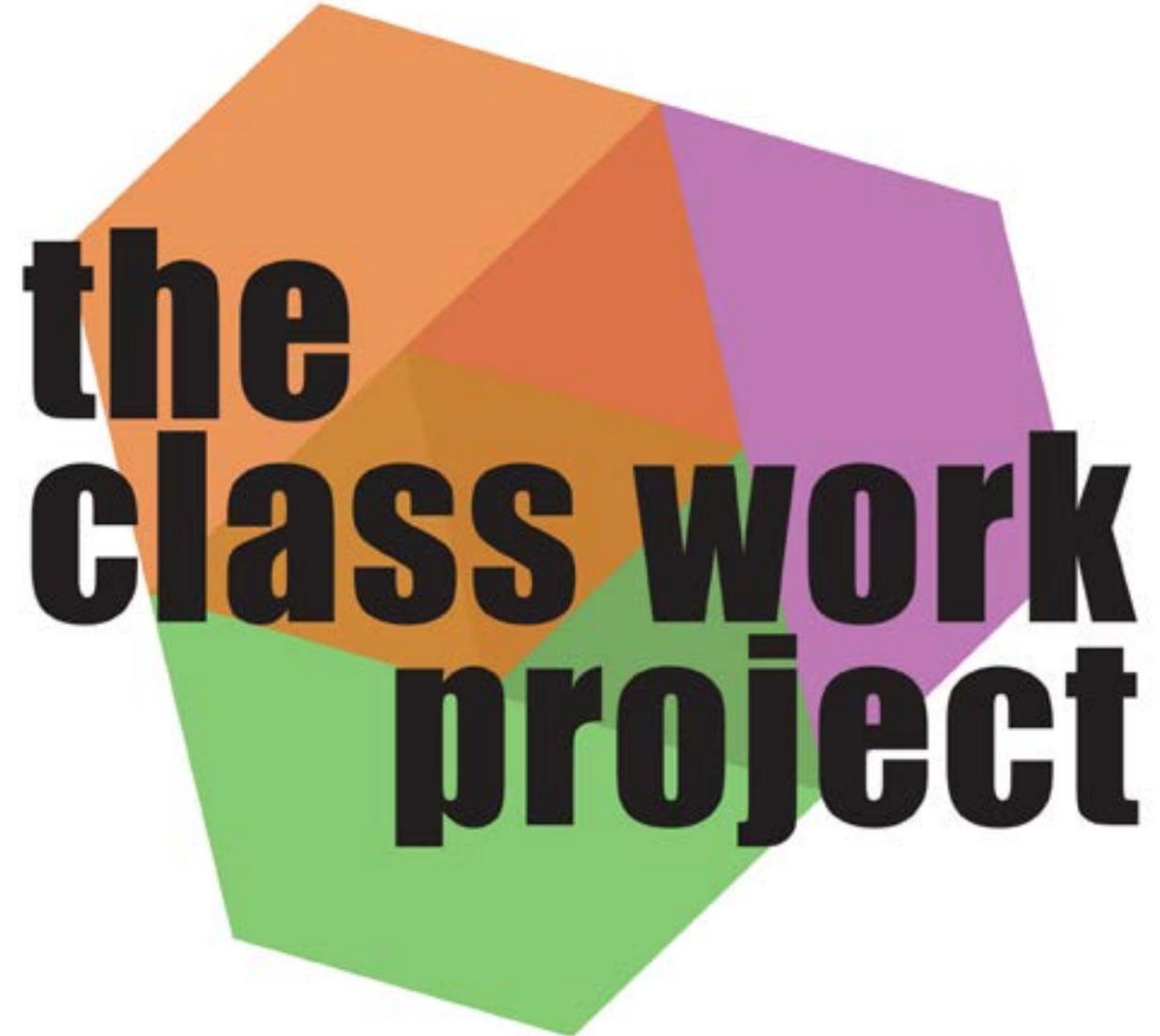




**THE CLASS WORK PROJECT
WORKSHOPS**

Exploring Class | Migrants & Class



the class work project

THECLASSWORKPROJECT.COM
info@theclassworkproject.com

WHO WE ARE

The Class Work Project is a workers' co-operative developing theory, analysis, and practice around issues relating to class identity, oppression, and stigma in Britain and beyond.

We see class through intersectional lenses and centre the knowledge and experiences of poor and working-class people in our work.

We provide education, training and consultancy helping organisations to develop practices and policies that ensure mutual understanding and cross-class cooperation.

OUR WORKSHOPS

Since 2019, The Class Work Project has become well known for its workshop, *Exploring Class*, and for consultation work with a wide range of organisations, communities and groups. These groups have predominantly sought our help to navigate how class affects their work, roles, finances, resources, members, and goals. It may be that something related explicitly to class has affected them recently (eg. noticed everyone in decision making roles are well-resourced and those that do the bulk of the administrative work are less resourced), or it may be something the group wants to commit to understanding from the outset, to embed redistributive practices around class, wealth and resources from the start, alongside perhaps their other work on race, migration, gender, dis/ability, mental health, culture or sexuality.

