

**INGREDIENTS
FOR LIFE**

INFORMATION PACK

CAUSEWAY **ASDA**



Welcome to Ingredients for Life!

An exciting, interactive course designed to create tangible change in the lives of survivors of modern slavery. Through the power of cooking, we have seen survivors overcome fears, gain self-confidence and find the motivation to move towards their future aspirations. We have seen businesses engage staff at all levels around this topic, involve their expertise and passion and increase awareness.

Ingredients for Life has been designed by **Asda** and **Causeway** with the aim to help survivors in their trauma recovery. Through our trusted business partners, Ingredients for Life courses are delivered by chefs in professional innovation kitchens. The course can be delivered in-person or online. Participants will learn practical cooking techniques which aim to widen skill sets, increase confidence levels and help survivors to overcome challenges.

This pack contains everything businesses need to know in order to engage with the Ingredients for Life course. Thank you for demonstrating your commitment to supporting survivors of modern slavery and we look forward to working with you.

“

“I managed to travel on my own. That is a big achievement for me. I feel more confident about travelling alone now.”

“My relationship with food has changed because now thinking about food it makes me happy and I enjoy eating what I make”

INGREDIENTS FOR LIFE PARTICIPANTS

”



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What is Ingredients for Life!

Ingredients for Life alleviates the impact of trauma on daily living. It is an interactive skills-based cookery course providing the opportunity for survivors of modern slavery to learn new skills, build confidence and experience a professional environment, helping them move forward positively in their journey to independence.

This course sits within Causeway's Modern Slavery Services and has been developed in partnership with Asda.

In 2018 Asda embarked on a journey to understand how it could best support survivors of Modern Slavery in a meaningful way that resonated with both **business and core values**. Through collaboration with Causeway and survivors, a pilot was developed and delivered in Asda's Innovation Kitchens by their Head Innovation Chef. The course ran with great success, as demonstrated through a positive uplift in participant responses to an impact survey conducted before the course began and again after each lesson.

'My past does not impact my daily life'

+58% average score increase across all participants by the end of the course.

Ingredients for Life has continued to be refined and developed in collaboration with survivors and their needs; a further two pilots have been completed with external business partner Greencore showing similar fantastic results. Greencore have since won a Community Shine Award for their work to support survivors.

"For Greencore it's all about the action plan beneath our Modern Slavery Statement and how we can drive positive change within the industry"

GILLIAN WINTERS, HEAD OF TECHNICAL, GRENCORE

CAUSEWAY

ASDA

Greencore

Course aims

Ingredients for Life is a **dynamic, engaging** course that is **replicable** amongst supply chains large and small. It not only provides life changing opportunities to survivors, it also enables businesses to engage staff with this complex topic in a creative and survivor focused way.

Ingredients for Life is about more than just learning new skills and techniques, the course has been proven to deliver impactful results including:



For businesses:

- Educating businesses on Modern Slavery
- Collaborating with businesses to increase positive impact and widen skill-base of participants
- Demonstrating how businesses are working to combat modern slavery
- Enhancing commitments and remedy under Modern Slavery and ESG reporting

For survivors and charities:

- Overcoming the impact of past trauma on day-to-day life
- Alleviating triggers and fears
- Facilitating enjoyment and interest in food
- Providing extra-curricular programmes for survivors
- Increased engagement with support services and key workers
- Healthier eating for families through improved cooking skills and increased knowledge about healthy foods
- Increasing self-confidence and socialising skills

Course overview

- The Ingredients for Life course consists of a minimum of 3 x 180 minute cookery lessons.
- The course will be delivered once per week for three weeks.
- There are two versions of the course available: in-person and online.
- All tuition, equipment and facilities will be provided by the business partner for the in-person course.
- Participants for the online course will need to meet minimum requirements in relation to kitchen facilities and basic utensils. The referring charity will ensure participants have access to basic cooking equipment, a device and the internet to connect to the sessions. The ingredients and tuition will be provided by the business.
- Each lesson will have a capacity of up to 6 individuals for the in-person course and 4 individuals for the online course.



