

**An application from the
Centre on Migration, Policy and Society (COMPAS)
University of Oxford**

**MIDAS
MIGRATION INFORMATION, DATA AND ANALYSIS AT OXFORD**

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Confidential

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Executive Summary

MIDAS (Migration, Information, Data and Analysis at Oxford) is a website based initiative to provide access to the latest data, supported by authoritative analysis, on migration and integration issues in the UK, set in an international context.

The political setting is a polarised, negative and ill informed public and media debate, contributing to sub-optimal immigration and asylum policies, to which the lack of accessible, reliable data and analysis is widely recognised to be a key contributing factor.

The goal is to provide an authoritative, up to date, accessible resource as an essential foundation for more balanced media and public debates and for evidence-based policy making, contributing to immigration and integration policies which promote social justice and reflect the letter and the spirit of the UK's human rights obligations towards refugees and migrants.

The website would provide access to data (in visually attractive and accessible form), analysis, briefings, a news service and related research papers. Through dialogue with data providers, MIDAS will also contribute to improvements in the collection, presentation and analysis of official data, for which new channels of influence have recently become available.

Priority audiences are journalists, policy makers, parliamentarians and civil society, among whom independent consultation found significant support for this proposal. Regular consultation with and feed-back from users will ensure a match between MIDAS coverage and evolving user needs. Media training, a media advisory panel and a news-feed will ensure MIDAS readiness to respond to news stories and to initiate coverage effectively, in mainstream media and the 'bloggersphere'.

Oxford University's Centre on Migration, Policy and Society (COMPAS) has the expertise and the experience of policy and user engagement to provide this resource, to secure for it a solid reputation as a reliable source of authoritative data and analysis, and to reach MIDAS' targeted audiences. It will be a flagship project, branding the identity of the Centre, in which the time of our most senior staff will be invested. MIDAS will also draw on migration experts across Oxford and in other universities. The Centre will prioritise the MIDAS project and in turn its credibility will rest significantly on the project's success.

Direct outcomes should include empowerment of civil society to advocate more effectively for reform of policies and practices; policy makers enjoined to address injustice in current policies; media that gives greater weight to evidence challenging negative stereotypes; improvements in the collection and presentation of official data; school students able to access information and ideas that encourage empathy with migrants; and in the long term public attitudes more open to policies which facilitate the inclusion of migrants; policies which respect human rights; and political rhetoric calibrated to build public support for that approach.

Accountability and external oversight will be achieved by integrating MIDAS within COMPAS' line management structure; an internal Editorial Advisory Board; a Stakeholder Advisory Board; and the media panel, associated with an annual dinner and public lecture on Migration and the Media, at an Oxford college.

MIDAS will be directed by COMPAS' senior economist, Dr Martin Ruhs and employ a senior statistician, a specialist in web-based information systems, an experienced social science researcher and a media specialist and writer.

The proposal identifies potential risks to the reputation of the project, to relevance for users and to long term funding, as well as to staff burn-out, and indicates how each would be addressed.

The project would begin with a scoping and consultation phase of three months prior to funding, and a project development phase of 12 months prior to the public launch of the site.

For continuous evaluation of outputs and impacts, MIDAS will employ an independent formative evaluation team, providing an annual report. It will be able to draw on feedback data generated within the project.

A proposal for possible match funding for MIDAS, within a related portfolio of COMPAS work (Oxford Research Programme on Immigration and Public Policy) is being submitted to an Oxford University fund for consideration in Autumn 2009. The terms of the match funding are explained.

A budget is attached.

1. The Project

MIDAS (Migration, Information, Data and Analysis at Oxford) is a website based initiative to provide access to the latest data, supported by authoritative analysis, on migration and integration issues in the UK, set in an international context. The political setting is a polarised, negative and ill informed public and media debate, contributing to sub-optimal immigration and asylum policies, to which the lack of accessible, reliable data and analysis is recognised to be a key contributing factor. Our goal is to provide an authoritative, consistently up to date resource for all those engaged in public, policy and academic debates on migration and integration issues as an essential foundation for a more balanced debate and for evidence-based policy making. The website would provide access to data, briefings and a news service and, through authoritative analysis and dialogue with data providers, contribute to improvements in the collection, presentation and analysis of official data.

2. COMPAS

Oxford University's Centre on Migration, Policy and Society (COMPAS) is ideally placed to provide this resource, and to secure for it a solid reputation as a reliable source of authoritative data and analysis. COMPAS is the largest single concentration of migration research in the UK. Its core objective is to undertake research which informs policy debates, provides new empirical evidence, challenges assumptions and enables comparison with relevant experience abroad. Its staff have extensive expertise in analysis of national data sets. COMPAS research and policy work is known to be rigorous, balanced and independent.

COMPAS must focus its energies strategically to maximise its impact. In that context we see MIDAS as a flagship project, and a unique opportunity to achieve a step change in public debates and policy making. We hope as a result to make a tangible difference to the lives of individuals affected by immigration controls. As a project that will 'brand' the identity of the Centre we are keen to invest the time of key staff, including the Director and Deputy Director, to the project's development and management and to commit the Centre's own resources to supplement those secured from external funders.

COMPAS researchers already contribute actively to public debate on migration and advise a wide range of stakeholders including government departments, trades unions and NGOs. Professor Michael Keith, Director of COMPAS, was a Commissioner on the National Commission on Integration and Cohesion (2006-07). He also has substantial first hand experience in the policy making arena having served as a locally elected politician for twelve years and been adviser to three secretaries of state; five years of which he was leader of the London Borough of Tower Hamlets (and six years as a cabinet member for regeneration and the chair of the regional Thames Gateway

Partnership). Sarah Spencer, Deputy Director, is currently serving on the advisory group to the Government Equality Office (GEO), is chair of the network of national equality and human rights organisations, and was Deputy Chair of the Commission for Racial Equality. Dr Martin Ruhs was Specialist Adviser to a recent House of Lords Economic Affairs Committee inquiry into the economic impacts of immigration and is currently a member of the UK's Migration Advisory Committee (MAC), an influential independent body of economists advising the UK Government on labour migration policy. In turn, government officials regularly attend COMPAS seminars and in one case sit on the advisory board for a research project. These relationships provide the basis for the dialogue that will be needed to negotiate access to new data sets and to advise government on improving its own data. COMPAS staff are also advisers to voluntary and community organisations, and representatives of migrant community organisations are regularly engaged in its research work at all levels, from contributing data and commenting on drafts through to membership of its International Advisory Board. COMPAS staff members are regularly interviewed by the print media and on radio and TV.

The COMPAS website (www.compas.ox.ac.uk) is well established as a key source of information, research and policy analysis, receiving around 420,000 hits per month. However, COMPAS does not have the funds needed to prepare and maintain the substantial inter-active resource that MIDAS would provide and to ensure that it reaches the organisations and individuals who need it.

MIDAS would not be an isolated initiative at COMPAS but form part of a portfolio of work, *The Oxford Research Programme on Immigration and Public Policy*, to transform research, public discourse and policy on migration globally. The focus of this programme is on providing new data, innovative analysis and the evidence base needed to underpin public debates on three fundamental policy questions that migrant receiving states need to address: (i) how to regulate the *number* of migrants to be admitted to the country (ii) on what basis migrants should be *selected* and (iii) what *rights* should be granted to migrants after admission. In addition to providing greater transparency in data for a more informed debate, research on these questions will include the construction and analysis of indices that measure the rights of migrants and the openness to immigration in more than fifty countries including the UK. This will enable innovative and international comparative research and analysis of key policy issues that affect all countries experiencing immigration. This programme of work will fulfil the dual mandate of COMPAS to conduct research which meets the highest international standards of academic excellence and is at the same time of relevance and accessible to the full range of potential non-academic research users. MIDAS itself will be of value for researchers and for migration related institutions globally, providing material which will be a resource for analysis and generating new lines of academic inquiry.

MIDAS would be based at COMPAS but would be developed in partnership with experts in and beyond Oxford including at the International Migration Institute (IMI, www.imi.ox.ac.uk) and Refugee Studies Centre (RSC, www.rsc.ox.ac.uk) who have indicated their interest in this project.

3. Background and Rationale

Immigration is one of the most controversial public policy issues in the UK. Migrants constitute 11% of the UK population, up from 7% in the mid 1990s¹. In late 2007, almost half of the UK's adult population considered immigration and race relations to be the most important issue facing Britain today, compared to only 5% in the mid 1990s;² and hostility to migrants is a contributory factor in the rising electoral support for the far right British National Party which recently secured its first two seats in the European Parliament. There are few days without negative media stories about migrants and their perceived economic and social impacts. During March-May 2009, the Lexis Nexis database recorded 1,911 articles in the national press featuring the search term "immigration". Ministers are highly sensitive to this coverage and to polling data, which severely constrains policy options on entry of migrants and on integration measures. Addressing negative attitudes and providing an authoritative evidence base for policy making are thus pre-requisites for policy reforms that address the injustices in the immigration system and the socio-economic disadvantage and exclusion experienced by many migrants and refugees.

Despite, and perhaps because of the polarisation of political and societal views on immigration, there is now widespread agreement that the UK needs a more balanced public debate, supported by better data (House of Lords 2008³). There is also broad agreement that greater transparency of existing data, as well as the analysis of its significance and limitations, is needed.

It is currently exceedingly difficult and time-consuming to find, access and interpret the data on migration collected by different government departments and statistical institutions such as the Home Office, Department for Work and Pensions and Office of National Statistics (ONS). ONS has recently acknowledged that 'more reliable migration statistics are needed by the many different users who depend on them to inform their work and their decisions'. It has also confirmed its willingness to engage with outside experts on the reforms that are needed (9 July 2009). This is important as external stakeholders are likely to have differing priorities from government on the data which need to be made publicly available in accessible forms. The ONS review provides an opportunity for influence which was not previously available, although COMPAS advice had been sought *ad hoc*, in this context, by individual departments.

¹ Migration Advisory Committee 2008

² Ipsos-Mori, <http://www.ipsos-mori.com/>

³ House of Lords, Economic Affairs Committee (2008) *The economic impact of immigration in the UK*, London

The available secondary sources of data and analysis, while of value, are limited: they are either politically focussed (e.g. Migration Watch); too specific and not regularly updated (e.g. Institute for Public Policy Research); too general in their UK coverage (Migration Policy Institute, Washington); or based in academic institutions but nevertheless providing more limited access than we intend (e.g. Department of Geography, University of Leeds). Some official data, such as the administrative data on labour migrants, is not currently made public through lack of resources to undertake the necessary preparation and analysis. As a result, there is a poor general level of understanding of the limitations of statistical data, estimates and projections in this field even among policy makers for whom immigration is highly relevant (e.g. in the Department of Health) and in particular in the media. In practice, this means that the data used in public debates are often misleading or based on problematic sources.

We include a fuller analysis of the limitations of existing sites in Appendix B, based on a review carried out in the development phase of this proposal by an independent consultant⁴, from which we concluded that MIDAS will be unique because it will be the only website to provide:

- The full range of migration resources, from academic research to information for journalists
- Fully up-to-date analysis of statistics on migration and integration
- Regularly updated news on relevant developments
- A 'one-stop' centre for information on migration, asylum, and integration
- Authoritative analysis from the UK's leading experts
- All easily navigable, clearly accessible and visually attractive

Consultation with potential users

The development of this proposal also included a consultation with 12 potential users by our consultant in early June 2009. The interviewees were drawn from think-tanks, an employer, trades unions, NGOs, migrant community group; and a relevant statutory body (a full list of interviewees is provided in Appendix A). The interviews focused on how the interviewees currently access and use information about migration and integration; the deficiencies of the information currently on offer; and whether they felt MIDAS would be a useful contribution to their work.

The consultant found great enthusiasm for MIDAS. Most interviewees thought they would use MIDAS, and all thought it would make a useful contribution. The main attraction of MIDAS was that it would unify disparate resources and statistics in a single site. Several interviewees said that the

⁴ [REDACTED] who also consulted potential stakeholders on the value of the MIDAS proposal. Our thanks to the Diana, Princess of Wales Memorial Fund for providing the resources to engage [REDACTED] to whom we refer in the section on media strategy.

current problem was not the lack of information, but rather the difficulty accessing it, which they felt M/DAS would successfully address. They felt M/DAS should be a "bridge" between the raw statistics and the end users such as service providers and grassroots organisations. Interviewees also felt that COMPAS' reputation would ensure that the site was credible, independent and authoritative. Some interviewees referred to the political impact of MIDAS, hoping that it would help to counteract misconceptions in media debates about migrants.

"We desperately need a centre of the latest data and authoritative analysis"

"/'m sure we would use it regularly. /t would be very useful."

"/t would be a fabulous resource for us."

