

## **REPORT OF THE LEADER OF THE COUNCIL MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Purpose of the Report**

1. The purpose of this report is for Members to consider and approve the content of the Council's Modern Slavery statement. The statement is an updated version of that considered and agreed by Members on 18 January 2017.

### **Background**

2. The UK Government is driving forward with initiatives to tackle Modern Slavery. Nationally on 26 March 2015 the Modern Slavery Act received royal assent. The Act is the first of its kind in Europe, and also in the world, to specifically address modern slavery and human trafficking in the 21st century. The new legislation is intended to enhance support and protection for victims, to provide law enforcement tools to target slave drivers, to ensure perpetrators can be severely punished, and includes provision to encourage business to take action to ensure their end-to-end supply chains are slavery free. The Act also established the UK's first ever Independent Anti-slavery Commissioner to drive forward the law enforcement response. In 2016 the Prime Minister, Theresa May noted that: "We need a radically new, comprehensive approach to defeating this vile and systematic international business model at its source and in transit, and we need to flex the muscle of all parts of the UK Government and collaborate with international partners (...) modern slavery will never be stopped if our police, borders and immigration agencies work in domestic silos".
3. In international terms the UK has also been leading the drive to tackle modern slavery. On 19 September 2017 the Prime Minister, hosted an event on tackling modern slavery at the United Nations General Assembly in New York. She noted that the UN was "united in our determination to eliminate the scourge of forced labour, modern slavery and human trafficking. Modern slavery exists in all our societies. It respects neither borders nor jurisdictions. Its victims are subject to the most appalling mistreatment and exploitation. And the scale of the challenge...is sobering, and brings our task into sharp focus. Behind these numbers are real people suffering terrible abuse, and if we're to meet our ambition to eradicate forced labour, and end modern slavery and human trafficking by 2030 we know we have a long way to go".

### **Information and Advice**

4. Section 54 of the Modern Slavery Act 2015 was brought into force on 29 October 2015 and requires employers to produce a Modern Slavery statement for financial years ending on or after 31 March 2016.
5. Section 54 of the Act states that an employer's slavery and human trafficking statement should include the following information:

- Details of the Council's structure, business and supply chains;
  - The policy in relation to slavery and human trafficking;
  - Due diligence processes in relation to slavery and human trafficking in business and supply chains;
  - Identification of the level of risk of slavery and human trafficking and how the identified risk will be managed;
  - How performance in ensuring that slavery and human trafficking are not taking place in our business or supply chains is measured;
  - What training on slavery and human trafficking is available to employees.
6. Nottinghamshire County Council is committed to understanding the risks presented by slavery and to ensuring that there is no slavery or victims of human trafficking working within the Council; within the organisations we commission services from or our supply chain.
  7. Work is being undertaken with the University of Nottingham on a pilot study to evaluate any potential modern slavery risk in two specific Adult Social Care supply chains, the commissioning of Residential Care and Nursing Homes and the use of Direct Payment Support Service Providers.
  8. The Council has also required all staff working in supply chain management, Procurement and Human Resources professionals, to
    - have completed training on modern slavery awareness;
    - reviewed the system for supply chain verification currently in place, whereby potential suppliers are evaluated before they enter the supply chain, and;
    - reviewed our existing supply chains whereby all existing suppliers are evaluated.
  9. The Government's guidance on producing a slavery and human trafficking statement is that it must be approved at the highest level of the organisation and be published on the Council's website with a prominent link to the statement on the homepage. Organisations required to publish a statement must respond to requests for a written copy within 30 days. The Council's statement is attached as **Appendix A**.
  10. If an organisation to which the requirement applies fails to produce a slavery and human trafficking statement for a particular financial year, the Secretary of State may bring proceedings in the High Court requiring the organisation to do so.
  11. In addition to the Council's own statement, it will need to retain copies of the statements of other suppliers who are required to publish their own statement i.e. commercial organisations with a total turnover of £36 million per annum. Tender documentation has been amended in order to ask potential suppliers particular questions in future tender exercises to ensure that suppliers are meeting this duty before awarding contracts.
  12. In order to further increase awareness of modern slavery, and provide clarity for councils on their role in tackling it the Local Government Association, in December 2017, published 'Modern Slavery – A council guide'. This document is attached as **Appendix B**.

## **Other Options Considered**

13. The Council is required to publish a Modern Slavery and Human Trafficking Statement and would wish to do so as part of its commitment to being a good employer and as an exemplar to other employers (as noted: see **Appendix A**).

## **Reasons for Recommendations**

14. To inform members of the need to produce a statement on modern slavery and human trafficking and to seek agreement to and approval to publish the updated statement on the public website.

## **Statutory and Policy Implications**

15. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

## **Finance Comments (SES 29/12/17)**

11. There are no specific financial implications arising directly from this report.

## **Constitutional Comments (CEH 27.12.17)**

12. The recommendation falls within the remit of Policy committee under its terms of reference.

## **Human Resources Implications**

13. The current review of all the Council's employment policies and procedures includes giving consideration to how we can further develop our prevention strategies to ensure modern slavery and human trafficking form no part of our workforce. This work is being mirrored by the Council's Procurement Team to apply the same standards to our supply chain and those who deliver services on the Council's behalf.

The recognised trades unions were consulted on the draft statement at Central Joint Consultative and Negotiating Panel on 14 December 2017 and were broadly supportive of the statement and need to challenge and prevent modern slavery and human trafficking.

## **Human Rights Implications**

14. These have been considered in developing the statement which is designed to protect individual and collective rights.

## **Public Sector Equality Duty implications**

15. Equality implications have been considered during the development of the Council's Modern Slavery Statement.

## **Safeguarding of Children and Adults at Risk Implications**

16. The implications for vulnerable adults and children have been considered in developing the statement which will add an additional layer of prevention for people for whom there may be a risk of modern slavery or human trafficking.

## **Implications for Service Users**

17. The statement will help to minimise the risk of modern slavery and human trafficking for service users and encourage early identification and action on potential issues.

## **RECOMMENDATIONS**

It is recommended that Policy Committee:

- 1) Consider and agree the updated attached statement in **Appendix A** which demonstrates the Council's commitment to ensuring that there are no victims of slavery or human trafficking employed directly by the Council, in its commissioned services or supply chains.
- 2) Approve the publication of the updated statement on the public website.

**Councillor Mrs Kay Cutts MBE**  
**Leader of the Council**

**For any enquiries about this report please contact:**

Derek Higton, Service Director, Place and Communities  
on 0115 9774398 or [derek.higton@nottsc.gov.uk](mailto:derek.higton@nottsc.gov.uk)

## **Background Papers and Published Documents**

Equality Impact Assessment for NCCs Modern Slavery Statement

## **Electoral Division(s) and Member(s) Affected**

All