



**Report of the key findings of the survey on the  
potential impact of BREXIT on Camphill in Scotland**



**Camphill Scotland**

The membership body for Camphill communities in Scotland



*Association of Camphill Communities*

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## 1. Executive summary

- 1.1 Camphill Scotland and the Association of Camphill Communities (“the AoCC”) are deeply concerned that Brexit may have a devastating impact upon the Camphill communities in Scotland, and across the UK as a whole. If so, this will have a profound negative impact on the lives of people with learning disabilities and other support needs who live and work in Camphill.
- 1.2 A total of 170 (or 68%) of the 251 short-term co-workers currently living and working in Camphill communities in Scotland are from other EU countries. Of the 165 people working as long term co-workers, a total of 88 (or 53%) are from other EU countries. Any future restrictions upon the future freedom of movement of EU nationals, and upon their current rights to live and work in the UK, will, therefore, have far reaching consequences for the Camphill communities in Scotland.
- 1.3 Brexit will, for example, potentially make it much more difficult to recruit EU nationals as employees, and as co-workers, a development which could place in jeopardy the long-term sustainability of many of the Camphill communities. This, in turn, is likely to have a fundamental impact upon the levels of education, care and support currently provided to people with learning disabilities, and with other support needs, by the Camphill communities in Scotland, and across the UK.
- 1.4 It is also feared that Brexit may have a fundamental impact upon the Camphill communities in other areas of their work. Camphill is a global movement established in Scotland with its roots in Europe and strengthened by the cross-fertilisation of ideas and culture generated by the close contacts, and regular exchanges, between communities throughout the World. The ties and relationships between the Camphill communities in the UK, and in other EU countries, has been a major aspect of this development. Camphill Scotland’s, and the AoCC’s, concern is that Brexit could make it much more difficult to sustain these ties and relationships, and that this could have significant consequences detrimental to the future development of the Camphill movement.

## 2. Background

- 2.1 Camphill Scotland is the membership body for the 11 Camphill communities in Scotland. Together, our members support more than 500 people with learning disabilities and other support needs, ranging from children to older people. The communities are located in a variety of beautiful settings across Scotland, from Dumfries to Aberdeen. Each offers a supportive community life with personalised opportunities to find purpose and belonging through a wide range of social, cultural and work activities.
- 2.2 The AoCC is the umbrella organisation for the Camphill communities in the UK, and in Ireland.
- 2.3 In November 2016 the AoCC circulated a survey to its members across the UK focusing on the likely impact of Brexit on Camphill UK. Camphill Scotland has analysed the Scottish data, and together with the AoCC, has produced this *Report of the key findings of the survey on the potential impact of BREXIT on Camphill in Scotland*.
- 2.4 The current report provides an overview, and an analysis, of the survey findings for Scotland. This includes a summary of the total aggregated returns for the surveys received from Camphill communities in Scotland as at November 2016, and an overview of the key trends, and issues which have emerged from the surveys received from Camphill communities in Scotland.
- 2.5 Completed surveys were received from 11 Camphill communities in Scotland. The information contained in the 11 completed surveys was accurate as at November 2016.
- 2.6 The term 'co-worker' or 'vocational co-worker' is used to describe a person who lives and works in a Camphill community as a volunteer. Some co-workers are short-term co-workers. These are mainly young people from other EU countries who live and work in a Camphill community for 1 – 2 years. They are also known as Foundation Students. Long term co-workers are generally people who have lived and worked in a Camphill community as volunteers for longer than 2 years and have made it their home. Some people from other EU countries are also engaged as employees. Each of these categories of worker are considered separately in this report.

