

Date: Wednesday 5th November 2025

Attendees: Emma-Jane Allen (SCSS), Maria Fernandez Cachafeiro (Multiplex), Jo Potts (Balfour Beatty), Millie Holder (SCSS), Phillip Carter (SCSS) Amanda Parker (Yorkshire Water), Eliza Chanin (Reconomy), Lucy Fritton (NG Bailey), Marina Rey Nakic (Sunbelt Rentals), Matthew Galvin (SCS Railways), Obinna Nwonu (Careys), Rachael Burn (Mitie), Raman Hir (National Grid), Rebecca Winter (Amey), Simon Stone (Galliford Try), Rebecca Lea (Willmott Dixon), Sasha McGown (Briggs & Forrester), Sara Robertson (RSK), Natalie Wilkinson (NG Bailey), Will Glover (Mitie), Kimberley Gibson (Kier), Laura Perry (VCG Group), Fiona Dowling (VCG Group), Georgia Pilejko (MWH Treatment), John Bullivant (Travis Perkins), Catherine Price (MWH Treatment) Julie Swanepoel (Suez), Julia Hellyer (B&K)

Summary of actions & notes

Notes & Actions		
No	Action/Note	Responsible
1	Welcome and Introductions	
1.1	<ul style="list-style-type: none"> Congratulations noted for winning the Unseen Business Awards – Partnership Winner and Impact Category Finalist. Launch of the Due Diligence Capability Assessment: 210 attendees at launch, 107 assessments completed in the first week, and two reassessments recorded. Excellent feedback. Partners encouraged to embed and drive supplier uptake. EJ reminded the group that the majority of this year's budget was spend on developing this, so now we need to get more people using it. Reflection on the CCLA Modern Slavery in Construction Roundtable: strong speakers and attendance, but a need to move beyond risks on site and focus more on material supply chains, with practical, solution-driven sessions targeting decision-makers. Not enough opportunity for discussion. <p>Insights from CEO of Ethical Trade Initiative and former head of sustainability at Tesco were welcomed – he highlighted how it's unlikely to find modern slavery through social audits. Recommendations provided by the keynotes at the end of the event were</p> <ol style="list-style-type: none"> Avoid plausible deniability Progress will be slow if this is being led internally by legal and compliance teams as this is about beyond compliance Engage with survivors to inform your approach <ul style="list-style-type: none"> EQUANS to share feedback with EJ and Millie from their CEO, David Carr 	Amelle Mestari

	Operational Update	
2.1	<ul style="list-style-type: none"> • Around 180 modern slavery resources are currently live on the School platform, including e-learning, toolbox talks, procurement guidance, learning pathways, and the operational toolkit. Updates to procurement and supply-chain mapping guidance are planned for 2026. • Only three partners have completed the due diligence assessment so far. Partners were encouraged to complete the assessment internally and encourage their supply chain to use the tool to assess and benchmark their progress and identify opportunities for improvement through the tailored action plan. <p>Barratt Developments explained that they're worried about confusing their supply chain with their own questionnaires/approach, which differs to what is in the due diligence assessment. Others highlighted that what's 'required' of supply chain through the procurement process is different to signposting the supply chain to resource that can provide tailored support to help them better address socio-economic risks and prepare for upcoming due diligence legislation.</p> <ul style="list-style-type: none"> • Next webinar: Modern Slavery – What Businesses Can Learn from the Frontline (10 February 2026) with Unseen and Justice & Care. This will provide insights into what happens after reports are made to the modern slavery helpline, and how victims are supported. Justice and Care will also be talking about how they've supported some of the survivors from the McDonalds expose. Register here. Partners to post on linked in and recommend their supply chain attend. 	<p>All Partners</p> <p>All Partners</p>
3	Proposals Reviewed	

3.1

(Summary of key discussions and proposals from the session.)

1. Guidance Post-Reporting

- a. Follow-on from the February webinar to provide clarity on “what happens next” and how to help people after a report is made.
- b. All agreed that this content could potentially be covered in the School’s webinar programme which come out of the main school budget. This is like a ‘Part 2’ to follow on from the Justice and Care and Unseen webinar in Feb.

2. Understanding Effective Remediation

- a. Focus on what good remediation looks like in practice – a detailed response, taking a survivor-centred approach.
- b. Include case studies and lessons learned from real incidents.
- c. Unseen will be publish a report on remediation in 2026 including case studies and insights. A more practical toolkit will be available to support a step by step remediation but this will only be available to Unseen members.
- d. Suggestion of running a webinar where partners are willing to share what they’ve found and what steps have been put in place. Use a partner survey to help feed into this if partners are not willing to be named.
- e. If we do an in person conference, remediation could be a key theme to bring this to life.

