DEMOS

YOUR VOICE ON IMMIGRATION
TECHNICAL REPORT

A DETAILED RECORD OF THE DESIGN, METHODOLOGY, AND ANALYTICAL APPROACH OF PUBLIC DELIBERATION ON WORK-RELATED IMMIGRATION FOR THE HOME AFFAIRS COMMITTEE

HANA KAPETANOVIC
AIDAN GARNER
MIRIAM LEVIN

SEPTEMBER 2026

Open Access. Some rights reserved.

Open Access. Some rights reserved. As the publisher of this work, Demos wants to encourage the circulation of our work as widely as possible while retaining the copyright. We therefore have an open access policy which enables anyone to access our content online without charge. Anyone can download, save, perform or distribute this work in any format, including translation, without written permission. This is subject to the terms of the Creative Commons By Share Alike licence. The main conditions are:

- Demos and the author(s) are credited including our web address **www.demos.co.uk**
- If you use our work, you share the results under a similar licence

A full copy of the licence can be found at **https://creativecommons.org/licenses/by-sa/3.0/legalcode**

You are welcome to ask for permission to use this work for purposes other than those covered by the licence. Demos gratefully acknowledges the work of Creative Commons in inspiring our approach to copyright. To find out more go to **www.creativecommons.org**



Published by Demos September 2026
© Demos. Some rights reserved.
15 Whitehall, London, SW1A 2DD
T: 020 3878 3955
hello@demos.co.uk
www.demos.co.uk

CONTENTS

HOW TO READ THE TECHNICAL REPORT	PAGE 4
DIVERSITY, INCLUSION, EQUITY, AND JUSTICE (DIEJ) STATEMENT	PAGE 5
WHAT IS PUBLIC DELIBERATION?	PAGE 6
WHO WAS INVOLVED IN THIS PROJECT?	PAGE 8
HOW WERE THE WORKSHOPS DESIGNED?	PAGE 11
WHO TOOK PART?	PAGE 16
HOW WERE THE WORKSHOPS DELIVERED?	PAGE 22
APPENDIX 1: COMPLETE PRINCIPLES AT EACH WORKSHOP	PAGE 30
APPENDIX 2: IN-WORKSHOP VOTING	PAGE 39
APPENDIX 3: INDEPENDENT EVALUATION METHODOLOGY	PAGE 44
APPENDIX 4: FOLLOW-UP QUESTIONNAIRE	PAGE 48

HOW TO READ THE **TECHNICAL REPORT**

This technical report accompanies *Your Voice on Immigration*, a report for the House of Commons Home Affairs Committee on work-related immigration, delivered by Demos in partnership with the King's College London Policy Institute and Centre for British Democracy.

The main report for *Your Voice on Immigration* is the record of a public deliberation process in which three weekend workshops were held – in North Tyneside, Leicester, and Renfrewshire – bringing together a total of 89 members of the public recruited to broadly reflect the local populations by demographics and views on immigration. The deliberative workshops were guided by a central, overarching question, set by the Committee:

> ***The government has set a goal of reducing net migration. 'Your Voice on Immigration' is focusing on people who come to the UK for work; in what ways should work-related immigration be reduced?***

Over one and a half days at each workshop, participants heard evidence from independent experts, discussed the trade offs involved in small facilitated groups, and developed and voted on a set of principles they wanted the Committee's scrutiny work to be guided by. The main report sets out the principles developed by participants, how participants responded to two trade off questions on work-related immigration set by the Committee, the impact of the deliberative process on participants, and areas for potential future exploration.

This technical report provides additional detail on the deliberative workshops for transparency and knowledge sharing. It covers: the workshop and evaluation methodologies; the recruitment process and demographic composition of the 89 participants across the three locations; the evidence participants were given; the full wording of every adopted principle developed by participants at each workshop; and the full distribution of votes on the two trade off questions.

The two reports should be read together. Where the main report refers to further detail in the technical report, whether on methodology or on additional data, that detail is set out in the corresponding section here.

There is also a final independent evaluation report to be published in early 2027 by Professor Stephen Elstub's team at Newcastle University.

DIVERSITY, INCLUSION, EQUITY, AND JUSTICE (DIEJ) STATEMENT

As part of Demos's ongoing efforts to facilitate greater diversity, inclusion, equity and justice (DIEJ) in all areas of our work, we assess and publish our approach to meeting our goals in each of our publications.

DIEJ considerations were embedded into this research by:

- **A diversity of belief and thought was built into the process by design.** Participants were recruited deliberately for a range of views on immigration, so that they encountered people who disagreed with them. The information provided was overseen by an Advisory Board spanning a broad spectrum of views and expertise.
- **Voices that are not often heard in the immigration policy debate were actively sought out.** To minimise self-selection, participants in each workshop were recruited to be broadly representative of the local population, remunerated and offered support for accessibility needs. Conditions were created so that everyone in the room could be heard through conversation guidelines agreed with participants, facilitators encouraging quieter voices to speak up, deliberation in small groups, and individual exercises. A midpoint survey allowed participants to confidentially tell us if they felt able to share their views, and facilitators adjusted approaches as necessary.
- **Support was offered to facilitators and participants as a recognition of the sensitive nature of the topic.** Each location had a quiet room available and breaks were encouraged as part of the conversation guidelines. Facilitators were paired with a secondary facilitator on each table, allowing one facilitator to step away if needed to offer further support. In preparation, facilitators attended a full-day training session, and were provided with guidance and resources on facilitating difficult conversations. A facilitator debrief was held in each break, providing an opportunity for facilitators to decompress and share anything on their mind.
- **The report publication has been made accessible** through the use of 'plain English' as far as possible and accessible design practices such as:
  - Using structured headings' hierarchy and built-in styles
  - Using sans-serif fonts at a minimum of 12pt
  - Ensuring high colour contrast
  - Using labels in addition to colour in graphs
  - Limiting use of tables for layout
  - Adding alt text to images and marking decorative ones accordingly
  - Using clear, descriptive hyperlink text
  - Exporting as tagged PDFs and validating accessibility settings
  - Testing with screen readers and accessibility tools

WHAT IS PUBLIC DELIBERATION?

Public deliberation is a method for engaging the public on a policy issue. It involves members of the public reaching considered, collective conclusions on an issue when given time, balanced evidence, and the opportunity to discuss it with one another. Those conclusions are intended to inform the commissioning body's work and decision-making.

It is distinct from methods that reveal public opinion by capturing individuals' top-of-mind views, such as focus groups, interviews, or polling: those methods establish what the public currently thinks, whereas deliberation establishes what the public concludes after being given the time, information, and exposure to opposing views that a legislator has when weighing the same question. The distinction matters most on issues where public debate is shaped less by disagreement over values than by contested claims about basic facts, and where the loudest voices tend to crowd out more considered views.

Immigration is a clear case: polling reliably captures the strength of public feeling, but not what members of the public would conclude about specific questions on work-related immigration policy once given accurate evidence, time to weigh the trade offs, and the opportunity to test their views against those of others. It is that considered judgement, rather than a snapshot of opinion, that a deliberative process is designed to produce.

FEATURES OF DELIBERATIVE PROCESSES

Deliberative processes vary in scale and format, from citizens' juries of fewer than thirty people to citizens' assemblies of a hundred or more meeting over many weekends, but they share common features; in the Citizens' White Paper,[1] we set out six criteria:

- **Commitment** – The legitimacy of participatory processes rests on a commitment from the body that commissions it: that the process will make a difference. That body undertakes to consider and respond to what participants conclude, and is open to being influenced by it. It does not have to accept every conclusion, but acting on them must lie within its power. The process therefore begins with a clear question to which a range of answers is genuinely available, and with the scope of participants' influence – including what is out of scope – stated at the outset. The commitment is discharged at the end, when participants and the public are told what was decided and how the deliberation shaped it.
- **Time** – Participants need enough time to learn about a problem, hear evidence, work through the trade offs, and reach agreement. The time and resource allocated should be proportionate to the question asked. Participants also need time to absorb what they have heard, which is why deliberative processes commonly convene more than once, with intervals for reflection. The process ends in a defined output: a set of conclusions that participants have arrived at collectively, having weighed the trade offs, with the reasoning behind them recorded.

1 Levin, M., Curtis, P., Castell, S. and Kapetanovic, H. (2024) Citizens' White Paper, Demos. https://demos.co.uk/wp-content/uploads/2024/07/Citizens-White-Paper-July-2024_final.pdf

- **Representative participants** – Participants should go beyond self-selecting groups and reflect the wider population, and should be supported to take part fully. Recruitment usually involves an element of random stratified sampling against demographic, geographic and/or attitudinal criteria. Depending on the topic, it may also sample for particular lived experience, or for those most affected by the policy in question. Participants are paid for their time and reasonable expenses, supported to attend, and have their accessibility requirements met.
- **Facilitated deliberation** – Participants are supported by facilitators to consider and weigh competing perspectives and to discuss them with people who see the issue differently. The process moves in a sequence from learning to deliberation to decision, and makes room for plenary feedback so that participants hear from beyond their own table. The aim is to enable them to reach informed judgement, to think past their own immediate interests, and to form a view about what is best overall - the same task a policy maker faces. This is distinct from a focus group approach, in which different types of people are spoken to separately and their responses compared afterwards. The purpose here is to bring different people into contact with one another.
- **Independence** – The agenda, design and inputs are reviewed independently for balance and impartiality, with different viewpoints represented in that review. The process is designed and facilitated by impartial, trained practitioners. Participants hear accurate information spanning the range of expert opinion, as comprehensive as the time allows, from speakers who present evidence rather than direct participants towards conclusions. Materials are accessible, avoid jargon, assume no prior knowledge, and are provided in more than one format.
- **Transparency and accountability** – The recruitment methodology, Advisory Board membership, speaker list, agenda, briefing materials and process plan are published. So are the conclusions, in full. Everyone involved should know how the results are intended to be used, and the decision maker should respond publicly to them and set out what difference the public's input has made.

WHO WAS INVOLVED IN THIS PROJECT?

COMMISSIONING AND DELIVERY PARTNERSHIP

This project was commissioned by the House of Commons Home Affairs Committee and delivered by Demos in partnership with the King's College London Policy Institute and Centre for British Democracy, and the House of Commons. The deliberative workshops were co-designed by Demos, the King's College London Policy Institute, Home Affairs Committee staff, and the House of Commons Public Engagement Team. Demos led the facilitation of the workshops, with table facilitators from Demos, King's College London Policy Institute, and the House of Commons Public Engagement Team, with support on facilitation and note taking by staff from across the House of Commons Committee Team. Information presented to participants was produced by the House of Commons Library and Committee Specialists on the Home Affairs Committee, and overseen by the independent Advisory Board. Both the main report and technical report were written independently by Demos.

ADVISORY BOARD

An independent Advisory Board was convened to oversee the substantive content of the process and to safeguard the sharing of balanced, rigorous information. Its role was distinct from that of the delivery partnership: the Board did not deliver the workshops, facilitate discussions, analyse transcripts, consolidate the principles, or approve either report, and it bears no responsibility for the findings. Its function was to scrutinise, and to agree in advance, the overarching question and the evidence participants received, and the experts selected to share the evidence.

Composition

The Board was assembled to represent a broad spectrum of positions on immigration policy, deliberately including members whose published positions are in tension with one another, alongside expertise in migration statistics, migration research and deliberative practice. Its members were:

- Professor Brian Bell (Advisory Board Chair), former Chair, Migration Advisory Committee
- Jacqueline Broadhead, Director, Global Exchange on Migration and Diversity, COMPAS, Oxford University
- David Goodhart, Head of Demography, Immigration & Integration Unit, Policy Exchange
- Mary Gregory, Executive Director for Population Statistics and Census, Office for National Statistics
- Rob McNeil, Deputy Director and Head of Media and Communications, Oxford Migration Observatory
- Alp Mehmet MVO, Chairman, Migration Watch
- Heather Rolfe, Senior Research Fellow, British Future
- Ceri Tyrie-Davies, Head of Deliberative Engagement, Ipsos

Purpose and scope

The Board's stated purpose was to provide advice to the Project Team on all relevant aspects of the project, with five specific functions as set out in the agreed Terms of Reference.

Terms of Reference

The main purpose of the Advisory Board is to provide advice to the Project Team on all relevant aspects of the project. In particular:

- To help ensure that the design of the deliberative events meets the highest possible standards, within the prevailing financial constraints.
- To provide input on the selection criteria and recruitment of participants to ensure the workshops include a diverse range of participants in terms of characteristics and views on the topic.
- To provide advice and feedback on the questions to be considered by the participants.
- To ensure that the information and evidence provided to participants is balanced, comprehensive and fair.
- To offer advice on how best to report and communicate the outputs and recommendations from the deliberation to the public and decision-makers.

The Board may be asked to provide advice or feedback on other matters presented by the Project Team. The Board is there to provide advice and guidance; final decisions on all matters will rest with the Sponsor Group or, as necessary, the Select Committee.

The Board met three times over the course of the project: in January, to agree to the terms of reference of the project and the Board's role within it; in February, to agree the substantive design of the deliberative workshops; and in June, following the final workshops, to hear findings and to confirm the robustness of the process and its outputs.

The Advisory Board's statement on the design and outcome of the deliberative workshops can be found on page 16 in the main report.

INDEPENDENT EVALUATOR

The quality and impact of the deliberative process was evaluated independently by a team at Newcastle University, led by Professor Stephen Elstub of the School of Geography, Politics and Sociology, with Lara Blackett and Leila Grebby. The evaluation was commissioned as a separate piece of work from the outset, on the basis that a process convened by a parliamentary select committee to demonstrate the value of public deliberation should not rest solely on the account given by the organisations that commissioned, designed, and delivered it.

The evaluation team designed its own instruments, administered them itself, held its own data, and reached its own conclusions. It will publish a full evaluation report early in 2027 – separately from this technical report and from the primary report.

