

Equality, Diversity and Inclusion Strategy and Action Plan

April 2022

Image: PeterPencil



Executive Summary

From its inception, the Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC) was set up not only to build on existing research, but to enable the funding of a more diverse community of researchers, and to build bridges between different people and organisations involved in addressing modern slavery.

Equality, diversity and inclusion (EDI) are important principles for the Modern Slavery PEC, and we are committed to ensuring people with different experiences, backgrounds and expertise, have fair and equal access to opportunities the Centre provides. We aim to embed EDI across all our work, including our operations, the research we fund, networks we develop and participate in, and all the activities we deliver.

This Equality, Diversity and Inclusion Strategy and Action Plan sets out the ways in which we plan to implement improvements to EDI in practice. It focuses on four aims and describes the activities we have taken so far (which you can find in the full Action Plan below) and that we plan to undertake in these areas.

Aims and action plan:

Aim 1: Equitably including individuals and communities with lived experience and those who work closely with them in the Modern Slavery PEC's work.

- We will continue to involve people with lived experience in our operations, including recruiting for a number of paid roles for people with lived experience, including a Lived Experience Manager and Lived Experience Coordinator. We will establish a Lived Experience Advisory Panel by the end of 2022 to help guide our work.
- We will further develop relationships with survivor engaged organisations and set up a working group to advise and guide the Modern Slavery PEC in areas of work that involve people with lived experience of modern slavery.
- We will continue embedding meaningful involvement of people with lived experience in the research we commission, including in scoping and developing our funding calls, application review and award processes. We will also require all future research project applications to clearly set out survivor involvement where appropriate, providing guidance to research teams on best practice where possible.

Aim 2: Improving diversity within the modern slavery research community, to effectively include all individuals, communities and organisations with an interest in and affected by modern slavery.

- We will provide opportunities to support diverse stakeholders to participate in the Modern Slavery PEC's activities, including making more research funding available to NGOs, and bringing together those from different sectors and disciplines, as well as Early Career Researchers.
- We will organise workshops for interested researchers, communities and organisations to make our funding opportunities more accessible.
- We will continue to promote the use of our [research ideas form](#) and [email list](#) to enable diverse groups and people working on modern slavery to share ideas and connect with others.

Aim 3: Undertaking research on EDI within the modern slavery research sector, to understand the challenges and make recommendations for improvements.

- We will invite applications for a [responsive research project](#) to generate more robust evidence about EDI in the modern slavery research sector, with findings published in early 2023. Future updates of this Action Plan will reflect project findings.

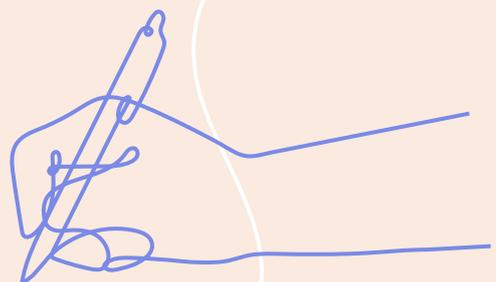
Aim 4: Embedding EDI in internal operations and governance across the Centre.

- We will continue to prioritise EDI in our recruitment processes and ways of working, in line with the [British Institute of International and Comparative Law's \(BIICL, our parent organisation\) Equality, Diversity and Inclusion Policy](#).
- We will monitor and assess our progress and publish an annual update to this Action Plan in early 2023.
- We will work closely with all our stakeholders, including people with lived experience, partner organisations, funded research teams, policymakers, businesses, community organisations and others who contribute to the Centre's work to deliver these activities and embed EDI across everything we do, and learn from our experiences.

If you have any feedback, questions or suggestions on our Strategy and Action Plan, please contact our Monitoring and Evaluation Manager, Niki Kalyvides, at n.kalyvides@modernslaverypec.org.

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Introduction

About Modern Slavery PEC

The Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC) was created by the investment of public funding to enhance the understanding of modern slavery and transform the effectiveness of laws and policies designed to address it.

