



## IASC advisory panel: Minutes (9 October 2019)

**Date:** 9 October 2019  
**Time:** 16.00 – 18.00  
**Location:** Office of the Independent Anti-Slavery Commissioner, 5<sup>th</sup> Floor,  
 Globe House, 89 Eccleston Square, London, SW1V 1PN

### Members

The Rt Revd Dr Alastair Redfern	Chair, The Clewer Initiative (Advisory Panel Chair)
Lara Bundock	CEO and Founder, The Snowdrop Project
The Baroness Young of Hornsey OBE	Co-Chair, All-Party Parliamentary Group on Sport, Modern Slavery and Human Rights
Dr Paul Rigby	Lecturer in Social Work, University of Stirling
Julia Mulligan	Police, Fire and Crime Commissioner, North Yorkshire
Sir Tom Phillips KCMG	Director, Centre for the Study of Modern Slavery, St Mary's University
Sir Bernard Silverman FRS	Professor of Modern Slavery Statistics, Rights Lab, University of Nottingham
Yasmin Waljee OBE	International Pro Bono Director, Hogan Lovells
Mel Wiggins MBE	Project Coordinator, Freedom Acts

### Apologies

Cindy Berman	Head of Modern Slavery Strategy, The Ethical Trading Initiative
Michael Clarke	CEO, The Passage
The Rt Hon. the Baroness Butler-Sloss GBE	Co-Chair, All-Party Parliamentary Group on Human Trafficking and Modern Slavery
Gillian Rivers	Partner, Penningtons Manches Cooper

### In attendance

Dame Sara Thornton DBE QPM	Independent Anti-Slavery Commissioner (Commissioner)
Rebecca Baumgartner	Chief of Staff, Office of the Independent Anti-Slavery Commissioner
Jenna Teasdale	Research and Innovation Lead
Emma Crates	Private Sector Policy Lead



**1. Introduction and update on membership (Rt Revd Dr Alastair Redfern, Chair, IASC advisory panel)**

The group approved minutes from the last Advisory Panel on 8<sup>th</sup> July 2019 and agreed that minutes should be shared on the IASC website.

**ACTION:** IASC office to upload Advisory Panel minutes (including those for 8<sup>th</sup> July 2019) to the IASC website

**2. The Strategic Plan 2019/2021 (Dame Sara Thornton, IASC)**

In July 2019 Dame Sara considered the proposed strategic priorities in order to set a broad direction of travel for the IASC office. Choosing where to focus resource will be the biggest challenge and the wisdom of the Advisory Panel will be invaluable in informing such decisions.

The Advisory Panel provided positive feedback on the Strategic Plan. For future consideration, inclusion of the communications strategy in the Strategic Plan itself was suggested.

**Overview of Advisory Panel discussion the four workstreams of the Strategic Plan 2019/2021.**

**Victim care and support**

**Key issues:**

- Inability of the NRM to cope with the volume of referrals
- Long-term recovery

**Advisory Panel comments and suggestions:**

- Learning from faith groups and increased proactivity in developing partnerships.

**ACTION:** Sir Tom Phillips and Yasmin Waljee to share contact details for relevant groups

- Processes linked to victim care and support need to be a key consideration. Specific concerns were raised around the impact of all local authority employees being First Responders and whether single points of contact need to be implemented.
- Work is ongoing around minimum training standards and should be rolled out nationally.
- Concerns were raised around asylum screening processes, with interviews only taking place in Croydon and no appointments.
- In terms of criminal exploitation, the Panel noted interesting comparisons with the U.S. situation where there is a change of policy when the victim turns 18. It was agreed that appropriate care will be key in such cases.



## **Supporting law enforcement and prosecutions**

### **Key issues:**

- Prosecuting traffickers

### **Advisory Panel comments and suggestions:**

- The impact of any loss of law enforcement tools and migration policies must be a consideration
- Although police forces may have modern slavery panels, they are not necessarily joined up with serious and organised crime panels. There must therefore be focus on joining things up at a local level. This is particularly important given the fact that NRM is a national process.