"We would definitely use it. /t sounds really, really interesting." -

"/t would be a very useful site to inform policy development"

"/ think it's an excellent idea"

The consultation explored how and where potential users currently access information and how users evaluated the sources of data and analysis. The results again provide strong evidence for the need of MIDAS to fill key gaps in the current evidence base and analysis:

- **Statistics:** Users currently access statistics directly from primary sources (National Statistics or the relevant government department), not via interface websites. Several interviewees regularly use Freedom of Information (FOI) requests to access the statistics they need. Sources mentioned include: the Office of National Statistics; Government departments (Home Office, UK Border Agency, Department for Work and Pensions, Department of Health); Specialist public bodies (e.g. Higher Education Statistics Agency, British Council); International organisations (e.g. UN, UNESCO, OECD, Eurostat); answers to Parliamentary Questions and migrant source countries.
- **Analysis:** The most commonly mentioned sources of analysis were COMPAS, IPPR (Institute for Public Policy Research) and reports of the Migration Advisory Committee. Most interviewees working in the field of asylum and refugees had heard of Information about Asylum and Refugees (ICAR) (www.icar.org.uk) but used it infrequently. Most interviewees had heard of MigrationWatch. Some visited it periodically to "check up on the enemy"

whilst others refused to use it for political reasons. None seemed to view it as a credible source of information.

f News: None of the interviewees systematically surveyed media coverage or used any kind of software to do so. They use Google to search for news stories, or search directly on media websites such as the BBC or *The Guardian*.

Interviewees identified the lack of data disaggregated to regional and local levels as their greatest problem. A number of interviewees were highly critical of the ONS website, describing it as "the worst of all possible websites" and "not at all user-friendly." Some interviewees found it difficult to trust data as they did not feel that it was presented impartially or because they felt it was inaccurate. Several people said that they gained access to data through Freedom of Information, but that this is a cumbersome, labour-intensive and generally unsatisfactory system.

All of the users felt that the key features of MIDAS - independence, academic rigour, and pro-active engagement of users and media - would ensure a very significant impact on their work as well as on public and policy debates on migration and integration more generally. The users interviewed made some specific recommendation including: the need to include analysis from a variety of sources; the inclusion of regional and local level information; regular updating; and clear and accessible website presentation which appeals to different types of users. All these recommendations are reflected in the proposed design and dissemination strategy of MIDAS.

4. Aims and Scope

The aim of MIDAS is to provide an accessible, authoritative, independent and widely respected source of data, information and analysis on migration, and to improve the quality of official data, in order to inform media, public and political debates. The ultimate goal, through more balanced public debate and evidence based policy making, is to contribute towards the development of immigration and integration policies which promote social justice and fully reflect the letter and the spirit of the UK's international human rights obligations towards migrants and refugees.

The initial focus would be on migration and migrants in the UK, subsequently to be broadened to include, as context, the European Union (as a whole) and global migration stocks and flows.

The key features and strengths of MIDAS would be its:

Accessibility for non expert users, without losing accuracy; using attractive graphics to interpret the data and to take the user from an initial overview on each issue through to a more detailed explanation

Comprehensiveness, drawing on data from all the relevant and available large scale data sources on migration and integration

Critical approach and independence, highlighting the limits of available data and contradictions between data from different sources, while carefully avoiding entering political debate and thus undermining the authority of the site

Balanced presentation and analysis, presenting and analysing the available data in a transparent and impartial way without stating, as many of the existing data sources often do, that particular developments are "good" or "bad"

Linking data to relevant academic research and policy questions, thereby facilitating interpretation of the data in light of broader research and policy debates

Pro--□active media and dissemination strategy that involves the development of relationships with journalists working in old and new media (e.g. key bloggers) and the continuous engagement of and feedback from a wide range of users (national, regional and local users)

Oxford branding that includes a website with an Oxford University domain name (e.g. www.midas.ox.ac.uk) and the active engagement of migration experts within and beyond Oxford University

Value as a significant resource for all those who need to be well informed on migration and or integration issues

Links to an established research centre and the emergent Oxford University Research Programme on Immigration and Public Policy

5. Activity and Outputs

Content and presentation

The MIDAS website would provide an **easily accessible, transparent, visually attractive and regularly updated presentation of the existing data on migration and integration**. The presentation would be structured by key themes and categories including, for example, "migrant workers", "family members/dependents", "students", and "asylum seekers and refugees" (see Appendix 3 for a tentative list of topics for phase 1). For each of these categories, MIDAS would present the latest data on the characteristics of stocks and flows as well as on the integration of different groups of migrants in the economy and society (for instance data on employment, health, education and public attitudes). MIDAS would also link the latest data to existing research and relevant policy debates, thereby enabling users to interpret and situate the data in light of broader

research and policy debates. The geographical focus will be on the UK, with some comparative analysis of data for the EU (as a whole) and global migration data.

UK data sources will include: the International Passenger Survey (ONS); Annual Population Survey (ONS); Labour Force Survey (ONS); Annual Survey of Hours and Earnings (ONS); Local area migration statistics (ONS); Census (ONS); Immigration Control statistics and data from the new Points-Based System (Home Office); National Insurance Numbers (DWP); data from the Worker Registration Scheme and Accession Statistics for East European migrants (DWP); Citizenship Survey (Home Office); Health Survey for England (Dept. Health) and the Millennium Cohort Study; a range of administrative data sets as negotiated with public bodies; and, where relevant, data generated by academic research and stakeholders including NGOs working with migrants. Examples of sources for data on migration in the EU and at a global level include the OECD (especially data in the OECD's annual *International Migration Outlook*⁶), the European Commission⁶, the European Migration Network⁷ and the United Nations Population Division⁸.

The presentation of this data will include easily understandable tables and graphics with an explanation of definitions and limitations. The graphics could include a map of the UK that users can click to access information about migration in a particular region, the need for which emerged strongly from our consultation. Similarly, there could be interactive pictures that depict the various channels of immigration and modes of switching status, with opportunities to click on each policy element to access relevant data and analysis. To the greatest extent allowed by the available data, our aim will be to select categories that match the needs of users, and to ensure that our priorities in our selection of topics match those in current and anticipated future public and policy debates.

A key element of the website will be themed, concise and regularly up-dated *briefings* that explain the latest data, provide balanced discussion of trends in comparative EU perspective, comment on the relevance for current policy debates, and briefly summarise and provide links to relevant research. The challenge will be to make the briefings easy and quick to read while at the same time providing the context and analysis necessary for users to understand and use the data in an appropriate way. COMPAS' expertise means that we will be able to meet this challenge.

Another feature of the website will be a *news-service* that provides links to the latest newspaper articles, reports and research. This can be a very effective tool for encouraging users to visit the website regularly. Analysis of the inappropriate use of migration statistics in news stories and public debate could be one focus of articles written by the project staff.

⁶ See http://www.oecd.org/document/3/0,3343,en_2649_33931_41241219_1_1_1_1,00.html

⁶ See http://ec.europa.eu/justice_home/doc_centre/asylum/statistics/doc_asylum_statistics_en.htm

⁷ See <http://emn.sarenet.es/html/index.html>

⁸ See <http://esa.un.org/migration/>

Finally, the website will provide occasional *research papers* with critical analysis on the availability and quality of existing data. This will facilitate engagement with the research community concerned with migration data and statistics, and with data providers, at the UK, EU and global level.

Engagement with data providers

MIDAS would *engage with the current providers of national and regional (and potentially European) data on migration* - including public bodies and government departments such as the Office of National Statistics (ONS)⁹, Home Office¹⁰, Department of Work and Pensions¹¹, and the General Register Office for Scotland¹²; and with academic researchers and NGOs, to receive timely in-depth data, negotiate access to data not currently made public, and galvanise data providers into more effective collection and communication of their own statistics, thereby creating a virtuous circle of data improvement.

In particular, as we have indicated, MIDAS will work closely with, and add value to efforts underway at the ONS to improve migration statistics. In response to the great demand by a wide range of stakeholders for better data on migration stocks and flows, the ONS launched a cross-government "Migration Statistics Improvement Programme" in April 2008¹³. The short term aim is to improve the national and local area statistics available to inform the next Local Government funding round in 2010. The medium to long term goal is to improve a range of migration statistics. Changes that have already been implemented include a boost to the sample used in the International Passenger Survey and the creation of local area migration indicators¹⁴. As well as engaging in ONS debates on reforms needed, MIDAS will add value to the data it provides by, for example, linking an easily accessible presentation of the latest data to the relevant research and policy debates on migration, which will contextualise the data and information in a way that ONS does not attempt to do.

Oxford University has a specialist contact point for receiving the latest data from ONS and disseminating it within the University. The officer responsible for this service strongly supports the development of MIDAS and has offered help with accessing and analysing the latest releases of surveys and data. The development of closer and direct links with ONS will be an important part of the further planning and scoping phase described later in this proposal.

⁹ See www.ons.gov.uk

¹⁰ See www.homeoffice.gov.uk

¹¹ See www.dwp.gov.uk

¹² See <http://www.gro-scotland.gov.uk/statistics/migration/index.html>

¹³ See ONS (June 2009) Migration Statistics Improvement Programme: Annual Overview for 2008/09, available at www.statistics.gov.uk/about/data/methodology/specific/population/future/imps/updates/downloads/Annual_Overvie

User engagement

To maximise its impact on public debates, MIDAS will place significant emphasis on dissemination to, and feedback from, those making and influencing policy and practice on migration and integration. The target audiences of the MIDAS project include NGOs and migration community groups (MCOs), journalists, lawyers, employers and unions, parliamentarians, policy makers at national, regional and local level, academics, school students and members of the public looking for a one-stop centre for authoritative, unbiased and concise information and analysis on international migration in the UK, the EU and at the global level.

Following the initial consultation carried out by our consultant [REDACTED] to which we have referred, we shall further consult these audiences during the development phase of the project and develop a strategy to engage priority users actively throughout the project, establishing a means to ensure that MIDAS is aware of their changing needs for information and analysis and that its output is accessible to them. Over time we anticipate developing this outreach to engage the wider audiences we have identified, and to recognise their distinct needs. For instance, material for school students may need to be written specifically for that audience and may be more appropriate for the second year of operation, after the primary needs of our priority audiences have been met. As a first step in dissemination, MIDAS will compile a database of key users and provide them with targeted email updates. This will build on the existing COMPAS database of over 2,000 people who have asked to be kept informed about its research and events. Audiences such as parliamentarians will have particular needs relating to the parliamentary timetable, and MIDAS will need to consider how to anticipate those needs, for instance by receiving notice of the relevant Select Committee inquiries for which MIDAS evidence may be relevant.

The success of the project will depend on the match between what is provided by the site and the evolving needs of these potential users. We shall therefore attach considerable importance to user engagement and feedback, with one member of staff having direct responsibility for these relationships.

In addition to these targeted dissemination activities, MIDAS data and analysis will also be "mainstreamed" into the various research activities and events organised by COMPAS. It will become standard practice for COMPAS staff members to alert their contacts and users to the MIDAS website and MIDAS material will be routinely distributed among the participants of the numerous COMPAS events and conferences each year.

Media Engagement and Dissemination

Relationships with journalists will be a high priority and we shall take specific steps to ensure our capacity to engage effectively, and to involve journalists in the development of our media

Staff on the MIDAS project will receive media training and refresher training sessions with the expectation that they can act as MIDAS spokespersons when their expertise is required. The choice of spokesperson on a particular issue will depend on the topic and the type of media engagement (e.g. print, radio, TV etc.). All MIDAS experts will be expected to develop an active media profile. The analysis and arguments of MIDAS spokespeople will be based on the data and analysis provided on the MIDAS website. If the questions relate to a detailed aspect of an issue that has been analysed for MIDAS by an external contributor (e.g. another migration researcher in or outside Oxford), we will refer the journalist to that expert on the understanding that the expert is speaking in a personal capacity rather than as a MIDAS spokesperson.

The MIDAS website will prominently display the phone numbers and email addresses of its own media contacts - those who can answer questions both about migration and about the site. In addition major new developments on the site will be notified to the media by means of press releases. MIDAS will have the capacity to send out reactive press releases when a major migration story breaks and draw attention to information on the site that provides 'light not heat'.

Building up a database of journalists who specialise in migration issues will be a priority. This will be done by using the expertise of the media panel, by tracking by-lines through the Lexis Nexis database and by placing articles in specialist media to let journalists know that MIDAS exists and how they should make contact. MIDAS will not just focus on the news media but also target journalists on weekly and monthly magazines, non-news websites and, in particular, documentary programme-makers. MIDAS will contact TV and Radio commissioning editors and seek to ensure that programme-makers working on migration topics are aware of its existence as an authoritative source of information. In addition, working with specific producers, MIDAS will seek to interest commissioning editors with original programme ideas.

In order to ensure that the content of the site reflects current debates and in particular is appropriate when new issues arise, the MIDAS office will need to be equipped to receive up to the minute news feeds, and staff responsibilities organised to enable readiness to respond. An example would be an unexpected front page story on illegal immigration which could lead to a MIDAS response highlighting relevant data and research findings.

