

Modern Slavery Policy
Sunderland City Council
January 2023

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1. Aim of the Policy

This document sets out Sunderland City Council's policy in relation to modern slavery with the aim of preventing opportunities for modern slavery to occur within its business, services or supply chain; safeguarding those who may be at risk; and partnership working to disrupt modern slavery in all of its forms. It will support the Council in developing anti-slavery and anti-trafficking standards across its business and will influence suppliers' and employees' decision making on a day-to-day basis.

It helps to demonstrate that the Council has a zero-tolerance approach to any form of modern slavery and trafficking and is committed to acting ethically, with integrity and transparency in all service and business dealings and we expect our employees, supply chain, contractors, and all our partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and deter modern slavery.

This policy applies to all individuals working for or with Sunderland City Council in any form, including our employees, supply chain, contractors and our partner agencies.

This policy supports our published Slavery and Human Trafficking Statement which is issued on an annual basis and published on the Council website at www.sunderland.gov.uk/safersunderland

2. An Overview of the Modern Slavery Act 2015

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the Act). The Act provides victims with greater protections and provides the police with greater powers. It also requires certain commercial organisations to report on the action they are taking to identify and address slavery in their supply chains and in any part of their own business, and introduced a national Independent Anti-Slavery Commissioner.

The Act includes a number of provisions for local authorities:

- Section 52 of the Act and associated regulations places a duty on local authorities to identify and refer modern slavery child victims and consenting adult victims. This is done through the National Referral Mechanism (NRM). Councils also have a duty to notify the Home Secretary of adults who do not consent to enter the NRM (see Annex 1)
- Section 43 of the Act states that specified public authorities (including councils) have a duty to cooperate with the Independent Anti-Slavery Commissioner.
- Section 54 of the Act requires certain commercial organisations with a turnover of £36million or more, to report on the steps the organisation has taken during the preceding financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its business.

The role of local government is therefore key in supporting the identification, referral and support of victims through providing shelter, safeguarding and ensuring its own services and supply chains are slavery-free.

As well as the Modern Slavery Act 2015 there are a number of other pieces of legislation that have an impact on local authorities' role in supporting victims of, and tackling, modern slavery, including:

- Crime and Disorder Act 1998
- Housing Act 1996
- Care Act 2014
- Children Act 1989
- Immigration Act 2016.

3. Types of Modern Slavery

Modern slavery is an umbrella term, encompassing human trafficking, slavery, servitude and forced labour. These all have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

There are an estimated 40.3 million people living in slavery today, and the Home Office estimates that up to 13,000 of those are based in the UK.

The UK is a source, transit and destination country for modern slavery which means that there is a good chance modern slavery is taking place in our city, towns and villages.

What is modern slavery?

Modern slavery includes:

- Human trafficking
- Slavery
- Servitude
- Forced labour

Human Trafficking

Human trafficking is when a person (adult or child) is moved and forced into exploitation. The movement could be international but also within the country, from one city to another or even just a few streets. A person is a victim of human trafficking even if they haven't yet been exploited but have been moved for the purposes of exploitation

Slavery

Someone is in slavery if they are:

- forced to work through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as 'property'
- physically constrained or have restrictions placed on their freedom.

Servitude

Servitude is similar to slavery, in that a person is under an obligation to provide a service which is imposed on them, but there is no element of ownership.

Forced labour

Forced work is defined as 'work or service which is exacted from any person under the menace of any penalty and for which the person has not offered themselves voluntarily' and has been found in a number of different industries including manufacturing, food processing, agriculture and hospitality.

