



BASNET Residential Capacity Building Programme UK –

*Supporting Black Ethnic Minority Anti-
Trafficking Innovators*

16 – 18 NOVEMBER, 2022 / PROGRAMME REPORT

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1. Introduction

In 2019, Debbie Ariyo OBE, CEO of AFRUCA was awarded a Churchill Fellowship to undertake research into the role of communities as safety nets in protecting victims of human trafficking. She established BASNET as an outcome of her work. The UK BME Anti-Slavery Network (BASNET) is now a project of AFRUCA and is the first network in the UK and in Europe dedicated to promoting equality, inclusion and diversity in the anti- trafficking and anti-slavery space. Our Network members are registered charities or community interest companies working in diaspora communities affected by modern slavery.

Since 2020, we've been recruiting and supporting ethnic minority grass-root community organisations in a variety of ways and measuring our success not by monetary size, but by more qualitative measurements such as the scale and effectiveness of our efforts.

As a network, we're committed to investing our expertise and resources in order to further achieve our cause. Our mandate is to propel the work of BME Anti-slavery organisations that focuses on communities. We seek to achieve a UK Anti-trafficking/Anti- slavery sector which is more diverse and representative of the individuals and communities affected. Our goal is to make victims and survivors of modern slavery and human trafficking safer because local and national decision-making and guidance will better reflect their experience and needs and more victims will have local access to culturally appropriate/sensitive services that take accounts of their needs.

2.0 Programme Background

The BASNET Residential Capacity Building Programme is an initiative to foster community between members and aid in the strengthening of skills and processes needed to advance charity organisations.

Funded under the Churchill Fellowship's "Activate Fund", this programme by BASNET is aimed at strengthening the capacity of Black led community organisations to successfully address the myriad of modern slavery issues arising in their communities, through gaining a range of new and essential skills. Debbie Ariyo OBE, Chair of BASNET and a Churchill Fellow who was awarded the Activate Fund to organise the programme said:

"Modern Slavery is a growing problem in many Black and ethnic communities with issues like county-lines trafficking at the top of the agenda. Unfortunately, many Black led charities and community interest companies are only able to minimally address these problems due to reduced financial and human capacity and organisational growth. I applied for the Activate grant to organise this capacity building programme to empower our communities to develop the requisite skills and capacity to tackle this intractable problem."

The residential programme hosted 15 participating anti-trafficking innovators from across the UK. Over three days, they worked with a range of sector experts to undertake in- depth training in related subjects, including the essentials of grant fundraising and developing their organisation's theory of change. The programme covered impact evaluation, strategic planning, and communicating for impact, among others.

3.0 Participants



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Angela Karanjia
Founder and CEO
Raising Remarkable Teenagers

"Leaders and Changemakers are learners --- As a leader so passionate and purposeful about ending human trafficking and exploitation, I look forward to learning and exploring new ways of tackling this dreadful scourge. What's even better is that I'll get to meet other leaders who are at the leading edge - I can't wait to sit at their feet and learn some more."



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Ehinor Otaigbe-Amedu
Founder and CEO
Wonderfully Made Woman

"I am attending the BASNET residential capacity building programme because I want to strengthen my skills, learn how to better sustain my organisation. It's also an opportunity to meet people and learn about what other organisations are doing in the community."



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Revd Jide Macaulay
Founder, CEO and Director
House Of Rainbow

"Visibility is important. I am attending to find out more about how best to tackle matters of injustices for survivors of human trafficking and modern slavery and learn more about building our organisation's capacity to respond."



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Anne Abok
Co-Founder and Int'l Director
Mozaik - McCAHT UK

"I look forward to being among a passionate community of ethnic minorities so that together we can explore tools and skills to grapple with critical issues of modern slavery and human trafficking in the UK"



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Emertha Uwanvirigira
CEO
End Slavery International

"I am super excited to attend BASNET Residential Capacity Building programme for Anti-Trafficking Innovators as this is a great opportunity for me and my organisation to enhance our knowledge and skills as we continue to tackle Human Trafficking and Modern Day Slavery."



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Clr Lade Hephzibah Oluqbemi
Founder and CEO
Nous Organisation

"I am looking forward to attending these sessions to network with other NGOs and also to explore how our organisations can work together with regard to support victims of modern day slavery. I run a mental health consultancy charity and recognise the impact of the trauma suffered by victims."





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For Black Anti-Trafficking Innovators 2022**



Magdalene Adenaike
Founder and CEO
Music Relief Foundation

"I am attending the BASNET Residential Capacity Building programme for networking, effective leadership support and information-gathering purpose."



