



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

HIWFRA Full Authority

Purpose: Approval

Date: **16 JULY 2024**

Title: **MODERN SLAVERY STATEMENT**

Report of Chief Fire Officer

SUMMARY

1. This report seeks approval of the Authority's Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) Modern Slavery statement for subsequent publishing on the Authority's website and the Government's Registry.
2. It is a requirement of the Modern Slavery Act 2015 for organisations to publish a Slavery and Human Trafficking statement on an annual basis. The statement has been reviewed and updated to ensure that it reflects current practices and procedures.

RECOMMENDATION

3. That the Modern Slavery Statement at Appendix A be approved by the HIWFRA Full Authority and is published on the Service's website.

BACKGROUND

4. 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

THE HIWFRA MODERN SLAVERY STATEMENT

5. HIWFRA is committed to preventing slavery and human trafficking in its business and service activities and across its supply chains and to being open and transparent about any specific instances or slavery identified.
6. The statement sets out the Authority's commitment and the actions it takes to understand, identify, prevent and address all modern slavery risks within its services (directly provided and commissioned) and supply chains. It 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.
7. The statement has been updated to ensure that it reflects the current good practice within the Service.
8. The Service will run internal campaigns to raise awareness and ensure that individuals complete the necessary training.
9. If approved by the Authority, the revised HIWFRA Modern Slavery Statement will be published on the Service's website and on the Government's Registry. It will continue to be reviewed and presented to the Authority on an annual basis.

SUPPORTING OUR SAFETY PLAN AND PRIORITIES

10. **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.
11. **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.
12. The Service has adopted the Local Government Association's Core Code of Ethics and embedded the Code of Ethics Fire Standard. The Core Code provides a clear understanding to the public regarding the expected standards of professional behaviour of employees and the way in which they conduct their business. Its employees follow the fundamental principles set out within the Code which are designed to ensure that the Service operates according to corporate ethical business practices.

CONSULTATION

13. The statement has been updated with input from the Service's Safeguarding and People and Organisational Development Teams and from its Procurement advisers.

RESOURCE IMPLICATIONS

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

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.

RISK ANALYSIS

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

CONCLUSION

19. 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.

APPENDIX ATTACHED

20. Appendix A - Modern Slavery Statement

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