

Guide to Tackling Modern Slavery in our Supply Chains (2023)



Overview:

Rhondda Cynon Taf County Borough Council currently spends in the region of £232 million a year with private and third sector organisations on the goods, services and works needed to deliver public services.

As a public sector organisation, the Council is aware of its responsibility to address Modern Slavery and has a **zero-tolerance** threshold to it occurring within its supply chain. In support of this, Council has signed up to the Welsh Government Code of Practice (Ethical Employment in Supply Chains). The Code of Practice is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK and international laws. The Code covers the following employment issues:

- Modern Slavery and human rights abuses
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and zero hours contracts; and
- Paying the Living Wage

The purpose of this document is to provide the Council's contractors and suppliers with a guide on how to spot the signs of modern slavery and instructions on how to report concerns.

What is Modern Slavery?

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Victims are trafficked all over the world for little or no money, including to and within the UK. They can be forced to work in the sex trade, domestic servitude, forced labour and engage in criminal activity. High-risk sectors for Modern Slavery include agriculture, care, leisure, hospitality, catering, cleaning, clothing, construction, manufacturing and the solar industry.

Responsibility as a Supplier to RCT:

All organisations that act as suppliers to RCT are encouraged to have suitable and robust processes in place to mitigate risks associated with modern slavery within their organisation. Where necessary, the Council, as part of its tendering and contracting processes, can seek assurances from any potential suppliers to ensure that these

processes are in place. The Council will expect that suppliers take responsibility to seek similar assurances from their own supply chains too.

As part of the Council's commitment to the Welsh Government Code of Practice, we also expect our suppliers to sign up to this initiative to help ensure that ethical employment practices are carried out throughout our supply chain.

Additionally, the Council encourages its suppliers to be aware of the signs of Modern Slavery and to look out for them within their own organisations and supply chains.

What are the signs of Modern Slavery?

Please make yourself aware of the Signs of Modern slavery. Victims can be any age, gender, nationality and ethnicity. Children (those aged under 18) are considered victims of trafficking, whether or not they have been coerced, deceived or paid to secure their compliance. They need only have been recruited, transported, received or harboured for the purpose of exploitation.

Victims of Modern Slavery may display one or several of the following signs:

Modern Slavery Signs	Examples
Appearance	Victims may: <ul style="list-style-type: none"> • wear the same clothes each day. • not be dressed adequately for work, • have injuries that could indicate assault, that are not treated, or they cannot explain.
Restricted Freedom	Victims may: <ul style="list-style-type: none"> • be unable to communicate freely. • have limited contact with family or friends, depend on employer for work, travel or accommodation. • not have passport or identity documents. • have no access to medical care.
Working conditions	Victims may: <ul style="list-style-type: none"> • be unable to choose when and where they work. • work long hours over long periods of time. • have no time off. • be forced to work under certain conditions. • have no contract.
Finances	Victims may: <ul style="list-style-type: none"> • receive little or no payment for work. Have no money, bank cards or documents. • be disciplined through punishment or fines. • be charged for unwanted services. • accrue debts for transport and accommodation.

Behaviour	Victims may: <ul style="list-style-type: none"> • be unfamiliar with the local language. • follow instructions from someone else. • allow others to speak on their behalf. • have limited or no interaction with others at work or home. • be distrustful of the authorities. • lie about, or refuse to provide, their age (those under 18)
Accommodation	Victims may: <ul style="list-style-type: none"> • not know their home or work address. • live in poor, substandard or unsuitable accommodation. • have no choice where or who they live with. • live in groups in the workplace, rarely leaving.

How to report concerns in respect of modern slavery?

If you notice any potential signs of modern slavery within your workforce or supply chain, do not hesitate to report it - even if you are unsure.

To report any suspicions of Modern Slavery, please contact one or all of the following:

- Modern Slavery Helpline **08000 121 700**
- Gangmasters & Labour Abuse Authority **0800 432 0804**
- The Council's Whistleblowing online form:
[Whistle blowing - Report a concern | Rhondda Cynon Taf County Borough Council \(rctcbc.gov.uk\)](https://www.rctcbc.gov.uk/whistleblowing)

If an individual is perceived to be at an immediate risk of significant harm call '999'

Further Information/Advice:

For additional information on Modern Slavery, please look at the following resources:

- [Labour exploitation - Modern slavery - Video - GLAA](#)
- [Prevent handout A5 \(gla.gov.uk\)](https://www.gla.gov.uk/prevent-handout-a5)
- [Modern Slavery Act 2015 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2015/94)
- [Modern slavery training: resource page - GOV.UK \(www.gov.uk\)](https://www.gov.uk/modern-slavery-training)
- [Forced labour - Exploitation - Advice - Who can help? - GLAA](#)
- [BS 25700:2022 Organizational responses to modern slavery – Guidance | BSI \(bsigroup.com\)](https://www.bsigroup.com/bsi-25700-2022)
- [Safeguarding Wales](#)

Mae'r ddogfen hon ar gael yn Gymraeg / This document is also available in Welsh