021. ILPA convened a meeting of the Legislation Working Group to discuss the Bill and we produced a briefing for MPs ahead of the Second Reading on 19 and 20 July 2021. Our Patron, Adrian Berry, and our Legal and Parliamentary Officer met with Stuart McDonald MP, Shadow SNP Spokesperson for Home Affairs, to brief him ahead of the Second Reading. ILPA also participated in a roundtable session on the Bill convened by RAMP and Bambos Charalambous MP, Shadow Home Office Minister.

Our expertise continues to be recognised and sought at Committee stage. Adrian Berry gave oral evidence to the Public Bill Committee on behalf of ILPA on 23 September 2021 and we have met with Stuart McDonald MP, Anne McLaughlin MP, Bambos Charalambous MP, and Holly Lynch MP to propose amendments to the Bill. Amendments proposed by ILPA have subsequently been tabled at Committee stage, and we continue to meet with and brief MPs. We have regularly met with other organisations to coordinate our strategy on the Bill, including through the Asylum Reform Initiative.

Simplification of the Rules Taskforce (SORT)

We have engaged closely with the Simplification of the Rules Taskforce, attending Review Committee meetings and providing written comments on

various draft rules including the overseas domestic worker route, the graduate route, and settlement rules. The Home Office has considered and responded to representations made by ILPA and the Home Office's written Response to the Review Committee in January mentioned ILPA 156 times. Our input has also been reflected in recent Statements of Changes to the Immigration Rules. We are particularly grateful to Jonathan Kingham for representing ILPA at Review Committee meetings.


Front End Services

ILPA has been committed to advocating for the improvement of UKVI's Front End Services. In December 2020, we circulated a survey concerning third party issues and raised members' responses to it at a meeting with UKVI. As a lack of free appointments was the most reported issue, we established a form on our website to allow members to easily report this.

We have met with Sopra Steria and UKVI on a regular basis to provide feedback, and Sopra Steria has taken into account our comments in introducing recent improvements to their service, which include an increase in the number of free appointments available and the possibility of booking a free appointment at all UKVCAS service points apart from premium lounges (and not just at core sites), as well as provisions to facilitate family bookings from 1 November 2021. ILPA collated examples from members of discrepancies in UKVI and UKVCAS document checklists which we shared with UKVI, who have been investigating the issues and liaising with policy colleagues to amend online application forms. ILPA has also attended meetings with TLS and VFS.

Coronavirus

ILPA has continued to engage with issues arising from the pandemic in the last year. In late 2020, ILPA and the Law Society met with contacts at the Home Office to discuss various matters which included the legal basis for Exceptional

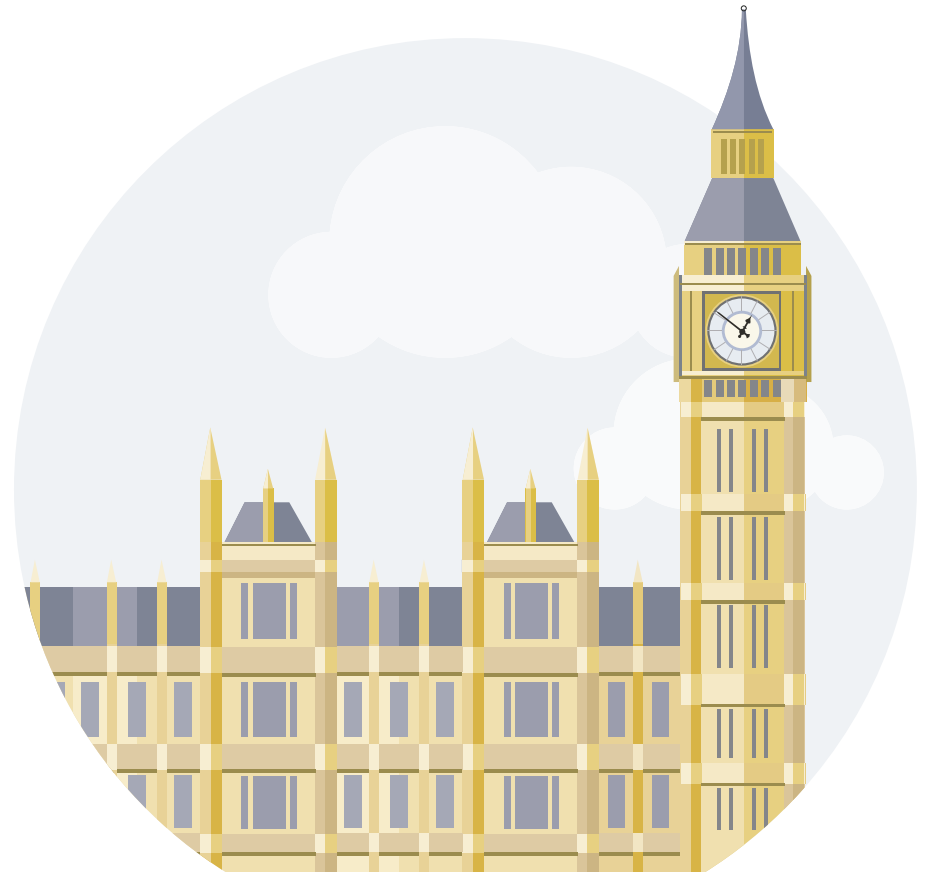


“Can I just say how amazing the ILPA response has been to all the changes, very supportive of us all, bringing them altogether etc. and so quickly – really amazing and so helpful.”

Assurance; the consequences of marriages not going ahead; the switching provisions; measures for those stranded outside the UK whose visas had expired; the scope of the Minimum Income Requirement concession; and right to work checks; in addition to calling for accessible publication and archiving of Covid-19 guidance. In early 2021, we raised concerns around the switching concession, namely that applications should not be required to be urgent, after which changes were implemented. We also made representations on the EUSS absence policy and the Covid Visa Concession Scheme, in addition to various other recommendations, at a meeting with George Shirley and The Law Society in February 2021.

On 4 February 2021, ILPA submitted a response to the Home Affairs Committee’s supplementary Call For Evidence as part of its inquiry into Home Office preparedness for Covid-19 (Coronavirus). Our response focussed on the inappropriate designation of army barracks as asylum accommodation and the fire that occurred on 29 January at Napier Barracks; we also addressed issues regarding ‘No Recourse to Public Funds’, removals, the Covid Visa Concession Scheme, Exceptional Assurance, the EU Settlement Scheme, and Covid-19.