It is designed to provide independent, impartial and authoritative insight and analysis on modern slavery based on high quality and focused on policy impact research it commissions and co-creates, aiming to have a transformational impact on the understanding of modern slavery and the responses to it.

The Centre works to create a “network of networks” to bring together academics, policymakers, businesses, civil society, survivors and the public on a scale not seen before in the UK to collaborate on solving this global challenge. The Modern Slavery PEC’s approach is rooted in human rights.

Led by the [Bingham Centre for the Rule of Law](#) (part of the [British Institute of International and Comparative Law \(BIICL\)](#)) the Centre is a consortium of universities and Independent Research Organisations consisting of the [Rights Lab](#) at the University of Nottingham, the [Wilberforce Institute](#) at the University of Hull, the [Centre for the Study of International Slavery](#) at the University of Liverpool, the [Bonavero Institute on Human Rights](#) at the University of Oxford and the [Alan Turing Institute](#). The Modern Slavery PEC is funded and actively supported by the [Art and Humanities Research Council](#) on behalf of the [UK Research and Innovation](#) (UKRI), from the Strategic Priorities Fund.

Read more about the Modern Slavery PEC at www.modernslaverypec.org.

Our core values

As set out in our [strategy](#), our approach is rooted in human rights - protecting the essential rights, freedoms and dignity of people affected by modern slavery is at the heart of its work.

In our work, we are guided by the following values:

- **Independent** - we approach issues critically and without bias, letting the research and evidence guide our perspective.
- **Inclusive** - we seek to include everyone interested in addressing modern slavery and amplify diverse voices wherever possible, especially of those with lived experience of and others affected by modern slavery.
- **Transparent** - we answer questions with honesty and openness. We don’t mislead or hide behind ambiguity.
- **Rigorous** - we maintain a high-quality standard for all our outputs.
- **Collaborative** - We know that modern slavery can only be solved if people work together. We create relevant connections between partners, communities and people with lived experience to build on our collective knowledge and make progress.

Equality, Diversity and Inclusion Strategy

Introduction

The Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC) [strategy](#) outlines that from its inception, the Centre was set up not only to build on existing research, but to enable the funding of a more diverse community of researchers, and to build bridges between different people and organisations involved in understanding and addressing modern slavery.

Equality, diversity and inclusion (EDI) are therefore important principles for the Modern Slavery and Human Rights Policy and Evidence Centre. The Centre is committed to ensuring people with different experiences, backgrounds and expertise, have fair and equal access to opportunities the Centre provides. We value and respect the diversity of our stakeholders and seek to ensure all feel confident and able to participate in the Centre's work, in ways that are varied and appropriate to their experiences.

Alongside other funders, the Centre recognises there are EDI challenges currently facing the UK research community, including modern slavery research.¹ The Modern Slavery PEC's consultation on research priorities outlined feedback that *'improving access, fairness, representation in research would improve the quality of research and its ability to challenge established ways of thinking, which could be one of the keys to achieving transformative change in this area.'*² The Centre believes that including a broader range of insights, perspectives and approaches in modern slavery research will improve that research.

Promoting and embedding EDI is central to the delivery of our objectives. This strategy and Action Plan sets out how the Centre is seeking to do this within our operations, the research we fund, networks we develop and participate in and across all the activities we deliver, based on our learnings so far. The Modern Slavery PEC will work closely with all its stakeholders, including people with lived experience, partner organisations, funded research teams, policymakers, businesses, community organisations and others who contribute to the Centre's work to ensure EDI is embedded across everything we do, and learn from our experiences.

We recognise we cannot make these changes alone. The Modern Slavery PEC also hopes that this Action Plan will be useful to other stakeholders who are working to address modern slavery and inform the sector, including researchers, practitioners, community organisations and civil society groups, where issues with EDI have been recognised.³ We encourage others to engage with us on our strategy and activities, and actively promote EDI within their own operations. We will routinely and transparently share our experiences and learnings in the future.

