

Caritas Diocese of Salford Anti-trafficking and Modern Slavery Report

Part 2: Towards a One Church Approach

March 2021



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SUMMARY

This report is the second in a series that charts the story of one Catholic parish and how it took up the challenge to fight one of the world's largest and most lucrative illegal trades.

The One Church Approach arose out of the Caritas Salford inspired and directed *In Plain Sight, October 2019, Conference* in Westminster. It is essentially about harnessing the potential of dioceses, congregations of religious and Catholic charities in fighting human trafficking via partnership and collaboration.

The contribution of Caritas Salford to anti-trafficking was recognised by the Santa Marta Group with whom we started a partnership around 2017 the culmination of which was the In Plain Sight conference. In designing and delivering the conference we were guided by *Pastoral Orientations on Human Trafficking* which is essentially a handbook that reflects the relation between current Catholic teaching and human trafficking.

The In Plain Sight Conference was followed by a further conference of key players including Caritas Salford in February 2020. Action from that conference was listed under ten headings and the bulk of this report covers are thinking and action under eight of those headings.

BACKGROUND

From an early stage the Santa Marta Group (SMG) recognised the “bottom up” approach of Our Lady of the Valley's response to Pope Francis's call to end modern slavery. The SMG increasingly saw the Diocese as leading the field in many ways. Thus was forged a partnership between Caritas Diocese of Salford and the Santa Marta Group on 24 April 2017, when twelve people met at the Cathedral representing Caritas Salford, the Santa Marta Group, Lancashire Police and the Medaille Trust.

The meeting aimed to help Santa Marta develop a strategy to bring trafficking and modern day slavery into mainstream Catholic thinking and explore how Santa Marta could guide and support us in our local activities. From that meeting a number of important themes emerged:

- bishops and chief constables to work together in the spirit of Santa Marta
- the Medaille Trust education pack and Joe Howson's anti trafficking exhibition offer a way forward for anti-trafficking education in schools
- Government action on refugees and trafficking
- transparency in supply Chains
- Sion Hall's East Lancashire team of 8 officers dedicated wholly or partly to trafficking

- the unmet needs of trafficked victims

The extent to which we took these themes on board has been covered in *Caritas Diocese of Salford Anti-trafficking and Modern Slavery Report Part 1 (2015-2019)*

Between 2017 and 2019 we had numerous further discussions with Santa Marta, a recurring priority being an inter-diocesan conference to share learning, identify key areas for future activity and agree effective action in combating human trafficking and modern day slavery. Caritas Salford, CSAN, the Santa Marta Group and the Medaille Trust first met on June 17 2019 and the Conference came to fruition on October 15 2019.

Fronted by CSAN and hosted by CCLA the conference focused on initiatives within the Catholic Church in England and Wales. 76 delegates attended representing: the Catholic Bishops Conference of England and Wales; fifteen dioceses; twelve Congregations of Religious; and seventeen other charities and organisations.

The format of the conference was inspired by the timely publication of *Pastoral Orientations on Human Trafficking* developed by the Vatican's *Dicastery for Promoting Integral Human Development* to address trafficking and enslavement. Approved by Pope Francis, *Pastoral Orientations* is a handbook that reflects current Catholic thinking and came out of the *Pastoral Orientations, International Conference on Human Trafficking in Sacrofano (Rome), in April 2019*.

Input to the conference provided perspectives on: the Church's response globally and nationally; victim support; police response; awareness raising; a parish response to modern slavery; ethical investment and supply chains. The two speakers covering the police response and the parish response were from Our Lady of the Valley Parish and the Caritas Anti-Trafficking network.

Luke de Pulford of the Arise Foundation led the workshops that followed and raised questions about the obstacles to collaboration and partnership working. He gathered the key points from the focus groups to form the basis of a new strategic plan.

Summing up the day, Philip McCarthy CEO of CSAN said, "Partnership, Presence, Hope, Trust and Encounter are the words that have resonated throughout the conference".

Cardinal Vincent Nichols concluded by saying: "We need a detailed public account of the good work of the Catholic Church in this field" and that: "Difference and diversity in approaches properly used creates harmony". He concluded by saying that the work of this conference was opening the door to the next phase.

The conference was followed by a meeting on February 20 2020 attended by representatives from: the SMG, CBCEW, Caritas Salford, Caritas Westminster, CSAN, Arise, CSAS and three religious congregations.

