

Date: 7th December 2022

Attendees: Helen Carter (Action Sustainability); Emma Jane Allen (Action Sustainability); Samuel Walker (Action Sustainability); Alexander Trautrim (Nottingham University); Amish Chauhan (Kier); Angela Hughes (Speedy Services); Dale Turner (Skanka); Eliza Chanin (Reconomy); James Bruce (HE Simms); Jessica Dean (HE Simms); Jimmy Ritson (Carmichael); Kerry Albrighton (Sisk); Lewis Bourne (Severn Trent); Luciana Campos (Multiplex); Lucy Darler (Severn Trent); Manish Tailor (Old Oak Common); Maria Fernandez Cachafeiro (Multiplex); Martin Carrie (National Highways); Martin Dick (Robertsons); Pamela Allen (United Utilities); Peter Raza (SCS); Simon Stone (Galliford Try); Sophie Connolly (Barratt); Warren Lynes (Onsite Support).

Summary of actions & notes

Notes & Actions		
No	Action/Note	Responsible
1	<p>People Matter Charter – The session began with a review of the People Matter Charter which introduced the Charter to those new to the group and discussed the progress made since committing to the Charter / renewing commitment to the Charter has been automated via the ‘People Matter Charter’ learning pathway or the People Matter Charter Recommitment learning pathway (rather than done by email).</p> <p>Since the last Labour Group session there have been 11 new signatories with 306 individuals now currently enrolled on to the pathway. Of these 306, 105 have completed the pathway with the remaining 201 yet to complete this.</p> <p>Organisations who originally committed to the Charter via exchange of emails rather than via the learning pathway, who wish to recommit to the Charter and continue to be a signatory, must complete the ‘People Matter Charter’ Learning pathway. All organisations below must do this in order to retain use of their PMC badge’.</p> <p>IF YOU OR YOUR SUPPLIER ARE INCLUDED IN THE LIST BELOW PLEASE MOVE/REQUEST THAT THEY MOVE TO THE ONLINE SYSTEM. INSTRUCTIONS ON HOW TO DO THIS WILL BE ATTACHED IN THE EMAIL.</p>	All

Signatories at risk of losing their PMC Charter Badge

Advante Ltd	Fortel	Morson International
Aggregate Industries	Friel Construction Ltd	MPB Structures
Avondale Construction	Ground Control Systems	Munnally Support Services
Bauer Technologies	H W Martin Traffic Management	NBC Group
Blueprint Recruitment	Hatton Traffic Management	O'Neil & Brennan
Boards Cottingham	HE Simm	R&W Ltd
Carmichael	Hinds Business Services	Resourcing Solutions
CCS Scaffolding	J Coffey Group	Safeway Infrastructure Support Ltd
Chasetown Civil Engineering Ltd	Kelly Formwork	Scape Group
Costain	Keystone Group	Sir Robert McAlpine
CRL Contracts Ltd	Kilnbridge	Skanska
Danny Sullivan	L Lynch Plant Hire	Soil Engineering
DDC Construction	Lee Brothers	Speedy Hire
Door Kit Solutions	Lendlease	Stephenson Group
Dragados	M B Roche Civil Engineering	Van Elle
Dynamic Group	M&J Evans	Vinci Construction
Emplink	McGinleys	W J Group
Eurovia (Vinci)	McLaughlin & Harvey Construction	Wills Brothers
Flannery Plant	Menfor	Wilmott Dixon
Force One	Morgan Sindall	Zone Construction

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Modern Slavery Priorities

Before discussing what the priorities of the Modern Slavery Group should be, Helen led a refresher going over what resources currently exist on the school that related to Modern Slavery. There were three Learning Pathways (Introduction to Modern Slavery; Due Diligence in Addressing Modern Slavery; Using Supply Chains to combat Modern Slavery) that were highlighted.

Partners of the school were invited to discuss how they had utilised current resources on Modern Slavery. This included how SCS and National Highways had used the resources to improve understanding on certain issues within their Supply Chain and to communicate that they were serious about tackling issues related to Modern Slavery. Using the resources internally to increase awareness across different departments was also highlighted, to avoid a siloed approach to tackling issues.

Following this discussion, the priority areas of focus within the Modern Slavery Group were discussed. All partners were asked to vote on what they thought the priority areas should be of the group over the next couple of months. The results of this vote can be seen below:

What are your priority areas of focus when addressing modern slavery



A conversation was also had around remediation (positioned 8th) as this was voted lower than expected. Some attendees commented that they voted this lower due to: i) many attendees not having identified cases of Modern Slavery in their supply chains and thus, weren't prioritising this as highly and; ii) it was not their own organisation who set up and managed the remediation support but others, and they signposted to this.

With the focus areas identified, the group was divided up into five different groups to explore the priority areas which had been voted into the top 5. and further questions asked. Jamboards were used to collect responses to the questions.

3 Jamboard Sessions

Following each group discussing their priority area, the groups came back to summarise what had been discussed. To see a detailed outline of these please refer to the end slides of Business Planning PowerPoint. Three priorities were highlighted by each group relating to the questions:

Group 4 – Training

1. **Reviewing what resources exist and identifying what other resources are needed.**
2. **Setting Action Plans for key focus areas.**
3. **Identifying the best format/best way to communicate resources based on the audience.**

Group 5 – Procurement Activity

1. **Verification of Evidence** – How to verify the approach and evidence that comes through from procurement checks etc.
2. **Government Engagement with Industry** – to collaborate together to tackle issues in the supply chain rather than on an individual level working with government to address issues more effectively.

	<p>3. Holding Organisations to Account – to ensure response is driven.</p> <p>Group 3 – Supply Chain Mapping</p> <ol style="list-style-type: none"> 1. Table of Risk in Industry – due to time and resources required come up with a table of risk that applied to the industry. 2. Make questions asked to Supply Chain consistent (in PQQ etc.) – to reduce time and complexity for supply chain but also improves verification. 3. Auditing – Increasing supplier confidence on auditing, educating and supporting suppliers on this, auditing of responses. <p>Group 1 – Saliency and Due Diligence Risk</p> <ol style="list-style-type: none"> 1. Shared Experiences/Examples of best practice – set-up channels or ways to promote this more. 2. Embedding Strategy throughout the organisation – avoid departments working siloed. 3. Communicating Saliency Risk internally and throughout the Supply Chain – Consider different ways in which to communicate this. <p>Group 2 – BS25700</p> <ol style="list-style-type: none"> 1. Understand the standard 2. Understand how this applies to your organisation 3. Understand how you will operationalise this (and in particular, through a collaborative forum). Creating a library of ideas here on what actions could be taken to improve based on other experiences. 	
5	9th March Modern Slavery Event – which will discuss and raise awareness on the BS25700 Standard. A panel of modern slavery survivors who have been supported by Causeway will also join. Contact Sam for further details.	All
6	Using the feedback collated on the jamboards, develop a high level business plan on priorities and proposed activities for 2023 – 2024 to share with the group for comments / discussion a the next meeting.	Helen, EJ
7	Terms of reference – As the Modern Slavery Group has changed its focus (from the Labour Group) the Terms of Reference will need to be created. The workings from the jam boards will be used to feed into this and a strategy developed.	Helen, EJ
8	Modern Slavery Group Chairperson – A request was made for a chairperson to come forward to lead the Modern Slavery Working Group. A rough indication of the time required for this was given: this would include 4 or 5 meetings a year, with 45 minutes before each meeting required to plan what will be discussed in each session.	All
9	Next meeting to take place on the 16 th February 2022 - virtually	All