

THIS ITEM IS FOR INFORMATION ONLY

(Please note that "Information Only" reports do not require Integrated Impact Assessments, Legal or Finance Comments as no decision is being taken)

Title of meeting:	Governance and Audit and Standards Committee
Subject:	Modern Slavery
Date of meeting:	20 th September 2023
Report by:	Director of Corporate Services
Wards affected:	N/A

1. Purpose of report

To update members on progress on delivery of the improvement plan set out in item 10 of the most recent Modern Slavery and Human Trafficking Statement - Appendix 1.

2. Recommendations

To note progress.

3. Background

The Modern Slavery Act 2015 (MSA 2015) applies to England and Wales and includes the offences of human trafficking and slavery, servitude and forced or compulsory labour. Section 54 requires commercial organisations carrying out business in the UK, with a turnover of at least £36 million, to prepare and publish a slavery and human trafficking statement for each financial year. This report is focused on the council's duties under Section 54.

In addition, the council has legal duties under Section 52 to notify the Home Office where there are reasonable grounds to believe a person may be a victim of modern slavery. This duty is discharged by Portsmouth's social care teams, overseen by safeguarding boards, and is not included in this report.

4. Modern Slavery Statement

The council published its fifth [Modern Slavery and Human Trafficking Statement](#) August this year. Section 10 of the statement sets out a high-level improvement plan to be delivered over the next 12 months. This report provides detail on progress to date.

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4.1 **Strategic Leadership** - Modern Slavery Working Group continues to meet six monthly to monitor the progress of the improvement plan. The group includes representatives from local authority housing and private sector housing, regulatory services, HR, learning and development, civil contingencies, and community safety. Police colleagues also attend and have agreed to lead future enforcement plans activity. This is the first of regular annual reports to the committee.

4.2 **Working with partners** - PCC staff continue to work in active partnership with the Police and Crime Commissioner for Hampshire and Isle of Wight; staff have contributed to the review of the OPCC's Modern Slavery 2023 strategy and ensure Portsmouth is represented at an appropriate level at the Modern Slavery Partnership Board and sub-groups. Work with Police colleagues focuses on improving local data analysis, emergency planning procedures and enforcement operations. See 4.7 below.

4.3 **Raising awareness** - articles in Flagship are planned for the next issue to raise public awareness, and communications support is offered to support the OPCC's Hampshire-wide communication campaign to complement annual national Anti-Slavery activity in October.

4.3.1 In addition to regular contact with the **UK Border Force, the International Port** have significantly increased activity to raise awareness of modern slavery and human trafficking. Whilst the UK Border Force deal with most modern slavery and human trafficking issues, all port staff are now undertaking mandatory online learning. The Port are also hosting an information day provided by [Stella Maris](#), a national charity who provide support to seafarers. Best practice is shared with other ports through the Port Skills and Safety forum including a recent presentation from Port of Larné and introduction to Invisible Traffick (a charity in this sector). Security supervisors were encouraged to undertake Modern Slavery and Safeguarding courses as part of the Ukrainian Welcome point preparation - this will be mandatory soon.

4.4 **Develop and expand training** - training for non-social care staff has been prioritised and overall numbers continue to increase. The e-learning will be relaunched in September with up-to-date statistics and processes. This will be supported by articles in internal communications channels and in publications for residents.

4.4.1 The council is in the process of replacing its learning management system therefore monitoring of training completion rates is undertaken manually at present and data presented below should be treated with caution. Once a new learning management system has been implemented later in the year, up to date monitoring will be put in place and regularly reported.

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4.4.2 In the past 12 months manually collected data shows that 699 staff have attended safeguarding training (children and adults) that includes elements of modern slavery and exploitation. A further 93 staff have completed the more detailed Modern Slavery e-learning module, 69 of whom were non-social care staff (up from 38 in 21/22). To date approximately 800 non-social care staff have been identified by directors as requiring training. Statistics and process are currently being updated in the e-learning module and a short animation highlighting hidden vulnerabilities is now included in the council's induction program for all new staff. The animation is also available on the Adult Safeguarding Board website: <https://www.portsmouthsab.uk/intro-to-safeguarding/vulnerability/>

4.4.3 Efforts to engage councillors in face-to-face sessions will be redoubled in coming months. Approx 20% of councillors have received face to face training in the past 12 months.

4.5 Procurement and supply chains - All existing council contracts have been risk assessed in relation to modern slavery with a view to identifying contracts for auditing. Audit staff will discuss with directors during their regular meetings to make sure these are being undertaken.

4.5.1 The PCC procurement team have commissioned Nottingham University's Rights Lab to undertake an analysis of Portsmouth's modern day slavery risk, particularly in relation to Adult Social Care (ASC) contracts. This work will produce an action plan and a toolkit for ASC but the learning and approach can be adopted and adapted for use by other council services. The plan is for risk assessment and mitigation for modern day slavery to be built into the new procurement processes arising from the national review - <https://bills.parliament.uk/bills/3159> . If new procurements are high risk a series of additional due diligence will be followed, and support provided for suppliers by Unseen (<https://www.unseenuk.org/>) if found to be unable to produce evidence of their approach.

4.6 Policies and processes - all the relevant HR policies have been reviewed.

4.7 Enforcement and disruption - the first multi-agency enforcement group, led by Hampshire Constabulary will meet in September to identify activity for the coming year.

5. Conclusion

Good progress has been made in relation to most areas of the improvement plan. A draft self-assessment tool for local government¹ has been completed and shows the council as 'Advancing' (211/400 score). The tool will be used with the Steering Group to revise the current improvement plan.

¹ Shiva Foundation [v2 Anti Slavery Scorecard \(typeform.com\)](https://www.shivafoundation.org.uk/anti-slavery-scorecard)

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Signed by:
Natasha Edmunds
Director of Corporate Services

Appendices:

Appendix 1 - Portsmouth City Council Proposed Modern Slavery and Human Trafficking Statement 2023/24

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
Local Government Association	LGA website Modern slavery Local Government Association
Shiva Foundation	A Self-Assessment Scorecard and Supporting Guidance for Local Authorities - Shiva Foundation

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by on

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Signed by: