

Shaping the Future



an initiative of Meenal and Rishi Sachdev Foundation

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Director's Message

2022 has marked an especially significant year for Shiva Foundation as we celebrated our ten-year anniversary as changemakers in the anti-slavery sector.



I look back over the last decade with an overwhelming sense of pride at what the charity has achieved, from our co-creation of the Hertfordshire Modern Slavery Partnership to the Stop Slavery Blueprint, SME Toolkit and beyond. The difference we have made is down to the hard work and dedication of our team and our partners, as well as the commitment of our trustees, donors and supporters. Our heartfelt thanks to all of you.

This year we have finally started to emerge from the shadow of the pandemic, with increased programming and more opportunities to engage with stakeholders in-person.

One of our biggest achievements has been the launch of our Self-Assessment Scorecard and Guide, funded by the Home Office and developed in collaboration with STOP THE TRAFFIK and the Mekong Club. It is a robust resource that allows local authorities to easily assess their modern slavery risk across a number of key thematic areas and provides advice on how they can improve. This resource builds on the good work that is already being done, and it has already received fantastic engagement from local authorities and other organisations.

While this year has been marked by celebration for all that we have achieved, it has also been one filled with reflection and uncertainty for us all. The invasion of Ukraine by Russian forces in February was deeply concerning for the modern slavery sector, with conflict being a known trigger for trafficking and exploitation. The U.K. has had to deal with one of the fastest growing refugee situations in recent history and we must try our best as a country to safeguard them, ensuring the risks of trafficking and exploitation do not become a reality.

These events have highlighted the reality that there is still plenty of work to be done. As we look ahead to our next ten years, we will continue advocating for a slavery-free world and supporting collaboration across sectors to help make this a reality.

Meenal Sachdev
Director and Co-founder



Vision

We envision a world that operates on the basis of value-based leadership, where individuals are equipped with the knowledge, frameworks and tools to act in service of equity, freedom and justice.

We believe it is our collective responsibility to put people before profit, centre people's lived realities of oppression and step back to make space for marginalised voices to be heard. We recognise the need to understand where power inequalities exist in order to build a more just world.

Mission

Our goal is to design sustainable models for value-based leadership in order to tackle the systemic inequity impacting marginalised individuals and communities across the U.K. and India.

We work alongside civil society, businesses and governments across two key issue areas:

- Labour rights & modern slavery, and
- Gender-based violence (GBV), especially against racially minoritised women.

Values



Survivor-centred



Collaborative



Rights-based



Evidence-based



Gender Sensitive

Our Role

Our role is two-fold. We act as a support and anchor for those working on the frontline - this includes community groups, grassroots organisations, local councils, civil society, local leaders and businesses etc. We also leverage networks and influence to enact meaningful change at the policy level, in government and across business. We do this in four ways:

Knowledge, Frameworks and Tools to Facilitate Action

We support and challenge individuals in power to do better by providing them with access to the knowledge, frameworks and tools they need to act in service of equity, freedom and justice within their contexts. This includes understanding power and privilege, recognising and dismantling the ways in which they might be perpetuating harms, working to build more equitable ways of doing what they do and more.

Resources and Capacity for Collaborative Working

We all know the vital importance of collaborative and nuanced thinking when it comes to impactful social change. Unfortunately, institutions and organisations working to tackle some of the biggest inequities and injustices often end up working in silos. This is sometimes due to capacity, a desire to move quickly, external pressures and sometimes due to over prioritisation of other agendas. This leads to repetition and wasted effort. We are available to help support cross-sectoral working through capacity building, resources, operational capacity and more.

Leveraging Expertise for Impactful Policy Advocacy

Policymakers are often disconnected from the frontline lived experiences of marginalised individuals which leads to lack of clear, informed, survivor-centred policy at an institutional level. We act as a support for leaders in institutions to connect them to the communities and voices they need to listen to and work with the expertise within communities and civil society that may otherwise be missed.

Providing Immediate Support and Relief

Frontline specialist services for marginalised communities of people are chronically under-resourced and likely to face further cuts, exposing them to further risk and marginalisation. We work to provide immediate support and relief to individuals via our civil society partners.

