

MEENAL AND
RISHI SACHDEV

Foundation

ANNUAL REPORT 2018-2019

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Objectives, Structure and Governance

Structure and governance

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.

Having a wider vision for their charitable activities, the Directors changed the company's name to the Meenal and Rishi Sachdev Foundation ("MRS Foundation") when the company was registered as a charity in England and Wales (charity number 1178298); Shiva Foundation remains one of the MRS Foundation's initiatives. As there are not any other active initiatives currently under the MRS Foundation umbrella, this report refers solely to Shiva Foundation's work.

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, named on page 16, 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.

The Trustees have taken into account the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of MRS Foundation. Specifically MRS Foundation, through Shiva Foundation, works to build the capacity of specific businesses and agencies to identify and respond to incidents of modern slavery, as according to the Modern Slavery Act 2015. Our activities directly benefit businesses and agencies as they develop skills to identify modern slavery. However, more importantly they benefit victims themselves, through prompt identification and victim-centred reporting programmes. Anyone can become a victim, although there are populations that are more at risk (such as homeless people, migrants, and low-income workers). The general public also benefits from our activities as we continue to foster an environment where this type of criminality is not tolerated. By their nature, our activities are therefore undertaken for the benefit of the public.

Message from the Director

When I first set up Shiva Foundation in 2014 I wanted to be sure that we were adding value, rather than duplicating efforts or creating competition in the NGO world. It

made sense for us to start working with hotels because there was very little activity in this space and we had the advantage of being funded by a group of hotels.

We believe that the hospitality industry has a great responsibility in terms of addressing this horrific crime. The hospitality sector is one of the biggest industries in the world, employing 292 million people (which is about 1 in 10 people across the globe). It is also in a privileged position in that it has the opportunity to spot and disrupt many types of exploitation that not all industries are privy to. In 2018, Shiva Foundation launched the Stop Slavery Blueprint which is a toolkit to be used by hotels and other industry organisations to set up their own anti-trafficking initiatives.

Rolling out the Stop Slavery Blueprint has been successful in terms of our engagement with hotels, but often times it is difficult to capture the impact these tools have. We do know that our tools have led to over 2000 indicators spotted and at least seven suspected modern slavery incidents in the UK that were reported to the police. Our collaborative action leading the Stop Slavery Hotel Industry Network resulted in the creation of the first of its kind Framework for Working with Suppliers which is a guide, based on the expertise of Network members, which can be used by hotels internationally. It is a great example of the strength of collaboration.

Although we have carved out a niche by working with hotels, we actually see fostering collaboration as our true strength. Over the years, Shiva Foundation has been bringing different stakeholders together who want to use their skills, resources and networks to make a positive social impact. For example, in 2017 we set up the Hertfordshire Modern Slavery Partnership, which brings together 40 different statutory and non-statutory agencies working together to identify and respond to this crime in the local area. Being a local councillor in the area, I wanted modern slavery to be on the agenda and I saw a need for bringing different stakeholders together to collaborate on this issue. Previous to that we ran a breakfast series through our Women for Change programme to pair women professionals with NGOs who could benefit from their expertise. This is something we want to continue developing.

As we look ahead to the coming year, we are determined to make a bigger impact by exploring the root causes of exploitation and identifying opportunities to address them. If we are going to end modern slavery in our lifetime, we have to look to prevention, which is one of the key pillars of our strategy going forward. We are excited about next steps as we grow into our new strategy. None of this would be possible without the energy, commitment and skills of our trustees, our supporters, our staff and our volunteers who make a difference every day. Our heartfelt thank you to all of you.

**Co-founder and Director,
Meenal Sachdev**



Meenal Sachdev,
Co-founder and Director
of Shiva Foundation



Vision

**An end to human
exploitation of all
forms.**



Mission

**To foster collaboration
between and increase the
capacity of organisations
working to prevent
exploitation and support
survivors.**

Our Values

Survivor-centred

Seeking to keep the safety, wellbeing and interests of potential victims and survivors at the core of our programmes. We work towards sustainable protection solutions for survivors and recognise that this approach is crucial for ending ongoing exploitation and preventing re-trafficking. We ensure that we keep the interests and perspectives of those most affected by modern slavery in mind with our activities.

Rights-based

We seek to achieve a rights-based approach to tackle modern slavery and human trafficking in the UK by co-designing impact-driven programmes that encourage a positive transformation of power relations among actors by changing harmful systems and structures on the one hand, and by addressing power imbalances on the other. Alongside this, we seek to ensure that our programmes and work align with the human rights principles of 1) participation and inclusion; 2) non-discrimination and equality; and 3) accountability.

