

Report of the Assistant Chief Officer - Director of Prevention

Modern Slavery and Human Trafficking Statement 2023/2024

Purpose of report

1. To undertake an annual review of the Modern Slavery and Human Trafficking Statement 2023/2024.

Recommendation

It is recommended that the updated Modern Slavery and Human Trafficking Statement 2023/2024 is approved and published on the Service website.

Introduction and Background

2. The Modern Slavery Act 2015 requires certain organisations to produce an annual statement setting out the steps they have taken to ensure there is no modern slavery in their own business and their supply chains.
3. The statement made is in line with the ethical principles of the NFCC Core Code of Ethics for Fire and Rescue Services.
4. This statement sets out the steps that HWFA has taken to prevent modern slavery in its supply chains and own business. This statement relates to the financial year 1 April 2023 to 31 March 2024.

Purpose of the Statement

5. A key purpose of this statement is to prevent modern slavery in our organisation and supply chains. A means to achieve this is to increase transparency by ensuring the public, employees and stakeholders know what steps the Service is taking to tackle modern slavery. The Service is required to build on what it is doing year on year and publish a statement annually on the Service website. The expectation is that the statement evolves and improves over time.

Content of the Statement

6. A statement should aim to include information about:
 - a. The organisation's structure, its business and its supply chains.
 - b. Its policies in relation to slavery and human trafficking.

- c. Its due diligence processes in relation to slavery and human trafficking in its business and supply chains.
 - d. The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.
 - e. Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.
 - f. The training and capacity building about slavery and human trafficking available to its staff.
7. The Modern Slavery Act requires a slavery and human trafficking statement to be approved and signed by an appropriate senior person in the organisation. This ensures senior level accountability, leadership and responsibility for modern slavery and gives it the serious attention it deserves. An organisation's senior leaders are best placed to foster a culture in which modern slavery is not tolerated in any form and are expected to lead and drive awareness.
8. The statement summarises the structure of the Service policies applicable to modern slavery and the relevant steps the Service has taken to date in relation to modern slavery and highlights how we do this in relation to procurement and safeguarding.

Training

9. In order to build understanding and awareness of modern slavery and human trafficking, the existing Safeguarding e-learning training packages have been updated to include reference to modern slavery and are now mandatory for all staff.

Conclusion/Summary

10. To conclude, HWFA has made a Modern Slavery and Human Trafficking statement publicly available in order to raise awareness and ensure there is no modern slavery in our own business and supply chains.

Corporate Considerations

<p>Resource Implications (identify any financial, legal, property or human resources issues)</p>	<p>There may be a financial implication to fund training provided to staff members.</p>
<p>Strategic Policy Links & Core Code of Ethics (Identify how proposals link with current priorities & policy framework and align to the Core Code of Ethics)</p>	<p>The statement directly supports our safeguarding and procurement workstreams and links to the Prevention strategy. The statement directly supports the Core Code of Ethics in particular the ethical principle of Putting our Communities First.</p>
<p>Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>There is a risk to members of the public if we do not raise awareness.</p>
<p>Consultation (identify any public or other consultation that has been carried out on this matter)</p>	<p>Staff and trade union colleagues will be advised of the decision to voluntarily produce a statement.</p>
<p>Equalities (has an Equalities Impact Assessment been completed?)</p>	<p>Yes, no impact.</p>
<p>Data Protection Impact Assessment Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling)</p>	<p>Not required.</p>

Supporting Information

Appendix 1 – Modern Slavery and Human Trafficking Statement 2023/2024