At that meeting there was unanimous agreement on the need to collaborate in partnership and the meeting expressed strong support for a *Declaration of Values and Intent* as the basis for future cooperation. The action points are worth recording in detail as they will guide our Caritas Anti-Trafficking between now and 2025:

1. a National Coordinator for Human Trafficking and Modern Slavery focussed on coordinating improvements in awareness raising, advocacy and victim support
2. Development of a national strategy with aims, objectives and clear targets (e.g. geographical hotspots), encouraging awareness raising and education, incident reporting and successful prosecutions and support for victims, linked to local partnership-based responses
3. Awareness raising in parishes and schools to be increased considerably in a coordinated and joined-up fashion including the use of prayer, effective training and partnership approaches with the highlight being Feb 8, St Josephine Bakhita's Day
4. Human Trafficking and Modern Slavery bolt-on component to CSAS's national safeguarding training
5. a platform for resources which organisations and groups could use for storage of resources for others to access and freely use and adapt
6. continued development of quality victim-support services (e.g. safe houses and work in immigration centres, community-based advice and support services)
7. Advocacy work in a broad range of areas involving:
 - Government Departments (especially Home Office, e.g. quality of NRM interviews and processing delays),
 - Police Forces (e.g. increasing successful trafficking prosecutions, improving police training on incident reporting, simplifying public reporting systems),
 - MPs (e.g. abolition of the crime of prostitution as it currently stands,
 - implementation of section 50 of the Modern Slavery Act 2015 (Regulations about identifying and supporting victims)
8. eradication of Human Trafficking and Modern Slavery from investments, goods and services.
9. Engagement of theological community in producing catholic social thought commentary and reflections on this work
10. the full account of the Church's work to be collated, appraised and made known as the basis for future action.

In preparation for this conference and its aftermath we successfully bid from the Day for Life fund (2019 and 2020) for a part time paid worker in Caritas. Despite lockdown during 2020 this funding helped to achieve a great deal, initially in drawing up the Conference and then during 2020 in implanting our Diocesan strategy as far as circumstances would allow. To enable easy read-across between the Conference action points and our response we have used the above action point headings, where applicable to summarise our work in the year following the conference. That is what the rest of this report is about.

CARITAS ANTI-TRAFFICKING RESPONSE

Development of a national strategy with aims, objectives and clear targets (e.g. geographical hotspots), encouraging awareness raising and education, incident reporting and successful prosecutions and support for victims, linked to local partnership-based responses

Outside the Diocese, Salford is seen as being at the forefront on refugees and on human trafficking but within the Diocese parishioners are much less aware. Raising awareness in the parishes means a change of emphasis and a change of presentation. Caritas Internationalis is by far and away the biggest social justice charity in the world and CSAN membership marks up its strength and size in England and Wales. However social justice is a fragmented service even within our local operation. Diocesan parishioners are barely aware of the existence of Caritas and don't make the link with the former Catholic Children's Rescue Society. The fourteen services on the Caritas website are not a complete list. It does not include for example St Joseph's Mission to Deaf People. Moreover the website does not emphasise outreach work in the parishes, the strong link Caritas has with the Diocese, and the link it aims to have with every parishioner.

Caritas is not associated with Hope in the Future which is a major omission and an opportunity missed to raise its profile and encourage people to live their faith with the added emphasis of the social justice message in *Evangelii Gaudium*.

A key strategic aim for Caritas is therefore about strengthening and promoting the diocesan/parish link by presenting it as fundamental to its operation. Other dioceses might do this via a Faith and Justice group or similar which Caritas Salford does not have. To present Salford Diocese as the diocese which combines Faith and Justice in its diocesan charity would be a first and a means of promoting social justice more effectively

We also need to raise the profile of human trafficking which must be the most underrated issue in modern UK society. According to the United Nations High Commissioner for Refugees (UNHCR), by the end of 2018 there were 126,720 refugees, 45,244 pending asylum cases and 125 stateless persons in the UK. There is financial provision for these people which allows them a modicum of dignity. The estimated 136,000 slaves in the UK have no benefits and the situation in which they have to live and the food they have to eat bears no comparison to someone who comes within the benefit system to which refugees are entitled or the allowances asylum seekers get.

