

Working Group of Organisations Working with Modern Slavery Survivors

Invitation to submit expressions of interest

Expressions of interest are invited for membership of a **Working Group of Organisations working with Modern Slavery Survivors** that the Modern Slavery and Human Rights Policy and Evidence Centre (Modern Slavery PEC) is establishing.

The Working Group will bring together a small number of civil society organisations from across the anti-slavery sector to identify, discuss and consolidate good practice in the inclusion of people who have lived experience of modern slavery in work that directly affects them (with a particular focus on their inclusion in research); to build agreement around that good practice; and to ensure that the Modern Slavery PEC's own work reflects that good practice.

We welcome expressions of interest from civil society organisations that work directly with people who have lived experience of modern slavery, including but not limited to organisations led by people who have lived experience of modern slavery.

About the Modern Slavery and Human Rights Policy and Evidence Centre

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

Led by the [Bingham Centre for the Rule of Law](#) (part of the [British Institute of International and Comparative Law \(BIICL\)](#)) and funded by the Arts and Humanities Research Council on behalf of [UK Research and Innovation](#) (UKRI), 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 of Human Rights](#) at the University of Oxford and the [Alan Turing Institute](#).

Read more about the Modern Slavery PEC at www.modernslaverypec.org. To find out more about the mission, vision and objectives of the Modern Slavery PEC you can read our strategy at <https://modernslaverypec.org/resources/strategy>.

About the Working Group: General Objectives

- This Working Group will bring together a number of survivor-engaged organisations from across the anti-slavery sector to identify, discuss and consolidate good practice in the inclusion of people who have lived experience of modern slavery in work that directly affects them; to build agreement around that good practice; and to ensure that the Modern Slavery PEC's own work reflects that good practice.
- The Working Group will provide an opportunity for members to share common challenges and lessons learned in this space, as well as to identify areas for potential collaboration or complementarity. At the same time, it will help to reduce any risk of duplication of effort across the sector.
- Within this broad objective, the Modern Slavery PEC has a particular focus on increasing and improving engagement with people who have lived experience of modern slavery in research. The Working Group will help to identify opportunities, potential areas for collaboration and capacity building needs to support pathways into research work for survivors. We hope that this will be of direct benefit to members, clients and service users of organisations that join the Working Group.
- The Working Group will liaise closely with the Lived Experience Advisory Panel that the Modern Slavery PEC is currently establishing (which is expected to be in place by the end of the year). The Panel will consist of a number of individuals with diverse lived experience of modern slavery and will offer advice and guidance across the breadth of the Modern Slavery PEC's work. Guidance will be sought from the Panel, for example, when developing and designing research calls, selecting research projects and drafting strategies, action plans and processes.

The Working Group will develop these general objectives into a detailed Terms of Reference once established, with input from the Modern Slavery PEC team (especially the Lived Experience Manager and Lived Experience Coordinator) and the Lived Experience Advisory Panel (once in place).

Membership

The Working Group will be co-chaired by the Modern Slavery PEC's Lived Experience Manager. Another member of the Modern Slavery PEC team, the Lived Experience Coordinator, will provide administrative support. Membership will include up to seven representatives from survivor-engaged organisations. Additional organisations may be invited to attend where appropriate in order to meet the Working Group's objectives.

It is expected that organisation representatives on the Working Group would be at middle or senior management level. Members do not themselves need to have lived experience of modern slavery, though the Centre would especially welcome expressions of interest from those who have lived experience or who have been directly affected by modern slavery. There is no requirement to disclose any experience as part of the recruitment process.

The Modern Slavery PEC is committed to being inclusive and diverse, and particularly encourages expressions of interest from women, people with disabilities, black, Asian and minority ethnic applicants, LGBT+ applicants and other minorities. The Centre is committed to being a values-based organisation and has integrated equity and survivor-involvement into its

Strategic Delivery Plan. In the spirit of our values, we therefore commit to proactively challenge bias and offer a fair and equitable process in relation to all of our appointments and partnership building work.

