



**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.

**Information and Advice**

2. Section 54 of the Modern Slavery Act 2015 was brought into force on 29<sup>th</sup> October 2015 and requires employers to produce a Modern Slavery statement for financial years ending on or after 31 March 2016.
3. 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
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. 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.
6. 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.

7. 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.

### **Other Options Considered**

8. 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 be a good employer and as an exemplar to other employers.

### **Reasons for Recommendations**

9. 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 attached statement on the public website.

### **Statutory and Policy Implications**

10. 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 20/12/16)**

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

### **Constitutional Comments (SLB 20/12/2016)**

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

### **Human Resources Implications (GME 16/12/16)**

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 15<sup>th</sup> December 2016 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 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) Receive annual updates to Policy Committee measuring performance, identifying any new risks and reporting on progress at the end of each financial year.

**Councillor Alan Rhodes**  
**Leader of the Council**

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

Gill Elder, Group Manager, HR on 0115 9773867 or [gill.elder@nottsc.gov.uk](mailto:gill.elder@nottsc.gov.uk)

### **Background Papers and Published Documents**

Equality Impact Assessment for NCCs Modern Slavery Statement

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

All