



South Cambridgeshire District Council Modern Slavery Statement 2024-25

Introduction

“Modern slavery is a serious crime that violates human rights. Victims are forced, threatened or deceived into situations of subjugation, degradation and control which undermine their personal identity and sense of self.”

– Home Office, 2021

Human trafficking, slavery, servitude and forced or compulsory labour are all types of modern slavery. Definitions of these terms can be found in the glossary at the back of this document.

Section 54 placed a requirement on businesses with a budget of £36 million or more to publish an annual statement providing an overview of what they have done to identify and address risks of modern slavery including all relevant due diligence activity.

This statement sets out the steps we have taken and are continuing to take to ensure there is no modern slavery or human trafficking in any part of our business, including our supply chains. We produce this statement each financial year, in line with the Modern Slavery Act 2015.

If you are a **member of the public** and are concerned that slavery might be taking place:

- Call 999 if it is an emergency
- Call 101 for non-emergencies
- Call Crimestoppers anonymously on 0800 555 111
- Call the Modern Slavery Helpline on 08000 121 700
- Report using the [Modern Slavery Helpline](#) website, or via the free Unseen app.

If you are a **staff member** and are concerned that slavery might be taking place:

- Call 999 if it is an emergency
- Follow the [Safeguarding Procedure](#) detailed on the SCDC staff Intranet
- A list of Safeguarding Officers can be found on the ‘people’ page our Intranet site. The Safeguarding Lead for the council is Peter Campbell (peter.campbell@scambs.gov.uk)

Our Role in Combatting Modern Slavery

The Local Government Association has outlined the following roles for local authorities in tackling modern slavery:

1. Identification and referral of victims

We have a duty to notify the Home Office of suspected cases of Modern Slavery under the Modern Slavery Act (2015)

2. Supporting victims

This can be through safeguarding children and adults with care and support needs and through housing and homelessness services

3. Community safety services and disruption activities

To use our powers of entry and inspection to disrupt the activities of traffickers and criminal networks or where there are modern day slavery concerns.

4. Ensuring that the supply chains councils procure from are free from modern slavery

To ensure there is no modern slavery or human trafficking in any part of our supply chains

How We Carry Out the Four Roles

1. Identification and Referral of Victims

Communications

We run internal and external communications throughout the year to raise awareness of modern slavery, the signs to look out for and how to report suspected cases. This includes:

- Articles in our South Cambs Magazine (which is sent to all residents)
- Social media posts
- Staff intranet posts
- Distribution of a leaflet titled 'Community Eyes and Ears' to parish councils in the district, addressing a range of issues including modern day slavery.

Training and Resources

Training on spotting and reporting human trafficking, modern slavery and safeguarding is available to all staff via our MeLearning online e-learning package. In addition to this the council produces regular communication for staff and the public on identifying and reporting modern slavery, furthermore we have a dedicated 'Safeguarding and Modern Slavery' page on our staff intranet, where staff can find guidance and resources. This includes a quick view [Safeguarding Procedure](#).

We provide 'Concern Cards' for staff who work in the district, so that they can easily record details in cases where they believe residents or households may be at risk and raise this with a safeguarding officer.

All licensed taxi drivers and operators must have completed our Safeguarding course (provided by an external body), which may include information about child exploitation, human trafficking, domestic abuse and hate crime. In the past financial year 976 drivers have completed the Safeguarding Course

International Resettlement Schemes

463 Ukrainian households have arrived in South Cambs under the Homes for Ukraine Scheme and we have undertaken 475 welfare visits. We have also undertaken 228 checks that take place 6 months after they have arrived to check all is well. All hosts are subject to DBS (Disclosure Barring Service) checks and property suitability checks.

If we have any concerns we undertake extra or more regular visits and we involve the Early Help teams from Cambridgeshire County Council if required.

We are also taking part in other UK Resettlement Schemes and have assisted a number of Syrian and Afghan families (welfare and support visits are undertaken by other partners in these cases)

Safeguarding Lead and Safeguarding Officers

We have a Safeguarding Lead Officer (Peter Campbell, peter.campbell@scambs.gov.uk) who has overall responsibility for safeguarding for the council.

