

Transparency in Supply Chains: Modern Slavery Statement

(To publish October 2020 for the period
April 2019 – March 2020)

1. Introduction

- 1.1 Modern slavery is a violation of human rights and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking and includes:
- **Forced labour** – Coerced, deceived or forced into working for little or no pay
 - **Sexual exploitation** – Coerced, deceived or forced into providing sexual services
 - **Domestic servitude** – Coerced, deceived or forced into working within a home environment for little or no pay
 - **Criminal exploitation** – Coerced, deceived or forced into criminal activities (including begging, stealing and growing or selling drugs)
 - **Forced or sham marriage** – Coerced, deceived or forced into marriage
 - **Organ harvesting** – Coerced, deceived or forced into removing internal organs for another person's gain
- 1.2 Modern Slavery is often hidden in plain sight, making it hard to identify victims/survivors. Victim/survivors may be of any age, gender or ethnicity. Exploiters often target the most vulnerable in society, such as people who are homeless or escaping conflict, poverty or abuse. Exploiters may be organised criminal gangs or individuals who spot an opportunity to take advantage of a person's vulnerability. Victim/survivors are often unable to escape because of fear for their own lives or the lives of their family. They may also not escape because the exploiter has trapped them in debt, or they don't know who to turn to or who to trust.
- 1.3 Estimations of the scale of modern slavery suggest there are 100,000 victims in the UKi. The National Referral Mechanism (NRM) is the UK Government's system used both to record and support victims of modern slavery, and in 2019, 10,627 referrals were made. Data from our local multi-agency partnership, Modern Slavery & Exploitation (MSE) Group, suggests there were at least 60-80 victims of modern slavery identified as being recruited or exploited in Kensington and Chelsea in 2019. These cases include child criminal exploitation through drug trafficking known as 'county lines', domestic servitude, sexual exploitation and forced labour. Due to modern slavery being a 'hidden' crime, along with the barriers for victims/survivors seeking support and the systems used to record cases at a local and national level, it is difficult to provide exact data on the number of cases.
- 1.4 The Modern Slavery Act 2015 requires commercial organisations with an annual turnover of more than £36m to report on the steps they have taken to ensure that modern slavery is not taking place in the business or its supply chains. Although as a local authority, Kensington and Chelsea is exempt from this requirement, we have chosen to publish an annual statement to provide transparency and demonstrate our commitment to tackling modern slavery.



- 1.5 This statement is one area of work within our wider strategic approach. Kensington and Chelsea has been proactively responding to modern slavery since it launched the EU funded European Communities Against Trafficking project in 2013. We adopt a coordinated community response to modern slavery, acknowledging that it is everyone's responsibility to tackle the crime and work together to prevent it from happening. With an established multi-agency partnership, proactive campaigns, referral pathways, regular training and a dedicated member of staff through a partnership with STOP THE TRAFFIK; modern slavery is embedded within our Violence Against Women and Girls strategy and response, whilst acknowledging it effects people of all genders.
- 1.6 All staff within Kensington and Chelsea have a responsibility to tackle modern slavery, no matter which directorate they work within. There are departments which are more likely to come across cases due to their line of work and teams which have specific roles in our response. We have a Modern Slavery Adult Referral Pathway which sets out the clear steps staff should follow if they come across a case. Under section 52 of the Modern Slavery Act, as a local authority, we have a duty to notify the Secretary of State about suspected victims of slavery. For adults, Adult Social Care and our Housing department are 'First Responders' for the National Referral Mechanism (NRM) and are trained on how to make NRM referrals. Children who are potential victims of modern slavery are safeguarded by Family Services. Modern slavery is a priority for the Community Safety Team who develop and maintain the multi-agency partnership and who have worked with Procurement, and were supported by Human Resources, to develop this statement.
- 1.7 With the overall vision of ending modern slavery in the borough, we follow four key objectives: Victims Identified; Victims Supported; Exploiters Brought to Justice and Exploitation Prevented.

- 1.8 This Modern Slavery Statement sits within the Exploitation Prevented objective and sets out the actions that are being taken to understand the risk of modern slavery within the council itself; and put actions in place which mitigate the risk of modern slavery in our supply chains. If any cases are identified within our business or supply chain, there may be cause for this to lead into the Victims Supported and Exploiters Brought to Justice objectives as well.