The evaluation findings on the impact of the process on participants reproduced in the main report are an early analysis of one strand only, supplied by the evaluation team and reproduced with their agreement. Findings from the remaining three strands will be published in early 2027.

More details of the independent evaluation methodology can be found in Appendix 3 in this report.

Evaluation strand one: participant surveys before and after each workshop

Participants completed a survey at the start and at the end of each workshop weekend, in all three locations. The pre-workshop survey was administered on the Saturday morning, once participants had assembled and before the first session began, so that responses captured views held prior to any exposure to the expert presentations or the arguments of other participants. The post-workshop survey was administered on the Sunday afternoon, after the formal sessions had concluded and before participants left the venue.

The 'pre' and 'post' surveys comprised a series of closed questions covering: the participants' knowledge of and attitudes to immigration; their experiences during the workshop; and their political attitudes and interests. The analysis of these surveys enabled the evaluation team to track how knowledge, opinions, attitudes, abilities and experiences changed through the process. The pre- and post-workshop surveys can be found in Appendix 3.

Evaluation strand two: direct observation

Members of the evaluation team observed the workshops directly, in order to assess the quality of the deliberation: whether participants with minority views were in practice able to hold them in the room; whether facilitation shaped conclusions; whether the balance of the information presented survived contact with the discussion; and whether the small-group format distributed speaking time or concentrated it.

Evaluation strand three: interviews with Committee members and policy stakeholders

The evaluation team will be conducting interviews with members of the Home Affairs Committee and with relevant policy stakeholders, examining what influence the workshops and the principles they produced have had on the Committee's scrutiny work and on wider policy thinking.

Evaluation strand four: nationally representative survey

The final strand is a nationally representative survey testing public awareness and support of the process; and levels of public support for the principles that participants produced.

HOW WERE THE WORKSHOPS DESIGNED?

This section explains the overarching question of Your Voice on Immigration, the selection of the three workshop locations, and the approach to designing the workshop structure.

OVERARCHING QUESTION

The Home Affairs Committee, informed by the co-design process – led by Demos, with King's College London and the parliamentary team – set the overarching question for the workshops:

> *The government has set a goal of reducing net migration. 'Your Voice on Immigration' is focusing on people who come to the UK for work; in what ways should work-related immigration be reduced?*

The scope of the deliberation was specifically set to cover work-related immigration. Immigration encompasses several distinct routes, each involving different legal frameworks, policy objectives, and trade offs. Attempting to address the immigration system as a whole within a one-and-a-half-day workshop would have prevented participants from examining any one part of it in sufficient depth. Work-related immigration was chosen by the Home Affairs Committee as a significant area of immigration policy that has received considerably less public attention than asylum and irregular migration, despite those routes accounting for a much smaller proportion of overall immigration.

Work-related immigration is also an area in which the government has relatively clear and direct policy levers. It can determine who is eligible to come to the UK for work, the conditions attached to different visas, and the routes through which workers may remain in the country. This gave participants a defined set of evidence and options through which to consider the economic, social, and personal consequences of reducing migration.

The wording of the question reflected the government's stated objective of reducing net migration overall as the Home Affairs Committee's role is to scrutinise government policy, rather than to set or implement immigration policy itself. The Committee does not exercise executive power and cannot itself change immigration rules. Its influence comes from examining the Government's decisions, testing whether its approach is effective and justified, and making recommendations through its scrutiny work. Framing the deliberation around the Government's own objective therefore allowed participants to consider the choices, trade offs and consequences involved in pursuing that objective, producing conclusions that could directly inform the Committee's work in holding the government to account on this issue.

The purpose of the process was therefore not to determine whether that objective should exist, or to propose a particular numerical target, but to determine which principles should guide how the policy is pursued. The question was intended to expose the trade offs within the stated policy objective, rather than to assume that all forms of reduction were equally desirable. This framing did not require participants to endorse every possible reduction in work-related immigration. Instead, it enabled them to examine the Government's objective on its own terms: considering where reductions might be appropriate, where other priorities should prevail, and what principles or safeguards should guide the decisions made.

LOCATION SELECTION

The three workshops were held in North Tyneside, Renfrewshire, and Leicester – as selected by the Home Affairs Committee. The locations were chosen through a structured selection process, set out below, designed to ensure the three areas together captured a range of local experience of work-related immigration, and of immigration more broadly.

Council areas were used as the unit of selection, because the more granular data available at that level allowed representativeness to be assessed more precisely; the specific venue for each chosen area was then determined by logistical and practical considerations.

Analysis to support the selection was provided by the House of Commons Library.

Criteria

Five criteria were used by the Committee when selecting the locations:

- **Region** – Only areas outside London and the South East were considered, in order to avoid the process remaining within and around the 'Westminster bubble'. Northern Ireland and Wales were not considered, on grounds of cost and population factors, though it was considered desirable to include at least one location outside England. Scotland was included on that basis.
- **Level of net international migration** – This was the primary criterion, using net international migration as the best available up to date data to use as a proxy for levels of immigration, as advised by the House of Commons Library. This data is from local authority population statistics between mid-2023 and mid-2024, expressed as a percentage of each area's estimated mid-2024 population.

  The average net international migration in local authority areas over this period was 1.07%. Areas within 0.15 percentage points of 1.07% (between 0.92% and 1.22%) were classified as average; areas above 1.22% as higher than average; and areas below 0.92% as lower than average.
- **Population size** – Population size was taken into account to ensure the selected areas varied in size.
- **Socio-economic profile** – In the absence of a direct measure of social class, the occupational profile of each area was used as the best available indicator, following the approach of the House of Commons Library. Two figures were considered for each area, each expressed as a percentage of residents aged 16 and over: the proportion of residents in professional and managerial occupations (categories L1 to L3), and the proportion who had never worked or were long-term unemployed (categories L14.1 and L14.2). Figures were drawn from the 2021 Census for England and Wales and the 2022 Census for Scotland.
- **Rural, urban, or coastal character** – The geographic character of each area was included, as cities and other built-up urban areas are likely to have different experiences of immigration and have different job market profiles compared to a more rural or coastal population.

Selection

Applying these criteria produced a shortlist of candidate areas, from which the three areas were selected.

AREA	REGION	NET INTERNATIONAL MIGRATION	L1–L3	L14.1–L14.2	POPULATION
Leicester	East Midlands	3.38%	6.7%	13.4%	388,348
Renfrewshire	Scotland	0.95%	11.4%	6.7%	189,170
North Tyneside	North East	0.51%	12.5%	9.6%	215,025

Renfrewshire falls within the average band of net international migration; North Tyneside falls below the band, and is urban and coastal; Leicester falls well above it, ranking sixth among the 361 local authorities included in the ONS mid-year population estimates. Leicester is also among the most ethnically and religiously diverse cities in England, and offers a contrast with the other two locations. Together the three local authorities vary in population from 189,000 to 388,000, and span the highest and lowest professional and never-worked shares available among the areas considered.

Limitations

By selecting three different areas, it is possible to create a snapshot of the perspectives and considered conclusions from three fairly typical places.

But while the sample in each location was large enough to reflect the range of views within that place, the combined sample of 89 participants from three local authority areas is not a representative sample of the national population.

Another limitation is the fact that the primary selection measure captures international migration through all routes. Net international migration includes people arriving to work, study, join family, and for humanitarian reasons. An area selected as 'higher' or 'lower' than average on this measure is therefore not necessarily higher or lower than average on work-related immigration in particular, which was the subject of the workshops. However, due to a lack of reliable data on work-related immigration at local authority level, net international migration data was used.

DESIGNING THE DELIBERATIVE WORKSHOPS

The overarching workshop structure and design were developed in co-design workshops held by Demos with King's College London Policy Institute, Home Affairs Committee staff, and the House of Commons Public Engagement Team. Demos led the detailed design of the workshop discussion guides and materials, with support from co-design workshop attendees. Wash-up sessions were held after each deliberative workshop, which included space to reflect on the workshop structure, discussion guides, and materials, and iterate where needed for the next workshops, while keeping as much consistent as possible for comparability.

To produce the most constructive answer to the overarching question, the process needed to be designed and facilitated in a way that allowed for open and honest deliberation, informed by balanced and robust evidence. This involved a number of key elements: making the answers relevant for the Committee, balanced information, disagreeing agreeably, and finding common ground.

Making the answers relevant for the Committee

Many participants arrived at the events with irregular immigration top-of-mind, as opposed to work-related immigration. In order to make the process as constructive to the Committee as possible by answering the overarching question, facilitators were trained to steer the conversations towards the question. Nevertheless, time was given at the beginning of the first session for participants to share their initial associations on immigration, including those not related to the topic of work-related immigration. This allowed participants to express their views on issues that were at the forefront of their minds, such as small boats and irregular migration. After that, facilitators and experts explicitly focused the conversations on work-related immigration.

Each of the three workshops generated and ranked ten principles to inform the Home Affairs Committee's scrutiny of government policy on work-related immigration, resulting in thirty in total. In order to ensure the principles were as consistent and useful as possible across the groups in different locations, the following template was used:

> *The Home Affairs Select Committee should be guided by the principle that...*
>
> *This matters because...*
>
> *This principle is important even if it means...*

This third clause, "This principle is important even if…", required participants – with support from experts – to identify negative implications of their principle in order to ensure they were weighing up the positives as well as negatives of the idea. Experts played a crucial role here and in the development of principles overall, particularly on the second day by supporting participants with the evidence to make informed decisions about trade offs, and to resolve tensions or contradictions between principles.

On the second day, participants were asked to examine trade offs set by the Home Affairs Committee, based on questions they felt would most benefit from public input, through the lens of the agreed principles:

> ***Trade off 1** – Should the UK prioritise restricting visas for highly-paid, highly-skilled workers, or lower-paid workers doing jobs that employers are struggling to fill?*
>
> ***Trade off 2** – Should the UK favour short-term work visas so people have to leave the country after a certain period, or visas that provide a route to staying in the country permanently?*

Balanced information

Without balanced information, the process, and therefore the conclusions, are likely to be biased. See page 26 for more detail on the information presented, and pages 8-9 for the role of the Advisory Board in ensuring balance.

Disagreeing, agreeably

One risk of these processes is that participants might not feel willing to be open and honest, particularly in front of an unfamiliar group and on a contentious topic. In order to mitigate this risk, a set of measures were taken to foster an open and honest environment.

Building trust in the process was a crucial starting point to create an environment that fosters openness and honesty. On the first day, participants were welcomed by a member of the Committee, who shared why the Committee wanted to hear what people had to say, and

reaffirmed their commitment to the process. This helped build trust that the process was worth engaging in fully. By the end of the workshops, the overwhelming majority (82%) believed that the principles developed in the discussions should influence the Home Affairs Committee 'quite a lot' or 'very much', and 92% felt that the way the principles were agreed was fair.[2]

Facilitators also worked to build trust between participants. Each workshop opened with a trust building exercise, intended to build rapport on a human level before getting into a contested topic. Small-group discussions, rather than whole-room debate, gave participants and facilitators time to build trusting, open conversations.

To ensure that views participants might not feel able to share in a group were captured, participants were asked to privately fill in surveys on the first day assessing how honest they felt they had been able to be, and giving space to share anything they didn't feel able to share with the group. This allowed us to actively adjust the approach if needed. Participants were also given the opportunity to share their views individually through voting on principles – only principles with majority support 'passed' and became one of the group's principles. Participants then voted a second time at the end of the workshops to rank their agreed principles in order of priority.

In fostering an open and honest environment between people with different views on a contentious topic, disagreement is likely to arise. Facilitators made clear that disagreement was welcomed, but that to get the most out of the process, it needed to be constructive and respectful. At the start of the process, the lead facilitator agreed a set of conversation guidelines with participants, and a quiet space was available throughout for anyone who needed a break from the discussion.

Conversation guidelines

- Disagree, agreeably
- Genuinely listen and build on what others are saying, always remaining open and curious
- Respect each other's views and experiences
- Step forward if you tend to be a quieter person, step back if you tend to be chattier
- This can be a sensitive topic. Be kind to yourself and take breaks when needed
- Stay focused on the conversation – try to minimise distractions (e.g. phones)

Finding common ground

Given the polarised nature of the topic, the aim was to ultimately find common ground on principles to guide the Committee, despite acknowledged differences in views. For this reason, participants developed principles collaboratively in small groups, which involved working through differences in opinion and finding what they could agree on, while still having the ability to vote individually on the principles to develop the collectively agreed list.

2 Elstub, S., Blackett, L., and Grebby, L. (2027) Evaluation of Your Voice on Immigration, Newcastle University (forthcoming)

WHO TOOK PART?

RECRUITMENT PROCESS

Participants were recruited by an agency specialising in the recruitment of participants for qualitative research, using stratified quotas to reflect the demographic and political profile of each area. The criteria varied slightly by location, reflecting differences in local context. Participants were recruited from the local authority area and surrounding areas.

Recruitment quotas

Quota criteria:

- Immigration attitudes
- 2024 General Election vote
- Born in or outside the UK
- Age
- Gender
- Ethnicity
- Household income
- Highest educational qualification

Location-specific quotas:

- Religion (Leicester only)
- 2014 Scottish Independence Referendum vote (Renfrewshire only)

Criteria where no specific target number was aimed for other than to have a mix in the room:

- Parents and grandparents born in or outside the UK
- Disability status
- Level of civic engagement

Immigration attitudes

The purpose of each workshop was for participants with different starting views and experiences to reason together, respond to evidence, weigh competing arguments, and find common ground. Therefore, for the research to be robust, each workshop needed to be broadly representative of the local population by demographics, plus immigration attitude, given how significantly a person's starting attitude shapes both their views on the subject and how they engage with others in deliberation.

