



**Hampshire
& Isle of Wight**
FIRE & RESCUE AUTHORITY

HIWFRA Full Authority

Purpose: Approval

Date: **11 NOVEMBER 2022**

Title: **HIWFRA MODERN SLAVERY STATEMENT 2022-2023**

Report of Chief Fire Officer

SUMMARY

1. This report seeks approval of the Authority's annual Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) Modern Slavery statement for 2022-2023 and for subsequent publishing on the Authority's website.

BACKGROUND

2. An audit, carried out in July 2022 by Southern Internal Audit Partnership, found a sound system of governance, risk management and control exists, with internal controls operating effectively and being consistently applied to support the achievement of objectives within the prevention of Modern Slavery.
3. Modern slavery, which includes human trafficking, is the illegal exploitation of people for personal or commercial gain. It can take various forms including:
 - Domestic exploitation
 - Labour exploitation
 - Organ harvesting
 - EU Status exploitation
 - Financial exploitation
 - Sexual exploitation
 - Criminal exploitation

4. It is a current requirement of the Modern Slavery Act 2015 for organisations to publish a Slavery and Human Trafficking Statement for each financial year. To demonstrate best practice HIWFRA have chosen to publish the statement and will review this annually through the appropriate governance routes.

THE HIWFRA MODERN SLAVERY STATEMENT

5. The HIWFRA Modern Slavery statement sets out the steps that are being taking to prevent modern slavery throughout the Authority and in its supply chains. The statement is set out to include key information to demonstrate its' commitment to tackle modern slavery. It is important that the Authority demonstrates its commitment to preventing slavery and human trafficking in its business activities and across its supply chains and is also open and transparent about any specific instances of slavery identified.
6. There is one amendment in the 2022-2023 HIWFRA Modern Slavery statement from the 2021-2022 statement. As outlined below:

7. 2021-2022 statement:

Reporting suspicions of modern slavery:

If the Authority, or any of its staff, suspects slavery or human trafficking activity either within the organisation or through its supply chain, it will be reported to Hampshire Constabulary via the Modern Slavery Helpline (08000 121 700). Concerns with regard to children are also reported through the Hampshire Multi-Agency Safeguarding Hub (MASH). The Authority will also fulfil its statutory obligations to refer via the National Referral Mechanism where required.

8. The amendment for 2022-2023:

Reporting suspicions of modern slavery:

If the Authority, or any of its staff, suspects slavery or human trafficking activity (for children, young people and adults) either within the community or the organisation, then the concerns will be reported through the Service's Safeguarding Reporting Procedure. If slavery or human trafficking activity is suspected through its supply chain, it will be reported to Hampshire Constabulary via the Modern Slavery Helpline (08000 121 700). The Authority is not determined to be a First Responder Organisation therefore is unable to report concerns via the National Referral Mechanism (NRM). Therefore, when a concern is reported, the Authority will obtain confirmation from the Local Authority that a referral has been processed through the NRM or where consent has not been provided, the appropriate 'Duty to Notify' arrangements have taken place.

9. The statement sets out the actions taken by the Authority to understand, prevent and address all modern slavery risks within its services (directly provided and commissioned) and supply chains. The statement also provides some context behind the environment in which the Authority operates and sets out key responsibilities. It also importantly describes the due diligence undertaken by the Service in areas of recruitment, procurement, and training.
10. If approved by the Authority, the revised HIWFRA Modern Slavery statement will be published on the Authority's website and will be presented to the Authority for approval on an annual basis. The Service will also run internal campaigns to raise awareness and ensure that individuals complete the necessary training.

SUPPORTING OUR SAFETY PLAN AND PRIORITIES

11. **Our Communities:** The Modern Slavery statement demonstrates the Authority's commitment to ensuring safer communities by playing its part in tackling modern slavery. It provides assurances to our communities that we are working towards safer places.
12. **Our People:** the health, wellbeing and safety of our people is extremely important. The Authority, by tackling modern slavery, is working towards safeguarding our people and creating great places to work.

RESOURCE IMPLICATIONS

13. There are no resource implications related to the Modern Slavery statement. Current policies and procedures are carried out by teams within their roles.
14. There are no financial implications because of the Modern Slavery statement.

IMPACT ASSESSMENTS

15. A stage one impact assessment has been completed. There are no identified impacts because of publishing the Modern Slavery statement.

LEGAL IMPLICATIONS

16. There is a requirement under the Modern Slavery Act 2015 for organisations to publish a Modern Slavery statement.
17. The Modern Slavery Act does include, at section 43, a legal duty for the public authorities (including local authorities) to cooperate with the

Independent Anti-Slavery Commissioner. This means that the Commissioner may request the Authority to cooperate in any way that the Commissioner considers necessary for the purpose of the Commissioner's functions.

OPTIONS

18. Option one: The Authority approve the amended Modern Slavery statement at appendix A for subsequent publishing. This is the recommended option. The Authority has a responsibility to demonstrate its understanding in relation to modern slavery and its commitment to tackling it. The publishing of the statement evidences how the Authority see this is a priority.
19. Option two: The Authority do not approve the amended Modern Slavery statement at appendix A

RISK ANALYSIS

20. An open transparent published modern slavery statement mitigates any risks and supports the priorities of the Safety Plan 2020-2025.

CONCLUSION

21. Modern Slavery is an important issue that we all have responsibility to play our part towards preventing. The Authority has a responsibility to demonstrate it recognises how important tackling modern slavery is. The publishing of the statement illustrates the commitment the Authority make towards the important issue. It also ensures transparency and provides assurances to our people and communities.

RECOMMENDATION

22. That the HIWFRA Modern Slavery Statement 2022-2023, at Appendix A be approved by the HIWFRA Full Authority and is subsequently published on the Authority's website.

APPENDICES ATTACHED

23. [Appendix A – HIWFRA Modern Slavery statement 2022-2023.](#)

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