3. Supplier Questions and Model Answers

- a. Develop practical materials to support supplier onboarding and procurement processes.
- b. All agreed that the School’s existing resources and those which are in the process of being updated will plug this gap. In the meantime, the procurement guidance in the ‘Addressing modern slavery through procurement’ will help.
- c. All agreed to take this option out of the voting for priorities later in the meeting.
- d. The new ARRT developed by Gov also includes questions that can be used in procurement.

4. Due Diligence Assessment and action planning tool uptake

- a. Use assessment data to identify learning gaps and target resources or webinars.
- b. Encourage suppliers and clients to embed the tool in supplier engagement and contract management.
- c. All agreed partners have a role to drive engagement with this tool and recommend its use. Action – to define what the role of partners is in driving engagement.
- d. Webinars could be used to share how partners and suppliers are using the due diligence assessment – how they are benefitting from it and using it to support continuous improvement.

5. Update to Operational Toolkit

- a. Recognised importance of maintaining current resources; discussion on ensuring consistent resourcing and ownership.
- b. The School has confirmed that budget will be allocated to update the modern slavery resource library, so the only cost requirement for this update will be for the designer.
- c. All agreed to take this out of the voting for priorities as this should be able to be done without using the group's budget.

6. Resource Library and Search Function

- a. Proposal to quality-check and improve the resource library and search features to enhance accessibility.
- b. As above – this can be done using the wider School's budget rather than using this group's budget. As such it was agreed to take this out of the priority voting.

7. Intelligence Sharing and Collaborative Audits

- a. Agreement on the need for collaboration and intelligence sharing on incidents and risks.
- b. Achilles, Nutral, Unseen, GLAA etc will all have intelligence but it's not being shared.
- c. Acknowledge existing efforts through Unseen's construction hub but note barriers such as legal and competition constraints.
- d. Agreed the School isn't the vehicle to lead a project on this, but can help to facilitate. Agreed that Unseen, Laura at Wates (Unseen Construction Hub member), Jo at Balfours and EJ will meet Unseen to discuss intelligence sharing.
- e. If partners are willing to share insights anonymously, could there be a survey that the School runs where they collate findings/insights?

EJ to set up meeting with Jo, Laura, Unseen to discuss/negotiate intelligence sharing.

8. Conference Proposal

- a. Interest in hosting an in-person conference focused on remediation, intelligence sharing, and risk management.
- b. Aim to secure sponsorship or partner support to achieve cost neutrality e.g. from solutions providers.
- c. Suggestion of getting insights from orgs like Nutral, Achilles, GLAA.
- d. Important to bring in time for table discussions and networking.
- e. Joint event with CCLA and Cabinet Office?
- f. Bring in people from other sectors to share insights.

9. SME and Beyond Tier-1 Engagement

- a. Suggest regional roadshows and allow virtual engagement as well if possible to reach smaller suppliers.
- b. Could include signposting to the resources that exist.
- c. Partners would need to be proactive at inviting the supply chain to attend and ideally help to host events.

10. Critical Material Mapping

- a. High interest in mapping high-risk materials such as steel, concrete, or timber to identify supply chain origins and associated risks.
- b. Potential to focus on one material per year and look at collaboration with Design for Freedom.
- c. Opportunity to join up School groups so look at environmental and social impacts.