Quotas were set using the Ipsos Unbound Immigration Tracker, a repeated survey of British public attitudes to immigration that Ipsos has run at intervals since 2015; recruitment was based on the most recent data, collected between 16th June 2025 and 2nd July 2025, and recorded by region. The tracker asks a question: "On a scale of 0 to 10, has migration had a positive or

negative impact on Britain?", where 0 is very negative and 10 is very positive. This is the same question that workshop participants were asked during recruitment and, separately, before and after each deliberation workshop.

Responses were separated into bands, as they were in the 2025 Ipsos Unbound Immigration Tracker:

- 0-3 – Migration Sceptic
- 4-7 – Balancer Middle
- 8-10 – Migration Liberal
- Don't Know

Quotas were set for these bands, such that each workshop would reflect the proportion of Sceptics, Balancers, Liberals, and Don't Knows to match the respective regional data from the 2025 Ipsos Tracker.

The recruitment agency on the ground reported from their experience that respondents are less likely to report highly sceptical views towards migration in person to recruiters compared to how they respond in an anonymous poll. They observed this to be the case in this recruitment. As a result, the definition of 'Migration Sceptic' was adjusted when recruiting participants for Leicester and Renfrewshire to include respondents who answered "4" on the 0 to 10 scale.

2024 General Election vote

The most recent General Election in July 2024 was used so the workshops reflected each area's mix of political views. While the workshops were based on local authority areas, General Election voting data is only available on a constituency basis. So the constituencies within which each local authority area sits were combined to set quotas for voting behaviour – which party people voted for or if they didn't vote at all. The constituencies included for each area are as follows:

- **North Tyneside:** Cramlington and Killingworth; Newcastle upon Tyne East and Wallsend; Newcastle upon Tyne North; Tynemouth
- **Leicester:** Leicester East; Leicester South; Leicester West
- **Renfrewshire:** Paisley and Renfrewshire North; Paisley and Renfrewshire South

Age, gender, ethnicity, household income, educational qualification, and disability status

These six standard demographic quotas are used in most stratified public deliberation; they ensured that the workshops reflected each local area's demography. Quotas were set against each local area's actual population profile, except for disability status, where no target was set other than recruiting a mix.

Born in or outside the UK

If someone was born outside the UK, their experience of navigating the UK immigration system can markedly shape their views on immigration policy. It was particularly important for this quota to be determined locally, rather than nationally, as each location has very different proportions of people born outside the UK: for example, based on the 2021 census, while the national proportion is 16% non-UK born in England and Wales, in Leicester, the proportion is 41.1%; in North Tyneside, it is just 5.5%.

Whether a participant's parents or grandparents were born in or outside the UK was also considered in recruitment, with an aim to achieve a mix rather than a set quota. This captured a more distant form of migration history than country of birth alone would show: a UK-born participant from an immigrant background is likely to bring a different starting point to the discussion than one with no familial connection to migration at all. Recording this alongside the quota data provided a check on how far the recruited sample's lived connection to migration extended beyond their country of birth.

Religion (Leicester only)

Religion was only stratified in Leicester, reflecting the fact that it's one of England's most religiously diverse cities and religious identity is a significant social difference in a way it isn't, to the same degree, in North Tyneside or Renfrewshire.

2014 Scottish Independence Referendum vote (Renfrewshire only)

Constitutional politics is a distinct and salient axis of political identity in Scotland which wouldn't be captured sufficiently by the 2024 General Election vote data alone. Therefore, for the Renfrewshire sample, quotas were set to recruit a representative mix of 2014 Scottish Independence Referendum votes.

Level of civic engagement

This addresses a well-known problem in public participation: people who already attend public meetings, contact their councillor, sign petitions, or hold community roles are far more likely to put themselves forward in any open recruitment process, which means a sample quietly turns into a room of "usual suspects" – people who already have a voice in civic or political processes rather than those least heard.

Recruitment distinguished three tiers, matching the categories used in the recruitment survey itself: civic participation (contacting a representative, signing a petition, or attending a public rally, excluding voting), civic consultation (responding to a questionnaire or attending a public meeting on local services), and civic activism (holding a formal community role, such as councillor, school governor, or magistrate). The aim was a mix across all three tiers, including a substantial number of participants who had done none of the above, so that the workshops' findings were not disproportionately drawn from a sample that had defaulted to the most civically active and politically engaged people in each area.

Sample breakdown

The following table sets out a demographic breakdown of the participants who took part in each workshop and overall. To protect against individuals being potentially personally identifiable, some more granular categories have been merged; for example, "Minority ethnicity", where recruitment actually recorded specific ethnic identities such as Indian, Pakistani, Caribbean, etc.

CATEGORY	SUBCATEGORY	NORTH TYNESIDE (N=24)	LEICESTER (N=34)	RENFREWSHIRE (N=31)	ALL WORKSHOPS (N=89)
Age	18–34	9 (37.5%)	11 (32.4%)	5 (16.1%)	25 (28.1%)
	35–50	4 (16.7%)	7 (20.6%)	11 (35.5%)	22 (24.7%)
	51–64	5 (20.8%)	13 (38.2%)	11 (35.5%)	29 (32.6%)
	65+	6 (25.0%)	3 (8.8%)	4 (12.9%)	13 (14.6%)
Gender	Female	12 (50.0%)	17 (50.0%)	20 (64.5%)	49 (55.1%)
	Male	11 (45.8%)	17 (50.0%)	11 (35.5%)	39 (43.8%)
	Other	1 (4.2%)	0 (0.0%)	0 (0.0%)	1 (1.1%)
Ethnicity	White	22 (91.7%)	16 (47.1%)	27 (87.1%)	65 (73.0%)
	Minority ethnicity	2 (8.3%)	18 (52.9%)	4 (12.9%)	24 (27.0%)
Household income	Less than £20,857	7 (29.2%)	6 (17.6%)	6 (19.4%)	19 (21.3%)
	£20,857–£41,714	4 (16.7%)	14 (41.2%)	8 (25.8%)	26 (29.2%)
	£41,715–£62,571	7 (29.2%)	10 (29.4%)	6 (19.4%)	23 (25.8%)
	Over £62,571	3 (12.5%)	4 (11.8%)	9 (29.0%)	16 (18.0%)
	Prefer not to say	3 (12.5%)	0 (0.0%)	2 (6.5%)	5 (5.6%)
Country of birth	Born in the UK	19 (79.2%)	25 (73.5%)	27 (87.1%)	71 (79.8%)
	Born outside the UK	5 (20.8%)	9 (26.5%)	4 (12.9%)	18 (20.2%)
Parents / grandparents	At least one born outside the UK	5 (20.8%)	18 (52.9%)	8 (25.8%)	31 (34.8%)
	None reported	19 (79.2%)	16 (47.1%)	23 (74.2%)	58 (65.2%)

CATEGORY	SUBCATEGORY	NORTH TYNESIDE (N=24)	LEICESTER (N=34)	RENFREWSHIRE (N=31)	ALL WORKSHOPS (N=89)
Education	Degree or equivalent	12 (50.0%)	21 (61.8%)	21 (67.7%)	54 (60.7%)
	Below degree level	12 (50.0%)	13 (38.2%)	10 (32.3%)	35 (39.3%)
Disability	Long-term condition	9 (37.5%)	6 (17.6%)	13 (41.9%)	28 (31.5%)
	No condition reported	15 (62.5%)	28 (82.4%)	17 (54.8%)	60 (67.4%)
	Prefer not to say	0 (0.0%)	0 (0.0%)	1 (3.2%)	1 (1.1%)
Civic engagement	Actively engaged	9 (37.5%)	18 (52.9%)	13 (41.9%)	40 (44.9%)
	None of the above	15 (62.5%)	16 (47.1%)	18 (58.1%)	49 (55.1%)
2024 GE vote	Labour	7 (29.2%)	10 (29.4%)	11 (35.5%)	28 (31.5%)
	Conservative	3 (12.5%)	5 (14.7%)	3 (9.7%)	11 (12.4%)
	SNP	–	–	10 (32.3%)	10 (11.2%)
	Other (including Greens and Reform UK) / independents	6 (25.0%)	11 (32.4%)	1 (3.2%)	18 (20.2%)
	Did not vote	7 (29.2%)	7 (20.6%)	3 (9.7%)	17 (19.1%)
	Prefer not to say	1 (4.2%)	1 (2.9%)	3 (9.7%)	5 (5.6%)
Immigration attitudes	Migration Sceptic	8 (33.3%)	9 (26.5%)	7 (22.6%)	24 (27.0%)
	Balancer Middle	8 (33.3%)	11 (32.4%)	17 (54.8%)	36 (40.4%)
	Migration Liberal	6 (25.0%)	14 (41.2%)	6 (19.4%)	26 (29.2%)
	Don't know	2 (8.3%)	0 (0.0%)	1 (3.2%)	3 (3.4%)

CATEGORY	SUBCATEGORY	NORTH TYNESIDE (N=24)	LEICESTER (N=34)	RENFREWSHIRE (N=31)	ALL WORKSHOPS (N=89)
Religion (Leicester only)	No religion	–	11 (32.4%)	–	–
	Christianity	–	8 (23.5%)	–	–
	Hinduism	–	6 (17.6%)	–	–
	Islam	–	5 (14.7%)	–	–
	Other / prefer not to say	–	4 (11.8%)	–	–
2014 indyref vote (Renfrewshire only)	Yes (independence)	–	–	11 (35.5%)	–
	No (stay in the UK)	–	–	14 (45.2%)	–
	Did not vote / prefer not to say	–	–	6 (19.4%)	–

HOW WERE THE WORKSHOPS DELIVERED?

WORKSHOP MATERIALS

This section details the design process and presents the workshop materials, including discussion guides, expert-presented information on the topic, surveys and voting.

Workshop agenda

The workshops were held over a Saturday and a Sunday morning in each location. Over one and a half days discussions moved between plenary (whole room, led from the front by the lead facilitator) and table discussions (small group discussions of 5-7 participants led by a primary facilitator with a secondary facilitator note-taking and leading some discussions). Table discussions allowed people to get into deep discussions. The groups were shuffled twice during the workshop to give participants exposure to different people, experiences and viewpoints over the course of the weekend. During plenary sessions, participants heard from the lead facilitator, Committee member and experts, heard feedback from each other's table discussions, and voted individually on the outputs emerging from the different tables to assess support as a whole group.

Day 1: Saturday (10am-5pm) outline agenda

SESSION	FORMAT	CONTENT
Registration and pre-survey	—	Participants sign in and are allocated tables, and complete the pre-survey individually.
Welcome and briefing	Plenary	Welcome from lead facilitator setting the scene for the weekend. Briefing on deliberation and scope. Housekeeping. Welcome from Home Affairs Committee member on why the work was commissioned and how it would feed into scrutiny of government policy.
Trust-building	Plenary	Short icebreaker: in groups of three, find at least one thing that all three have in common. Rotate four times.
Conversation guidelines	Plenary	Conversation guidelines shared, explained and checked with participants, open to adjustment given the polarising subject.
Exploring starting points	Tables	Initial associations with migration and where people got their information from.

SESSION	FORMAT	CONTENT
Immigration facts quiz	Plenary	Anonymous Mentimeter quiz on immigration facts and figures, surfacing starting assumptions and opening the learning phase.
Break	—	Opportunity for facilitators to debrief.
Expert briefing 1	Plenary	Key terms and migration statistics, as an orientation to the topic.
Initial reflections	Tables	Reactions to briefing 1, gathering questions to ask in plenary.
Expert Q&A	Plenary	Participant questions on briefing 1 answered by the experts, chaired by lead facilitator.
Expert briefing 2	Plenary	Immigration and the UK workforce: who comes to the UK for work, the visa routes available, who qualifies, and the economic and social impact of migrant workers.
Expert Q&A	Plenary	Participant questions on briefing 2 answered by the experts, chaired by the lead facilitator.
Initial reflections	Tables	Reactions to briefing 2, with experts available to answer questions as they arise.
Individual survey	Tables (individual)	Individual private survey on whether participants felt able to share honest views, anything they had not been able to say, and what would make sharing easier (if anything).
Lunch	—	Staff review survey responses and consider mitigations.
Introduction to the afternoon	Plenary	Recap and a summary slide of key elements of the current system to anchor the next discussion.
Impacts of the current system	Tables (new groups)	Individual post-its onto a flipchart, then group discussion to consolidate them: positive and negative impacts of the system as it stands for migrants, employers and communities.
Participant feedback	Plenary	A participant from each table shares what was discussed on their table.
Introduction to writing principles	Plenary	Lead facilitator explains what is meant by principles, and introduces the template (see page 14).
Developing principles: Initial ideas	Tables	Individual post-its, then participants share their individual ideas for principles, with facilitator merging any ideas that are similar, and noting where principles may contradict each other.
Break	—	Facilitators tidy the principles ready for voting.
Developing principles: Writing up	Tables	Sticky-dot vote to select which principles to develop further. Table then splits in two, each half working its allocated principles up on printed templates, collaboratively filling in detail. Each half then presents to the other for comment.

SESSION	FORMAT	CONTENT
Sharing back principles	Plenary	Participants present their principles to the wider room, while facilitators cluster them into emerging themes.
Break	—	Opportunity for facilitators to debrief. Experts prepare initial reflections on the principles.
Expert reflection on principles	Plenary	Experts share their initial reflections on principles for participants to consider overnight.
Wrap up	Plenary	Closing from a Home Affairs Committee member (if present). Thanks and informing participants about Day 2.
Individual survey	Individual	Participants described their experience and if there was any specific piece of information, perspective or experience that impacted their views. They also shared the extent to which they were able to share their honest views and opinions and if there was anything that would make it easier for them to do so, and shared anything that they felt they hadn't been able to share during the workshops.

At the end of the first day, facilitators debriefed on the workshop and made adjustments for the following day as needed. Demos, along with Parliamentary colleagues and expert speakers, worked to consolidate the principles on Saturday evening ahead of Sunday morning, bringing similar or duplicate principles together. Tensions between principles and clarification questions were identified and assigned as tasks to tables to resolve on the Sunday (see below).

