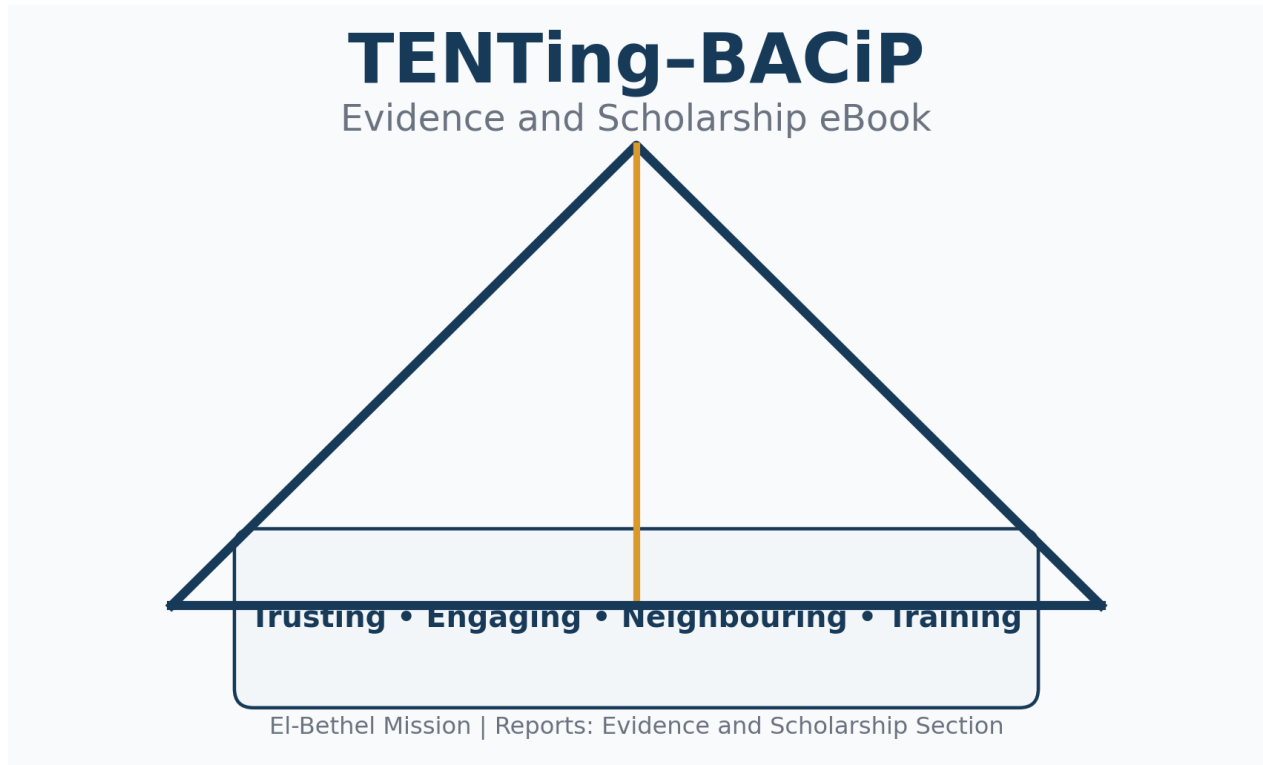


TENTing–BACiP

Evidence and Scholarship eBook

A research, policy and practice resource for the Evidence and Scholarship section
inside Reports

Prepared for El-Bethel Mission



Version 1.0 | 04/07/2026 | MLA 9 referencing style

Research Note and Use of Referencing

This eBook has been prepared as an evidence and scholarship resource to sit inside the Reports area of the TENTing–BACiP Welcome System. It is designed for trustees, programme leaders, funders, local authority partners, volunteers and researchers who need a clear basis for why the TENTing Pathway and BACiP care framework are practical, measurable and fundable.

The term “MDL 9” in the commissioning instruction has been treated as MLA 9 academic referencing protocol. The document therefore uses MLA-style in-text citations and a Works Cited section. Web-based public-policy sources are cited by organisation/title in the body and by full website details in the Works Cited section.

Core proposition

TENTing–BACiP does not create dependency; it creates the conditions for safe independence. TENTing provides the pathway. BACiP provides the care method. The app provides the evidence. The Community Welcome Centre provides the long-term home.

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Executive Summary

The TENTing–BACiP Community Integration Programme is a practical pathway for supporting refugee and marginalised families to become settled, connected, economically active and increasingly independent. It is designed to contribute to the UK Government’s intention that refugees become settled and self-sufficient without destabilising existing host communities or duplicating statutory services.

TENTing means Trusting, Engaging, Neighbouring and Training, leading towards independent living. BACiP means Befriending, Advocacy, Coaching and innovative Pastoral Care. In the public-facing and funder-facing language of this programme, TENTing provides the pathway, BACiP provides the care method, the app provides evidence, and the Community Welcome Centre provides the long-term home.

Strategic contribution

The programme helps families move from crisis to trust, from trust to engagement, from engagement to neighbouring, from neighbouring to training, and from training to independent living. It does this through practical support, referral and signposting, non-clinical wellbeing navigation, English and employability support, safeguarding-conscious practice, and evidence-led reporting.

The evidence base for this approach includes UK Community Sponsorship guidance, ONS early integration outcomes, the Home Office Refugee Employability Programme evaluation, the Homes for Ukraine follow-up survey, Public Health England and NHS England’s community-centred wellbeing approach, and health trainer research. The church-organisation rationale is strengthened by Afrane-Twum’s work on African immigrant churches and intercultural mission in Britain, and by Apostle Dr Alan Pateman’s emphasis on apostolic foundation, networking, local church mobilisation and preparation before release.

Chapter 1: Why TENTing–BACiP Is Needed

1.1 The policy challenge

The UK Government’s Community Sponsorship guidance describes community sponsorship as a route by which local communities, civil society organisations, charities and faith groups can be directly involved in helping refugees settle in the UK. It expects community sponsors to provide emotional and practical support so families can rebuild their lives in safety and become self-sufficient members of their new community (Home Office, “Community Sponsorship”).

The practical challenge is that settlement and self-sufficiency do not happen automatically. A family may have permission to remain, accommodation and access to services, but still struggle with language, confidence, cultural navigation, digital access, social isolation, employment barriers, trauma, unfamiliar institutions and housing insecurity. This is why a structured pathway is required.

1.2 The danger of unsupported transition

A key principle of TENTing–BACiP is that people do not become self-sufficient by being left alone. Unsupported transition can create crisis escalation, missed appointments, welfare confusion, housing breakdown, isolation, safeguarding concerns and poor employability outcomes. A more sustainable approach is to create the conditions in which safe independence becomes realistic.

TENTing logic

Trusting comes before transition. Engaging comes before effective service access. Neighbouring comes before belonging. Training comes before independent living.

1.3 Protecting host-community ecology

The programme is designed not to disturb already formed ecology among marginalised host communities. It works through a “do no harm, add capacity” approach: mapping existing provision, filling gaps, referring to specialists, opening appropriate activities to host-community residents, and measuring whether the programme reduces rather than increases pressure on local services.

This is important for funders because refugee integration must avoid a zero-sum narrative in which newly arrived families are perceived to compete with existing marginalised residents. TENTing–BACiP strengthens shared community infrastructure through befriending, English conversation, employability, wellbeing navigation, volunteering and referral coordination.

Chapter 2: The TENTing Pathway and BACiP Care Framework

Figure 1. TENTing Pathway to Safe Independence



Figure 1. TENTing Pathway to Safe Independence. Original programme diagram prepared for El-Bethel Mission.

2.1 TENTing in full

TENTing stage	Practical meaning
Trusting	Welfare, safety, stable accommodation, welcome, emergency contacts, safeguarding awareness and confidence-building.
Engaging	Access to GP/NHS, schools, ESOL, Jobcentre Plus, digital systems, transport, banks, local services and referral routes.
Neighbouring	Befriending, community meals, local orientation, family support circles, volunteering, host-community interaction and reduced isolation.
Training	English for work, CVs, digital confidence, budgeting, volunteering pathways, workplace culture, skills mapping and employer links.
Independent living	Gradual release into self-management, appointment confidence, contribution, economic participation and reduced dependency.

