

# Slavery and Human Trafficking Statement

For the period 01/09/2019 to 31/08/2020



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# Introduction

The Modern Slavery Act 2015 places specific responsibilities on organisation to ensure slavery and human trafficking does not exist within its supply chain, and in any part of its own business. Organisations need to demonstrate accountability through transparency to protect workers (both adults and children) from being abused and exploited, which in turn will bring greater confidence to customers and service users.

**Modern slavery takes many forms, but some of the most common are sexual exploitation, servitude, human trafficking and forced and compulsory labour.**

The Council is committed to **improving our practices to prevent slavery and human trafficking** and understands its responsibilities to residents, service users, employees and the local community. We have a strong set of core values, at the heart of which is protecting the local community whilst enabling growth and investment. The Council expects suppliers, partners and third parties to adhere to the same values and principles to combat slavery and human trafficking.

**This statement sets out Manchester City Council's arrangements and procedures that exist to eradicate slavery or human trafficking**



# Structure and Business

Manchester City Council is a local authority which provides a wide range of services alongside partners, to the local community.

Some of these service provisions are to the most vulnerable people in society and as such the Council has high level of moral duty and care embedded within all its policies and practices.

## **'OUR MANCHESTER'**

The [Our Manchester Strategy](#) is the vision which the whole city is working towards.

Our vision is for Manchester to be in the top flight of world-class cities by 2025 and to be somewhere that is:

- **Thriving**
- **Full of talent**
- **Fair**
- **A great place to live**
- **Connected**

The transformed Manchester that the vision aims for is so ambitious that business-as-usual approaches won't get us there.



# Structure and Business

To make that vision happen for everyone by 2025, as resources shrink and demand grows, Our Manchester is leading a three-way push to :

- **Keep the basics on track**
- **Prevent problems down the line**
- **Tackle complex problems tog**

Manchester City Council's corporate plan sets out the Council's contribution to the Our Manchester vision through the delivery of 7 key priority themes over the next 2-3 years:

- **Young People**
- **Healthy, cared-for people**
- **Housing**
- **Neighbourhoods**
- **Connections**
- **Growth that benefits everyone**
- **Well-managed council**

The council is delivering the corporate plan through our behaviours:

Being proud and passionate about Manchester

- **Taking time to listen and understand**
- **Owning it and trying new things**
- **Working together and trusting each other**



# Supply Chain

The Council has a responsibility to prevent slavery and human trafficking within its supply chain and in any part of the organisation. As the customer, the Council makes clear to our suppliers, and those wishing to do business with us, what is expected of them.

The Council's tender processes require all tenderers to provide confirmation that they are compliant with the **Modern Slavery Act 2015**. They are also required to confirm their **subcontractors and suppliers comply with the Modern Slavery Act 2015**.



# Policies in Relation to Slavery and Human Trafficking

- **Safeguarding –**  
the Council recognises its responsibility to develop, implement and monitor policies and procedures to safeguard the welfare of children and vulnerable adults and has a comprehensive Safeguarding Policy. [Manchester safeguarding standard](#)
- **Equality and Diversity –**  
the Council is committed to Equality and Diversity and actively seeks to eradicate discrimination and inequality when delivering services and when goods and/or services are supplied on the Council's behalf. [Equality Objectives 2016 – 2020](#)
- **Ethical Procurement Policy –**  
the Council requires that all its suppliers, service providers, contractors and their suppliers and subcontractors adhere to the council's Ethical Procurement Policy. [Ethical \(procurement\) policy](#)
- **Whistleblowing –**  
the Council encourages employees, customers and the public to report any concerns. [Whistleblowing](#)
- **Fraud, bribery and corruption –**  
The Council has adopted policies and procedures to ensure there is full commitment to preventing fraud, bribery and corruption in the organisation. [Counter fraud and irregularity strategy](#)
- **Code of conduct –**  
the Council expects all employees to demonstrate the highest standards of conduct and ethical behaviour. [Our Constitution](#)



# Policies in Relation to Slavery and Human Trafficking

The Council's recruitment processes require the completion of relevant employment checks and standards which include eligibility to work in the UK and DBS checks and suitable references are requested and followed up.

The Council operates a job evaluation scheme to ensure all employees are paid fairly and equitably.