Day 2: Sunday half day (10am-1.30pm) outline agenda

SESSION	FORMAT	CONTENT
Welcome, briefing and recap	Plenary	Recap of Day 1 and briefing on the day, welcome from a Home Affairs Committee member (if present).
Presenting back the principles	Plenary	The consolidated list is read through, and any changes and additions explained. Each table is assigned a task: either resolving a tension/ contradiction between principles, or clarifying an aspect of a principle.
Resolving tensions and amending principles	Tables (new groups)	Each table completes its assigned task by removing, amending or merging principles, depending on the task.
Feed back and vote on changes	Plenary	Each table reports its suggested changes based on the task; participants vote on each change via live Mentimeter polls.
Break	—	Lead facilitators and experts implement the agreed changes to the principles.

SESSION	FORMAT	CONTENT
Endorsement vote	Plenary	Each principle put to a 'love it / like it / live with it / lament it / loathe it' vote. Any principle where a majority say they can live with it, like it or love it passes.
Trade off 1: Framing and initial vote	Plenary	What is meant by a trade off is explained, before sharing the first trade off: Should the UK prioritise restricting visas for highly-paid, highly-skilled workers, or lower-paid workers doing jobs that employers are struggling to fill? Initial vote via Mentimeter on whether the UK should prioritise one more than the other, both equally, or neither.
Trade off 1: Expert briefing	Plenary	Expert briefing on potential pros and cons of each side of the trade off.
Trade off 1: Deliberation	Tables	Participants discuss the trade off question, weighing up the positive and negative impacts of different options, guided by their principles.
Trade off 1: Feeding back	Plenary	Brief feedback from table discussions.
Trade off 1: Second vote	Plenary	Participants vote again via Mentimeter. Results are shown, and anyone who changed position is invited to share why.
Break	—	Opportunity for facilitators to debrief.
Trade off 2 (deliberation cycle)	Plenary > Tables > Plenary	Same cycle as above - initial vote, expert briefing, table discussion, feedback, second vote - on: Should the UK favour short-term work visas so people have to leave the country after a certain period, or visas that provide a route to staying in the country permanently?
Ranking principles	Plenary	Participants return to the principles and rank them in order of priority via Mentimeter.
Wrap up	Plenary	Space for participants to share their experiences of the workshops. Closing from a Home Affairs Committee member (if present). Thanks and next steps, post-survey, and photo opportunity.

The overarching structure of the workshops was the same across the locations, aside from small changes made after the first workshop in North Tyneside and before Leicester and Renfrewshire as detailed below:

- Moved both expert briefings on day 1 to before lunch to allow for more time to develop principles
- Removed an exercise on migrant 'personas' on day 1 to allow for more time to develop principles
- Added time on day 2 to resolve any tensions between principles or clarifications needed to the principles as an extra step to finalise the principles before voting. This allowed participants more time to process the principles, and the ability to engage on the principles in a new group.

A note on facilitating difficult conversations

Given the contentious nature of the topic, facilitators were provided with the tools needed to encourage open, constructive, and respectful conversations between participants. Facilitators were provided with a full day of deliberative facilitator training designed and delivered by Demos - the purpose of this was not only to train facilitators for the workshops, but to build deliberative skills within the House of Commons through the Public Engagement Team and volunteers from across the House of Commons Committee Team. Specific training, guidance and resources on facilitating difficult conversations on immigration were also provided to enable facilitators to navigate the line between legitimate disagreement and discriminatory language confidently, fairly and without bias.

INFORMATION SHARED WITH PARTICIPANTS

Robust deliberation relies on accurate and balanced information being available to participants. The information was produced by the House of Commons Library and Committee Specialists on the Home Affairs Committee, and approved by the Advisory Board. Click here to view the full presentations for each location. With the exception of some location-specific statistics, the same presentations were given in each location.

Immigration is a subject on which public debate is often driven by contested claims about basic facts – the distinction between migration routes, the scale of migration overall and through each route, the fiscal and labour market effects of migration, and the operation of the visa system – which can distort disagreements over values and priorities. The credibility of the process, and of the findings, analysis, and conclusions that follow from it, rest on ensuring that what participants heard was accurate, balanced across the range of legitimate expert opinion, and sufficient to allow genuine engagement with the trade offs involved. For these reasons, the full presentations were considered by the independent Advisory Board and signed off by them.

The following independent experts on work-related immigration presented to participants at the workshops, having been approved by the Advisory Board:

North Tyneside

- Ben Brindle, Researcher, Oxford Migration Observatory
- Jon Simmons, Former Home Office Chief Statistician

Leicester

- Jonathan Thomas, Migration Researcher, Social Market Foundation
- Peter Walsh, Senior Researcher, Oxford Migration Observatory

Renfrewshire

- Sarah Kyambi, Founder and Director, Migration Policy Scotland
- CJ McKinney, Senior Researcher, House of Commons Library

To aid participants' understanding, facilitators ensured that the information was presented accessibly and engagingly. In addition to the presentations, there were several opportunities for participants to pose questions directly: during the plenary presentations, and during the table discussions, in which experts could be 'called in' to answer specific queries around policy, data, legislation, and any other aspects of workforce migration.

Following each workshop, participants were asked to reflect on the information and evidence they had received and how well it had supported their deliberations. Almost all participants (97%) agreed that the information presented had been fair and balanced between different viewpoints, with 71% strongly agreeing. The speaker presentations were also seen as particularly valuable in supporting participants' learning: 69% said the presentations helped their learning "very much", while a further 24% said they helped "quite a lot".

Use of civic technology

Two civic technology tools were used to support the workshops: dembrane, to capture the discussions and to support analysis, and Mentimeter, to run the votes through which participants recorded their individual judgement so the collective picture could be seen.

Dembrane

Discussions at each table and in plenary were recorded using dembrane – an AI-enabled tool built specifically for deliberative processes. Dembrane was used to generate anonymous-by-default transcriptions of the discussions, and to support analysis and reporting on those conversations in depth using its sense-making capabilities. This allowed the volume of discussion generated across three workshops, many tables, and for many hours of deliberation to be captured and analysed systematically, rather than relying solely on facilitators' notes or partial recollection. Data is processed and stored on servers within Northwest Europe, the platform is GDPR compliant, and no data is used to train the underlying models.

Spot checks were conducted at the start of the analysis process, with table facilitators reviewing the tool's output against their own first-hand experience of the discussions they had facilitated, to assure the quality and accuracy of the AI analysis before it was used.

Mentimeter

Votes were run using Mentimeter, a live polling tool that allowed participants to vote individually and to see the results displayed to the room. Using an individual live-polling tool, rather than a show of hands, meant each participant registered their own view privately, reducing the risk that participants simply followed the most vocal or confident people at their table.

IN-WORKSHOP SURVEYS

Two short surveys were administered to participants on the Saturday of each workshop weekend, one before lunch and one at the close of the day. Both were delivered digitally through an online form which participants completed individually on their own devices. Where participants struggled with completing the digital form, staff supported them to do so.

Discussion of a contested and controversial topic such as immigration carries the risk that participants could feel a degree of social pressure to withhold what they think – particularly in front of an unfamiliar group. The two surveys were designed to surface that privately and early enough to act on it. Because the first was administered before lunch on the first day, responses could be reviewed by the delivery team during the lunch break and the afternoon's facilitation adjusted the same day; the second gave the same opportunity overnight before the Sunday session. They also captured, in participants' own words, what had shifted their thinking during the day; this gives a live insight into the views of participants during the process.

Pre-lunch survey questions

1. Is there something you haven't been able to share and would like to share?

   Open text

2. To what extent do you feel you've been able to share your honest views and opinions?

   Five-point numeric scale

3. Is there anything that would make it easier for you to share your honest views and opinions?

   Open text

4. Can you remember any specific piece of information, perspective or experience that impacted your views? What was it, and how did it impact your views?

   Open text

Saturday end of day survey questions

1. How would you describe your experience today?

   Open text

2. Is there something you haven't been able to share and would like to share?

   Open text

3. To what extent do you feel you've been able to share your honest views and opinions?

   Five-point numeric scale

4. Is there anything that would make it easier for you to share your honest views and opinions?

   Open text

5. Can you remember any specific piece of information, perspective or experience that impacted your views? What was it, and how did it impact your views?

   Open text

Pre-lunch and end of day survey response rates

WORKSHOP	RESPONSE RATE		
	Saturday pre lunch	Saturday end of day	Total
North Tyneside	100%	95.8%	97.8%
Leicester	100%	97.1%	98.5%
Renfrewshire	96.8%	100%	98.4%
Total	98.9%	97.7%	98.3%

INDIVIDUAL VOTING TO CREATE COLLECTIVE DECISIONS

Using Mentimeter, participants had the opportunity to vote as individuals on several key decisions, after hearing from experts and substantial small group discussions.

1. **Adopting the principles**

Principles were drafted at individual tables. After each table had drafted their proposed principles, each principle was submitted and put to the whole room for a vote on whether it should be accepted. Participants voted on a five-point scale: love it, like it, live with it, lament it, loathe it.

The scale was chosen in preference to a simple yes or no because it distinguishes between the several positions that a binary vote collapses. A participant may not support a principle while being willing to see it proceed, which is captured by the "live with it" position – capturing consent without enthusiastic endorsement. There was a threshold for adoption whereby the positive votes (love it, like it, or live with it) must be greater than the negative (loathe it or lament it).

2. **Resolving overlapping or conflicting principles**

As the principles were drafted on the individual tables, different groups produced some principles that overlapped substantially, or that pulled in different directions on the same question. Where this occurred, the competing principles were put to the room together and participants voted on which to take forward: the first, the second, or – where relevant – a third option combining the two, drafted for the purpose.

3. **Ranking the adopted principles**

Once a workshop had settled its final set of principles, at the end of the second day, participants ranked them in order of priority. This was completed individually, and the individual rankings were aggregated by Mentimeter into a single collective ranking for that location, which was displayed to the room. Each location's ranking can be found in Appendix 1.

The ranking carried out at this point was distinct from the ranking exercise in the follow-up questionnaire sent out in July. This ranking by participants in the room ordered each workshop's ten principles by order of most important to least. The follow-up questionnaire (See Appendix 4) asked participants to rank the thirteen principles consolidated afterwards from all three workshops.

4. **Voting on the two trade off questions**

Participants voted twice on each trade off question: once before deliberation and expert presentations, and once afterwards. Analysis of the discussions of the trade offs and the overall results can be found on pages 45-54 in the main report; the full vote breakdown from each workshop is in Appendix 2 in this report.

APPENDIX 1
COMPLETE PRINCIPLES AT EACH WORKSHOP

At each workshop, participants recorded each principle using a fixed three-part template: a statement of the principle itself, the reasoning behind it, and the trade offs accepted. The template given to participants was:

> *The Home Affairs Select Committee should be guided by the principle that…*
>
> *This matters because…*
>
> *This principle is important even if it means...*

The principles below are reproduced in full and in the order participants ranked them, from most to least important, within each location.

NORTH TYNESIDE

1. Put British workers first

The Home Affairs Select Committee should be guided by the principle that the immigration system should prioritise British workers, including through training and upskilling, and only bring in migrants where skills gaps and shortages exist.

This matters because there is an urgent need to address unemployment and deprivation, grow the economy and increase community confidence.

This principle is important even if it means higher wages and costs to employers, and there may be shortages in the short term as upskilling takes time, prices rise and some employers go out of business.

2. Immigration rules should not be open to abuse by employers

The Home Affairs Select Committee should be guided by the principle that immigration rules should not be open to abuse, for example with adequate screening and evaluation of visa sponsors.

This matters because people need to know that the immigration system is being enforced fairly, and so fraudulent sponsors cannot exploit the system.

This principle is important even if it means the costs for enforcing this are high, with small and medium-sized employers having the most difficulty meeting the criteria.

3. An immigration system flexible to the needs of employers

The Home Affairs Select Committee should be guided by the principle that the work visa system should be data-driven, flexible and future-focused to respond to the needs of employers to fill skill shortages and vacancies by sector and locality.

This matters because there is an urgent need to grow the economy and adapt to the job market, which is changing quickly.

This principle is important even if it means some uncertainty for immigrants and unfairness over time; it prioritises long-term benefits over short-term gain; and it may lead to increases in immigration in the short term. Changing levels of migration make it more difficult for local authorities to plan for the numbers of people in an area and provide adequate services, for example schools or hospitals. It could be hard to administer.

4. The system should be fair to everyone

The Home Affairs Select Committee should be guided by the principle that the immigration system should be fair and equitable for the people already living in the UK as well as immigrants coming in.

This matters because everyone's needs must be met with enough infrastructure, including doctors, schools and housing, to support the level of migration. Without this, social cohesion will be detrimentally affected.

This principle is important even if it means that immigration has to be limited so there is a shortage of workers, or the government has to spend more on local infrastructure, and because the immigration system will be led by cohesion needs and infrastructure, not employers' needs.

5. A more personalised system for immigrants

The Home Affairs Select Committee should be guided by the principle that every person is an individual case and the system should be person-centred. People who want to come to the UK should be able to do so, without a job offer, if they have characteristics and skills we value most. This could be controlled with a cap or a lottery.

This matters because every person's situation is unique and no one should slip through the cracks.

This principle is important even if it means that the system is more complex and therefore harder, more expensive and slower to implement. It might mean more subjective decisions, rather than following easily defined criteria, like salary.

6. The system should be fair to migrants once they have a work visa

The Home Affairs Select Committee should be guided by the principle that once migrants have a work visa, they should be able to have certainty over their future.

This matters because once immigrants are working here and contributing, they should be treated fairly.

This principle is important even if it means more migrants settling here for the long term, and more expense to the country if they get indefinite leave to remain and access to benefits.

