

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

### **Purpose of the Report**

1. For Committee to consider and approve the content of the Council's Modern Slavery Statement. The statement is an updated version of that originally considered and agreed by Members on 24 January 2018.

### **Information**

2. In 2015 the Modern Slavery Act received royal assent. The Act is the first of its kind internationally to specifically address issues of modern slavery and human trafficking. 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.
3. Section 54 of the Modern Slavery Act requires organisations including councils to produce an annual modern slavery statement, which should include the following information:
  - Details of the organisation 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;
  - Details of training on slavery and human trafficking that is available to employees.
4. 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.
5. Work has been 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. A workshop was held for front line staff in October 2018 to examine where risks might still be evident to areas of work associated with Direct Payments services, in particular for personal assistants providing a care service. As a result of this work, a further section has been included in the Adult Social Care and Health Direct Payments Policy to help safeguard against Modern Day Slavery in this field.

6. A Modern Day Slavery & Human Trafficking workshop for elected members was recently held at County Hall. Paul Elms, the Head of Prevention for the Gangmaster and Labour Abuse Authority highlighted the work currently being undertaken to tackle modern day slavery and human trafficking, particularly in areas of work which can go unnoticed, such as pop up hand car washes and nail bars.
7. The Council is also requiring staff working in supply chain management, procurement and HR to complete training on modern slavery awareness. Procurement officers are also reviewing the systems for supply chain verification currently in place.
8. A Modern-Day Slavery online training module is now also available to all staff within the authority through the 'My Learning, My Career' link.
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. The Council's statement is attached as **Appendix A**.
10. In addition to the Council's own statement, it is required to retain copies of the statements of 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.
11. 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 can be viewed at [https://www.local.gov.uk/sites/default/files/documents/22.12\\_Modern\\_slavery\\_WEB%202.pdf](https://www.local.gov.uk/sites/default/files/documents/22.12_Modern_slavery_WEB%202.pdf)

Further information and resources are available in the 2018 UK Annual Report of Modern Day Slavery which was produced by Central Government in October 2018.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/749346/2018\\_UK\\_Annual\\_Report\\_on\\_Modern\\_Slavery.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/749346/2018_UK_Annual_Report_on_Modern_Slavery.pdf)

## **Other Options Considered**

12. 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.

## **Reasons for Recommendations**

13. 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**

14. 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 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.

## **Human Resources Implications**

15. Current Council's employment policies and procedures give consideration to how we can further develop our prevention strategies to ensure modern slavery and human trafficking form no part of our workforce.

## **Human Rights Implications**

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

## **Public Sector Equality Duty implications**

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

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

18. 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**

19. 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 Council website.

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

**For any enquiries about this report please contact:** Cathy Harvey, Team Manager, Communities Team at [cathy.harvey@nottscc.gov.uk](mailto:cathy.harvey@nottscc.gov.uk) or Jessica Knight, Programme Officer, Communities Team on 0115 9773415

**Constitutional Comments (SLB 23/04/19)**

20. Policy Committee is the appropriate body to consider the content of this report

**Financial Comments (RWK 25/04/19)**

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

**Background Papers and Published Documents**

Equality Impact Assessment for NCCs Modern Slavery Statement  
Local Government Association - Tackling Modern Slavery, A Council Guide - published

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

All