The initial establishment of the site as one that journalists hear about and then wish to access will involve a *high profile launch* to be preceded by the establishment of a *media advisory panel* (see below). An early meeting of the panel will take the form of a media brainstorm attended by the web designers and MIDAS staff to focus on the purpose of the site, what it should be offering and how it should present and provide it. The panel will subsequently mainly 'meet' electronically, except in the planning stages. It will both provide advice about the site pre-launch and then help get the word out both for the site and the launch event. Members of this group might also be prevailed upon to write articles about the launch.

Journalists need a reason for coming to the site's launch event. Hence a high profile speaker/s who will provide journalists with a story will be vital. The event will demonstrate the MIDAS website and its capabilities and also provide journalists with high quality written material that they can take away and hopefully share with colleagues. The event will take place in a central location in London.

/impacting on the 'Bloggersphere' and 'Twittersphere'

Much discussion about migration issues online takes place on political websites and blogs. The blogs and twitterers will be included in the press release mailing list and will be offered sound bites if they are running a migration story. *Total Politics* magazine estimates that in 2009 there were approximately 1500 political blogs in the UK that could be described as 'active'. It is clear that MIDAS must have an active presence in the Bloggersphere if it is to be an active and proactive source of information about migration. This will entail establishing a MIDAS blog (and potentially also a Twitter site). The blog will be kept up to date by members of the MIDAS team. Given the activities of the far right on the web it will be vital that the blog is moderated to prevent racist and/or extremists postings remaining on the site.

6. Outcomes

We anticipate that the direct outcomes from this initiative should include:

Civil society organisations, groups and individuals empowered to advocate more effectively for reform of immigration and integration policies and practices, in writing and in the media, because they are able to access authoritative evidence and give authority to their case

Policy makers at national, regional and local level, and Parliamentarians, enjoined to address injustice in current policy and practice (or empowered to argue that others should do so) because of the transparency of evidence requiring reform

Press articles and media coverage which gives greater weight to evidence challenging negative stereotypes of migrants and refugees because sympathetic journalists can access that evidence and unsympathetic journalists are nevertheless regularly confronted by it, from MIDAS and from M/DAS' regular users

Data providers engaged in dialogue with experts who can enable them to see limitations in the data they provide and in its presentation and to influence their intentions in relation to its improvement

School students able to access information and ideas on migrants and migration which challenge stereotypes and contribute to a greater capacity among young people to empathise with those adults and children who have migrated to the UK

We anticipate that the indirect outcomes from this initiative could be:

Public attitudes less influenced by misinformation and myths about migrants and refugees and more open to policies which facilitate their inclusion into British society

Policies on immigration and integration which respect the civil, political, social and economic rights of migrants, and political rhetoric more carefully calibrated to build public support for that approach

7. Accountability and External Oversight

MIDAS will be one of the keynote research streams in the COMPAS work programme. It will attract attention across the policy making community, media and the public. The reputation and credibility of both COMPAS and the University of Oxford will be put on the line. It will thus be essential to integrate and support MIDAS within the COMPAS line management structure and to ensure that there is effective internal and external oversight. We shall do this through a tripartite accountability structure designed to guarantee line management and strategic focus, autonomy, relevance, external advice and oversight and media credibility.

i. Quality assurance and strategic focus: Line management and an editorial board

The MIDAS initiative and related research portfolio will be directed by COMPAS senior economist Dr Martin Ruhs. 

Consequently Dr Ruhs' principal managerial responsibility for the next four years will be managing this programme. All staff employed in MIDAS will be managed by Dr Ruhs who will in turn report to Professor Michael Keith, Director of the Centre. All day to day managerial issues, annual work programmes, budgets and HR issues will be addressed within this line management structure.

In order to give a steer on the content of MIDAS' public work, help set strategic priorities and provide a sounding board for contentious issues, COMPAS will establish a MIDAS Editorial Advisory Board. This will be chaired by COMPAS Deputy Director Sarah Spencer and it is anticipated that the membership would include Martin Ruhs, Dr Bridget Anderson (a highly respected senior researcher

at COMPAS whose expertise complements that of the other members and who has strong links with potential MIDAS users including trades unions and NGOs), and Michael Keith. The Editorial Board would meet monthly in year one of MIDAS and quarterly thereafter, with a facility to be called at short notice subject to particular need.

ii. Autonomy and Relevance: a stakeholder advisory board

Independence and relevance will be reinforced by a stakeholder advisory board which will advise on content, presentation and analysis. The advisory board would include senior experts on migration data and analysis in the UK, as well as representatives of users (including NGOs, trade unionists and former civil servants for instance) – each bringing expertise on different dimensions of migration and awareness of the potentially very different needs of potential users. It will meet twice yearly on a formal basis, the budget including resources to allow two full day 'retreat' meetings each year, with an additional meeting in the first year for pre launch planning. Members of the advisory board will provide a source of independent advice to the team engaged on the breadth of the MIDAS programme: research, analysis and dissemination. Chaired by a high profile academic with a national reputation for public roles outside academia, the advisory board will provide both expert commentary on the MIDAS work, and a personal contribution as sources of advice between meetings, and introductions. Although we can not name the chair at present we are discussing the possibility that

or an individual of that stature.

iii. Public Profile Credibility: media panel

A second means of external oversight will be provided by a media panel. Of particular significance in the development phase, the media panel will road test the development of MIDAS through a series of meetings in advance of the formal launch of the website. The group will be made up of senior journalists working in this field and members who have had experience in a press office. The group may be led by

The chair will work closely with the staff members responsible for media engagement and the website. The panel will provide a bridge to practicing journalists, a resource for advice on journalistic, media and 'blogosphere' communication and an external reference point for advice on ensuring lucid and comprehensible output from the MIDAS programme.

To incentivise engagement of the media panel, MIDAS will combine one meeting a year with hosting an ***Annual Dinner and Public Lecture on Migration and the Media*** at an Oxford College.

We shall consult on this structure but also be open to reviewing it over time; potentially merging the two advisory groups if that is optimal after the development work is completed.

8. Staffing

The success of the MIDAS project will critically depend on the degree to which it manages to be comprehensive in its coverage and up-to-date with the latest migration data and analysis. Given the complexities of available data sources and the rapidly increasing number of academic and policy studies of migration, a significant and stable financial investment will be required to meet this challenge. At the same time, the project can benefit from the existing expertise and resources of COMPAS staff and associates. The dedicated staff resources required are:

Director of the project [REDACTED]: This will be COMPAS senior economist, Dr Martin Ruhs <http://www.compas.ox.ac.uk/people/staff/martin-ruhs/>.

Senior Statistician/Quantitative Data Expert [REDACTED]: The post holder would take primary responsibility for data collection and analysis and content management and for writing articles on improving the collection, presentation and use of statistics. The person will have expert knowledge of large scale migration data sets and of statistical methods for analysing data from different sources, and be able to speak clearly and authoritatively to journalists about it.

Specialist in web--based information systems [REDACTED]: the post holder will have strong graphic design skills and be responsible for presenting the material in an attractive and accessible way. Given the importance of making the website user-friendly, this will be a key position.

Social Science Researcher [REDACTED]: to assist in data collection and analysis, take the lead in arrangements for engaging with non-media stakeholders, and to research and write briefings, retaining and building their authority as an expert through authorship of articles on related issues, and comment in the media.

Media specialist and writer [REDACTED]: to take primary responsibility for engaging with media contacts, to contribute to writing text and analysis, and to advise on style and focus of the site in order to ensure relevance and accessibility.

In addition, COMPAS staff and other migration experts at Oxford University, including colleagues in our sister institutions, the International Migration Institute (IMI) and Refugee Studies Centre (RSC) will advise on, and contribute to, the analysis in the briefings.

9. Risk management

There are four principal risks we could encounter in delivering successfully on this agenda.

- i) **Reputational:** The most significant risk is that the authority of the site is undermined by inaccuracy in data or factual content or by lack of balance in editorial content. We plan to avoid this by budgeting for the employment of experienced, expert staff; through peer review of the content of *all* factual output and analysis; through continual oversight by the Editorial Board of procedures for commissioning and publication of content; and ultimately through pre publication reference to the COMPAS Director of content deemed particularly sensitive or politically salient.
- ii) **Relevance:** A second risk is that the site is not considered useful because the content does not match the needs of its principal audiences or duplicates content provided by others. We shall avoid this risk through a pre launch and subsequent engagement on a regular basis with our audiences to ensure that we know what they need, through evaluation mechanisms providing feedback on relevance, and by providing links to rather than duplicating material easily available on other sites.
- iii) **Financial:** A sound financial management framework is in place at COMPAS, in line with Oxford University's requirements and we therefore do not anticipate any difficulties in managing and accounting for funds received. The risk we identify is that of investment in building a long term resource, and the expectations that will create, without certainty of long term funding to sustain it. We are addressing this risk by proposing a four-year start up funding arrangement, and by initiating inquiries now with further potential funders who might come on board at a later stage or sustain funding over a longer period.
- iv) **Staff burn-out:** We recognise that the scope for developing the MIDAS resource is infinite and that the pressures to anticipate and respond quickly to developments in the migration field will at times be intense. We shall address the risk of staff over-commitment through our line management appraisal system which provides all staff with regular opportunities to discuss priorities and challenges; and through the role of the Editorial Board, which all MIDAS staff will be able to attend, in reviewing priorities for content development.

10. Project development

The project would begin with a scoping and consultation phase of three months (October-December 2009) and, subject to a positive funding decision, a project development phase (January ' December 2010). The scoping and consultation stage will provide an opportunity to: commission a consultant to advise on the possibilities of web-design and graphic-design for presenting the data and analysis on the website; carry out a further and wider consultation of stakeholders and potential users of MIDAS (building on the initial consultation carried out for this proposal); consult and develop closer relationships with the key providers of official migration data in the UK, including the ONS, Home Office and Department of Work and Pensions; and initiate contact with potential chairs and members of the advisory board and media panel. The scoping and consultation phase would end, in December 2009 with a brief report on its outcomes and implications for developing MIDAS. The development stage will then include the recruitment of staff and advisory board members and the creation of the website with all the data and analysis described in this proposal, in time for a high-profile launch in January 2011.

We estimate that the scoping and consultation phase (Oct-Dec 2009) will require resources for: the feasibility study; for graphic design and web-design (outside consultant); consultation of potential users; and negotiations with data providers; and we shall contribute COMPAS resources towards this.

11. Timescale

We thus propose the following timescale for work before and after the commencement date (e.g. Jan 2010):

Further scoping and consultation phase: 3 months (Oct-Dec 2009)

Months 1 ' 3 following commencement (Jan-March 2010): Recruitment of staff, advisory board, media advisors and setting up internal Editorial Board

Months 4-12 (April ' Dec 2010): consultation with stakeholders and advisors; design and creation of (shadow) website; preparation of data and analysis for first phase of website; establish relationship with external contributors

Month 13 (Jan 2011): Public launch

12. Evaluation

We shall establish a range of measures to monitor and evaluate the delivery of our proposed outputs, and the direct and indirect impacts we have identified.

Subject to resources, the MIDAS programme will employ a formative evaluation team as part of its ongoing work. Professor Michael Keith has extensive experience in both commissioning and working on social policy evaluation programmes for central and local government and will oversee the commissioning of the evaluation. It will be commissioned from an agency external to the University of Oxford with expertise in both migration and research evaluation. The evaluation has been budgeted at £20, 000 per annum.

The MIDAS site will be designed to maximize web based monitoring of MIDAS use, feedback on the MIDAS programme and user surveys evaluating MIDAS work. This will be supplemented by a range of evaluation techniques. The evaluation team will draw on data produced within the programme to *monitor* both the scale of research outputs and impact in the virtual realm and mass media. The formative evaluation team will identify outcomes attributable to the MIDAS programme and analyse the impacts of the MIDAS programme in media coverage and amongst policy stakeholders. They will also be expected to provide an annual report that plays the role of a 'critical friend', testing the *outcomes* of the MIDAS interventions and recommending the areas where this can be optimized

13. Match funding

As part of the development of the Oxford Research Programme on Immigration and Public Policy we will submit a proposal for matched funding to the University of Oxford James Martin School of the 21st century for consideration in autumn 2009. Through the philanthropy of James Martin the School has available a fund that is to be used to match work that is academically excellent, addresses the key challenges of the 21st century and demonstrates the potential for significant impact outside academic circles in addressing key challenges and harvesting opportunities. The fund is allocated competitively and so we propose to 'twin track' our bid to charitable foundations with a complementary bid to James Martin. We are currently proposing to submit this match fund bid in early September.

The bid to the James Martin School is now to be considered with a relatively quick turnaround. Monies have to be allocated and match funding secured by February 2010, although money can be spent in subsequent years. Whilst the competitive element of the James Martin funding adds an element of uncertainty to the process, we are confident that the importance of migration is already recognised by the School and our bid will work collaboratively with the support of our sibling research organisation, the International Migration Institute, a founding member of the James Martin School and already enlisted as collaborator and supporter of MIDAS. This is a 1:1 matching

opportunity, 50% to the chosen Institute/Project and 50% of the matched portion flows directly to the School. This 50% will strengthen the School's role in supporting the work of the existing and new Institutes. With these funds, the School can continue to provide seedcorn funding to interdisciplinary research within and across Institutes, will gain flexibility to seize new opportunities between funding rounds, and build capacity to increase the impact of the Institutes' work.

Substantively this means that if the bid is successful 50% of James Martin monies are held by the school to address university, overhead and infrastructure costs so a 'match fund' bid of £1 million generates £500,000 expenditure within the programme itself. The application to the James Martin School will consequently supplement the existing bid to Unbound Philanthropy, the Barrow Cadbury Trust and the Diana, Princess of Wales Memorial Fund, to reinforce the core dimensions of the proposal but also to develop more extensively the manner in which the work demonstrates significant impact outside academic circles through addressing public debate and policy making and the internationally comparative element. Through an emphasis on the international and research dimensions of the MIDAS programme, the match funded resource will give additionality to the charitable foundation funding, drawing on and recognising the data at the heart of the work.

14. Budget

See Appendix D for the budget.

Appendix B: Main existing websites aimed at influencing public policy and debate

The development of this proposal is partly based on a review of existing websites that offer access to secondary data and analysis of migration and integration. The key websites with secondary sources of data relevant to MIDAS in that they target a mixed audience of policymakers, researchers, NGOs and the media are:

MigrationWatch (www.migrationwatch.org)

Migration Information Source (MIS) (www.migrationinformation.org)

Migration, Globalisation and Poverty Development Research Centre
(www.migrationdrc.org)

Information about Asylum and Refugees (ICAR) (www.icar.org.uk)

Examples from these websites are given below. In addition, a number of academics in the UK run websites which provide either statistics or analysis on migration. For example, Phil Rees at Leeds is developing a New Migrant Databank¹⁶; Ann Singleton at Bristol contributes to Prominstat¹⁶, a database of datasets on migration and integration in Europe; the Migrant Research Unit at UCL¹⁷ presents its research findings; and a new ONS website includes links to a selection of migration statistics¹⁸. We shall consult with other migration experts and demographers to ensure that MIDAS complements and provides links to, rather than replicates, existing academic data sources relating to migration.

Each of the four websites listed above provides an array of different and useful resources. But none provides all of the resources needed to be a true 'one-stop centre' for information, data and analysis on migration and integration, an assessment confirmed by the interviews conducted in preparation of this proposal (below). MIDAS would be valuable because it would gather all of the necessary resources in one site, linking data and research. It would also differ and add value to existing websites both in terms of content and presentation:

Content

Whilst ICAR is a useful resource, it only covers refugee and asylum issues. Similarly, the Migration DRC is limited to the links between migration and poverty. The advantage of MIDAS would be the breadth of its coverage: migration (including asylum) and integration (including use of services, labour market integration, and public attitudes).

¹⁵ www.geog.leeds.ac.uk/research/projects/migrants.html. The New Migrant Database is not yet online.

¹⁶ www.prominstat.eu

¹⁷ <http://www.geog.ucl.ac.uk/mru/>

¹⁸ <http://www.statistics.gov.uk/hub/cross-cutting-topics/migration/index.html>

Migration Information Source describes itself as a 'global' resource on migration. Whilst there are clear advantages to this, it does mean that no country is covered in great depth. By focussing primarily on the UK, MIDAS will be able to provide a rich, detailed set of resources. ICAR offers resources specific to UK regions. MIDAS should follow suit by offering data disaggregated to regional and, wherever possible, local levels; and briefings on specific regions.

The academic-run and think-tank websites present research conducted in house. None of the existing websites offers analysis drawn from a diversity of sources. MIDAS would therefore be unique if resourced to source the best quality research on each topic from academics and think-tanks across the UK.

Presentation

ICAR and MigrationWatch are both clear and easy to read, though ICAR is more visually attractive than MigrationWatch. Migration DRC is tidy but too densely packed with too much text while the colours and layout of Migration Information Source make it difficult to read. MIDAS will:

- Keep the amount of text to an absolute minimum

- Use a large font size

- Use clean, clear graphics in attractive colours

- Where possible, use graphics such as charts and graphs to present data

MigrationWatch UK

Website: www.migrationwatch.org

Site publisher: MigrationWatch, a UK think-tank which lobbies for controls on immigration

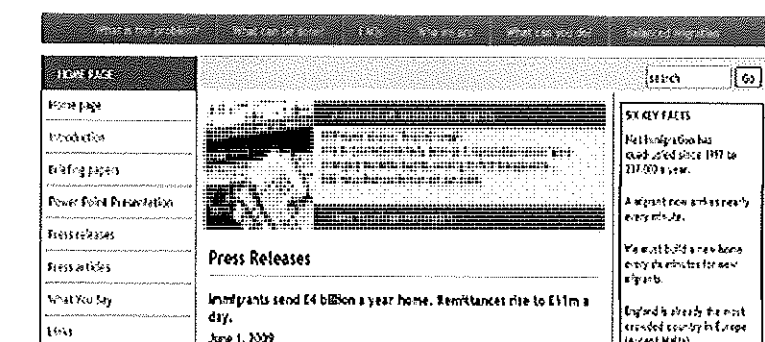
Products/resources offered: Briefing papers; press releases; archive of relevant news articles

Strengths:



WELCOME TO THE MIGRATIONWATCH UK WEBSITE & EDITORIAL BLOG SITE

We are an independent, voluntary, non political body which is concerned about the present scale of immigration into the UK.



Regularly updated

- Simple visual layout, large text
- Clear structure, easy to navigate
- Snappy press releases
- Media news feed

Weaknesses:

Politically motivated

- No direct access to statistics
- No new research

MIDAS advantages:

Politically independent
More resources: statistics, research

Migration Information Source

Website: www.migrationinformation.org

Site publisher: Migration Policy Institute, an independent US-based think-tank

Products/resources: Statistics; country profiles; articles; research

MIGRATION INFORMATION SOURCE
FRESH THOUGHT, AUTHORITATIVE DATA, GLOBAL REACH

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Policy Beat
Supreme Court Rules against Charging Unauthorized Immigrants with "Aggravated Identity Theft"
May 15 – MPI's Huzaffar Chishti and Claire Bergeron report on a recent Supreme Court decision, hearings on comprehensive immigration reform, new work site enforcement operation guidelines, and more.

Most Read
Past Week | Past Month

1. Uncovering the Emigration Policies of the Catholic Church in Mexico
2. Frequently Requested Statistics on Immigrants in the United States
3. African Immigration in the United States
4. Local Integration: The Forgotten Solution
5. Mexican Immigration to the US: The Latest Evidence

Spotlight
Uncovering the Emigration Policies of the Catholic Church in Mexico
May 21 – In the 1920s, the Catholic Church in Mexico feared that mass emigration north caused the breakup of families and religious conversions. David Fitzgerald of the University of California, San Diego looks at how Church policy eventually became a voice for migrants' rights and how these policies have affected Mexican migration flows and Mexican government policies.

Older Immigrants in the United States

Strengths:

- Engaging 'feature' style
- articles Global coverage
- Country profiles
- Direct access to statistics
- Broad sectoral coverage: migration, integration and asylum

Weaknesses:

- Statistics not updated
- Not visually attractive
- Too generic - not enough detailed UK information

MIDAS advantages:

- Regularly updated
- Clear, attractive layout
- UK (and European context) focus

Migration, Globalisation and Poverty Development Research Centre

Website: www.migrationdrc.org

Site publisher: University of Sussex, led by Prof. Richard Black

Products/Resources: Briefing papers; Working papers; research; newsletters; resource guides

The screenshot shows the homepage of the Migration, Globalisation and Poverty Development Research Centre. The header features the organization's name and a navigation menu with links for HOME, ABOUT THE DRC, RESEARCH, PARTNERS, PUBLICATIONS, NEWS/EVENTS, LINKS, and CONTACT US. Below the header, there are search filters for 'More About', 'Types of Migration', 'Key Themes', and 'Regions'. The main content area is titled 'WHAT'S NEW?' and includes several news items:

- Child Migration Research network: A new website bringing together researchers and resources on child migration**
- New Working Papers: Child Migration in National Success**
- Independent North-South Child Migration in Ghana: The Oaxaca-Nelson Process**
- New Briefing Papers: Staying Behind When Husbands Move: Women's Experiences in India and Bangladesh**

The central section features a large heading: **DRC MIGRATION, GLOBALISATION AND POVERTY**. Below this, it states: "Promoting policies to maximise the benefits and minimise the risks of migration for poor people". A paragraph explains that the DRC was established in June 2003 to study the relationship between migration and poverty. A small image shows a group of people. To the right, under **GLOBAL PARTNER**, it mentions partnerships with institutions in South Asia, the Middle East, Africa and Central and Eastern Europe. At the bottom, there is a section for **PUBLICATIONS** and a mention of Richard Black on Channel 4's 'Shorelines'.

Strengths:

- High-quality original research
- Browse by type of migration, theme or region
- Regularly updated with new content
- Detailed policy briefings

Weaknesses:

- Web pages too crowded; too much text
- Limited scope: focused on migration and poverty
- No statistics or news

MIDAS advantages:

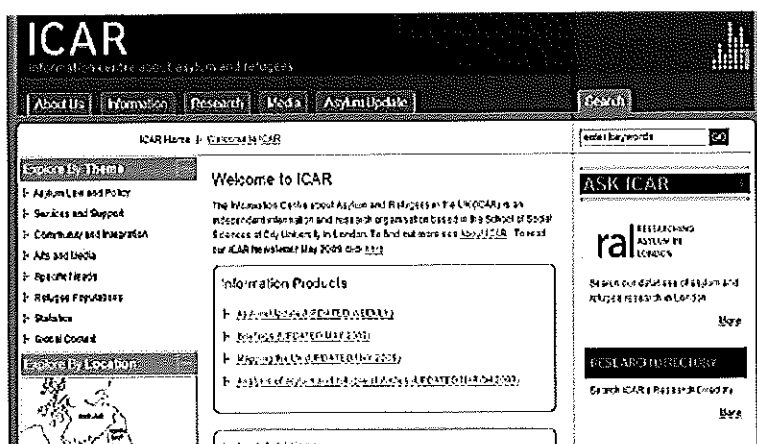
- Broad scope
- Clear, attractive layout
- Statistics and news

Information About Asylum and Refugees (ICAR)

Website: www.icar.org.uk

Site publisher: City University, led by Neil Amas

Products/Resources: statistics; regional profiles; news briefings; blog; navigation guides; research publications; information for media



Strengths:

- Clear, attractive layout
- Logically structured; easy to navigate
- Browse resources by UK region
- Weekly briefing and regular blog
- Dedicated section for media

Weaknesses:

- No direct access to statistics
- Scope limited to asylum and refugees

MIDAS advantages:

- Broad scope
- Direct access to statistics

Appendix C: Tentative list of topics to cover in phase 1

Subject to consultation during development phase, initial priorities of MIDAS could include:

International migration to and from the UK: magnitudes, characteristics and categories

1. Overview of immigration, emigration, net-migration: current and recent trends; UK demographic profile; projections; characteristics (place of birth, nationality, etc.), purpose of migration (e.g. work, study, family) and category of admission (e.g. Tier 1, Tier 2, student, dependent etc.); national and regional data (where available); in context of EU and global trends; links to relevant research
2. Labour migration: gross flow and net flows; policy categories (e.g. Tiers 1,2 and 5); EEA vs non-EEA; flows by nationality, intended length of stay etc; return migration; regional breakdown where possible; link to research on determinants of labour migration
3. Asylum: inflows and outcomes of applications for refugee status; characteristics; regional breakdown where possible; links to relevant research
4. Students: flows by type; length of stay etc.
5. Family and dependents: flows; characteristics, etc.
6. Visitors
7. Irregular migrants: estimates; data problems; links to relevant research
8. European Union /EEA: focus on migration flows of EU nationals including East European migrants; characteristics, length of stay, return migration etc.

