

Modern Slavery Policy



Author and service: Powys Anti-Slavery & Ethical Employment Group
Date approved by Cabinet:
Integrated Impact Assessment (Yes)
Publication date: July 2018
Policy Review Date: 2 years



Yn agored a blaengar - Open and enterprising

 Powys

Powys County Council Modern Slavery Policy

1. Introduction

This policy sets out Powys County Council's (the Council's) aims and commitments to tackle Modern Slavery.

1.2 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. Overview

2.1 The Council, its Cabinet and Executive Management team, are fully committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The Council's Modern Slavery Policy adopts an integrated approach bringing together key areas of Safeguarding, Policy Support, Human Resources, Procurement and Civil Contingencies.

2.2 The Council's Modern Slavery Policy covers the 12 commitments of the Code of Practice on Ethical Employment in the Supply Chain (see Appendix 1) and also refers to safeguarding processes and the responsibilities of the Local Authority under the Modern Slavery Act 2015. The Council has already signed up to the Code of Practice.

3. Policy Aims

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

3.2 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

- 3.3 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 published on the County Council's website.
- 3.4 Powys County Council has already appointed an Elected Member as the Anti- Slavery and Ethical Employment Champion.

4. Modern Slavery or Human Trafficking involves

- Recruiting vulnerable children and adults
- Moving them to another place, often another country
- Using threats, force or deception to make them do something against their will
- Exploiting them to make money or provide services for their traffickers.

5. Types of Exploitation

- Labour Exploitation
- Sexual Exploitation
- Criminal Exploitation
- Domestic Servitude
- Organ Harvesting

6. Statistics

- 6.1 It is estimated that there are 10,000 to 13,000 victims of Modern Slavery in the UK. In 2017, 5,145 potential victims of modern slavery were submitted to the National Referral Mechanism, (NRM), a 35% increase on 2016.
- 6.2 In Wales 193 potential victims were referred in to the NRM, an 57% increase from the referral total of 2016. The 193 referrals were 106 females and 87 males. 109 or 56% of referrals were adults and 44% of referrals were children.
- 6.3 The most common types of exploitation in 2016 in Wales were
- 43 adult male potential victims of labour exploitation.
 - 37 minor female potential victims of sexual exploitation.

- 36 adult female potential victims of sexual exploitation.

6.4 In Wales, 29 children were potential victims of labour exploitation or domestic servitude. 42 children were potential victims of sexual exploitation, including 39 UK nationals.

7. Structures in Wales

Dyfed Powys Regional Anti-Slavery Group meet and plan the regional strategic delivery of anti-slavery work. The group sits under the Wales Anti-Slavery Leadership Group and the Wales Anti-Slavery Operational Group. The Welsh Government has appointed an Anti-Slavery Co-ordinator.

8. The Modern Slavery Act 2015

This piece of legislation was introduced to criminalise slavery, forced servitude and human trafficking in the UK.

9. Statutory Duties and Responsibilities

As a local authority, the Council has a number of statutory duties and responsibilities, as set out below:

9.1 Annual Statement: this is a requirement under s.54 of the Act for commercial organisations that meet criteria prescribed by regulations made by the Secretary of State. In the case of the Local Authority, The Welsh Government's Code of Practice for Ethical Employment in Supply Chains also provides for an annual statement to be made.

Powys County Council has already signed up to Welsh Government's Code of Practice for Ethical Employment in Supply Chains and will produce an annual statement that slavery and human trafficking is not taking place in the organisation or in our supply chain which is approved and signed off by the Leadership Group. The annual statement will be published on the County Council's website.

The **responsibility** for the production and publication of the Annual Statement will lay with appointed Anti-slavery and Ethical Employment Champion. Supported by Communications and Powys Anti-Slavery & Ethical Employment Group. The statement will be subject to scrutiny and to approval by Council Cabinet.

9.2 Duty to notify the Home Office of Potential Victims of Modern Slavery:

the duty to notify is set out in s.52 of the Act and requires Local Authorities to notify the Secretary of State of suspected victims of slavery or human trafficking. Guidance and notification forms have been produced by the Home Office. The County Council will notify the Home Office of potential victims.

The **responsibility** for notifying the Home office will lie with the Director for Social Services.

9.3 A Local Authority has a responsibility to refer potential victims as a first responder to a competent authority, (the Modern Slavery Human Trafficking Unit – MSHTU), via the National Referral Mechanism, (NRM). NRM forms are available and the Dyfed Powys Regional Anti-Slavery Group has produced a Victim Care Pathway with adult and child processes.

The Council, as a first responder, will refer potential victims of modern slavery into the NRM. The **responsibility** for referring potential victims via the NRM will lie with the Director for Social Services.

9.4 Independent Child Trafficking Advocates, (ICTAs): the role of ICTAs is outlined in s.48 of the Act, ‘Interim Guidance for 3 ICTA early adopter sites.’ All of Wales has been selected as an early adopter site. A Local Authority in Wales is therefore required to make a referral for any potential child victims of trafficking to the ICTA service managed by Barnardo’s. The County Council will refer potential child victims of trafficking to ICTAs.

The **responsibility** for referring child victims to the Independent Child Trafficking Advocate, will lie with the Head of Children’s Services.

