

Modern Slavery Discussion Pack

Topic: Modern slavery

Purpose of the discussion:

To raise awareness around modern slavery (including - what modern slavery is, the warning signs that indicate someone may be a victim, and how to report concerns).

Expected outcome from discussion:

Following this discussion, commitments could include: having open conversations with colleagues about modern slavery to further raise awareness and understanding, encouraging colleagues to lead Toolbox Talks and stand-downs with their site staff, completing training focussing on some of the issues raised, such as how to identify vulnerable people and how to report concerns.

Discussion points: Use the below to plan your facilitated discussion. Remember, you don't have to have all the answers – the role of the facilitator is to create an engaging discussion where everyone identifies and commits to solutions.

Discussion points	Supporting notes
<ol style="list-style-type: none"> 1. Introduction – What is modern slavery? 2. Purpose of the discussion – Examples 3. Desired outcome from this discussion 	<ol style="list-style-type: none"> 1. Modern slavery is the illegal exploitation of people for personal or commercial gain, often through forced labour. It's estimated that there are 25 million victims worldwide 2. Examples include labour exploitation, domestic servitude, sexual or criminal exploitation. May involve little/no pay, poor working conditions, excessive working hours, ill treatment or being housed in squalid accommodation 3. To raise awareness and improve understanding of modern slavery, including being able to identify a potential victim, and how to raise and report concerns. Following this discussion, individuals should feel more confident to hold conversations about this topic.
<p>Questions to facilitate discussion</p> <ul style="list-style-type: none"> • How much do you know about modern slavery? What is it? • How do people become victims of modern slavery? • Where does modern slavery occur? Does it happen in the UK? • Do you know about Network Rail's policy on modern slavery? Who does it apply to? How is it enforced? 	<ul style="list-style-type: none"> • Modern slavery is illegal and violates basic human rights • Millions of people around the world are drawn into modern slavery under promises of free accommodation, better job prospects, or as a way to repay generational debts • It's estimated there are 25 million victims of forced labour worldwide – including in the UK • Network Rail's Anti-Slavery and Human Trafficking Policy is available to view here.



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<p>4. What are some potential indicators that someone could be a victim of modern slavery?</p> <p>5. What are the implications of modern slavery for a) the victim, b) the perpetrator (the person 'controlling' the victim), c) society, d) Network Rail?</p> <p>6. How can our supply chain and contractors evidence compliance with the Modern Slavery Act 2015?</p> <p>7. How can you help to raise awareness around this issue? Who should you contact to raise a concern?</p>	<p>4. Indicators include workers not possessing their own identity documents, not having a written employment contract, not able to prove they're legally entitled to work in the UK, appearing frightened or reluctant to talk to others. They might have few personal possessions, show signs of physical abuse, appear malnourished or unkempt, be dropped off/collected for work by the same person regularly either very early, or very late at night.</p> <p>5. These include a) mental instability, physical vulnerability, b) life imprisonment, c) inequality and unfair treatment, d) unethical, illegal and irresponsible business practices, reputational damage</p> <p>6. Examples include providing a copy of their policies and procedures for dealing with modern slavery, sharing training with Network Rail or best practise, making sure they publish a modern slavery statement annually</p> <p>7. You should encourage open conversations about modern slavery, contact Speak Out to report a concern, or phone 999 if you believe someone is in immediate danger.</p>

Actions and commitments to change

- Talk to contractors and project managers about modern slavery, and if they're doing anything in their own companies that Network Rail could adopt, share any ideas with the Ethics team
- Discuss modern slavery in a team meeting (for example as a stand-down) and encourage our supply chains and contractors to do the same
- Complete Network Rail's mandatory ethics training which covers modern slavery.

For further information/useful resources:

- Network Rail's Anti-Slavery and Human Trafficking policy (<https://safety.networkrail.co.uk/wp-content/uploads/2017/03/Anti-Slavery-and-Human-Trafficking-Policy-May-2017.pdf>)
- Network Rail's modern slavery statement (<https://cdn.networkrail.co.uk/wp-content/uploads/2017/10/Modern-Slavery-Statement.pdf>)
- Contact the Ethics team (ethics@networkrail.co.uk)
- Visit Ethics community page on Connect (<http://connect/communities/ethics/default.aspx>)
- Oracle – business ethics training
- Speak Out (Freephone number: 0808 143 0100 or Online: www.intouchfeedback.com/networkrail)



home safe plan