There are a number of different types of exploitation that victims of modern slavery may be subjected to, and victims may experience more than one type of exploitation at the same time. The most common forms of exploitation are:

- Labour exploitation
- Domestic servitude
- Sexual exploitation
- Forced criminality
- Organ harvesting
- Forced marriage
- Financial exploitation

In October 2017, Government produced a typology of modern slavery which classified modern slavery offences in the UK into 17 distinct types (<https://www.gov.uk/government/publications/a-typology-of-modern-slavery-offences-in-the-uk>). Each type has examples of the characteristics of the typical victims and offenders, and the nature of the offence, including the recruitment, transportation and exploitation involved. The typology is set out in **Annex 2** and demonstrates the wide-ranging nature, which is important for staff to understand so that they are better placed to recognise it and report it. **Annex 3** lists the signs that staff should look out for which might indicate someone is a victim of modern slavery.

4. Sunderland City Council's Approach to Ensuring Compliance with the Modern Slavery Act through its Slavery and Human Trafficking Statement

Section 54(1) of the Modern Slavery Act 2015 (the "Act") requires commercial organisations operating in the UK with an annual turnover in excess of £36m to produce a 'slavery and human trafficking statement for each financial year of the organisation'.

The Council has a number of policies and strategies which will support us in ensuring compliance with the Modern Slavery Act. These include the Council's:

- Corporate Plan; with one of the three strategic priorities being safeguarding our residents;
- Safeguarding responses through our safeguarding adults and safeguarding children policies and procedures which support the identification and referral of victims and supporting them (e.g. by safeguarding children and adults with care and support needs and through housing/homelessness services);
- Training and awareness raising;
- Equalities scheme;
- Whistle-blowing policy;
- Human resources and organisational development policies relating to employees and elected members
- Community safety responses and partnership working such as disruption activities.

The Council is a member of the Safer Sunderland Partnership which has a multi-agency delivery plan which sets out its strategic priorities and work areas (see **Annex 4**). This includes what partners will do collectively to tackle modern slavery as part of its wider responses to tackling serious and organised crime and safeguarding vulnerable people.

- Service delivery and ensuring that the supply chains the Council procures from are free from modern slavery. **Annex 5** includes the actions the Council is taking to meet each requirement in the Co-operative Party Charter Against Modern Slavery and how these requirements will be built into our Procurement Strategy and associated processes.

[Sunderland Safeguarding Adults Board \(sunderlandsab.org.uk\)](http://sunderlandsab.org.uk)

[Modern slavery and trafficking - Sunderland City Council](#)

5. What should you do if you suspect someone is being trafficked or the victim of slavery?

If a Council employee suspects that modern slavery and/or trafficking may be occurring (this could be within the Council's supply chain; or anyone they are dealing with as part of their day-to-day work; or anyone they come across out of work) then it needs to be reported by the Council both to the local police and also by following local safeguarding procedures for adults and/or children. In the first instance you should raise your concerns immediately with your line manager. The line manager should then determine the appropriate action as follows:

- Where it relates to a Council supplier, immediately inform the Council's Head of Procurement who will then determine the appropriate action to take depending on circumstances;
- If the concern involves an adult staff must also make a safeguarding referral by following the Sunderland Safeguarding Adults policies and procedures This also includes Modern Day Slavery Guidance [Worried about someone? \(sunderland.gov.uk\)](http://sunderland.gov.uk)

This advises staff of their duty to report any suspicions of modern slavery or trafficking to the police.

- The Safeguarding Adults Concern (SAC) form and Threshold Guidance can be accessed via: www.sunderland.gov.uk/safeguarding - click on the link for “How to report a safeguarding concern” then click on the link to “Report a Safeguarding concern - professionals and volunteers” which will take you to the page where you can download the SAC form which you need to complete and submit. If you need any additional guidance or information you can call 0191 5205552 to speak to a trained advocate at the Council’s customer service network (front door). When considering an adult safeguarding referral you must consider also consider if there are any children involved and if there are, you must also follow the children’s safeguarding procedures.
- If the concern involves a child or young person (aged under 18), staff must make a safeguarding referral by following the Sunderland Safeguarding Children policies and procedures <https://www.safeguardingchildrensunderland.com/> and make a referral to Children's Social Care in accordance with the Referrals Procedure. The Child protection/child in need/child care concern referral form can also be downloaded from the Together for Children website <https://www.togetherforchildren.org.uk/what-we-do/concerned> (This is the interagency referral form). You must send the referral form to the contact details listed on the front page. If you need any additional guidance or information you can speak to a trained social worker in the Integrated Contact & Referral Team on 0191 561 7007 (available 8.30am to 5.00pm Monday - Thursday, 8.30am to 4.30pm Friday); or the Out of Hours Team on 0191 520 5552 (also available 24 hours Saturday and Sunday). An assessment will be undertaken in order to determine whether they are a Child in Need of services, including the need for protection.
 - Safeguarding procedures (both children’s and adults) require the person making the safeguarding referral to also alert the local Police to any suspected cases of modern slavery. This can be done by calling the local police on 101 but if it is an emergency call the police on 999.