We also have Departmental Safeguarding Officers, who are available to staff to assist with referrals. A list of Safeguarding Officers can be found on the 'people' page on our Intranet site.

Corporate Safeguarding Group

This group is led by our Safeguarding Lead Officer and attended by representatives from teams who are most likely to come into contact with potential victims of modern slavery. The group meets on a quarterly basis to:

- Promote safeguarding
- Ensure that our policies and processes are up to date and based on good practice
- Ensure that we are providing appropriate training to staff.
- Monitor safeguarding concerns and outcomes
- Distribute information to and from District Safeguarding meetings.

Cambridgeshire Multi-Agency Safeguarding Hub

We engage with the Multi-Agency Safeguarding Hub to work with partner agencies (including the Police, Cambridgeshire County Council, Fire Service and Cambridgeshire and Peterborough Integrated Care System C&P ICS) to take a joined-up approach to safeguarding. This includes working with partners to develop and follow the Cambridgeshire and Peterborough Child Exploitation Strategy.

2. Supporting Victims

Safeguarding Policy

This policy sets out our approaches to safeguarding and promoting the welfare of children and adults at risk of harm. The policy is aligned with Cambridgeshire County Council's Adult Safeguarding policy guidelines and procedures. This policy was approved December 2022 and published January 2023.

It also sets out responsibilities and details of how staff can make referrals, as detailed in the 'Assistance with Making Referrals' section above

Provision of Housing and Welfare Support

We provide housing advice, homelessness support and welfare support to victims of modern slavery.

We have achieved Domestic Abuse Housing Alliance accreditation (December 2022) to support victims of Domestic Abuse, which has potential for overlap with Modern Slavery

Further support for victims and survivors of modern slavery can be found at:

- [Modern Slavery Helpline](https://www.modernslaveryhelpline.org/) - 08000 121 700
- [The Salvation Army Supporting Survivors Helpline](https://www.salvationarmy.org.uk/supporting-survivors-helpline) - 0800 808 3733
- [Modern Slavery Awareness booklet \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)
- [Citizens Advice National Adviceline](https://www.citizensadvice.org.uk/) - 0800 144 8848

3. Community Safety Services and Disruption Activities

South Cambridgeshire Community Safety Partnership

We work to promote community safety as a member of the South Cambridgeshire Community Safety Partnership. This involves working with Police and Fire Services, Housing Associations, Cambridgeshire and Peterborough Integrated Care System (C&P ICS), and other councils to protect vulnerable people living in the district, including those who may be exposed to modern slavery and trafficking.

Disruption

Some of our teams, including environmental health, planning enforcement, and housing inspection, have powers of entry and inspection that can be used to disrupt the activities of traffickers and criminal networks.

We work with partner agencies, such as Cambridgeshire Constabulary, to respond cases of Modern Slavery. For example, in 2019 we responded to a case where five vulnerable workers were living in unacceptable conditions on an agricultural nursery site in the district¹.

¹ [Modern slavery operation finds five men at Cambridgeshire nursery - BBC News](#)

4. Ensuring that Supply Chains are Free From Modern Slavery

We take a zero-tolerance approach to modern slavery within our supply chains. This is communicated at the outset of all business relationships and reinforced thereafter.

Our approach to keeping our supply chains free from modern slavery includes:

- Providing procurement training to all staff involved in procurement processes. This includes awareness of modern slavery and actions that we take to prevent this from occurring within our supply chain.
- Ensuring contractors and suppliers have their own policies relating to modern slavery prevention and safeguarding (including training). We request that our suppliers ensure the same of their own supply chains.
- For key contractors and suppliers, we request that regular safeguarding and modern slavery reviews take place, with core findings reported to us.
- Following World Trade Organisation (WTO) tender processes, which require suppliers to confirm that they comply with the Modern Slavery Act 2015.
- Ensuring all contractors and suppliers adhere to our Modern Slavery Statement and other related policies.
- Undertaking detailed review of supply chains in areas that are at higher risk of modern slavery and trafficking.
- Examining, as appropriate, suppliers' past records in respect of their treatment of staff and conduct in relation to modern day slavery and human trafficking.
- Investigating and taking appropriate action where supplier conduct is brought into question in relation to Modern Slavery.

