

Modern Slavery and Human Trafficking Statement 2019/20

Chelmsford City Council is committed to doing what we can to combat slavery and prevent human trafficking in our corporate activities and to ensuring that our business and supply chains are free from slavery and human trafficking. The Council's desire is to have a positive impact on the fair and safe working conditions of those working directly or indirectly for us and we expect our suppliers, contractors, sub-contractors and partners to share this aim. As an employer we believe in attracting, developing and retaining the best people ensuring that everyone is treated with dignity and respect.

This Statement sets out Chelmsford City Council's actions to understand all potential modern slavery risks related to our services and businesses, and to put in place steps to eliminate acts of modern slavery and human trafficking in our own services and businesses, and our supply chains. This Statement relates to actions and activities during the financial year 1 April 2019 to 31 March 2020.

Definition of modern slavery

Modern slavery can be defined as "*all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.*"

Organisational structure and supply chains

We have taken steps to ensure compliance with the Modern Slavery Act 2015 within our procurement sourcing process, which include the following:

- All tender documents now include a statement that our minimum expectations of our contractors/suppliers are that there is no use either direct, or by any sub-contractors, or within the supply chain of:
 - a) Child labour
 - b) Slavery, forced, bonded or Involuntary labour
 - c) Human trafficking or exploitation.
- A declaration to be completed by all new suppliers as part of the supplier approval process confirming they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offences involving slavery and human trafficking.

These steps require bidders to evidence their compliance with the Modern Slavery Act. Any bidder who fails to evidence their compliance will be excluded from participating further in the tender process.

Any supplier engaged by Chelmsford City Council to undertake the supply of goods and/or services with an official purchase order, or the provision of works, is contracted to do so in line with the following Council policies and procedures:

- Safeguarding Children and Vulnerable Adults Policy
<https://www.chelmsford.gov.uk/communities/safeguarding/>
- Equality, Diversity and Inclusion Policy
<https://www.chelmsford.gov.uk/new-employee-area/hr-policies/>
- Whistleblowing Policy and Procedure
<https://www.chelmsford.gov.uk/new-employee-area/hr-policies/>

These policies and procedures are key to ensuring that staff employed by our supply chain have appropriate channels to report any incidents of modern slavery and/or human trafficking.

Training

The Council requires relevant staff members to undertake face-to-face Levels 1, 2 and 3 Safeguarding training which includes content about Modern Slavery and Human Trafficking. Staff are trained on how to identify potential warning indicators and how to report concerns.

Conclusion

Any non-compliance with the above requirements will be dealt with, if and when they arise, with remedial action tailored appropriately to the degree of non-compliance. The Council's aim is to only procure supplies, services and/or works with those organisations that are compliant with the Modern Slavery legislation.

This Statement is made under section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31st March 2020.

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Nick Eveleigh
Chief Executive

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Cllr Roy Whitehead
Leader of the Council