social equity centre

Migrant Inclusive Local Government Pledge Toolkit

Migrants bring valuable skills, experience and perspectives to local government. Yet, they remain underrepresented in council workforces across the UK. Our research found:



75% of migrants have never met a council employee from the same background as them.



The majority of migrants surveyed wish to work in local government and contribute to shaping policies concerning their communities.



Many are overqualified for their current jobs and hold important skills that drive economic growth and innovation.



Culturally diverse workforces strengthen trust, reduce community tensions, improve organisational resilience, and create savings for councils and communities alike.

What we offer:

1. Accredited Local Government Training Programme (at a reduced fee) - upskilling migrants with the knowledge and skills to apply for roles in local government.
2. Three hours of free guidance for local councils – practical support to improve migrant inclusion and representation within their workforce.

The Pledge:

By signing the Migrant Inclusive Local Government Pledge, local councils commit to:

- Reviewing and developing recruitment strategies to engage local migrant communities.
- Evaluating workforce data with attention to migration and representation.
- Proactively engaging migrant communities to raise awareness of workforce diversity duties, cohesion and inclusion reporting.
- Celebrating migrant inclusion through staff equality initiatives.

Benefits for pledge signatories:

All local councils signing the pledge will receive 12 months of tailored support, including:

- Bespoke guidance from Social Equity Centre on recruiting and retaining migrant employees.
- Advice on workforce diversity and community engagement strategies.

Plus:

- The **Migrant Inclusive Local Government Equality Mark** – to display on websites, email signatures and official communications.
- A public statement confirming their commitment to a migrant-inclusive workforce.
- Listing on the Social Equity Centre website: www.socialequity.org.uk

We're a MIGRANT INCLUSIVE LOCAL GOVERMENT

Join us!

Together, we can build a local government that truly represents the communities it serves.

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Advocating for a Migrant Inclusive Local Government