7. Fair wage thresholds

The Home Affairs Select Committee should be guided by the principle that the immigration system should set more flexible and realistic thresholds for immigrants' earnings in different sectors.

This matters because there is an urgent need to both grow the economy and deliver public services, and too high a threshold will stop people being able to come in to fill vacancies.

This principle is important even if it is more complicated and expensive to implement, so it could reduce public finance benefits.

8. Prioritise migrants who make a positive economic contribution

The Home Affairs Select Committee should be guided by the principle that an individual's economic contribution is the key criterion for deciding whether or not they get a work visa.

This matters because growing the economy is vital to making the cost of living affordable.

This principle is important even if there are shortages in some sectors, for example social care.

9. Community cohesion and integration

The Home Affairs Select Committee should be guided by the principle that embracing British values and speaking good English should be key criteria for migrants to come here for work.

This matters because shared language and values build community cohesion, as people can integrate into communities, do jobs in industries that require good language skills, such as the NHS, and diverse cultures can be celebrated together.

This principle is important even if it means jobs are not filled and integration programmes are needed.

10. Migrant workers should be able to bring their families here

The Home Affairs Select Committee should be guided by the principle that migrant workers should be able to bring their immediate families to the UK.

This matters because it is an incentive for people to move here and boost their mental health.

This principle is important even if it means that net migration increases; dependants are less likely to work and might not have as good English skills; and more people increases pressure on infrastructure.

LEICESTER

1. Prioritise permanent UK residents

The Home Affairs Select Committee should be guided by the principle that investment in opportunities for training and employment need to be prioritised for permanent UK residents over bringing in migrant workers, in particular young people.

This matters because it will reduce unemployment, especially of young people, build a sustainable workforce for the future of the UK, make best use of the UK's diverse and skilled population, and prevent emigration for work, especially of highly-skilled medical professionals.

This principle is important even if it means that there are increased costs for training and wages for British workers, we cannot fill urgent gaps in the short term, and there are fewer opportunities for those who want to immigrate to the UK.

2. Collaboration between government departments

The Home Affairs Select Committee should be guided by the principle that the Home Office should be joined up with other relevant departments when making immigration policy.

This matters because it will make better decisions that take into account relevant considerations, such as housing and infrastructure.

This principle is important even if it means decision-making is slower and more complicated.

3. Sponsor-led with more flexibility on criteria

The Home Affairs Select Committee should be guided by the principle that the workforce immigration system should be sponsor-led but include a broader range of criteria set at a national level as part of a points system.

This matters because it is consistent and transparent, allows for more flexibility in how you qualify, and recognises criteria beyond salary alone.

This principle is important even if it means it is more administratively complex.

4. Ensure infrastructure can accommodate immigration

The Home Affairs Select Committee should be guided by the principle that work-related visas should be restricted when it is considered that infrastructure could not easily accommodate the increased population.

This matters because we do not want services to become overwhelmed or to lose social cohesion through conflicts within communities.

This principle is important even if it means that we turn people away, it will make the immigration system much slower to respond to employer needs, and increased infrastructure resources often have long delivery times.

5. Long-term strategy with flexibility for short-term changes

The Home Affairs Select Committee should be guided by the principle that there needs to be a long-term, evidence-based strategy that predicts labour market needs and immigrant settlement pathways, but is flexible enough to deal with short-term changes and fluctuations in global conditions and employment sectors.

This matters because it is proactive rather than reactive, to prevent shortages, but also retains flexibility to be reactive when needed.

This principle is important even if it means it is difficult to make predictions and could lead to wasted resources if predictions are wrong; it is difficult to achieve given political cycles.

6. Oversight and scrutiny of employers

The Home Affairs Select Committee should be guided by the principle that there should be oversight and scrutiny of employers who sponsor migrant workers, which could extend to checking financial sustainability; if their original employing business collapses, migrant workers should be treated fairly, for example by honouring but not extending the length of their visa.

This matters because it prevents abuse of the system, ensures fair treatment of employees, and provides more stability for immigrants on a work visa, as it lowers the risk of their employer's business collapsing, meaning they are more able to integrate in the longer term; it is unfair for migrants to have only sixty days to find a new employer if their employer has collapsed.

This principle is important even if it means that there are administrative costs for businesses, especially small businesses, and for government and therefore taxpayers, which could mean shortages in businesses; in those cases where the employing business collapses, migrant workers will be supported into available jobs that do not meet the salary threshold, temporarily undercutting the domestic workforce.

7. Based on local employment needs and context

The Home Affairs Select Committee should be guided by the principle that work-related visas should be location-specific, based on local employment and infrastructure context.

This matters because it will ensure specific employment needs of different places are met and local services are not overwhelmed.

This principle is important even if it means that it is hard to accurately determine employment needs at local levels, or to enforce mobility restrictions on migrants so they stay in particular areas.

8. Different short-term and long-term pathways

The Home Affairs Select Committee should be guided by the principle that there should be different pathways for migrants depending on whether they plan to stay here for the short term or long term.

This matters because it allows the UK to plan for workforce needs in advance and gives migrants more tailored routes and more certainty.

This principle is important even if it means the system is more complex and costly to administer.

9. Consistent hiring standards

The Home Affairs Select Committee should be guided by the principle that the same hiring standards should apply to all workers.

This matters because it ensures minimum standards are met.

This principle is important even if it means that foreign qualifications are not recognised and migrants may need to re-qualify.

10. Support immigrants and communities with integration

The Home Affairs Select Committee should be guided by the principle that there should be support provided to both immigrants and communities, for example through allocated resources, to enable integration.

This matters because it will increase the quality of life for immigrants and communities, promote social cohesion, and recognises migrant workers as an investment for employers.

This principle is important even if it is costly, not everyone joins in, and sometimes we get it wrong.

RENFREWSHIRE

1. Train British young people first

The Home Affairs Select Committee should be guided by the principle that there should be a clear plan for educating and training British young people from school age onwards to meet employer needs before bringing in work-related immigration, and only once all alternatives have been considered, including demonstrating that employers have tried to recruit locally first and incentivised and worked with the local authority to coordinate with local planning.

This matters because we need to improve young people's futures, addressing worklessness, improving mental health and reducing welfare costs, and therefore reducing reliance on work-related immigration.

This principle is important even if it means that there are shortages in the short term, especially in jobs that require extensive training, including some essential services, or there is more of a focus on short-term visas, which creates uncertainty and fewer long-term settlement routes for migrants; and that government, and therefore taxpayers, or businesses face higher costs to train people up.

2. Treat migrant workers with dignity and respect

The Home Affairs Select Committee should be guided by the principle that all migrant workers should be treated with dignity, respect and humanity, with their human rights upheld. Migrants should be entitled to the same rights as British workers, and the process of entering the workforce should be simple, fair and accessible.

This matters because human rights are universal, and fairness and humanity are fundamental values. Treating migrants as people, rather than dehumanising them, and welcoming and supporting them will protect migrant welfare, encourage better integration, and benefit society as a whole. Offering equal rights and conditions will also incentivise workers to choose to work in the UK.

This principle is important even if higher immigration as a result places pressure on community cohesion, and there are costs involved in providing the support and advice needed to ensure those rights are realised.

3. Planning to address shortages and needs

The Home Affairs Select Committee should be guided by the principle that work-related immigration should meet labour market shortages and population needs, based on evidence and long-term planning. There should be a distinction between short-term and long-term needs, while maintaining flexibility around whether work visas are time-limited or open-ended.

This matters because immigration policy should respond to the needs of the country, ensure that as many people as possible are working, and provide a rational and objective basis for decisions, especially on a divisive topic.

This principle is important even if it means that policymaking is more complex and harder to communicate; forecasting and long-term planning are costly and difficult, and can go against political instincts or electoral cycles; it reduces incentives to train British workers and could keep wages low in low-skilled sectors; and it could increase immigration levels.

4. Reframe the immigration debate

The Home Affairs Select Committee should be guided by the principle that the Government should reset the terms of the debate around immigration, being transparent about both its benefits and challenges and tackling misinformation, to create an environment where immigration is not demonised, weaponised, or used as a political hot potato.

This matters because the human cost of polarisation at an individual, community, and national level is unsustainable. Past failures to have an honest debate have led to division, which could get worse in future. It would reduce potential conflict between communities and reduce the likelihood that the immigration debate negatively affects the democratic process and its outcomes.

This principle is important even if it goes against political instinct, a more positive narrative makes the UK a more attractive destination and increases the number of migrants wanting to come, and people feel they cannot speak out on migration.

5. Prevent employers abusing the system

The Home Affairs Select Committee should be guided by the principle that the government should enforce strict controls on employers to prevent them abusing the system, such as paying migrant workers less than British workers.

This matters because employers have a profit incentive to reduce costs, including by paying migrant workers less. It is the role of government to prioritise the welfare of all workers and take a long-term view, ensuring that migrant workers are not exploited and that fair competition is maintained across the workforce.

This principle is important even if it means that stricter controls make it harder for employers to bring over workers, reducing their profitability and competitiveness, and in some cases make certain businesses or sectors less viable.

6. Infrastructure to support growing communities

The Home Affairs Select Committee should be guided by the principle that communities should have the infrastructure needed to support migrants and the existing population, with funding directed to local governments feeling the greatest pressure on infrastructure.

This matters because adequate infrastructure reduces friction and resentment between existing residents and newcomers. Everyone, migrants and existing community alike, deserves to have the infrastructure they need in their local area. It would provide greater stability for migrants and their families, preventing family breakdown, supporting migrant mental health and enabling greater economic contribution through tax and other economic activity.

This principle is important even if it costs the government, and therefore taxpayers, more money; it is complex to deliver because it is difficult to accurately identify local infrastructure needs; and it creates more administrative burden for the Home Office.

7. Prioritise economic contribution

The Home Affairs Select Committee should be guided by the principle that migrants coming to the UK for work should make a net economic contribution, and this should be the key factor in deciding the level of work-related immigration.

This matters because a strong economy is critical to people's wellbeing; it would be fairer; and work-related migration making a positive economic contribution could improve public support for immigration.

This principle is important even if it means prioritising higher-skilled workers, which may cause shortages in lower-skilled jobs, including some essential services, or lead employers to rely on short-term immigration to fill gaps, which disincentivises training the domestic workforce and creates more uncertainty and fewer long-term settlement routes for migrants; if fewer immigrants come to the UK for work; and if there are increased costs for government to support small businesses in attracting the high-skilled migrant workers they need.

8. Planning at a local level

The Home Affairs Select Committee should be guided by the principle that local needs should be paramount when developing policies for migrant workers, and that local authorities should plan for immigration and its impact on local services, taking into account the views of local people, and communicate this transparently.

This matters because different areas will have different needs in terms of sector vacancies and community needs. Meaningful local planning, transparency, and engagement with local communities will better support cohesion and ensure immigration policy reflects the reality on the ground.

This principle is important even if there will be significant differences depending on the area, it creates extra work and cost for local authorities, and local authorities will need to actively and meaningfully engage their local communities in the conversation about local needs and immigration impact.

9. Support longer-term migrants to integrate

The Home Affairs Select Committee should be guided by the principle that migrants who come to the UK for work, excluding those who come for seasonal or short-term labour needs, should be supported to integrate when they arrive, provided with a clear path to apply for citizenship, and treated as potential future citizens.

This matters because everyone deserves a safe, stable home and the opportunity to embrace another country and culture as their own, without discrimination. Supporting integration helps migrants feel welcome, understand British culture and values, and adapt into society more quickly. Communities can also build a better understanding of why migrant work is needed.

This principle is important even if it means that there are higher costs in support and services to support integration, a greater proportion of migrants choose to settle in the UK,

higher citizenship uptake results in more people accessing benefits and social support, and migrants are encouraged to adopt British customs and values which may differ from their own.

10. Make it easier for some workers to bring dependants to the UK

The Home Affairs Select Committee should be guided by the principle that it should be easier for medium-skilled migrant workers to bring their families to the UK with them, provided that this is limited to immediate family only and infrastructure can support the additional population.

This matters because it would help migrants to better integrate into society, and lead to more of the money earned by migrants staying in the country.

This principle is important even if it means that more migrants come to the UK, more pressure is placed on infrastructure, and migrants arriving on dependent visas are able to take jobs that are not on the list of approved jobs, thereby increasing competition with British workers.

