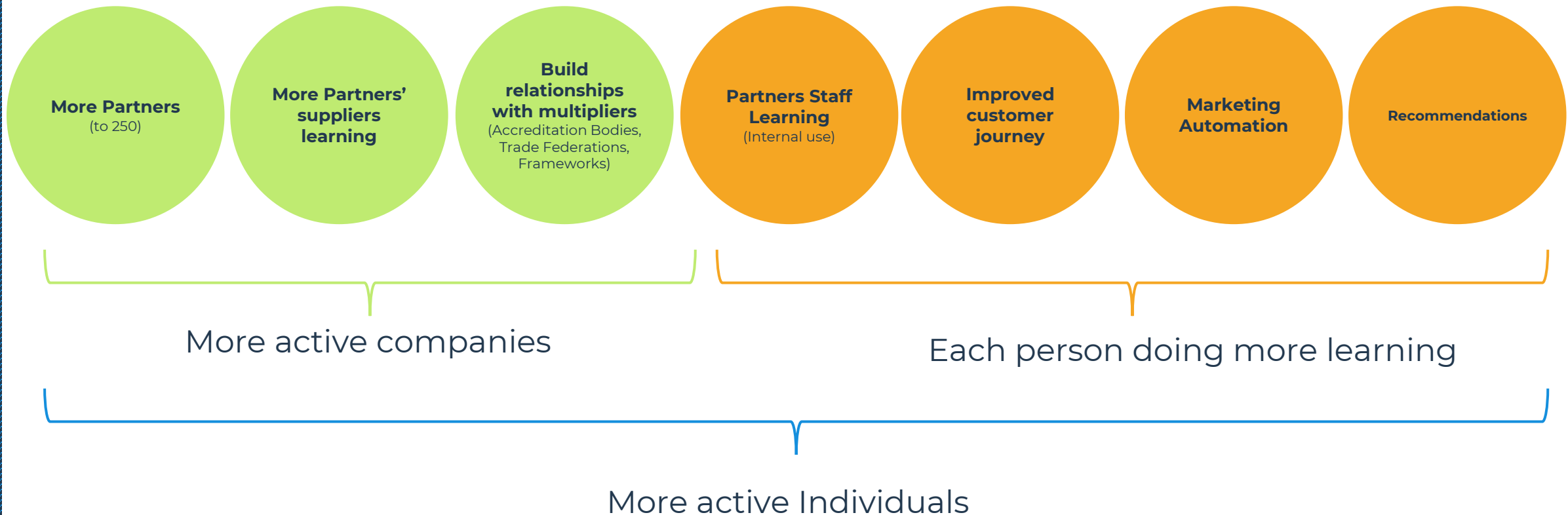


# Modern Slavery Group Business Planning 2024

*Discussed and agreed in modern slavery leadership group meeting on 19  
Feb 2024*

# FOCUS ON

## THE HOW . . . 7 ACTIONS TO DRIVE OUR IMPACT



# MODERN SLAVERY GROUP BUSINESS PLAN – AGREED PRIORITIES (1<sup>ST</sup> APRIL 24 – 31 MARCH 25)

- **Develop new due diligence resources to support the built environment and update existing resources**
  - Develop due diligence maturity guidance (aligned with BS25700 and the ISO currently under development) - to use the existing functionality in the School e.g. like the procurement or sustainability assessment
  - Update [School Procurement Guidance](#) on combatting modern slavery and labour exploitation
  - Update [Supply Chain Mapping Protocol](#)
- **Make modern slavery resources more accessible**
  - Develop and communicate new modern slavery learning pathways (collaborate with procurement group for procurement / supply chain) – link in to the new / updated resources above
  - Create interactive tool to search for resources under the key headings of BS 25700 e.g. leadership and commitment, training and awareness, recruitment
- **Showcase best practice and strategic approaches to combatting slavery**
  - 1 conference (ideally face to face) & 6 webinars – see next slide for proposed content
- **Collaborate to drive impact**
  - School to support CCLA's Investor roundtable for the construction sector on April 18th
  - Work with [Design for Freedom](#) – opportunities to feed into the development of their [Design for Freedom Toolkit 2.0](#) and run joint webinars
  - Representation on YORhub Modern Slavery group and Unseen Construction Hub
  - Partners to collaborate on a 'Stand up to Modern Slavery Day'
  - Partners to secure speaker slots at other School category groups e.g. waste and resource efficiency, climate and carbon, FIR, social value