Viewed in the light of the above the refugee issue in the UK is small compared with human trafficking and Caritas Anti-Trafficking has the opportunity to bring one of the greatest evils in the world to the attention of the England and Wales Catholic community and in so doing raise its head high in the national Caritas arena.

To bring about the necessary quantum change in thinking amongst Catholics the Church needs to speak with one clear voice that puts human trafficking in the wider context of structural sin and the globalisation of indifference. Pope Francis has repeatedly stressed the interconnectivity of everything pertaining to Life. The Day for Life theme for 2018 was Human Trafficking but themes from 2010 to the present day make it clear that Pro-Life means much more than combating abortion and euthanasia. Themes have also covered domestic violence, the weak, the elderly, the vulnerable and the environment. It is in this wider context that we must understand the evil of human trafficking and how combating it is fundamental to our Faith. In asking parishioners to open their eyes to modern day slavery we aren't just asking them to play a small part in rescuing victims, we are asking them to be aware of their personal complicity in perpetuating modern day slavery and accept that action is more than a charity, it is an obligation.

Awareness raising in parishes and schools to be increased considerably in a coordinated and joined-up fashion including the use of prayer, effective training and partnership approaches with the highlight being February 8, St Josephine Bakhita's Day

Parishes

Caritas needs to be in the parishes. It needs to be there to enable people to more effectively live their faith. It needs to link what it does centrally with opportunities for local intervention. It needs to be in the pulpit, in the mouth of the Parish Priest and it needs to be reaching out to people and pulling them in.

The key to success in raising parishioner awareness is harnessing the influential power of the clergy via the deans and the diocesan episcopate to include not only our Bishop but the Vicar Generals and the Episcopal Vicars.

We will explore the potential for pilots in 2021 with a view to developing initiatives which can be promoted and used elsewhere outside Salford. Some things have been discussed or piloted and some are already in place:

- A pledge for parishioners to carry a card with the signs of trafficking and National Slavery Helpline details; also to watch out for the signs and report anything suspicious
- Parishioners to draft homilies for the parish priest to include highlighting social justice issues including human trafficking
- A deanery group promoting Hope in the Future and using it as a platform to highlight human trafficking as a social justice issue
- Establishing an ecumenical link with other local Christian communities focusing on monthly prayer themes on human trafficking and social justice
- Publishing during 2020 a series of nine newsletter articles of up to 1,000 words on human trafficking and related social justice issues and sharing with the other local Christian communities
- Regularly updating the Caritas Anti-Trafficking Facebook with posts on the latest human trafficking news from the media. The Our Lady of the Valley Facebook is used to highlight Vatican and CBCEW news on human trafficking.

- During 2020 we looked at the effectiveness of Caritas Anti-Trafficking exercises with a view to increasing the effectiveness of future initiatives. We have collated some learning points from our prayer card exercises:
- The unit cost of printing a large number of cards was little more than 1p. Although it is impossible to know how many of these cards fell on fertile ground it is clear that some and possibly many did. Given the low unit cost we should explore using a bigger card as have those who followed our initiative. A bigger card allows for bigger print but may prohibit carrying in a purse or wallet. We need to explore how people use the cards and how size impacts on use.
- The card idea had appeal outside the diocese and was seen as an easy way of responding to an issue. This finding on its own is sufficient to justify the use of cards.
- The image of Our Lady attracts people to take cards but we need to understand more about why people took them and what impact their message had.
- The prayers were well received and can be retained with little or no modification. The signs part of the card would benefit from being less specific and stress *absence of normality* with a few examples. The non-religious card featured more information on the National Slavery Helpline and how it operates. Given people's reluctance to ring the helpline – often we did it for them – this clarification could be of value. Many people will report via a third party or SPOC rather than themselves. A parish representative would help – the safeguarding officer or Caritas Rep for example.
- A non-religious card could be an alternative or a supplement to a prayer card.
- The unit cost of a leaflet was much higher at 10p for a thousand and take-up was low. The content of the leaflet was a detailed list of signs for different types of exploitation. This sort of information is readily available now although the detail is not always regarded as helpful. We won't therefore be printing a leaflet of the type used so far but it may be worth printing a leaflet that highlights the work of Caritas Anti-Trafficking and puts it in a context that reaches people more effectively.
- Posters need only incur the cost of each parish printing its own so worthwhile even if impact is low.
- The impact of cards and leaflets depends on how they are distributed and large scale exercises in themselves are more effective when they are combined with something else. Wherever possible there should be publicity and preparation. A limited evaluation not only provides guidance for further use but has the affect of reinforcing the original message. A simple questionnaire shortly after an exercise, supported via newsletter and from the pulpit, should pay dividends in increasing interest and commitment.