Agency workers are sourced via a Framework Agreement which procures a third party to verify the practices of any agency it uses before accepting workers from that agency.

The Council is committed to paying the Manchester Living Wage and is committed to becoming an accredited Real Living Wage Employer.

The Council requires all Councillors to submit declaration of interests to record and declare personal and prejudicial interests.





# Due Diligence Process

All tender processes have been revised and require all tenderers and subsequent suppliers to provide confirmation that they are compliant with the **Modern Slavery Act 2015**.

The Council has a legal duty to cooperate with the **Anti-Slavery Commissioner** in any way that the Commissioner deems necessary to support their function. In doing so the Council may be required to provide personal and/or confidential information to the Commissioner.

**Section 52 of the Modern Slavery Act 2015** requires police, immigration and local authority staff to report all instances when they have reasonable grounds to believe a person may be a victim of slavery or human trafficking to the Secretary of State.

A notification to the **Home Secretary** must include the information listed in **Schedules 1 and 2 to the Modern Slavery Act 2015 (Duty to Notify) Regulations 2015 (SI 2015/1743)**, where such information is in the possession or control of the public authority:

**Schedule 1** – includes information such as the name of the public authority making the notification, whether the suspected slavery or trafficking has been referred to the police, the type of conduct involved and whether the conduct involved the commission of an offence by the victim.

**Schedule 2** – this lists additional information that must be provided where the victim is either under the age of 18, or is over 18 and has consented to the disclosure of that information in the notification; this includes the victim's name and date of birth and the name of the perpetrator.



## Partnership Working

The Council is part of the **Greater-Manchester Combined Authority (GMCA)**. The GMCA is made up of ten Greater Manchester councils and Mayor. The ten councils have worked together voluntarily for many years on issues which affect everyone in the region including, transport, regeneration, and crime and prevention.

The Council works within multi-agency partnerships to protect and safeguard people. The GMCA has delivered conferences on modern slavery and human trafficking to highlight how to prevent abuse and neglect, detect and report incidents and provide support to victims.

The Council chair the **Modern Slavery and Human Trafficking Strategy** on behalf of the safeguarding boards, the group have an action plan in place covering awareness raising, training, prevention , with a partnership working group in is place to implement actions. Agencies include: **Greater Manchester Police, NHS, Manchester Action on Street Health (MASH), Medaille Trust, Barnardos, Afruca, and City Hearts.**



# Training

The Council's **Procurement Team** have completed a programme of mandatory training. Awareness raising of Modern Slavery and Human Trafficking is a priority for the **Safeguarding Board** and is an integral part of the Safeguarding Board training plan. **Councillors'** receive face to face training on a monthly basis. Where relevant, Safeguarding and Equality and Diversity training include material on modern slavery and human trafficking including detail on how to identify and report suspected incidents.



## Useful Links

Further information on Modern Slavery and Human Trafficking is available at the following websites:

<http://www.nationalcrimeagency.gov.uk/crime-threats/human-trafficking>

[https://www.programmechallenger.co.uk/what we do/modern slavery/](https://www.programmechallenger.co.uk/what_we_do/modern_slavery/)

<https://www.antislavery.org>

<https://www.stopthetraffik.org/>

<https://www.afruca.org/>

<http://www.mash.org.uk/>

<http://www.medaille-trust.org.uk/>

<https://city-hearts.co.uk/>

<https://www.manchestersafeguardingboards.co.uk>



# Our Commitments

- to comply with regulatory and legislative requirements,
- make suppliers and service providers aware that we adhere to and promote the requirements of the legislation,
- encourage suppliers and contractors to take their own action and understand their obligations under the Modern Slavery Act 2015,
- consider modern slavery factors when making procurement decisions,
- develop modern slavery awareness within the workforce and the community
- expect supply chain / framework providers to demonstrate compliance with their obligations in their processes.



The Council's slavery and human trafficking statement will be published on the Council's website, and reviewed at regular intervals. The Council will continue to strengthen and improve its practices and encourage providers to act in a similar way to prevent slavery and human trafficking.

A handwritten signature in black ink, appearing to read 'Joanne Roney', with a stylized flourish at the end.

**Joanne Roney OBE**

*Chief Executive*

01/09/2019