



CRIME AND DISORDER SUB-COMMITTEE

Subject Heading:	Modern Day Slavery
SLT Lead:	Tim Aldridge, Director of Children's Services
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Policy context:	A Modern Day Slavery Policy is being written and this paper gives background
Financial summary:	There are no additional financial implications envisaged

The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

This report sets out a brief background to the Modern Slavery Act 2015, outlining the duties it places on local authorities and specifying different types of modern day slavery. There is a brief account of what is happening in Havering and the wider London context along with plans for next steps. The intended outcome is to apprise Members of the current position with regard to Modern Slavery.

RECOMMENDATIONS

The Sub-Committee is respectfully requested to note the contents of this report.

REPORT DETAIL

The report detail is in the attached slides. In addition to the outline summary above there is an explanation of how referrals to the National Referral Mechanism work. There is reference to the challenges of maintaining a reliable dataset with some local and regional statistics and information on current themes in Havering. The Modern Slavery Act also requires Councils to be vigilant as service commissioners and proactively vet supply chains. The Corporate Policy and Strategy also needs to reflect our duties as an employer. The report gives a headline account of how we in Havering are responding to the duties placed on the Local Authority under the Act, along with future plans to ensure we comply with our duties and keep abreast of emerging requirements.

See attached Power Point slides (Appendix A).

IMPLICATIONS AND RISKS

Financial implications and risks: No additional financial outlay is anticipated, all work can be covered from within existing resources of the service. Any risk to the council's financial position caused by a material change in reported activity will be managed on an ongoing basis as part of the regular financial management and reporting process.

Legal implications and risks: The legal duties the Act places on Local Authorities is set out within the report.

Human Resources implications and risks: In collaboration with the service leading on the Corporate policy, HR is developing an e- learning training pack to raise awareness of the issues around Modern Slavery. Training booklets will be provided to those without internet access; the training pack will be finalised alongside the Corporate Policy. This legislation may cover council staff and in particular, certain areas of the workforce, therefore, a process needs to be developed in the corporate policy for staff on how they can access services confidentially, and include sign posting to other support services i.e. EAP access etc.

Equalities implications and risks: The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;

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- (iii) foster good relations between those who have protected characteristics and those who do not.

‘Protected characteristics’ are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants. A full Equalities Assessment will be conducted as part of the policy completion approval and roll out.