Other Relevant Policies and Practices

Serious Violence Duty

The Serious Violence Duty commenced on 31st January 2023. The Duty places a statutory duty across a range of organisations (including but not limited to local government, youth offending teams, schools, local health boards, and police) to work together to reduce and prevent serious violence in the area.

Whistleblowing Policy

This policy provides guidance to allow our staff, contractors and Councillors to safely highlight concerns about any aspect of the Council's work, including safeguarding and modern slavery.

Equality Scheme

We update our equality scheme each year, setting out how we will promote equality of opportunity through our work. Actions identified in this document can help us to carry out our role in combatting modern slavery. For example, providing easy access to translation and interpretation services.

Code of Conduct

All of our employees are expected to work to our code of conduct, including fair and equitable treatment of all staff, customers, and residents.

Pay Policy

We are committed to ensuring that our pay strategy is fair, affordable and easily understood. We use the National Joint Council (NJC) Job Evaluation Scheme to evaluate our staff salaries. This is based on joint ownership, openness, transparency and equality.

Recruitment

We recruit staff in a fair and consistent way that supports equality of opportunity. We check that interview attendees are eligible to work in the UK and request applicant references. Interview panel members receive interview training to ensure a consistent and fair process.

Agency Workers

We only use specified, reputable employment agencies to source labour and always verify the practices of new agencies.

Appendix A - Facts and Figures

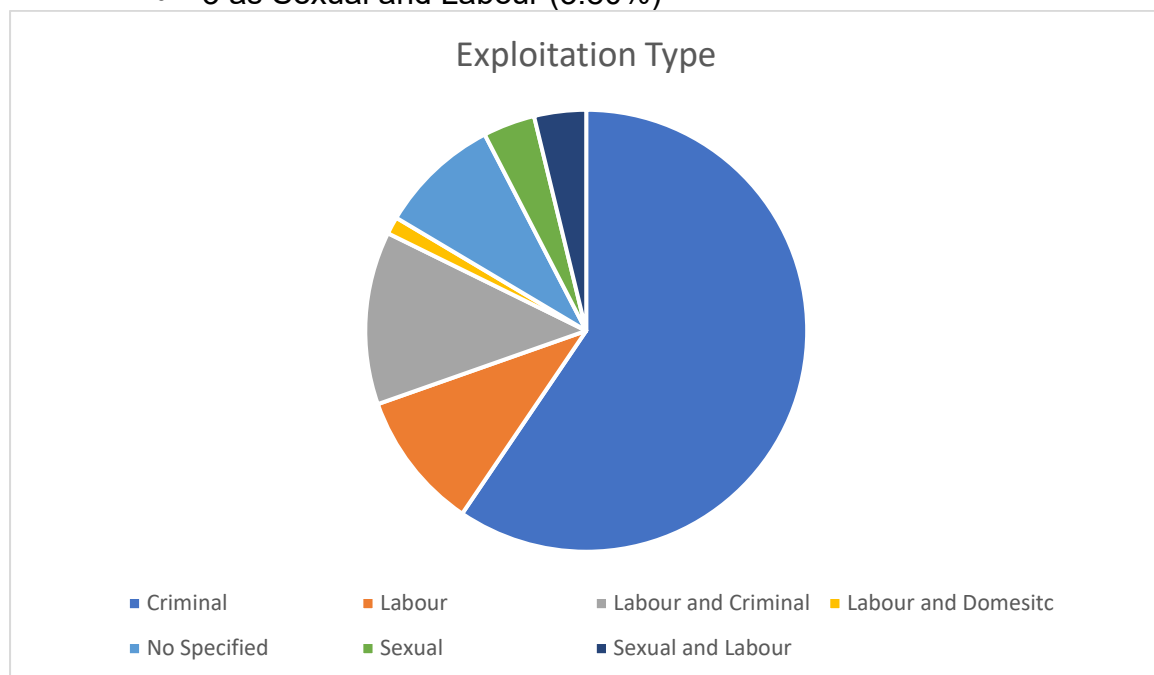
National Referral Mechanism Referrals (NRM) from Cambridgeshire-based First Responder Organisations

First responders work for [designated organisations](#) and help identify and support potential victims of modern slavery.

