



## IASC advisory panel: Minutes (14 January 2020)

**Date:** 14 January 2020  
**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 Rt Hon. the Baroness Butler-Sloss GBE	Co-Chair, All-Party Parliamentary Group on Human Trafficking and Modern Slavery
Rt Hon Fiona Mactaggart	Chair, Agenda and Fawcett Society; former Co-Chair, All-Party Parliamentary Group on Human Trafficking and Modern Slavery
Julia Mulligan	Police, Fire and Crime Commissioner, North Yorkshire
Dr Paul Rigby	Lecturer in Social Work, University of Stirling (Scotland)
Sir Bernard Silverman FRS	Professor of Modern Slavery Statistics, Rights Lab, University of Nottingham
Mel Wiggins MBE	Project Coordinator, Freedom Acts (Northern Ireland)
The Baroness Young of Hornsey OBE	Co-Chair, All-Party Parliamentary Group on Sport, Modern Slavery and Human Rights

### Apologies

Michael Clarke	CEO, The Passage
Gillian Rivers	Partner, Penningtons Manches Cooper
Yasmin Waljee OBE	International Pro Bono Director, Hogan Lovells

### In attendance

Dame Sara Thornton DBE QPM	Independent Anti-Slavery Commissioner
Rebecca Baumgartner	Chief of Staff, IASC
Jenna Teasdale	Research and Innovation Lead, IASC
Emma Crates	Private Sector Policy Lead, IASC
Katherine Lawson	Communications Officer, IASC



## **1. Introduction, minutes and actions of the last meeting (Rt Revd Dr Alastair Redfern, Chair, IASC advisory panel)**

The Chair opened the meeting and welcomed Advisory Panel members present. The group approved minutes from the last Advisory Panel on 9 October 2019 for publication on the IASC website.

**ACTION:** Communications Officer to publish 9 October 2019 minutes on the IASC website.

### **Actions of last meeting:**

The following actions were **completed**:

- IASC office to publish previous Advisory Panel minutes on the IASC website
- Advisory Panel members to share contact details for faith-based organisations

The action on ways panel members can support the IASC on public procurement is **ongoing**: Government will be publishing a modern slavery statement for 2019 (imminent). Work in this area will be taken forward by the new IASC Victims Lead.

The action on models for an IASC survivor panel is **ongoing**: Dame Sara has met with Lara Bundock (Snowdrop Project) to discuss; will be meeting further such stakeholders in January 2020.

The action on the IASC logo is **ongoing**: The Communications Officer is consulting with Dame Sara and the Advisory Panel on updating this.

## **2. Update on membership (Rt Revd Dr Alastair Redfern, Chair, IASC advisory panel)**

The Chair welcomed new Advisory Panel member Fiona Mactaggart (Chair, Agenda and Fawcett Society; former Co-Chair, All-Party Parliamentary Group on Human Trafficking and Modern Slavery).

Former members Sir Tom Phillips (St Mary's University) and Cindy Berman (Ethical Trading Initiative) have stepped down; the Chair and Commissioner expressed gratitude for their support.

It was suggested that a new member with knowledge of the links between business, audit and data within the field of modern slavery would benefit the Commissioner's work. Baroness Young suggested a number of potential organisations to consider.

**ACTION:** The IASC office to follow up with Baroness Young on business-focused organisations regarding a new Advisory Panel member.



**Additional item on IASC work:**

Dame Sara gave an update on key deliverables achieved in Q1 2020 and ongoing priorities.

- **Supporting law enforcement and prosecutions**

Dame Sara wrote to 43 chief constables in England and Wales raising the issue of prosecution rates for modern slavery offences. At the time of writing 41 responses had been received. A report on themes identified will be published in Q1. Julia Mulligan noted this issue could also be raised with police and crime commissioners.

Dame Sara visited and wrote to the Chief Executive of the College of Policing about the availability of training for first responders and detectives. The College will take over responsibility for modern slavery curriculum and training resources.

On 17 January Dame Sara will launch a call for evidence on the use of the Modern Slavery Act's Section 45 statutory defence. Respondents will be invited to submit evidence on where this has worked well and where it hasn't. The call closes on 2 March and a roundtable will take place in April.

Paul Rigby noted the difference between the MSA and the Human Trafficking and Exploitation (Scotland) Act, which places an obligation on the Lord Advocate to publish instructions about the prosecution of a potential victim of human trafficking. Media coverage in Scotland of MSA's statutory defence has led to debate on the differing provisions.

**ACTION:** Paul Rigby to keep Dame Sara and Advisory Panel members updated on discussions in Scotland on the non-punishment principle.

- **Focusing on prevention**

Dame Sara wrote to companies whose supply chains were affected by the Operation Fort case. Most companies responded swiftly. A report analysing observations and examples of good practice revealed by the letters will be published in Q1.

- **Modern slavery policy**

Dame Sara updated members on ongoing discussions with the Home Office about the status of modern slavery policy implementation under a new government and in the context of Brexit.

Panel members discussed opportunities to promote modern slavery in policy and parliamentary discussions, including linking up with new and retuning parliamentarians and the APPG on Human Trafficking and Modern Slavery.

Baroness Butler-Sloss noted a Bill being brought on international child abduction (Lord Keen).



Mel Wiggins noted that there is a government in Northern Ireland and new minister for justice. Dame Sara said she would seek to meet the new minister on her next visit to Northern Ireland.

The Chair closed the item on IASC work.

### 3. **Deep dive on Priority 4: Getting value from research and innovation (Jenna Teasdale, IASC)**

The Commissioner wants to ensure research informs policy and practice; and to promote the ‘what works’ agenda. The Commissioner’s role in this area focuses on using convening power and partnership working.

There is a large amount of research on modern slavery taking place and it is not always clear what impact this has.

#### **Improving the evidence base:**

- **Researcher from UK Research and Innovation’s Partnership for Conflict, Crime & Security Research (PaCCS)**

The IASC office is hosting a researcher from UK Research and Innovation’s Partnership for Conflict, Crime & Security Research (PaCCS) for three months. The researcher will review research being carried out on modern slavery and establish how much impact this has had.

There was discussion on how to ensure the research question is targeted; and what type of product the output could be.

- **Building a network of researchers**

The IASC office is developing a network of researchers interested in modern slavery. There was discussion on how to manage requests from academics to participate in research projects or for placements. The IASC office does not have capacity to commission research projects.

Sir Bernard Silverman suggested the IASC office publish a document listing research challenges and gaps relevant to the IASC’s Strategic Plan, with information on how the IASC office could provide in-kind support (e.g. hosting a roundtable, convening power, access to information).

To promote collaborative working, it was further suggested that where feasible, the IASC office could connect up researchers working in similar areas.

The panel discussed ways to share information on the IASC’s work in this area with a wide range of stakeholders, for example an event in parliament.

**ACTIONS:** IASC Research and Innovation Lead to create a document listing modern slavery research challenges for academics to consider.



IASC office to consider forthcoming events or conferences in 2020 where information on the IASC's work on research could be shared or disseminated.

- **A 'What Works' approach to modern slavery**

The IASC office has been exploring how work undertaken by the What Works Network and wider community could be applied to modern slavery research.

The IASC office has met with What Works experts and will hold a roundtable in September 2020 bringing together these experts with modern slavery researchers, practitioners and policy-makers.

The IASC office has been in discussion with Cumberland Lodge regarding a proposed conference in November 2021. The conference would encourage academic examination of modern slavery and the What Works approach, linked to Cumberland Lodge's annual theme for 2021-2022 (Youth and the future: Trust and social justice).

The panel members were invited to consider potential participants.

**ACTION:** Panel members to send participant suggestions to IASC Research and Innovation Lead.

**Defining the scale of the problem:**

There was discussion of IASC work regarding assessing the prevalence of modern slavery. The IASC office is supporting a University of Nottingham Rights Lab bid focused on mapping sector-specific vulnerability to modern slavery.

A forthcoming paper by the Office for National Statistics (ONS) Centre for Crime and Justice was mentioned. This will explore the issue of measuring modern slavery and bring together relevant data sources from a range of organisations.

**Developing strategic partnerships:**

- **Policy and Evidence Centre for Modern Slavery and Human Rights (MS PEC)**

The IASC office will work with the Policy and Evidence Centre for Modern Slavery and Human Rights (MS PEC), a research consortium with the following objectives:

1. To create and deliver against a **dynamic and agile research agenda** on modern slavery that both responds to and informs the priorities of all policy stakeholders and research user communities;
2. To oversee and implement an **inclusive, collaborative and internationally recognised research and policy engagement programme** that generates new data and insights and exploits existing research to address challenges of importance to combating modern slavery;
3. To produce **high impact, evidence-based policy recommendations and guidance** for policymakers, legislators, businesses and international organisations;



4. To build and sustain **new networks** of academics, policymakers, legislators and businesses to share knowledge and communicate research findings and policy recommendations.

Dame Sara has been invited to sit on the advisory board for the MS PEC and will encourage research that will inform policy.

- **Engagement with academic institutions**

The IASC office is supporting the work of a range of academic institutions including (but not limited to) the University of Nottingham's Rights Lab, the University of Manchester and Royal Holloway, University of London. Panel members were asked to consider other initiatives the IASC office could support, led by universities, NGOs or civil society.

Mel Wiggins asked about research focused on perpetrators of modern slavery.

**ACTION:** IASC Research and Innovation Lead to put Mel Wiggins in touch with researchers from the University of Manchester who are researching perpetrators of modern slavery.

- **Collaboration with Public Health England**

The IASC office has been working with Public Health England on a public health approach to modern slavery. There will be a joint roundtable on this bringing together academics, public health specialists, NHS practitioners and law enforcement to understand existing models from other areas which could be applied to modern slavery.

**Defining research priorities:**

- **Researching data for publication**

There was an update on data. The IASC office has been sighted on data regarding the National Referral Mechanism (NRM) but this cannot be shared publicly. A Home Office-led consultation on how to improve the publication of NRM statistics was highlighted.