APPENDIX 2
IN-WORKSHOP VOTING

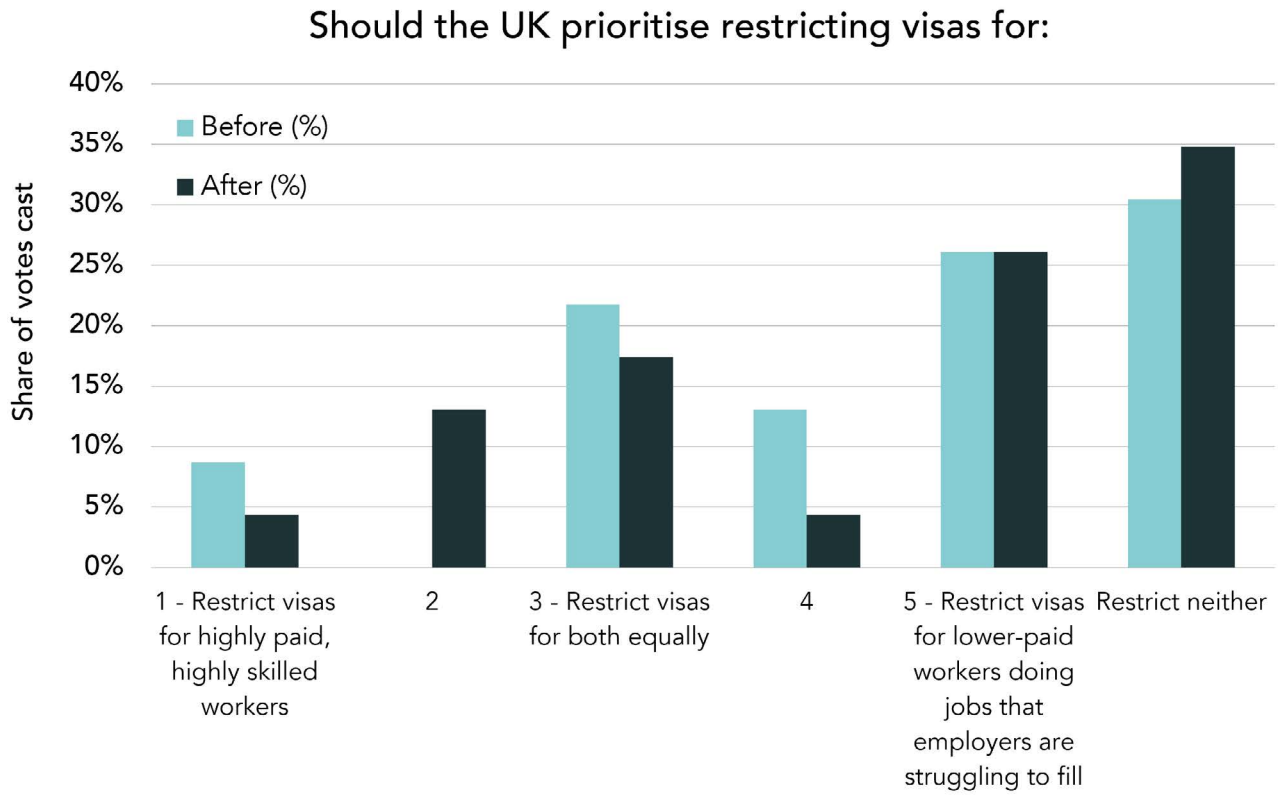
TRADE OFF VOTES PER LOCATION

Participants voted on two trade off questions set by the Home Affairs Committee, once before deliberating on the question and once after. Both votes were run through Mentimeter. How participants responded, and the reasoning that lay behind the movement, is set out in the main report (pages 45-54). The full distribution of votes for each location, and for the three workshops combined, is given below.

TRADE OFF 1 – Should the UK prioritise restricting visas for highly-paid, highly-skilled workers, or lower-paid workers doing jobs that employers are struggling to fill?

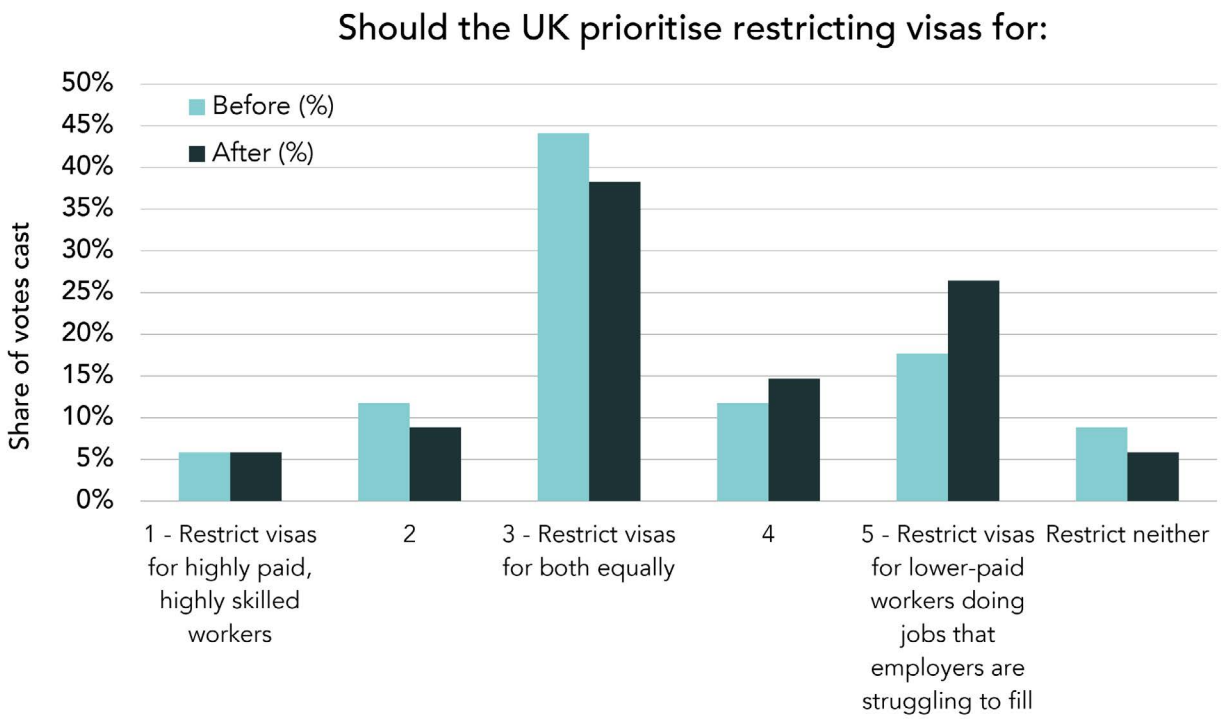
North Tyneside

CHART 1
TRADE OFF 1, NORTH TYNESIDE, BEFORE AND AFTER DELIBERATION



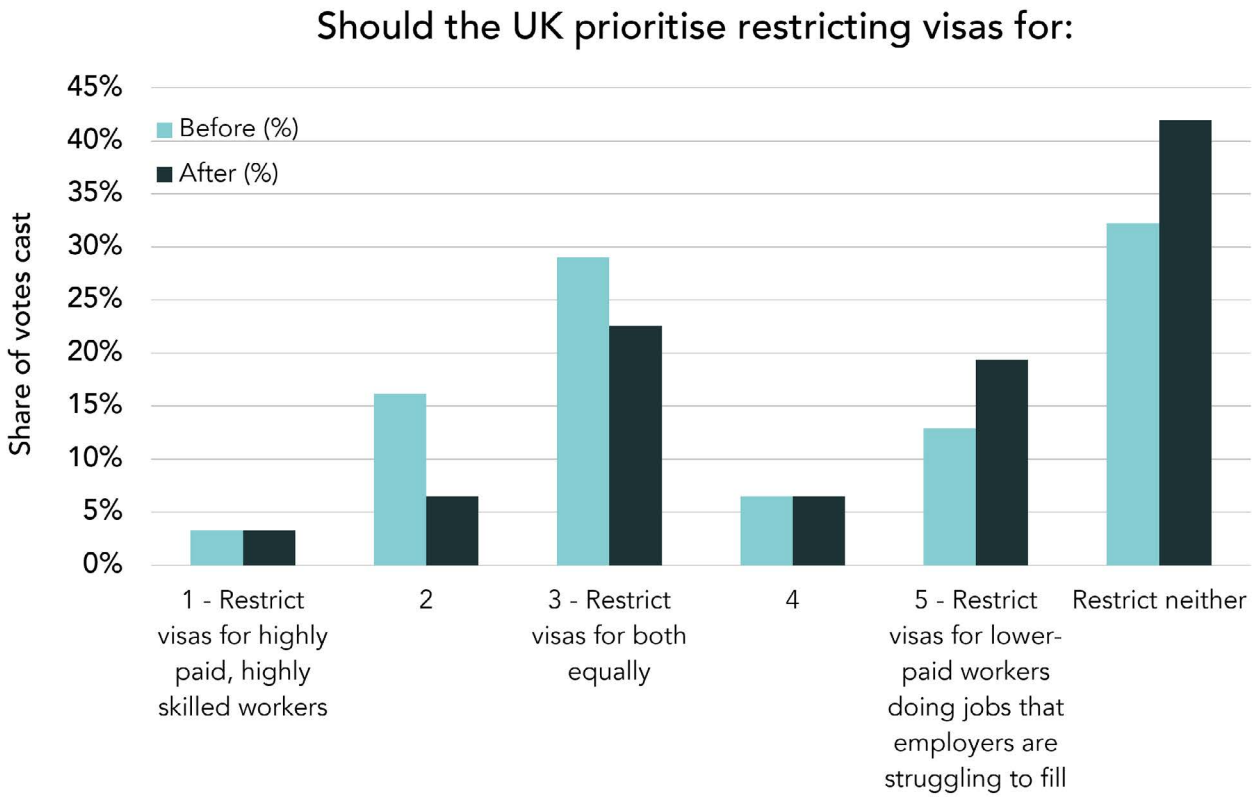
Leicester

CHART 2
TRADE OFF 1, LEICESTER, BEFORE AND AFTER DELIBERATION



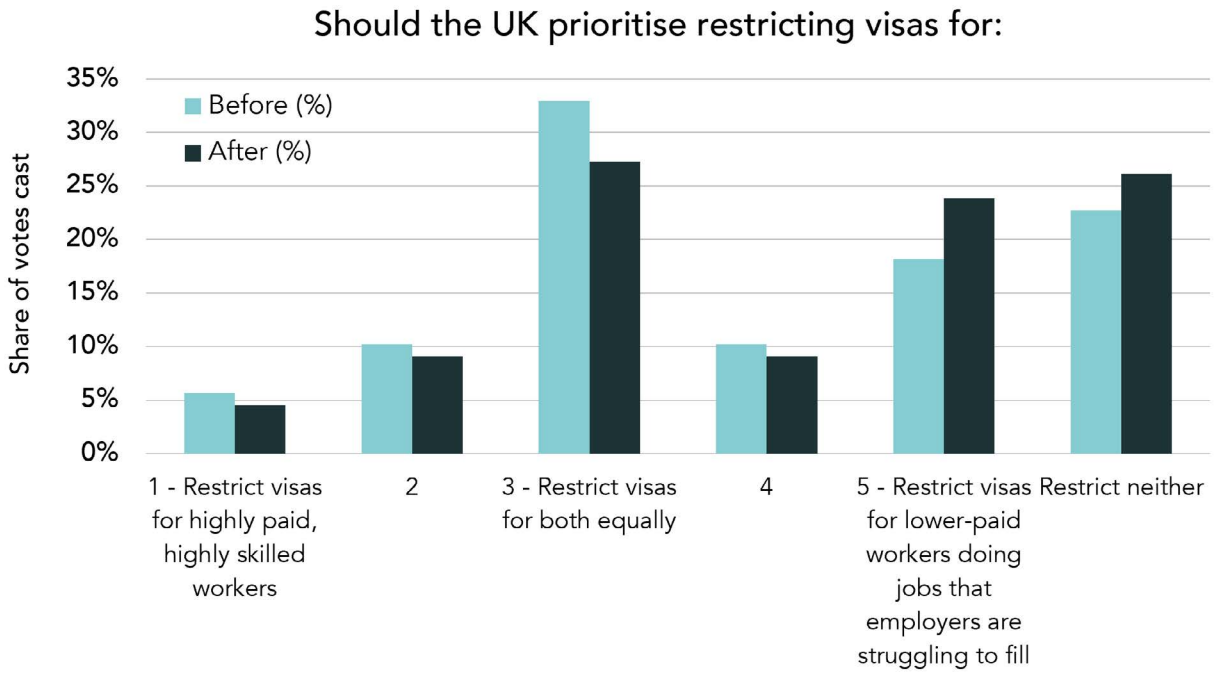
Renfrewshire

CHART 3
TRADE OFF 1, RENFREWSHIRE, BEFORE AND AFTER DELIBERATION



All three workshops combined

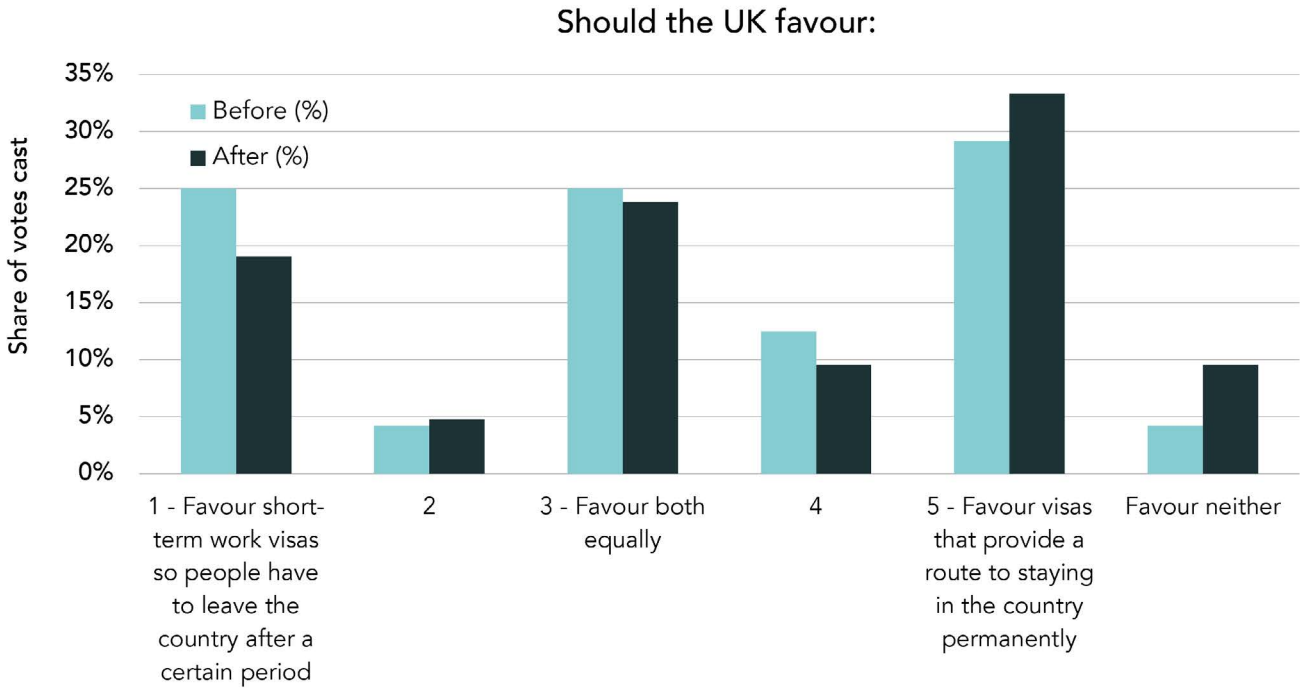
CHART 4
TRADE OFF 1, ALL THREE WORKSHOPS COMBINED, BEFORE AND AFTER DELIBERATION



TRADE OFF 2 – Should the UK favour short-term work visas so people have to leave the country after a certain period, or visas that provide a route to staying in the country permanently?

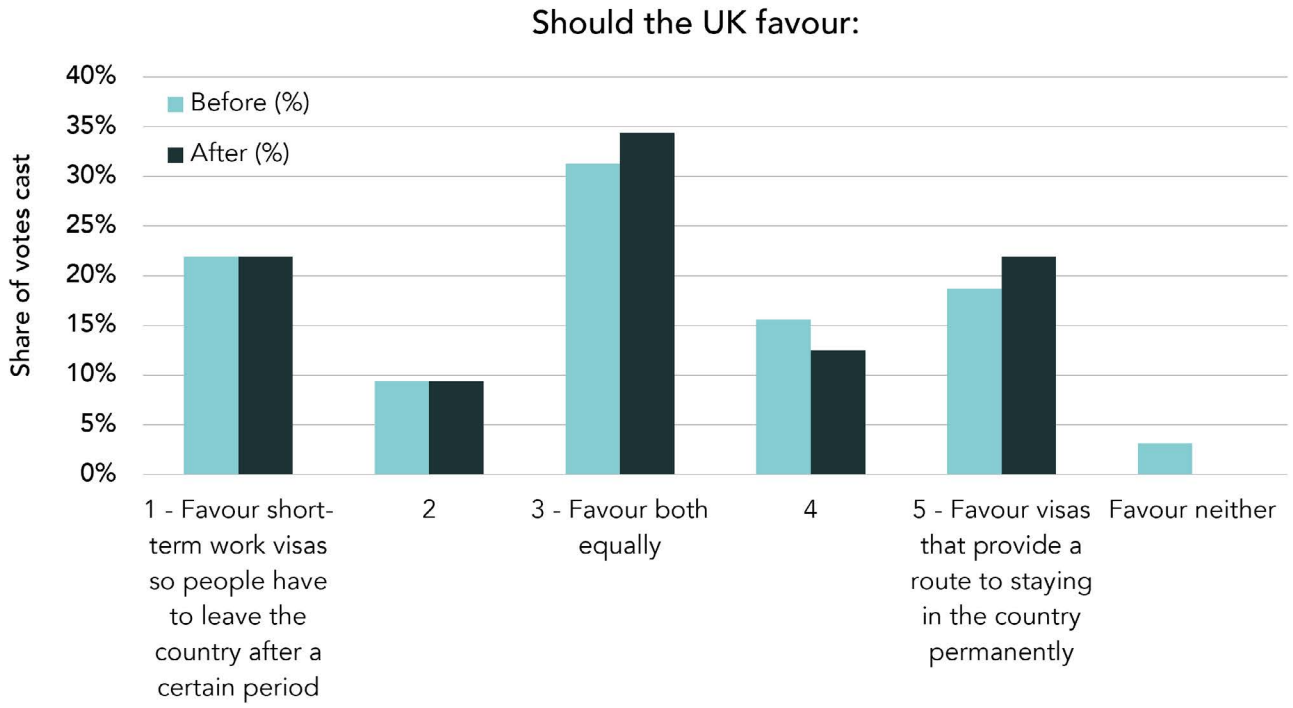
North Tyneside

CHART 5
TRADE OFF 2, NORTH TYNESIDE, BEFORE AND AFTER DELIBERATION



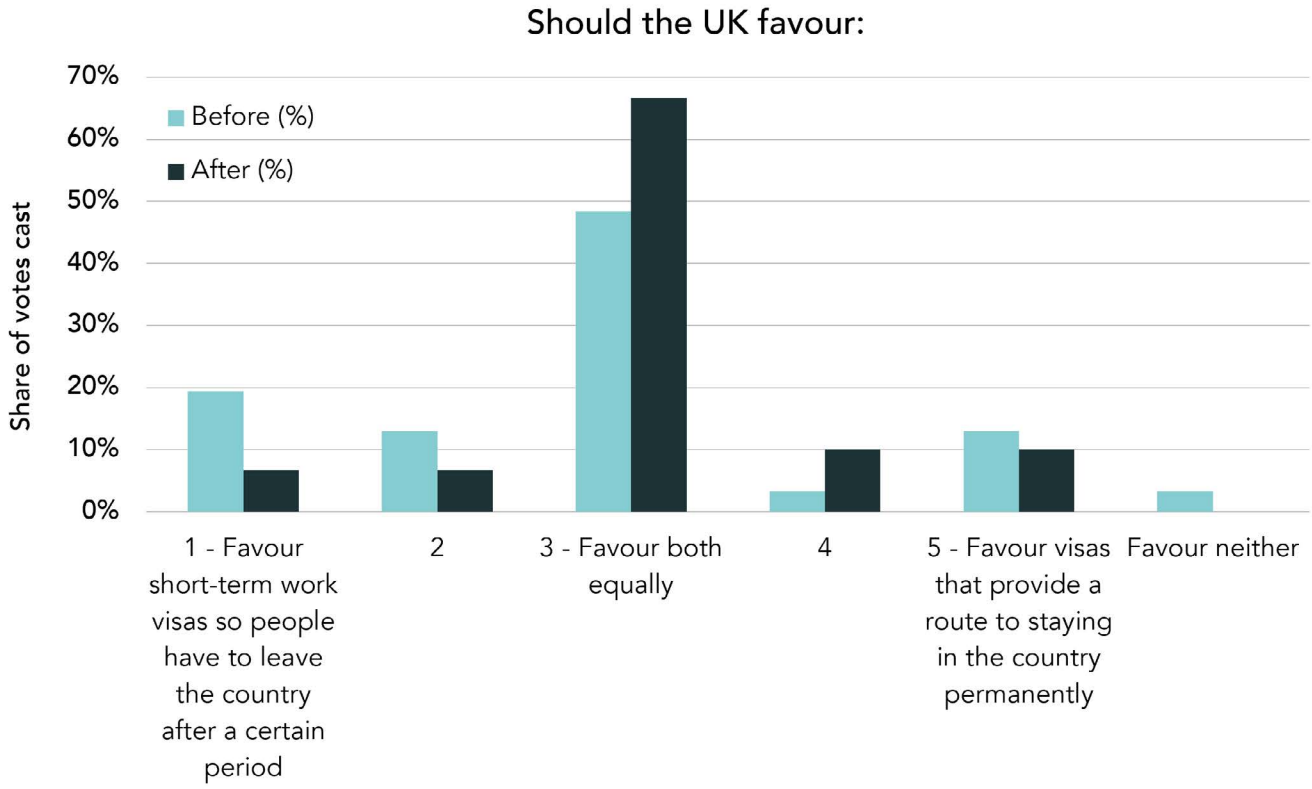
Leicester

CHART 6
TRADE OFF 2, LEICESTER, BEFORE AND AFTER DELIBERATION



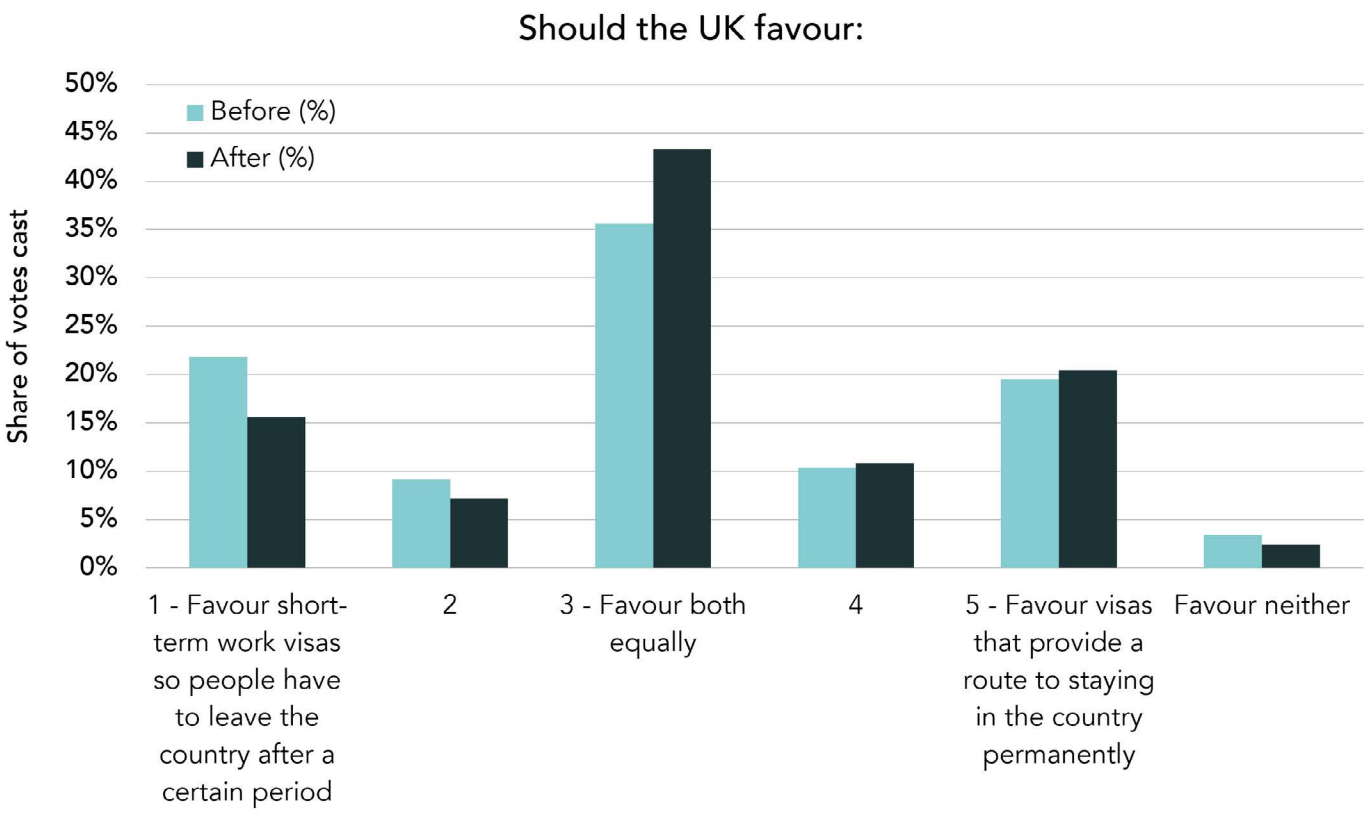
Renfrewshire

CHART 7
TRADE OFF 2, RENFREWSHIRE, BEFORE AND AFTER DELIBERATION



All three workshops combined

CHART 8
TRADE OFF 2, ALL THREE WORKSHOPS COMBINED, BEFORE AND AFTER DELIBERATION



APPENDIX 3
INDEPENDENT EVALUATION METHODOLOGY

PRE- AND POST-WORKSHOP EVALUATION SURVEYS

The evaluation surveys were designed and administered by the independent evaluation team at Newcastle University, led by Professor Stephen Elstub. They are the principal instrument for measuring change over the course of the deliberation, and are distinct in authorship, purpose and analysis from the delivery team's in-workshop surveys. Their full, independent evaluation report will be published at the beginning of 2027.

The pre-workshop survey establishes a baseline: participants' attitudes to immigration; their self-assessed knowledge of it; and their political attitudes, interest and efficacy – all measured before any exposure to the expert presentations, information, or discussions with other participants. The post-workshop survey was completed on the Sunday afternoon, after the formal sessions had ended and before participants left the venue; it duplicated the pre-workshop questions, along with further questions on the experience of the workshop itself: on the quality and balance of the information provided, on the principles produced, and on what participants attribute any change in their views to.

No names or contact details were collected in either mode; instead, responses carried a unique participant ID such that change can be measured at the individual level as well as in the aggregate. Both surveys could be completed either digitally or on paper copies.

Pre-workshop survey questions

The pre-workshop survey comprised eight questions:

1. On a scale of 0 to 10, has migration had a positive or negative impact on Britain?
   0 very negative to 10 very positive.

2. On a scale of 0 to 10, has migration had a positive or negative impact on your local area?
   0 very negative to 10 very positive.

3. On a scale of 0 to 10, where 0 is extremely bad and 10 is extremely good, would you say it is generally bad or good for Britain's economy that migrants come to Britain from other countries?
   0 extremely bad to 10 extremely good.

4. And on a scale of 0 to 10, where 0 is undermined and 10 is enriched, would you say that Britain's cultural life is generally undermined or enriched by migrants coming to live here from other countries?
   0 undermined to 10 enriched.

5. And please tell us on a scale of 0 to 10, how much do you feel you know about immigration in the UK?
   0 not at all to 10 a great deal.

6. To what extent do the government's current immigration policies address any concerns you have about immigration to the UK, if at all?

   1 completely; 2 slightly; 3 not really; 4 not at all; 5 don't know; 6 I don't have any concerns about immigration.

7. Is this your first time engaging with UK Parliament? The question listed examples including contacting an MP, signing an e-petition, visiting UK Parliament in London, attending an online talk or tour, attending an event or receiving a visit from UK Parliament locally, submitting written evidence to a select committee, and attending an oral select committee evidence session.

   1 yes; 2 no. Asked in the pre-workshop survey only.

