

**CYNGOR SIR POWYS COUNTY COUNCIL.**

**Cabinet  
31<sup>th</sup> July 2018**

**REPORT AUTHOR:** County Councillor Aled Davies  
Portfolio Holder for Resources

**SUBJECT:** Modern Slavery Policy

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**REPORT FOR:** Approval

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**1. Summary**

1.1 This report seeks approval for the adoption of the Modern Slavery policy (Appendix A).

**2. Introduction and background**

2.1 The Modern Slavery Policy adopts an integrated approach bringing together key areas of Safeguarding, Policy Support, Human Resources, Procurement and Civil Contingencies to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

2.2. The development of this policy was influenced by

- The Modern Slavery Act 2015.
- Powys County Council's Policy and Guidelines for Safeguarding Children and Adults at Risk 2016.
- Safeguarding policies and processes
- The Welsh Government's Code of Practice on Ethical Employment in Supply Chains.
- The Welsh's Government's Community Cohesion National Delivery Plan.

2.3 The Welsh Government's Code of Practice on Ethical Employment in Supply Chains (CPEESC) was adopted by Cabinet on 30<sup>th</sup> January 2018. (Appendix B)

**3. The aims of the policy**

3.1 The aims of the policy are set out in section 3 as well as listed below:

- The Council will ensure that modern slavery and human trafficking reporting and support for victims is mainstreamed in safeguarding systems and processes

- This policy will apply to all persons working for the Council or on its behalf in our capacity including employees at all levels temporary workers, agent's contractors, third party representatives and business community partners
  - The Council will produce an annual statement outlining the approach we will be taking or have taken to make sure that modern slavery or human trafficking is not taking place within our business or supply chain. The annual statement will be the responsibility of the Anti-Slavery and Ethical Employment Champion and published on the County Council's website.
- 3.2 Powys County Council has already appointed Councillor Aled Wyn Davies Deputy Leader and Portfolio Member for Finance as the Anti-Slavery and Ethical Employment Champion.

#### **4. Proposal**

- 4.1 That Management Team consider approving this policy, which will be underpinned by the Code of Practice on Ethical Procurement in the Supply Chain, Powys County Council's Policy and Guidelines for Safeguarding Children and Adults at Risk 2016.

#### **5. Options Considered / Available**

- 5.1 Powys County Council approve policy and Communications help raise awareness by placing an appropriate bulletin or communication on the intranet.
- 5.2 Powys County Council don't approve the policy.

#### **6. Preferred Choice and Reasons**

- 6.1 Powys County Council take the integrated approach and by approving this policy bring together key areas of Safeguarding, Policy Support, Human Resources, Procurement and Civil Contingencies to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. That further e-learning is obtained and offered to staff to raise awareness and knowledge of issues associated with Modern Day Slavery

#### **7. Impact Assessment**

- 7.1 Is an impact assessment required? Yes – appendix c attached.

#### **8. Corporate Improvement Plan**

- 8.1 The Authority's guiding principles are based on the well-being of future generations and are fully incorporated within Vision 2025 our Corporate Improvement Plan.

Our guiding principles

- Long-term - Balancing short-term needs with the need to safeguard the ability to also meet
- Prevention - Putting resources into preventing problems occurring or getting worse
- Integration (cross-cutting) - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies
- Collaboration - Working together with other partners to deliver our priorities
- Involvement (communications and engagement) - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

**9. Local Member(s)**

- 9.1 The modern slavery policy will be applicable to all areas of the county as well as the authority's duty as one of the largest employers in the county and purchaser of good and services.

**10. Other Front Line Services**

- 10.1 Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

The appropriate services have involved with the report.

**11. Communications**

- 11.1 Have Communications seen a copy of this report? Yes

Communications comment:

"This policy position is of public interest and should be publicised via media and social media channels following decision."

**12. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)**

- 12.1 The Professional Lead Legal – Comment sought

- 12.2 Finance – The Finance Business Partner is happy to approve the policy with no financial implications involved.

- 12.3 Corporate Property (if appropriate)

12.4 HR comment sought

12.5 ICT (if appropriate)

**13. Scrutiny**

Has this report been scrutinised? No

**14. Statutory Officers**

14.1 The Head of Financial Services (Deputy S151 Officer) notes the comment of the Finance Business Partner.

14.2 The Solicitor to the Council (Monitoring Officer) – Comment sought

**15. Members' Interests**

15.1 The Monitoring Officer – Comment sought

**16. Future Status of the Report**

Members are invited to consider the future status of this report and whether it can be made available to the press and public either immediately following the meeting or at some specified point in the future.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>Powys County Council take the integrated approach and by approving this policy bring together key areas of Safeguarding, Policy Support, Human Resources, Procurement and Civil Contingencies</b>	<b>Reason for Recommendation: To implement processes eradicate any modern slavery or human trafficking in Powys County or within any part of the Council business and supply chains.</b>

<b>Relevant Policy (ies):</b>	Strategic equality plan 16-20		
<b>Within Policy:</b>	<b>Y</b>	<b>Within Budget:</b>	<b>Y</b>

<b>Relevant Local Member(s):</b>	
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<b>Person(s) To Implement Decision:</b>	
<b>Date By When Decision To Be Implemented:</b>	

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**Background Papers used to prepare Report:**

Trent and Payroll specifications.

**CABINET REPORT TEMPLATE VERSION 5**