2.2 BACiP as the care method

Figure 2. BACiP Care Method

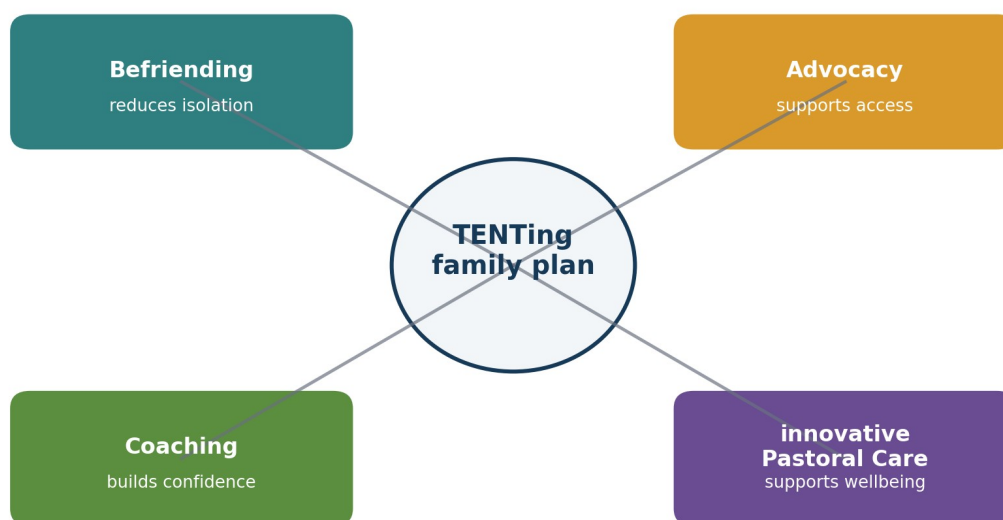


Figure 2. BACiP Care Method. Original programme diagram prepared for El-Bethel Mission.

BACiP is the care method that makes TENTing practical. Befriending reduces isolation; Advocacy helps families access systems and referrals; Coaching builds confidence, skills and independence; innovative Pastoral Care provides wellbeing support where welcomed, with safeguarding, consent and non-coercion built into practice.

Boundary rule

El-Bethel Mission provides befriending, advocacy, coaching, wellbeing navigation, pastoral care where welcomed, referrals and signposting. It does not provide clinical diagnosis, medical treatment, legal representation, statutory social work or regulated immigration advice.

Chapter 3: Evidence from UK Refugee Resettlement and Community Sponsorship

3.1 Community Sponsorship as a direct precedent

Community Sponsorship is the closest direct public-policy precedent. It expects organised community groups, including faith groups, to support refugee families through housing, welcome, local orientation, school registration, GP registration, ESOL, welfare support, interpreting, digital access, employment and volunteering preparation (Home Office, “Application for Approval”; Home Office, “Community Sponsorship”).

The application guidance also requires evidence of local authority permission, safeguarding readiness, trained volunteers, housing readiness, ESOL planning, finance, complaints handling and practical arrangements. This supports the case for a structured app-based evidence system rather than an informal goodwill-only model (Home Office, “Application for Approval”).

3.2 Measurable integration outcomes: VPRS and VCRS

ONS experimental analysis of VPRS and VCRS refugees in England and Wales gives useful early indicators for what “settled” can mean. Between 2015 and 2020, approximately 16,350 refugees were resettled under VPRS/VCRS. ONS found that 76% registered with NHS services within a year, over 95% registered across all arrival cohorts, 98% lived in social or privately rented housing, and 69% lived in households with the required number of bedrooms to prevent overcrowding (Office for National Statistics, “Early Integration Outcomes”).