1. See UKRI, ['Equality, diversity and inclusion in research and innovation: UK review'](#)

2. See Modern Slavery Policy and Evidence Centre, ['Consultation on the Modern Slavery PEC's research priorities'](#)

3. See BASNET, ['Promoting Racial Equality, Diversity and Inclusion - an action plan for the UK modern slavery and human trafficking sector'](#)

Our approach

The Modern Slavery PEC's approach to improving Equality, Diversity and Inclusion is underpinned by the equitable inclusion of people of all backgrounds and experiences across all the work undertaken by the Centre. This includes:

- Ensuring there is diversity among Modern Slavery PEC staff and governance groups, researchers, individuals and organisations who undertake and participate in research projects we fund, and other stakeholders who partake in our activities.
- Enabling those with any protected characteristics (as defined by the 2010 [Equality Act](#)) to have equal opportunities to participate in the Centre's work. The nine protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Providing genuine, equitable, meaningful and appropriately compensated opportunities for people with lived experience of modern slavery to influence and input to research and other Modern Slavery PEC activities, consciously considering the diversity of individuals and their experiences throughout our work.
- Supporting a diverse range of individuals and organisations to participate in research and activities, including those from within academia (from different academic disciplines, with different levels of career experience and academic status) and outside academia (research organisations and non-academic organisations or groups such as practitioners, businesses, community organisations and civil society groups).

Current EDI priorities

To achieve these objectives, the Modern Slavery PEC has prioritised four aims until the end of the current UKRI funding of the Modern Slavery PEC (2024):

1. Equitably including individuals and communities with lived experience and those who work closely with them in the Modern Slavery PEC's work.
2. Improving diversity within the modern slavery research community, to effectively include all individuals, communities and organisations with an interest in and affected by modern slavery.
3. Undertaking research on EDI within the modern slavery research sector, to understand the challenges and make recommendations for improvements.
4. Embedding EDI in internal operations and governance across the Centre.

Principles

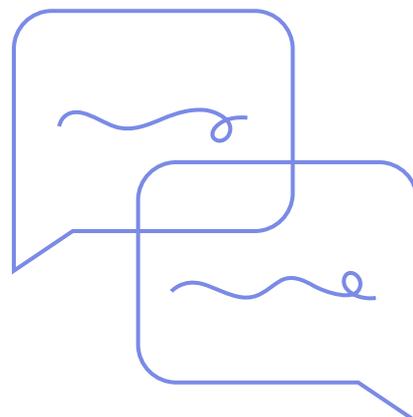
In this work we will be guided by the following principles:

- Build a strong evidence base: we will seek to understand the challenges and barriers to improving EDI, using data and evidence to inform our approach.
- Be innovative and activity orientated: we will trial new and creative ways of improving EDI within our operations, monitoring and evaluating our activities throughout to assess what works, and using this learning to inform our future activities.
- Promote transparency: we will be transparent about our plans and progress.
- Establish partnerships and collaboration: we will engage with stakeholders across the modern slavery sector to inform our plans and share our experiences.

Feedback

We are grateful to all who have contributed to this work thus far, including all stakeholders who have given feedback on this Strategy and Action Plan and our governance groups.

If you have any feedback, questions or suggestions on this document, please contact our Monitoring and Evaluation Manager, Niki Kalyvides, at n.kalyvides@modernslaverypec.org.



The Modern Slavery PEC's EDI Action Plan

Introduction

The Modern Slavery PEC recognises that there are equality, diversity and inclusion (EDI) challenges within modern slavery research. We seek to improve equality, diversity and inclusion in all our work, so that people with different experiences, backgrounds and expertise feel comfortable and able to guide and participate in the Centre's work. We believe it is particularly important that we can be held accountable to these commitments and this Action Plan sets out how we will deliver on our four EDI priorities, including planned timings for our activities.

The Action Plan is structured around the four aims in our EDI Strategy, describing what we have done so far, and what we plan to do next in each area. We will publish an annual update to the Action Plan each spring, setting out our progress. These updates will incorporate learnings from our activities and describe additional activities we plan to undertake.

