

MODERN SLAVERY STATEMENT 2021

August 2021



1. Introduction

This is Plymouth City Council's Modern Slavery Statement for the financial year ending March 31, 2021, to meet the voluntary requirements of Section 54 of the Modern Slavery Act 2015.

Plymouth City Council and its group of companies support the implementation of the Modern Slavery Act 2015 and is committed to eliminating practices and conditions which may foster modern slavery to occur, and we welcome the Modern Slavery Act's approach in consolidating slavery and trafficking offences, tougher penalties and sentencing rules for perpetrators and more support for victims.

Plymouth City Council is part of the [Anti-Slavery Partnership](#) working with partners and agencies across the South West Peninsula to develop a collaborative approach to tackling the issue of modern slavery.

This Statement explains the steps that Plymouth City Council took to identify, prevent and mitigate modern slavery in our operations and supply chains. We have made progress in addressing the recommended content required within this Statement as mandated by the Home Office, and have developed an action plan to ensure we continue to tackle modern slavery within the city and our supply chains and to move us to a position of full compliance within the next 12 months.

2. Our organisation and supply chains

PCC is an organisation with 2,545 employees with an annual contracted spend of approx £200m across both a local and national supply chain of over 3,500 different organisations. The Council, alongside its family of companies deliver a range of services and support to our residents, communities and businesses. The Council's family of companies include CATERed Limited, The Box Foundation and DELT Shared Services Ltd.

In addition, the Council works in partnership with Destination Plymouth, Plymouth Waterfront Partnership, Plymouth City Centre Company, Plymouth Science Park and CSW Group to bring investment into the city and to support our visitor economy.

3. Our Policies and procedures

The Council's commitment and approach to tackling modern slavery and the proposed principles are laid out in our [Modern Slavery Policy](#). We have also implemented a Procurement Improvement Plan which includes the requirement to review our contractual spending on a regular basis to identify any potential issues with modern slavery. The Procurement Team have been liaising on a regional level with our Public Sector colleagues to address issues and approaches as one.

The Council's Whistleblowing Policy is made available upon request or can be found freely on the website [here](#). We encourage our staff to blow the whistle on any suspected examples of modern slavery and require our tendered contractors to adopt a whistle-blowing policy.

The Council requires contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for noncompliance – this is set out within Plymouth City Council (PCC) terms and conditions which cover requirements for suppliers.

The Council has published a [Toolkit](#) which aims to explain what modern slavery and human trafficking is, along with the National Referral Mechanism (NRM) and how it is used in Plymouth.

The council is reviewing its Recruitment Policy to ensure there is more of a focus on equal opportunities for all.

4. Undertaking due diligence and managing risk and performance

The Council has developed an action plan to sit alongside its Modern Slavery Policy – this will set out how we plan to measure our effectiveness around this issue and help us plan. The Government has developed MSAT – a free modern slavery risk identification and management tool for public bodies to use with their suppliers. The Council will be developing a process to utilise this tool with our contracted suppliers taking a targeted approach.

The Council is prioritising steps to achieve greater supply chain visibility. By increasing the visibility of our supply chains, the council will gain a better understanding of how and where to target their due diligence activity and what measures and goals we will need to set upon ourselves in the future.

From an operational perspective the Council has collaborated extensively with partners to identify and address modern slavery in the city - supporting the identification of victims and working to disrupt offenders.

The action plan identifies the need to develop a ‘basket’ of performance indicators to measure our effectiveness of the steps we are planning to take. This will take place within the next reporting cycle.

5. Training on modern slavery and trafficking

The Council provides specific training and awareness for staff and partners in high-risk areas to address and highlight the requirements of the Modern Slavery Act.

The Procurement Service undertake the CIPS Ethical Procurement and Supply training module. The Procurement Service undertake this training each year.

6. Next Steps

Plymouth City Council has produced an action plan which aligns to the overarching principles, and this will be the mechanism by which progress is reported on an annual basis alongside our key performance indicators. Over the next 12 month we will;

- Continue to focus training requirements on high-risk service areas and work with our Community Safety Partnership to host training events for key partners.
- Continue to promote the referral mechanism for staff and suppliers and continue to complete referrals into the National Referral Mechanism to ensure victims of modern slavery receive appropriate support and protection.
- Continue to work with the Police and other key partners through the National Police operation Aident, targeting key locations across the city to proactively identify victims of modern slavery.
- Take account of ethical and modern slavery considerations in our procurement activities, including:
 - Working with suppliers and challenging their practice and tenders.
 - Register with the Modern Slavery Assessment tool.
- Continue to be open and transparent about the action we are taking and report publicly on progress against our action plan and performance indicators.
- Work proactively with our family of companies to align best practice and establish working group to embed learning.
- Publish this statement on the Plymouth city Council website and Government-run reporting service.

**This Statement was approved by Plymouth City Council's Cabinet on: 10 August 2021
Councillor Nick Kelly, Leader Plymouth City Council**



**This statement was approved by Plymouth City Council's Corporate Management Team
on: 20 July 2021**

Tracey Lee, Chief Executive



Reporting concerns

If you suspect that someone is in immediate danger, always contact Devon and Cornwall Police on telephone 999.

Further advice and key contacts on Tackling Modern Slavery and Human Trafficking can be found in the National Referral Mechanism Toolkit – Plymouth Approach see:

<https://www.plymouth.gov.uk/sites/default/files/TacklingModernSlaveryHumanTrafficking.pdf>

Further information

Further information, help and assistance can be found here:

<https://www.plymouth.gov.uk/sites/default/files/TacklingModernSlaveryHumanTrafficking.pdf>

<https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide>

<https://www.local.gov.uk/topics/community-safety/modern-slavery>

https://www.local.gov.uk/sites/default/files/documents/22.12_Modern_slavery_WEB%202.pdf

<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

https://www.aspartnership.org.uk/devon-and-Plymouth_City

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/649906/Transparency_in_Supply_Chains_A_Practical_Guide_2017.pdf

Modern Slavery Act: <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>