ILPA continued to advocate for remote adjusted right to work checks to be retained, putting forward arguments in favour of doing so to the Home Office in June 2021, after which the concession was extended to 1 September 2021, and once again in August, after which the concession was extended to 5 April 2022.





Asylum Accommodation, Detention, and Access to Legal Advice

ILPA has pressed the Home Office on issues including the use of former MoD barracks as contingency asylum accommodation and poor facilitation of access to legal advice across the asylum accommodation estate. ILPA's Legal Director submitted Freedom of Information Requests to obtain documentation around the use of the barracks and also attended a roundtable with Holly Lynch MP to discuss asylum accommodation. ILPA submitted a response to the ICIBI's Call For Evidence regarding the use of hotels and barracks as contingency asylum accommodation in February 2021. Our Legal Director gave oral evidence to the All-Party Parliamentary Group on Immigration Detention's Inquiry into Quasi-detention in July 2021 regarding problems with substantive asylum interviews being conducted on-site at Napier Barracks and inadequate access to legal advice.



“It has been a privilege to be a member of ILPA, whose campaigning work continues to be so effective, and whose training courses are always so topical and wonderfully well-presented.”

In May 2021, ILPA's Legal Director provided an extensive witness statement in support of Detention Action's application for permission to challenge the Lord Chancellor's arrangements for the Detained Duty Advice Scheme (DDAS) for the provision of advice to immigration detainees in Immigration Removal Centres, and in particular the decision of the LAA to extend the legal aid contract for the DDAS, in light of serious concerns about the LAA's operation and monitoring of the scheme. This challenge was supported by the Strategic Legal Fund and permission to apply for judicial review has been granted. ILPA has also raised concerns about access to justice for people who are being detained in the context of the Home Office's Asylum Strategic Engagement Group.

Courts and Tribunals

In July, ILPA submitted responses to a Tribunal Procedure Committee consultation on possible changes to rule 24 of the Tribunal Procedure (Upper Tribunal) Rules 2008 as well as a consultation on Tribunal Procedure (First-tier Tribunal) (Immigration and Asylum Chamber) Rules 2014 and Tribunal Procedure (Upper Tribunal) Rules 2008 in relation to Tribunal Reform.

Following an HMCTS FtTIAC (Her Majesty's Courts and Tribunals Service, First-tier Tribunal Immigration and Asylum Chamber) Stakeholder Meeting in July which set out proposals for dealing with certain 'legacy' appeals, ILPA wrote to the FtTIAC President, Judge Clements, to clarify the nature of the new procedure and to register some concerns arising from our understanding that appellants would not be informed that it had been applied in their appeals. As a result of our correspondence, the President clarified that this was a 'merits review' procedure, not a 'likely to succeed' or 'minded to grant' process as initially envisaged, and agreed to our request that 'merits review' documents be disclosed to appellants (and not just respondents), thanking us for our constructive engagement.

Further Consultation Responses

ILPA engaged with various Government consultations on matters of significance for access to justice. On 11 January 2021, ILPA responded to the Government's proposals for reforms to arrangements for obtaining permission to appeal from the Upper Tribunal to the Court of Appeal, submitting that the proposals would limit the ability of meritorious cases to be heard in the Court of Appeal and not enable access to justice, contrary to the Government's stated intention. ILPA provided a response to the Independent Human Rights Act Review on 3 March 2021, which articulated concerns about the Review's deficiency due to the lack of an evidence base to support the need for the proposals as well as its failures to engage with the wider public and to highlight the potential effect of the changes. ILPA also submitted an extensive response to the Government's consultation on Judicial Review Reform, which advocated against the proposal to discontinue the use of Cart judicial reviews, providing numerous examples of successful Cart judicial reviews omitted from the Independent Review of Administrative Law's Report.

Afghanistan

In response to the critical situation in Afghanistan, ILPA and the Afghanistan and Central Asian Association wrote a joint letter to the Government in August to provide an urgent briefing on actions required to facilitate the effective evacuation, resettlement and immediate protection of Afghan citizens. Our Legal Director also helped to coordinate arrangements for volunteer lawyers to provide pro bono legal advice.




Strategic Legal Fund

Key Achievements 2020/21

The Strategic Legal Fund is a unique source of grants for legal work that can make a significant difference to people who are discriminated against as a result of their migration status. 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 the last year the SLF has run six funding rounds and awarded 11 grants totalling £89,104.936.

The SLF has successfully renewed its funding with four funders, Trust for London, Esmée Fairbairn, Unbound and Paul Hamlyn. This means the SLF now has funding to run until 2024.



“(The SLF is) one of the most innovative and exciting things ILPA does.”

Expansion of funding eligibility

Following a consultation process with SLF expert panel members, funders and ILPA trustees, we decided to expand the eligibility criteria for beneficiaries, which had been limited to young people under 25, and open the SLF to all those disadvantaged or discriminated against because of their migration status in the UK. This expansion means the SLF can fund work on issues experienced by people with migration backgrounds generally and allows the SLF to address emerging legal issues more immediately.

The fund also expanded the types of activities it supports to include legal advocacy and communications linked to the pre-litigation research or third-party intervention. This will help to ensure that the impact of SLF projects and details of any changes achieved reach people who can benefit, as well as front-line organisations and community groups to whom they are relevant. This is particularly helpful in collaborative grants where law firms and community organisations work together.

Successful strategic legal challenges

- Migrants’ Law Project, hosted by Islington Law Centre, received SLF funding in 2020 to carry out pre-litigation research and evidence-gathering in order to develop strategic litigation to enable young refugees and migrants in the UK to be reunited with young relatives in Greek camps. The Migrants’ Law Project represented Safe Passage International in a successful legal challenge to Home Office policy on deciding family reunion applications under the EU’s rules. The High Court found that the policies were unlawful and misstated the law in significant ways.
- Child Poverty Action Group received SLF funding in 2019 for pre-litigation research into challenging HMRC’s refusal to accept claims for backdated child tax credits for newly recognised refugees. The High Court heard the case on

STRATEGIC LEGAL FUND FOR VULNERABLE YOUNG MIGRANTS

Managed by
ILPA

16 June 2021 and handed down judgment in favour of the claimant on 5 July 2021. HMRC have been granted permission to appeal to the Court of Appeal. The Outer House of the Court of Session handed down judgment on 15 June 2021 in a case concerning the same issue (2021 CSOH 63) and HMRC have indicated they are also appealing the Scottish court's decision.

- Migrants' Right Network received funding for pre-litigation research to identify potential Highly Skilled Migrant (HSM) claimants to build a legal strategy for potential further strategic litigation. Numerous cases post-Balajigari have raised various common legal themes which may require litigation to ensure fairness and transparency in how these cases are determined. SLF funding allowed strategic litigation research that fed into parliamentary briefings in conjunction with the APPG on Race and Communities and the House of Lords Oral Question tabled by Lord Woolley on 19 April 2021 and Commons Oral Question tabled by Stephen Timms MP and Anne McLaughlin MP on 7 July 2021. It has also fed into the media produced on HSMs, including an 11-minute film on BBC 2 Newsnight in which Sonali Naik QC was interviewed using information garnered through SLF funded research. Other media coverage includes that in The Guardian (long read), OpenDemocracy, The New Arab, WorkPermit.com and the Financial Times (long read).

The SLF would like to thank Manjit Gill QC, Chair of the SLF Expert Panel, for his time, guidance and dedication to the SLF. The SLF would also like to thank the SLF Expert Panel members: Alison Harvey, Alison Pickup, Charlotte Kilroy QC, Angela Jackman QC (Hons), Judith Dennis, Kirsty Thomson, Lesley Irvine, Liz Davies, Mike Spencer, Simon Cox, Rowena Moffatt, Ravi Low-Beer, Samantha Knights QC and Sue Lukes for their time, advice and careful consideration of SLF applications.



Racial Justice

ILPA Explores Racism in the Immigration Sector

ILPA launched a survey which provided ILPA members with the opportunity to provide feedback on racism they may have experienced working in the immigration sector and racism experienced by their clients. The findings of the survey were collated and published in November 2020. These findings have ultimately shaped our priorities and activities over the past year, and in response we endeavour to continue to learn, unlearn, hold ourselves to account and help to facilitate conversations in the sector that will lead to substantial and positive change. You can read the full findings [here](#).

ILPA Racial Justice and Equality 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.

In October 2020 we established the ILPA BAME working group. We recognise that the acronym BAME is a term that often homogenises and masks the myriad experiences and inequalities that exist within Black and Minority Ethnic communities. We consulted with our members via working group meetings and offered them the opportunity to be part of re-naming the working group. The group was finally renamed the 'ILPA Racial Justice and Equality working group' in early 2021.

The working group meetings are 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. It is a 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.



Here is what the working group has achieved so far:

ILPA Black Lives Matter Roundtable Series

We have facilitated a series of roundtable discussions exploring topics suggested by our membership. You can watch the whole series [here](#).

- **Black Minds Matter: Mental Health and Well-being resources for Black Practitioners and POC** with Andrea Als, Partner at PwC and ILPA Trustee, Anna Robinson of Anna Robinson Therapy and Shannett Thompson, Partner at Kingsley Napley. The ILPA Racial Justice and Equality Working Group and the ILPA Well-being Working Group collaborated to host a session on mental health in Immigration Law and its intersection with being a Black person or a Person of Colour in the sector. We have also put together a new page on the ILPA well-being resources hub on **Mental Health Resources for Black people and PoC**.
- **Race, BLM and the legal sector-where next?** with Binder Bansel, Partner in the employment team at Penningtons Manches Cooper and Julie Muktadir, Partner in the immigration team at Stone King and ILPA trustee. This webinar provided an overview of race discrimination legislation, discrimination in the workplace, issues for legal practitioners and topics such as the race pay gap and positive action.
- **Race, Class and Social Mobility** with Andrea Als, Partner at PwC and ILPA Trustee, Franck Kiangala, North Kensington Law Centre, Grace Brown, Garden Court Chambers, Ahmad Namazie, Magrath Sheldrick and Ian Robinson, Fragomen. In this session we discussed access to the legal sector, in particular looking at how race and class intersect to create unique barriers to entry into the sector and promotion once in the sector. The session aimed to cater to junior practitioners starting out in the sector by giving guidance and tips from our experienced panellists, but equally offered senior practitioners insight into how we can overcome barriers for disadvantaged groups in the sector. The session explored panel members' personal journeys into law and included practical suggestions for making the legal sector a more inclusive, diverse and accessible place to work.

ILPA Complaints Support Process

One of the key findings from the ILPA Explores Racism in the Immigration Sector survey was the pervasiveness of racism that practitioners and their clients experienced when interacting with decision-making bodies. 85% of respondents said that their clients had experienced racism from institutions including the Home Office, NHS Trusts, the Police and Courts and Tribunals. Of these, 70% of respondents said they were not comfortable or unsure about challenging racism. Only 6% of respondents said they felt comfortable challenging racism that was directed towards their clients. In response to this and other anecdotal information gathered from members we decided to establish a **complaints support process**.

As a membership organisation, we at ILPA want to ensure that our members feel supported when making a complaint about an institution or an individual who they believe to have been racist or discriminatory. To do this we have developed a process where you can contact us about your complaint, and where possible we will monitor the development and outcome.

Members raised concerns that often information about how to make a complaint and who to contact were not transparent or the information was not readily available. To aid this we have collated information on the complaints procedures of different organisations and set this out in an accessible and clear way.

You can find out all the information about the complaints support process and the various contact details [here](#).

Anti-racism Pledge

While ILPA has always been committed to securing a non-racist and non-sexist system of Immigration Law events over the past 18 months sparked a country-wide shift in how we view and talk about racism. ILPA has published an anti-racism pledge, setting out key action points about how we aim to challenge prejudice and structural racism. We are conscious that this work is ongoing and that it does not end here.

We are calling on our members to either sign up to our pledge or let us know how each organisation is working for change, so we can continue to fight racism and injustice together. You can find more information [here](#).

Our anti-racism pledge:

- 1 We will support all staff and trustees to engage in anti-racist learning by enrolling them on at least one anti-racism, unconscious bias, anti-oppression or similar training per year.
- 2 We will support all staff and trustees to have access to the necessary resources and literature to support their journey to learning and unlearning.
- 3 We will rigorously examine and be reflective of our recruitment process, seek further consultation and make improvements for the future.
- 4 We will continue to review, develop and publicise our anti-racism complaints procedure and disciplinary procedure to ensure that all staff and trustees are familiar with the process and know who to speak to raise issues and complaints.
- 5 We will not tolerate racism and discrimination in any form and we will foster an environment where issues and complaints can be raised, respected, listened to and learned from.
- 6 We will be proactive. We will be actively anti-racist.

Funding

In the Spring of 2021, the Joseph Rowntree Charitable Trust (JRCT), one of ILPA's funders, published a report that explored their historical connections with slavery, sugar and cocoa production and apartheid in South Africa. ILPA was, unsurprisingly, deeply concerned about these findings, but has however continued to engage with JRCT and has attended meetings which explores how JRCT are holding themselves accountable and the tangible actions they are taking to address this historical connection.

In response to this revelation ILPA has been interrogating the way we go about making funding applications, who we receive funds from and how

accountability of the source of funds can be explored within the wider funding and philanthropic sector.

After much consideration, we have now added an additional step to the funding process whereby we check that funders adhere to the following funding principles:

- 1 That they have conducted a thorough audit of, and research about, the source of the funds for their trust or foundation and that this information is publicly available. If they do not have this information available that they have a timescale for completion and publication.
- 2 That they have a published investment strategy which outlines how they invest their funds and that this investment strategy adheres to ethical principles. That the trust or foundation is a signatory to the Principles of Responsible Investment (<https://www.unpri.org/>) or similar. That there is appropriate monitoring by the Board of Trustees of the trust or foundation.
- 3 That where issues have been identified with regards to the origins of their funds, the trust or foundation has a clear public strategy outlining what actions they have already taken, plan to take and in what timeframe.
- 4 That the strategy includes internal steps to be taken by the funder but also includes external actions to complete an appropriate process and response, for example restorative justice and reparations.
- 5 The trust or foundation will continue to report on, and monitor the progress of, the actions they have identified in their strategy and complete the action plan within the timelines stated.

ILPA's Chief Executive will be responsible for ensuring that any current or future funders adhere to these principles.

Anti-racism Resources

We have a page on our website dedicated to anti-racism resources which you can visit [here](#). This serves as a hub containing books, podcasts and webinars to aid our journeys to unlearning, as well as resources for Black practitioners and practitioners of colour. We are continually updating this resources page and welcome all suggestions from members to ensure that it is as up to date and rich as possible.



Well-being

ILPA Well-being Working Group

The ILPA Well-being working group was established over three years ago in July 2018 by passionate and dedicated members who recognised the imperative of championing mental health and well-being in the immigration law sector.

The ILPA Well-being working group's aim is 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.

The Well-being working group will meet quarterly in 2022 and all members are welcome to attend these meetings.

Mental Health First Aid Training

Over the past year we have delivered a series of Mental Health First Aid trainings in collaboration with [Relate Nottingham](#), which have been attended by over 60 members.

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, [Mental Health and Well-being Training](#), [Mindfulness Apps](#), [Professional Mental Health Services](#), [Loss, Grief and Bereavement Support](#), [Vicarious Trauma](#), and [Parental Support](#) to name but a few. The hub is composed of books, journals, TED Talks, links to relevant professional associations, help and support lines, apps and much more. This has been a vital resource for our members during this extremely difficult few years, 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](#).

In addition to our well-being resources hub we also published a series of well-being newsletters on topics such as [returning to work after COVID-19](#), [movement and mental health](#), [vicarious trauma](#), [Mental Health Awareness Week](#). These monthly newsletters were sent to all ILPA members, in an effort to encourage people to try and prioritise their mental health in the midst of a challenging and unpredictable time.

Books, Journals and Articles	Looking After Mental Health During COVID-19	Mental Health and Well-being Training
Mindful Apps	Podcasts & Audio Books	Movement
Professional Mental Health Services	Peer Support	Professional Associations
Sleep	Loss, Grief and Bereavement Support	Nature
Mediation	Parental Support	Vicarious Trauma
Inspiration from ILPA Members	ILPA Well-being Event Recordings	Menopause
Financial Well-being	Mental Health Resources for Black People and POC	Violence Against Women

Thank you

We would like to extend a special thank you to our Well-being working group co-conveners, our volunteer Well-being Ambassadors and to all the members who attended working group meetings, workshops and read our newsletters throughout the year. Addressing well-being and mental health within the sector is a mammoth task and we wouldn't be able to achieve any of our goals without your continued support and enthusiasm.



Training

Webinars

We have continued to run a successful training programme online which has enabled us in turn to innovate and expand our course offering. Between November 2020 and October 2021 we delivered 69 courses and conferences, including 11 free webinars. These were attended by a total of 2,557 members.

As social distancing measures have been relaxed we have had lots of internal discussions about the future of our training programme. Following a rigorous risk assessment, we have decided to continue with solely online training for the remainder of the calendar year, and potentially the financial year. This decision was based on multiple factors including financial risk, lack of resources and the health and safety of our staff and members.


We are also in a unique position whereby our members are in every corner of the UK and beyond. A return to in-person training would potentially exclude some members from being able to attend. We are exploring hybrid models that we can operate in the future, but as a small charity we need to ensure in the meantime that we're running a viable and accessible service for our membership.

We will continue to listen to the views of our members and keep your interests in mind when shaping the programme for the future. We can reassure members that webinars will remain a core part of our training offering, even once we do return to delivering training in-person.

Thank you to our tutors

We want to send a heartfelt thank you to all of our tutors, without whom our training programme would not be possible.

Our tutors are known for their experience, for keeping up to date with the ever



“One thing I like about the online offering is that we can have more participation from members outside London. I think that is important.”

changing landscape of immigration law, and for bringing our membership the most up-to-date training. With their support, creativity and ingenuity we have been able to keep our webinars interactive, engaging, and a vital tool for practitioners. All of our tutors are recruited from within our membership and play an instrumental role in supporting the development and overall success of our training programme. You can meet our tutors [here](#).