Aim 1: Equitably including individuals and communities with lived experience and those who work closely with them in the Modern Slavery PEC's work

The very existence of modern slavery is evidence of the ways in which problems of inequality, injustice and prejudice permeate through all parts of society. Incorporating lived experience of modern slavery in all areas of the Centre's work is important for ensuring equality, diversity and inclusion, and necessary for producing high-quality, relevant and inclusive research that impacts on policy. We want to provide opportunities for those involved to improve their knowledge and ability to influence research and policy, improve understanding across the modern slavery sector, and to develop better laws and policies, more accurately reflecting the reality of modern slavery and more effective in addressing it.

Our [research priorities consultation](#) highlighted that meaningful and active survivor involvement, both within the research and in advisory roles, is essential if we want to make a significant impact within the sector. The Modern Slavery PEC wants to ensure lived experience is embedded as an essential part of research and policy in this area, both by supporting this within our Centre and across modern slavery research more generally. In this process we are learning about the challenges and opportunities of developing a more inclusive and survivor-involved approach, working together with our partners and research teams, to identify best practice, by continuing to listen and turning our commitments into concrete actions.

Taking a safe and ethical approach to this aim is essential, not least because of the potential risks of re-traumatisation for those who have experienced modern slavery. As a funder we have power that can add pressure on people and organisations working with survivors where there is limited capacity and therefore our decisions can lead to unintended consequences. We are determined to dedicate sufficient resources to this area, and to make our actions effective, feasible and sustainable in the short term, recognising the limitations we have, piloting different approaches and seeking feedback to inform plans.

What have we done so far?

- We have reviewed structures and processes and sought feedback from people with lived experience, and those working closely with them on factors that might facilitate and constrain survivor involvement, to inform our plans.
- We have produced a Safeguarding Policy for the Centre aimed at preventing harm and protecting members of staff and those that we engage with who might be vulnerable.
- Job descriptions for roles in the Modern Slavery PEC core team invite applications from people affected by modern slavery, and we advertise our roles in an accessible way, seeking feedback on the draft and approach from a consultant with lived experience.
- All Modern Slavery PEC core team staff have undertaken survivor ally training with the Survivor Alliance. We continue to integrate our learning from this and our experiences of including people with lived experience in our work.
- People with lived experience have been included in many of our research projects, for example as peer researchers or as members of research steering groups. We have also shared resources on best practice to involve people with lived experience in research with project applicants and research teams.
- We have funded many research projects relating to survivor support and recovery, which include survivors in different ways and that will assess, and make recommendations for, effective survivor engagement. This includes:
 - a portfolio of five research projects on the theme of long-term outcomes and indicators of well-being and recovery for survivors. All projects have a strong focus on survivor involvement and explore different approaches to survivor inclusion in research, including engaging survivors in project design, survivors sitting on project advisory groups, co-creation through participatory group work with young people and creating and evaluating processes for engaging with adult survivors as peer-researchers, to produce a training curriculum and practitioner manual on supporting peer researchers.
 - two responsive research projects (awards to be announced shortly) addressing evidence gaps on survivor recovery which will explore survivors' experiences of not being able to access legal advice and, the benefits and drawbacks of accessing and delivering NRM support using distributed technology. Survivors will inform the design of the research projects.
 - the Foreign, Commonwealth and Development Office (FCDO) has commissioned the Modern Slavery PEC to assess the nature and effectiveness of survivor engagement in international policy and programming on modern slavery. This project will make policy recommendations about how the UK Government could integrate ethical and effective survivor engagement in modern slavery policies and programming.