Our Team

There were significant changes to our team in 2022.

Sian Lea was on maternity leave from March to September 2022 and subsequently left her role as Shiva Foundation's Managing Director. Nishma Jethwa transitioned from her role as Senior Strategy Lead into a consultant in April 2022.

Two new team members joined us. Dami Omole joined in February 2022 as Senior Programme Manager and Philippa King joined in October 2022 as Managing Director, Inaya Hussain joined as Foundation Assistant and Gabriella Jimenez continues her role as Communications Manager. For most of the year there were 2 FTE employees, supported by Nishma Jethwa, consulting for 2 days per week.

Given the reduced capacity and flux in team members, the team delivered a commendable number of projects.



Our Projects

Our work with Local Authorities

Self-Assessment Scorecard and Guide

What have we done?

We launched the Self-Assessment Scorecard and Supporting Guidance, which allows local authorities to easily assess their modern slavery risk across several key thematic areas and provide advice on how they can improve. Our main partners on the project included STOP THE TRAFFIK, The Mekong Club and the Home Office, who initially funded the project. We engaged with 16 other organisations and local authorities during the research phase of the project and the resource was further reviewed by various stakeholders, including the Home Office, before it was launched. The resource was launched on 17th November 2022, with a total of 67 attendees joining in-person and online.

Since the launch of the resource:

- 47 local authorities have downloaded the guide.
- 4 local authorities have completed the scorecard.
- 75 other organisations/individuals have downloaded the guide.

The future:

This year, we plan to:

- Deliver 5 webinars on the key thematic action areas of the Scorecard and Guide.
- Provide every local authority who has engaged with the resource a 30-minute consultation call.
- Present the Scorecard at the LGAs Procurement Expo, attended by over 2,000 local authority personnel.

Licensing and modern slavery

What have we done?

In 2022, we began working in partnership with West Sussex County Council and various licensing professionals across the UK to understand how existing licensing frameworks can be utilised to tackle modern slavery. On 1st February 2022, we conducted a roundtable with various licensing experts from across the UK, with 30 stakeholders in attendance. Following the roundtable, 4 councils piloted activities across their licensing framework (from delivering training to reviewing the possibility of updating their local licensing policy with modern slavery specific wording).



Speakers from our Scorecard launch event in October 2022.*



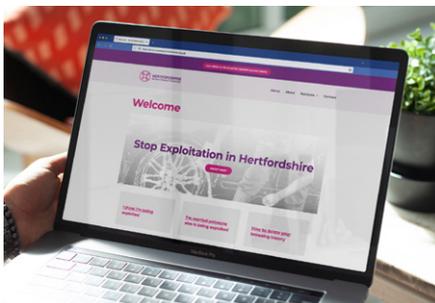
**Meenal Sachdev, Director and Founder of Shiva Foundation; Jason Nunn, Director of Business Engagement at STOPTHETRAFFIK; Natalie Evens, Responsible Procurement Manager at Westminster City Council; Vanouhi Petrosyan, Responsible Procurement Officer at Westminster City Council; Dami Omole, Senior Program Manager at Shiva Foundation; Philippa King, Managing Director at Shiva Foundation)

The 3-part report is currently out for consultation and covers three areas

Report	Target audience
1. How the national licensing framework can be strengthened to tackle modern slavery across the UK”.	National government
2. How local councils can update local licensing policies to directly address modern slavery” includes	Local government leadership
3. How local licensing teams can practically address modern slavery in their daily operations	Local licensing officers and teams

The future

The 3-part report is set to be released in the third quarter of 2023. Advocacy and marketing plans are currently being developed to amplify the reach of each report to their respective audience.



The Hertfordshire Modern Slavery Partnership official website, containing resources and tools for frontline professionals.

Reflecting on our coordination of the Hertfordshire Modern Slavery Partnership (HMSP) and planning for sustainable change

What have we done?