Thank you to our members

We want to extend our thanks to all of our members who have continued to support and show enthusiasm for our training programme. Your contributions

and engagement during our webinars make them a truly collaborative and engaging learning environment.

Undertaking all of your learning online is no easy feat, and so we want to thank you for your patience whilst we've been navigating this online space, for all the technical hiccups we've had, and for being so appreciative of all of our tutors who always try their very best.

We do hope one day to see you back in the classroom, but for now, we look forward to seeing you again online soon.

Free training

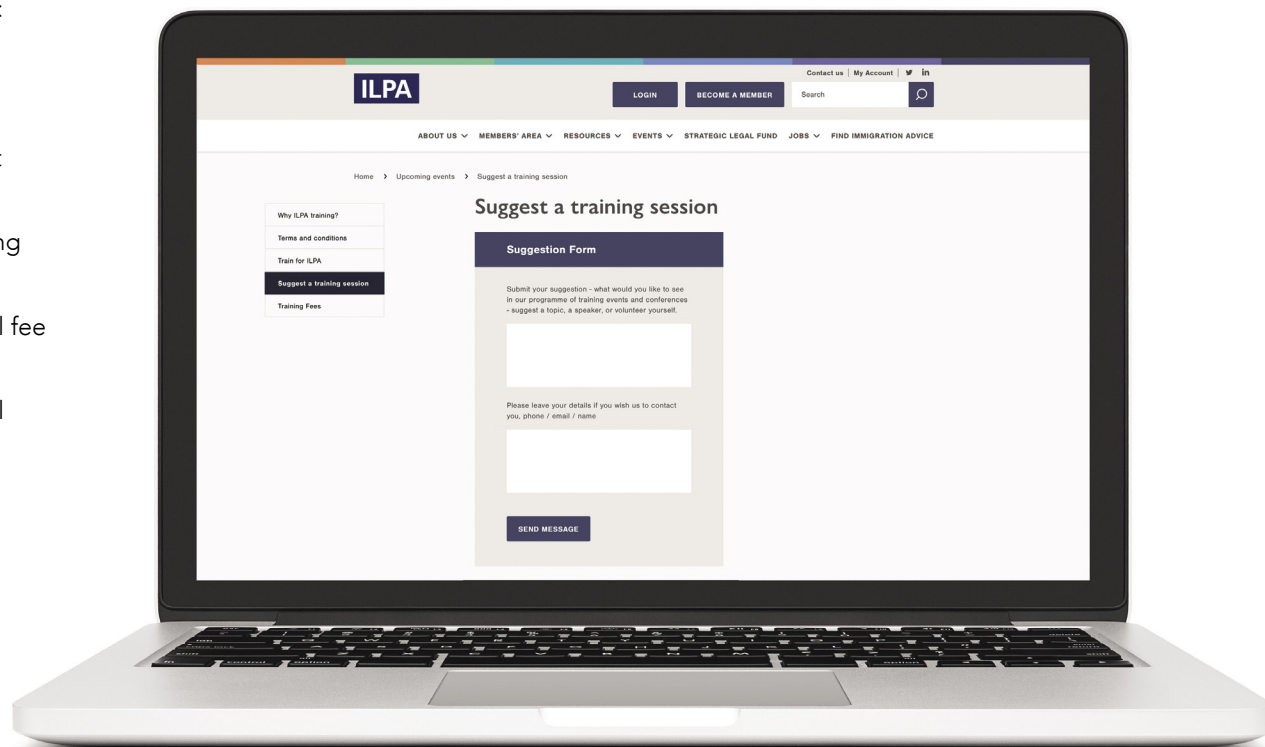
Between November 2020 and October 2021 we delivered 11 free webinars that were attended by 595 members. These included:

- 5 x Introduction to Strategic Litigation
- Introduction to Appendix FM
- Human Trafficking and Modern Slavery: an overview of best practice for legal aid immigration practitioners
- Entitlement to NHS Health Care and Charging: Representing migrant clients in the 'Hostile Environment'
- "I can't afford immigration fees": how to prepare successful fee waiver applications
- ILPA Handbook for Legal Practitioners Using the UN Global Compact for Safe, Orderly and Regular Migration as an Interpretative Tool
- Challenging Sham Marriage Allegations

If you missed any of our free webinars, then you can find the recordings [here](#).

Have your say...

Our members are integral to shaping the courses and conferences we deliver. This year, we have added a page to our website so you can suggest a course that you would like us to run. We always try to accommodate requests where we have the capacity and expertise. You can find out more information and submit your request [here](#).



