

SUBJECT: MODERN SLAVERY, CHARTER AND STATEMENT REVIEW

DIRECTORATE: COMMUNITIES AND ENVIRONMENT

REPORT AUTHOR: FRANCESCA BELL, PPASB & LICENSING SERVICE MANAGER

1. Purpose of Report

- 1.1 To inform the committee of the councils roles and responsibilities relating to Modern Slavery.
- 1.2 To update the committee of the revised Modern Slavery statement.
- 1.3 To appraise the committee of the achievements made in this area and any areas of risk.
- 1.4 To update the committee on our compliance with the modern slavery charter.

2. Executive Summary

- 2.1 The report sets out the council's commitment to recognising and reducing risk around Modern Slavery across our business. Sets out our compliance with the Modern Slavery Charter. Refreshes the Modern Slavery Statement and appraises the committee of the achievements made within this area and highlights any outstanding risk to the authority.

3. Modern Slavery

- 3.1 Modern Slavery is a broad term that can include:
 - Forced labour – any work or services, which people are, forced to do against their will under the threat of some form of punishment.
 - Debt bondage or bonded labour – the world's most widespread form of slavery, when people borrow money they cannot repay and are required to work to pay off the debt, then losing control over the conditions of both their employment and the debt.
 - Human trafficking– involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
 - Descent-based slavery – where people are born into slavery because their ancestors were captured and enslaved; they remain in slavery by descent.
 - Child slavery – many people often confuse child slavery with child labour, but it is much worse. Whilst child labour is harmful for children and hinders their education and development, child slavery occurs when a child is

exploited for someone else's gain. It can include child trafficking, child soldiers, child marriage and child domestic slavery.

- Forced and early marriage – when someone is married against their will and cannot leave the marriage. Most child marriages can be considered slavery.

3.2 City of Lincoln Councils role in stopping Modern Slavery;

- Ensuring staff have a clear understanding of Modern Day Slavery and know how to recognise and report signs.
- Communicating and promoting materials highlighting Modern Day Slavery as an issue within Lincolnshire.
- Ensuring our Procurement procedures are in line with the Modern Day Slavery Charter
- Ensuring we have a current Modern Slavery Statement

4. **Revised Modern Slavery Statement 2020/21**

- 4.1 It is a statutory requirement for all local authorities to have a Modern Slavery Statement. This should detail how the authority identifies, reduces and manages risks around Modern Slavery. A copy of the City of Lincoln Councils revised Modern Slavery Statement 2020/21 is provided in Appendix A.

5. **Appraisal of the achievements made in this area and any areas of risk.**

- 5.1 Over the course of the last 18 months the City of Lincoln Councils Internal Safeguarding meeting has been rebranded as 'Protecting Vulnerable People' and has been expanded to encompass Hate Crime, PREVENT, Domestic Abuse and Modern Slavery. This approach ensures that we have a coordinated approach to a range of safeguarding issues and can ensure that training of staff and any materials that may be needed to protect vulnerable people are centrally stored.
- 5.2 The group have initially worked on a number of priorities that focus around training of staff and ensuring that reports are centrally stored and auditable. The training is currently being brought up to date.
- 5.3 A Modern Slavery guidance note is now available to all staff on city people and is attached as **APPENDIX C**.
- 5.4 All front line staff undertake Modern Slavery awareness training as part of their safeguarding training pathway provided via virtual college. We have also ensured that face to face training has been provided to all elected members.

6. **The Charter**

- 6.1 The Charter against Modern Slavery is specifically challenging local authorities to be mindful of Modern Slavery throughout the business it does. This is done via proactively vetting our supply chains to ensure that no instances of Modern

Slavery are taking Place. A copy of the Charter against Modern Slavery is contained in **Appendix B**.

6.2 The charter contains 10 commitments for local authorities to attain. Officers have reviewed these and in the main most of these are currently being achieved. Where there is a slight deviance from the requirement Officers are currently working on ensuring compliance.

6.3 Adherence to the charter is also undertaken when appointing suppliers and to date there have been no issues with any aspect of this.

7. Strategic Priorities

7.1 Professional, High Performing Service Delivery
This underpins our ability to achieve our strategic priorities.

7.2 Let's Reduce inequality

8. Organisational Impacts

8.1 Legal Implications

There are no legal implications as a result of this report

8.2 Financial Implications

There are no financial implications as a result of this report

8.3 Equality & Diversity implications

The potential for any Equality and Diversity issues to arise has been considered and it is concluded that no issues relating to this, nor the Human Rights Act 1988 are relevant.

9. Recommendation

9.1 That performance scrutiny consider and comment on the report and look to formally adopt the revised statement.

How many appendices does the report contain? 3

List of Background Papers: Appendix A – Modern Slavery Statement 2020/21
Appendix B – Charter Against Modern Slavery
Appendix C – Modern Slavery guidance note

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