In February we published our report, '[Local Modern Slavery Partnerships: Recommendations and Learnings from Hertfordshire](#)', reflecting on the four years we spent coordinating the HMSP. The report highlights how anti-slavery partnerships across the country, often recognised for their importance, can be more sustainable, effective and consistent with the help of national guidance. It sets out explicit recommendations on how this can be done and identifies eight fundamental elements of a partnership, ranging from defined multi-agency pathways and processes to senior leadership buy-in, coordination and data recording.

Following the release of this report, we were keen to bring these recommendations to the national agenda and advocate for them to be incorporated into policy. We interviewed nine experts to ask their opinion on which of the eight recommendations they would like to see us push forward in our work, and it became clear that strengthening multi-agency pathways and processes supporting victims should be a priority. Our next step is use these use these conversations to build a project that will advocate for an expansion and strengthening these mechanisms.

The future

The first quarter of 2023 will see us working with both frontline professionals and lived experience panels to completely understand the support gaps that survivors experience and where Shiva Foundation can add value.

Our work with SMEs and in hospitality

What have we done?

In 2020, we presented the SME toolkit at 2 events, with average attendance of approximately 30 participants at each event.

The future

2023 will see us being more intentional with our outreach to SMEs and across the hospitality network. We plan on:

- Targeted social media and email campaigns, especially on observance days.
- Having marketing collateral at SME events
- Actively seeking promotional opportunities with the press.
- Reviewing the Stop the Slavery Blueprint and working towards the release of a second version.
- Revitalise the Hotel Industry Network.



The SME Toolkit, containing guidance on how SMEs can tackle modern slavery and exploitation in their operations and supply chains.

Our work with universities

What have we done?

We delivered the modern slavery in hospitality training to 4 universities



Shiva Foundation's Senior Program Manager, Dami Omole, and hospitality students from the University of Wolverhampton following an anti-slavery workshop.



Feedback from students and staff include the following:

“Thanks so much! The students were so engaged, and some silent I think due to the shocking stats and vids etc.”

“Just to say thank you so much for your talk yesterday, loved the way you delivered it as well, so thanks so much!”

The future

We will no longer be actively reaching out to universities to deliver presentations. However, we will continue to deliver this training to any universities who reach out to us, alongside making the training freely available on our website for lectures to deliver by themselves.

Our New Business offering

What have we done?

We have outlined and refined our business consultancy service offering, target audience and list of services.

The future



What do we do?

Our consultancy services support local government and SMEs to address modern slavery and labour rights risks across departments, front line services and supply chains.

For over a decade, Shiva Foundation has been bridging the gap between policy and practice and working closely with businesses and local governments to provide practical solutions to help prevent modern slavery and labour rights abuses.

We understand that every organisation is unique and requires different types of support. That's why we offer a wide range of bespoke consultancy services to meet your needs.

Services

Modern Slavery Statements and Policy

> Writing and editing your modern slavery statement

Modern Slavery or Transparency in Supply Chains statements set the tone of addressing exploitation in your organisation. With our expert services, we can work with you to create a thorough and bespoke statement for your organisation or refine your existing statement.

> Review documents, ensuring all policies are aligned with charters and roadmaps

Documents and policies ranging from employment and procurement contracts, safeguarding policies and reporting procedures form the foundation of good and fair business practices. We can assist your organisation in reviewing these documents to ensure they are aligned with your overall modern slavery strategy to make them as strong as possible.

Training

We offer tailored specialist training packages in all aspects of modern slavery and labour rights, ranging from one hour awareness sessions to half or full-day training sessions.

> Modern slavery training for senior leaders

Senior leadership buy-in is crucial for the success of your organisation's anti-slavery policies and it impacts on the authority, accountability and direction of activities. We can deliver training to board members and management teams to strengthen knowledge and understanding at a senior level.

> Basic modern slavery training for staff/designing and coordinating employee roundtables

Every employee should have a basic understanding of modern slavery. We can deliver basic training to any team which includes what it is and its various forms, spotting indicators, global and UK-specific statistics and what to do if you encounter it.

> Bespoke training for teams and departments

Modern slavery can manifest in many ways and encountering it would look different for different teams, for example frontline (receptionist or inspection officers) as opposed to non-public facing (procurement leads or events management). We can deliver role-specific training to various departments to ensure training is as relevant and practical as possible.