Action	Resource	Cost per item	Total
Meetings – 5 in a year – prep, delivery, follow up	Senior consultant (7.5 days) Consultant researcher (5 days)	As per budget	£7,350
Webinars x 6	Delivered under wider School budget		
1 conference 16 Oct (week before modern slavery week)	Delivered under wider School budget. Cost for 1 x lived experience consultants and Align		£1,000
Develop due diligence guidance	Senior consultant (15 days) & consultant researcher (3 days)	As per budget	£11,025
Design of due diligence guidance			£2,000
Update School procurement guidance & supply chain mapping protocol	Senior consultant (1 days) Consultant (2 days)		£7,560 £1,050
Develop and communicate new modern slavery learning pathways x 4	Senior consultant (4 days) Consultant (4 days)	As per budget	£4,620
Create search function to find modern slavery resources aligned to key headings of BS 25700	Consultant (1 day)	£525	£525
<b>Current School budget</b>			<b>£35,130</b>

# PROPOSED TRAINING / EVENT SCHEDULE

## 2024-2025

Deliverables Target	Type	Apr-Jun	July-Sept	Oct- Dec	Jan - Mar
<b>Best practice in combatting slavery and labour exploitation – insights from across the value chain (both operational and supply chain)</b> , along with lessons learned, challenges. Practical insights. Spears from client, contractor, FM provider, sub contractor and supplier. Include perspective on remediation and lived experience consultant	<b>Ideally face to face</b>			<b>16 October</b>	
<b>Common approach to assessing risk</b> – launch of new School risk assessment methodology and Partners to share their approach. Design for Freedom to talk about their new toolkit 2.0	<b>Webinar</b>				
<b>Case study</b> - Insights from Willmott Dixon and one of their clients and suppliers to share what steps they've taken, lessons learned, practical tips	<b>Webinar</b>	<b>23 May</b>			
<b>Case study</b> – strategic approach to tackling slavery, alongside other sustainability topics. Collaboration with partners and procurement group – need partners to volunteer to speak or suggest other speakers.	<b>Webinar</b>		<b>1 (July)</b>		
<b>Business drivers and legislative landscape</b> – what new legislation is coming and implications for business, trends on business drivers	<b>Webinar</b>		<b>1 (Sept)</b>		
<b>Best practice in remediation</b> – Just Good Work app and Align project on worker voice / audits and lived experience consultants, and insight from Lendlease on <a href="#">best practice guidance on 'Remediating Modern Slavery in Property and Construction'</a>	<b>Webinar</b>			<b>1</b>	
<b>What's new in the School?</b> How to navigate the modern slavery resources in the School – launch of new learning pathways, new categorisation pages aligned with BS 25700 themes, other new resources launching this year	<b>Webinar</b>				<b>1</b>

# PARTNER RESPONSIBILITIES

Deliverables	Partners responsibilities / actions
<p><b>Develop and launch new due diligence resources</b> and update existing ones</p>	<ul style="list-style-type: none"> <li>• Provide feedback on proposals from Action Sustainability</li> <li>• Participate in relevant working groups to steer the development of the resources</li> <li>• 'test' the draft resources internally and provide feedback</li> <li>• Once the resources are live, actively promote them in own company and to the supply chain – social media, emails, inviting people to launch events etc</li> <li>• Provide suggestions of case studies</li> </ul>
<p><b>1 x face to face or virtual conference</b></p>	<ul style="list-style-type: none"> <li>• Actively promote the event to their relevant supply chain partners and colleagues (social media, email campaigns etc – the SCSS will provide suggested email and social media copy)</li> <li>• Volunteer or suggest speakers</li> </ul>
<p><b>6x modern slavery webinars</b> (1 hour)</p>	<ul style="list-style-type: none"> <li>• Volunteer or suggest speakers</li> <li>• Actively promote events to relevant supply chain partners and colleagues – SCSS team will provide suggested copy</li> </ul>
<p><b>Develop and communicate new learning pathways</b></p>	<ul style="list-style-type: none"> <li>• Test the pathways with colleagues /supply chain and provide feedback to Action Sustainability</li> <li>• Actively promote the new pathways to colleagues and supply chain on social media, internal comms, email newsletters,</li> </ul>
<p><b>Collaborate to drive impact</b></p>	<ul style="list-style-type: none"> <li>• Introduce the School team to external networks / forums and try to secure speaker slots</li> <li>• Be advocates for the School's modern slavery group and school resources – promote these at external collaborative forums / events</li> </ul>