### 3. Main findings

- As at November 2016 a total of 165 people were working as long term co-workers in Camphill communities in Scotland.
- Of the 165 people working as long term co-workers, 88 were from other EU countries. As at November 2016 a total of 53% of all long-term co-workers were from other EU countries.
- As at November 2016 twelve non-EU nationals were working as long term co-workers, and relied on visas to remain and volunteer in a Camphill in Scotland community. Approximately 65 of the long term co-workers were UK citizens.
- A total of 251 short-term co-workers were working as short-term co-workers in Camphill in Scotland communities.
- One hundred and seventy of the 251 short-term co-workers working and living in Camphill in Scotland communities were, as at November 2016, other EU nationals, which represents 68% of all short-term co-workers.
- A total of 76 out of the 251 short-term co-workers working and living in Camphill in Scotland communities were, as at November 2016, non-EU nationals, and were relying on a visa to remain and volunteer. This represents 30% of all short-term co-workers. Five short term co-workers were UK citizens.
- As at November 2016, 469 people worked as employees in a Camphill community in Scotland.
- Of the 469 people working as employees in a Camphill community in Scotland, 140 were, as at November 2016, other EU nationals. This represents 30% of all employees.
- A total of 14 employees out of the total number of employees of 469 were non-EU nationals, and were, as at November 2016, relying on a visa to work within a Camphill in Scotland community. A total of 315 employees were UK citizens.

## 4. Key Issues

- 4.1 The data collected in the survey highlights that Brexit could potentially have serious consequences for the Camphill communities in Scotland, and across the UK as a whole.
- 4.2 A key concern is that the close relationships with other EU countries, which have been a key strength and feature of the Camphill movement, are now under threat as a result of Brexit. Camphill Tigh a' Chomainn highlighted the importance of freedom of movement to the culture and ethos of the Camphill movement:

*"It is a core part of our values. It enables individuals with additional support needs to meet a wide variety of people and cultures. It brings a depth of understanding and knowledge to our Community that we would not otherwise enjoy. It allows us to broaden the horizons of those we support and those who support us. It encourages creative responses to challenging problems and helps to protect the value of our ethos – which is an ethos of inclusion".*

Camphill Tigh a' Chomainn

- 4.3 EU nationals make a significant contribution to many Camphill communities in Scotland as employees and as volunteer co-workers, with most communities relying heavily on EU nationals working and living in the communities to help provide essential education, care and support for the members of the communities with learning disabilities and other support needs.
- 4.4 A number of Camphill communities have emphasised the importance of freedom of movement to the recruitment of co-workers and employed staff by the Camphill communities:

*"Without the free movement, we believe that short term volunteers from the EU may be discouraged from joining our community for a year as the current system with no barriers to joining us, providing us with a wide range of skilled and motivated volunteers (critical for the sustainability of our community/business). This also provides us with access to training volunteers for the possibility of employed positions, adding the rich cultural diversity of our community"*

Camphill Blair Drummond

*"Crucial. The majority of our co-workers are from the EU"*

Camphill School Aberdeen

*"We are very reliant on the people that join our community as foundation students who then remain for longer, becoming employed"*

Camphill Corbenic

- 4.5 Camphill Scotland and the AoCC are concerned that any post-Brexit restrictions upon the rights of EU nationals to live and work in the UK could have far reaching consequences for the Camphill communities in Scotland in key areas such as the recruitment of employed staff and co-workers, and the related costs of recruiting new employees and volunteers to meet any future short falls in the number of employees and co-workers previously recruited from other EU countries.

4.6 Indeed, some communities have already highlighted that Brexit could threaten their capacity to continue in their present form, given the potential impact of any post-Brexit restrictions upon the rights of EU nationals to live and work in the UK:

*“All the co-workers who live and work at Loch Arthur are non-salaried. If we were not able to recruit short stay co-workers or retain people to carry responsible positions in the Community, then we feel that the existence of Loch Arthur as a Camphill Community will be threatened”*

Camphill Loch Arthur

*“It is vital for our community to function by having this free movement, as we rely heavily on the recruitment of EU workers to provide the essential care and support to our residents and day placements”*

Camphill Newton Dee

*“Very important for short term co-workers as our houses would struggle to financially carry on without them, less so for employees, but the quality and work ethic of most EU employees is very high and we value their contribution. We normally have about 25% EU employees”*

Camphill Tiphereth

4.7 The potential impact of Brexit upon the communities’ future ability to recruit short term co-workers from EU countries is seen as a particular concern. The short-term co-workers live and work in the Camphill communities in Scotland for 1-2 years, with some co-workers then choosing to remain within their specific community as employed staff or as long term co-workers. Their contribution is huge. To put this in perspective, a total of 170 out of the 251 short-term co-workers currently living and working in Camphill communities in Scotland are from EU countries, which represents 68% of the total number of short-term co-workers. Any future restrictions, as a result of Brexit, upon the communities’ capacity to recruit short-term co-workers from EU countries could, therefore, be a devastating blow to the Camphill communities in Scotland.