It was noted that understanding and processing data collated by different parts of the criminal justice system is a challenge where there are multiple recording methods and parameters; and definitions of modern slavery.

Panel members suggested it would be useful to obtain data on revictimization and on what happens to victims following a positive Conclusive Grounds decision. There was discussion on the benefits of a longitudinal study into this and how to support victims involved in such research.



#### **Further comments**

Baroness Young asked how the IASC office could communicate its work to the right people. Dame Sara stressed the importance of collaboration and noted a planned conference at Ditchley Park focused on supply chains.

**ACTION:** IASC office to keep Baroness Young updated on plans for Ditchley Park conference.

#### **4. Update on communications strategy (Katherine Lawson, IASC)**

An overview of the IASC's public profile and media coverage was given; as was an update on work to develop a communications strategy.

##### **Launch of IASC Strategic Plan 2019-2021:**

The IASC Strategic Plan 2019-2021 was disseminated to media and a wide range of stakeholders on anti-slavery day 2019 (18 October) after it was laid in parliament by the Home Secretary.

A structured communications plan for anti-slavery week (14 – 18 October 2019) and anti-slavery day included daily social media activity, news coverage and content shared which promoted the work of the Commissioner and stakeholders.

Outcomes: An increase in social media followers by 11%; the biggest spike in visitors to the IASC website to date; and consistent press coverage of the Strategic Plan and other IASC work across national and international news channels including TV, radio and print/online media.

##### **Media engagement and press coverage:**

Since February 2019 (announcement of the new Commissioner), there have been over 130 articles and TV/radio shows covering the work of the Commissioner. Interviews have been held with The Times, Thomson Reuters Foundation, Evening Standard, Sky News and the Today Programme among others.

IASC messaging is aligned to the aims of the strategic plan 2019-2021 and the approach of the IASC: independent, objective, impartial and evidence-based.

- **Grays incident**

There was significant press interest following the Grays incident. The IASC released a statement the morning of the incident, and worked with partners in the police, government and experts including Vietnamese diaspora to understand the context and potential links to human trafficking.

Coverage included commentary in The Times, a letter in The Sunday Times and interviews with the Telegraph, ITV News, BBC 5 Live and the Today Programme.



### **Communications strategy:**

A top-level communications strategy for the time frame aligned to the Strategic Plan (2019-2021) is being developed by the Communications Officer working with external pro-bono support. It will outline: planned communications outputs to support delivery of the objectives in the Strategy Plan; horizon-scanning for 2020/2021 and opportunities for coverage or collaborative communications; and a policy to handle press interest.

- **Policy on media requests and victims**

There was discussion on implementing a policy regarding media requests to speak with victims and survivors of modern slavery. Lara Bundock noted the importance of ensuring victims have control and ownership of any media engagement.

**ACTION:** Communications Officer to follow up with Lara Bundock and other panel members on a policy to manage media requests relating to victims which safeguards victims and survivors of modern slavery.

### **Website updates:**

An overview of the Commissioner's website and social media was given. These channels are the main ways the public can find out about the Commissioner. The website is run and updated by the Communications Officer and has information about the Commissioner's remit, news coverage, information and support relating to modern slavery.

To enhance transparency, the website has a new publications page which will host gifts and hospitality reports (of the Commissioner and Chief of Staff), expenses reports, FOI information, meeting minutes from the advisory panel and letters sent by the IASC. Expenses reports from Q1 and Q2 2019 have been published.

- **Publication of letters**

Letters sent by the Commissioner will be published on the website. Alongside this, letters received by the Commissioner will be published with permission of the senders. To ensure this, letters sent by the Commissioner include a request that responses are written in a way that enables the IASC office to publish received letters.

### **IASC logo:**

There was discussion on updating the current logo. Julia Mulligan suggested she may have contacts who could support creation of a new logo.

**ACTION:** Communications Officer to follow up with Julia Mulligan regarding sourcing support for creating a new logo.





## **5. Update on IASC office, structure and staffing (Rebecca Baumgartner, IASC)**

### **Budget:**

The office is coming in on budget and reconciliation is ongoing. A budget for 2020 has not been set by the Home Office but if it is the same as 2019 there will be overspend of approximately £125,000 if all team members are in post for the full year.

It was noted that the office budget has been fixed for five years in a row. To mitigate this the office has sourced as much resource without cost as possible including seconded law enforcement support.

### **Resourcing:**

New team members have made a good start in the office and there are now seven full-time staff members and one part-time.

The Office Manager's contract will finish at the end of March and it is not intended to replace this post. A new Victims and Partnership Lead has been identified and a start date is being negotiated. The office will be advertising for an International Lead.

The office has identified a student placement through the Partnership for Conflict, Crime and Security Research (PaCCS). This will be a three month placement to support the Research and Innovation strategy and will start in January.

The office will host a six month secondment from February 2020 from the Security Industry Authority (SIA) to support joint work between the IASC office and the SIA; and to encourage coordination between the GLAA, police and SIA.

## **6. AOB and closing remarks**

The Chair closed the session and thanked members for their input. Members reaffirmed their commitment to promoting the Commissioner's work in their various areas.