Migrants in the UK: characteristics, economic and social outcomes, integration

1. Migrants in UK: overview of key characteristics; foreign born; foreign nationals; gender; age; length of stay; education; skills; location; regional and local breakdown where possible
2. Migrants and their immigration status: to the extent possible, overview of immigration status of migrant population in the UK: e.g. work permit, student visa, asylum seekers, dependent visa etc.; permanent temporary residence permit (type of leave to remain); transfers between different types of status; etc.
3. Employment: activity and employment rates; occupation and sector; earnings; etc. - all by place of birth and/or nationality
4. Housing

5. Health: health indicators ' comparison by place of birth and/or nationality
6. Education: educational outcomes by place of birth and/or nationality
7. Citizenship: number of applications for citizenship; approved applications; characteristics of applicants and those awarded citizenship; etc.; where available, data from citizenship tests
8. Public attitudes to migrants and immigration: tracking public attitudes over time and comparison to other key issues in UK; international comparisons

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September 2, 2010

Mr. Michael Keith, Director, COMPAS
 University of Oxford
 Center on Migration, Policy and Society
 58 Banbury Road
 Oxford OX2 6QS
 United Kingdom

**Re: Modification of Grant Terms
The MIDAS Website Project**

Dear Mr. Keith:

The purpose of this letter is to modify the terms of The MIDAS Website Project (the "Project") described in the grant letter agreement dated February 19, 2010 (the "Agreement"), attached, between Unbound Philanthropy (the "Foundation") and University of Oxford (the "Grantee"), which letter is hereby incorporated by reference. The terms of the Project shall be modified as follows:

- I. The name of the Project will change from MIDAS (Migration, Information, Data, and Analysis at Oxford) to Migration Observatory at Oxford;
- II. The Project end date will be May 31, 2013;
- III. The table set forth in the Annual Payment Schedule of the Agreement will be amended and restated as follows:

<u>Installment</u>	<u>Amount</u>	<u>Payable After</u>	<u>Contingent Upon</u>
First Installment	\$ 175,000.00	01/01/2010	Receipt of signed Grant letter
Second Installment	\$ 175,000.00	05/31/2011	Receipt and approval of progress report
Third Installment	\$ 175,000.00	05/31/2012	Receipt and approval of progress report
Total:	\$ 525,000.00		

Mr. Michael Keith
Director, COMPAS
University of Oxford
Page 2 of 3

IV. Section 2 of the Agreement will be amended and restated in its entirety as follows:

Except as provided below, an amount equal in value to the full amount of each Installment of the Grant funds must be distributed for the purposes described in your application form by July 31 of the fiscal year following the fiscal year in which such funds have been received, and your organization agrees to provide evidence of such distribution as the Foundation may reasonably request. For example, an Installment of Grant funds received in your fiscal year ending July 31, 2010 must be fully distributed by July 31, 2011. However, the third Installment funds must be fully expended by May 31, 2013 instead of July 31, 2013.

V. The first paragraph of Section 4 of the Agreement will be amended and restated in its entirety as follows:

Your organization is responsible for the expenditure of the Grant in accordance with the stated purpose of the Grant, and for maintaining adequate supporting documents that show how expenditures were made in accordance with these terms and conditions. A written report signed by an appropriate officer of your organization must be furnished to Unbound Philanthropy and Foundation Source within ten (10) months after the close of each fiscal year in which your organization receives, holds or distributes any Installment of the Grant funds (including income, if any, from such funds) until the Grant funds are fully distributed or the Grant is otherwise terminated. According to our records, your organization's fiscal year ends July 31. Therefore, the written report in respect of the first Installment of the Grant funds will be due by May 31, 2011, and the written reports for the succeeding Installments will be due by May 31 of each succeeding year. **All reports submitted by your organization and all relevant attachments must be in English and in U.S. dollars.**

The Foundation hereby approves your request to modify the terms of the Project and Agreement as described above. Please indicate the Grantee's agreement to the foregoing modifications by signing this letter agreement and returning it to Foundation Source at the following address:

Unbound Philanthropy
[REDACTED]
[REDACTED]
Foundation Source
55 Walls Drive, 3rd Floor
Fairfield, CT 06824

Phone: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Mr. Michael Keith
Director, COMPAS
University of Oxford
Page 3 of 3

This letter agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this letter agreement and all of which, when taken together, will be deemed to constitute one and the same agreement.

Best wishes for continued success.

Sincerely,



Taryn Higashi,
Executive Director, Unbound Philanthropy

ACCEPTED AND AGREED this ____ day of _____, 2010.

UNIVERSITY OF OXFORD

By: _____
Signature

Printed Name: _____

Title: _____

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February 19, 2010

Mr. Michael Keith, Director, COMPAS
 University of Oxford
 Center on Migration, Policy and Society
 58 Banbury Road
 Oxford OX2 6QS
 United Kingdom

Re: MIDAS Website Based Initiative/Public Awareness in the U.K.

Dear Mr. Keith:

On behalf of the Board of Directors of Unbound Philanthropy (the "Foundation"), I am pleased to inform you that your organization's application for a grant was approved in the amount of U.S. \$525,000 (the "Grant") to provide funding for your MIDAS's website initiative, as described in your grant application, dated August 10, 2009, attached, which will be considered to form a part of this Grant letter agreement. Grant payments will be made according to the Annual Payment Schedule set forth below.

Annual Payment Schedule

The Grant funds will be paid as follows, provided your organization is in compliance with the terms and conditions of this letter at the time of the scheduled payment (each scheduled payment hereafter will be referred to as an "Installment"):

<u>Installment</u>	<u>Amount</u>	<u>Payable After</u>	<u>Contingent Upon</u>
First Installment	\$ 175,000.00	01/01/2010	Receipt of signed Grant letter
Second Installment	\$ 175,000.00	01/01/2011	Receipt and approval of progress report
Third Installment	<u>\$ 175,000.00</u>	01/01/2012	Receipt and approval of progress report
Total:	<u>\$ 525,000.00</u>		

The following terms and conditions apply to your organization's use of the Grant:

1. Purpose

The tax laws that govern private foundations provide that the Grant funds, and income earned on those funds, may be spent only for charitable, religious, scientific, literary or educational purposes. The Grant is made only for the purposes stated in this letter and may not be used for any other purpose without the Foundation's prior approval in writing. Moreover, you agree not to use any of the Grant funds or the interest or income earned thereon to provide a tangible economic benefit to any "disqualified person" with respect to the Foundation, as that term is defined by Section 4946¹ of the Internal Revenue Code of 1986, as amended (the "Code").

2. Time in Which Each Installment of Grant Funds Must be Used

An amount equal in value to the full amount of each Installment of the Grant funds must be distributed for the purposes described in your application form by July 31 of the fiscal year following the fiscal year in which such funds have been received and your organization agrees to provide evidence of such distribution as the Foundation may reasonably request. For example, an Installment of Grant funds received in December of 2009 must be fully distributed by July 31, 2011.

3. Separate Fund

Each Installment of the Grant funds received by your organization must be maintained in a separate bookkeeping account (limited to the described charitable purposes) maintained as part of your financial records.

4. Reporting

Your organization is responsible for the expenditure of the Grant in accordance with the stated purpose of the Grant, and for maintaining adequate supporting documents that show how expenditures were made in accordance with these terms and conditions. A written report signed by an appropriate officer of your organization must be furnished to Unbound Philanthropy and Foundation Source within five (5) months after the close of each fiscal year in which your organization receives, holds or distributes any Installment of the Grant funds (including income, if any, from such funds) until the Grant funds are fully distributed or the Grant is otherwise terminated. According to our records, your organization's fiscal year ends July 31. Therefore, the written report in respect of the first Installment of the Grant funds will be due by December 31, 2010, and the written reports for the succeeding Installments will be due by December 31 of each succeeding year. **All reports**

¹ Generally, the term "disqualified person" includes directors, officers, trustees, substantial contributors, persons with a 20% or greater interest in an entity that is a substantial contributor, the family members of all such individuals, and certain entities partially or wholly owned by disqualified persons.

Mr. Michael Keith, Director, COMPAS
University of Oxford
February 19, 2010
Page 3 of 9

submitted by your organization and all relevant attachments must be in English and in U.S. dollars.

Each written report must contain two (2) parts as described below:

(A) Narrative Account

The narrative account should provide a detailed description of what progress was made toward achieving the goals of the Grant, as outlined in your grant application form, together with supporting photo documentation. Additionally, the final annual written report should include a narrative description of the overall progress made toward the goals of the Grant from the date of the first Installment of the Grant funds to the date all the Grant funds have been fully expended and should include "lessons learned."

(B) Financial Account

The financial account should provide a financial statement reporting all expenditures of a particular Installment of the Grant funds and of any income earned on those funds. The financial statement should account for the use of the particular Installment of the Grant funds received and distributed during the period covered by the report. Additionally, the final annual written report should account for your organization's use of the Grant funds from the date of the first Installment of the Grant funds to the date all the Grant funds have been fully expended.

It is assumed that the financial statement will be prepared from books and records maintained on a fund-accounting (cash) basis. Adequate records should be maintained of distribution of each Installment of the Grant funds to enable the distribution of such funds to be checked readily.

See sample written report attached hereto as **Exhibit A**. If written reports are not submitted to the Foundation on a timely basis, the tax laws that govern private foundations require that the Foundation withhold further payments, if any, to your organization and to any affiliate organization under this Grant or under any other Foundation grant and prohibits the Foundation from awarding any new grants to your organization or any affiliate organization.

5. Record Maintenance and Inspection

Your organization must maintain records of receipts and distributions of the Grant funds and make your books, records, accounts, personnel and clients or beneficiaries available to the Foundation and its representatives at reasonable times for inspection or for the purpose of making such financial audits, verifications or program evaluations as the Foundation deems appropriate concerning the Grant. The Foundation may monitor and conduct an evaluation of operations under the Grant, which may include a visit by Foundation personnel or an external evaluator hired by the Foundation to observe your organization's program and interview project beneficiaries, a discussion regarding the progress with your organization's personnel and a review of financial and other records and materials connected with the activities financed by the Grant. The Foundation reserves the right to request interim narratives, financial reports or other progress reports regarding the development of the project.

6. Record Retention

The tax laws that govern private foundations require that accounting records, as well as copies of the reports submitted to the Foundation, be kept by your organization for at least four (4) years after the completion of the use of the Grant funds.

7. Prohibited Activities

So that the Foundation may comply with the tax laws set forth in the Code and the Treasury Regulations promulgated thereunder, it is understood that the Grant funds will not be used for any of the following purposes:

- (A) To carry on propaganda, or otherwise attempt to influence any legislation within the meaning of Section 4945(d)(1) of the Code;
- (B) To influence the outcome of any specific public election or to carry on, directly or indirectly, any voter registration drive within the meaning of Section 4945(d)(2) of the Code;
- (C) To make grants to individuals for travel, study or other similar purposes by such individuals (such as scholarships, fellowships or grants for research), unless such grants satisfy the requirements of Section 4945(g)² of the Code;

² Generally, Section 4945(g) of the Code provides that a private grantmaking foundation may make grants on an objective and nondiscriminatory basis to individuals for travel, study, or similar purposes if such grants are made pursuant to a program approved in advance by the Internal Revenue Service.

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February 19, 2010
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- (D) To make any grant to any other organization (other than to public charities or exempt operating foundations) that does not comply with the expenditure responsibility requirements of Section 4945(d)(4) of the Code;
- (E) To undertake any activity for any purposes other than the charitable purposes specified in Section 170(c)(2)(B) of the Code;
- (F) To fund activities in the United States or travel to or from the United States³; or
- (G) To satisfy a charitable pledge or obligation of any person or organization other than the Foundation.

8. Taxes and Duties

Your organization will pay or cause to be paid all present and future taxes, levies, imposts, duties, fees, assessments or other charges, if any, now or at any time hereafter imposed by any government authority, by any department, agency or political subdivision thereof, by any organization of which your organization is a member, or by any jurisdiction through which your organization makes payments hereunder, on or in connection with the payment of any amounts due under this Grant letter agreement.

9. Withholding/Return of Unused Funds

Any Grant funds, and any income earned on those funds, that are not spent or committed for the purposes of the Grant, must be returned immediately to the Foundation. If the Grant is not accepted within three months of the date of this agreement, it will be withdrawn automatically unless its postponement has been agreed to in writing.

The Foundation may also withhold or recall this Grant for repayment should:

- (A) You take any action which brings, or is likely to bring, the Foundation's reputation into disrepute;
- (B) You or your employees or agents act fraudulently, negligently or with criminal intent with respect to any of your activity; or
- (C) You be dissolved, become insolvent, or be put into administration, receivership, liquidation or arrangements be made with your creditors.

³ Pursuant to Section 1441 of the Code, use of grant funds by a foreign grantee for activities in the United States or for travel to or from the United States may require additional documentation and/or withholding.

10. Compliance

The Foundation reserves the right, in its sole discretion, to discontinue funding if it is not satisfied with the progress of the Grant or the content of any written report.

11. Assignment of Rights and Delegation of Obligations

Your organization will not assign or otherwise transfer its rights or delegate any of its obligations under the Grant, without prior approval from the Foundation.

12. Indemnification of Foundation

The liability of either party for any breach of this Grant, or arising in any other way out of the subject-matter of this Grant, will not extend to loss of business or profit, or to any indirect or consequential damages or losses. The University agrees to take reasonable care to ensure that advice or information given in the course of the MIDAS Website Initiative Project will not constitute or result in infringement of third-party rights. The University accepts no responsibility for any use, which may be made of any work, results or advice given pursuant to this grant, nor for any reliance which may be placed on such work or results. In any event, the maximum liability of the University to the Foundation under or otherwise in connection with this Agreement shall not exceed the return of all moneys provided by the Foundation to the University.