**BASNET Residential Capacity-Building Programme
For Black Anti-Trafficking Innovators 2022**



Mireille Kasonga
CEO
Children For Hope Forever

"I am attending the Basket Residential building Programme to learn more from the senior who has experience on the sector, to able me develop and strengthening my skills and gain more resources to able the organisation and our communities to thrive during this crucial time."



**BASNET Residential Capacity-Building Programme
For Black Anti-Trafficking Innovators 2022**



Rose Ssali
CEO
Support & Action Women Network

"The reason I would like to attend the BASNET events is to bring insight on the issues that the women and families we support go through and to learn,hear and share ideas on how we can collectively be the change in supporting people's lives to reduce trafficking and all related abuse and effects."



**BASNET Residential Capacity-Building Programme
For Black Anti-Trafficking Innovators 2022**



Ruth Oguniji
Founder and CEO
Blossom Foundation

"I am attending the BASNET training to Develop myself, bring changes to blossom and bring about changes for the wider community."



UK BME ANTI-SLAVERY NETWORK
**BASNET Residential Capacity-Building Programme
 For Black Anti-Trafficking Innovators 2022**



Musa Amedu
 Founder and CEO
 EDO DIASPORA UK

"I am attending the basnet residential CAPACITY BUILDING programme because it will give us the needed knowledge to function as anti-trafficking innovators."

UK BME ANTI-SLAVERY NETWORK
**BASNET Residential Capacity-Building Programme
 For Black Anti-Trafficking Innovators 2022**



Sarah Nabudde
 Director

Women in Digital Inclusion

"My reason for attending is to broaden my horizon, meet like-minded people, learn and have a great time."



**BASNET Residential Capacity-Building Programme
 For Black Anti-Trafficking Innovators 2022**



Sipiwe Takura
 Founder

Oasis Training Consultancy

"Primarily, I would like to take away meaningful strategies of 'How to write an Organisational Strategic Plan' and 'Funding, Monitoring and Evaluation'. My quest during the residential programme is to learn more about the Impact of Modern Slavery on our Communities as well as share some of my skills, instincts and abilities."



4.0 Speakers and Trainers



Jasmine O'Connor OBE
CEO of Anti-Slavery International



Kate Garbers
Founder and Ex-CEO of UNSEEN



Jane Loveday

Owner and Senior Consultant at Jane Loveday Consulting



Vic Hancock Fell

Founder and Director of Fair Development



Kirsty Marrins

Digital Communications Specialist



Debbie Ariyo OBE

Founder and Chair – BASNET and CEO of AFRUCA

5.0 Achieving the programme aims: Pre and Post Attendance Data Analysis

In planning the programme, we aimed to achieve three important outcomes using this funding from Churchill Foundation:

1. By the end of the programme, 15 participants would have gained an array of new skills to grow/improve their anti-trafficking work in the best interests of victims and their communities. Hence participants would have improved capacity to strengthen their anti-trafficking work by developing new/improved services to support their communities, improve/grow their networks, mobilise resources, plan long-term and improve their visibility, impact and ability to become better engaged in the UK anti-trafficking space. This would be important in the aftermath of COVID with the possibility of many isolated victims of modern slavery/human trafficking becoming known/requiring support.
2. The above outcome would directly ensure we can have 15 more visible and impactful BME-led organisations working in different communities to tackle human trafficking and modern slavery across the country, with strong, capable leaders/innovators. Hence, representation on key working groups, events and other activities should increase with participation by our innovators. This would help address the issue of representation and the lack of race equality, diversity and inclusion in the sector.
3. We expected to see increased intervention in ethnic communities across the country to address modern-slavery/human-trafficking based on participation by the anti-trafficking innovators on this programme. Hence, within 3 months of attendance on the programme, I expect that 70% of participants would produce and submit at least one funding proposal to attract funding for anti-trafficking projects in their communities to protect victims.

Aim 1: Participants would have gained an array of new skills to grow/improve their anti-trafficking work in the best interests of victims and their communities

Prior to the Programme, each participant was asked to complete a pre-attendance questionnaire. The questions were created to gauge where organisations were in their development of 5 key monitoring points: Strategic Planning, Monitoring and Evaluation, Theory of Change, Major Grant Applications, and Communications. We reviewed their response after the programme to assess the impact of the programme