8. To what extent do you agree or disagree with the following statements?

   a. I feel I know enough to participate in politics
   b. People like me don't have a say about what the UK Government does
   c. No system is perfect but the political system in the UK works fairly well
   d. The UK Government doesn't care much about what people like me think
   e. I am satisfied with how democracy in the UK works at the national level
   f. I am satisfied with how democracy works in the UK at the local level
   g. Sometimes UK politics seems so complicated that I cannot understand what is happening
   h. I consider ordinary citizens to be able to participate in politics
   i. I consider the participants in this workshop to be able to participate in politics
   j. I trust ordinary citizens to make good political decisions
   k. I feel nervous speaking in front of a group
   l. I am open to changing my mind when I hear good reasons to do so

   1 strongly disagree; 2 tend to disagree; 3 neither agree nor disagree; 4 tend to agree; 5 strongly agree; don't know

Post-workshop survey questions

The post-workshop survey comprised eighteen questions.

Questions 1 to 11 cover the experience of the workshop and are asked in this survey only.

1. We would like to understand how satisfied you were with different aspects of the workshop over the weekend overall. How much do you agree or disagree with the following statements?

   a. The organisers explained the purpose of the weekend well
   b. I have had ample opportunity in the small group discussions to express my views
   c. The table facilitator made sure that opposing arguments were considered

d. One or more of the people in my small group tended to dominate the discussions

e. I didn't always feel free to share my views and ideas for fear of others' reactions

f. My fellow participants respected what I had to say, even when they didn't agree with me

g. The table facilitator sometimes tried to influence the group with their own ideas

1 strongly disagree; 2 tend to disagree; 3 neither agree nor disagree; 4 tend to agree; 5 strongly agree; don't know.

2. To what extent did you find the following activities helpful for your learning this weekend?

a. Small group discussions

b. Conversations I had in the breaks

c. Speaker presentation

d. Question and answer

e. Individual activity

f. Plenary feedback session

1 not at all; 2 a little; 3 somewhat; 4 quite a lot; 5 very much; don't know.

3. How much do you agree or disagree with the following statements?

a. The information I have received during the workshop has been fair and balanced between different viewpoints

b. We have heard a broad range of diverse opinions from the speakers

c. I have heard a broad range of diverse opinions from workshop participants

1 strongly disagree; 2 tend to disagree; 3 neither agree nor disagree; 4 tend to agree; 5 strongly agree; don't know.

4. Different people will have different views about the principles the workshop produced. What about you? Would you say that you support...

1 all of the principles; 2 some of the principles; 3 a few of the principles; 4 none of the principles; 5 I don't know.

5. To what extent do you agree or disagree with the following statements?

a. The way in which the workshop's final principles were agreed was fair

b. I had influence over the principles the workshop produced

c. The principles the workshop produced reflect my own views

1 strongly disagree; 2 tend to disagree; 3 neither agree nor disagree; 4 tend to agree; 5 strongly agree; don't know.

6. As a result of attending this event I feel I have had the opportunity for my views to be heard by the Home Affairs Select Committee.

   1 strongly disagree; 2 tend to disagree; 3 neither agree nor disagree; 4 tend to agree; 5 strongly agree; don't know.

7. In your opinion, how much influence will the principles that this workshop has produced have on the Home Affairs Select Committee?

   1 not at all; 2 a little; 3 somewhat; 4 quite a lot; 5 very much; don't know.

8. In your opinion, how much influence should the principles that this workshop has produced have on the Home Affairs Select Committee?

   1 not at all; 2 a little; 3 somewhat; 4 quite a lot; 5 very much; don't know.

9. How much have you changed your mind about the issues discussed during the workshop?

   0 not at all to 10 a great deal; don't know.

10. How much do you think you will explain or talk to friends and family about what you have done as a workshop participant?

    0 not at all to 10 a great deal.

11. To get a sense of the impact of the workshop process, how would you respond to the following statements?

    a. I feel I have learned something new about immigration by listening to the presentations

    b. I feel that hearing from other participants about their experiences and views of living in the UK has provided me with more information about immigration

    c. I feel that hearing from other participants about their experiences and views of immigration in the UK made me change my mind about things I thought I knew

    1 not at all; 2 a little; 3 somewhat; 4 quite a lot; 5 very much; don't know.

Questions 12 to 18 repeat the questions from the pre-workshop survey in identical wording, and are the basis for measuring change. Question 7 from the pre-workshop survey (on first engagement with Parliament) was not repeated.

Pre- and post-workshop survey response rates

WORKSHOP	RESPONSE RATE		
	Pre-workshop	Post-workshop	Total
North Tyneside	100%	100%	100%
Leicester	94.1%	100%	97.1%
Renfrewshire	93.5%	96.8%	95.2%
Total	95.5%	98.9%	97.2%

APPENDIX 4
FOLLOW-UP QUESTIONNAIRE

The follow-up questionnaire served three functions:

- Legitimation: the thirty principles produced across the three workshops had been consolidated into thirteen after the event by Demos, and participants were asked whether that consolidated list reflected the discussions they had taken part in. This gave participants the opportunity to check the analytical step taken between their workshop and the published findings.
- Prioritisation: participants ranked the thirteen consolidated principles in order of the priority they should carry for the Home Affairs Committee, which the workshops themselves had not produced across locations.
- Participant testimony: participants were asked what had stayed with them once time had passed, in their own words – providing qualitative evaluation data.

The questionnaire was completed online, with fieldwork running for two weeks from 2 to 16 July 2026. The interval between workshop and questionnaire therefore varied substantially by location: Renfrewshire participants were surveyed approximately 6-8 weeks after their workshop of 16 and 17 May; Leicester participants approximately 8-10 weeks after 9 and 10 May; and North Tyneside participants approximately 16-18 weeks after 14 and 15 March.

Response rates

The difference in the amount of time between completion of the workshops and receiving and completing the questionnaire at different locations was reflected in their respective response rates.

WORKSHOP	PARTICIPANTS	RESPONSES	RESPONSE RATE
North Tyneside	24	10	41.7%
Leicester	34	16	47.1%
Renfrewshire	31	20	64.5%
Total	89	46	51.7%

Licence to publish

Demos – Licence to Publish

The work (as defined below) is provided under the terms of this licence ('licence'). The work is protected by copyright and/or other applicable law. Any use of the work other than as authorized under this licence is prohibited. By exercising any rights to the work provided here, you accept and agree to be bound by the terms of this licence. Demos grants you the rights contained here in consideration of your acceptance of such terms and conditions.

1 Definitions

a 'Collective Work' means a work, such as a periodical issue, anthology or encyclopedia, in which the Work in its entirety in unmodified form, along with a number of other contributions, constituting separate and independent works in themselves, are assembled into a collective whole. A work that constitutes a Collective Work will not be considered a Derivative Work (as defined below) for the purposes of this Licence.

b 'Derivative Work' means a work based upon the Work or upon the Work and other pre-existing works, such as a musical arrangement, dramatization, fictionalization, motion picture version, sound recording, art reproduction, abridgment, condensation, or any other form in which the Work may be recast, transformed, or adapted, except that a work that constitutes a Collective Work or a translation from English into another language will not be considered a Derivative Work for the purpose of this Licence.

c 'Licensor' means the individual or entity that offers the Work under the terms of this Licence.

d 'Original Author' means the individual or entity who created the Work.

e 'Work' means the copyrightable work of authorship offered under the terms of this Licence.

f 'You' means an individual or entity exercising rights under this Licence who has not previously violated the terms of this Licence with respect to the Work, or who has received express permission from Demos to exercise rights under this Licence despite a previous violation.

2 Fair Use Rights

Nothing in this licence is intended to reduce, limit, or restrict any rights arising from fair use, first sale or other limitations on the exclusive rights of the copyright owner under copyright law or other applicable laws.

3 Licence Grant

Subject to the terms and conditions of this Licence, Licensor hereby grants You a worldwide, royalty-free, non-exclusive, perpetual (for the duration of the applicable copyright) licence to exercise the rights in the Work as stated below:

a to reproduce the Work, to incorporate the Work into one or more Collective Works, and to reproduce the Work as incorporated in the Collective Works;

b to distribute copies or phono-records of, display publicly, perform publicly, and perform publicly by means of a digital audio transmission the Work including as incorporated in Collective Works; The above rights may be exercised in all media and formats whether now known or hereafter devised. The above rights include the right to make such modifications as are technically necessary to exercise the rights in other media and formats. All rights not expressly granted by Licensor are hereby reserved.

4 Restrictions

The licence granted in Section 3 above is expressly made subject to and limited by the following restrictions:

a You may distribute, publicly display, publicly perform, or publicly digitally perform the Work only under the terms of this Licence, and You must include a copy of, or the Uniform Resource Identifier for, this Licence with every copy or phono-record of the Work You distribute, publicly display, publicly perform, or publicly digitally perform. You may not offer or impose any terms on the Work that alter or restrict the terms of this Licence or the recipients' exercise of the rights granted hereunder. You may not sublicence the Work. You must keep intact all notices that refer to this Licence and to the disclaimer of warranties. You may not distribute, publicly display, publicly perform, or publicly digitally perform the Work with any technological measures that control access or use of the Work in a manner inconsistent with the terms of this Licence Agreement. The above applies to the Work as incorporated in a Collective Work, but this does not require the Collective Work apart from the Work itself to be made subject to the terms of this Licence. If You create a Collective Work, upon notice from any Licensor You must, to the extent practicable, remove from the Collective Work any reference to such Licensor or the Original Author, as requested.

b You may not exercise any of the rights granted to You in Section 3 above in any manner that is primarily intended

for or directed toward commercial advantage or private monetary compensation. The exchange of the Work for other copyrighted works by means of digital file sharing or otherwise shall not be considered to be intended for or directed toward commercial advantage or private monetary compensation, provided there is no payment of any monetary compensation in connection with the exchange of copyrighted works.

c If you distribute, publicly display, publicly perform, or publicly digitally perform the Work or any Collective Works, you must keep intact all copyright notices for the Work and give the Original Author credit reasonable to the medium or means You are utilizing by conveying the name (or pseudonym if applicable) of the Original Author if supplied; the title of the Work if supplied. Such credit may be implemented in any reasonable manner; provided, however, that in the case of a Collective Work, at a minimum such credit will appear where any other comparable authorship credit appears and in a manner at least as prominent as such other comparable authorship credit.

5 Representations, Warranties and Disclaimer

a By offering the Work for public release under this Licence, Licensor represents and warrants that, to the best of Licensor's knowledge after reasonable inquiry:

i Licensor has secured all rights in the Work necessary to grant the licence rights hereunder and to permit the lawful exercise of the rights granted hereunder without You having any obligation to pay any royalties, compulsory licence fees, residuals or any other payments;

ii The Work does not infringe the copyright, trademark, publicity rights, common law rights or any other right of any third party or constitute defamation, invasion of privacy or other tortious injury to any third party.

b Except as expressly stated in this licence or otherwise agreed in writing or required by applicable law, the work is licenced on an 'as is' basis, without warranties of any kind, either express or implied including, without limitation, any warranties regarding the contents or accuracy of the work.

6 Limitation on Liability

Except to the extent required by applicable law, and except for damages arising from liability to a third party resulting from breach of the warranties in section 5, in no event will licensor be liable to you on any legal theory for any special, incidental, consequential, punitive or exemplary damages arising out of this licence or the use of the work, even if licensor has been advised of the possibility of such damages.

7 Termination

a This Licence and the rights granted hereunder will terminate automatically upon any breach by You of the terms of this Licence. Individuals or entities who have received Collective Works from You under this Licence, however, will not have their licences terminated provided such individuals or entities remain in full compliance with those licences. Sections 1, 2, 5, 6, 7, and 8 will survive any termination of this Licence.

b Subject to the above terms and conditions, the licence granted here is perpetual (for the duration of the applicable copyright in the Work). Notwithstanding the above, Licensor reserves the right to release the Work under different licence terms or to stop distributing the Work at any time; provided, however that any such election will not serve to withdraw this Licence (or any other licence that has been, or is required to be, granted under the terms of this Licence), and this Licence will continue in full force and effect unless terminated as stated above.

8 Miscellaneous

a Each time You distribute or publicly digitally perform the Work or a Collective Work, Demos offers to the recipient a licence to the Work on the same terms and conditions as the licence granted to You under this Licence.

b If any provision of this Licence is invalid or unenforceable under applicable law, it shall not affect the validity or enforceability of the remainder of the terms of this Licence, and without further action by the parties to this agreement, such provision shall be reformed to the minimum extent necessary to make such provision valid and enforceable.

c No term or provision of this Licence shall be deemed waived and no breach consented to unless such waiver or consent shall be in writing and signed by the party to be charged with such waiver or consent.

d This Licence constitutes the entire agreement between the parties with respect to the Work licenced here. There are no understandings, agreements or representations with respect to the Work not specified here. Licensor shall not be bound by any additional provisions that may appear in any communication from You. This Licence may not be modified without the mutual written agreement of Demos and You.

DEMOS

Demos is a champion of people, ideas and democracy. We bring people together. We bridge divides. We listen and we understand. We are practical about the problems we face, but endlessly optimistic and ambitious about our capacity, together, to overcome them.

At a crossroads in Britain's history, we need ideas for renewal, reconnection and the restoration of hope. Challenges from populism to climate change remain unsolved, and a technological revolution dawns, but the centre of politics has been intellectually paralysed. Demos will change that. We can counter the impossible promises of the political extremes, and challenge despair – by bringing to life an aspirational narrative about the future of Britain that is rooted in the hopes and ambitions of people from across our country.

Demos is an independent, educational charity, registered in England and Wales. (Charity Registration no. 1042046)

Find out more at **www.demos.co.uk**

DEMOS

PUBLISHED BY DEMOS SEPTEMBER 2026
© DEMOS. SOME RIGHTS RESERVED.
15 WHITEHALL, LONDON, SW1A 2DD
T: 020 3878 3955
HELLO@DEMOS.CO.UK
WWW.DEMOS.CO.UK