If there are language barriers, staff should first seek advice from the local police who will provide advice around the user of interpreters to ensure they are not connected to the abuse of the victim. Family members or family friends should never be used as interpreters.

Once children’s services and/or adult’s services receive your safeguarding referral, they have a duty to notify the Home Office and make a referral to the National Referral Mechanism (NRM) which is part of the National Crime Agency (see Annex 1). The NRM does not supersede adult safeguarding or child protection procedures, so existing safeguarding processes should still be followed in tandem with the notifications to the NRM. The local safeguarding procedures contain further information on ‘Referring a Potential Victim of Modern Slavery to the National Referral Mechanism

6. Breaches of this Policy

- All Sunderland City Council employees are expected to act in accordance with this policy to minimise the risk of modern slavery and trafficking to both customers we directly deliver services to and to individuals associated with the supply of goods, works and services to our business. Any member of staff found to be wilfully neglectful in responding to concerns may face disciplinary action.

- Suppliers, contractors and partners: The Modern Slavery Charter, to which the Council has signed up, requires the Council's suppliers and contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance. This requirement will be built into the Council's Supplier Charter and standard terms and conditions so that all suppliers, contractors and partners are aware of the Council's zero-tolerance approach to modern slavery, at the outset of their business relationship with the Council
- If any employee feels Sunderland City Council is not meeting its obligations under the Modern Slavery Act or is not meeting their obligations in relation to this policy, in the first instance they should raise the concern with their immediate line manager, or Head of Service. If this is not appropriate, for example if the concern involves your line manager or Head of Service, then concerns can be raised via the Council's Whistle-blowing policy <https://www.sunderland.gov.uk/fraud-prevention>

7. Communication and Awareness of this Policy

The Council's zero-tolerance to modern slavery will be communicated:

- To employees by: launching this policy through the staff intranet (The Hub); workwise staff newsletter and manager's briefings; and via completion of relevant training course on safeguarding and those that incorporate modern slavery and human trafficking. The policy will also be shared with Trade Unions.
- By providing information on external help that is available, for example through the Modern Slavery Helpline and through the Modern Slavery advice that the Council publishes on its website www.sunderland.gov.uk/safersunderland
- To all suppliers, contractors and partners at the outset of our business relationship with them (e.g. via the Council's 'Supplier Charter', 'Construction Charter', or contract terms and conditions; and reinforced as appropriate thereafter).
- To our communities through: the publication of the Council's Slavery and Human Trafficking Statement on the Council's internet www.sunderland.gov.uk/safersunderland; through press releases in the local media; social media; and through signing up to the Charter at Annex 5.
- Through contacts within the Council who can provide advice on this policy. Their details are included at Annex 6. This also sets out links to additional advice, help and support.

8. Review of this Policy

This Modern Slavery Policy will be updated as and when there are legislative changes around modern slavery or if the Council identifies a need to amend guidance to staff or suppliers

This policy has been developed alongside the Council's Slavery and Human Trafficking Statement which is published on the Council's webpage www.sunderland.gov.uk/safersunderland. Section 54 of the Modern Slavery Act 2015 requires a slavery and human trafficking statements to be issued and published annually.

