

# RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

## MODERN SLAVERY & HUMAN TRAFFICKING UPDATE

### Financial Year: 2023/24

#### 1. Overview

- 1.1 Rhondda Cynon Taf County 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. It is the Council's responsibility to manage this money efficiently and effectively in support of the Council's Corporate Plan Priorities and in accordance with the Regulatory Framework including the Public Contracts Regulations 2015 (as amended).
- 1.2 The Ethical Employment in Supply Chains contains 12 commitments including tackling Modern Slavery and Human Trafficking. This Statement sets out the action that the Council has taken, and will take, to ensure that there is no Modern Slavery and Human Trafficking in its own business or supply chains.
- 1.3 Rhondda Cynon Taf County Borough Council is committed to addressing Modern Slavery and has a zero-tolerance threshold to it occurring within its supplychain.

#### 2. What it is Modern Slavery?

- 2.1 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.
- 2.2 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, leisure, hospitality, catering, cleaning, clothing, construction and manufacturing.

#### 3. Our Commitment & Responsibility

- 3.1 In accordance with the Modern Slavery Act 2015, the Council recognises that it has a responsibility as an employer to be aware of the potential for instances of modern slavery and to report such instances or concerns to the relevant bodies.
- 3.2 Where appropriate, the Council will, as part of its tendering and contracting processes seek assurances from potential suppliers that they have suitable and robust processes in place to mitigate risks associated with modern slavery within their organisation. The Council will expect that suppliers take responsibility to seek similar assurances from their own supply chains.

- 3.3 Key strategies and policies that support this Modern Slavery statement include:
- Commissioning, Socially Responsible Procurement & Contract Management Strategy
  - Whistleblowing Arrangements
  - Corporate Safeguarding Policy
- 3.4 By deploying the Welsh Government Code of Practice (Ethical Employment in Supply Chains) across its supply chain, the Council will ensure that its suppliers are aware of the commitment to tackle modern slavery and human trafficking.
- 3.5 In accordance with Commitment 7 of the Welsh Government's Code of Practice (Ethical Employment in Supply Chains), the Council risk assess our expenditure to identify and address issues of modern slavery, human rights abuses, and unethical employment practice. We:
- Carry out reviews of expenditure and undertake a risk assessment on the findings, to identify products and/or services where there is a risk of modern slavery and/or illegal or unethical employment practices within the UK and overseas.
  - Should issues be identified, we would work with our suppliers to rectify any instances of illegal or unethical employment practice.
  - Monitor the employment practices of our high-risk suppliers.

#### **4. Our supply chains**

- 4.1 Through the tendering process, the Council ensures that our direct suppliers are aware of our commitment to tackle modern slavery and human trafficking, and that they also understand their obligations as a supplier or contractor of the Council.
- 4.2 The Council undertakes due diligence when considering taking on new suppliers and will seek to review its existing suppliers that are in scope on an annual basis through its contract management arrangements.

#### **5. Employee training**

- 5.1 A generic Corporate Safeguarding Training Module already exists which includes issues of Modern Slavery and Trafficking, and all Council employees are expected to complete it.

#### **6. Duty to Notify**

- 6.1 Specified public authorities have a duty to notify the Secretary of State of any individual encountered in England and Wales who they believe is a suspected victim of slavery or human trafficking. The 'duty to notify' provision is set out in Section 52 of the Modern Slavery Act 2015 and applies to local authorities in England and Wales.
- 6.2 Guidance on the duty to notify is provided at: Modern slavery: duty to notify - GOV.UK ([www.gov.uk](http://www.gov.uk))
- 6.3 This requirement in respect of potential victims of Modern Slavery is harnessed to responsibilities under the Social Services and Wellbeing (Wales) Act 2014 as set out in the Corporate Safeguarding Policy when, as an employee of the local authority,

members of staff have a duty to report any safeguarding concerns in relation to a child or adult at risk, as follows:

Adults

01443 425003

E-mail: [adultsatrisk@rctcbc.gov.uk](mailto:adultsatrisk@rctcbc.gov.uk)

Children

01443 425006

[IAATeam@rctcbc.gov.uk](mailto:IAATeam@rctcbc.gov.uk)

After 5.00pm, Monday to Friday and on weekends and Public Holidays contact the Emergency Duty Team on 01443 743665 or email:

[SocialWorkEmergencyDutyTeam@rctcbc.gov.uk](mailto:SocialWorkEmergencyDutyTeam@rctcbc.gov.uk)

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

6.4 The Council also has in place a poster that has been distributed to all suppliers.

## 7. What the Council has done

7.1 We have:

- Become a signatory of the Welsh Government's Code of Practice: Ethical Employment in Supply Chains.
- Appointed an Anti-Slavery and Ethical Employment Champion - Cllr Tina Leyshon Cabinet Member for Climate Change and Corporate Services.
- Continued the process of reviewing our supply chains to identify high risk areas.
- Completed a review and updated the Council's tender documentation to ensure Modern Slavery and Human Trafficking issues are addressed.
- Completed a review and updated the Council's standard T&Cs to ensure employment practices are considered as part of the procurement process.
- Issued a '[Guide to Tackling Modern Slavery in our Supply Chains](#)' to all contracted organisations of the Council.


7.2 Actions to improve further are included with our operational business planning arrangements.

## 8. Statement Sign Off

8.1 This Statement has been approved by Rhondda Cynon Taf County Borough Council and will be reviewed and updated annually.



Richard Evans  
Director of Human Resources  
Rhondda Cynon Taf County Borough  
Council



Cllr Leyshon  
Anti-Slavery and Ethical Employment  
Champion  
Rhondda Cynon Taf County Borough  
Council