11. Workers' Rights Collateral

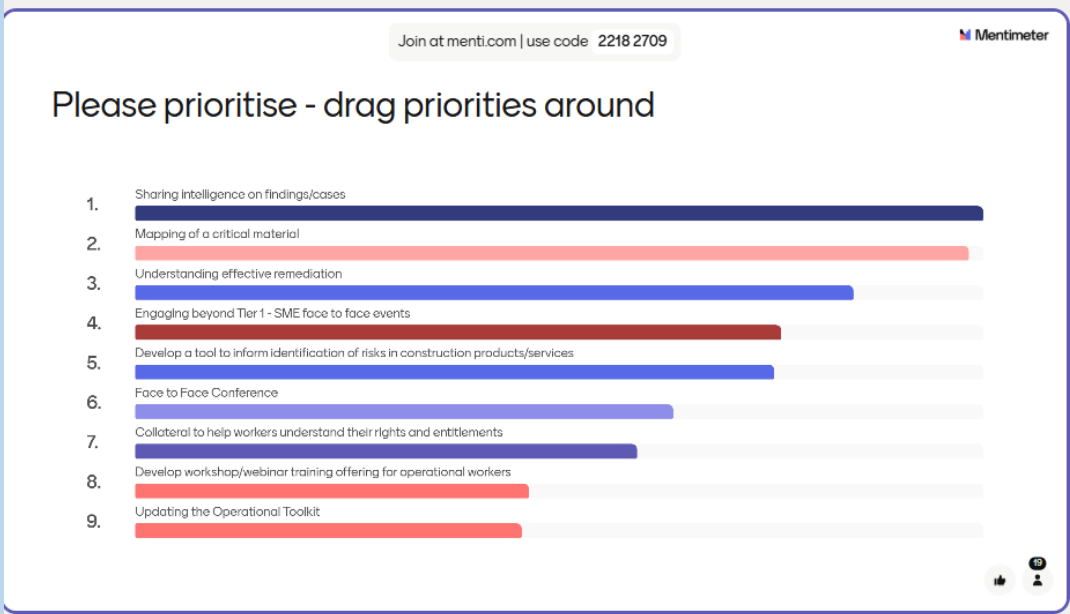
- a. Support for consistent, industry-wide communication of worker rights across sites.
- b. Consider language-light materials and link with existing resources such as GLAA posters or FIR app content, but is this enough?
- c. Industry wide toolbox talk to implement across projects and consistency in messaging around workers rights.
- d. Fair Work Agency and Employment Rights Bill will impact this kind of work – due to publish in April 2026.
- e. Organisations like Nutral and Achilles are already working on this – opportunity to collaborate.
- f. School Black Hat App for the FIR programme – opportunity to build something into this app related to modern slavery

12. Construction-Specific Modern Slavery Risk Tool

- a. Government published a new 'Anti-slavery risk tiering tool (ARRT) guidance' in October 2025 to support the modern slavery procurement policy note PPN 09. Link to the tool is here: <https://www.gov.uk/government/publications/ppn-009-tackling-modern-slavery-in-government-supply-chains/anti-slavery-risk-tiering-tool-artt-guidance> . The tool consolidates risk data from across the PPN and external datasets and includes categorised risks, the US List of Goods Produced by Child Labour or Forced Labour and GLAA Industry profiles. It's designed with commercial lifecycle in mind, useful for both pre-procurement and throughout contract management. It's a simple one stop chop that provides clear next steps and links to relevant resources.
- b. This proposal is to adapt the government's existing Anti-Slavery Risk Tiering Tool into a construction-focused version and include high-risk services and materials specific to the sector.
- c. Point made that this wouldn't be relevant to those School partners who are not in 'construction' but instead in the wider built environment.

13. Operational Worker Training

- a. Consider the most effective channels for on-site training (e.g. webinars, toolbox talks, or app-based learning).
- b.

3	Prioritisation (Menti Results)	
3.1	<p>Menti poll results indicated priorities as below. Those unable to attend the meeting were invited in advance to share their priorities:</p>  <p>The image shows a Mentimeter poll titled 'Please prioritise - drag priorities around'. It lists 9 items with horizontal bars indicating their priority level. The items are: 1. Sharing intelligence on findings/cases, 2. Mapping of a critical material, 3. Understanding effective remediation, 4. Engaging beyond Tier 1 - SME face to face events, 5. Develop a tool to inform identification of risks in construction products/services, 6. Face to Face Conference, 7. Collateral to help workers understand their rights and entitlements, 8. Develop workshop/webinar training offering for operational workers, 9. Updating the Operational Toolkit.</p>	
4	Actions	
4.1	<ol style="list-style-type: none"> Promote uptake of the Due Diligence Assessment internally and across high-risk suppliers Explore options for intelligence sharing with Unseen, considering anonymity and governance Request School member data to understand Construction vs FM split 	<p>All Partners</p> <p>EJ / Jo Potts / Laura Roberts Millie Holder</p>
5	Next Steps	
5.1	<ul style="list-style-type: none"> EJ and Jo Potts meet to review/refine/look at costs for priorities and develop a business case to share with Director of the School for feedback. Share feedback and proposed next steps with this group before xmas for comments/feedback Promote and attend the Modern Slavery Frontline Webinar on 10 February 2026. 	<p>EJ & Jo</p> <p>All Partners</p>
7.2	Next BEAS Group Meeting: 4th February 2026	