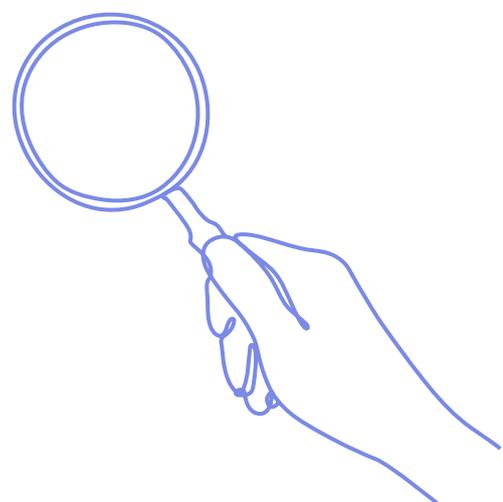
- Our partnerships approach prioritises developing relationships with survivor-led and survivor-engaged organisations to draw on their expertise, share plans and opportunities for them to be involved and collaborate on Modern Slavery PEC activities and to facilitate the involvement of people with lived experience.
- We have launched a [research ideas form](#), where any individual or organisation can submit themes and questions they think deserve more research and evidence. Ideas are reviewed and prioritised on a regular basis. We particularly welcome ideas from people with lived experience of modern slavery and communities at particular risk of exploitation.
- We have employed a consultant with lived experience to support our research calls, application review processes and other areas of Modern Slavery PEC work, compensated for their time.
- We have advertised and recruited four Modern Slavery PEC Expert by Experience Review Panel members to inform the assessment of applications for [funding of research projects](#) on modern slavery and its links to wider laws and policies.

What are we doing next?

The table below describes the activities we plan to undertake over the next year.

Action	Timing
People with lived experience will be involved in all internal Modern Slavery PEC scope development and application review processes for future research calls ensuring that involvement is appropriate, relevant and genuinely collaborative.	Ongoing
All future application proposals for research projects should include and clearly set out survivor involvement where appropriate, including safeguarding considerations. Throughout research we will provide guidance to teams to involve people with lived experience, for example sharing our Safeguarding Policy, overseeing engagement plans and ensuring learning is shared among research teams.	Ongoing
We will continue to prioritise developing relationships with diverse survivor groups and organisations, sharing opportunities for and encouraging participation in our work.	Ongoing
We will recruit a Lived Experience Manager to lead on the development of the Modern Slavery PEC's survivor engagement work, including the creation and set up of the Centre's Lived Experience Advisory Panel (LEAP). The Lived Experience Manager will lead on the development of Terms of Reference for the Advisory Panel, the open recruitment and selection of members for the Panel and develop a Survivor Engagement Strategy, in collaboration with the Panel and the Centre's Senior Leadership Team.	By spring 2022

Action	Timing
We will recruit a Lived Experience Coordinator to support the development of and running of the Lived Experience Advisory Panel.	By summer 2022
We will set up a Survivor-Engaged Organisations Modern Slavery PEC Working Group to advise and guide the Modern Slavery PEC in key areas of its work that involve engaging with people with lived experience of modern slavery.	By autumn 2022
We will set up the Lived Experience Advisory Panel. The Panel will involve people with lived experience in the Centre's core work, and will have meaningful input into the design, selection, production of research, and uptake of outputs by decision-makers.	By end 2022
We will expand our inclusion of people with lived experience to other work, including our policy influencing and communications activities. We will seek additional routes to advertise our roles widely and in an accessible way for those with lived experience.	By end 2022
We will publish learnings from the projects we have funded and the activities we have undertaken.	By end 2022
All survivor involvement in our work will be effectively integrated and compensated for. Training and support will be provided to all we work with.	Ongoing
We will robustly monitor and evaluate our approach to involving people with lived experience within our work and implement learnings.	Ongoing



Aim 2: Improving diversity within the modern slavery research community, to effectively include all individuals, communities and organisations with an interest in and affected by modern slavery

The Modern Slavery PEC values the expertise of all its stakeholders, including individuals, communities, academic institutions, research organisations and non-academic organisations or groups (such as practitioners, businesses, community organisations and civil society groups) and is seeking to involve all in its work.

In line with the Modern Slavery PEC's three guiding principles for the research it funds (effectiveness, equity and survivor involvement), we believe it is important that the contributions of a diverse range of organisations and individuals are incorporated in research and policy impacting activities, including those with different specialisms, from different academic disciplines, and with different academic statuses, specifically non-academic organisations. We also recognise that to ensure the modern slavery research sector continues to grow and diversify it is important to support and offer opportunities to colleagues in all organisations and at all career stages.

What have we done so far?

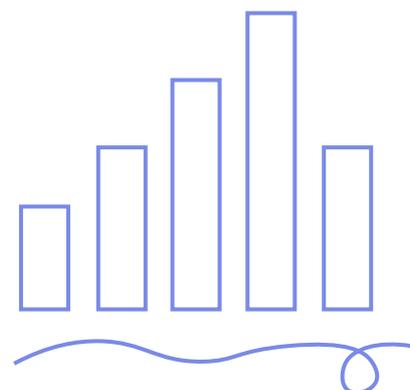
- The Modern Slavery PEC asks that any individual engaging with the Centre directly completes an [Equality, Diversity and Inclusion \(EDI\) form](#). This collects information about the protected characteristics of the respondent, as well as wider socio-economic and career characteristics. This data is analysed to identify areas for improvement.
- Every research project team is required to have at least one non-academic project partner participating in the work, with non-academic partners receiving their funding at 100% of the full economic cost.
- In 2021, we organised two workshops bringing together the project teams funded under our call for research on the impacts of Covid-19 on modern slavery and efforts to address it. These were an opportunity to bring together a diverse, inter-disciplinary group of academic researchers and their non-academic partners, to share findings, connect with one another, and feed into wider Modern Slavery PEC work. We plan to do the same with teams funded under subsequent research calls.
- We have created an [email list](#) to enable people working on modern slavery to connect with their peers. The Modern Slavery PEC Group enables members to ask questions, look for solutions to problems they are grappling with, start conversations, invite others to work together on projects or just talk about their work. Everyone in the Group can email all other members and everyone can respond either on the forum or privately.
- We have provided a number of explanatory resources on our website to explain what and how we do our work, and to be transparent on the opportunities we are offering. We have also sought to advertise those opportunities widely.
- We have piloted and assessed a [research ideas form](#) where any people or organisations can submit themes and questions, which they think deserve more research and evidence.

What are we doing next?

The table below describes the activities we plan to undertake over the next year.

Action	Timing
We will continue to promote the completion of the EDI form and assess the diversity of those engaging with us, using indicators that are wider than the protected characteristics to identify issues and consider appropriate actions.	Ongoing
We will continue the use of the Modern Slavery PEC research ideas form, implementing improvements identified in the assessment of the pilot.	Ongoing
We will take opportunities to bring together those from different sectors and disciplines, and help facilitate partnerships between them, for research calls and more broadly.	Ongoing
We will organise opportunities to bring together academic researchers and their non-academic partners currently funded by the Modern Slavery PEC to share findings, connect with one another, and feed into wider Modern Slavery PEC work.	Ongoing
We will pilot a new approach to research calls that facilitates more equitable partnerships. This includes: <ul style="list-style-type: none"> · Funding practitioner-focussed research projects · Increasing the allocation of funding for practitioner organisations from a maximum of 30% of the total budget to 50%, offered at 100% full economic cost (FEC). · Providing appropriate training and support for these organisations 	Ongoing
We will continue to promote equitable partnerships within the research teams we fund at all stages of the research project process, seeking feedback on experiences.	Ongoing
We will share guidance and host an online workshop for interested researchers, communities and organisations to discuss ways of working and best practice to develop equitable partnerships. This would be open to any researchers and NGOs with an interest in modern slavery. We will continue to encourage use of the email group to connect a diverse range of individuals and organisations, and advertise opportunities widely.	By summer 2022

Action	Timing
We will pilot an online workshop to support and build research skills capacity of small NGOs and others with an interest in modern slavery.	By summer 2022
We will support the Modern Slavery PEC Research Fellows from the six Consortium partners that form the Centre to participate in knowledge exchange opportunities with other organisations, building capacity on policy and law-making processes.	By end 2022
We will design and implement plans to engage meaningfully with Early Career Researchers (ECRs), including the facilitation of a network to share knowledge, opportunities and build capacity on influencing decisionmakers.	By end 2022
We will advertise more opportunities for peer reviewers to participate in our research calls, specifically inviting applications from diverse researchers and individuals, ensuring these opportunities are appropriately compensated and training is provided. These opportunities will be advertised through a range of networks to ensure they reach a diversity of candidates.	Ongoing
We will seek opportunities to advise and influence other funders and organisations on EDI, based on our own learnings and experiences.	Ongoing