The Ingredients for Life syllabus includes the following:

- Health & Safety and Hygiene in the kitchen
- Learning Knife Skills and Confidence when using a knife
- Learning how to cook different dishes and work with different ingredients
- Learning a basic portfolio of sauces
- Working in groups to cook and present a recipe
- Tasting and reviewing as a group
- Feedback and refinement in preparation for next session


- An example Lesson plan and recipe is provided at the end of this pack, the full syllabus is available in the Ingredients for Life Tool Kit, which is shared with businesses upon signing the partnership agreement.
- All recipes and step-by-step guides are property of Leiths unless otherwise shown. The recipes and lesson plans provide the basic building blocks and can be adapted to suit the interests and needs of the business and the participants.
- Participants will complete evaluation forms before the course begins and at the end of the last session to help measure the impact and identify improvement opportunities for future courses. These forms are also included in the Tool Kit.
- Participants will complete an 'Attendee Form' prior to the lesson that will provide information on any food allergies, dietary requirements and their cooking interests. This information will be sent to businesses head of time, so that lessons can be adapted if needed.
- Every session will commence with; a fire exit / fire alarm / health & safety briefing and directions to toilet facilities.



- Participants are required to have a conversational level of English. Businesses are **not** required to provide translators to support delivery of the cookery lessons.
- At the end of the course, participants receive a certificate of achievement. There is no formal qualification provided.
- This initiative does not qualify as a work placement or an offer of employment temporary or permanent.
- Participants **do not** need the right to work in the UK in order to attend.
- The support worker(s) from referring charities must attend the first session with participants.
- Independence is encouraged throughout the duration of the course, for example travelling to and from the sessions independently after the initial session. However, support workers can accompany survivors for the full course if this becomes a barrier to engagement.
- Businesses and charities can discuss after the first session if there are any concerns around participants attending the following sessions alone.

- Participants may not have formal identification e.g. driving license so businesses may need to partner with security teams to allow access that is not aligned with the usual visitor policy.





"... I forgot my past and got courage to move on. And I will do. Thanks to all of you, I will never forget these sessions."

INGREDIENTS FOR LIFE PARTICIPANT

How the course works

Causeway connects businesses with charities who will nominate individuals to attend the course that are at a suitable point within their recovery journey. Causeway will be the point of contact between both parties, to support with course coordination.

Ingredients for Life can be delivered either in-person or online. Each lesson will have a capacity of up to 6 individuals for the in-person course and 4 individuals for the online course.

All tuition, equipment and facilities are provided by the participating business delivering the in-person course.



The Ingredients for Life course consists of a minimum of **3 x 180-minute cookery lessons**. Each lesson should be **delivered once per week** for 3 weeks.

Roles and responsibilities

Causeway will:

- Be the point of contact between businesses and charities.
- Liaise with designated point of contact from the business around planning, site suitability, course dates and general logistics.
- Connect with charities in the relevant locations to find suitable participants for the course.
- Support businesses throughout the process, helping to ensure that the course runs smoothly.
- Manage the safeguarding, ensuring all chef teams from the businesses are DBS checked and that information is shared securely. Causeway can assist businesses with obtaining the DBS certificates if businesses need support in this area.
- Provide businesses with the Ingredients for Life Tool Kit which contains the full syllabus, along with a training video and other helpful information to help teams deliver the course with confidence.



Participating businesses will:

- Pay the partnership fee of £4,000 per annum to be an Ingredients for Life delivery partner and commit to delivering a minimum of 2 courses per year.
- Provide a designated staff member to liaise with Causeway and the referring charity regarding logistics and planning. (This may include communicating about suitable dates, venues, group dynamics and participant profiles)
- Ensure staff involved in course delivery have an awareness of modern slavery, terminology and potential difficulties survivors might face. *(Further guidance, information and a video are provided in the Ingredients for Life Tool Kit, Causeway is available to support with additional questions or concerns).*
- Ensure chef(s) delivering the course hold a basic DBS certificate. Causeway can support businesses with the DBS check process if needed.