9. Annexes:

1. National Referral Mechanism
2. Typologies of Modern Slavery
3. How to Spot the Signs of Modern Slavery
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6. Contacts, Further Information, Advice, Help and Support

National Referral Mechanism

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

The NRM grants a minimum 45-day reflection and recovery period for victims of human trafficking or modern slavery.

Section 52 of the Modern Slavery Act has created a statutory duty for specified public authorities (i.e. Police and Local Authorities) to notify the Home Office when they have reasonable grounds to believe that a person may be a victim of slavery or human trafficking. This will help raise awareness of modern slavery and build a more comprehensive picture of the nature and scale of modern slavery.

A notification to the Home Office will either be:

- A referral to National Referral Mechanism (NRM) for children and adults who consent. The NRM provides victims of modern slavery with access to a range of support and assists in developing our understanding of modern slavery, which can be used to improve our operational response and support victims; OR
- An anonymised notification to the Home Office for adults who do not consent.

Victims can be of any nationality, and may include British nationals, such as those trafficked for adult or child sexual exploitation or those trafficked as drug carriers internally in the UK.

The NRM does not supersede child or adult protection procedures, so existing safeguarding processes should still be followed in tandem with the notifications to the NRM

For voluntary notifications by agencies not covered by the duty including non-governmental organisations, may put forward notifications to the Home Office. However Safeguarding Boards would encourage staff to raise any concerns about modern slavery or human trafficking with the Police or the Local Authority (as per normal safeguarding procedures). The Police or Local Authority will then take responsibility for notifying the Home Office.

Further information on how to refer cases, and the duty to notify and the NRM can be found at <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales>

Typology of Modern Slavery

The table below sets out a typology of 17 types of modern slavery offences in the UK. This includes characteristics of the victims, offenders and offences involved for each type. Some cases may span multiple types in the typology. This is helpful for staff working in statutory agencies, non-government organisations as well as our communities so that they are better placed to recognise it and report it.

17 types of modern slavery offences in the UK		
Labour exploitation (offence type)		
1	Victims exploited for multiple purposes in isolated environments	Victims who are often highly vulnerable are exploited for labour in multiple ways in isolated rural locations. Victims live on offenders' property in squalid conditions, are subject to repeated abuse and are very rarely paid.
2	Victims work for offenders	Victims are forced to work directly for offenders in businesses or sites that they own or control (some offenders may be gangmasters). The main method of exploitation is not paying or illegally underpaying victims.
3	Victims work for someone other than offenders	Victims are employed in a legitimate and often low-skilled job, with legal working conditions, by an employer unrelated to the offenders. Most or all wages are taken by offenders often through control of the victims' bank accounts
Domestic servitude (offence type)		
4	Exploited by partner	Victims are forced to undertake household chores for their partner and often their partner's relatives. If married, the marriage may have been arranged or forced and the servitude often occurs alongside domestic abuse and sexual exploitation.
5	Exploited by relatives	Victims live with and exploited for household chores and childcare by family members, usually extended family. Many victims are children.
6	Exploiters not related to victims	Victims live with offenders who are often strangers. Victims are forced to undertake household chores and are mostly confined to the house.
Sexual exploitation (offence type)		
7	Child sexual exploitation – group exploitation	Children are sexually exploited by groups of offenders. This is usually for personal gratification, but sometimes the exploitation involves forced sex work in fixed or changing locations and will include characteristics of types 9 and 10. Offenders frequently transport victims to different locations to abuse them.
8	Child sexual exploitation –	Similar to type 7, often involves the grooming of children and transporting them for the purposes of sexual exploitation,

