

COUNCIL

23 July 2020

MODERN SLAVERY STATEMENT

Report of the Monitoring Officer

Recommendation

It is recommended that Council

- (1) agree the appended Modern Slavery Statement; and
- (2) approve that a signed copy is displayed on the Council's website.

Summary

The Council's statement for 2019/20, at Appendix 1, sets out what steps the Council has taken, and will be taking, to ensure that modern slavery is not occurring within the Council and in our supply chains. It also addresses the partnership role that the Council has within the Borough.

Eastleigh Borough Council is committed to reducing modern slavery and aims to reduce the impact on people in the Borough.

Pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 Eastleigh Borough Council is producing a slavery and human trafficking statement each financial year.

Statutory Powers

Modern Slavery Act 2015

Strategic Implications

1. The Modern Slavery Statement supports the Council's Corporate Plan objective of Prosperous Place developing a strong and sustainable economy that supports improved standards of living for residents; promoting thriving and healthy communities; and maintaining an attractive and sustainable environment that residents' value

Introduction

2. Following on from the Modern Slavery Statement for the 2018/19 financial year, which was approved by the Procurement Executive Group, Policy and

Performance Scrutiny Panel and Cabinet, this report and the amended statement updates Councillors on the actions taken and shows a number of changes to reflect good practice and Government recommendations.

3. The Modern Slavery Statement must be approved by the highest decision making body of the relevant entity and signed and dated by the appropriate persons (i.e. in the case of the Council the Leader and the Chief Executive) who should be present at the meeting that approves the statement.
4. Pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 Eastleigh Borough Council is required to produce a slavery and human trafficking statement each financial year.

Update

5. The statement for 2019/20 sets out what steps the Council has taken, and will be taking, to ensure that modern slavery is not occurring within the Council and inside our supply chains. It also addresses the partnership role that the Council has within the Borough.
6. The Council's commitment to endeavouring that there is no modern slavery or human trafficking in any part of our business including our supply chains is restated.
7. An E-Learning package has been placed on the training portal and it is now a requirement that all staff view and complete the course which provides details of how modern slavery can be identified and details the action to take should it be identified.
8. Appropriate changes are being made to contract terms and conditions to seek to prevent the use of modern slavery in the Councils supply chains.

Specific areas of the statement

9. **Recruitment and Selection** – The Council's Recruitment and Selection policy and procedures are designed to recruit staff in a fair and consistent way that supports equality of opportunity.
10. **Job Evaluation** - The Council is committed to ensuring that its pay strategy is (fair and) equitable, legally compliant, affordable, transparent and easily understood, committing to the Real Living Wage.
11. **Whistleblowing** – The Council's 2019 Whistleblowing Policy ensures that whistle-blowers will suffer no recrimination or victimisation as a result of raising a concern about malpractice.
12. **Safeguarding** - Through our Safeguarding Policy, Eastleigh Borough Council is committed to safeguarding and promoting the welfare of children and adults at risk of harm and their families.

13. **Leasing Property** – Standard terms and conditions include a requirement that property can only be used for legal means. The Council has in the past rescinded leases based on illegal activity at a site.
14. **Supply Chain** - Suppliers to Eastleigh Borough Council must abide by all employment legislation, regulation and codified guidance. The Council examines, as appropriate, suppliers' past records in respect of their treatment of staff and their conduct in relation to modern day slavery and human trafficking.

Financial Implications

15. There are no direct financial implications relating to this report, however it is possible that the Council could face punitive measures should it fail to comply with legislation.

Risk Assessment

16. There are no direct risks associated with this report. However, there can be clear reputational risks if organisations knowingly or through inadequate checking fail to look out for Modern Slavery in their supply chains.

Equality and Diversity Implications

17. A full Equality Act impact assessment was carried out prior to the last statement and is not required to reflect the minor changes and updates being made on this occasion. It was previously noted that a Modern Slavery Statement can assist in eliminating discrimination, advancing equality of opportunity and promote the fostering of good relations between different people.

Climate Change and Environmental Implications

There are no direct Climate Change and Environmental implications from this report.

Conclusion

18. Having taken into account best practice and broad Council activity, the proposed Statement for 2019/20 has been set out in Appendix 1.

RICHARD WARD
MONITORING OFFICER

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Appendices Attached: 1

LOCAL GOVERNMENT ACT 1972 - SECTION 100D

The following is a list of documents which disclose facts or matters on which this report or an important part of it is based and have been relied upon to a material extent in the preparation of this report. This list does not include any published works or documents which would disclose exempt or confidential information.

* None.