

MEENAL AND
RISHI SACHDEV *Foundation*

Annual Report 2021

SHAPING THE FUTURE



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MEENAL AND
RISHI SACHDEV

Foundation

Director's Message

2021 has been another challenging year for us all. Together with the rest of society, our charity has faced the task of continuing to live in the shadow of the pandemic while learning to navigate our new normal. We have had to keep adapting and, while this has been a challenge, our fight against exploitation has not slowed.

Given the many lockdowns, the majority of our work has had to be conducted remotely. Despite this, we have completed several successful projects throughout the course of the year. Our modern slavery training for hospitality university students expanded and has now reached over 400 students across the UK. Similarly, our **SME toolkit**, developed in collaboration with STOP THE TRAFFIK and designed to help businesses fight modern slavery in their operations, has been downloaded over 2,600 times.

We have also launched three reports, in addition to **several blog pieces**. These include '**Measuring Labour Exploitation**', '**Support and access to justice for adult victims of modern slavery**' and '**Local Modern Slavery Partnerships: Recommendations and Learnings from Hertfordshire**'. The latter, written with our first-hand experience of creating and coordinating a modern-slavery partnership in Hertfordshire, makes a number of key recommendations on how these partnerships across the UK can be more sustainable, effective and consistent with the help of national guidance. Our next step is use these recommendations to advocate for an expansion and strengthening of these partnerships as anti-slavery mechanisms. In the final few months of 2021, we established a new organisational plan for

Shiva Foundation. This plan encapsulates the direction of the organisation for the next five years and what areas we will be focusing on. I am delighted to announce that these include modern slavery and labour rights, where our expertise lies, in addition to gender-based violence in racially minoritised communities. This is a hugely important, yet under resourced, issue and I look forward to the good work we can do in this area.

Our team has seen changes over the course of 2021. Some team members, who had been with us for many years and contributed to key projects, have moved on to new opportunities. We have also welcomed new members to our team who we are excited to work with over the coming years.

The impact we have had over the past year is down to the hard work and dedication of our team and our volunteers, and to the commitment of our trustees, donors and supporters. Our heartfelt thanks to all of you.



Meenal Sachdev
Director and Co-founder

Who we are



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



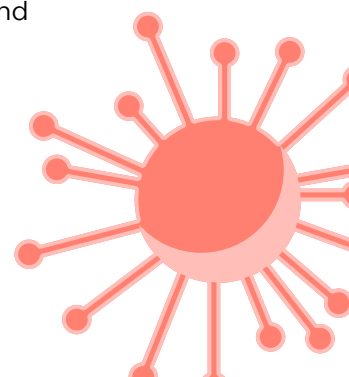
Evidence-based



Gender Sensitive

Resilience

For Shiva Foundation, much like the rest of the world, the last couple of years have been a real challenge. COVID-19, social distancing and the instability that results have meant we have had to continuously adapt. Our core funding comes from the hospitality sector, which was one of the sectors most impacted. But we managed to protect our team’s jobs and our projects and continue to fight to tackle modern slavery. Our team has shown true resilience in the face of instability and, despite many changes, we move into the new year with strong leadership and direction.



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.

What have we done?

New Organisational Plan

In addition to the achievements below, we have developed and are now starting to implement our new strategy. Over the past year we have spent time consulting with our team with our partners and with external experts to reshape our direction for the next five years. We intend to build on the work we have done and expand into other areas where we believe our expertise could be of benefit.

1

Our Communications

We developed a new digital communications strategy and have spent the last year implementing it. We have changed our look, refocused the campaigns we run and have made it a goal to produce more content on our website.

Campaigns include:

- National Minimum Wage detailing common excuses for non-compliance in order to raise awareness
- The launch of a Survivor Handbook coinciding with World Day Against Trafficking in Persons, the theme of which was “victims’ voices lead the way”
- We are part of a 100+ campaign to change Part 5 of the Nationality and Borders Bill
- We produced a series of explainers for high risk industries

Original content:

- We have produced 22 pieces of content, including blogs, reports and impact assessments
- We have focused a number of our blogs on labour market infringements and the drivers of exploitation with the aim of building up more knowledge on how to effectively prevent exploitation
- We have branched out to explore some new topic areas such as county lines, technology and trafficking and measuring labour exploitation

2

Our Work with Universities

After a successful scoping activity towards the end of 2020, we developed a training programme which we rolled out for universities over 2021, with the support of the Savoy Educational Trust. The training is based on the Stop Slavery Blueprint training we developed with the hospitality sector. You can read more about our impact [here](#); key successes include:

- Refining and delivering the training package with Sheffield Hallam University hospitality students to ensure it was fit-for-purpose.
- Delivering sessions to 28 classes, reaching over 400 students.
- Targeting students specifically from hospitality management, HR, events/tourism.
- Four universities were planning to incorporate the training into their curriculum.

The Future

We have already planned multiple sessions in 2022 and plan to extend a train-the-trainer option for interested universities.

3

Our Work with SMEs

Recognising the lack of targeted anti-slavery resources specifically for small and medium size enterprises (SMEs) who make up the majority of businesses in the UK, Shiva Foundation and STOP THE TRAFFIK created [a toolkit to support this market](#). This work was supported by Hertfordshire Community Foundation. You can read more about our achievements with this work [here](#), however some notable points include:

- The toolkit has been downloaded over 2,600 times.
- 200 people have attended over 10 webinars jointly run by Shiva Foundation and STOP THE TRAFFIK.
- A network of over 20,000 SMEs have been reached through 75 directly linked stakeholders (we focused on and consulted with networks that support SMEs specifically like LEPs, Growth Hubs and FSB).
- Seven organisations have embedded the toolkit within their own businesses.

The Future

There are plans to share this toolkit through nationally focused events aimed at SMEs and encouraging engagement. There are discussions to add online tools, such as videos, to help accessibility of the toolkit and also to explore industry specific SME toolkits.

4

Our Work with Local Authority

The Hertfordshire Modern Slavery Partnership has gone from strength to strength. Our achievements over the past four years while Shiva Foundation acted as

Coordinator include:

- Increasing Partnership members from 40 to 152.
- Producing 30 materials including resources, guidance document, publicity materials, trainings, and reports.
- Embedding county-specific identification and reporting pathways for adult and child victims.
- Delivering 120 training sessions and organising nine public awareness campaigns.
- Identifying 337 victims of modern slavery and recording 238 offences.

We have produced some significant publications over the past year through our work with the Partnership.

- Coordinated by the Partnership in collaboration with the National Network Coordinators Forum and MSOIC, the [Enforcement Powers Guide](#) is a law enforcement reference document encouraging greater multi-agency work between partners to safeguard victims and disrupt perpetrators of modern slavery. The document provides a summary of the legal powers, roles and responsibilities of relevant law enforcement agencies in the UK to help them coordinate operations and visits.
- Since being tracked, the public facing version has been downloaded 76 times and has been included as a handout in the College of Policing Modern Slavery Investigator Course.
- Researching gaps in support for victims of modern slavery and access to justice for adult victims providing the Hertfordshire perspective, we published [Support and Access to Justice for Adult Victims of Modern Slavery](#). The aim is to highlight how policy recommendations are needed how there is often a disconnect between national policy and local level implementation.
- Adapting the West Midlands Anti Slavery Network survivor handbook, we produced a [comprehensive guide](#) to a survivor's options within or outside of the National Referral Mechanism. The guide has been translated into the 12 most commonly spoken languages in Hertfordshire.

The Future

Shiva Foundation has ended its role as Coordinator of the Hertfordshire Modern Slavery Partnership, however we will continue to be involved at a strategic level and supporting partners with their policies related to business and procurement.

We are also starting a new project to explore how local authorities can influence better business practice through their own procurement and through local licensing frameworks.

What Has Been Put on Hold

After years of working with industry partners to create a collaborative space to address the risk of modern slavery across a significant portion of the hospitality sector (e.g. a Hospitality Protocol), we have put this project on hold. The industry was not in a place to take on work outside of what is business critical over the past couple of years. When greater industry commitment is achieved, we will resume this project.

Financial review for the year ended 31 March 2021

Expenses

Total = £245,994

Income

Total = £149,251

Objectives, structure and governance

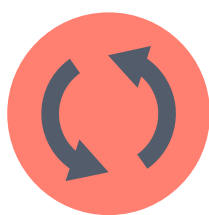
Structure and governance

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

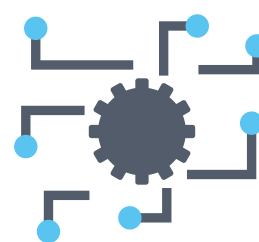
As per the Articles of Association, MRS Foundation aims to promote human rights in such ways as:



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.

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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