Gender perspective

Women constitute a majority of workers in certain supply chains, especially for consumer products and the exploitation of men is often overlooked within the public consciousness regarding modern slavery in the UK. Therefore, we are committed to ensuring that the businesses we work with and broader work we do takes on a specific gender-sensitive approach.

Collaborative

We believe in the power of our role in convening, catalysing and facilitating change amongst a wide group of organisations. We believe in partnership working and building collaborative networks to address problems together to strengthen the implementation of policies, supporting service-development and exploring prevention paths in order to make a positive change for those affected by modern slavery and human trafficking.

Evidence-based

We value learning, through research and implementing good measurement and evaluation practices, in order to adapt our work in the light of these experiences and new evidence. We use evidence in order to identify programmes of work and aim to provide thought-leadership resource to the wider antislavery community. We want to share experiences and learn widely as we strengthen and evidence new ways of working that have impact.



The Issue

There are an estimated 40.3 million people in modern slavery globally¹ and many agencies are working to address this, yet comparatively little is known about how best to effectively combat and end this crime. Although Shiva Foundation's focus is primarily the UK, the causes and impact of modern slavery spread beyond UK borders. In the UK, 6,993 potential victims of modern slavery and trafficking were referred to authorities in 2018, a record number, identified through the National Referral Mechanism.² This was an increase of 36% from 2017. This was due in part to a greater awareness of the issue.

Almost half the referrals were related to forced labour, a particular issue of concern for the hospitality industry in the UK.

Since 2015 and the advent of the UK Modern Slavery Act, anti-slavery activity in the UK has increased; businesses have begun exploring the potential impact of their activities on workers throughout their supply chains, statutory agencies have become better equipped at spotting and responding to incidents of modern slavery locally. However, there is still a great deal of work to be done.

1 https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_575479.pdf

2 <https://www.bbc.co.uk/news/uk-43535492>

Activities up to 2018

The broad aims of our work up until 2018 were:

- **To develop our approach and determine what we do and how we do it.**
- **To foster relationships within the sector that would enable us to reach our goals.**
- **To deliver programmes on:**



Individuals

We brought different stakeholders together who wanted to use their skills, resources and networks to make a positive social impact through our **Women for Change Programme**.



Community

Recognising the importance of multi-agency partnerships, we worked with members of the council and related agencies in Hertfordshire to create opportunities to exchange ideas and discuss the challenges of responding to modern slavery. The outcome was the **Hertfordshire Modern Slavery Partnership**.



Business

By working with the hotel industry, we sought to create a dynamic model, the **Stop Slavery Blueprint**, to tackle human trafficking across supply chains, within recruitment and in local communities. Valuing collective action, we also created a network, the **Stop Slavery Hotel Industry Network**, for stakeholders throughout the industry to come together and work to tackle modern slavery.

At the end of 2018, by mapping the current anti-slavery landscape and recognising our own strengths, we developed our organisational strategy for the coming years (2019-2020).



Achievements

Broadening our relationships

- Since 2017, we spoke at 20 events, roundtables and forums sharing our expertise. We have developed relationships with government bodies, businesses, UN agencies and national and international NGOs.
- Our work has been seen as best practice by government stakeholders, such as the Local Government Authority and the Director of Independent Anti-Slavery Commissioner, as well as corporate entities, such as Corporate Citizenship.
- We have featured in 98 different news pieces, including the Guardian, CNN, BBC and Thomson Reuters Foundation, sharing our views and expertise.



Working with individuals

- We successfully ran five panels in our Women for Change breakfast series involving 23 expert speakers, reaching 110 women before ending the series. Topics included climate change, violence against women and modern slavery.
- We ran an additional three events in partnership with other businesses and NGOs over 2018 under our Women for Change strategy.
- We decided to end this programme of work, recognising that we can support or develop any anti-slavery events we think are relevant under our other programmes of work and therefore there is no need for a separate arm.



Working with the community

- In March 2017 we ran a conference endorsed by the Prime Minister for over 300 individuals from statutory agencies in Hertfordshire.
- Following the success of the conference, we set up the Hertfordshire Modern Slavery Partnership, which includes over 40 different agencies and organisations in the area.
- The Partnership, under our coordination, has achieved the following:
 - An agreement between enforcement bodies, the British Red Cross and Housing Department of the County Council to set up of 24/7 rest centres for modern slavery operations.