13. Notice

Your organization will give the Foundation immediate written notice of any significant developments during the Grant expenditure period that affect your organization or the purpose for which these funds are granted, including any changes in (a) your organization's legal status, (b) your organization's executive staff responsible for achieving the Grant purposes, (c) the timing of the project, or (d) the objectives of the project. The Foundation reserves the right to withdraw funding and recall the Grant if project management changes occur that will affect your organization's ability to successfully implement this project during the Grant expenditure period.

If a manager or substantial contributor of the Foundation is or becomes an employee, trustee, director or officer of your organization or otherwise exercises a position of control or management over your organization, alone or with others, at any time during the Grant expenditure period, the Grant may be subject to additional terms, or to rescission. In such case, you may not expend any Grant funds and you must notify Rebekah Wadadli at Foundation Source, the Foundation's administrator, immediately. Additional conditions may apply, and you may be required to return any previously distributed Grant funds.

14. Publicity

You agree to publicly acknowledge the Grant and publicly recognize the Foundation as a supporter on your website, and in your printed materials, including any newsletter(s) and annual reports. In any electronic or printed statement, press release, or other public announcement or recognition of the Grant or the Foundation, you will refer to the donor as "Unbound Philanthropy," and you will obtain the advance written approval from the Foundation of the text of any such statement, press release or other public announcement or recognition.

As a stakeholder in your work, the Foundation has an interest in keeping up-to-date with all significant existing or proposed media coverage. Therefore, the Foundation is to be informed of any significant media attention on a timely basis – whether positive or negative.

15. Breach

If your organization fails to comply with the terms of this agreement in any material respect, your organization will promptly notify the Foundation of such breach. If the Foundation discovers that your organization has failed to comply with the terms of this agreement in any material respect, it will promptly notify your organization of such breach. Notice of a breach by your organization, whether given by your organization or the Foundation, will remain open for a period of thirty (30) days from the date of notice (the "Open Notice Period"). If your organization cures the breach to the reasonable satisfaction of the Foundation within the Open Notice Period, this agreement will continue in full force and effect; if cure is not made within the Open Notice Period, the Foundation may terminate this agreement, and the Grant will be cancelled. If the Grant is cancelled, your organization agrees to (i) provide an accounting as to the use of any expended Grant funds and (ii) return the full amount of the Grant funds to the Foundation.

16. No Agency

Your organization is solely responsible for all activities supported by the Grant funds. This agreement does not create any agency relationship, partnership, or joint venture between the parties, and your organization will make no such representation to anyone.

17. Waivers

The failure of the Foundation to exercise any of its rights under this agreement will not be deemed to be a waiver of such rights.

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18. Captions

All captions and headings in this agreement are for the purposes of reference and convenience only. They will not limit or expand the provisions of this agreement.

19. Publications; License

Your organization grants to the Foundation an irrevocable, nonexclusive license to publish any publications, studies or research funded by this Grant at its sole discretion.

20. Counterparts

This letter agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this letter agreement and all of which, when taken together, will be deemed to constitute one and the same.

This letter agreement supersedes any prior written or oral agreements between the parties hereto and may be modified only in a written document duly approved and executed by an authorized representative of the Foundation.

Mr. Michael Keith, Director, COMPAS
University of Oxford
February 19, 2010
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If this Grant letter agreement correctly describes your understanding of the terms of the Grant, please indicate your organization's agreement to such terms by having the enclosed copy of this letter agreement signed by an appropriate officer of your organization and returned to Foundation Source at the following address:

Unbound Philanthropy

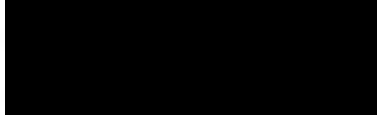


Foundation Source
55 Walls Drive, 3rd Floor
Fairfield, CT 06824

Phone:

Fax:

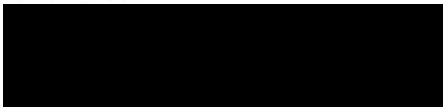
Email:



In signing this Grant letter agreement, the undersigned officer represents to the Foundation that he or she has the authority to sign this agreement on the organization's behalf. As stated above, payment of the Grant funds will be made following receipt by the Foundation of a signed copy of this letter.

Congratulations, and best wishes for continued success.


Sincerely,

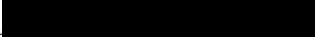


Taryn Higashi,
Executive Director, Unbound Philanthropy

ACCEPTED AND AGREED this 2nd day of March, 2010.

UNIVERSITY OF OXFORD

By:  _____
Signature

Printed Name:  _____

Title: Humanities and Social Sciences
University of Oxford

**Barrow Cadbury Trust
Research Funding Agreement**

PARTIES

The Barrow Cadbury Trust, a company limited by guarantee number 5836950 and a registered charity number 1115476 whose registered office is at Kean House, 6 Kean Street, London, WC2B 4AS ("the Trust").

THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF OXFORD, whose administrative offices are at Wellington Square, Oxford OX1 2JD ("the Organisation")

INTRODUCTION

- (A) The Trust is an independent charity, committed to supporting the most vulnerable and marginalised people in society. The Trust provides grants to grassroots voluntary and community groups working in deprived communities in Britain and abroad. It also works with researchers, think tanks and government and works in partnership with other grant-makers to help overcome the structural barriers to a more just and equal society.
- (B) The Trust takes a close interest in the progress of each project that it funds, aiming to ensure that the project is well supported and high quality. This contract clarifies the obligations of both parties in this process

AGREED TERMS

- 1. PROJECT TITLE: MIDAS: Migration Information Data and Analysis at Oxford**
- 2. START OF THE PROJECT**

The Project will start on 1 January 2010.

- 3. COMPLETION OF THE PROJECT**

The parties agree that the Project can realistically be completed by 31 December 2012.

- 4. DEFINITIONS**

"Arising Intellectual Property" Shall mean all inventions and other forms of intellectual property, which arise directly from the Project.

"Materials" All documents and products created or used by the Organisation as part of the Project.

"Minimum Outputs" The obligations of the Organisation under this Agreement, as specified in Schedule 2.

"The Project" The research project, set out in the Proposal.

"The Proposal" The paper annexed at Schedule 1 which has been approved

by the Trust.

5 OBLIGATIONS OF THE TRUST

The Trust agrees:

- 5.1 To reimburse the Organisation for the costs incurred in carrying out the Project in accordance with the approved budget set out at Schedule 3, subject to the right of withholding funds set out in Clause 8.
- 5.2 To consider requests from the Organisation for changes to the Project, including requests for changes to the budget but the Trust is under no obligation to agree any such request from the Organisation.
- 5.3 To make all payments properly due to the Organisation under this Agreement within 28 days of the date of receipt of each valid claim.

6 OBLIGATIONS OF THE ORGANISATION

The Organisation agrees:

- 6.1 To complete the Project by ensuring that (a) the Minimum Outputs are achieved and delivered to the Trust in accordance with all time limits set by the Trust; and (b) that the Project is completed in all respects in accordance with the Proposal no later than 31 December 2012.
- 6.2 To ensure that those working on the project are familiar with and abide by ethical guidelines provided by the Trust. A copy of the Ethical Guidelines issued by the Social Research Association has already been sent to the Organisation. Where particular ethical considerations arise from research proposals the Organisation must satisfy the Trust that appropriate consents have been obtained before the research begins.
- 6.3 Where individuals are named in the Proposal as having agreed expressly, or by implication, to participate in the Project, to ensure that such persons work on the Project, in the capacity specified, throughout the Project's duration.
- 6.4 Where the Proposal states that some person of a particular grade, eg a Research Fellow, will devote a certain period of time to the Project, to ensure that the work is carried out by a person of that grade or above for at least that period.
- 6.5 To make no material changes to the levels of project staffing or named personnel or to the specified time any of them shall be required to devote to the Project without the prior written approval of the Trust.
- 6.6 To report to the Project's liaison person at the Trust, as soon as it shall become reasonably known, any material change which might affect the cost or the date of completion of the Project, including any additional funding from sources not disclosed at the time of application to the Trust.
- 6.7 To provide information promptly in response to any reasonable request made by the Trust concerning the Project.
- 6.8 To undertake all reporting at the intervals and in the form specified in Schedule 2.

- 6.9 To co-operate with an external editor selected by the Trust if the Trust believes that this would improve the quality of the Project's output.
- 6.10 To ensure that, where the Trust wishes it, publications arising from the Project give full acknowledgement to the Trust.
- 6.11 To send a minimum of two copies of any book or report arising from the Project to the Project's liaison person at the Trust.
- 6.12 To treat as confidential all information obtained in the course of the Project relating to the Trust (except incorporation which is in the public domain).
- 6.13 To comply with data protection law in relation to the Project.
- 6.14 When requested by the Trust and at the cost of the Trust, to assist the Trust in acquiring or enforcing any rights, including in relation to copyright or other intellectual property.

7 VAT

The agreed budget specified in Schedule 3 is inclusive of VAT where it is payable.

8. WITHHOLDING OF FUNDS

It is agreed the Trust may withhold funds if the Organisation fails to produce an agreed output specified in Schedule 2. In these circumstances all or part of the next and subsequent instalment(s) of funds will be withheld until such time as the agreed output has been properly provided. The final payment will not be made until all agreed minimum outputs have been received. This clause does not prevent the Trust terminating the Agreement in accordance with clause 9.

9 TERMINATION OF AGREEMENT

- 9.1 In the event that either party shall commit any breach of or default in any of the terms or conditions of this Agreement, and also shall fail to remedy such a default or breach within thirty (30) days after the receipt of written notice thereof from the other party, the party giving notice may, at its option and in addition to any other remedies which it may have at law or in equity, terminate this Agreement by sending notice of termination in writing to the other party, and such termination shall be effective as of the date of receipt of such notice of termination.
- 9.2 Termination of this Agreement by either party for any reason shall not affect the rights and obligations of the parties accrued prior to the effective date of termination of this Agreement.

10 INTELLECTUAL PROPERTY RIGHTS

- 10.1 All intellectual property arising from the conduct of the Project, including for the avoidance of doubt all rights in the nature of copyright in the Materials wherever such rights may arise (the "Arising Intellectual Property") shall be the property of the Organisation.
 - 10.1.1 The Organisation hereby grants to the Trust the non-exclusive right and royalty-free licence to publish, reproduce, communicate and make available to the public,

distribute and adapt any Arising Intellectual Property of the Project in printed, electronic or any other medium in all languages throughout the world for the full legal term of copyright, and further to authorise third parties to do the same. The rights of the Trust under this clause include those activities concerned with editing, translating into languages other than English, converting to electronic formats, abridging and otherwise amending for the purposes of dissemination to as large an audience as possible. The Trust warrants to the Organisation that any such amendments will retain a true and fair representation of the authors' original intention in creating the Arising Intellectual Property.

- 10.1.2 Disposition of any copyrights or copyrightable material will be determined by the Organisation's policy.
- 10.2 The Organisation shall have the right to publish the results of the Project in pursuance of the Organisation's academic functions. The Organisation hereby agrees to acknowledge the Trust in any publication arising from the Project.
- 10.3 The Trust agrees that the following copyright notice shall appear on all copies of the published editions of any material produced within the context of this project: ©Oxford.
- 10.4 The Organisation confirms to the Trust that:
 - 10.4.1 Where the Materials have been created as part of the Project they are the original works of their author(s) and contain nothing defamatory or libellous;
 - 10.4.2 Where the copyright and/or other intellectual property rights in the Materials are not owned by the Organisation, the Organisation has all necessary consents and licences to use and to authorise the Trust to use the Materials for the purposes contemplated by this Agreement;
 - 10.4.3 Use of the Materials by the Trust or by any third party with the consent of the Trust will not infringe the copyright or other intellectual property rights of any third party.

11 LIMITATION OF LIABILITY

- 11.1 The Organisation is a charitable institution devoted to education and research, and therefore seeks to limit its liability to the fullest extent possible, to protect its assets for application to such purposes, in accordance with United Kingdom charitable law.
- 11.2 The Organisation will make every effort to carry out the Project with reasonable skill and care, however is unable to offer warranties in association with the work that it undertakes. The Organisation accepts no responsibility for any use which may be made of any work carried out under or pursuant to this Agreement, or of the results of the Project, nor for any reliance which may be placed on such work or results, nor for any advice or information given in connection with them.
- 11.3 Neither party excludes or limits liability to the other party for death or personal injury resulting from negligence, fraud, or any other circumstance where liability may not be so excluded or limited under any applicable law.
- 11.4 The total liability of the Organisation to the Trust for any one incident or series of connected incidents, whether in contract, tort, negligence, breach of statutory duty or otherwise for any loss or damage, costs or expenses arising under or in connection

with this Agreement, shall not exceed the return of all monies provided by the Trust, with interest payable on the balance of such monies from time to time outstanding, accruing from day to day at Barclays Bank Plc base rate, from time to time in force and compounded annually as at 31 December.