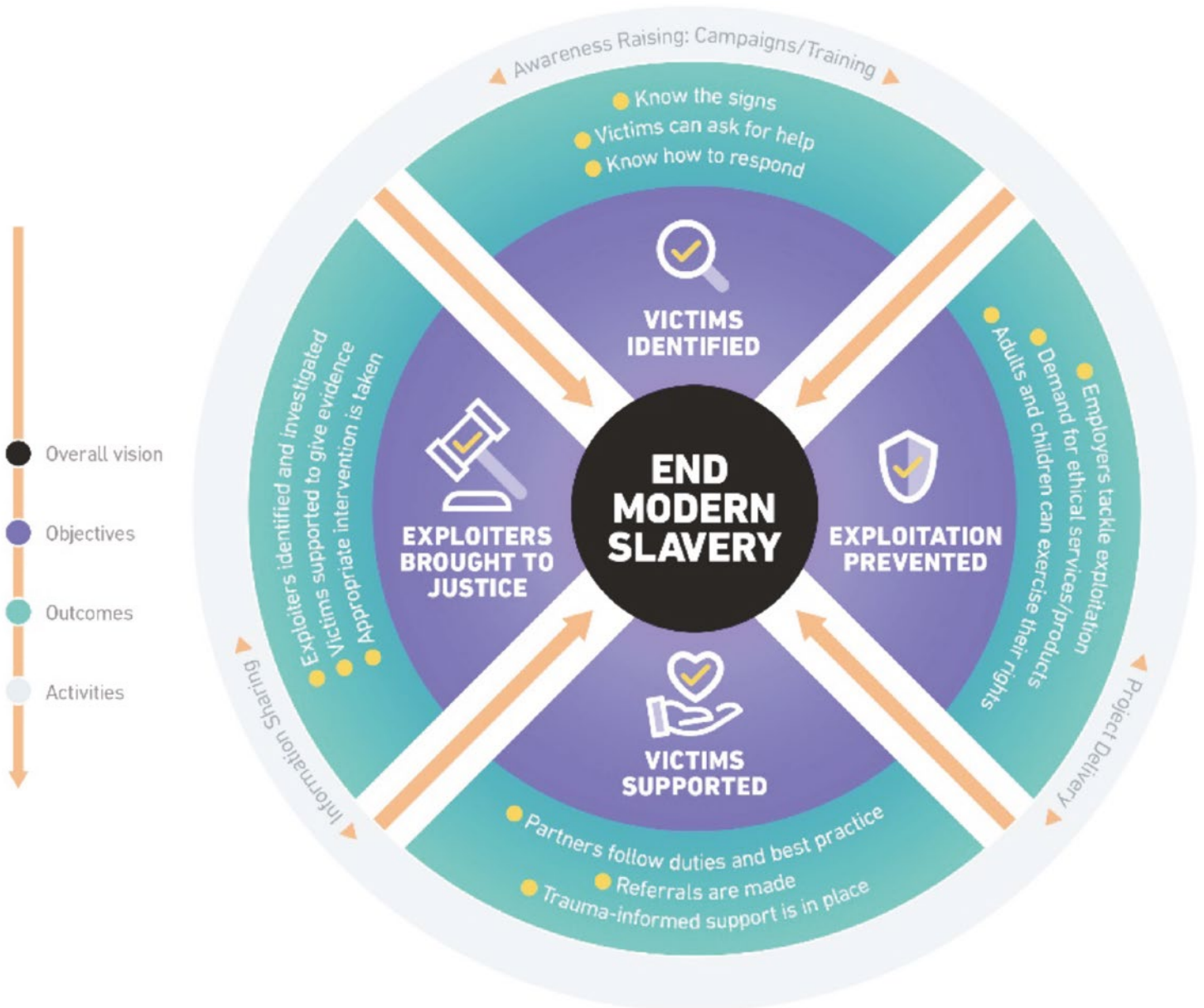
2. Preventing modern slavery within our organisation

- 2.1 An outcome from the objective, Exploitation Prevented, is ensuring that employers tackle exploitation. As an employer, Kensington and Chelsea is not exempt from this requirement.

In order to tackle exploitation within our own organisation, we take the following steps:

- i RBKC has a code of conduct for employees, which sets out both the expectations of staff and the organisation.