	single exploiter	although the offending is carried out by one individual.
9	Forced sex work in fixed location	Victims are trafficked and exploited in established locations set up specifically for sex work. This can include brothels or rooms in legitimate business premises (e.g. massage parlour).
10	Forced sex work in changing location	Victims are forced into sex work where the location of exploitation frequently changes. Locations include streets, clients' residence, hotels or 'pop-up' brothels in short-term rented property. Victims are frequently advertised online.
11	Trafficking for personal gratification	Victims are trafficked to residential sites controlled by offenders and sexually exploited for the offenders' own gratification. Some victims may be confined to the site for a long period of time.
Criminal exploitation (offence type)		
12	Forced gang-related criminality	Victims are forced to undertake gang related criminal activities, most commonly relating to drug networks. Victims are often children who are forced by gangs to transport drugs and money to and from urban areas to suburban areas and market and coastal towns.
13	Forced labour in illegal activities	Victims are forced to provide labour to offenders for illegal purposes. The most common example is victims forced to cultivate cannabis in private residences.
14	Forced acquisitive crime	Victims are forced by offenders to carry out acquisitive crimes such as shoplifting and pickpocketing. Offenders may provide food and accommodation to victims but rarely pay them.
15	Forced begging	Victims are transported by offenders to locations to beg on the streets for money, which is then taken by offenders. Victims are often children or vulnerable adults
16	Trafficking for forced sham marriage	Traffickers transport EU national victims to the UK and sell these victims to an exploiter in a one-off transaction. Exploiters marry victims to gain immigration advantages and often sexually abuse them.
17	Financial fraud (including benefit fraud)	Victims are exploited financially; most commonly their identity documents are taken and used to claim benefits. This type often occurs alongside other types.

Modern Slavery: How to spot the signs

The indicators below should be considered together and even if you are able to apply one or two or even three of the indicators to a person they are not necessarily trafficked. However, if you have any suspicions about human trafficking in your area you should report it both to the local police and also by following local safeguarding procedures for adults and/or children.

General Indicators

Trafficking victims are often lured into another country by false promises and so may not easily trust others. They may:

- Be fearful of police/authorities
- Be fearful of the trafficker, believing their lives or family members' lives are at risk if they escape
- Exhibit signs of physical and psychological trauma e.g. anxiety, lack of memory of recent events, bruising, untreated conditions
- Be fearful of telling others about their situation
- Be unaware they have been trafficked and believe they are simply in a bad job
- Have limited freedom of movement
- Be unpaid or paid very little
- Have limited access to medical care
- Seem to be in debt to someone
- Have no passport or mention that someone else is holding their passport
- Be regularly moved to avoid detection
- Be controlled by use of witchcraft e.g. Ju Ju

Sexual Exploitation

Be aware: ordinary residential housing/hotels are being used more and more for brothels. People forced into sexual exploitation may:

- Be moved between brothels, sometimes from city to city
- Sleeping on work premises
- Display a limited amount of clothing, of which a large proportion is sexual
- Display substance misuse
- Be forced, intimidated or coerced into providing sexual services
- Be subjected to abduction, assault or rape
- Be unable to travel freely e.g. picked up and dropped off at work location by another person
- Have money for their services provided collected by another person

Forced Labour

Where all the work is done under the menace of a penalty or the person has not offered himself voluntarily and is now unable to leave. They may experience:

- Threat or actual physical harm
- Restriction of movement or confinement
- Debt bondage i.e. working to pay off a debt or loan, often the victim is paid very little or nothing at all for their services because of deductions
- Withholding of wages or excessive wage reductions
- Withholding of documents e.g. passport/security card
- Threat of revealing to authorities an irregular immigration status
- Their employer is unable to produce documents required
- Poor or non-existent health and safety standards
- Requirement to pay for tools and food
- Imposed place of accommodation (and deductions made for it)
- Pay that is less than minimum wage
- Dependence on employer for services
- No access to labour contract
- Excessive work hours/few breaks

Child Abuse

An abuse of a child's vulnerability by a person's position of power or trust, exploiting that position to obtain sexual services in exchange for some form of favour such as alcohol, drugs, attention or gifts. You may notice a child that is:

