

CYNGOR CYMUNDOL RHOSDDU COMMUNITY COUNCIL



MODERN SLAVERY & HUMAN TRAFFICKING 2023

To be reviewed every 3 years or when legislation or guidance changes

ADOPTED

25th October 2023
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AMENDED

REVIEWED

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1. Introduction

1.1 Modern slavery is a serious and organised crime that destroys communities and causes significant harm to victims. It is the illegal exploitation of people for personal or commercial gain, and involves people being coerced and forced into providing a service to others. It is a crime that affects people of all genders, ages (including children) and ethnicities and is a violation of fundamental human rights.

1.2 Some estimates suggest that there are approximately 40 million people living in slavery across the world, many of whom will be working to produce the goods and services which are bought and sold every day. The Home Office estimated that there were over 10 thousand potential victims in the UK alone in 2013.

1.3 Worldwide, the International Labour Organisation estimates hundreds of billions of illegal profits are generated by traffickers per year. Unscrupulous businesses who use slave labour undercut businesses and if this horrendous crime is to be eradicated from the UK and the rest of the world, government and businesses must work together.

2. Zero Tolerance

2.1 Rhosddu Community Council adopts zero tolerance to modern slavery and human trafficking, and all forms of corruption and bribery, directly and indirectly, associated with these criminal acts. While no such abuse is tolerated, an open and transparent approach is required by Rhosddu Community Council and our suppliers, to ensure we take steps to identify and tackle any instances of modern slavery in our supply chain.

2.2 Modern slavery is so pervasive that it is likely to exist in the supply chains of the goods and services purchased by public bodies. Rhosddu Community Council is committed to ensuring that taxpayers' money does not inadvertently fund this criminal activity and is committed to protecting vulnerable workers in its own supply chains from exploitation or harm.

2.3 Rhosddu Community Council fully supports the government's objectives to eradicate modern slavery and human trafficking.

2.4 Rhosddu Community Council believes that everyone has a right to be always treated with dignity and respect and under all circumstances. Rhosddu Community Council's Code of Conduct states that staff and members of Rhosddu Community Council are responsible for ensuring we meet the highest ethical standards of integrity, courtesy, and mutual respect.

3. Definitions

3.1 Modern slavery is the term used within the UK and is defined within the Modern Slavery Act 2015 (the 'Act'). The term is used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking.

3.2 Human trafficking is where a person arranges, or facilitates, the travel of another person with a view to that person being exploited.

4. Policy Aims

4.1 This policy provides a framework to ensure:

All staff and members of the Rhosddu Community Council understand and are aware of their responsibilities in relation to modern slavery.

- The development of a strategic approach to identifying and tackling any modern slavery within Rhosddu Community Council's supply chains.
- Reporting any instances (or concerns) of modern slavery.

5. Responsibilities and Accountabilities

5.1 Rhosddu Community Council recognises that it is responsible for promoting ethical practices and policies that protect workers from being abused or exploited.

5.2 The prevention, detection and reporting of modern slavery in any part of Rhosddu Community Council or its supply chain is the responsibility of all those working for us or on our behalf.

5.3 Therefore, this policy applies to all persons working for or representing Rhosddu Community Council, or on behalf of Rhosddu Community Council.

5.4 The Clerk has overall responsibility for ensuring this policy complies with Rhosddu Community Council's legal and ethical obligations, and that all those under our control comply with it, for dealing with any related queries, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

6. Contractor Responsibilities

6.1 Rhosddu Community Council requires all organisations with whom it is engaged to ensure that their goods, services, materials, and labour-related supply chains:

- Fully comply with the Act.
- Are clear, transparent, accountable, and auditable.
- Are free from ethical ambiguities.

6.2 Rhosddu Community Council expects that its contractors operate to the highest level of ethical standards and will hold their own suppliers to the same high standards.

7. Awareness and Training

7.1 Rhosddu Community Council will raise awareness of this policy (and the Act) by notifying third parties in our frameworks, delivery partnerships and other organisations with which we regularly engage.

7.2 The policy will be published on the Rhosddu Community Council website.

7.3 Rhosddu Community Council will look for opportunities to raise awareness of modern slavery and human rights abuses throughout the Rhosddu Community Council. Appropriate training and guidance will be provided, particularly for members and staff.

7.4 Training will include how to identify the risks of modern slavery and ensure that suspected instances are handled correctly.

7.5 Rhosddu Community Council will maintain records of all members of the Rhosddu Community Council who have completed modern slavery training.

8. Assurance and Transparency

8.1 Rhosddu Community Council has committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within the Council.

8.2 Action in support of this policy will be regularly reported to the Community Council members.

9. Non-Compliance, Reporting and Victim Support

9.1 If any member of the Rhosddu Community Council is discovered to have breached this policy, then appropriate action will be taken.

9.2 If any contractor is found to have breached this policy, then appropriate action will be taken; this may range from considering the possibility of breaches being remediated, to terminating agreements.

9.3 Individuals who have reasonable suspicion or evidence of non-compliance with the Act in connection with any member of the Rhosddu Community Council are encouraged to report their concerns to rhosddu@gmail.com.

9.4 Alternatively, if any member of the Rhosddu Community Council holds information that could lead to the identification, discovery, and recovery of victims of modern slavery or human trafficking in the UK:

- Contact the Modern Slavery Helpline on 080 0012 1700 (open 24 hours a day, 365 days a year)
- Report it online to the www.modernslaveryhelpline.org

9.5 If you think you are a victim of modern slavery or human trafficking:

- Contact the Modern Slavery Helpline on 080 0012 1700 or report it online
- Contact the Victim Support Helpline on 080 8168 9111
- Visit the Victim Support website: www.victimsupport.org.uk

10. Policy Review

10.1 This policy will be reviewed on an annual basis, to establish whether Rhosddu Community Council's approach continues to follow best practice by:

- Assessing and interpreting any recent or emerging case law and best practice.
- Benchmarking Rhosddu Community Council's activities against statements and action plans undertaken by similar public and private organisations.
- Re-evaluating the risk of non-compliance as part of our annual risk management and assurance processes.