Modern Slavery and Exploitation Coordinated Community Response



- ii RBKC has recently become an accredited Living Wage Provider, ensuring all its employees, directly and indirectly are paid in line with the London Living Wage. We require any supplier of services to routinely verify that they pay the London Living Wage and have processes in place to ensure that this requirement is reflected throughout their supply chain.
- iii RBKC works with a managed service provider to monitor employment through regular audits. This provider is verified and monitored by Human Resources to ensure they comply with equality law and have measures in place to ensure equal opportunities, prevent bullying, harassment and discrimination regarding all protected characteristics, in line with the Public Sector Equality Duty. The provider publishes their own annual modern slavery statement, which includes ensuring all new staff are trained on modern slavery and performing random checks to identify where agency workers may be sharing bank accounts. In 2019 they reported no breaches of the Modern Slavery Act.
- iv RBKC a whistleblowing process which provides a confidential channel for reporting concerns and investigating breach of policies and procedures. The whistleblowing policy is reviewed annually by the Audit and Transparency Committee and sets out a number of channels, including an external confidential reporting line so that staff and contractors can raise concerns about wrongdoing, fraud and corruption. Whistleblowing referrals are overseen by the Corporate Anti-Fraud and Human Resources teams. The outcome of investigations raised through whistleblowing are reported to the Audit and Transparency Committee.

3. Preventing modern slavery within our supply chains

- 3.1 Kensington and Chelsea recognises the influence it has through its buying power and the need to ensure that buying decisions and purchasing practices consider ethical and environmental elements when determining best value. Part of this responsibility is ensuring suppliers understand and act in accordance with RBKC values outlined in [the Council Plan](#) and take modern slavery and exploitation as seriously as we do. This will achieve against two of the Council's main priorities – to support and safeguard our vulnerable residents, and to make Kensington and Chelsea a safer borough.
- 3.2 We are currently updating our approach to Commissioning and Procurement to embed responsible procurement throughout processes, with the aim of ensuring that suppliers adhere to our values. Contract and Commissioning terms and conditions will be reviewed, and a supplier code of conduct developed to embed values in service and project delivery and ensure modern slavery and exploitation are addressed throughout the procurement process.

- 3.3 RBKC recognises that our supply chain includes areas which are high risk to modern slavery and exploitation, such as cleaning, construction, refuse/recycling, maintenance and repairs, landscaping/gardening and freight/logistics. We have a responsibility to be an ethical employer and procurer, in addition to encouraging our suppliers to investigate their own practices and supply chain to ensure they too are free from modern slavery.
- 3.4 To do this, we will review and map our supply chain and conduct a thorough risk assessment of prime and secondary suppliers and contractors. We commit to ongoing due diligence and will work with our suppliers to put in place measures to try to reduce and mitigate the risk of modern slavery and exploitation. As part of this commitment to transparency within the supply chain we will put requirements in place for lead contractors to demonstrate alliance through the pre-qualification stage, through their organisations and their supply chains. We will establish effective monitoring and declaration processes and partner with our suppliers so that we can learn and improve together.
- 3.5 To provide some context, the chart below provides a breakdown of the Council's expenditure with suppliers for the calendar year 2019, by directorate, collated from the Council's payments system:

Supplier Spend 2019 (total £389m)



- 3.6 The following table shows the level of expenditure in areas which are considered higher risk of exploitation following conversations with STOP THE TRAFFIK: Construction; facilities management and cleaning; grounds maintenance and waste management (estimated and based on spend of around £57m in the 2019 calendar year). Following a risk mapping exercise committed to in the action plan, the council will identify service areas deemed to be high risk in its second Modern Slavery Statement.

Spend in “high risk” areas 2019



4. Responding to modern slavery & exploitation within our organisation or supply chain

- 4.1 Whilst we hope not to identify modern slavery or exploitation within our organisation or supply chain, we see fit to set out our response in case we do. Kensington and Chelsea takes a coordinated community response to tackling modern slavery and our objectives of Victims Supported and Exploiters Brought to Justice would be applicable here.
- 4.2 Our Procurement and Community Safety Teams would work together with relevant partners such as Adult Social Care and Family Services; specialist Non-Governmental Organisations (NGOs); Metropolitan Police; National Crime Agency; Gangmasters and Labour Abuse Authority; our internal Fraud department; Trading Standards; Department for Work and Pensions; and HM Revenues and Customs to ensure victims access support and crimes are investigated to bring exploiters to justice.
- 4.3 Kensington and Chelsea will terminate a contract with any organisation which knowingly exploits its workforce and refer them to relevant law enforcement agencies. If we identify suppliers that unwittingly exploiting their workforce, or increasing the risk of exploitation, the council is committed to working with these organisations to help improve their practices and ensure employees are protected.