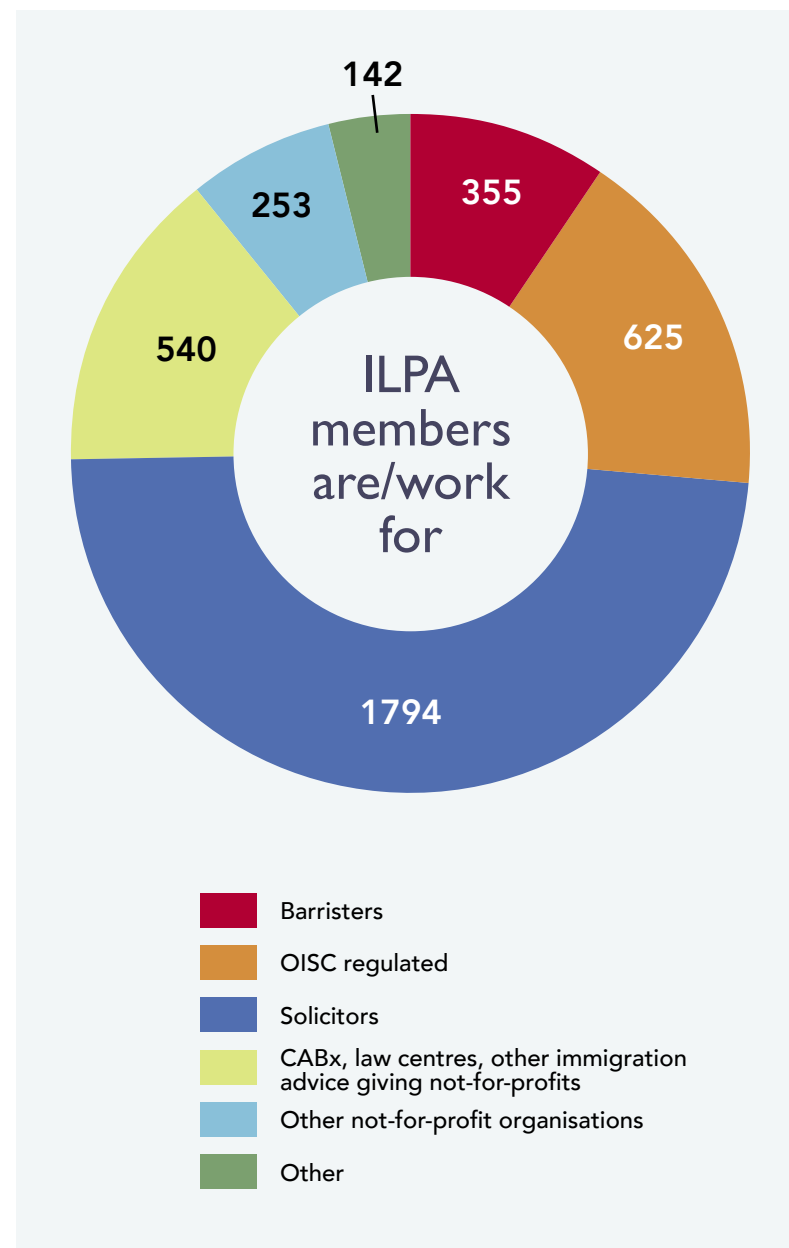
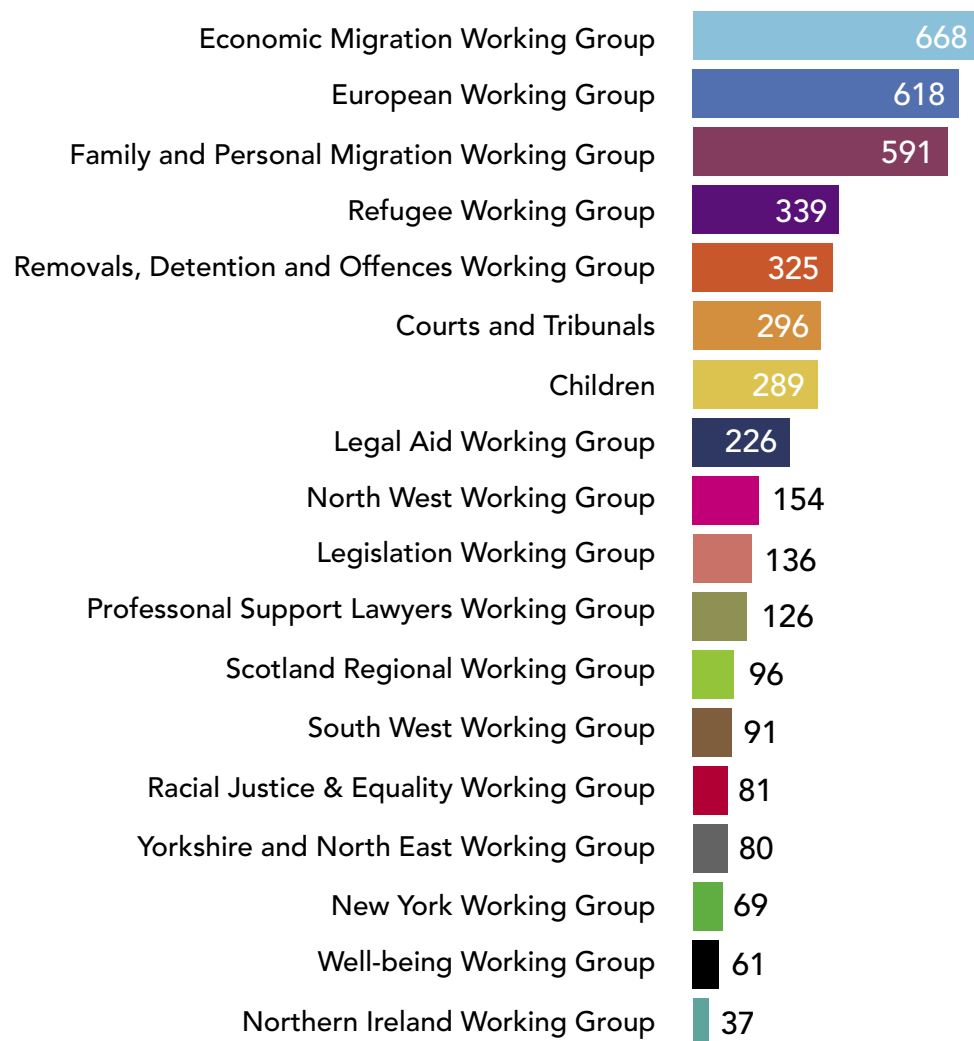
Membership



