

Modern Slavery and Human Trafficking Transparency Statement

This statement sets out the steps Gedling Borough Council (“the Council”) has taken during 2017/18 and the steps the Council will be taking in 18/19 to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same standards from our contractors, suppliers and other partners and as part of our procurement processes, we will ensure that when pre-contract questionnaires are distributed to potential contractors, that they include questions in relation to the contractor/supplier’s Modern Slavery and Human Trafficking policies, processes and responsibilities, to ensure the Council enters into contracts with those organisations who are fulfilling their statutory responsibilities. A review of the Council’s Procurement Strategy will incorporate a risk assessment of the Council’s supply chain to ensure the areas with a deemed risk of modern slavery are appropriately monitored.

In addition the Council has already included anti-slavery clauses in its standard contract terms and conditions and tender documents, to ensure that the Council is entering into contracts with suppliers who are committed to complying with requirements under the anti-slavery and human trafficking laws, including but not limited to the Modern Slavery Act 2015.

Organisationally the Council takes its responsibilities for safeguarding extremely seriously. The organisation, through its HR practices and employment checks, will ensure that anyone offered work as an employee will be scrutinised to ensure that they are legally entitled to work in the U.K. The Council through its pay policies will adhere to appropriate legislation that determines and prescribes levels of minimum payment for work undertaken as an employee.

Through a series of staff briefings, staff have been advised of the impact of modern slavery both locally and nationally. They have also been advised of the potential signs that slavery or human trafficking may be occurring and where to report their concerns. Further training will be given to staff, in particular those staff working in front facing services who may be more likely to encounter instances of modern slavery, such as the Homelessness team and Public Protection and also to the Council’s key buyers to ensure due diligence in both procurement and ongoing contract management. The co-ordination of training and disseminating further information to staff in respect of Modern Slavery will be dealt with by the Council’s Corporate Safeguarding group.

Appendix 1