- 11.5 Without prejudice to any right, which the Trust may have to claim against the Organisation, the Trust warrants not to sue any individual officer, employee or agent of the Organisation for anything connected with the research.
- 11.6 Should any limitation or provision contained within this clause be held invalid under any applicable law or statute, it shall be deemed to be omitted, and if as a result any party becomes liable for loss or damage which would otherwise have been excluded, then such liability shall be subject to the remaining sub-clauses of this clause.

12 CHANGES TO THE PROJECT

Any application to vary the Project by, for example, changing the nature of the work or the staffing levels, or extending the period of the Project, shall be made in writing to the Project liaison person at the Trust. Any letters or other documents signed by the Organisation and the Trust agreeing such variation shall constitute an amendment to this Agreement.

13 INABILITY TO COMPLY WITH OBLIGATIONS

Neither party shall be under any liability to the other for any breach of any term of this Agreement or any failure or delay in performance under this Agreement arising as a result of any cause beyond its reasonable control, including but not limited to any act of God, fire, flood, earthquake, storm, epidemic, or drought.

14 ABOUT THIS AGREEMENT

- 14.1 The Agreement shall be governed by and construed in accordance with English law and the parties agree to submit to the exclusive jurisdiction of the English Courts.
- 14.2 This Agreement does not create a partnership or a relationship of employer and employee between the Trust and the Organisation (or any person associated with the Organisation).
- 14.3 Neither party to this Agreement has authority to act as agent of the other party or to create a legally binding obligation on the other party.
- 14.4 Other than as set out in this Agreement, neither the Organisation nor the Trust shall use the name or any trademark or logo of the other party in any press release or product advertising, or for any other commercial purpose without the prior written consent of the other.
- 14.5 This Agreement does not confer any rights or any person or organisation not named in a party to this Agreement.
- 14.6 This Agreement including the Schedules contains the entire agreement of the parties in relation to the Project.
- 14.7 Any notice to be given under this Agreement shall be in writing and signed and

shall be served by hand or registered post or fax to the other party's registered office or principal address, and will be deemed delivered:

- (a) If delivered by hand, at the time of delivery;
- (b) If sent by registered post, 48 hours after posting; and
- (c) If transmitted by fax, at the time of successful transmission.

SCHEDULES

- Schedule 1 **The Proposal (attached as an annex in pdf format).**
- Schedule 2 **Dates and form of interim reporting
Minimum expected outputs and payment schedule**
- Schedule 3 **The agreed budget**

Signed on behalf of The Trust: RUTH CADSBURY CHAIR-BC [REDACTED]	Date: 18/6/10
Signed on behalf of The Organisation: (Authorised Signatory) [REDACTED] Please print name: [REDACTED] Designation: [REDACTED]	Date: 14/6/10.

SCHEDULE 2

Interim reporting: At least one progress meeting and an interim progress report ahead of the second payment containing a narrative section outlining progress to date and a financial statement outlining how the Trust's funds have been used. COMPAS staff are requested to inform the Trust of any developments and progress on an ad hoc basis.

Minimum expected outputs will include:

1. Creation of the MIDAS website featuring an accessible presentation of the existing data on migration and integration.
2. The MIDAS website will be themed, concise and there will be regularly up-dated briefings that explain the latest data.
3. There will also be a MIDAS news-service that provides links to the latest newspaper articles, reports and research.
4. The website will provide occasional research papers with critical analysis on the availability and quality of existing data.
5. MIDAS staff will engage with data providers including public bodies and government departments such as the Office of National Statistics (ONS) and the Home Office.
6. MIDAS experts will act as spokespersons in the media and develop active media profiles.

Budget: The Trust will contribute £100,000 towards this project – detailed budget in Schedule 3.

Payment schedule:

Payment number and conditions	Month	Amount
1) Upon receipt of signed contract	January 2010	£30,000
2) Upon submission of satisfactory interim progress report and meeting	January 2011 *	£40,000
3) Upon submission of satisfactory final report	December 2012	£30,000

*cont by email 31/5/11 is acceptable.



Princess of Wales Memorial Fund

THE WORK CONTINUES

Michael Keith
Centre Director
COMPAS
University of Oxford
58 Banbury Road
Oxford, OX2 6QS

19 November 2009

Dear Mr Keith

URN: 6633/3179

OFFER OF GRANT

I am pleased to inform you that the directors of The Diana, Princess of Wales Memorial Fund have agreed to offer your organisation a grant of £350,000 to fund the work detailed in your project application dated 10 August 2009. In summary, this involves a three year grant to develop MIDAS (Migration, Information, Data and Analysis at Oxford), a website based initiative to provide access to the latest data, supported by authoritative analysis, on migration and integration issues in the UK, set in an international context.

You should find enclosed the following:

- Another copy of this offer letter with two copies of our standard terms and conditions attached
- Bank details form
- Payment request schedule

UNIQUE REFERENCE NUMBER

Each application has its own unique reference number. Yours is 6633/3179. Please use this number on all correspondence with the Fund. If you do not, payments could be delayed.

TERMS AND CONDITIONS OF OFFER

The grant is subject to your organisation's agreement to our standard conditions, details of which are attached. Please read these carefully. They are not imposed to make it more difficult for you to get the grant money but so that the Fund can ensure that the money is distributed in a way that is consistent with its grant making priorities.

SPECIAL CONDITIONS

The offer of grant is also made on the condition that you agree to:

- Ensure that the international context of MIDAS does not detract from or subsume the UK focus of the project;
- Ensure that refugees and people seeking asylum in the UK are specifically addressed in both the presentation of data and the analysis, and not lost in MIDAS' broader focus on migration;
- Make every effort to ensure senior personnel, namely Michael Keith and Sarah Spencer remain fully engaged with the project throughout the period of the grant agreement;
- Ensure that the following are considered in the development phase of the grant:
 - Further consideration is given to who the key audiences are for MIDAS and how best to reach them
 - The approach COMPAS will take in relation to the risk of data and analysis generating negative debate
 - A reactive media strategy (far enough in advance of the public launch in January 2011), showing how COMPAS will ensure capacity for the level of responsiveness that will be necessary for the project's efficacy.

- Meet any reasonable requests by the Fund to involve COMPAS' staff in opportunities to promote the work of the project and share good practice and information across the work of the Fund.

PUBLICISING THE GRANT

Please refer to Section 7 of the standard terms and conditions and to the enclosed sheet from our communications and media team. The Fund may require photographs of funded work (taken by the project or Fund representative) for its own publicity material, but this will be only undertaken in consultation with the organisation and where the organisation does not feel it is inappropriate. However, grant recipients would be expected to consider any reasonable requests relating to photographic material for the Fund's annual review or other printed publicity material about funded work.

ACCEPTING THE OFFER

If you accept the offer of a grant and agree to abide by our terms and conditions, one copy of this letter complete with terms and conditions attached should be signed by the Chair, Vice-Chair or Treasurer of your organisation and returned, along with evidence that that person is authorised to accept the offer of grant on behalf of your Organisation to us within four weeks from the date of this letter. If your organisation is incorporated under the Companies Act, the signature of a director or the Company Secretary is required on this letter. They should be authorised for the purpose.

It is important that you do not detach the terms and conditions from the copy of the letter you return to us. Taken together, they are a record of the agreement between us.

HOW TO CLAIM YOUR GRANT PAYMENTS

You can claim payments once you have formally accepted our offer, met all the terms and conditions, and are ready to start using the money.

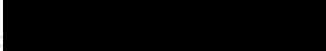
You should return the following documents to [REDACTED] by **18 December 2009**

- One copy of this offer letter with one signed copy of our standard terms and conditions attached
- Completed bank details form

URN: 6633/3179

Organisation name: Centre on Migration, Policy and Society

I am authorised on behalf of the organisation named above to accept the above offer of grant on the terms and conditions stated.

Name..... 

Humanities and Social Sciences
University of Oxford

Position in Organisation.....

Signature ..  .. Date..... 26.01.2010



Princess of Wales Memorial Fund
THE WORK CONTINUES

THE DIANA, PRINCESS OF WALES MEMORIAL FUND

Standard Terms and Conditions of Grant

("Terms and Conditions")

All grants made by the Diana, Princess of Wales Memorial Fund are subject to the following terms and conditions.

1. GENERAL CONDITIONS

a) Definitions

'the Organisation' refers to the organisation bound by these terms and conditions and receiving the grant (as distinct from the Sponsoring Organisation which may have forwarded the application to the Fund);

'the Project' refers to the Project in respect of which this grant was applied for and agreed to as detailed in the Organisation's application (as may be varied by these terms and conditions) and in the offer of grant letter to the Organisation ('Grant Letter');

'the Fund' means the Diana, Princess of Wales Memorial Fund and shall where appropriate include reference to authorised employees and agents of the Fund;

'the Grant' means the grant by the Fund to the Organisation for the purposes of the Project;

'Grant Agreement' means the grant offer letter accepted by the Organisation and these Standard Terms and Conditions of Grant;

'Special Conditions' means the Special Conditions (if any) in the Grant Letter.

b) The Grant must be used exclusively for the Project and only by the Organisation and only in accordance with the details in the application (as may be varied by this Grant Agreement).

c) No material change to the Project or its implementation in accordance with the details in the application (as may be varied by these terms and conditions and

by any Special Conditions) may be made without the prior consent in writing of the Fund.

- d) The Grant is inclusive of any VAT and represents the total amount of funds to be provided by the Fund and will not be increased in the event of an overspend on the Project by the Organisation or in the event of any additional VAT or other costs incurred in carrying out the Project which the Organisation had not anticipated.
- e) The Grant can, as regards future instalments and any unpaid monies, only be guaranteed to the extent that funds from the Fund's investments are available and the Fund continues to operate.
- f) The Grant must be shown in the Organisation's annual accounts as a restricted fund and not included under general funds. This means that the unspent funds and/or assets in respect of this Grant must be shown separately in the Organisation's accounts. (See APPENDIX 1)
- g) The first instalment of the Grant must be taken up within 6 months after the date of the Grant Letter. Unless an extension is agreed in writing by the Fund the offer will automatically lapse and will be referred back to the Board of Directors of the Fund.
- h) Any part of the Grant that has been paid over to the Organisation but which has not yet been applied to the Project shall be held, pending its application, in an account in the name of the Organisation for the purposes of the Project.
- i) The use of any underspend accumulated within a twelve month period of the Grant must be agreed with the Fund prior to the start of the subsequent year's payments. If at the end of the project the organisation spends less than the entire Grant on the Project, the unspent amount must be returned to the Fund promptly unless otherwise agreed by the Fund.
- j) Awarding a grant for a Project, which is a feasibility study, or a pilot project does not represent any commitment by the Fund to any subsequent project.
- k) The Organisation must not without written agreement of the Fund change its constitution as regards its purposes, payments to members of its governing body, distribution of its assets (whether on a dissolution or not) or admission of members (where it has a membership). (See APPENDIX 1)

- l) No expenditure commitments entered into prior to the date of the Grant Letter can be paid out of the Grant (as may be varied by this Grant Agreement).
- m) The Organisation must inform the Fund of any funding or offers of funding for the Project received from anyone else that duplicates the funding provided for the Project.
- n) The Fund will not accept liability of any nature (whether foreseeable or not) for any losses or costs arising from any failure to make any grant payments on any agreed date or otherwise.
- o) If the Organisation is a registered charity at the date of the Grant Letter, then it should remain a registered charity for the duration of the Terms and Conditions.
- p) The Organisation shall comply with all applicable national laws and regulations whether or not relating to the Project.

2. MONITORING AND EVALUATION

- a) The Organisation must monitor the progress and evaluate the success of the Project and complete regular progress reports on the Project as required by the Fund. The Organisation must seek the approval of the Fund for the monitoring and evaluation procedures it develops throughout the life of the Project.
- b) The Organisation will provide a final report on the Project, which certified by a Trustee or Director of the Organisation confirms that the Project has been completed properly. The Fund will specify the information that is required in this report. The Grant will be considered by the Fund to be completed only after receipt of this report and audited accounts relevant to the period of funding, as well as publications, evaluations and evidence of dissemination where relevant.
- c) The Organisation is required to evaluate work supported by the Grant. The Fund will negotiate individually with the Organisation about the kind and level of evaluation it carries out. The Organisation must supply to the Fund any additional information requested and to cooperate with any external evaluation. The organisation must allow the Fund access to any evaluation and material relevant to this.