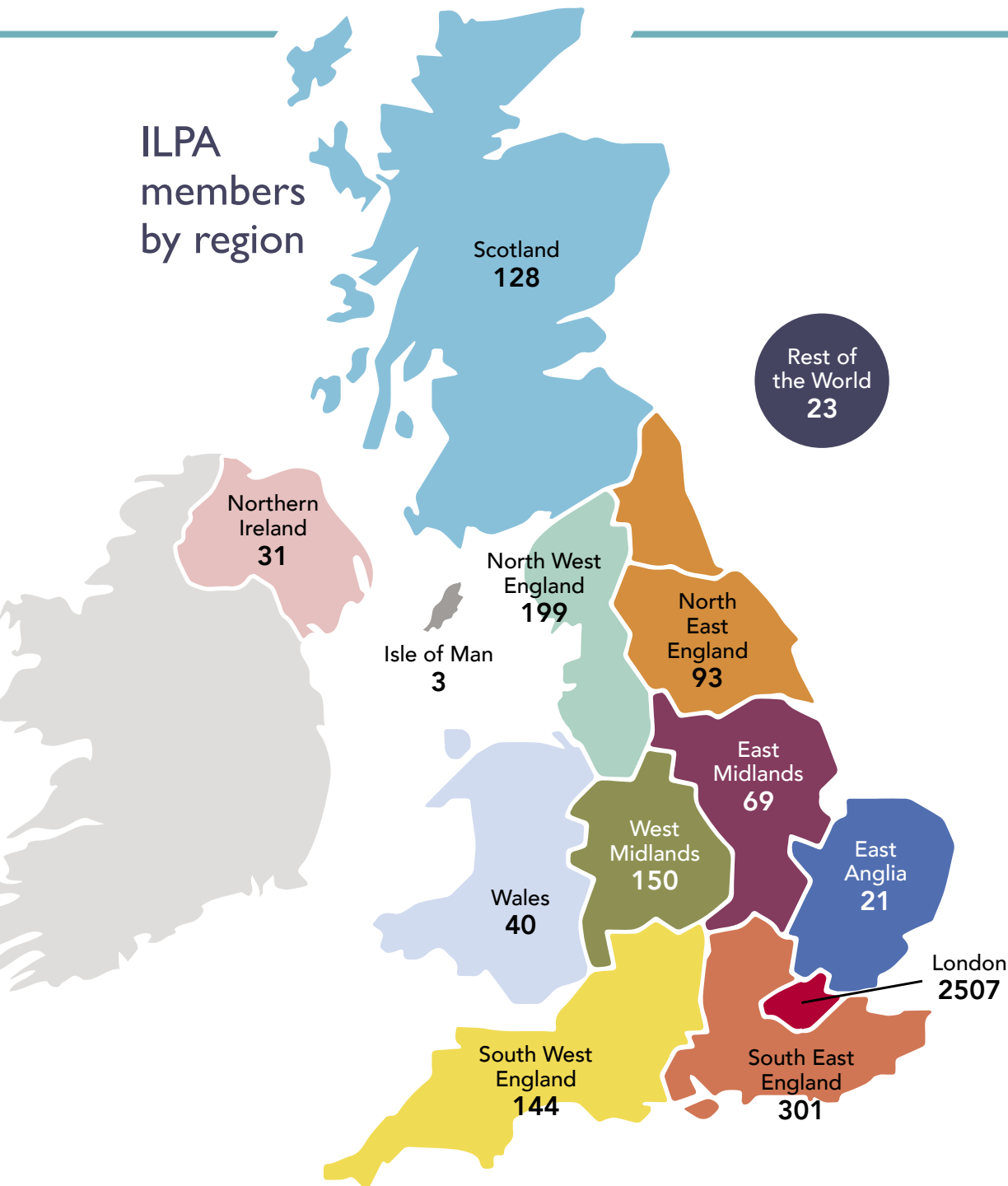
Total individual contacts



Areas of interest (by working group membership)



ILPA members by region



Membership News

We were delighted to welcome 90 new members this past year (a mix of 41 individuals and 49 organisations), and we thank all our members for continuing to support our work. We now have a total of 810 members, which is an increase of 7% on last year.

Our reach in terms of contacts over those member individuals and organisations is now at a record high of 3709 and we are delighted to have kept growing despite this year's continuing challenges. The largest increases in new contacts gained were seen among Barristers Chambers and not-for-profit organisations.

Our move to online working has allowed us to offer a better service to members out of London, and we have seen high levels of engagement this year across our working groups and webinar programmes.

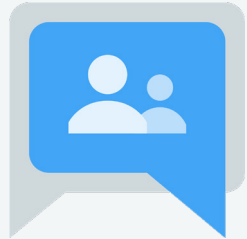
We have once more postponed a review of our fees and the prices remain frozen.

As the annual report goes to press our Annual Membership Survey is live and we are looking forward to receiving your feedback on how to shape your organisation.



Reminder of our Member of ILPA Logo

We love to see you using our ILPA member logo on your websites and signatures. It's a great way to show your support and commitment to our objectives.



Google Group - 719 Members

We are delighted to see members so engaged with our members' only google group this past year. It started as a response to the need to share information quickly at the start of the pandemic and has since developed into a much-used and well-received member benefit. We now have 719 members of the group and in the past year have seen many fascinating questions, contributions and shared tips on immigration law practice. The feedback from members has been fantastic:

"The google group has been a game-changer for opening up sharing of information."

"I think we've all really benefited from being ILPA members this year particularly with the very helpful google group and also from the numerous updates about the COVID policy. It's been invaluable to get support from fellow colleagues."

Please send any questions about joining and about the guidelines for the group to info@ilpa.org.uk, we'd be pleased to help.

Finances

Accounts for 2020-21

The audited accounts for the financial year 2020-21 indicate a healthy financial performance during a very difficult year.

This is reflected in our overall income of £552,162, which is 22.50% (£160,287) lower than in 2019-20 (£712,449), and carried-forward funds of £762,942.

Looking in greater detail at ILPA's income for the year 2020-21, we can see:

- Income from training decreased to £191,740 in 2020-21, down from £217,441 in 2019-20. This is due to the impact of COVID-19 which prevented ILPA from running in-person training. All training courses were delivered online during the financial year with fees priced at 50% less than that of in-person courses.
- Income from membership increased slightly to £186,975 in 2020-21, up from £180,870 in 2019-20.
- Income from grants decreased to £139,340 in 2020-21 from £276,765 in 2019-20.

ILPA's overall expenditure was £531,190, representing a decrease of £192,866 since 2019-20 (£724,057). This resulted in a net surplus of £20,972, which is £32,580 higher than the 2019-20 deficit of £11,608.

ILPA continues to provide free training to members and support them in areas they identify in our annual survey.

ILPA has allocated money to designated funds for use for specified purposes approved by the Committee of Trustees. In 2020-21, ILPA allocated £108,882 to cover ILPA's rent and service charges until January 2023 and £50,000 for one-off staffing-related costs.