Some organisations that have benefited from our work are housing cooperatives, political and social movement groups, community centres, trade unions, environmental campaigners, and wealth redistribution groups. Our work has been instrumental in supporting economically marginalised people to be the people in the critical decision-making roles, using their skills, qualities and lived experience, and creating decisive actions of reflection, evaluation and redistribution of resources, labour, roles and finances, that have a lasting impact on how organisations and communities operate.

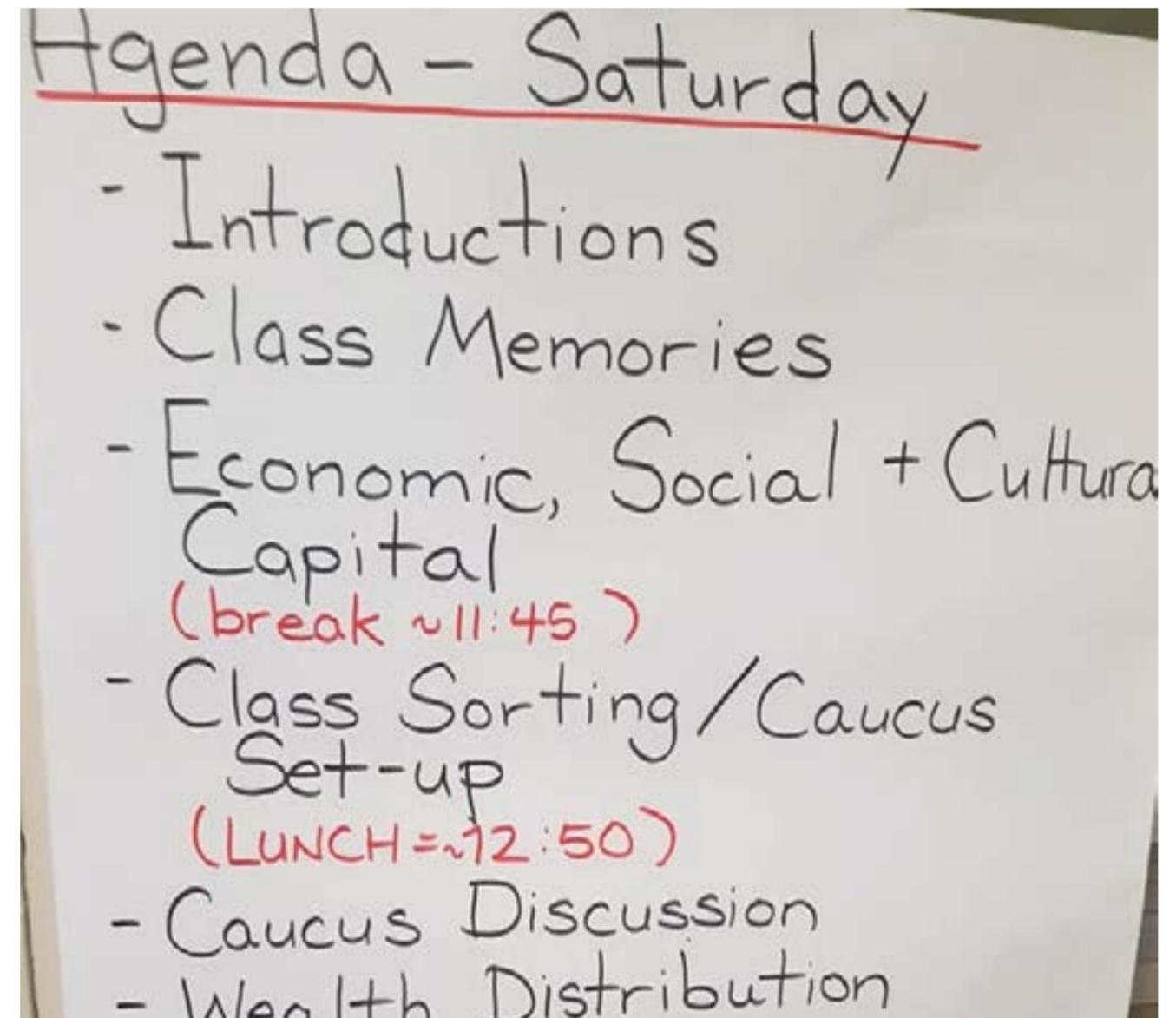


Launching in Spring 2025, the Class Work Project is introducing a new workshop: *Migrants & Class*, designed to explore class through the lens of migrant working-class experiences. The aim of this workshop is to erase the blind spot that we observed within organisations around the particular challenges and barriers faced by migrants, to forward the development of practices and theories around social class that will account for all and to improve inclusivity and mutual understanding within the organisations we work with and beyond as well as to advocate for the inclusion of migrant voices in the societal discourse and leadership positions in the ever-changing world.

