

MODERN SLAVERY STATEMENT 2019/2020

1. Introduction

- 1.1** This statement sets out our actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business or our supply chains. This statement relates to actions and activities during the financial year 1 April 2019 to 31 March 2020.
- 1.2** As part of Local Government, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking. In addition to our responsibility as an employer, we also acknowledge we have a duty as a County 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.
- 1.3** We are absolutely committed to preventing slavery and human trafficking in our corporate activities and to ensure that our supply chains are free from slavery and human trafficking.

2. [Modern Slavery Act 2015](#)

3. Our organisation's structure, our business and our supply chains

- 3.1** North Yorkshire County Council is a local authority which provides a wide range of statutory and discretionary services for its residents, businesses, visitors and partners. North Yorkshire County Council only operates within the United Kingdom. Whilst the risk of slavery and human trafficking is considered low, we remain vigilant and will manage any risks presented.

We have determined that there are no areas of our business that are considered to be at high risk of slavery or human trafficking.

- 3.2** [Our structure is shown on our website here.](#)

North Yorkshire is a place with a strong economy and a commitment to sustainable growth that enables our citizens to fulfil their ambitions and aspirations. The overall population is expected to increase from 614,505

(2018) to 651,804 by 2043. Within this increase the population is projected to become substantially more aged.

3.3 [The Council's Strategic Plan 2019-2023](#) sets out our ambitions in relation to the following areas:

- **Children and young people** – have a great education and can live safely and happily, leading healthy lives.
- **Health and well-being** – people live longer, happier, independent lives. We offer choice, enabling individuals to take control of their health and independence.
- **Growth** – we enjoy a strong economy and will continue our commitment to sustainable growth. We will continue with our ambition to deliver the right housing and transport infrastructure, alongside high speed broadband and connectivity.
- **Modern council** – we will continue to put our customers at the heart of what we do, ensuring we are clear about what we want to accomplish and focusing on targeted outcomes and achieving the best way of delivering them.

3.4 Our supply chains

We spend ~£400m on procuring goods, services and works from various suppliers and this is governed by our procurement strategy.

We act in full accordance with the Modern Slavery Act 2015 and the requirements under the Public Contract Regulations 2015, in relation to undertaking appropriate due diligence on suppliers through our governance and procedures. The approach we take ensures assessment and management of any risks associated with slavery and human trafficking. We reserve the right to evaluate potential suppliers, and seek evidence that they are compliant with the Act prior to entering into contracts with us.

Through our ongoing contract management we ensure continual monitoring of this area, where deemed appropriate to the contract, in order to manage the risks associated with human trafficking and modern slavery.

We require key suppliers to have safeguarding policies, procedures and training in place in addition to providing confirmation of compliance with the Act, where appropriate.

4. Our policies in relation to slavery and human trafficking

We review our policies and procedures on an ongoing basis to ensure they 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 2015.

4.1 Safeguarding

We embrace our responsibility to develop, implement and monitor policies and procedures to safeguard the welfare of children and adults at risk. We have comprehensive Safeguarding Policies which all staff and councillors are required to work within. We work within multi-agency partnerships to protect and safeguard people.

4.2 Recruitment

Our recruitment processes are transparent and reviewed regularly. They include robust procedures for vetting new employees, which ensures they are able to confirm their identities and qualifications. To comply with the Asylum, Immigration and Nationality Act 2006, all prospective employees are asked to supply evidence of their eligibility to work in the UK. References are also secured.

All managers are required to complete mandatory safer recruitment training.

4.3 Agency Workers

We currently source our agency workers through one supplier. This supplier complies with the Modern Slavery Act 2015. Our contract ensures compliance with the Act throughout the agency supply chain.

4.4 Pay

We operate a Job Evaluation Scheme to ensure that all employees are paid fairly and equitably.

4.5 Employee Code of Conduct

Our Employee Code of Conduct makes clear to employees the actions and behaviours expected of them when representing the Council. We strive to maintain the highest standards of employee conduct and ethical behaviour and breaches are investigated and appropriate action taken.

4.6 Whistleblowing

We encourage all our employees, customers and other business partners to report any concerns related to the direct activities or the supply chains of the Council. Our whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

5. Due Diligence

North Yorkshire County Council undertakes due diligence when considering taking on new suppliers and regularly reviews its supply chain and contract procedures.

6. Staff Training & Learning

We have a programme of training and learning to ensure staff are well equipped to perform well within their roles. It enables officers in community-facing roles to identify and know how to report suspected incidents of abuse and neglect, including modern slavery and trafficking.

Any manager of a service where safeguarding knowledge is required, i.e. dealing with members of the public who may have vulnerabilities, must complete statutory and mandatory training.

We also work in partnership with a wide range of agencies to prevent abuse and neglect, to detect and report occurrences and to support victims. As part of this we ensure appropriate reference to Modern Slavery and human trafficking.

This includes our work as part of:

- The Safer Communities Partnership
- Our multi agency Safeguarding Children's Board

- Our multi agency Safeguarding Adults Board.
- Our Health and Wellbeing Board.

7. Approval

This statement has been approved and it will be reviewed and updated annually.

Richard Flinton

Chief Executive

North Yorkshire County Council

Cllr Carl Les

Leader of the Council

North Yorkshire County Council