



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Cleveland Fire Authority has a zero tolerance approach to slavery and human trafficking and all forms of corruption and bribery and will not deal with any business knowingly involved in modern slavery practices in any part of its operations.

Cleveland Fire Authority is committed to the highest level of ethical standards and governance. It will act with integrity in all its business relationships and take all reasonable and practical steps to ensure compliance with Section 54 of the Modern Slavery Act 2015 in ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

If you have any concerns about Modern Slavery or Human Trafficking taking place within our business (or supply chain) please contact the Safeguarding Officer via Fire Control on 01429 874040

THIS MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT IS MADE VOLUNTARILY UNDER SECTION 54(1) OF THE MODERN SLAVERY ACT 2015

OFFICIAL

Definition of the Act

Modern Slavery is a term used to encapsulate offences in the Act such as slavery; servitude; forced or compulsory labour and human trafficking, all of which result in the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain. Modern slavery and human trafficking is a crime and a violation of fundamental human rights.

Supplier Chain Due Diligence

Our internal Contract Procedure Rules sets clear guidance with regard to complying with Anti-Slavery and Human Trafficking laws, statutes and regulations.

Our Procurement Strategy 2018-2022 has objectives which ensure we continue to implement and maintain effective controls to ensure that Modern Slavery is not taking place in our supply chain.

Our standard terms and conditions include a clause that the incumbent contractor must comply with the Modern Slavery Act 2015, when our terms and conditions are not used, compliance with the Modern Slavery Act 2015 will be a bespoke clause added to these individual contracts.

For all non-contracted spend of low value, our purchase orders detail the standard terms and conditions of business which includes a clause that the incumbent contractor must comply with the Modern Slavery Act 2015.

All standard tender documentation include a pass/fail section relating to complying with the Modern Slavery Act 2015.

Training

All staff who directly engage with members of the community have completed Safeguarding training which is refreshed on a 3 yearly cycle, with modern slavery and human trafficking being part of this training. A reference workbook is also available for all staff. New employees to the organisation will complete this development as part of their induction process.

Our Fire Safety Auditors have received Gangmaster & Labour Abuse Authority training to specifically recognise the signs of Human Trafficking in business/commercial premises.

We continue to promote and increase staff awareness through training to enable them to recognise and identify victims within the community and what actions they need to take if they suspect people are being exploited. An e-learning awareness course for all staff is being implemented which will also become part of the new starter induction programme.

Recruitment

Our workforce is mainly employed on a permanent or temporary contract basis. Our recruitment processes include direct advertising on our website and use of reputable agencies. All employees are subject to checks, including the verification of identity, references and evidence of qualifications where appropriate. Similar checks are also undertaken for contractors.

Policies

The corporate governance framework ensures that The Act and its implications are embedded within all relevant corporate governance and organisational documents to ensure compliance and reduce potential risk (eg Transparency, Procurement, Recruitment/ Selection, Code of Conduct, Anti-Fraud and Anti-Corruption, Whistleblowing, and the Corporate Risk Register.

Modern Slavery and Human Trafficking is embedded into the Authorities Safeguarding Policy and associated procedures and communicated and available to all our staff.

We continually review and strengthen the effectiveness of the organisation document framework in identifying and tackling modern slavery issues by ensuring appropriate reporting/review procedures are in place which includes our non-compliance process.

All documents are monitored in line with their review cycles or changes in legislative and/or operating practices.

Effective Action

We have a dedicated Safeguarding Officer committed to the development of our Safeguarding arrangements.

8 of our stations (6 wholetime and 2 wholetime and retained) are dedicated premises under the 'Safe Places' scheme for vulnerable person assistance. This scheme also has the potential of encompassing those fleeing from modern slavery or human trafficking, who may attend these premises as their first place of safety seeking escape.

We operate a referral scheme through StreetLink which enables us to refer homeless people for support, and also encompasses homeless caused by fleeing from modern slavery or human trafficking.

We support and have dedicated staff attending the Teeswide Safeguarding Adults Board (and its sub groups), and the various Local Safeguarding Children's Boards which ensures our involvement, awareness and continued access to a range of external training and information.

Modern Slavery and Human Trafficking are both referenced within our partners procedures, eg Teeswide Safeguarding Adults Board (TSAB) and Local Safeguarding Children's Board (LSCB). These procedures have been communicated and made available to all our staff.

Whistleblowing

Our staff and suppliers are encouraged to report any concerns they may have in relation to fraud, corruption or any other wrongdoing. Our Anti-Fraud and Anti-Corruption Strategy (whistleblowing) details how people can make disclosures without fear of retaliation.

Organisational structure

Cleveland Fire Authority operates across the whole of the Cleveland area (Teesside) providing community safety services to over half a million residents as well as those who work in or visit the region. We operate from 6 wholetime stations, 2 wholetime and retained stations, 6 retained only stations, a Training and Administration Hub and a Technical Workshop. For further details of our structure please visit our website at www.clevelandfire.gov.uk.

Our Commitments

- To ensure our five organisational values reflect the principles of the Act (**PRIDE**)
- To pay our staff fairly and properly for the work they perform and publish a Pay Policy Statement on an annual basis
- To ensure “compliance with the Modern Slavery Act 2015” through the Corporate Risk Register and relevant Policies and Procedures ensuring appropriate reporting procedures are in place to report non compliance
- To enforce and ensure that effective governance systems and controls are in place to minimise the risk of modern slavery taking place
- To act ethically and with integrity in all of our business relationships.
- To continue to encourage our staff, partners and suppliers to report any malpractice or wrongdoing in line with our Anti-Fraud and Anti-Corruption Strategy (whistleblowing)
- To ensure our recruitment processes and new starter and contractor documentation is checked and verified
- To notify the Chief Officer of Police of any suspected victims of slavery or human trafficking under the agreed procedure
- To be proactive in our support to the communities