This workshop was developed following a two-year research conducted by CWP that focused on lived experiences of migrant workers, particularly their experiences of interactions with Britain's new economy, cooperative and non-profit networks and other groups that self-describe as progressive. During this research, we learnt that within these frameworks, migrant people face barriers that need to be tackled to ensure meaningful inclusion. Some of the issues highlighted in our research are:

- The feeling of exclusion (or lack of inclusion) from the class discourse in the UK experienced by people with migration experience (or perceived as such)
- A general criticism that class, and the perception of it, in the UK's progressive circles is primarily based on cultural rather than economic signifiers, and that this promotes something that was repeatedly described as "white working-class culture" presented as a universal model: a model that is dissociated from one's economic status in society.
- Problems with how the discourse around the migrant workforce in the UK is framed. This discourse, both within social justice circles and in general society, strongly leans towards othering and talking about, rather than with, migrant workers. This was seen as a significant obstacle in the inclusion of migrant working-class people as equal partners.
- Using British cultural class signifiers to arbitrarily assess someone's class and gatekeeping of who is included in the working class based on these signifiers.

- The lack of knowledge, awareness, and interest to learn regarding migrant-specific barriers (eg immigration problems, lack of close-by family and long-term friend networks)
- Romanticisation/orientalisation/stereotypisation of people with migrant experience.



WHY WORK WITH US?

Exploring Class and *Migrants & Class* workshops and our consultations are designed to:

- Centre poor, working-class and less resourced people to support them to explore, understand and articulate their experiences and knowledge.
- Examine social class in the UK and its history and relationship to race, migration, gender, dis/ability, mental health, culture or sexuality.
- Support middle class, upper class and well-resourced people in recognising, taking responsibility for, and implementing redistributive action to make the benefits of their class position more equitable for society.
- Facilitate discussions, making plans and taking action to combat class stigma and discrimination, as individuals, within your groups and externally with your relationship with broader society.
- Support the mobilisation of cross-class people working equitably towards social change.

You can read some [testimonials about our work here](#)

Some of the positive outcomes of these workshops and consultations have been:

- A clearer understanding and the start of actions towards moving towards an organisational structure fit for people with varying experiences of class and class status. Followed by a complete action plan, support and reflection throughout the redistributive process.
- Empowerment and support of those facing stigma, discrimination, and disprivilege in relation to their class background to use their experience and skills to move into decision-making roles.
- Wealth redistribution within groups and communities to create equity and parity between members of organisations and communities.
- Development of bespoke training programmes, manifestos and cultures and values embedded into the missions of organisations and groups.
- Redistribution of responsibilities, roles and labour within organisations in a way that better utilises and supports the skills and knowledge of working-class and less resourced people
- Recognition of stigma and social status as instrumental to social dynamics and how this develops, enhances and complicates the inherent relationship class has with race, migration, gender, dis/ability, mental health, culture or sexuality.
- Recognition of injustice, from the most nuanced interpersonal power relations to unambiguous material inequalities within groups, organisations and communities.



PRACTICALITIES

Workshop and consultation length

Our workshops are tailored to the needs of the individual organisations we work with and are of a length that reflects these needs. We run introductory sessions starting at 2 hours; however, we have also delivered 2—or 3-day workshops as well as series of shorter sessions for those who need complex or bespoke support.

Fees

We don't have a fixed fee for our services and instead, use a sliding scale model to assess our prices based on the financial situation, type of group we are working with and the work needed.

We never turn anybody down due to their lack of funds. However, we ask groups we work with to be transparent about their financial situation and the wealth the individuals within your group have access to. If you can afford it, please consider a generous contribution: the money that you will pay us extra will allow us to deliver more sessions to those who are less financially privileged.

Are you a workplace with paid staff, as opposed to a group/organisation/charity/activist group/community group? For example, you might be a community centre with 10 paid staff, funding from the local authority, and a range of additional funders: this will likely mean that you could pay a bit more: this will allow us funds to work with groups who have very little or no budgets.

We recognise the difference between people coming together voluntarily to work on a shared goal (e.g., eradicating poverty in Leeds) and people in paid roles who may also work on/in places with charitable or redistributive efforts (e.g., you are a cleaner who works part-time in a community centre in Rochdale, which serves the diverse local community). Therefore, we offer a bespoke workshop for these types of organisations with paid workers that would like to explore and understand class and how it affects their work, internally, and externally too. For example, you might be a charity that supports homeless people in Bridgend. Your organisation would like to explore how class affects your team, your decision making, your roles and who performs what and how your resources are distributed within the organisation; (for example, who here has lived experience of homelessness, are we using their lived experience in the best way? How can we better support this person in having the role they would like in this workplace? Why is it that the majority of our staff who have been homeless are people of colour, and what do we need to know about how class and race intersect to ensure the work of the organisation does not repeat these patterns of disprivilege?)

If you are a for-profit project or a business, or a workplace with paid staff, then we have fixed fees:

Annual budget > 20k: donation/free

Annual budget > 50k: donation

Annual budget 50-150k: donation sliding scale 500-1000

Annual budget < 150k: donation 1000-infinity