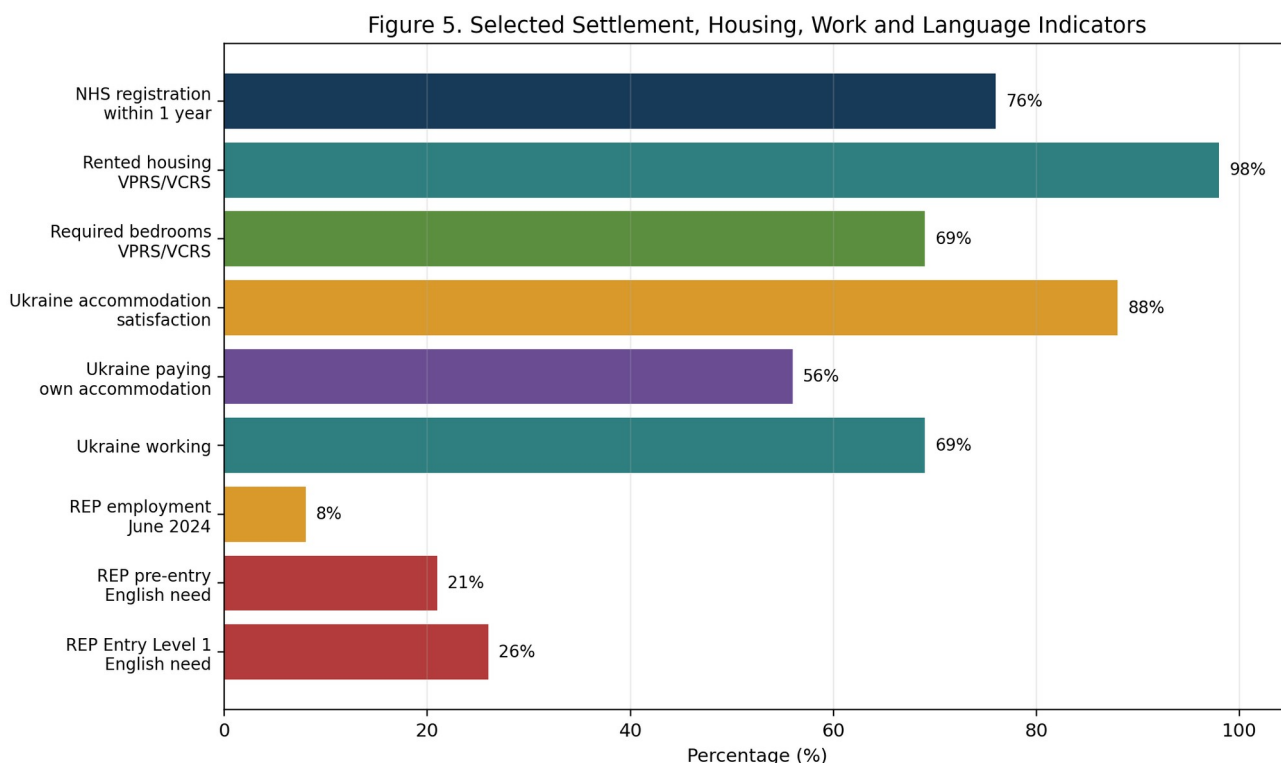


Figure 5. Selected Settlement, Housing, Work and Language Indicators.

Sources: ONS Early Integration Outcomes; ONS Ukraine Humanitarian Schemes follow-up; Home Office Refugee Employability Programme evaluation. The chart combines indicators from different studies and should be read as a summary dashboard rather than as a single comparative dataset.

3.3 Employment, English and integration

The Refugee Employability Programme shows why TENTing’s Training stage should not be detached from English, integration and casework. The Home Office evaluation reports that REP offers employment, language and integration support to help refugees become self-sufficient faster. Its year-one evaluation used management information from 7,898 service users. In June 2024, 8% were in employment; 21% had English at pre-entry level or below at programme entry; and 26% were at Entry Level 1 (Home Office, “Evaluation of the Refugee Employability Programme”).

Figure 6. Refugee Employability Programme Employment Trend

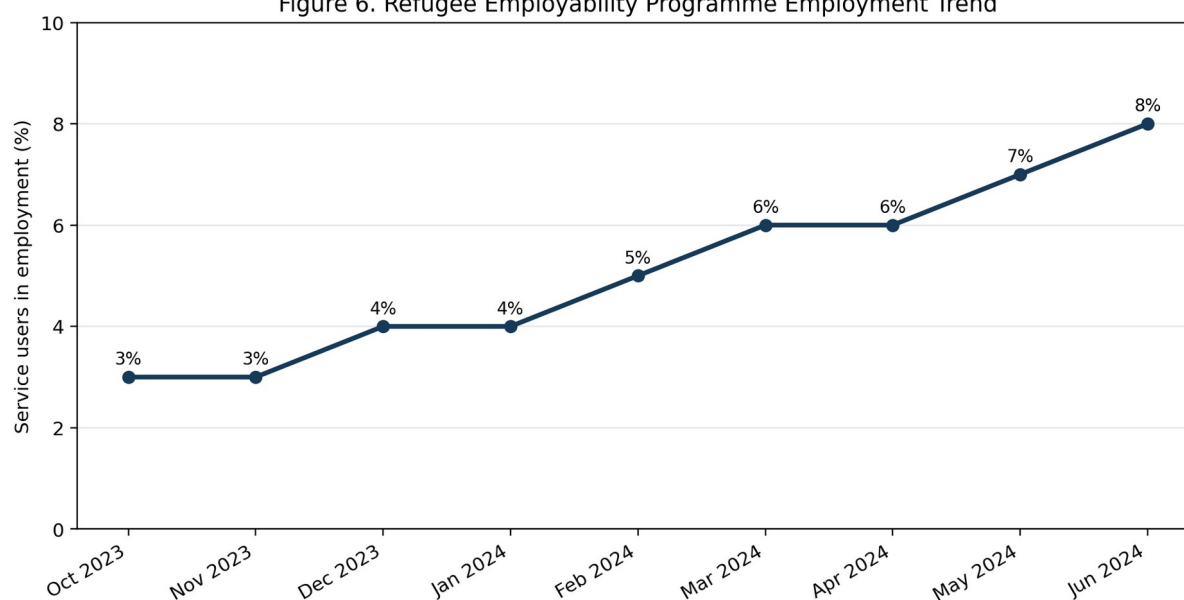


Figure 6. Refugee Employability Programme Employment Trend, October 2023 to June 2024.