- Often going missing/truanting
- Secretive
- Has unexplained money/presents
- Experimenting with drugs/alcohol
- Associating with/being groomed by older people (not in normal networks)
- In relationships with significantly older people
- Taking part in social activities with no plausible explanation
- Seen entering or leaving vehicles with unknown adults
- Showing evidence of physical/sexual assault (including STD's)
- Showing signs of low self-image/self-harm/eating disorder

Criminal Activities

The person is recruited and forced/deceived into conducting some form of criminal activity such as pick pocketing, begging, cannabis cultivation and benefit fraud. They are the same indicators as for forced labour but for cannabis cultivation you may also notice:

- Windows of property are permanently covered from the inside
- Visits to property are at unusual times
- Property may be residential
- Unusual noises coming from the property e.g. machinery
- Pungent smells coming from the property

Domestic Servitude

A particularly serious form of denial of freedom; this includes the obligation to provide certain services and the obligation to live on another person's property without the possibility of changing those circumstances. They may:

- Be living and working for a family in a private home
- Not be eating with the rest of the family
- Have no bedroom or proper sleeping place
- Have no private space
- Be forced to work excessive hours; "on call" 24 hours a day
- Never leave the house without the 'employer'
- Be malnourished
- Be reported as missing or accused of crime by their 'employer' if they try to escape

Source: <http://hopeforjustice.org/spot-the-signs/>

The Safer Sunderland Partnership for 2022-23 continue to have 2 strategic priorities:

- i. Prevent crime and disorder, reduce re-offending, support community cohesion and maintain high levels of feelings of safety
- ii. Protect and support our most vulnerable people and places from harm so that Sunderland can be a safe, dynamic, healthy and vibrant city

Safer Sunderland Work Areas 2022-23

- i. **Domestic abuse and other forms of violence against women and girls (VAWG) Including Safe Accommodation and specialist Support Strategy** from Summer 2021 work predominantly undertaken through the Domestic abuse Executive Board
- ii. **Citywide and local area problem solving** with a focus on responses to crime, community safety and cohesion issues
- iii. **Serious & Organised Crime**
Disrupt serious organised crime (SOC) activity by prosecuting and disrupting individuals and SOC groups
- iv. **Other Exploitive crimes**
Prevent people from engaging in modern slavery and ensure traffickers and slave masters have no easy place to hide in Sunderland
- v. **Serious Violence** that impacts on safeguarding and feelings of safety such as serious organised crime; sexual exploitation; modern day slavery; trafficking; cyber-enabled crimes; and preventing violent extremism and radicalisation.
- vi. **Preventing radicalisation and countering terrorism**
Prevent people from being drawn into terrorism
- vii. **Partnership working** which covers new and existing statutory duties and strengthening partnership working and collaboration

Sunderland City Council remains committed to the Co-operative Party Charter Against Modern Slavery [Sunderland-Labour-Manifesto-2022-WEB.pdf \(sunderlandlabour.co.uk\) \(Page 15\)](#)

Sunderland City Council will:	Action / Lead Officer:
1. Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply	Assistant Director of Assurance and Property Services Management to make the (CIPS) online course on Ethical Procurement and Supply mandatory for the Category Management team within Corporate Procurement
Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance	Assistant Director of Assurance and Property Services to add this requirement to the Council's standard terms and conditions and Supplier Charter so that all suppliers, contractors and partners are aware of the Council's zero-tolerance approach to modern slavery, at the outset of their business relationship with the Council
Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery	Whilst a process of exploring abnormally low tenders is already in place the need to specifically consider the potential for modern day slavery as a cause shall be built into the process.
Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one	Assistant Director of Assurance and Property Services to ensure this is referred to in the Council's Supplier Charter.
Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery	Assistant Director of Assurance and Property Services to update the Council's Whistle blowing Policy to make it clear it can be used to report serious concerns about human trafficking and Head of HR&OD to promote the Council's updated Whistle-blowing Policy internally to all staff and for the policy to be uploaded onto the Council website and the intranet (The Hub) modern slavery.
Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery	This requirement is already included with the Council's standard contract terms. https://www.sunderland.gov.uk/fraud-prevention

