

Migration Exchange

Our plans for 2024 – 2025

Our goals

As set out in our five-year [strategic framework](#), Migration Exchange has two ultimate goals:

1. An equitable, power-aware and intersectional funding landscape, better able to resource systems change in the migration field
2. A connected and action-focused refugee and migration sector, better able to drive systems change

We carry out this work through **insight, connection and action**.

- **Insight** – *We enable partners to understand and respond to trends in the UK refugee and migration charity and funding landscape*
- **Connection** – *We nurture broader and deeper connections across communities, identities, geographies and intersecting social justice fields*
- **Action** – *We cultivate collaborative responses to shared challenges, co-designing actions which draw in new resources, skills and energy*

Based on our review of the past year, what we have heard from sector and independent funder partners in recent conversations and our 2023 [research](#), this document sets out our plans for 2024 to 2025.

In 2024-2025 specifically, we have **three key priorities**:

<p>Adapting to political change We will focus on the political landscape for migration and refugee issues under the new government and support charities and funders to adapt. We will reflect on what this change means</p>	<p>Being impact focused We will focus on achieving impact and sharpen our ability to communicate about our work.</p>	<p>Implementation We will implement our existing projects and develop the ways in which we capture and share learning.</p>
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for Migration Exchange and our commitment to supporting systems change.		
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Our objectives for 2024 - 2025

Our objectives are divided into two areas: ‘Delivery’ – the activities and projects we carry out with the sector and funders, and ‘Development’ – the work we carry out internally to refine our strategy, governance, values and processes.

Delivery Objectives

Insight

1. Capture and share insights on emerging issues, trends and themes in line with our focus areas.

Connection

2. Support charities and funders to connect about how they are adapting to the new political context.
3. Grow our sector networks in Scotland, Wales and Northern Ireland and with smaller grassroots groups and charities, in line with our focus areas.
4. Deepen funder understanding of system change, with the aim of shifting power and increasing resources for migration and connected issues.
5. Create opportunities to connect with other funder intermediary organisations, to share insight, and to develop a shared approach to shifting power.

Action

6. Develop and design the ‘Shaping the Future’ leadership fund through a participatory grantmaking model, to enable the distribution of grants in spring 2025.
7. Enable the movement to end no recourse to public funds in the UK, through the NRPF Partnership. We will support the setting up of a strategy steering group by Autumn 2024 and raise further funds for collaboration.

Development objectives

1. Adapt our strategy and vision to the new political context

2. Strengthen our **understanding and practice of anti-racism, feminism and anti-oppression** in all internal and external work. Develop our delivery objectives for how we work in an anti-racist, feminist and anti-oppressive ways
3. Review **governance structure** including the advisory group and develop strategy on what next after the end of second year for the advisory group.
4. Develop **impact framework** to better communicate our contributions. Set up a learning and accountability approach and share our learning more regularly
5. Improve our **communications approach** so it is better targeted and more accessible to our stakeholders
6. Improve our **programme operations and programme delivery** on safeguarding, risk management, HR and team culture, finance, and fundraising, relationship with Global Dialogue.