

## Modern Slavery Act 2015 Statement

Harlow District Council is committed to doing what it can to combat slavery and prevent human trafficking within its business and supply chain. The Council's aspiration is to have a positive impact on the fair and safe working conditions of those working directly or indirectly for us and we expect our suppliers/contractors/partners to share our vision.

The Council also recognises that it has a responsibility to take a robust approach to slavery and human trafficking and acknowledges its duty to notify the Secretary of State of suspected victims of slavery or human trafficking in accordance with s.52 MSA and the Modern Slavery Act 2015 (Duty to Notify) Regulations 2015.

This statement sets out what measures are already in place and the future steps to be taken to ensure compliance with the Act, which includes the following:

- The Council has well-established safer recruitment processes in place, including procedures for vetting new employees to ensure they are eligible to work in the UK.
- The Council has a Child and Adult Safeguarding Policy in place that references Modern Slavery and Human Trafficking and is aligned to the Southend, Essex and Thurrock (SET) Child Protection Procedures and SET Safeguarding Adult Guidelines
- All tender documents shall continue to include a statement that our minimum expectations of our contractors/suppliers/partners that there is 'no use' either directly or by any sub-contractors or within the supply chain of:
  - a. Child labour
  - b. Slavery, Forced, Bonded or Involuntary Labour
  - c. Human Trafficking or Exploitation
- All tenders will continue to require contractors to provide confirmation that they are compliant with the Act, including a declaration stating "*they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offences involving slavery and human trafficking*".
- The Council's Infonet currently provides guidance for all staff. Targeted training to take place with key staff through face to face events and /or e-learning on the initial steps and processes to follow if slavery or human trafficking is suspected.

Any non-compliance with these requirements will be dealt with, if and when they arise, with appropriate remedial action. Our aim is to only trade with those who comply with the Act.

This statement is made under section 54 (1) of the Modern Slavery Act 2015 for the financial year ending 31st March 2018.

This statement is approved by the Council's Portfolio Holder for Equality and Diversity and will be subject to review on an annual basis. The supply chain elements will form part of the Council's Procurement Strategy.



**Lanie Shears**  
**Portfolio Holder for Equality and Diversity**  
**October 2018**