10. **Safeguarding**

The Council is a member of the Mid-and-West Wales Safeguarding Board which has as its core aims:

- To protect children and adults in their area who may be experiencing, or at risk of abuse, neglect and other kinds of harm and;
- To prevent children and adults in their area from becoming at

risk of abuse, neglect and other kinds of harm.

10.2 Locally there is a Children's Safeguarding Local Operation Group (CYSUR) and an Adults Safeguarding Local Operation Group (CWMPAS). The Local Operation Groups (LOG's) work collaboratively, within a multi-agency context, to keep children and adults, who may be at risk, safe within their local area.

10.3 Key aims include:

- Ensuring safeguarding practice, strategic planning and commissioning of services across all partner agencies continuously improves and promotes good outcomes for children and adults who may be at risk in their local area.
- Create a forum in which shared learning, information sharing and guidance takes place within a multi-agency environment

Whilst working collaboratively will also professionally challenge and hold each other to account when safeguarding practice falls below expected standards.

10.4 Powys have representatives on the membership of the Dyfed Powys Regional Anti-Slavery Group who feed relevant information and actions to the Powys Local Operations Group (PLOG) as part of the cross cutting Adults and Children's agenda.

10.5 Powys County Council has in place a Child Protection Policy & Procedures (October 2016) for Safeguarding Children at Risk which outlines key roles, responsibilities and processes in relation to safeguarding.

Powys County Council Adult Safeguarding complies with Part 7 of the Social Services and Well Being Act (Wales) 2014.

10.6 Other relevant documents include-

Victim Care Pathway

[Duty to Notify the Home Office of Potential Victims of Modern Slavery - Form and Guidance](#)

All Wales Practice Guidance for Safeguarding Children Who May Have Been Trafficked

Operational Handbook / Child Trafficking / Wales

[National Referral Mechanism Guidance for Child First Responders](#)

[National Referral Mechanism Guidance for Potential Adult Victims](#)

[of Modern Slavery / England and Wales](#)

All Wales Child Trafficking Protocol

All Wales Safeguarding and Promoting the Welfare of Children at Risk of or Abuse through Sexual Exploitation.

CYSUR Child Sexual Prevention Strategy

Independent Child Trafficking Advocates Guidance / Wales

Welsh Government relevant Procurement Guidance includes:

Code of Practice for Ethical employment in supply chains

Guide to tackling unfair employment practices and false self-employment

Guide to tackling modern slavery and human rights abuses

Guide to implementing the living wage through procurement

Guide to tackling blacklisting

- 10.7 The **responsibility** for safeguarding victims of Modern Slavery within Powys will remain within the Social Services Directorate of Powys County Council. This policy has already been endorsed by the Powys Local Operating Group and will also proceed to the Mid and West Wales Safeguarding Board following approval by the County Council.

11.1 **Survivor Reception Centres**

Survivor Reception Centres are set up and managed by the Police to gather information from survivors of incidents and could potentially be used when multiple potential victims of Modern Slavery occur in too great a number to be accommodated in existing safe houses.

- 11.2 The Police take lead **responsibility** in the planning and opening of Survivor Reception Centres. If a need arises, survivor reception centres would be scoped and identified on a case by case basis, utilising civil contingency and multi-agency partnerships at a Tactical Control Group (Silver) level. Local Authorities do not have permanent reception centre facilities suitable for victims of Modern Slavery. The Powys County Council Emergency Planning Department / Duty Emergency Planning Officer will facilitate PCC's support to the Police where required throughout the process.

12.1 **Code of Practice: Ethical Employment in Supply Chains**

The Welsh Government has launched a Code of Practice for Ethical Employment in Supply Chains. There is an expectation from the Welsh Government that Local Authorities will sign up to

the Code and Powys Council already has and appointed an Anti-Slavery and Ethical Employment Champion from within the Cabinet

- 12.2 Powys County Council will comply with the Code of Practice and all Services within the Council will observe the Code. The responsibility for monitoring progress against the code will lie with the Powys Anti-Slavery & Ethical Employment Group.
- 12.3 The Council will produce an Annual Statement on ethical employment in the supply chain
- 12.4 The Council will appoint an Anti-Slavery and Ethical Employment Champion
- 13.1 Powys County Council's Modern Slavery Policy also covers the twelve Commitments of the code.

Appendix 1

The Twelve Commitments of the Code of Practice on Ethical Employment in the Supply Chain

1. A written Ethical Procurement Policy and appointment of an Anti-Slavery and Ethical Employment Champion.
2. A written whistle blowing policy.
3. Training for Modern Slavery and Ethical Employment Practices.
4. Employment Practices are included as part of any procurement.
5. Ensure that organisations work in a way with their suppliers that doesn't contribute to modern slavery or unethical employment practices.
6. Expecting suppliers to sign up to the code.
7. Carrying Out regular reviews of Expenditure and undertake risk assessments against the code.
8. Ensure that false self-employment is not undertaken and that umbrella schemes and zero hours contracts are not used improperly.
9. Ensure that workers are free to join a trade union and that backlisting is prohibited.
10. Consider paying all staff the Living Wage Foundation's Living Wage as a minimum and encourage suppliers to do the same.
11. Produce an annual written statement outlining the steps taken during the financial year, and plans for future actions, to ensure that slavery and human trafficking are not taking place in any part of our organisation and its supply chains.
12. Ensure all those undertaking work on an outsourced contract are treated fairly and equally including staff transferred retaining their terms and conditions and other staff employed have comparable terms and conditions.