1. Strategic Planning:

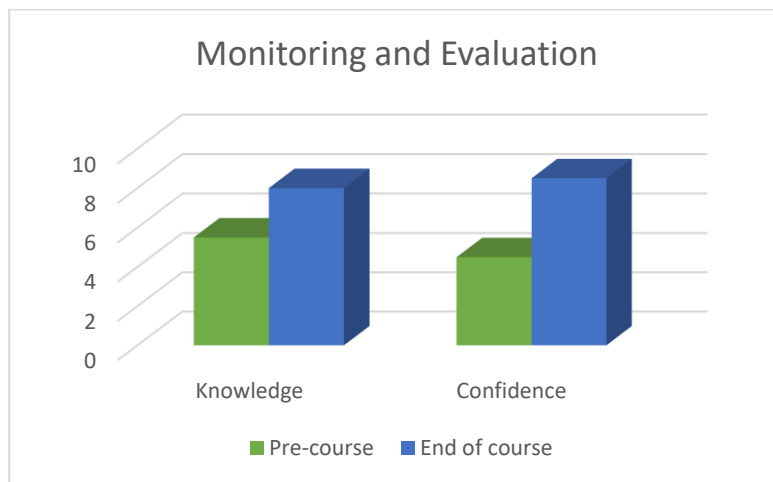
Prior to the course, 83.3% of participants had never had a strategic plan for their organisation. In the pre-attendance survey, confidence in developing a strategic plan was as low as 2 (on a 1-10 scale) and this shifted to the high end of the scale post-course, with all responses falling between 7 and 10 on the scale. There was therefore a significant increase in both knowledge and confidence amongst the

participants, though the greatest increase was in confidence.



2. Monitoring and Evaluation:

Prior to the course, none of the organisations had a formal monitoring and evaluation system in place. All participants ranked their knowledge within 7-10 (on 1-10 scale) after the input from the course, with 38.5% rating their knowledge as 10. In the feedback on the most valuable part of the session, participants identified gaining an understanding of how to use different methods to capture a variety of evidence for efficacy, and knowing a regular review is just as important as a bigger more formal piece of M&E work.



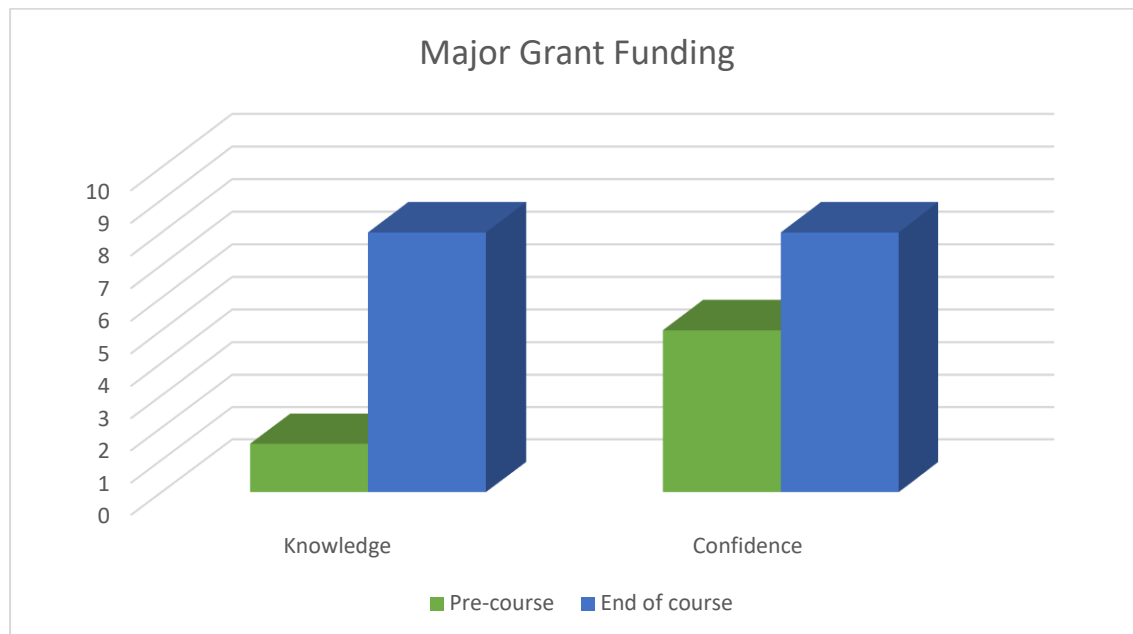
3. Theory of Change:

13 out of the 14 participating organisations, representing 90% of participants, reported having low to moderate confidence and knowledge about theory of change. They said they did not have a written theory of change and some reported that their existing Theory of Change needs to be developed further. When asked what participants were hoping to learn from the training, 90% of answers were about improving their current plans or just learn about the subject matter for the benefit of their organisation.

4. Major Grant Applications:

The same consistency of increase in both knowledge and confidence was found in the feedback from the session on Major Grant Funding. Prior to the course, only 25% of participants had been successful with grant funding and 16.7% had never written a major application. While confidence prior to the

course varied considerably with the lowest being 3 (on 1-10 scale) and the highest at 8. Post-course, all the participants indicated an increase in confidence, rating themselves between 7-10



5. Communications:

All participants agreed that having a communication strategy in their organisation was very important to their existence. When asked what the biggest challenge was for their communications, all participants selected resources, budget, time and skills. At the end of the course, all participants agreed that they have gained the needed information to approach their communication strategy and on a scale of 1 – 10, participants scored between 9 and 10 in confidence in approaching and having in place a communication strategy.

