

Report of the Assistant Director - Prevention

Slavery and Human Trafficking Statement 2021/2022

Purpose of report

1. To recommend adoption of the Slavery and Human Trafficking Statement 2021/2022.
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Recommendation

It is recommended that the Slavery and Human Trafficking Statement 2021/2022 be 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. As a public sector organisation Hereford & Worcester Fire Authority (HWFA) is not currently required to produce a statement, however we are making a voluntary statement in line with our Values and 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 1st April 2021 to 31st March 2022.

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 statements evolve and improve 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 achieve a greater understanding of slavery and human trafficking it is recommended that the Service takes further steps to build knowledge and awareness and that training on slavery and human trafficking is incorporated into existing safeguarding training and made available to members of staff.

Conclusion/Summary

10. To conclude, whilst not legally required - HWFA has chosen to make a Slavery and Human Trafficking statement publicly available in order to raise awareness and ensure there no modern slavery in our own business and supply chains.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	There may be a financial implication to fund training provided to staff members.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The statement directly supports our safeguarding and procurement workstreams and links to the Prevention strategy.

Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	There is a risk to members of the public if we do not raise awareness.
Consultation (identify any public or other consultation that has been carried out on this matter)	Staff and trade union colleagues will be advised of the decision to voluntarily produce a statement.
Equalities (has an Equalities Impact Assessment been completed?)	Yes, no impact.
Data Protection Impact Assessment	Not required.

Supporting Information

Appendix 1 – Slavery and Human Trafficking Statement 2021/2022