Schools

The lockdown has prevented us getting into schools but it has still been possible to reflect on past experience and see what we can learn from it:

- An early 2020 intervention with primary schools was a presentation at a Caritas Ambassador event centred on the song *Born Free* from *The Lion King*. The presentation was well received by the children and got a good appraisal from those running the course who felt it was a very worthwhile input for young Caritas Ambassadors. From this initial pilot we will explore its value as an introduction to the subject for young children on a wider scale. There are other materials available for primary schools and we have explored the ones produced by the Salvation Army and Just Enough. However

the Caritas presentation has the advantages of being short, easy to adapt for use by teachers and with zero cost to schools. We will explore its potential for sharing more widely via a standard PowerPoint presentation supported with a training brief.

- In early 2020 we had discussions with the Diocesan Advisors for Primary and Secondary Education and with the Caritas Catholic Social Teaching Trainer and there is clearly potential for partnership working to promote anti-trafficking input for awareness raising and in relation to Catholic Social Teaching
- Over the past five years we have input awareness raising sessions into high schools and sixth form colleges, some of which we established relationships with and delivered input annually. However schools are not easy to get into and input is often limited to days which are non-curricular and where the school is looking for external input. We have assisted with human trafficking related curricular impact but it means more work for teachers who already feel overloaded. To deliver more comprehensively we need a standard package and the support of the Diocesan Education Department.
- Standard packages already exist via e.g. the Clewer Initiative, Just Enough and the Salvation Army but none of them meet our need which is for awareness raising in the context of Catholic Social Teaching. We are exploring the Caritas Westminster *Love in Action Curriculum* which is heavily focused on Catholic Social Teaching, and also the package being developed by the Medaille Trust which has a stronger trafficking orientation. We will examine Clewer materials. Clewer are happy for us to adapt their resources and use with our own logo. We have also had *For the Common Good* training which is a Christian wide version of Catholic Social Teaching and could be a spring board for trafficking input. We have yet to decide if any of these possibilities will suit our purpose or if we need to develop our own. We will continue to seek advice from specialists within and without Caritas. A key consideration will be interest and possible take-up by other England and Wales dioceses.

Partnership working across dioceses on specific areas of human trafficking concern

We have started developing partnerships with a number of dioceses:

- Input to the 2020 Liverpool Diocese Justice and Peace Day which included tables hosted by Caritas Salford and the Pan Lancashire Anti-Slavery Partnership (partner of Caritas Salford).
- Correspondence with Caritas Westminster via their Assistant Director who previously worked for Caritas Salford and with whom we have an ongoing link:
 - advice from them on input to schools
 - communication on homelessness and potential slavery in Romany communities
 - advice to them on the anti-trafficking role of parishes for their Justice and Peace Forum
 - advice to them on a trafficked victim
- Initial contact with Lancaster Diocese with whom we will share ideas, one specific being about rural communities and Romany people. We already have a link with Cumbria Churches Together via the Clewer Initiative and we receive a copy of their very useful *Churches Together Cumbria Update* which covers topical issues and reports from far and wide and not just Cumbria.

Partnership working with other organisations

- We attended the Sheffield Conference *Rights, dignity & religion: responding to 'modern slavery'*. This one day conference, *Understanding the Role of Faith Based Organizations in Anti-trafficking*, run by Sheffield University was centred on a three year research project by Sheffield and Leeds Universities. Caritas Salford had been part of the sample of organizations interviewed as part of the research. The conference had value in networking, particularly with Clewer and the Salvation Army and led to a stronger link with both.
- We attended and input to the Clewer Initiative Annual Conference at Bishopthorpe Castle which was a good opportunity to strengthen links with key Clewer personnel.
- We continue to attend meetings – at the moment via Zoom – with the GMP and Lancashire Anti-Slavery Partnership (PLASP), also with the PLASP Faith Group. Both of these groups have strong Faith contingents.