4.8 Some communities have confirmed that even the threat of Brexit has already made some of their short-term co-workers question the extent to which their significant contribution to social care, health and education is valued by the UK.

4.9 Concerns have also been expressed that some co-workers now feel unwelcome in the UK. It has been reported, for example, that certain short-term co-workers, who prior to Brexit had planned to return to a community in Scotland after their initial placement, have now taken up, or are now actively looking to take up, other options as a results of Brexit. This was put in perspective by Camphill Ochil Tower School:

*“We have highly skilled people wishing to return to work here who are now questioning the wisdom of this move in the light of Brexit. Already the impact of increasing restrictions on non-EU co-workers has had a significant impact in that we have lost or been unable to retain co-workers due to visa regulations, this has also discouraged them or made it impossible to see the work in our schools as having long term career potential. People from the EU who currently live and work here have also discussed whether they would wish to go on living in a society which views their country of birth in a non-friendly and possibly antagonistic manner”*

Ochil Tower School

4.10 Brexit has also caused significant uncertainty and anxiety for the EU nationals and their families within the Camphill communities who are long term co-workers or employees, including co-workers and employees who have retired, and have lived within their communities for a number of years. Their future is uncertain, which is deeply concerning for those affected and their families, as well as for their communities.

## 5. Aggregated results of the survey

	<b>Question</b>	<b>Total</b>
1.	Total number of long term co-workers in Camphill in Scotland communities as at November 2016?	165
2.	Total number of EU citizens (excluding UK nationals) working as long term co-workers in Camphill in Scotland communities as at November 2016?	88
3.	How many non-EU nationals were working as long term co-workers, and relying on a Visa to remain and volunteer, in a Camphill in Scotland community as at November 2016?	12
4.	How many short-term co-workers were working in a Camphill in Scotland community as at November 2016?	251
5.	How many EU citizens (excluding UK nationals) were working as short-term co-workers in a Camphill in Scotland community as at November 2016?	170
6.	How many non-EU nationals were working as short-term co-workers, and were relying on a Visa to remain and volunteer, in a Camphill in Scotland community as at November 2016?	76
7.	How many employees were working within a Camphill in Scotland community as at November 2016?	469
8.	How many employees working within a Camphill in Scotland community were EU citizens (excluding UK nationals) as at November 2016?	140
9.	How many non-EU nationals were working as employees, and were relying on a visa to work, in a Camphill in Scotland Community as at November 2016?	14

## 6. Information provided by communities in response to survey questions

Question 1: What is the total number of long term co-workers in your Community?

Beannachar	28
Blair Drummond	0
Camphill School Aberdeen	46 <sup>1</sup>
Corbenic	0
Loch Arthur	21 <sup>2</sup>
Milltown	2
Newton Dee	47 <sup>3</sup>
Ochil Tower School	8
Simeon Care	4 <sup>4</sup>
Tigh a' Chomainn	3 <sup>5</sup>
Tiphereth	6 <sup>6</sup>
<b>TOTAL</b>	<b>165</b>

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<sup>1</sup> Thirteen of the 46 long term co-workers at Camphill School Aberdeen were, as at November 2016, UK citizens.

<sup>2</sup> Ten of the 21 long term co-workers at Loch Arthur were, as at November 2016, UK citizens.

<sup>3</sup> Seventeen of the 47 long term co-workers at Newton Dee were, as at November 2016, UK citizens. The total of 47 long term co-workers does not include the 5 retired co-workers living at Newton Dee, 4 of whom are EU citizens and will potentially be affected by Brexit, and one is a UK citizen.

<sup>4</sup> Two of the long term co-workers at Simeon Care were, as at November 2016, EU nationals, and two were UK citizens.

<sup>5</sup> All 3 long term co-workers at Tigh a' Chomainn were, as at November 2016, UK citizens, with one long term co-worker having joint UK-US citizenship. This total does not include the 5 retired co-workers associated with Tigh a Chomainn, 2 of whom are EU nationals who will potentially be affected by Brexit.