To ensure that the above gained skills are utilised effectively for the benefit of participating organisations, we discussed with some of the trainers to offer one to one consultations to help participants have in place a definite strategic plan and they agreed. Arrangements are now in place for such one-to-one sessions to hold.

Aim 2: More visible and impactful BME-led organisations working in different communities to tackle human trafficking and modern slavery across the country.

Most of my achievements under this aim would be measured over the next six to nine months, as the impact of the residential programme on participants becomes more visible in the aftermath of follow up actions taken up by the participants.

However as part of our project organising activities, we introduced and promoted anti-trafficking innovators and their organisations across AFRUCA/BASNET social media networks to increase their reach in their respective advocacy roles. This was very successful as there was a lot of feedback and interest in the work of participating organisation across the sector. Even before the end of the programme, most of the participating organisations had already been interacting with others through our social media platforms. There is evidence of members being invited to join conference panel discussions or speak at conferences after the programme. Hence, visibility of participating innovators was immediate in the aftermath of the residential programme.

During the programme, participants discussed the importance of building strong relationships with key stakeholders, including government agencies and other organizations working in the field. They saw the opportunity presented by the Activate Fund project to network and build relationships with each other as a laudable first step in achieving the above.

We will be working with participants in a span of 6 months after the programme to ensure the recommendations and action plans developed during the programme are acted upon. This will ensure that the participating BME-led organizations are better equipped to tackle human trafficking and modern slavery in the UK and increase their visibility within the sector. BASNET will be following up with the innovators-participants during this period to review what they have achieved following the programme.

Aim 3: Increased intervention in ethnic communities across the country to address modern-slavery/human-trafficking based on participation by the anti-trafficking innovators on this programme

During the programme, the innovators discussed various strategies for preventing and combating human trafficking and modern slavery, including the need for better education and awareness-raising initiatives, more targeted outreach and support services for vulnerable groups, and stronger partnerships between government agencies, law enforcement, and non-government organizations. Participating innovators agreed that these interventions as they have identified, will be very dependent on successful grant application. The trainers therefore made sure that the training on resourcing anti-trafficking innovation had a clear action plan towards writing successful grants.

As earlier discussed under aim 1, our interim review revealed the increase in both knowledge and confidence found in the feedback from the session on Major Grant Funding. Before the course, only 25% of participants had been successful with grant funding and 16.7% had never written a major application. While confidence prior to the course varied considerably with the lowest being 3 (on 1-10 scale) and the highest at 8. Post-course, all the participants indicated an increase in confidence, rating themselves between 7-10. This is also evident in reviewing the feedback on theory of change - 90% of participants reported having low to moderate confidence and knowledge about theory of change. They said they did not have a written theory of change and some reported that their existing Theory of Change needs to be developed further. When asked what participants were hoping to learn from the training, 90% of answers were about improving their current plans or just learn about the subject matter for the benefit of their organisation.

We recognised the significant contribution of having successful applications of major grants and robust theory of change to increased modern slavery and human trafficking intervention in ethnic communities. The whole day 2 of the programme was dedicated to this subject matter. The trainer therefore took participants through all aspects of grant application and developing a theory of change. Participants were guided through demonstrating how their interventions could work whilst addressing their concerns. Some of the key messages included the use of data to inform project/organisational development as well as inform fundraising and communication for effective intervention. Another key message from the training was the need to engage a range of people - practitioners, volunteers, managers, services users and external stakeholders as well as using existing evidence to develop new interventions.

To effectively measure the success of this aim, AFRUCA/BASNET will be following up with participants in the 3rd and 6th month to review what participants have achieved so far. Some of the trainers have availed their services at a reduced cost to participants for consultation services towards achieving this aim.

6.0 Conclusion

The programme was a huge success. There were three significant factors which will inform the planning of our next residential programme:

- **Number of Participants:** In recruiting participants, we planned on bringing together 15 participants. However, one participant was unable to attend, so we ended up having 14 participants including AFRUCA Safeguarding Children.
- **Event Duration:** In the participant review and discussion, participants intimated that the 3 days were extremely packed and there was not enough time for further discussions beyond the training. This made them overly exhausted after a day's activities. They felt a longer five day programme would have been much better.
- **Sector Experts and Trainers:** The inclusion of sector experts to share their anti-trafficking journey as well as current trends within the sector was very helpful to participants. Not only were we offering requisite skills to participants but they also had the opportunity to learn from lived experiences from the sector (ie Anti-Trafficking sector CEOs).