

Anti-Slavery Policy Statement

Report for the Chief Fire Officer

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In addition to SMT members, please circulate this report to: Brian Welti, Equipment Contracts Manager

1 Executive Summary

From 2023, Shropshire Fire and Rescue Service (the Service) will be required to publish an anti-slavery statement. This is due to concerns that modern slavery is still occurring within some supply chains. It is important for the Service to declare its opposition to slavery, and to also identify and manage the risks of it occurring in its supply chains.

2 Recommendations

The Service Management Team is asked to:

- a) Note the contents of the report
- b) Approve the draft Modern Slavery Transparency Statement for publishing on the Service's website.

3 Background

Modern slavery can be identified in many supply chains, particularly those involving countries with poor human or employment rights, records and cultures. It is for this reason that procurement departments often lead on the preparation of these statements, however, modern slavery is present in the UK and the Service's interactions with businesses and communities may also identify risks.

Modern slavery takes many forms. The most common are:

Human trafficking: the use of violence, threats or coercion to transport, recruit or harbour people in order to exploit them for purposes such as forced prostitution, labour, criminality, marriage or organ removal.

Forced labour: any work or services people are forced to do against their will under threat of punishment.

Debt bondage/bonded labour: the world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt.

Descent-based slavery; the most traditional form, where people are treated as property, and their 'slave' status was passed down the maternal line.

Slavery of children: when a child is exploited for someone else's gain. This can include child trafficking, child soldiers, child marriage and child domestic slavery.

Forced and early marriage: when someone is married against their will and cannot leave. Most child marriages can be considered slavery.

Through its established ethical purchasing policy, the Service is already addressing employment conditions within its supply chains, and this forms a key part of its purchasing and contract management activity.

4 An anti-slavery policy statement

Government recommendations for a modern slavery statement include an introduction, that the statement should be published with a link on the organisation's website and approved by a board of directors (SMT).

The content of the statement must make clear the organisation's commitment to tackling modern slavery and document its risk-mapping processes. It should cover the six areas listed in the Act these being structure and supply chains, policies in relation to human trafficking, due diligence processes in relation to slavery and human trafficking, risk assessment and management, effective action taken to address modern slavery and training on modern slavery and trafficking.

5 Conclusions

A suggested anti-slavery statement is attached as an appendix. If supported by SMT, this should be published on the Service's website.

6 Capacity

Management of suppliers and supply chains forms a key part of many departments' activities. There will be a requirement to ask questions of suppliers, although this is unlikely to be a significant additional demand.

7 Fire Alliance / Collaboration / Partnership Working

This draft statement has been shared with the Regional Procurement Group for information and comment.

8 Financial Implications

There are no direct financial implications arising from this report, however, there may be implications if concerns are raised about low-cost suppliers and the Service moves away from using them.

9 Legal Comment

There are no legal implications arising from this report.

10 Community Safety

The statement addresses the possibility of identifying slavery through community interaction.

11 Environmental

There are no environmental impacts arising from this report.

12 Equality Impact Assessment

There are no equality or diversity implications arising from this report. An e-EQIA is not, therefore, required.

13 Health and Safety

There are no direct health and safety impacts arising from this report, however, poor employment practices may also lead to poor health and safety conditions for those employees.

14 Fire Standard Core Code of Ethics and Human Rights (including Data Protection)

This statement should have a positive impact on compliance with the Fire Standards Core Code of Ethics or human rights arising from this report.

15 ICT

There are no ICT impacts arising from this report.

16 Insurance

There are no insurance impacts arising from this report.

17 The On-call Service

There are no impacts on the On-call service arising from this report.

18 Public Value / Service Delivery

There are no public value or service delivery impacts arising from this report.

19 Reputation

This statement should have a positive impact on our reputation.

20 Security

There are no security impacts arising from this report.

21 Training

There are no training impacts arising from this report.

22 Appendix

[Proposed anti-slavery statement.](#)

23 Background Papers

There are no background papers associated with this report.



Modern Slavery Act 2015

Shropshire Fire and Rescue Service Transparency Statement 2022 / 2023

This statement sets out Shropshire Fire and Rescue Service's actions to help understand all the modern slavery risks and put in place steps that are aimed to reduce these risks to ensure there is no slavery, child labour or human trafficking in Shropshire Fire and Rescue Service or its supply chains.

As part of local government, Shropshire Fire and Rescue Service recognises that it has a corporate social responsibility to take a strong approach towards modern slavery, child labour and human trafficking and look at ways to prevent it in its corporate activities, ensuring that supply chains are free from such activities.

The Service also recognises that it may become aware of, and should actively look for, modern slavery risks through its engagement with the community and businesses as part of its protection and prevention activities.

This is managed by:

- Risks of modern slavery being incorporated into face-to-face exploitation awareness training, delivered by our partners, West Mercia Police.
- There is an established training course delivered on 'How to Buy,' that includes the risks of modern slavery, which is delivered to all those who may have responsibility for contracts or take part in procurement activities.
- Officers will use a risk-based approach to work with existing suppliers to continuously review and assure their supply chain is free from modern slavery, reporting the action in the Contracts Register when published quarterly on that section of the Shropshire Fire and Rescue Service website, as required under the Local Transparency Code.
- There is a Brigade Order 'Ethical Purchasing Policy' that is accessible to all those carrying out procurement activities, which outlines the Service's code of conduct for suppliers, and the labour and environmental standards the Service should expect from its suppliers.
- There is a Brigade Order 'Sustainability and Environmental Policy' that covers sustainability and the need for progress to meet growing needs, which includes economic development in poorer countries and how we can provide a sustainable service.
- All staff complete a Safeguarding e-learning package, which gives an understanding on recognising the signs and how to report any concerns.
- There is a Brigade Order 'Adult Safeguarding,' which is accessible to all employees carrying out their daily duties, helping to ensure Service employees can recognise these signs and act appropriately.

- The Protection department carry out combined visits in local communities with other enforcing authorities and agencies when modern slavery is identified. Outside of these combined visits there is clear training on how to refer any concerns to the relevant agencies that may be identified on these visits.
- When procuring goods or services, officers will ensure that, as part of a tender process and ongoing contract and supplier relationship management, they will consider the potential likelihood of modern slavery through a clear understanding of the suppliers:
 - Policies in relation to slavery and human trafficking
 - Structure, business, and supply chains
 - Business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps that it has taken to assess and manage that risk