We are seeking members from organisations with a wide range of experience and expertise, with the ambition that the Working Group will include:

- Organisations that are led by survivors as well as those that work with survivors
- Organisations both within and outside the Victim Care Contract
- Organisations that engage with people of diverse backgrounds, ages, genders and ethnicities, and people who have diverse experiences of exploitation
- Organisations that represent a diverse range of approaches to engaging and supporting people with lived experience, including (for example) providing shelter, providing therapy and counselling, offering training and learning opportunities, facilitating pathways into work, etc.
- Organisations that provide short- and long-term support
- Organisations with experience of engaging in modern slavery research, including supporting/facilitating the involvement of people with lived experience in research
- Organisations with experience in supporting/facilitating the employment of people with lived experience in their own organisation or elsewhere, including in governance or advisory roles
- Organisations based in different parts of the UK and that have a diversity of geographical focuses in their work
- Organisations of different sizes

The Role

The main responsibilities of Working Group members will be to:

- Collaborate to draw together and, where feasible, consolidate good practice on the meaningful inclusion of people who have lived experience of modern slavery in work that directly affects them (including, but not limited to, modern slavery research)
- Support the Modern Slavery PEC to identify opportunities, potential areas for collaboration and capacity building needs to facilitate pathways into research for survivors
- Advise the Modern Slavery PEC on the continued development and implementation of its survivor engagement strategy
- Advise on, or where appropriate raise, risks or issues relating to the Modern Slavery PEC's actual or planned engagement with people who have lived experience of modern slavery, ensuring that work is carried out in the most appropriate way

- Advise on the Modern Slavery PEC's engagement with civil society organisations across (and beyond) the anti-slavery sector, including the Centre's work to encourage greater collaboration between civil society organisations and academic researchers
- Keep the composition of the Working Group under review and advise on potential gaps in expertise

The Working Group's advice is not binding on the Modern Slavery PEC, but the Centre will take its views into account and will make clear to the Working Group how it has done so.

We expect that the Working Group will meet approximately every three months, with additional ad hoc requests for input/engagement by email between meetings. Quarterly meetings will be up to two hours, not including time for reading papers and other preparation. We expect that the total commitment for Working Group members would amount to a maximum of half a day's work per month per member.

The Modern Slavery PEC is happy to discuss remunerating members, covering time spent preparing for and attending meetings, as well as time on any other ad hoc work that may be requested, for members whose time is not already covered by a salaried role. Please email office@modernslaverypec.org if you would like to discuss potential remuneration with us.

The membership term is eighteen (18) months. The first Working Group meeting is tentatively scheduled for late October 2022 and the first membership term of the Group will run until 30th March 2024, which is the end of the Modern Slavery PEC's initial funded period.

Code of Practice

- Members of the Working Group will be asked to undertake their duties using the [AHRC's Code of Practice](#) as a guide, the principles of which are based upon those of [The Seven Principles of Public Life](#).

Conflicts of Interest

- Members will be asked to disclose any personal or business interests which may conflict with their role on the Working Group upon joining and at each meeting. This should include the likelihood of being involved in applications for future Modern Slavery PEC funding.
- Members will also be asked to declare if they (or a close member of family, or a person living in the same household) have an interest in any matters being considered at meetings throughout the membership term.
- A register of interests is maintained, and a proportionate approach is taken to managing real or perceived conflicts of interest.

How to express an interest

To express an interest in becoming a member of the Working Group, please complete the form at the following link. The form will close at **11.59pm on Wednesday 31st August 2022**, so that

we can welcome members by the end of September and hold the first meeting of the Group by the end of October.

Expression of interest form: <https://forms.office.com/r/ZHQmUhNbZt>

Informal enquiries about the role of a member of the Working Group may be addressed to office@modernslaverypec.org.

The Modern Slavery PEC is committed to supporting equality, diversity and inclusion across the work that we do and would like to understand the diversity of those who engage with us. We will ask members to complete a short, anonymous Equality and Diversity survey after the recruitment process is complete. Please note that this information will only be used for monitoring purposes and not in the assessment of any applications or ideas.

Application Process

For practical and capacity reasons, we are looking to establish a small Working Group of 6-8 members from organisations working with people with lived experience of modern slavery.

Expressions of interest that have been received by the closing date will be considered by the Modern Slavery PEC's Senior Leadership Team (which is made up of the Directors of the Centre) together with the Lived Experience Manager. We will assess them based upon suitability for the role, representation across the required categories and complementarity across the membership. We will particularly look at responses to the two free-text questions in the EOI form, where prospective members are asked to provide information on their interest in joining the Working Group and what particular contribution they would be able to make to it.

Once agreed, successful members will be informed and onboarded to the Working Group, which will include a welcome pack and Conflicts of Interest declaration. Anyone who is not successful will also be contacted with the outcome. We anticipate all decisions will be communicated in the **week commencing 19th September 2022, with the first Working Group meeting taking place in October.**