Human Trafficking and Modern Slavery bolt-on component to CSAS' national safeguarding training

Our partnership with the Pan Lancashire Anti-Slavery Partnership has led to possible future input on adult safeguarding but our focus has been mainly schools. In particular we have invested time in researching County Lines which has become a key issue in the trafficking of children and accounts for a marked increase in NRM figures over the last few years:

- Desk research identified the vast amount of material on safeguarding in schools which includes modern day slavery and County Lines. A BBC podcast on interventions in Huddersfield, and correspondence with the St Giles Trust about a pilot in Kent, have emphasised that whilst County Lines is an increasing problem affecting young people, interventions are small scale and extremely patchy.
- Our initial plan was to influence widespread input of modern day slavery in schools for the purpose of awareness raising and contributing to police intelligence. We now recognise that safeguarding is of paramount importance for the protection of young people from County Lines. We have written a paper summarising our research with initial thoughts on the contribution Caritas Salford might make.
- County Lines research came about as part of our partnership with Greater Manchester Police Operation Challenger with whom we have had a number of meetings to discuss joint working. Local Authority make-up in Greater Manchester is more complex than in Lancashire and safeguarding input differs. Operation Challenger's limited resource is insufficient to meet the demand for County Lines input to educational establishments and Caritas could contribute. A contribution would be worthwhile as well as a learning experience for us but it would also be a way of strengthening the partnership. So far we have talked about direct input and the adaptation of their materials for usage by teachers. However our research has highlighted the need for direct interventions and we aim to discuss the possibility of a partnership between Caritas and GMP which could take in other providers and expertise we don't currently have.

- The above cannot be developed without linking with the Caritas Schools Service and the Caritas Catholic Social Teaching Trainer and we have had initial communication in these quarters.

A platform for resources which organisations and groups could use for storage of resources for others to access and freely use and adapt

Resources developed by Salford Diocese will always be based on a knowledge of what is already available and what will have more general application. Where possible they will be developed in collaboration and harmony with others. Competition is the antithesis of our approach and we believe that sharing is the most important and far reaching aspect of partnership.

During 2020 and 2021 there have been two important developments which we hope we will be able to share with other parts of the partnership. The first of these, the development of a modern slavery statement is covered below under: “Eradication of Human Trafficking and Modern Slavery from investments, goods and services”.

The second is the Homelessness Auditing Tool

The homelessness auditing tool

A particularly important initiative is the drawing up of an anti-trafficking audit for homelessness services which has entailed working with Stop the Traffik, Lancashire Constabulary, Programme Challenger and Hestia

This small and insignificant looking inclusion in the 2020 plan gained huge importance during the period and we invested considerable time in it. It was fortuitous that our paid worker had a wealth of experience in homelessness and also that the lockdown enabled her to spend time away from anti-trafficking on Caritas homelessness services. This experience was enormously beneficial in gaining knowledge of modern slavery in homelessness and in learning about the extent of understanding in homelessness provision.

Early in 2020 PLASP organised two half day events for organisations involved with the homeless and Caritas Salford was part of the planning group. Caritas Salford volunteered to produce the Modern Slavery Auditing Tool for Homelessness Services. The draft was shared with PLASP, the Greater Manchester Anti-Slavery Network, Stop the Traffik and Hestia and the final version will bear their logos. The purpose of the auditing tool is to assist organisations working with homeless and vulnerable people to assess how well they are progressing towards identifying and safeguarding victims of Human Trafficking and Modern Slavery. Where appropriate, they are advised to signpost and refer victims to partner agencies who can assist with ongoing support and protection. The audit has six assessment areas which are linked to good practice standards

1. Modern Slavery Statement
2. Safeguarding Policies and Procedures

3. Sharing and storing information
4. Recruiting staff and Volunteers
5. Learning and Continuing improvement
6. Risk and personal safety

The current version of the document agreed by the trustees lacks much of the detail in earlier drafts. However this material is valuable and has been retained for potential use in training.

The auditing tool is ready for use but piloted, evaluated and with a final version professionally produced it has the potential for very widespread uptake. As far as we know there is nothing else meeting the particular need for homelessness services to be aware of victims of modern day amongst service users, and for service users to be fully safeguarded against the risk of being picked up and taken into slavery,

Advocacy work in a broad range of areas

This is an area where there has been some input. The two examples below are from some years ago but exemplify our awareness of its importance:

- Including Lord Alton as a panel member in Liverpool in a Question Time type of event in the Parish of Our Lady of the Valley and raising the issue of modern day slavery with Julie Cooper who was the MP for Burnley. Julie subsequently used the local press to raise the issue.
- Greater Manchester Police and Lancashire Police both have Faith representatives in their forums through which we have the opportunity to raise moral or ethical issues for example the use of imagery in awareness raising.