ADDITIONAL ACTIVITIES SHOULD BUDGET BECOME AVAILABLE  
LATER IN THE YEAR

**TO BE REVIEWED / DISCUSSED AT MAY MEETING**

# HOW DOES THE ACTIVITY SUPPORT THE 50K STRATEGY?

## HOW ARE WE GOING TO GET 43% MORE LEARNERS?

<i>Activity</i>	<i>Why is this needed?</i>	<i>Who is the audience?</i>	<i>How does this benefit the sector?</i>	<i>How does this help to get people learning through the School?</i>	<i>Who can we collaborate with? (other membership organisations; trade federations etc)</i>
Develop new due diligence maturity assessment and guidance	Due diligence is a hot topic. See 'benefits to the sector' for the business drivers. The built environment is behind other sectors, with a lack of knowledge / skills on what it really means and how to implement it. Frameworks like UNGP, OECD and ETU exist, but can be overwhelming	All members & partners in the built environment. Mainly Legal, Recruitment HR, Commercial, Procurement, SLT, ESG I& operational leads, Risk leads	Helps organisation manage risk, meet client and legislative requirements, drive more resilient supply chains, meet investor / shareholder demands , develop more resilient supply chains	Members use the assessment and are signposted to resources in the School	School partners in the modern slavery group. Once assessment guidance is live, can be promoted through School partners and School groups, YORhub Modern Slavery Group, Unseen Modern Slavery group for construction, CCLA Find it Fix it Prevent it investor initiative, NACF, Action Sustainability solar panel group, SPP Human Rights group, Defra group,
Update school procurement guidance and supply chain mapping protocol	Guidance is dated 2017 and needs lots of updating. 4* reviews. Partners all asking for model questions and insights on what basic, good and very good responses look like and HOW to do supply chain mapping	Built environment. Procurement / Supply chain management, sustainability, ESG, Risk teams, SLT, commercial	As above	This will be launched at a School webinar and will include links to other school resources within it	Those listed above . CIPS?
Make existing resources more accessible – new pathways and interactive search function	So many resources can be overwhelming. Breaking them down into headings, aligned with those in BS 25700 will help members find what they need, quicker and not give up	All school members across the built environment	As above	It's about making access to existing resources easier and driving more engagement	N/A



# HOW DOES THE ACTIVITY SUPPORT THE 50K STRATEGY?

CONTINUED FROM PREVIOUS SLIDE

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with? (other membership organisations; trade federations etc)
Best practice and strategic approaches to combatting slavery – face to face conference and webinars	Due diligence is a hot topic. See 'benefits to the sector' for the business drivers. The built environment is behind other sectors, with a lack of knowledge / skills / competencies around what good due diligence looks like. Very few case studies exist that are publicly available on how organisations are tackling slavery and labour exploitation – these events would showcase best practice across leadership and commitment, recruitment and employment relations, training and awareness, procurement and supply chain management, risk assessment and prioritisation, recording and reporting and grievance and remediation	All roles from across the built environment	Helps organisation manage risk, meet client and legislative requirements, drive more resilient supply chains, meet investor / shareholder demands , develop more resilient supply chains	Members use the assessment and are signposted to resources in the School	School partners and School groups, YORhub Modern Slavery Group, Unseen Modern Slavery group for construction, CCLA Find it Fix it Prevent it investor initiative, NACF, Action Sustainability solar panel group, SPP Human Rights group, Defra group, local authorities in London via responsible procurement network
Collaborate to drive impact	Collaboration is key in combatting slavery and labour exploitation. Important to raise the profile of the school in wider networks both in and outside of the built environment	n/a	Same as why this is needed	Broadens the School's reach, bringing new members on board	Design for Freedom, CCLA, YORhub, UNseen, other School groups, SPP groups

# WHAT ADDITIONAL RESOURCES ARE NEEDED?

<i>Activity</i>	<i>Why is this needed?</i>	<i>Who is the audience?</i>	<i>How does this benefit the sector?</i>	<i>How does this help to get people learning through the School?</i>	<i>Who can we collaborate with? (other membership organisations; trade federations etc)</i>	<i>Resources required (£)</i>
<i>E.G Animation on waste management onsite e.g. how to segregate properly etc.</i>	<i>Lack of knowledge onsite about how to segregate waste/importance of doing so</i>	<i>Onsite managers, onsite staff, project managers</i>	<i>Provides awareness on how to make simple changes onsite which makes a big impact onsite</i>	<i>Simple and necessary messaging which can be viewed on mobile phones</i>	<i>Waste group to advise</i>	<i>£6,000</i>

Wishlist of additional activities outside of current budget not yet been prioritised