Source: Home Office monitoring information in the REP year-one evaluation. Base = 7,898 service users.

3.4 Homes for Ukraine: hosting, accommodation and work

Homes for Ukraine offers recent evidence of the importance of accommodation, host support, work and English. In the April 2024 follow-up survey, ONS found that 88% of Ukrainian adults were satisfied with current accommodation, 56% were paying for their own accommodation, 45% were renting privately, and 69% were working. However, 50% had experienced barriers to private renting, and among those experiencing difficulty finding work, 50% said English language skills did not meet job requirements (Office for National Statistics, “Visa Holders Living in the UK”).

3.5 RIO: the need for stronger long-term evidence

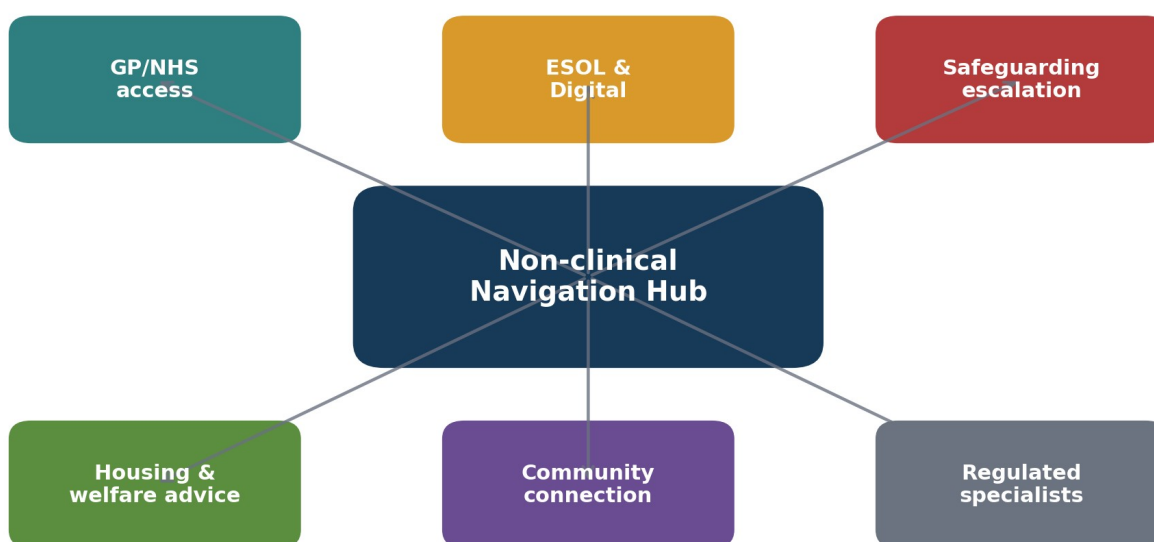
The Refugee Integration Outcomes (RIO) study is important because it recognises that robust quantitative evidence on refugee integration in the UK has historically been limited. RIO links Home Office, ONS and other administrative data to improve the evidence base. The 2025 RIO Insights report found that most refugees in its dataset remained living in the UK and that the percentage economically active and in employment increased with more time spent in England and Wales (Home Office, “RIO Insights”).

Implication for TENTing

The strongest investment case is not that TENTing will solve every problem. It is that TENTing offers a disciplined local method for collecting the evidence that public systems, funders and trustees need: access, engagement, wellbeing navigation, English, social connection, training and independent-living progress.

Chapter 4: TENTing Health & Wellbeing Navigation

Figure 3. TENTing Health & Wellbeing Navigation



Navigation does not replace clinical care, statutory safeguarding, legal advice or regulated immigration advice.

Figure 3. TENTing Health & Wellbeing Navigation. Original programme diagram prepared for El-Bethel Mission.

4.1 Why health and wellbeing navigation belongs inside TENTing

Health access is a core integration issue. ONS early integration evidence shows NHS registration as a measurable settlement indicator, and Community Sponsorship guidance expects sponsors to consider GP registration and access to dentists, opticians and mental health and wellbeing services, while leaving formal diagnosis to professionals (Home Office, “Application for Approval”; Office for National Statistics, “Early Integration Outcomes”).

4.2 Learning from the Health Trainer model

The Health Trainer model contributes a practical public-health influence to TENTing–BACiP. It demonstrates the value of trusted local support, goal-setting, service navigation and community-based engagement for people who face barriers accessing services. Public Health England and NHS England’s community-centred guide argues that community assets such as skills, knowledge, social networks and community organisations are building blocks for good health and wellbeing (Public Health England and NHS England).