## **Focusing on prevention**

### **Key issues:**

- Sustainability and corporate social responsibility
- Learning from NGO experience
- Importance of public awareness

### **Advisory Panel comments and suggestions:**

- Consideration should be given to involving universities, particularly with any work on supply chains. Greenwich University were noted as having done a lot of work in this area.
- The Panel discussed the IASC position on public procurement.
- The Panel raised concerns around the feasibility of the Home Office delivering a modern slavery statement audit and registry.

**ACTION:** Advisory Panel to discuss ways in which they can support IASC on public procurement

## **Getting value from research and innovation**

### **Key issues:**

- Revisiting research on the scale of modern slavery
- Ensuring research impacts on policy and practice
- Understanding what works

### **Advisory Panel comments and suggestions:**

- Using technology to understand the issues in greater depth is key



- The IASC office could facilitate innovative ways of defining the nature and scale of modern slavery. Although the Strategic Plan refers to “more accurate data” it was felt that “data that is as accurate as possible” is more appropriate.
- The IASC office should focus on encouraging actors involved in victim care and support, law enforcement and prevention to collect data that can inform research on the nature and scale of modern slavery. For example, a useful by-product of products such as the Safe Car Wash app would be data on trends and themes.
- One thing to be mindful of is the volume of requests for interviews with researchers received by NGOs. NGOs must be able to balance responding to appropriate requests with maintaining a service. From the perspective of survivors, it is important to ensure research considers their voice but also respects their need for recovery.
- Work should be done to build on existing Home Office work on research priorities, for example, highlighting the most pressing questions and ensuring research has a practical application.

### **3. IASC survivor panel (Dame Sara Thornton, IASC)**

The group discussed the importance of involving survivors of modern slavery and human trafficking in the Commissioner’s work and considered how best to implement this. Members agreed that this needed further consideration and that a number of different approaches should be considered.

**ACTION:** IASC office to consider different potential models for a survivor panel with the support of Lara Bundock.

### **4. Update on IASC office, structure and staffing (Rebecca Baumgartner, Office of the IASC)**

#### **Budget**

Dame Sara wrote to the Home Office on 19 July to request an uplift in budget of £100,000, however, this was not agreed. Current forecasts put the budget under significant pressure, with a forecast overspend of around £25,000. In order to manage costs effectively the IASC office are using resources loaned from other organisations and exploring partnerships with charities and other organisations to deliver events.

#### **Resourcing**

There have been several changes to the IASC office since the Advisory Panel last met. Two new recruits have joined the team: Jenna Teasdale to lead on research and innovation and Emma Crates to lead on prevention. Tatiana Gren-Jardin, the lead for victims and partnerships has left and recruitment for a replacement is underway.



Jenny Bristow, who was seconded from the police to produce the law enforcement strategy, has returned to policing and Nick Dale is overseeing the implementation of this work on a part-time basis. A high potential police resource is being sought to support Nick. These salaries are borne by the police.

The IASC office is also recruiting a student placement through the Partnership for Conflict, Crime and Security Research. This will be a three month placement to support the research and innovation strategy.

#### **5. Communication strategy and Anti-Slavery Day 2019 (Dame Sara Thornton)**

The IASC office outlined the communications strategy for the launch of the Commissioner's Strategic Plan:

- a. Press release
- b. Article and blog on IASC website
- c. Social media push
- d. Emails to stakeholders from each sector
- e. Speaking engagements, outputs and media w/c Monday 14<sup>th</sup> October

The Advisory Panel supported the approach and suggested the IASC office consider a communications plan for NGOs. Whilst there isn't currently a specific communications plan for NGOs, the IASC Communications Officer is already in regular communication with key stakeholders and Dame Sara engages regularly with NGO networks and partners.

The group discussed the IASC logo and agreed that it would be beneficial to develop a new logo to better reflect the current remit of the Commissioner.

**ACTION:** IASC office to consider options for new logo and the Commissioner's Advisory Panel to offer steer.