<sup>6</sup> One of the long term co-workers at Tiphereth was, as at November 2016, a UK citizen.

Question 2: How many EU citizens (excluding UK nationals) are long term co-workers within your Community?

Beannachar	13
Blair Drummond	0
Camphill School Aberdeen	27
Corbenic	0
Loch Arthur	11
Milltown	1
Newton Dee	25
Ochil Tower School	4
Simeon Care	2
Tigh a' Chomainn	0
Tiphereth	5
<b>TOTAL</b>	<b>88</b>

Question 3: How many non-EU nationals were working as long term co-workers, and relying on a Visa to remain and volunteer, in a Camphill in Scotland community as at November 2016?

Beannachar	1
Blair Drummond	0
Camphill School Aberdeen	6 <sup>7</sup>
Corbenic	0
Loch Arthur	0
Milltown	0
Newton Dee	5
Ochil Tower School	0
Simeon Care	0
Tigh a' Chomainn	0
Tiphereth	0
<b>TOTAL</b>	<b>12</b>

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<sup>7</sup> Three of the six long term co-workers requiring visas had, as at November 2016, been granted indefinite leave to remain.

Question 4: How many short term co-workers are in your Community?

Beannachar	14
Blair Drummond	35
Camphill School Aberdeen	79
Corbenic	36
Loch Arthur	18
Milltown	0
Newton Dee	34 <sup>8</sup>
Ochil Tower School	13
Simeon Care	8 <sup>9</sup>
Tigh a' Chomainn	2
Tiphereth	12
<b>TOTAL</b>	<b>251</b>

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<sup>8</sup> Three of the 34 short term co-workers at Newton Dee were, as at November 2016, UK citizens.

<sup>9</sup> One of the short term co-workers at Simeon Care was, as at November 2016, a UK citizen.

Question 5: How many EU citizens (excluding UK nationals) are short term co-workers within your Community?

Beannachar	12
Blair Drummond	25
Camphill School Aberdeen	55
Corbenic	14
Loch Arthur	17
Milltown	0
Newton Dee	20
Ochil Tower School	12
Simeon Care	1
Tigh a' Chomainn	2
Tiphereth	12
<b>TOTAL</b>	<b>170</b>

Question 6: How many non-EU nationals were working as short term co-workers, and were relying on a Visa to remain and volunteer, in a Camphill in Scotland community as at November 2016?

Beannachar	2
Blair Drummond	10
Camphill School Aberdeen	24
Corbenic	22
Loch Arthur	1
Milltown	0
Newton Dee	11
Ochil Tower School	0
Simeon Care	6
Tigh a' Chomainn	0
Tiphereth	0
<b>TOTAL</b>	<b>76</b>

Question 7: How many employees work within your Community?

Beannachar	12
Blair Drummond	98
Camphill School Aberdeen	116
Corbenic	42
Loch Arthur	42
Milltown	26
Newton Dee	49
Ochil Tower School	28
Simeon Care	30
Tigh a' Chomainn	0
Tiphereth	26 <sup>10</sup>
<b>TOTAL</b>	<b>469</b>

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<sup>10</sup> A total of 21 out the 26 employees at Tiphereth were, as at November 2016, UK citizens.

Question 8: How many employees are EU citizens (excluding UK nationals)?

Blair Drummond	15
Beannachar	5
Camphill School Aberdeen	26
Corbenic	22
Loch Arthur	5
Milltown	1
Newton Dee	49
Ochil Tower School	7
Simeon Care	5
Tigh a' Chomainn	0
Tiphereth	5
<b>TOTAL</b>	<b>140</b>

Question 9: How many non-EU nationals were working as employees within a Camphill in Scotland community, and were relying on a Visa to work in a Camphill in Scotland Community, as at November 2016?

Beannachar	0
Blair Drummond	0
Camphill School Aberdeen	13
Corbenic	1
Loch Arthur	0
Milltown	0
Newton Dee	0
Ochil Tower School	0
Simeon Care	0
Tigh a' Chomainn	0
Tiphereth	0
<b>TOTAL</b>	<b>14</b>

## 7. Further information

Further information about any of the issues raised in this report can be obtained from:

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