Cook and Wills’ study of London health trainers is useful because it cautions that role clarity matters. It found that there remained a lack of clarity about the health trainer role and that community or voluntary-sector bases appeared to offer greater potential for engaging communities and practical health gain (Cook and Wills).

4.3 Non-clinical definition

TENTing Health & Wellbeing Navigation

A non-clinical support module that helps refugee and marginalised families understand and access health,

wellbeing and community services. It supports GP registration, NHS navigation, digital access, wellbeing goal-setting, community connection, referrals and signposting. It does not provide diagnosis, treatment, counselling, statutory social work, legal representation or regulated immigration advice.

4.4 Referral and signposting functions

Need area	TENTing action	Referral/signposting destination
GP/NHS access	Support registration, appointment confidence and NHS digital access.	GP practice, NHS 111, pharmacy, dental and optician services.
Mental wellbeing	Notice concerns, encourage GP access and safe disclosure.	GP, NHS Talking Therapies where appropriate, local mental health charities, crisis services.
Safeguarding	Record concern, escalate immediately, protect confidentiality.	Local authority safeguarding team, police/emergency services where immediate risk exists.
Housing	Help families understand tenancy, repairs and local advice routes.	Local authority housing team, Citizens Advice, housing charities.
Immigration/legal	Do not advise; signpost safely.	Immigration Advice Authority-regulated advisers or qualified legal providers.
Employment	Skills mapping, CV, interview and volunteering readiness.	REP providers, Jobcentre Plus, training providers, employers.

Chapter 5: Church-Missional Leadership Scholarship: Afrane-Twum and Apostle Dr Alan Pateman

5.1 Why church scholarship belongs in a funder-facing eBook

Although the programme must be presented in practical, measurable and non-coercive terms, El-Bethel Mission is a church organisation. Its credibility therefore also depends on showing how its organisational identity can be mobilised responsibly for public benefit. Afrane-Twum and Apostle Dr Alan Pateman help explain why local church networks, leadership formation, partnership and preparation matter in crisis response.

5.2 Afrane-Twum: African immigrant churches and intercultural partnership

Afrane-Twum's work is relevant because it examines African immigrant churches in Britain and argues for intercultural approaches in multicultural urban contexts. Langham Academic describes his book as exploring the history of African immigrant churches in the UK and offering suggestions for how black-led churches can partner with white-majority churches for greater impact in urban ministry and mission (Afrane-Twum; Langham Academic).

For TENTing–BACiP, the practical implication is that a church organisation should not work inwardly only. It must partner across cultural, denominational, voluntary, statutory and local-community boundaries. This strengthens the app's Partnership, Referral Directory and Host Community Ecology sections.

5.3 Apostle Dr Alan Pateman: apostolic foundation, networking and preparation

Apostle Dr Alan Pateman is relevant as a theological-leadership source. His apostolic framework is useful not because it is a refugee-integration theory, but because it stresses foundation, networking, local church mobilisation, preparation and leadership formation. Descriptions of his work emphasise networking and relationships, apostolic and prophetic foundation, apostolic ministry today, the apostle and the local church, and establishing leadership (Pateman, Apostles). His ministry site also describes apostolic networking as connecting leaders, churches and ministries through strategic relationships and alliances (Pateman, “A Global Apostolic Network”).

The transferable principle for TENTing–BACiP is that people should not be released into responsibility without preparation, support, oversight and formation. In practical integration terms, this becomes: Trusting → Engaging → Neighbouring → Training → Independent living.

Critical caution

TENTing–BACiP should not claim that Afrane-Twum or Apostle Dr Alan Pateman designed a refugee-integration model. Their contribution is church-missional and leadership-based. The technical integration framework still relies on public-policy guidance, refugee integration research, safeguarding practice and community-centred wellbeing evidence.

Chapter 6: Three-to-Five-Year Implementation Plan

Figure 4. Three-to-Five-Year Implementation Roadmap



Figure 4. Three-to-Five-Year Implementation Roadmap.

6.1 Year 1: Pilot and readiness

- Appoint a TENTing Programme Lead and safeguarding/reporting lead roles.
- Create or update safeguarding, data protection, confidentiality, complaints, volunteer and referral policies.
- Build the Referral and Signposting Directory inside the app.
- Pilot English conversation, befriending, wellbeing navigation and Training to Trade sessions.
- Support 10-15 families or households, subject to capacity and referral quality.
- Produce a first-year Evidence and Scholarship report for trustees and funders.

