

Modern Slavery Briefing

12th November 2019



Introduction

Tony McGovern – Managing Director





Legal

Ian Curran – Interim Head of Law and Administration

Offences under the Act

- Modern Slavery Act 2015
- Holding another person in slavery or servitude
- Requiring another person to perform forced or compulsory labour
- Human Trafficking
 - Recruiting, transporting or transferring, harbouring or receiving, or transferring or exchanging control over person with a view to them being exploited
- ‘Modern Slavery’ captures a whole range of types of exploitation, many of which occur together. These include but are not limited to:
 - Sexual exploitation
 - Domestic servitude
 - Forced labour – nail bars, car washes, farms, factories & restaurants
 - Criminal exploitation

Duty to Notify

- S.52 Modern Slavery Act
- Applies to Chief of Police, County Council, District Council
- Reasonable grounds to believe a person may be a victim of slavery or human trafficking
- Consent where the victim is aged 18 or over (otherwise must not identify the victim)

Local Position

Sergeant <Redacted> - Staffordshire Police

Kerry Wright - Partnerships, Community Safety & CCTV Manager

Local Position

- Smuggling / Trafficking / Slavery – the differences
- National picture – hidden harm
- Staffordshire Police – our position
- Cannock NPT – where we sit

CCDC Responsibilities:

- Identify potential victims of modern slavery and recognise the indicators of modern slavery
- Gather information in order to understand what has happened to them
- Refer victims into the National Referral Mechanism (NRM) via the online process
- <https://www.modernslavery.gov.uk/start>
- Call the modern slavery helpline on 0800 0121 700

National Referral Mechanism (NRM)

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

Access to support

Individuals who are recognised as a potential victim of modern slavery through the NRM have access to specialist tailored support for a period of at least 45 days while their case is considered, which may include:

- access to relevant legal advice
- accommodation
- protection
- independent emotional and practical help



Council Approach

Judith Aupers - Head of Governance and Customer Service

Modern Day Slavery Charter



Cannock Chase 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.

Modern Day Slavery Charter



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.

Modern Day Slavery - CCDC



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.
 - **Our Lead Officer at Staffordshire County Council's Procurement Team has undergone the relevant CIPS training**
 - **Awareness training for officers involved in procuring goods and services (this session!)**

Modern Day Slavery - CCDC



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.

Section 54 of the Modern Slavery Act is a transparency in supply chains measure that requires businesses who:

a) carry on a business, or part of a business, in the UK;

*b) supply goods and services; **and***

c) have an annual turnover of £36million or more,

to produce an annual statement on the steps they are taking to prevent modern slavery in their supply chains and own organisation.

- ***The Council will cite reference to the Modern Slavery Act in all of its contracts as standard***
- ***CCDC contracts to carry sufficient wording to allow for termination under this Act***

Modern Day Slavery - CCDC



3. Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practicing modern slavery.

Regulation 69 of the Public Contracts Regulation 2015 (Abnormally low tenders) which means they can require tenderers to explain the price or costs proposed in the tender.

- ***Officers assessing tenders will need to investigate low price /costs proposed in a tender where CCDC may wish to disqualify the tender for low prices.***
- ***The Procurement Team will advise evaluating officers on this issue.***

Modern Day Slavery - CCDC



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.

Article 11 of the Human Rights Act 1998 means everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of their interests. It is also unlawful for an employer to offer a benefit to leave a trade union, treat you unfairly because you are in a trade union, refuse to employ or dismiss your employment for being part of a trade union.

- ***This will be referred to as part of the information provided on the website re the Council's initiatives regarding Modern Slavery***

Modern Day Slavery - CCDC



5. Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.

- *The Council has a Confidential reporting policy which is on our website*
- *A link to the Policy will be included on the Modern Slavery webpage*
- *When next reviewed, the policy will be updated to include a reference to Modern Slavery*

Modern Day Slavery - CCDC



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.



In contracts, you can require suppliers to adopt a whistle-blowing policy so there are mechanisms there for staff to raise concerns. Whistleblowers are protected by law and shouldn't be treated unfairly or lose their job because they have raised concerns that are in the public interest.



- ***This will be included as a requirement in all of our contracts***

Modern Day Slavery - CCDC



7. Review its contractual spending regularly to identify any potential issues with modern slavery.
 - *Need to consider if you are contracting in high-risk sectors such food processing, fishing, agriculture, construction, domestic and care workers and car washes*
 - *CCDC will work with the County's Procurement Team to undertake a periodic spend analysis*

Modern Day Slavery - CCDC



8. Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.

- ***Information will be provided on the webpage re Modern Slavery to raise suppliers' awareness of what modern slavery is, what the signs are and how they can tackle***

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.

- ***Information will be provided on the webpage re Modern Slavery regarding the referral process***
- ***The Lead Officer for the contract will be responsible for reporting any concerns identified by the Council. Advice can be sought from Legal, Procurement or the Partnership Team***

Modern Day Slavery - CCDC



10. Report publicly on the implementation of this policy annually.

- *A progress update will be included in the Council's Annual Report*

Modern Day Slavery



Youtube links:

[Modern Slavery Awareness Week Webinars - Day One – Introduction](#)

[Modern Day Slavery Awareness Week Webinars- Day Two- Modern slavery and wider criminality](#)

[Modern Day Slavery Awareness Week Webinars- Day Three- Modern slavery and homelessness](#)

[Modern Day Slavery Awareness Week Webinars- Day Four- Modern slavery and cybercrime](#)

[Modern Day Slavery Awareness Week Webinars- Day Five- Every contact counts](#)

Q and A