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| REPORT TO: | FINANCE AND MANAGEMENT COMMITTEE | AGENDA ITEM: 7 |
| DATE OF MEETING: | 11th OCTOBER 2018 | CATEGORY: DELEGATED/ |
| REPORT FROM: | STRATEGIC DIRECTOR SERVICE DELIVERY | EXEMPT PARAGRAPH NO: |
| MEMBERS' CONTACT POINT: | CHRIS SMITH EXT: 5924 | DOC: |
| SUBJECT: | MODERN SLAVERY STATEMENT AND MODERN SLAVERY REFERRAL PROCEDURE | REF: |
| WARD(S) AFFECTED: | ALL | TERMS OF REFERENCE: |

1.0 Recommendations

- 1.1 That the Committee approves the new Modern Day Slavery Statement and Referral Procedure- Guidance for Employees Document.

2.0 Purpose of Report

- 2.1 To inform the Committee there is a requirement for the Council to have a Modern Slavery Statement, to provide them with the draft Statement and the associated draft Modern Slavery Referral Procedure- Guidance for Employees Document.

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 and include a link in a prominent place on its homepage.
- 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 available to its staff.
- 3.9 Organisations are legally required to publish a statement for each financial year. They should publish their statement as soon as possible after their financial year end.
 - 3.10 The Statement which has been produced for South Derbyshire District Council is based on the Derbyshire County Council Modern Slavery Statement which was produced and approved earlier this year. This was passed to Derbyshire District and Borough Councils to use as a template.
 - 3.11 The Council's Human Resources and Procurement Teams have both reviewed and contributed to the relevant sections of the Modern Slavery Statement. The documents have also been considered by the Council's Joint Negotiations Group, and Trade Unions have been invited to comment on it.

3.12 A Modern Slavery Referral Procedure- Guidance for Employees document has been produced so all District Council staff are made aware of what modern slavery is, how they can recognise the warning signs and how they can support, report and refer any potential victims.

4.0 Financial Implications

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

5.0 Employment Implications

5.1 The Document will be shared with all District Council employees. Modern slavery briefings will also be undertaken with the teams that could potentially encounter victims of modern slavery and trafficking.

6.0 Corporate Implications

6.1 The documents will impact on the Corporate Plan's aims to 'Connect with our communities, helping them feel safe and secure' and 'Protect and support the most vulnerable, including those affected by financial challenges'.

7.0 Community Implications

7.1 The introduction of the two documents will provide members of the public with information on how the Council is taking steps to prevent modern slavery. It will also ensure that all Council staff are educated on what modern slavery is and how to support and refer any local victims they may encounter.

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 will ensure staff are educated and informed on modern slavery to help identify, report and refer any local concerns.

9.0 Background Papers

9.1 Modern Slavery Statement
Modern Slavery Referral Procedure- Guidance for Employees