

SUMMARY

Assessing your **MODERN SLAVERY** Risk

A Self-Assessment Scorecard and
Supporting Guidance for Local Authorities

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TRAFFIC STOPPERS BEHOLDERS & GOALS



The **self-assessment scorecard** is an online questionnaire containing 12 key thematic questions on modern slavery risk in your organisation's operations and supply chains. The questionnaire can be accessed online by scanning the QR code at the back of this booklet. Your total score, out of a possible 400, along with a 'level of change' rating, will be shared on completion of the questionnaire. The key thematic action areas covered in the self-assessment scorecard are summarised below. To access the full supporting guidance visit the [Shiva Foundation website](#).



1. Modern Slavery Statements & Policies

Robust modern slavery statements should cover recruitment, labour rights abuses, procurement and supply chains, reporting and remediation practices both within the organisation and its suppliers. A statement, code of conduct or policy provides a framework for the organisation's modern slavery strategy. This may be achieved by either developing a standalone modern slavery policy, or through a combination of documents such as a supplier code of conduct, internal labour policies, procurement policies, human resources training guides etc.



2. Internal Awareness Training

In order to ensure that modern slavery expectations and policies are met, staff and suppliers must be trained on modern slavery, particularly how risk can be present within the organisation's practices and supply chain management. It is recommended that training sessions be facilitated by experts, in consultation with managers, for individuals and departments throughout the organisation.



3. Modern Slavery Leads

Having a 'point person/team' for tackling modern slavery is good practice and encourages better communication and dissemination of knowledge and expertise. This person/ team should be made known to staff and provided with the resources and training required for this role.



4. Risk Assessments

Understanding that capacity and resource may limit your ability to work with all suppliers across your supply chain, conducting a thorough risk assessment would enable you to spot high risk areas, identify those suppliers with whom you have the greatest leverage and target responses accordingly



5. Procurement Protocols & Supplier Engagement

To begin with, it is acceptable to start conversations about modern slavery with your suppliers informally. If you have never broached the subject before, it can be scary and overwhelming for smaller suppliers. It is useful to ask suppliers about their own modern slavery statement or code of conduct first. An even more robust approach would be to formally incorporate your expectations in writing, ideally in your contract.



6. Audit Protocols

There are a variety of approaches that organisations can use when auditing their suppliers, such as questionnaires, management interviews, scheduled site visits, surprise site visits and worker interviews. It is important for audit results to inform further engagement with the supplier through improvement plans.



7. Reporting & Remediation Protocols

All employees (and subcontracted labour) within the organisation (regardless of their migration status) should have the ability to raise red flags and possible concerns related to modern slavery, in a safe, secure and accessible way. Organisations and suppliers must move quickly and with care if a possible modern slavery incident is uncovered.



8. Wider Modern Slavery Collaboration

Wider modern slavery collaboration is where various public sector, business and community organisations come together to collectively focus their expertise and resources on modern slavery in the community they serve. As they hold a wealth of information, your organisation should work to build relationships with charities, civil society organisations and other public sector bodies that specialise on tackling modern slavery.

Action planning & next steps

Based on the results of your completed Scorecard, which should have been emailed to you on completion, along with the full supporting guidance, you should now be able to develop an action plan around key priorities for improvement in your approach to tackling modern slavery.

DEVELOPING

Organisations who scored between 0 and 175 are currently in the developing stage.

ADVANCING

Organisations who scored between 176 and 300 are currently in the advancing stage.

LEADING

Organisations who scored between 301 and 400 are currently in the leading stage.

We hope the scorecard will be useful and you feel empowered to take the necessary steps towards best practice. If you have any questions concerning the contents of this self-assessment scorecard and guide or would like to provide any feedback, kindly reach out to Shiva Foundation at info@shivafoundation.org.uk