5. Training

- 5.1 Quarterly training is available to a range of professionals working in the borough to ensure we have knowledge of the following:
- Definitions of modern slavery, human trafficking and smuggling
 - Types of exploitation
 - Vulnerability and intersectionality
 - Indicators of modern slavery
 - Barriers to disclosure victim/survivors face
 - National Referral Mechanism and duty to refer (with informed consent for adults)
 - Trauma-informed response and referral pathways
- 5.2 Adult Social Care and Housing departments are trained annually on our Modern Slavery Adult Victim Referral Pathway to ensure they can perform their statutory duties under Section 52 of the Modern Slavery Act on how to identify potential victims of modern slavery, make a referral to the National Referral Mechanism with informed consent and provide necessary support.
- 5.3 Specific child exploitation training is also delivered through the Local Safeguarding Children Partnership.
- 5.4 A total of 650 professionals were trained from April 2019 – March 2020 period. Following the training, 94 per cent reported that they felt confident responding to a case of modern slavery compared to 51 per cent prior to the training.
- 5.5 Specialist training on ethical procurement and modern slavery within supply chains is a priority action for Kensington and Chelsea for 2020-21.

6. Action Plan 2020-21

	Priority Action	Lead	Due Date
i	Publish this statement on the Kensington and Chelsea website and communicate it widely across our supply chain and businesses in the borough, encouraging them to also mitigate the risk of modern slavery in their business and supply chain.	Communications, Procurement and Community Safety Teams	October 2020
ii	Develop a training programme for commissioning and contract managers to upskill staff on modern slavery and ethical procurement.	Procurement	December 2020
iii	Put requirements in place for lead contractors with the aim of mitigating the risk of exploitation in our supply chains. Contract and Commissioning terms and conditions will be reviewed to ensure that they reflect Kensington and Chelsea's values and response to modern slavery.	Procurement and Legal Teams	December 2020
iv	A supplier code of conduct will be developed to suppliers with guidance to operate ethically, embed values in service and project delivery, and ensure modern slavery and exploitation are addressed throughout the procurement process.	Procurement	December 2020
v	Modern slavery will be included in the approach guide for Commissioning staff	Procurement	December 2020
vi	We will update our approach to Commissioning and Procurement to reflect modern slavery and responsible procurement throughout processes, with the aim of ensuring that suppliers adhere to our values.	Procurement	February 2021

	Priority Action	Lead	Due Date
vii	Managers will be contacted to ensure they only use the approved managed service provider for recruitment. Any other agencies must be set up within the compliant framework.	Human Resources and Procurement	March 2021
viii	We will review and map our supply chain and conduct a thorough risk assessment of prime and secondary contractors.	Procurement	March 2021
ix	Establish effective monitoring and declaration processes and partner with our suppliers so that we can learn and improve together.	Procurement	March 2021

Looking Ahead: Medium-term Actions

	Priority Action	Lead	Due Date
x	Publish our second annual Transparency in Supply Chains Modern Slavery Statement with a suite of Key Performance Indicators	Procurement, Human Resources and Community Safety	October 2021
xi	During ongoing due diligence, we will work with our suppliers to put measures in place to mitigate the risk of modern slavery and exploitation.	Procurement	2021-22
xii	We will deliver a strategic review of policies and procedures in line with the social value policy.	Procurement and Leader's Office	2021-22
xiii	Use the Modern Slavery Assessment Tool to measure our impact.	Procurement and Community Safety	2021-22
xiv	Following the risk mapping exercise, conduct a deep dive into a high-risk sector.	Procurement and Scrutiny	2021-22
xv	Hold a business event to encourage best practice.	Human Resources and Economic Development	2021-22
xvi	Commit to only commission organisations with a modern slavery statement or businesses which complete a form outlining their ethical practices.	Procurement	2021-22



Mike Curtis
Executive Director of Resources
22/09/2020



Sue Harris
Executive Director for Environment and Communities
22/09/2020

Advice and Support

In an emergency, call 999.

If you have concerns about modern slavery, you can contact the Modern Slavery Helpline 24/7 for help and advice: **08000 121 700**.

Our internal Modern Slavery Adult Referral Pathway can be found on KCnet.

A local directory of survivor support services can be found at:
www.angelou.org/human-trafficking

ⁱ Justice & Care and The Centre for Social Justice, (2020) It Still Happens Here