- For in-person lessons, provide a safe kitchen space and innovation chef(s) to deliver the Ingredients for Life sessions, informing participants of Health & Safety and Fire evacuation details at the beginning of each session.

- For online lessons, arrange the chef(s) to deliver the lessons and arrange delivery of ingredients to participants ahead of the sessions. (Causeway will obtain the information needed for the deliveries from the referring charity and share securely).
- For in-person lessons, provide all equipment, ingredients and resources required.
- Support participants to complete the feedback forms before the first session and after the last, so the impact of the course can be monitored. (Forms should be sent to Causeway: lfl@wearecauseway.org.uk)
- Ensure that the chef(s) leading the sessions is present for all lessons so that there is continuity for participants.



Charity partners will:

- Nominate suitable individuals to participate in the course, with conversational level of English language.

- Support participants with the completion of the Ingredients for Life Application form and Attendee form.
- Provide a point of contact from the organisation to liaise with Causeway.

- For online lessons, arrange access to required technology and kitchen space for each session.

- For in-person lessons, arrange transport for participants to and from each session and support with directions (*transport costs will be covered by the charity- e.g. bus/train tickets*)

- Provide one staff member to attend the Ingredients for Life sessions to support participants (*If after the first session, it is felt by the business, charity partner and Causeway that this additional support is not needed then a staff member will not be required to continue attending the sessions*)



The Ingredients for Life Business Journey

ASDA

1

Business receives Ingredients for Life information pack

Causeway meets with business and supports with any queries

Business completes registration form, signs agreement and pays partnership fee

2

Business provides point of contact
Business provides Causeway with course dates and availability for the year

Causeway liaise with business to coordinate course details/planning and DBS checks for chefs

Causeway provide participants for the course through charity partners

3

Business delivers Ingredients for Life course (in-person or online)

Business sends Monitoring & Evaluation forms to Causeway and provide any additional feedback

Causeway analyse course feedback and send statistics and participant quotes for Business to use in reporting

APPENDIX

The following pages provide an example Ingredients for Life Lesson Plan and one example recipe, the full syllabus is provided in the Business Tool Kit.



Guidelines and House Rules

Participants to be reminded of the guidelines and house rules at the beginning of each session.

Please have respect for your environment

- On entering the kitchens remove outer coats and place on coat hooks provided.
- Wash your hands (cleanliness is key)
- Correct kitchen wear must be worn at all times in the Testing Kitchens (i.e aprons)
- If you require additional equipment, go to the 'wash area' and a staff member will assist you.

* If you require any other additional support, please go to the staff that are supporting on the day.

* If any First Aid is required, please make staff aware, so we can assist you in a timely manner.

- Clean as you go, utilising the sanitizers and blue roll provided in each kitchen.
- Before leaving the kitchen all equipment must be turned off, all additional equipment must be put back in the correct station/ wash area and all work surfaces, ovens, hobs and microwaves must be sanitised and wiped down (for Cross-contamination purposes).
- All packaging and food waste must be cleared and thrown in the respective bins.(These are clearly marked in each kitchen).



Ingredients for Life Lesson 1

Agenda- editable document.

Please add in the date and timings for your sessions. The times below are suggested and can be changed to suit your business.

Agenda Date

Time:

Arrival, welcome and administration – fire exits, toilets, and introductions.

