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<b>REPORT TO:</b>	<b>FINANCE AND MANAGEMENT COMMITTEE</b>	<b>AGENDA ITEM: 13</b>
<b>DATE OF MEETING:</b>	<b>26<sup>th</sup> NOVEMBER 2020</b>	<b>CATEGORY: DELEGATED/</b>
<b>REPORT FROM:</b>	<b>STRATEGIC DIRECTOR SERVICE DELIVERY</b>	<b>PARAGRAPH NO:</b>
<b>MEMBERS' CONTACT POINT:</b>	<b>CHRIS SMITH EXT: 5924</b>	<b>DOC:</b>
<b>SUBJECT:</b>	<b>MODERN SLAVERY STATEMENT 2019/20</b>	<b>REF:</b>
<b>WARD(S) AFFECTED:</b>	<b>ALL</b>	<b>TERMS OF REFERENCE:</b>

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## **1.0 Recommendations**

- 1.1 That the Committee considers and approves the revised Council Modern Slavery Statement (Appendix 1).
- 1.2 The Committee notes that in the future, the Strategic Director – Service Delivery be given delegated authority, in consultation with the Chairman of the Committee, to agree the Annual Statement, subject to there being no significant changes made. This is in line with Derbyshire County Council's Statement which is approved annually by its Director of Community Services.
- 1.3 That the Committee considers and approves the revised Modern Slavery Referral Procedure and Guidance for Council Employees (Appendix 2)
- 1.4 The Committee notes that the above recommendations were approved by the Housing and Communities Committee at its meeting on 19<sup>th</sup> November.

## **2.0 Purpose of Report**

- 2.1 The purpose of this report is to update the Committee on the content of the Council's revised Modern Slavery Statement which takes account of the motion on Modern Slavery approved by Full Council on 17 September 2020 which was that:

South Derbyshire District Council will:

1. *Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.*
2. *Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.*
3. *Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.*
4. *Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.*
5. *Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.*
6. *Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.*
7. *Review its contractual spending regularly to identify any potential issues with modern slavery.*
8. *Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.*
9. *Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.*
10. *Report publicly on the implementation of this policy annually.*

2.2 The previous Statement was approved by the Council's Finance and Management Committee in October 2018.

2.3 The Statement sets out South Derbyshire District Council's actions to understand all potential modern slavery risks related to its services and puts in place steps that are aimed at ensuring that there is no slavery or human trafficking in Council services and supply chains

2.4 The Council's Modern Slavery Referral Procedure and Guidance for Employees provides Council staff with information on what modern slavery is, how they can recognise the warning signs, what training is available and how they can support, report and refer any potential victims.

### **3.0 Detail**

3.1 Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'.

3.2 Section 54 of the Modern Slavery Act 2015 Act requires that any commercial organisations in any sector, which supplies goods or services, and carries on a business or part of a business in the United Kingdom (UK), and is above a

specified total turn-over, must produce a Slavery and Human Trafficking Statement for each financial year.

- 3.3 Regulations have set the total turnover threshold at £36m.
- 3.4 The Statement must set out what steps the organization has taken during the financial year to ensure that modern slavery is not occurring in its supply chains and in its own organisation.
- 3.5 The Slavery and Human Trafficking Statement should be a public-facing document. To aid transparency the Statement should be written in simple language that is easily understood.
- 3.6 The Act requires each organisation to publish a Slavery and Human Trafficking Statement on its website.
- 3.7 The Modern Slavery Act requires a Slavery and Human Trafficking Statement to be approved and signed by an appropriate senior person in the business. This ensures senior level accountability, leadership and responsibility for modern slavery and gives it the serious attention it deserves.
- 3.8 The Modern Slavery Act does not dictate in precise detail what a Statement must include or how it should be structured. It does, however, provide a non-exhaustive list of information that may be included.

A Statement should aim to include information about:

- a. The organisation's structure, its business and its supply chains.
  - b. Its policies in relation to slavery and human trafficking.
  - c. Its due diligence processes in relation to slavery and human trafficking in its business and supply chains.
  - d. The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.
  - e. Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.
  - f. The training and capacity building about slavery and human trafficking that is available to its staff.
- 3.9 Organisations are legally required to publish a Statement for each financial year.
  - 3.10 The Statement which is based on the Derbyshire County Council Modern Slavery Statement which was circulated to all Districts in the County. The changes made reflect those made by Derbyshire County Council in its annual review.
  - 3.11 The Council is committed to ensuring that its contractors adhere to the highest standards of ethics. The Council expects its providers and suppliers to have safeguarding policies, procedures, and training in place. The Council will be

contacting all contractors and major suppliers to inform them of their responsibilities

3.12 The three main changes to the Statement are as follows:

- Under 5.0 information is added and a link to the Derbyshire Modern Slavery Information Sharing Protocol.
- Under 6.0 a link has been added to the Derbyshire E-learning training on Modern Slavery
- Under 9.0 information added regarding the approval of annual refreshes by the Strategic Director – Service Delivery in consultation with the Chairman of the Housing and Community Services Committee, unless there are significant changes within the Statement. Any significant changes will be report to both the Housing and Community Services and Finance and Management Committees.

3.13 Other changes include updating the Council's Corporate Values, updating the detail on the Corporate Plan, and providing more detail in the introduction.

3.14 Changes made to the Referral Procedure and Guidance for Employees are similar to those made in the Statement; additional information added about the Information Sharing Protocol and available training for staff.

#### **4.0 Financial Implications**

4.1 There are no financial implications with the introduction of these documents.

#### **5.0 Employment Implications**

5.1 The Documents will be shared with all District Council employees and will be available on the Council intranet pages.

#### **6.0 Corporate Implications**

6.1 The Statement has been circulated to appropriate Heads of Service for comment and to ensure that relevant policies contain appropriate safeguarding measures around modern slavery.

6.2 The original Statement was considered and supported by the Council's Joint Negotiations Group, and Trade Unions.

#### **7.0 Community Implications**

7.1 The Statement will be accessible to the community via the Council's Website. The Statement will help to minimise the risk of modern slavery and human trafficking for service users and the wider public and encourage early identification and action on any potential issues. There is also a Council web page on Safeguarding and Modern Slavery which provides information on who to contact if people have concerns.

## **8.0 Conclusions**

8.1 The Modern Slavery Statement is a statutory requirement which will need reviewing and updating on an annual basis. The Modern Slavery Referral Procedure and Guidance for Employees will ensure staff are educated and informed on Modern Slavery, to enable them to identify, report and refer any local concerns.

## **9.0 Background Papers**

9.1 Modern Slavery Statement 2019/20

9.2 Modern Slavery Referral Procedure and Guidance for Employees