Aim 3: Undertaking research to improve understanding on equality, diversity and inclusion (EDI) within modern slavery research

Though there has been some identification of equality, diversity and inclusion issues within the modern slavery research sector in the UK more generally, the scale, nature and characteristics of these have not been systematically researched and analysed. The Modern Slavery PEC's [consultation on research priorities](#) outlined that research could be a key tool to addressing the lack of concrete change to improve equality and diversity of modern slavery research.⁴

We believe that there is an evidence gap on the diversity of those involved in modern slavery research (both funders and those funded) and scope for the assessment of good practices to promote equality, diversity and inclusion across it. Given the Centre's ability to bring together academics, policymakers, businesses, civil society and people affected by modern slavery, it is well placed to fund and support a [responsive research](#) project to explore EDI within modern slavery research, and make recommendations for funders, such as the Modern Slavery PEC, and other stakeholders.

What have we done so far?

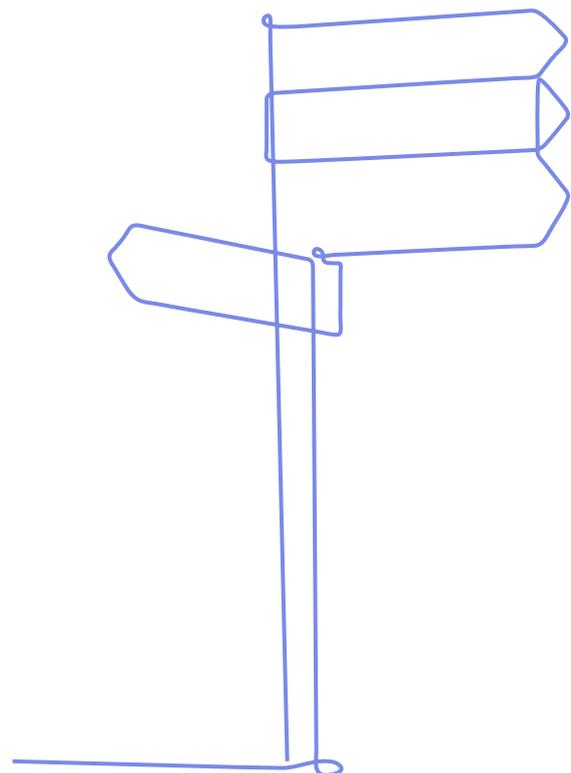
- We have developed a research funding call proposal for this project, which will be launched shortly. The objectives of this project will be to:
 - Identify the most significant EDI challenges and opportunities within modern slavery research. This should focus on all legally protected characteristics, with consideration given to how this correlates with the inclusion of people with lived experience and those from different socio-economic backgrounds, academic disciplines, career experience and academic statuses.
 - Identify examples of best practice within publicly funded modern slavery research in the UK, evaluating their effectiveness where possible.
 - Develop recommendations for those working in modern slavery research to improve EDI, including research funders such as the Modern Slavery PEC.

4. Consultation on the Modern Slavery PEC's research priorities: <https://modernslaverypec.org/assets/downloads/Research-consultation-report-final.pdf>

What are we doing next?

The table below describes the activities we plan to undertake over the next year.

Action	Timing
We will invite applications for the responsive research project on EDI. Following application reviews we will commission the research and support the delivery of the project throughout.	By summer 2022
Interim findings from the research project will inform our ongoing plans, including the setup of the Lived Experience Advisory Panel.	By autumn 2022
Final outputs will be published in early 2023 and we will engage with interested stakeholders on next steps. Future updates of this Action Plan will reflect project findings.	By spring 2023



Aim 4: Embedding EDI across internal operations and governance of the Centre

We recognise that improving EDI in our internal operations and governance structures is also important. The core staff at the Modern Slavery PEC are employed by the organisation [British Institute of International and Comparative Law \(BIICL\)](#), one of whose strategic focus is to be an 'open BIICL'. The Modern Slavery PEC will therefore be guided by BIICL's [Equality, Diversity and Inclusion Policy](#) in terms of internal-focused initiatives, including staff recruitment and processes, and has developed some initiatives specific to the staff and operations of the Modern Slavery PEC. As set out in our policy, it is the responsibility of BIICL and of all BIICL staff (including at the Modern Slavery PEC) to avoid and counter discrimination and to proactively promote equality in all activities.

What have we done so far?

- Designing and implementing the EDI Strategy and Action Plan is a core part of the Monitoring and Evaluation Manager's objectives and is championed by the Operations Director, a member of the Senior Leadership Team. Both sit on BIICL's Diversity Committee.
- We have sought valuable feedback and insights on this Plan from staff, our Senior Management Board, people with lived experience and our Advisory Group.
- The BIICL's staff handbook is shared with all staff which sets out a range of policies and procedures including in relation to equal opportunities, anti-harassment, bullying and victimisation, BIICL's code of conduct, disciplinary and grievance procedures.
- We have implemented a number of commitments set out in BIICL's EDI policy, including ensuring the gender and racial diversity of all panels at events and undertaking training on 'Identity, Difference and Equity' run by the [National Coalition Building Institute](#).
- Our application and recruitment processes for Modern Slavery PEC core staff actively address and remove bias, for example we ensure job adverts are accessible and fairly promoted, we actively encourage applications from under-represented groups, and we advertise our posts using different channels. Shortlisting is undertaken against an objective criteria with diverse panels on interviews.
- Diversity of members was actively sought when forming the Modern Slavery PEC's [Advisory Group](#).

What are we doing next?

The table below describes the activities we plan to undertake over the next year.

Action	Timing
EDI will remain an organisational priority. Progressing and assessing the Modern Slavery PEC's commitment to EDI in all its work will remain part of the Monitoring and Evaluation Manager's objectives. We will publish an annual update to this Action Plan and assessment of progress.	By spring 2023
We will continue to explore opportunities to ensure we run fair and open recruitments to attract diverse candidates. <ul style="list-style-type: none"> · All job adverts will require applicants to demonstrate inclusive practices in their work experience · We will also ensure the gender and racial diversity of all interview panels, using our networks and governance groups as appropriate. 	Ongoing
We will audit the diversity of our governance and advisory groups, including the Senior Management Board, Advisory Group and Lived Experience Advisory Panel to understand the composition of the groups and identify challenges to address.	By summer 2022
We will continue to adhere to and seek opportunities to undertake activities set out in BIICL's EDI policy, seeking feedback on the approach and initiatives undertaken.	Ongoing
We will continue to maintain an open approach to initiatives which could actively advance equality of opportunity internally for core staff and externally with other organisations and stakeholders, informing and participating in BIICL's EDI initiatives and processes and among consortium partners.	Ongoing

Next steps

All activities the Modern Slavery PEC has committed to will be monitored and evaluated in terms of their effectiveness. Our monitoring and evaluation activities will involve all those who we work with, and we will collect and use both qualitative and quantitative data to assess our progress against our plans and evaluate our activities. Data collection methods will include surveys, interviews and analysis of relevant data. We will share our evidence and learnings with the wider sector.

We hope that this Action Plan demonstrates the Modern Slavery PEC's commitment to equality, diversity and inclusion and look forward to developing our approach and activities in this area in the future. We will publish an update on the Action Plan in spring 2023, and annually thereafter, reflecting on the activities we have undertaken, evaluating what we have achieved, presenting the lessons learned and setting out our next steps.

MODERN SLAVERY & HUMAN RIGHTS

POLICY &
EVIDENCE
CENTRE

Led by the Bingham Centre

The Modern Slavery and Human Rights Policy and Evidence Centre was created by the investment of public funding to enhance understanding of modern slavery and transform the effectiveness of law and policies designed to overcome it. With high quality research at its heart, the Centre brings together academics, policymakers, businesses, civil society, survivors and the public on a scale not seen before in the UK to collaborate on solving this global challenge.

The Centre is a consortium of six academic organisations led by the Bingham Centre for the Rule of Law and is funded by the Art and Humanities Research Council on behalf of UK Research and Innovation (UKRI).

Our partners:



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