



MODERN DAY SLAVERY POLICY

Lead Directorate and service:	Environment and Neighbourhood Services
Effective Date:	11 July 2017
Date Last Reviewed:	N/A
Date Due for Review:	July 2019
Contact Officer:	Paul Abbott Public Protection Group Manager
Contact Number:	01482 396171
Approved By:	CMT minute 17490 Cabinet minute 5752

1. Background

The need for this policy was confirmed following a report to Corporate Management Team on 14 November 2016, minute 17234.

The policy outlines the Council's key responsibilities in relation to Modern Day Slavery, demonstrates how the Council will respond to these responsibilities and makes clear links to other relevant Council policies.

The policy supports the Council's vision:

“To improve the quality of life for our community; earn the respect of the people we serve and build pride in belonging to the East Riding of Yorkshire.”

The Policy also supports the following Corporate Priorities:

- **Supporting vulnerable people, reducing inequalities** - Supporting in times of need, protecting from harm and improving the quality of life.
- **Promoting health, wellbeing and independence** - Helping people to stay healthy, strong and fit for the future.
- **Reducing costs, raising performance** - Developing our workforce and working with partners to provide excellent service, effective governance and value for money.

The responsibilities of the Council are contained in the Modern Day Slavery Act 2015. These are:

- A duty to notify the Secretary of State about suspected victims of slavery or human trafficking.

2. Definitions for the Purposes of this Policy

Offences under the Act relate to trafficking, and exploitation.

Trafficking is when a person arranges or facilitates the travel of another person (victim) with a view to the victim being exploited. A person may in particular arrange or facilitate the victim's travel by recruiting the victim, transporting or transferring the victim, harbouring or receiving the victim, or transferring or exchanging control over the victim.

Exploitation includes slavery, servitude and forced or compulsory labour; sexual exploitation; removal of organs etc; securing services etc by force, threats or deception securing services etc from children and vulnerable persons.

3. Policy Statement

The Council recognises the importance of tackling Modern Day Slavery and will work to identify victims, provide them with appropriate support and ensure they are passed on to the National Referral Mechanism.

This will be done by raising awareness of Modern Day Slavery with staff and partners and the public. Publicity on Modern Day Slavery will be distributed to encourage reporting. Intelligence on Modern Day Slavery will be passed to appropriate contact points in Humberside Police. Support will be provided for potential victims in line with existing housing and safeguarding policies.

The Council will work to ensure as far as practicable there is no Modern Day Slavery within its supply chain.

This will be done by publishing a voluntary slavery and human trafficking statement, raising awareness of modern day slavery with procurement staff and including appropriate reference to modern day slavery offences within the Council's Contract Procedure Rules.

4. Corporate Requirements

The Policy contributes to the following Corporate Priorities:

- Supporting vulnerable people, reducing inequalities – supporting in times of need, protecting from harm and improving the quality of life.
- Promoting health, wellbeing and independence – helping people to stay healthy, strong and fit for future.
- Reducing costs, raising performance – developing our workforce and working with partners to provide excellent service, effective governance and value for money.

The policy supports the Council's duties under the Crime and Disorder Act and will contribute to the reduction of crime and disorder.

The policy supports the council's equalities objectives specifically.

- the Council seeks to provide services which are accessible, wherever possible and appropriate to users.

The policy supports the Council's Human Rights Act obligations, in particular Article 4 Freedom from Slavery and Forced Labour.

5. Policy Development including Consultation

Officers involved in the development of the policy were:

- Anita Morley, Area Manager Adult Care Management
- Dick Ikin, Housing and Safe Communities Group Manager
- Pete Arden, Procurement Manager
- Samantha Tomkins, Principal Education Welfare Officer and Deputy Head for ERYC Virtual School.

Consultation on the policy took place with:

- Humber Modern Slavery Partnership.

6. Links with other Policies, Strategies and Plans

- Housing allocations policy and relevant homelessness legislation
- Safeguarding adults policy
- Safeguarding children policy
- Welfare Assistance Loans
- Commissioning & Procurement Policy
- Access to Education Policy

7. Outcomes and impacts

The following outcomes are expected from the operation of this policy.

The Council's duties to notify the National Referral Mechanism of Modern Slaves are complied with:

- The Council's supply chain is free from Modern Slavery.
- Victims of Modern Day Slavery are appropriately identified and supported.
- Intelligence on Modern Day Slavery is shared with partners.
- Staff are aware of Modern Day Slavery, and appropriately trained.
- Partners are aware of Modern Day Slavery.

8. Policy Implementation

Any persons referred to the council under the NRM will be accommodated under the provisions of the homelessness legislation as vulnerable households fleeing violence. The council has a small number of units of supported accommodation for single persons and in addition these places will be supplemented by using vacant council homes. In emergencies where no other accommodation is available households may be placed in suitable bed and breakfast accommodation. If housing is only required for a very short period, days, then this may be all that we can provide, in other cases bed and breakfast will only be used until more suitable housing is available.

Housing services provides an out of hour's emergency contact who will deal with cases that occur in the evenings, weekends etc. All other referrals during office hours should be made to the housing and safe communities group manager who will then liaise with the front line staff.

If required an initial assessment of the individuals adult social care needs should be undertaken in line with the Care Act 2014 which includes the requirement to provide advocacy if needed.

The East Riding Safeguarding Adults Board procedure for the safeguarding of adults with care and support needs should be followed. This will enable partners to work together to protect the adult at risk.

The policy will be implemented by:

- Voluntary supply chain statement – immediately.
- Training for officers – beginning immediately, ongoing.
- Reporting mechanism – immediately, capturing supply chain compliance, numbers of staff trained, intelligence referrals NRM referrals.

9. Financial Implications

There are no additional financial resources required at this stage from the introduction of this policy.

10. Evaluation

The policy will be reviewed every four years or following significant legislative change. The review will be undertaken by Paul Abbott, Public Protection Group Manager, in consultation with the corporate Modern Day Slavery Champions Group and key partner agencies. Use of data from reporting mechanism.

11. References

Modern Slavery Act 2015

The Care Act 2014

Multi-agency Procedure for the Safeguarding of Adults with Care and Support needs – East Riding Safeguarding Adults Board

Information Sharing Protocol

Safeguarding Children Policy