



Ceredigion County Council

Anti-Slavery Annual Statement 2019 – 2020

Introduction

Ceredigion County Council will not tolerate modern slavery or human trafficking in our county or in our supply chains. We will also work to ensure that we have systems in place to achieve ethical employment in our supply chains.

We adopted our Modern Slavery Policy at a meeting of Full Council in December 2017. This statement sets out the steps that we have taken to tackle modern slavery and human trafficking and to promote ethical employment and transparency in our supply chains. Our Action Plan on '*Anti-Slavery and Ethical Employment in Supply Chains*' sets out how we will do this. We are one of only 5 leading Local Authorities in Wales who have signed up to the code.

We have also appointed Cllr Lyndon Lloyd as our Modern Slavery Champion.

Who we are and what we do

Ceredigion County Council delivers value for money sustainable bilingual public services that support a strong economy and healthy environment while promoting well-being in our people and our communities, (Ceredigion CC Corporate Strategy).

Our Policy on Modern Slavery

Ceredigion County Council's Modern Slavery Policy adopts an integrated approach bringing together key areas of social care including safeguarding, policy support, human resources, customer services, procurement, environmental health, civil contingencies and housing and homelessness services, community safety, trading standards and licensing

Ceredigion County Council's Anti-Slavery Policy covers the 12 commitments of the Welsh Government's '*Code of Practice on Ethical Employment in Supply Chains*,' and also refers to safeguarding processes and responsibilities under the Modern Slavery Act 2015. We have informed the Welsh Government that we are fully committed to comply with the Code.

We recognise that the role of Ceredigion County Council with regards to Modern Slavery prevention, includes; identifying and supporting victims and working in partnership locally. In particular, the role can be separated into four distinct areas:

1. identification and referral of victims
2. supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/homelessness services
3. coordinating community safety services and supporting disruption activities
4. ensuring as best we can that the supply chains the Council procures from are free from modern slavery.

Safeguarding and Supporting Victims

Safeguarding is a key consideration when dealing with Modern Slavery and this is covered in the two main acts, Modern Slavery 2015 and the Social Services Wellbeing Act 2014. Modern Slavery guidance is cross referenced in the All Wales Safeguarding Procedures 2019. www.safeguarding.wales. The above covers both Adult and Children safeguarding concerns.

Our Processes for Tackling Modern Slavery and Human Trafficking and Providing Support for Survivors

We have processes in place to support survivors of Modern Slavery.

- We will notify the Home Office of potential victims.
- As a First Responder under the Modern Slavery Act 2015, we will refer potential victims to the National Referral Mechanism, (NRM).
- We will refer all child victims to Independent Child Trafficking Advocates, (ICTAs).
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We will support victims through our housing and homelessness service.

Ceredigion County Council's Civil Contingencies staff will work closely with and provide support to Dyfed Powys Police in the event of a the discovery of a victim(s) of Modern Slavery and will support co-ordination of Survivor Reception Centres in cases with multiple survivors.

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Our Supply Chains

We will include a copy of our Modern Slavery Policy and question sets on ethical employment in all tenders.

We will identify high risk areas in existing contracts and send on the Code of Ethical Employment to our partners.

We will expect our suppliers to sign up to the Code

Our Employment Practices

We have adopted the National Living Wage.

We will ensure that false self-employment is not undertaken and that zero hours contracts are not used unfairly.

Our policies ensure that staff can freely join trade unions.

Awareness Raising and Training

We will work to raise awareness of modern slavery through our corporate communications and the provision of training for our staff.

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Signed: Lyndon Lloyd. MBE MA.
Councillor Lyndon Lloyd

Ceredigion County Council's Anti-Slavery and Ethical Employment Champion

Date: 19 - 12 - 2019.



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