



Refugee Advisory Panel October 2024

Rainbow Migration the longest-running UK charity dedicated to supporting LGBTQI+ people through the asylum and immigration system, is recruiting people who have personal experience and knowledge of migration that is relevant to our work on LGBTQI+ asylum to form a new Refugee Advisory Panel.

Rainbow Migration has been supporting LGBTQI+ people through the asylum and immigration system and campaigning for their rights since 1993. As part of our commitment to developing lived experience engagement and empowerment, we now have an opportunity for people who identify as having lived experience to advise our management team on all aspects of our operations.

We want to ensure people with lived experience inform the development of our services, policy work, communications and partnerships. The purpose of the Panel is to give advice and feedback on operational and strategic matters to Rainbow Migration's management team. Panellists will use their experience of migration and LGBTQI+ rights to inform decisions to be taken by the management team and board of trustees.

Panellists will receive training and support as needed to fulfil the following responsibilities:

- Attend meetings around four times a year, for 2-3 hours, and contribute opinions
- Read papers in advance of these meetings
- Contribute to development and monitoring strategies, operational plans, budgets and procedures or processes
- Contribute to our wider work on lived experience involvement, including identifying gaps and new opportunities
- Take part in online/remote meetings (i.e. by Zoom or telephone) from a private space where you cannot be overheard and where you have a reliable connection

In between meetings, there will be other ways to get involved which are optional. This could be, for example, to help decide on new services, the language in our communications, or taking part in staff recruitment interview panels.

Rainbow Migration's vision is that LGBTQI+ people can settle in the UK and lead fulfilling lives. Our values are:

- **Safety:** We believe everyone should be safe from persecution and safe to be themselves. We strive to create a safe workplace culture, and we place importance on the wellbeing of everyone involved with Rainbow Migration.
- **Integrity:** We are thorough and honest in everything we do, and we take responsibility for our actions. We want to be accountable to our communities and those who support us.
- **Belonging:** We welcome and include all LGBTQI+ people, and we celebrate and value their range of experience in terms of gender, religion, race, age, disability status and class. We try to remove obstacles to participation, champion equality and promote a sense of family or home through our services.
- **Respect:** We believe that every person is equal and deserves the same level of courtesy, care, and attention. We respect the rights, wishes and feelings of our service users, and campaign for their rights to be respected as they go through the asylum and immigration system.

Payment: There is a sliding scale for payments to Panellists depending on how long an activity is expected to take. For example, Panellists will receive a payment of £75 for attendance at each principal forum meeting. Training and travel costs will also be covered. Please see the [draft terms of reference](#) for more information.

Location: Meetings will normally be on Zoom, but we expect one meeting a year to be in-person. There will also be a full day induction in London (tentatively scheduled for Wednesday 29 or Thursday 30 January 2025).

Who we are looking for

We are looking for people who have life experience that is relevant to Rainbow Migration's mission to support LGBTQI+ people through the asylum system. We expect to recruit 6 to 8 Panellists.

We value diversity and welcome applications from people living anywhere in the UK and from people of all nationalities, ethnicities, races, sexual orientations, genders, religions, disabled people and other variety of characteristics or life experiences. We particularly encourage applications from LGBTQI+ people who have been through the asylum system in the UK as this experience is under-represented among our staff and trustees.

Essential criteria for Panellists:

- Has the right to work in the UK
- Supports Rainbow Migrations vision, mission and values
- Good written and spoken English
- Personal experience of seeking asylum as an LGBTQI+ person or knowledge of the challenges faced by LGBTQI+ people seeking asylum
- Personal experience of migration relevant to Rainbow Migration's work on asylum. This can be in the UK or another country (and includes people of all nationalities, including British). Examples include:

- Applying for asylum
- Forced displacement or migration from one country to another
- Applying for a visa or leave to remain on human rights grounds
- Being put in an immigration detention centre
- Suffering human rights violations because of your immigration status or migration history

Desirable criteria for Panellists:

- Personal experience of persecution as an LGBTQI+ person, or knowledge of the persecution faced by LGBTQI+ people around the world
- Work or volunteer experience in an area relevant to Rainbow Migration's operations e.g. service delivery, communications, campaigning, lobbying, fundraising, HR, IT
- Ability to reflect on their experience of the asylum or immigration system and apply your learning to Rainbow Migration's work. An example would be thinking about how your personal experience may be different from or similar to others and what the solutions could be.
- Available to review short documents or emails and provide feedback within 3-4 days on occasion. (Rainbow Migration's management team commits to providing information at least a week in advance but there are times when this is not possible).

How to apply

Closing date: 9 am on Monday 4 November

Interview dates: 25, 26 or 27 November. Interviews will be online using Zoom, as that is how most of the Panel meetings are expected to take place. We can pay for travel or a mobile phone data top-up if you need help with the costs.

If you would like to find out more before applying, you can attend a webinar on Thursday 24 October 2024 from 1 to 2pm. This is an opportunity to meet Rainbow Migration's management team, hear more about our ideas for the Panel, and ask us any questions. It is not part of the application or selection process. Please register using [this form](#) and a link will be sent to you. If you cannot attend, you can still fill out the form and request a recording afterwards.

If you have any questions, you can also email recruitment@rainbowmigration.org.uk.

Please make sure you read this advert and the [draft terms of reference](#) before applying. You can apply in one of two ways:

1. **You can send an email to recruitment@rainbowmigration.org.uk**

Please include both:

- Your CV
- A written statement (max 1,000 words). Instead of a written statement you may submit your statement by video or audio recording (max 8 minutes).

In your statement, please give examples of how you meet the person specification. In addition to what is on your CV, we want to hear about any relevant skills and

experience that demonstrate how you meet the necessary criteria for the role, and if you meet any of the advantageous criteria. Skills and experience could be from training, volunteering, interests or life experience

or

2. **You can use this [online application form](#)**

We would also be grateful if you would complete this optional [monitoring form](#)

We are proud to be a member of the Experts by Experience Employment Network (www.ebeemployment.org.uk), which aims to create a charitable sector that is led by people with lived experience of the asylum and immigration system. As part of this network, we challenge the one-size-fits-all approach in our employment practices, and respect personal circumstances and needs of people with lived experience. Please feel free to use information and resources at <https://www.ebeemployment.org.uk/ebe> which may help in preparing your application.

By submitting an application, you:

1. Confirm that you have the right to work in the UK and will produce the necessary documentation if you are offered this post
2. Declare that to the best of your knowledge and belief, the information provided with your application is true and correct and that you understand that any false information or statement given will justify the dismissal from Rainbow Migration if appointed

Privacy notice

If you apply for this role, the information you provide will be processed according to Rainbow Migration's [privacy policy](#). Rainbow Migration will not share your information with any third parties or are legally required to do so. By applying, you are permitting Rainbow Migration to access and use the information for recruitment purposes. Information is kept for the minimum period necessary, which for unsuccessful applicants is 12 months after the conclusion of the recruitment campaign. Monitoring information is kept separately and is pseudonymised to avoid identification of applicants. It is amalgamated for statistical purposes and the original data is then deleted after six months.