As of 31 March 2021, ILPA's funds stood at £762,942. Of this £149,220 (19.56%)

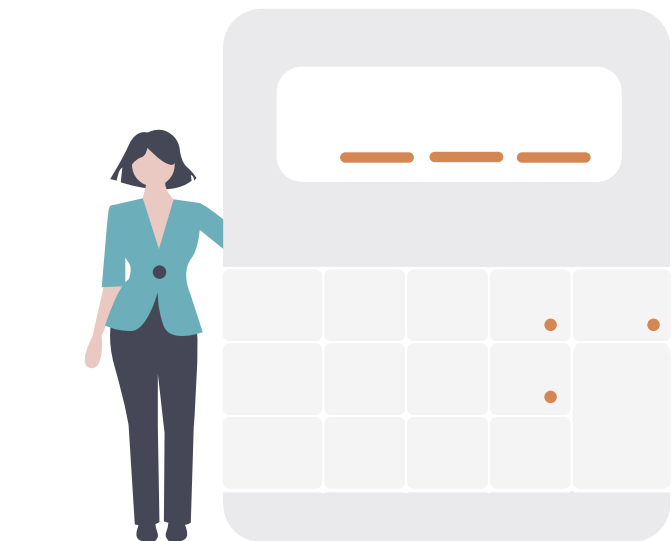
was held as restricted funds and £158,882 (20.82%) was held as designated funds (see next page). The remaining £410,450 was held as general reserves.

Since taking over the management of the Strategic Legal Fund, ILPA has awarded a total of £387,898 in grant funding to various organisations for their strategic legal work in any area of law where people experience disadvantage or discrimination 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 SKS Audit LLP for auditing our accounts.

Lana Norris

Finance and Officer Manager



Statement of financial activities

Year ended 31 March 2021

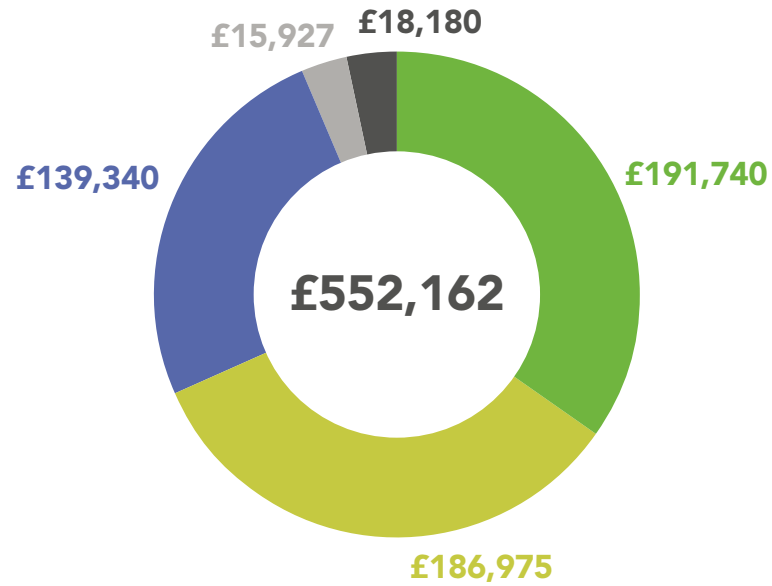
	Unrestricted Funds	Designated Funds	Restricted Funds	2021	2020
Income					
Grants and donations	60,000	-	-	60,000	-
Income from Charitable activities	403,735	-	72,500	476,235	695,829
Income from other trading activities	13,985	-	-	13,985	15,495
Investment income	1,942	-	-	1,942	1,125
Total income	479,662	-	72,500	552,162	712,449
Expenditure					
Expenditure on charitable activities	337,471	42,747	150,972	531,190	724,057
Total expenditure	337,471	42,747	150,972	531,190	724,057
Net income/ expenditure and net movement in funds for the year before transfers	142,191	(42,747)	(78,472)	20,972	(11,608)
Transfer between funds	(69,430)	69,430	-	-	-
Net income/ expenditure and net movement in funds for the year after transfers	72,761	26,683	(78,472)	20,972	(11,608)
Reconciliation of funds					
Total funds, brought forward	382,079	132,199	227,692	741,970	753,578
Total funds, carried forward	454,840	158,882	149,220	762,942	741,970

Balance sheet

As at 31 March 2021

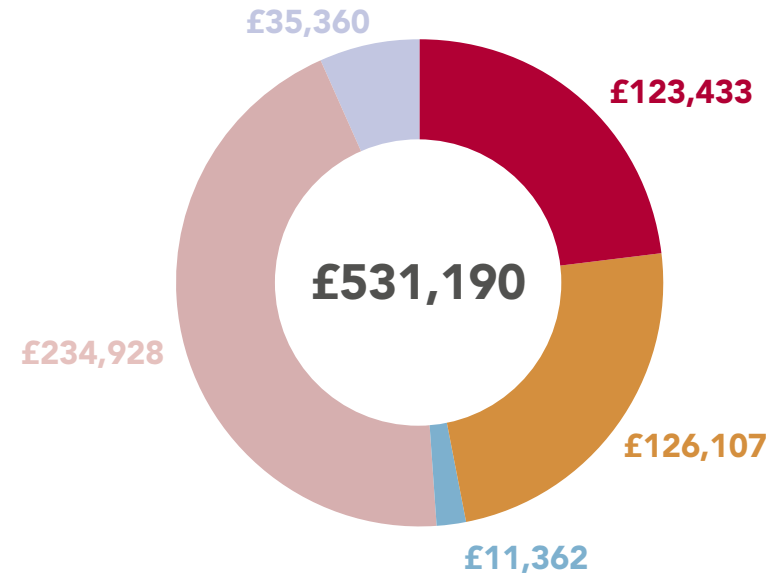
	2021	2020
Fixed assets		
Tangible fixed assets	44,390	55,494
Current assets		
Debtors	41,114	63,241
Cash in bank and in hand	762,193	744,336
	803,307	807,577
Liabilities		
Creditors falling due within one year	(84,755)	(121,101)
Net current assets	718,552	686,476
Net assets	762,942	741,970
The funds of the charity		
Unrestricted funds		
General	454,840	382,079
Designated	158,882	132,199
Restricted funds	149,220	227,692
Total charity funds	762,942	741,970

Income for 2020-21



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

Expenditure for 2020-21



- 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 our Backbone Grant
- To Trust for London for funding the work of our Legal and Parliamentary Officer
- 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.

Design & Print: Rubicon Marketing Ltd

We asked our members why they would recommend working as immigration practitioners. Here's what they said...

"It is complex, essential and rewarding to client and lawyer."

"It is interesting as the law changes constantly!"

"There is a real sense of community and mutual support amongst the practitioners in our sector."

"You get to genuinely help someone, during a hugely important stage in their life, whatever the reason they are moving to or wanting to remain in the UK."

"It is dynamic, people-focussed and never, ever boring!"