Time:

Clean down, review tasting and talk through the dishes

Time:

Demonstration Knife Skills/Basic Sauces/ Fish Cookery techniques including Q&A

Time:

Attendee feedback forms

Time:

Using your new skills - participants cook a Good Living recipe in pairs

Time:

Depart

Lesson 1

Lesson Plan - editable document, to be completed by the chef leading the course and used during the session to keep to timings. Time duration for the each part of the lesson to be decided by the chef(s)

| Facilitator | Class Name | Date | Number of Participants |
|--|----------------------|--------------------------------------|------------------------|
| | Ingredients for Life | | |
| Lesson Topic | | | |
| | | | |
| Workshop | Workshop | Workshop | |
| Basic Sauces Masterclass | Basic Knife Skills | Good Living Recipes working in pairs | |
| Lesson Objectives/desired outcomes | | | |
| <ul style="list-style-type: none">• Confidence when using a knife.• Learn a basic portfolio of sauces.• Working as a group to finalise and cook an Asda Good living recipe together.• Taste and review as a group.• As a group give feedback of your lesson and advise of any future improvements. | | | |

| Routine | Activity | Resources |
|--|--|---|
| Introduction | Introductions, Fire, Exits, Toilets, show round facility. Complete initial feedback form | Initial Feedback Form |
| Duration: Fish Techniques | Demonstration by chef: Cookery Techniques Knife Skills /Sauces and Fish | Worksheets to take away |
| Duration: Cook together: Following a recipe | Cooking together in pairs: Following a recipe from Asda Good Living | Asda Good Living recipes sheets Ingredients provided |
| Duration: Clean down and review | Review and taste the dishes together | NA |
| Duration: Attendee Feedback | As a group discuss and suggest what you liked about the session and any improvements and suggestions for future classes. | Meeting room with chairs |

Recipe example

Fish with tomato sauce

This single-serving fish dish is great accompanied by roasted new potatoes. To serve two, simply double the quantities.

NUTRITIONAL INFO

| Each 643g serving contains | | | | |
|----------------------------|------------|-------------|------------|------------|
| Energy | Fat | Saturated | Sugars | Salt |
| 2131kJ 509kcal | 17g | 6.6g | 14g | 1.6g |
| 26% | Low 24% | High 33% | Low 16% | Low 26% |

of your reference intake.

Typical energy values per 100g:
331kJ/79kcal.

Ingredients

- 400g small new potatoes
- 20g unsalted butter
- 4 tsp olive oil
- 2 shallot (diced)
- 450g can Chopped Tomatoes
- 1 tsp dried herbs
- 2 tbsp tomato ketchup
- 4 pitted olives (sliced)
- 400g haddock or river cobbler fillet (from the fish counter)



Recipe example

Method

Pre-heat the oven to 220C/180C Fan/Gas 6. Cut the potatoes into even-sized chunks and put in a small roasting tin.

Pour 100ml boiling water over the potatoes. Add the butter. Cover tightly with foil and cook in the oven for 25 minutes. Remove the foil and cook, uncovered for another 15-20 minutes until the potatoes are tender and starting to brown.

Heat the oil in a pan and cook the shallot until soft. Add the chopped tomatoes, herbs and ketchup, and simmer, uncovered for 4-5 minutes, stirring often.

Some of the liquid has evaporated. Stir in the olives. Keep warm.

Put the haddock or river cobbler on a piece of foil and wrap to make a parcel. Put on a baking tray and cook in the oven for 10-15 minutes or until the fish flakes easily. Transfer to a plate and top with the warm tomato sauce.

Sprinkle the fish with black pepper and flat leaf parsley if using. Serve with the roasted potatoes and green beans or broccoli.

To serve

- Flat leaf parsley (optional)
- Green beans
- Broccoli



Recipe example

Notes



**INGREDIENTS
FOR LIFE**

Key contacts

Our goal is to ensure that businesses feel supported throughout their involvement with Ingredients for Life. If you have any questions or would like to request a meeting please contact Causeway:

ifl@wearecauseway.org.uk

GDPR and Data Privacy

At Causeway (UK), we care for your privacy. That is why we have taken appropriate measures to ensure that the data you have provided to us is always secure. To learn more about how we comply with GDPR and, as a result, care for the security and privacy of personal data we collect from you, visit Causeway - [Privacy Policy](#) (wearecauseway.org.uk)