6.2 Years 2-3: Expansion and partnership

- Expand support to 25-40 families or households.
- Strengthen local authority, ESOL, health, housing, Jobcentre Plus, employer and refugee-sector partnerships.
- Train 30-50 volunteers with clear role boundaries, safeguarding and non-clinical navigation protocols.
- Develop monthly Training to Trade workshops and volunteer-to-work pathways.
- Use the app to generate quarterly reports on engagement, referrals, safeguarding, outcomes and funding.
- Prepare for Community Sponsorship readiness or partnership sponsorship where appropriate.

6.3 Years 4-5: Consolidation and Community Welcome Centre

- Support 50-100 families or households per year, subject to funding and safeguarding capacity.
- Develop peer mentor roles for formerly supported families.
- Secure a shared, leased or dedicated Community Welcome Centre.
- Build employer and training-provider partnerships.
- Create annual impact reports for funders and public partners.
- Progress towards full Community Sponsorship readiness only if governance, housing, finance and safeguarding capacity are in place.

Chapter 7: App Integration, Evidence Dashboard and Reporting System

7.1 Purpose inside the app

This eBook should sit inside the app's Evidence and Scholarship section within Reports. It should support funder confidence, internal research, trustee oversight and partner communication. The app should remain a TENTing–BACiP evidence, care, readiness, referral, fundraising and integration system; it should not become a medical, legal or immigration-advice system.

7.2 Recommended app modules

App area	Aggregation action
Reports > Evidence and Scholarship	Upload this eBook and add a short summary, source list and download button.
BACiP Records	Add Health & Wellbeing Navigation as a support type.
Families	Track progress through Trusting, Engaging, Neighbouring, Training and Independent living.
Safeguarding	Keep restricted safeguarding records separate from general support notes.
Referral Directory	Record statutory, voluntary, regulated and community partners by category.
Fundraising CRM	Record funders, pledges, grants, restricted gifts and building fund progress.
Dashboard	Display readiness, outcomes, risks, referrals, funding and

7.3 Core KPI set

1. Number of families or households supported.
2. Number of adults supported with GP/NHS access.
3. Number of adults attending English conversation or ESOL.
4. Number of children supported with school engagement.
5. Number of befriending contacts completed.
6. Number of advocacy and service-navigation actions completed.
7. Number of referrals and signposting actions completed.
8. Number of Training to Trade sessions delivered.
9. Number of adults moving into volunteering, training, employment readiness or employment.
10. Number of families reporting reduced isolation.
11. Number of safeguarding concerns appropriately escalated.
12. Number of families showing progress towards independent living.

Chapter 8: Fundraising and Investment Case

Figure 7. Suggested Building Fund Growth Ladder

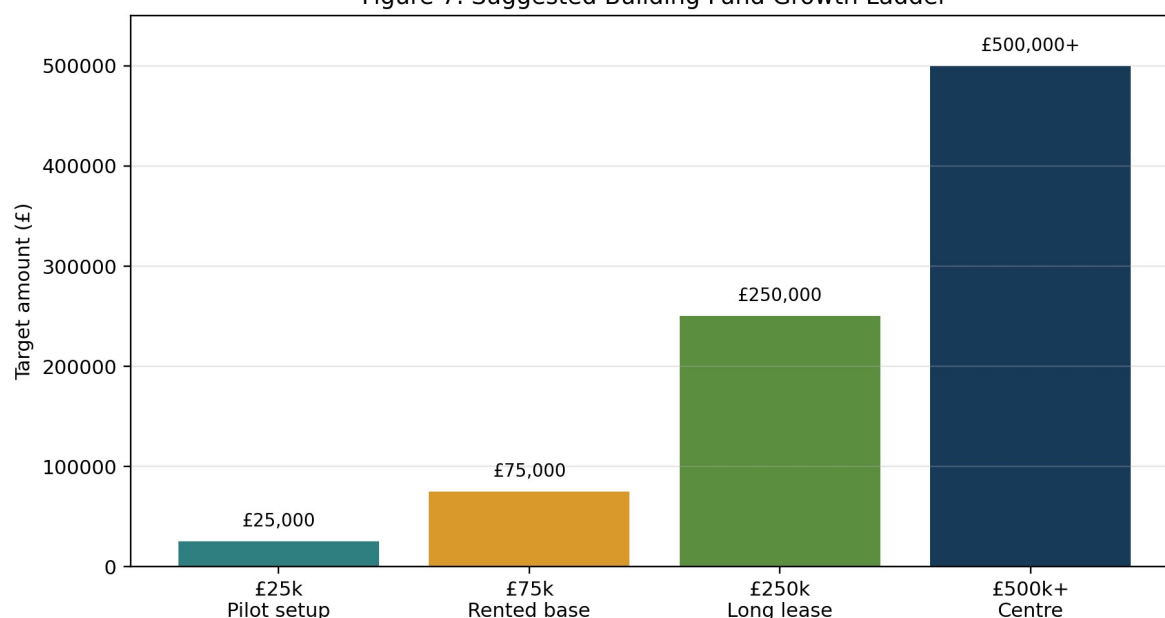


Figure 7. Suggested Building Fund Growth Ladder.

8.1 Why funders should invest

TENTing–BACiP is fundable because it provides a disciplined middle layer between informal goodwill and overburdened statutory systems. It mobilises volunteers, lived experience, church networks, local assets, referral partners and digital reporting. It does not duplicate statutory services; it helps families access them early, safely and effectively.

The programme also benefits host communities by opening appropriate activities to other isolated and marginalised residents, strengthening community cohesion and reducing resentment. The app

makes the work auditable by showing what has been delivered, what has been referred, what has been safeguarded, what has improved and what still requires investment.

8.2 Funding priorities

Priority	What funding supports	Why it matters
Programme setup	Policies, training, app configuration, volunteer induction and safeguarding systems.	Creates credibility before scale.
Direct family support	Welcome packs, transport, English materials, digital access and emergency support.	Reduces early settlement risk.
Health & Wellbeing Navigation	Non-clinical navigators, referral directory and supervised wellbeing support.	Improves access without drifting into clinical practice.
Training to Trade	Employability, CV, interview, digital confidence and volunteering pathways.	Moves families towards economic participation.
Community Welcome Centre	Shared, leased or dedicated building for safe delivery and community cohesion.	Creates a long-term home for integration work.

Conclusion

TENTing–BACiP does not create dependency; it creates the conditions for safe independence. It is a practical, evidence-based and church-conscious integration pathway that allows El-Bethel Mission to contribute to the public good while retaining clear boundaries, safeguarding, role clarity, referral discipline and measurable outcomes.

Over the next three to five years, El-Bethel Mission can become a credible local integration partner by helping refugee and marginalised families move from crisis to trust, from trust to engagement, from engagement to neighbouring, from neighbouring to training, and from training to independent living.

The programme is practical, measurable and fundable because it addresses the central challenge of refugee integration: people do not become self-sufficient by being left alone; they become self-sufficient when they are safely received, properly connected, practically trained and gradually released into confident participation in community and economic life.

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Appendix A: Evidence-to-TENTing Matrix

Evidence source	What it supports in TENTing
Community Sponsorship guidance	Trusting, Engaging, housing, ESOL, welfare, employment and independent living readiness.
Ager and Strang	Integration as access, social connections, language, safety and stability.
ONS VPRS/VCRS outcomes	Measurable settlement indicators: NHS access, housing, local stability.
REP evaluation	Training must be linked to English, integration, casework and employer partnerships.
Homes for Ukraine survey	Accommodation and employment progress depend on English, housing access and support.
PHE/NHS community-centred guide	Community assets and social networks are wellbeing resources.
Cook and Wills	Role clarity and voluntary/community location improve engagement with marginalised communities.
Afrane-Twum	Churches in diverse Britain need intercultural partnership and outward-facing mission.
Apostle Dr Alan Pateman	Foundation, networking, preparation and leadership mobilisation support structured pathways.

Appendix B: Minimum Data Fields for the App

Category	Suggested fields
Family profile	Family reference, arrival date, language needs, children, school needs, housing status, risk level.
TENTing progress	Trusting, Engaging, Neighbouring, Training, Independent living checklists and review dates.
BACiP record	Support type, date, staff/volunteer, summary, action, referral, follow-up, confidentiality level.
Health & Wellbeing Navigation	GP support, NHS access, digital support, wellbeing goal, referral destination, outcome.
Safeguarding	Restricted concern log, action taken, referral, status, safeguarding lead review.
Volunteers	Role, DBS status, training, confidentiality agreement, boundary agreement, supervisor.
Fundraising	Donor, pledge, restricted fund, Gift Aid interest, follow-up date, thank-you sent.
Reports	KPI period, outputs, outcomes, risks, referrals, funding progress, trustee decisions.

Appendix C: Funder-Facing Short Description

The TENTing–BACiP Community Integration Programme helps refugee and marginalised families move from crisis towards safe independence. Through Trusting, Engaging, Neighbouring and

Training, families are supported to access services, develop English and digital confidence, build local relationships, improve wellbeing, prepare for employment and participate in community life. BACiP provides the care method through befriending, advocacy, coaching and innovative pastoral care where welcomed. A non-clinical Health & Wellbeing Navigation module supports service access, referral and signposting while maintaining clear boundaries. The programme is evidence-led, app-supported, safeguarding-conscious and designed to strengthen both refugee and host-community wellbeing over three to five years.