

Modern Slavery Act Transparency Statement 2017/18

This statement details the steps the Council has taken to ensure slavery or human trafficking is not taking place in any part of our organisation or in any of our supply chains including contractors. This statement covers the financial year 1st April 2017 to 31st March 2018.

The Council recognises that it has a responsibility to take a robust approach to slavery and human trafficking. In addition to the Council's responsibility as an employer, it also acknowledges its duty as a Council to notify the Secretary of State of suspected victims of slavery or human trafficking as introduced by section 52 of the Modern Slavery Act 2015.

The Council is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensure that its supply chains are free from slavery and human trafficking.

The following are practices in place in relation to the introduction of the Modern Slavery Act.

Corporate Plan

The Council's Corporate Plan clearly states its aim to support and develop the people it employs, growing their knowledge and skills, now and for the future. One of the specific aims is 'to develop safer, stronger, healthier and more independent communities while protecting the most vulnerable'.

Policies

The Council has an ongoing Policy Review Programme which has input from Employees, Team Leaders, Executive Management Team, HR, Unions and Members. The Policy Review Programme ensures that the Council's policies and procedures remain compliant and fit for purpose.

The following policies and procedures are considered to be key in meeting the requirements of the Modern Slavery Act;

Employee Code of Conduct

The Council's Employee Code of Conduct makes clear to employees the actions and behaviours expected of them when representing the Council. The Council strives to maintain the highest standards of employee conduct and ethical behaviour

Recruitment

The Council's recruitment processes are transparent and reviewed regularly. This includes robust procedures in place for the vetting of new employees and ensures they are able to confirm their identities and they are paid directly into an appropriate, personal bank account.

Agency Workers

The Council uses only reputable employment agencies to source labour and verifies the practices of any new agency it is using before accepting workers from that agency.

Pay

The Council operates a Job Evaluation Scheme which ensures that all employees are paid fairly and equitably.

Whistleblowing

The Council encourages all its employees, customers and other business partners to report any concerns related to the direct activities or the supply chains of the Council. The Council's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

Safeguarding

The Council embraces its responsibility to develop, implement and monitor policies and procedures to safeguard the welfare of children and vulnerable adults and protect them from harm.

This statement has been approved by the Council's Executive Management Team and will be reviewed and updated annually.