Review its contractual spending regularly to identify any potential issues with modern slavery	Assistant Director of Assurance and Property Services Management to build the requirements of this Charter into the Council's 'Supplier Relationship and Contract Management Framework'
Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed	Assistant Director of Assurance and Property Services to build the requirements of this Charter into (i) the Council's 'Supplier Relationship and Contract Management Framework'; (ii) the Council's 'Supplier Charter'
Refer for investigation via the National Crime Agency's (NCA) national referral mechanism (NRM), any of its contractors identified as a cause for concern regarding modern slavery	Assistant Director of Assurance and Property Services to build this requirement into the Council's 'Supplier Relationship and Contract Management Framework' so that any staff commissioning goods or services know to refer any concerns into Corporate Procurement who will then refer any concerns to the NCA via the NRM
Report publicly on the implementation of this policy annually	Strategic Manager Community Safety & Safeguarding: (i) ensure the Slavery and Human Trafficking Statement is published on www.sunderland.gov.uk/safersunderland

Contacts, Further Information and Advice

Lead Member and Officers

- Cllr Graeme Miller, Lead Elected Member
- Paul Davies, Assistant Director of Assurance and Property Services (for procurement and whistle-blowing)
- John Rawling, Head of HR & OD (for Council employee issues)

Safeguarding

- **For an adult**, go to www.sunderland.gov.uk/safeguarding and click on the link “How to report a safeguarding concern” then click on the link for “Report a Safeguarding concern - professionals and volunteers” which will take you to the page where you can download the safeguarding adult concern (SAC) form which you need to complete and submit. If you need any additional guidance or information you can call 0191 5205552 to speak to a trained advocate at the Council’s customer service network (front door). When considering an adult safeguarding, you must consider also consider if there are any children involved and if there are, you must follow the children’s safeguarding procedures accordingly.

- **For a child or young person (aged under 18)** go to <https://www.togetherforchildren.org.uk/what-we-do/concerned> where you can make a referral to Together for Children Sunderland by downloading and completing the Child protection/child in need/child care concern Referral Form (this is the interagency referral form) You must send the referral form to the contact details listed

on the front page. If you need any additional guidance or information you can speak to a trained social worker in the Council's Integrated Contact & Referral Team on 0191 561 7007 (available 8.30am to 5.00pm Monday - Thursday, 8.30am to 4.30pm Friday); or the Out of Hours Team on 0191 520 5552 (also available 24 hours Saturday and Sunday)

Government's Modern Slavery Website and Duty to Notify

- Brings together documents and promotional material related to the government's work to end modern slavery. <https://www.gov.uk/government/collections/modern-slavery>

Duty to notify the Home Office of potential victims of modern slavery

- This includes guidance on the duty to notify the Home Office of potential victims of modern slavery, and form MS1: notification of a potential victim of modern slavery.

<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

National Modern Slavery Helpline

- Tel: 0800 0121 700 <https://www.modernslaveryhelpline.org/>
- The Salvation Army is an international Christian Church and charity with responsibility for delivering the UK Government's contract for support services for adult victims of human trafficking.

Support for victims of modern slavery

- A leaflet outlining the support available for victims of modern slavery in 11 foreign languages. <https://www.gov.uk/government/publications/support-for-victims-of-human-trafficking>

Unseen

- Tackles modern day slavery by providing safe refuge for survivors, training frontline services to spot the signs of human trafficking and shaping government policy to prevent it happening in the future. www.unseenuk.org

Hope for Justice

- Hope for Justice works to bring an end to modern slavery by preventing exploitation, rescuing victims, restoring lives, and reforming society. It has useful information on its website on how to spot the signs of slavery <http://hopeforjustice.org/spot-the-signs/>

National Crime Agency

- <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/national-referral-mechanism>

National Referral Mechanism Modern slavery victims: referral and assessment forms

- Further information on how to refer cases for adults and children and additional guidance can be found at <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms>