

## Equality Impact Assessment (EqIA)

### Introduction

This EqIA is for:

Nottinghamshire County Council's  
Modern Slavery Statement

Details are set out:

A report to Policy Committee on 18<sup>th</sup> January 2017

Officers undertaking the  
assessment:

Gill Elder, HR Group Manager

Assessment approved by:

Marje Toward, Service Director Customers  
and Human Resources

Date: 29/12/2016

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

### Part A: Impact, consultation and proposed mitigation

#### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

Section 54 of the Modern Slavery Act 2015 requires large organisations to produce a Modern Slavery statement for financial years ending on or after 31 March 2016. The purpose of the statement is to set out what actions will be taken to prevent modern slavery and human trafficking in our workforce, businesses and supply chains.

The recognised trades unions have been invited to comment on the statement and have welcomed its introduction subject to Policy Committee's approval.

The potential impact is on Nottinghamshire County Council employees, agency workers provided through the Council's managed service provider and employees of organisations delivering services on behalf of the Council or as part of the Council's supply chain.

Modern slavery is a brutal crime affecting many people in the UK and internationally. Victims are in situations of exploitation, controlled by deception, threats and violence. Part of the statement seeks to provide guidance to employees of the Council who may come across victims of human trafficking and slavery in their professional capacities, on the signs to recognise and how to report their concerns.

The introduction of the statement, supported by relevant guidance and development opportunities, is a positive step in raising awareness and working towards eradicating this type of abuse. It is

therefore considered to have a potentially positive benefit for any employee or worker delivering services on behalf of the Council regardless of any protected characteristic.

In completing the statement a risk assessment has been undertaken to identify the level of risk from slavery and human trafficking in our services, businesses and supply chains. The level of risk is determined to be “low”. The Council pay our employees the Living Wage Foundation Living Wage as part of our commitment to treating people fairly and to raise workers out of poverty. This is matched for agency workers as part of the week 12 requirements under the Agency Worker Regulations. Whilst we do not require our suppliers to pay the Living Wage Foundation Living Wage, we do encourage them to give this their careful consideration.

Specific clauses are now inserted in invitations to tender as part of our procurement processes requiring bidders to expressly identify their actions to prevent victims of human trafficking from forming part of their workforces. We will receive copies of statements prepared by our suppliers who meet the criteria and monitor their performance in this area as part of our ongoing contract management.

**2 Protected Characteristics: Is there a potential positive or negative impact based on:**

Age	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Religion	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on: N/A**

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
No negative impacts identified from the publication of the statement		

## Part B: Feedback and further mitigation

### 4 Summary of consultation feedback and further amendments to proposal / mitigation

It is a legal requirement to publish a Modern Slavery statement and there are no identified negative impacts on people with protected characteristics arising from this duty.

Whilst we have identified the risk of finding victims in our own workforce as being low, the intention of publishing the statement is to raise awareness among our employees of instances where they may encounter people who are victims of trafficking or slavery in the course of their professional capacity. It seeks to provide information of where to signpost to our employees, workers and those delivering services on our behalf to where they can report their concerns; and to provide training on recognising the signs of this type of abuse.

We recognise that there are victims of trafficking or slavery irrespective of any protected characteristic they may share and therefore have viewed the publication of the statement and more importantly, the actions it identifies, as having a potentially positive impact across all spectra of society.

A draft version of the statement was shared with the recognised trade unions at Central Joint Consultation and Negotiating Panel who broadly welcomed the statement. Trades union colleagues have been provided with a further opportunity to comment once they have digested the full content of the report and statement. Any alterations as a result of their comments will be included in an updated version of this Equality Impact Assessment.

There is a requirement to review and publish a revised Modern Slavery Statement on an annual basis. Consultation with relevant groups will therefore be ongoing and amendments made to the statement as necessary following further discussion and consultation and in light of experience of operation of the statement in practice.

Completed EqIAs should be sent to [equalities@nottsc.gov.uk](mailto:equalities@nottsc.gov.uk) and will be published on the Council's website.