Advice and Guidance

> Advising modern slavery leads and teams/committees on their internal practices

Modern slavery leads (or their equivalent) are key to driving forward the modern slavery agenda in organisations. We can provide support to individuals or teams to ensure their activities are both impactful and delivered in the most resource-efficient way.

> Guidance and best practise for implementing national policies into local implementation

There can sometimes be disconnect between national or industry-wide policy and organisation/business practice. We specialise in bridging this gap by providing tailored guidance to each organisation/business on how activities can be in line with national best practice.

> Support with set up of reporting and remediation protocols

All employees should have the ability to raise red flags and possible concerns related to modern slavery in a safe, secure and accessible way. This can lead to the early detection of possible issues as they arise. We work with organisations/businesses to build these report and remediation protocols into existing business practices.

If you would like to learn more about our consultancy services, please visit:

www.shivafoundation.org.uk/consultancy

Our Communications



We have continued to develop and implement our digital communications strategy over the course of 2022. Our regular posting on social media has translated into higher engagement among our audiences, and we have been active in collaborating with others in the sector to make an impact online.

Some of our campaigns have included:

- The use and abuse of technology for World Day Against Trafficking in Persons
- Interviewing Anuradha Koirala, founder of Maiti Nepal, to discuss human trafficking and their work in the sector for Anti-Slavery Day
- Highlighting the poor labour conditions garment workers face in the fast fashion industry for Fashion Revolution Week
- The launch of our new resource: A Self-Assessment Scorecard and Supporting Guidance for Local Authorities

In addition to this, we have published several blogs on our website on topics ranging from the war in Ukraine to the Qatar World Cup and online representations of modern slavery. The most successful of them has been 'Charity versus Social Justice: It's time to change the system, not just treat the symptoms', which explored the roles of charities and acknowledged that while their work is important there must be a shift from short-term fixes to longer-term social justice orientated solutions.

As we move forward, we will continue to improve our online branding, sharpen our key messages and find creative new ways to engage with our audience.

Visit our website: www.shivafoundation.org.uk

Our Finances

Financial review for the year ended 31 March 2022

Expenses
Total = £151,188

Income
Total = £130,819

Objectives, structure and governance

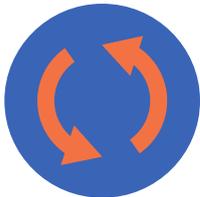
Structure and governance

The Meenal and Rishi Sachdev Foundation (“MRS Foundation”), initially registered as the Shiva Foundation, was set up as a charitable company, limited by guarantee (company number 10396742) in September 2016, with the purpose of tackling modern slavery in the UK. MRS Foundation was then registered as a charity in England and Wales in May 2018 (charity number 1178298).

MRS Foundation is governed by a Board of Trustees (“the Board”) in accordance with the foundation’s Articles of Association and charitable objectives. The Trustees have served from the date of appointment to the date of this report. Appointment of Trustees is governed by the Articles of Association; the Board is authorised to appoint new Trustees to fill vacancies arising through death, resignation and removal. The Board meets quarterly and is responsible for and oversees the management and administration of the foundation. The Managing Director is appointed by the Board and has day-to-day responsibility for running the foundation.

Charitable objects and public benefit

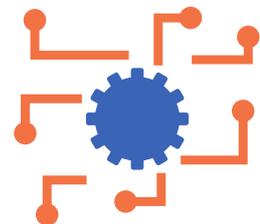
As per the Articles of Association, MRS Foundation aims to promote human rights in such ways as:



Raising awareness of human rights issues;



Providing public education about human rights; and



Partnering with other organisations which have similar objects and providing funds for their work.

Trustees:

Meenal Sachdev,
Chair

Rishi
Sachdev

Dominic
Fitzgerald



Meenal and Rishi Sachdev Foundation (Shiva Foundation)

Company number 10396742

Charity number 1178298, registered in England and Wales
Regent House, Theobald Street, Elstree, Hertfordshire, WD6 4RS