- Regular safe and well visits coordinated between 20 agencies to check on the welfare of suspected victims of modern slavery and investigate intelligence.
 - A public awareness campaign resulting in over 1.1 million impressions and leading to 29 reported cases of suspected modern slavery.
 - Delivery of procurement training for all procurement leads in the area which led to the publication of two modern slavery statements from districts and boroughs and two from CCGs, four districts agreeing motions in council to sign up to the Co-operative Modern Slavery Charter and the inclusion of modern slavery in several tenders.
 - Inclusion of modern slavery in the Hertsmere licensing strategy and inclusion of training resources for taxis.
- In the first year of rolling out the Blueprint, 1045 indicators were reported across four hotels and 4 incidents were recorded where the police had to be called. Since September 2018, the Blueprint has been downloaded over 540 times.
 - The police in three different regions are using the Blueprint when they visit hotels to test them on their response to situations of modern slavery and child sexual exploitation.
 - After an inaugural roundtable in partnership with Thomson Reuters Foundation, in 2017 we set up the first-of-its-kind Stop Slavery Hotel Industry Network to encourage collective action across all operational levels within the hotel industry.⁴
 - The Network launched a resource hub with over 100 resources on business and anti-slavery programmes and it published a framework for working with suppliers for the hotel industry.⁵



Working with business

- We set up and rolled out the Stop Slavery Blueprint in a pilot hotel, followed by all Shiva Hotels properties.
- The Blueprint, after an initial trial period with Shiva Hotels, consultation with 11 additional hotels, 5 government agencies, 2 academics and 7 anti-slavery NGOs, was launched as a free and accessible toolkit for hotels.³

³ See www.shivafoundation.org.uk/Blueprint

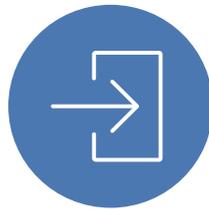
⁴ See www.stopslaverynetwork.org

⁵ See https://www.stopslaverynetwork.org/resource_hub/framework-for-working-with-suppliers-mitigating-risk-of-modern-slavery/



Strategic Goals 2019

Our goals from February 2019 include:



Shift corporate practice towards normalised ethical behaviour.



Cultivate a prevention mindset approach to address root causes.



Invest in activities that focus on the future and on longer-term sustainable change.

Activities from 2019 on

We have begun developing our new programmes of work under our new strategy.

These include:

Delivery of a holistic social responsibility model within one pilot hotel

The aim is to increase engagement with workers to ensure activities to reduce vulnerability to exploitation are appropriate and sustainable.

Expansion of our network to engage with hotels, along with promotion and subsequent uptake of the Blueprint or related policies by such hotels.

The aim is to increase capacity within hotels in the UK to better identify and respond to incidents of modern slavery effectively, as part of internal policies and practices.

Labour supply chain mapping exercise to identify unethical practice gaps in the hotel sector.

The aim is for greater visibility of ethical business partnerships that consequently shrink the unethical market.

Establish relationships and feedback loops with organisations addressing labour market infringements.

The aim is to build knowledge of root causes of exploitation and ways to address them, particularly in the hotel sector.

Coordinate and monitor activity between those reporting modern slavery and those supporting victims, particularly in Hertfordshire.

The aim is to disrupt systemic barriers for survivors accessing their rights in Hertfordshire.

Inclusion of survivor voice within Shiva Foundation, through a board of advisors, and the Hertfordshire Modern Slavery Partnership, with representation on the Steering Group.

The aim is for increased survivor involvement in Shiva Foundation programmes and therefore improve our understanding of the survivor journey.

Establish information sharing platform(s) for those working on long-term impact-driven programmes.

The aim is for greater understanding of how to address issues with long-term activities and subsequent increase in long-term impact-driven NGOs and modern slavery programmes.

Run a micro-grant programme and develop partnerships with organisations working to bring more representation of women and minorities in business and politics.

The aim is for more engagement and representation leading to systemic change in business and politics resulting in greater consideration of human rights.

Financial Review

Financial highlights for the year ended 31 March 2019

Expenses

TOTAL = £146,785



Projects
£62,298



Admin
£31,583



Strategy development
£52,904

Income

TOTAL = £236,748



Donations
£236,748

Reserves policy

The Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (“free reserves”) held by the charity should be between nine to 12 months of the resources expended. At this level, the Board feels that they would be able to continue current activities of the charity. To reduce the risk of over expenditure, procedures for authorisation of all transactions and projects exist. To further mitigate the risks, the Trustees will carry out periodic reviews of the progress of objectives states.

MEENAL AND
RISHI SACHDEV *Foundation*

Trustees:

Meenal
Sachdev,
Chair

Rishi
Sachdev

Dominic
Fitzgerald

Mark
Patterson

Meenal and Rishi Sachdev Foundation (Shiva Foundation)

Company number 10396742

Charity number 1178298, registered in England and Wales

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