- d) The Fund places a significant emphasis on ensuring that lessons learnt from the projects it grant-aids are widely disseminated and, where appropriate, help to inform good practice. The Organisation shall disseminate for the public benefit as widely as possible, and shall share with other organisations working in this and related fields in the UK and elsewhere, the useful results of this Project.
- e) The Fund reserves the right to visit the organisation and/or view the activities of the Project. Reasonable notice of the visit and the purpose will be given. The Organisation may be requested to assist with organising the visit.
- f) The Organisation must keep proper and up to date accounts and records, including invoices, which show how the Grant has been used. The Fund will always request invoices for capital expenditure for large items (for example vehicles). Six monthly financial reports must be sent to the Fund before grant instalments can be released. Proper documentation and receipts must be kept by the Organisation and if the Fund requests copies these must be provided. This documentation should be available to the Fund or its representatives for inspection if requested.
- g) The Organisation will provide a copy of its annual accounts within 10 months (or such lesser period as the Fund may reasonably require) after the end of the financial year in respect of each year in which grant payments are made. The Organisation must meet any relevant statutory requirements as regards accounts, audit or examination of accounts, annual reports and annual returns.

3. SALARY EXPENDITURE

- a) The Organisation should pay particular attention to equality, diversity and fair competition in the recruitment and selection process and the need to ensure an appropriate balance of staff in the Organisation. The Organisation must comply with all national employment, Health & Safety and discrimination law with respect to its staff.
- b) The Fund reserves the right to negotiate with the Organisation about the method of recruitment, and to request copies of documentation such as job descriptions, advertisements, or CVs of applicants, as appropriate.
- c) If the Grant relates to a salary of a new post or appointment, the Organisation should normally advertise the vacancy openly, using appropriate media. The Fund may require that the job description of this post and salary details should

be forwarded to the Fund, for the Fund's approval, before any such advertisement is made. The advertisement must also clearly acknowledge that the Fund has funded the post. Exceptions to open advertisement must be agreed in advance with the Fund.

- d) The Fund must be advised in writing of any changes in staffing directly related to the Project.

4. CAPITAL EXPENDITURE

- a) If any part of the Grant has been made to purchase or construct buildings or land or other assets, including equipment and vehicles, the Organisation may not dispose of those assets without the prior written permission of the Fund.
- b) In the case of grants made for the purchase of one or more capital items, such as equipment or vehicles the organisation shall submit written quotes to the Fund before purchase for the costs for all items over £10,000 from two or more independent and competitive suppliers. Purchase should not proceed without written authorisation from the Fund.

5. CIRCUMSTANCES IN WHICH A GRANT MAY BE WITHHELD

- a) In the event that the Fund becomes aware of any matter that it considers may amount to a breach by the Organisation of any of its obligations under this Grant Agreement, the Fund may suspend the payment of any part of the Grant to enable the Fund and the Organisation to investigate and resolve such matters.
- b) The suspension of payments under this Clause shall not affect the right of the Organisation under this Grant Agreement to receive the full amount of the Grant.

6. CIRCUMSTANCES IN WHICH THE GRANT MUST BE REPAYED

- a) If any of the following circumstances arise the Organisation shall promptly repay to the Fund any amounts paid to it by the Fund in respect of the Grant on written notice by the Fund:
 - i) There is any serious, irremediable or (after notice) repeated breach of any of these terms and conditions;

- ii) The Project application was completed either dishonestly or incorrectly or misleadingly in any significant way;
- iii) The Organisation ceases to operate, is dissolved or insolvent, or it is put into administration or receivership or liquidation, or if an arrangement is made with, or a Trust Deed is granted to, its creditors, or in Scotland an estate is sequestrated;
- iv) The Organisation fails to complete the Project on time or within a reasonable period (where no time is specified);
- v) Members of the governing body, volunteers or staff of the Organisation have acted dishonestly or negligently at any time during the period of the Project and directly or indirectly to its detriment;
- vi) The Organisation receives duplicate funding from any other source for the same Project;
- vii) The Organisation is found not to be taking positive steps to ensure equal opportunities in its own employment practices and delivery of and access to services; or
- viii) The Organisation does anything, or omits to do anything, which would or might bring the reputation of the Fund into disrepute.

7. PUBLIC RELATIONS

- a) The Organisation must acknowledge the Grant in its annual report and accounts covering the period of the Project.
- b) The Organisation must acknowledge the support of the Fund in all written materials which refer to the Project, and in written or spoken public presentations about the Project. The Organisation is requested to consult the Fund on any proposed mention of the Fund or the Project in press releases, website materials or public presentations, before they are issued or made public.
- c) The Organisation must, where appropriate, use the Fund's logo on written materials. The logo should appear on all electronic or printed materials produced under the Project, including web pages, published reports, leaflets, brochures, posters, signage, display materials, vehicle markings, etc. The Organisation is requested to inform the Fund of any such proposed usage of

the logo, before production begins. A Communications Toolkit including guidelines on how to use the logo, as well as descriptors of the Fund and its Initiatives, is available on request from your named contact at the Fund. For avoidance of doubt, the organisation may not use the logo for any other purpose.

- d) Notwithstanding Clauses 7.b) and 7.c) above, the Fund may at any time require the Organisation to refrain from naming the Fund in any media or using the Fund logo in connection with the Project.
- e) The Fund may use the name of the Organisation and its Project as well as a description of the Project in the Fund's publicity material. The Fund will be sensitive to situations where confidentiality is a particular issue.
- f) The Fund may also request photographs of funded work (taken by the project or Fund representative) for its publicity materials and/or media relations (see below). The Organisation is expected to endeavour to meet any reasonable requests relating to photographic material for the Fund's Annual Review or other printed publicity material about funded work. Any images supplied by the Organisation must have the informed written consent of the persons depicted that the image can be used by the Fund for publicity purposes and that it may be widely seen around the world, on the Fund's website or in the media. The informed written consent of the relevant guardian must be obtained in relation to images taken of a child under the age of 18, or, if the image is of a person who has subsequently died, the informed written consent of their families or estates is required.
- g) The Fund may contact the Organisation in order to gain media coverage to highlight the work of The Fund and the Organisation, where appropriate. The Fund may forward project information, photographs (with the informed consent of those depicted) and/or project staff contact details to media representatives, but only after prior consultation with the Organisation and where the Fund and the Organisation agree that it is appropriate.
- h) The Fund is keen to help promote the work and organisations that it supports. As a result, the Fund expects the Organisation to inform it of events and activities related to the Project well enough in advance so that the Fund can, if appropriate, collaborate in initiatives to increase media coverage.

8. PAYMENT OF GRANT

- a) Payment of the Grant will be made by cheque or as otherwise may be agreed.
- b) Payments can only be made into a bank or building society account bearing the Organisation's name and which has joint signatories duly authorised.
- c) If a grant is agreed for payment in instalments over two years or more, the Fund must be sent and have approved a progress report before the first payment in the second year or any subsequent payment can be released. Reports must be submitted within an agreed timeframe.
- d) Without prejudice to the generality of these Terms and Conditions, failure to provide proper annual accounts within 10 months may result in future grant payments not being made.

9. WHEN GRANT PAYMENTS WILL BE MADE

- a) Apart from any lead-in payments, payments will normally be made for up to 6 months expenditure in advance subject to the Organisation completing a satisfactory Payment Request Schedule and giving written notification of the start date of the Project. The Fund reserves the right to make payments for shorter or longer periods at its discretion.
- b) Instalments will be paid when the Fund is satisfied that the Project has reached the appropriate stage.
- c) One-off grants may be paid in one or two instalments at the Fund's discretion.

10. DURATION OF THIS GRANT AGREEMENT

The terms and conditions of this Grant Agreement will (unless the context or express provisions otherwise indicate) prevail and remain in force as follows: –

- a) For the period of one year following payment of the last instalment of grant funds;
- b) So long as any part of the Grant remains unspent or the evaluation of project outcomes has not been satisfactorily completed;

- c) So long as any of the terms and conditions of this Grant Agreement remain unperformed or any breach of the same continues;
- d) In the case of land or buildings acquired with the aid of grant funds, for a period of fifteen years from acquisition;
- e) In the case of capital assets other than land and buildings, for the normal usable life of the asset concerned.

11. SPECIAL CONDITIONS

Any special conditions detailed in the accompanying Grant Letter shall comprise part of these Terms and Conditions. If there is any conflict between the terms of any Special Conditions and these Terms and Conditions, then the terms of the Special Conditions shall prevail.

12. CIRCUMSTANCES IN WHICH ADDITIONAL CONDITIONS MAY BE ATTACHED TO A GRANT IN PAYMENT

The Fund reserves the right to require the Organisation to comply with additional Special Conditions during the course of the Project if these are considered essential by the Fund for the successful delivery of the Project. In this case, the Fund will give written notice of these additional conditions which shall be treated as Special Conditions. (See APPENDIX 1)

13. ENTIRE TERMS AND VARIATION

- a) This Grant Agreement constitutes the entire and only agreement between the Organisation and the Fund in relation to the Project and supersedes all prior written or oral agreements and understandings between the parties in relation to such matters.
- b) The Organisation and the Fund acknowledge that in entering into this Grant Agreement they have not relied on any representation, warranty, agreement, undertaking or statement not set out in this Grant Agreement and that (in the absence of fraud) they will not have any claim, right or remedy arising out of any such representation, warranty, agreement, undertaking or statement.
- c) This Grant Agreement may only be modified by agreement signed by the Organisation and the Fund.

14. FORCE MAJEURE

- a) Neither the Organisation or the Fund will be deemed to be in breach of its obligations herein contained if prevented from carrying them out due to circumstances beyond their control, provided that:
- i) if it is possible to achieve the purpose of the obligation in any other reasonable expedient manner the breaching party shall do so;
 - ii) as soon as the preventing circumstances cease to apply the party that is in breach shall promptly fulfil any outstanding part of the obligation;
 - iii) the parties will co-operate to minimise any adverse consequences during the period of the intervening force majeure circumstances; and
 - iv) if the circumstances continue to apply for a period of more than 12 months, then either party may serve written notice upon the other to terminate this Grant Agreement with immediate effect.
- b) Any termination of this Grant Agreement pursuant to Clause 14.a) iv) above shall not affect any rights that may have accrued to either party up to the date of such termination, nor shall it affect the operation of Clause 1.h) and 1 i) with regard to any unused part of the Grant.

15. ENFORCEABILITY AND ASSIGNMENT

- a) The Fund may at any time assign its rights and obligations under this Grant Agreement to the trustees of such other charity or such person or persons as it may at its discretion decide and, following such assignment, its rights and obligations shall be enforceable by and against the trustees of that charity or such person or persons.
- b) The Organisation may not, and shall not purport to, assign or transfer the Grant or any of its rights under this Grant Agreement.

16. SEVERANCE

Each of the provisions of this Grant Agreement is distinct and severable from the others and if at any time one or more of such provisions is or becomes invalid, unlawful or unenforceable (whether wholly or to any extent), the validity, lawfulness and enforceability of the remaining provisions (or the same

provision to any other extent) shall not in any way be affected or impaired and shall remain in full force and effect.

17. LIABILITY, WAIVERS AND REMEDIES

The rights of the parties contained in this Grant Agreement are in addition to all rights which they have or may have pursuant to common law or statute.

18. THIRD PARTY RIGHTS

No term of this Grant Agreement shall be enforceable by any person who is not a party to it provided that this shall not affect any rights of such a person which may exist otherwise than under the Contracts (Rights of Third Parties) Act 1999.

19. INTERPRETATION

These Terms and Conditions shall be governed by and construed in accordance with English Law.

URN:

Insert name of organisation

I am authorised on behalf of the organisation named above to accept the above offer of grant on the Terms and Conditions stated.

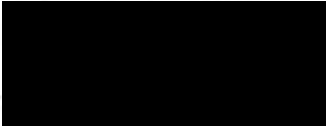
FIRST SIGNATORY

This shall be the most senior member of the Trustees of the Organisation and shall be an unpaid official.

Name 

Humanities and Social Sciences
University of Oxford

Position in Organisation

Signature ..  Date 26.01.2010

SECOND SIGNATORY

This shall be the Chief Executive, Director, or most senior paid officer of the Organisation implementing the project.

Name 

Humanities and Social Sciences
University of Oxford

Position in Organisation

Signature ...  Date 27/01/10

**Centre on Migration, Policy and Society, The University of Oxford (URN 6633/3179)
Special Conditions**

1. Standard Terms and Conditions that are not applicable to the Centre on Migration, Policy and Society, University of Oxford grant (URN 6633/3179):
 - Clause 1 f)
 - Clause 1 k)
 - Clause 12

These are to be replaced with the following special terms and conditions:

2. Clause 1 f)

The Organisation will return to the Fund any amount of the Grant, which remains unspent at the end of the Grant Period.

3. Clause 1 k)

The Fund accepts a copy of the Charities Act Statement of the Centre on Migration, Policy and Society, University of Oxford as confirmation of its intent to remain a registered charity.

4. Clause 12:

If the Fund wishes to amend the Grant Agreement by adding Special Conditions during the course of the Project, that the Fund considers essential for the successful delivery of the Project; the Fund will issue an Amendment to the Grant Agreement. The Organisation will not decline to accept the Special Conditions proposed in any Amendment to the Grant Agreement if they are reasonable requests.