For the future we see potential in promoting *Fratelli Tutti* and Manchester Citizens in harnessing the lobbying power of parishioners to influence Government policy and the practice of agencies to respond to failings in the Modern Slavery Act and immigration legislation. The modern slavery act has failed on its promise to prosecute perpetrators. JPI Media report that of 20,000 cases raised under the Modern Slavery Act since 2015, more than 19,000 were closed without charging anyone. Parts within the Act covering victim support are not working.

Caritas Internationalis is promoting Caritas as the key to actioning *Fratelli Tutti*. Citizens UK is seeking to work with the Church in lobbying for social justice. These are opportunities for the Church to influence change and Caritas Salford will seek to capitalise on them.

Eradication of Human Trafficking and Modern Slavery from investments, goods and services

Modern Day Slavery Statement

Two things have strengthened the need to address supply chain issues:

- upcoming legislation which will strengthen the law and bring in the public sector
- the impact of Covid19 which has made it easier for organised crime groups to take advantage of the need for cheap labour.

Salford Diocese has recognised the need and a retired senior policeman, and parishioner of Our Lady of the Valley is currently drawing a modern day slavery statement for the Diocese. As part of the Diocese, Caritas will be covered by the statement.

The statement will ensure that Salford Diocese suppliers have enhanced ethical policies to include modern day slavery. It will be the most comprehensive statement of its kind in England and Wales dioceses and potentially a model for other dioceses to follow. The statement will be reviewed annually taking into account new developments.

Parishioners as employers or employees

Amongst its 46,000 regular Mass attenders, Salford Diocese will have many who are employers and many more who are employees. Targeting the former will follow from the above. With employees we will produce or adapt standard awareness raising materials and encourage parishes to promote them. There are existing materials for NHS staff and for managers in production but every employee has the potential to observe something out of the normal that needs investigating.

Engagement of theological community in producing catholic social thought commentary and reflections on this work

Much of what we have done since 2014 has been in the context of Catholic Social Teaching and in particular the words and writings of Pope Francis. We recognise the importance of being able to dialogue not only with the laity but the clergy too on how the Christian fight against human trafficking is reflected in contemporary interpretations of the commandment to: "love your neighbour as yourself".

Pastoral Orientations has guided the In Plain Sight Conference and Caritas Salford strategy and planning but since then there has been *Fratelli Tutti* and *Let us Dream*. The summary papers and reflections on *Fratelli Tutti* and the webinars that have followed will all inform our thinking in a way that will give our initiatives the potential to work with the theological community. Of particular value were the webinar *Fratelli Tutti, how the encyclical inspires Caritas work*; and *Fratelli Tutti, Community Organising and Catholic Social Action*. Also of value is NVCO's *Rebalancing the Relationship Final Report* which offers a secular view with

good read-across to the partnership ideals emerging from current theological commentary. All these writing and webinars offer a common theme on social justice and the need to avoid competition and work in full harmony.

The NVCO work points to accessible ways which must help us build a solid foundation for our future work.

The full account of the Church's work to be collated, appraised and made known as the basis for future action.

Caritas Salford started as a parish based initiative in 2014 and although taken into Caritas as a Caritas service in 2015 the website recording of its work is with the Our Lady of the Valley website. The Anti-Trafficking webpage is a diary form archive with details of every initiative, event and meeting recorded in detail up to the beginning of 2020. Keeping a webpage up to date in this degree of detail is very resource intensive and the future format is under review. However the importance of archiving and sharing cannot be underestimated, particularly when a key purpose of all future interventions will be to share, avoid duplication and work in harmony with other dioceses.

The next steps

This paper has covered Caritas Anti-Trafficking action and thinking influenced by the outcomes of the October 2019 In Plain Sight Conference. A third and final paper will follow Salford Diocese and Caritas strategic discussions. It will outline how we plan to be a major contributor to the England and Wales One Church Approach and how that will enable us to achieve a Salford Dioceses free of slavery by 2025.