

REPORT OF THE CABINET MEMBER FOR COMMUNITIES

MODERN SLAVERY AND HUMAN TRAFFICKING TRANSPARENCY STATEMENT UPDATE

Purpose of the Report

1. The purpose of this report is to:
 - Seek approval on the content of the Authority's Modern Slavery Transparency statement 2023-2024.
 - Update the Cabinet on what is happening across the County in relation to Modern Slavery and Human Trafficking and to understand the nature, scale, and impact at a local level comparative to the National picture.
 - Agree a future approval route for the Statement.
2. This is a Key Decision because it will have significant effects on two or more electoral divisions.

Information

3. Nottinghamshire County Council is committed to upholding its statutory duty in respect of Modern Slavery and to understanding the risks presented by slavery. At its April 2022 meeting the Communities and Place Committee approved the Nottinghamshire County Council Modern Slavery and Human Trafficking Statement 2022 – 2023.
4. The 2023-2024 Nottinghamshire County Council Modern Slavery and Human Trafficking Statement is shown at Appendix 1 to this report and is part of the continuing commitment by the Authority to being a good employer and as an exemplar to other employers.
5. The statement can be found on both the intranet and internet and sets out the Authority's actions to understand all potential modern slavery risks related to our services and businesses. The Authority has steps in place that are aimed at ensuring businesses and our supply chain are aware of the risk of modern slavery and are encouraged to support the Authority through its own mechanisms.
6. This Authority abhors modern slavery and human trafficking and welcomes measures undertaken by our Social Care, Trading Standards, Contracts Management and

Procurement Services to prevent Modern Slavery, but acknowledges the importance of remaining vigilant against such appalling crimes.

7. The Communities Team continues to coordinate the Authority's response to Modern Slavery which includes:
 - Working with partners to establish referral pathways for victims.
 - Contributing to a multi-agency strategy which incorporates early intervention and prevention support for victims of Modern Slavery, and training and awareness for practitioners and first line responders.
 - Working with procurement to ensure that tender documentation has been amended to ask potential suppliers particular questions in tender exercises to ensure that suppliers are meeting this duty before awarding contracts.
 - Promoting Anti-Slavery Day, which is every year on October 18th, to raise awareness amongst colleagues, stakeholders, and partner organisations on the impact of Modern Slavery.

National Picture

8. The Modern Slavery National Referral Mechanism and Duty to Notify Statistics UK, Quarter 2, April to June 2023 report, Published 10 August 2023 found that:
 - 3,998 potential victims of modern slavery were referred to the Home Office from April to June 2023, representing a 16% decrease compared to the preceding quarter (4,739) and a 4% decrease from April to June 2022 (4,161).
 - The number of referrals received is the lowest since January to March 2022, following a record high the previous quarter.
 - 81% (3,242) were sent to the Single Competent Authority (SCA) for consideration and 19% (756) to the Immigration Enforcement Competent Authority (IECA).
 - The most common nationalities referred this quarter were Albanian, UK and Vietnamese.
 - 3,635 reasonable grounds and 2,086 conclusive grounds decisions were issued this quarter; of these, 48% of reasonable grounds and 76% of conclusive grounds decisions were positive.
 - The Home Office received 1,148 reports of adult potential victims via the Duty to Notify process, a 19% decrease from the previous quarter (1,420).

Nottinghamshire Picture

9. Across Nottinghamshire there is a significant amount of work being delivered, in partnership to tackle modern slavery. There are strong links between partner agencies and community organisations to raise awareness of modern slavery, how to identify and how to refer cases and where required, provide advice and support to victims.

10. Police intelligence suggests that modern slavery is likely to be present across all local authority areas in Nottinghamshire and identified offences are expected to increase over the coming year because of proactive local activity, increases in local awareness and the national profile. This is likely to have resourcing implications for agencies with responsibilities for enforcement and supporting vulnerable victims.
11. In most cases, victims are unwilling to cooperate or engage with the police and partners, and securing charges and convictions has therefore proved complex and resource intensive, often requiring response from a range of local, national, and international law enforcement and partner agencies. Much of this un-cooperation stems from the coercive nature of modern slavery and exploitation, with many survivors facing extortion or threats from their perpetrators.
12. Data provided for the period 2019 to 2022 show there have been 368 modern slavery crimes in Nottingham and Nottinghamshire recorded. 191 of the cases are for Nottingham City, with the balance of 177 being in Nottinghamshire. The number of referrals per district and borough for the period 2019 to 2022 were:

Area	2019	2020	2021	2022	TOTAL
Ashfield	0	6	9	10	25
Bassetlaw	1	6	2	5	14
Broxtowe	7	4	6	4	21
Gedling	4	7	5	4	20
Mansfield	7	22	16	14	59
Newark & Sherwood	12	6	8	4	30
Rushcliffe	2	4	1	1	8
TOTAL	33	55	47	42	177

13. The National Referral Mechanism (NRM) figures for Nottingham City and Nottinghamshire show that there have been 205 referrals made for the period 2019 to 2022. Of these, 119 were Nottingham City, the balance of 86 came from Nottinghamshire. The number of referrals per district and borough for the period 2019 to 2022 were:

Area	2019	2020	2021	2022	TOTAL
Ashfield	0	4	4	4	12
Bassetlaw	0	7	3	1	11
Broxtowe	3	1	4	1	9
Gedling	5	0	2	3	10
Mansfield	4	6	4	9	23
Newark & Sherwood	3	4	3	4	14
Rushcliffe	3	1	3	0	7
TOTAL	18	23	23	22	86

14. Nottingham City have developed a Serious Exploitation Risk Assessment Conferencing (SERAC) approach based on the successful Multi Agency Risk Assessment Conference [MARAC] approach. The primary type of exploitation referred from July 2021 to July 2022 were:

- 57 Cuckooing
- 56 Financial Exploitation
- 28 Sexual Exploitation
- 25 Unspecified Exploitation
- 19 Human Trafficking
- 19 Modern Day Slavery
- 18 Criminal Exploitation
- 10 Forced Labour

15. At the present time Nottinghamshire County Council, all the District and Borough Councils and the Police and Crime Commissioner for Nottinghamshire are supporting the expansion of the Slavery and Exploitation Team and Serious Exploitation Risk Assessment Conferences (SERAC) to cover the whole of the County. These are currently City-based initiatives with some reach into South Nottinghamshire.

Data Provision and Under-reporting

16. Work has been undertaken to drill down into data in order that it be provided at district/borough level in addition to the County and City split. The hidden nature of Modern Slavery leaves significant data and information gaps to produce an accurate measure of prevalence. Under-reporting of concerns, and therefore under-referring of cases into the NRM, is acknowledged as an issue across Nottinghamshire which is replicated across the UK.

17. The Delivery Action Plan of the Modern Slavery Partnership themed subgroup of the Safer Nottinghamshire Board makes significant reference to raising awareness within agencies, organisations, and the community regarding signs to look out for and how to report concerns and support services available.

Training and Awareness

18. There continues to be an identified need for increased awareness and training pertaining to modern slavery. Working with partners, including Nottingham City, briefing sessions to officers in key positions within different organisations is ongoing in seeking to increase the number of referrals of vulnerable victims.

19. The Authority requires all staff working in supply chain management, procurement, and human resources professionals to have completed training on modern slavery awareness. The Modern-Day Slavery online training module is available to all staff within the Authority through the 'My Learning, My Career' link. Relevant staff within Adult Social Care and Children's Social Care have also received awareness sessions seeking to increase awareness and identification and referral of cases.

20. Referral data currently being provided is assisting in identifying organisations where further work on awareness raising may need to be undertaken. The Modern Slavery

Partnership Group have identified this and are looking to include it within their delivery action plan for this current year.

Other Options Considered

21. The Authority 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 and businesses.

Reasons for Recommendations

22. It is a legal requirement for the Authority to comply with section 54 of The Modern Slavery Act 2015, and the recommendations help the Authority to discharge that duty.

Statutory and Policy Implications

23. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, 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, smarter working, sustainability, and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Crime and Disorder Implications

24. Modern Slavery is a priority of the Safer Nottinghamshire Board (SNB). The Nottinghamshire Modern Slavery Steering Group oversees this work. Modern Slavery has strong links with the Serious Organised Crime Board. With improved awareness and training across the partnership, we are likely to continue to see an increase in reported offences, identified offenders and referrals.

Human Resources Implications

25. The Authority's employment policies and procedures have already been reviewed to include consideration to ensure modern slavery and human trafficking form no part of our workforce. The Council's Procurement Team are mirroring this work to apply the same standards to our supply chain and businesses who deliver services on the Council's behalf.

Human Rights Implications

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

Public Sector Equality Duty implications

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

Safeguarding of Children and Adults at Risk Implications

28. The implications for the safeguarding of children and vulnerable adults 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.
29. The National Referral Mechanism (NRM) is available and is a framework for identifying victims of human trafficking and ensuring they receive appropriate care. A range of agencies may be involved in a trafficking case including the Police, the UK Border Agency, local authorities, and non-government organisations such as charities.
30. The Office of the Police & Crime Commissioner for Nottinghamshire has funded the Slavery Exploitation Team for the equivalent of one post to enable work to be done in South Nottinghamshire to work with partners to support victims and reduce harm.

RECOMMENDATIONS

That the Cabinet:

- 1) Consider and agree the attached 2023-2024 Modern Slavery and Human Trafficking statement in Appendix 1 which demonstrates the Authority's commitment to seek assurance that there are no victims of slavery or human trafficking employed directly by the Authority, in its commissioned services or supply chains.
- 2) Approve the publication of the 2023-2024 statement on the Authority's intranet and public website.
- 3) Consider the report and recognise the ongoing partnership work to tackle modern slavery and trafficking across Nottinghamshire.
- 4) That future annual updates and any proposed changes to the Statement be approved for publication by the Cabinet Member for Communities with Cabinet approval only required when significant changes are proposed.

**Councillor John Cottee,
Cabinet Member for Communities**

For any enquiries about this report please contact: Cathy Harvey, Team Manager, Communities, T: 0115 977 3415, E: cathy.harvey@nottsc.gov.uk

Constitutional Comments (LW 12/10/2023)

31. Cabinet is the appropriate body to consider the content of the report. This is because the subject matter overlaps several portfolios.

Financial Comments (PAA 29/10/2023)

32. There are no specific financial implications arising directly from the report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- [Modern Slavery Act 2015 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2015/31)
- <https://www.gov.uk/government/statistics/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-april-to-june-2023/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-quarter-2-2023-april-to-june>
- 1.
- [Reed_MSA_Statement.pdf](#)
- [Democratic Management System > Meetings \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk/DEMOCRATIC-MANAGEMENT-SYSTEM/Meetings)

Electoral Divisions

- All