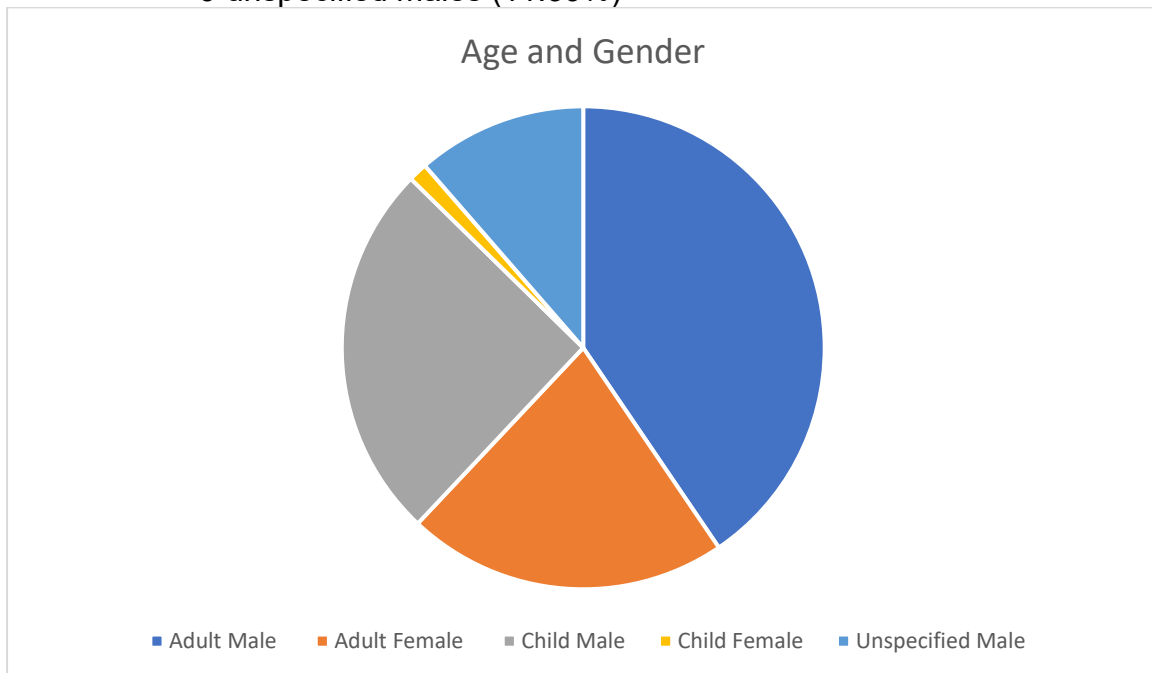
- In 2023 92 National Referral Mechanism referrals were made by Cambridgeshire based first responder organisations. This is an increase from 2022 (79), 2021 (55) and 2020 (90).
- Of these 92 referrals 50 related to an adult aged 18 and over. This is an increase from the number of cases involving adults in 2022 (43), 2021 (35) and 2020 (also 35)
- Of the 92 referrals 33 related to a child aged 17 and under. This is a decrease from 2022 (34) and an increase from 2021 (19), but less than 2020 (44).
- 9 were not specified or unknown

Types of Exploitation

- Of the 79 referrals made by Cambridgeshire Constabulary
 - 47 were classed as criminal (59.49%)
 - 8 as Labour (10.13%)
 - 10 as Labour and Criminal (12.66%)
 - 1 as Labour and Domestic (1.27%)
 - 7 as not specified or known (8.86%)
 - 3 as Sexual (3.80%)
 - 3 as Sexual and Labour (3.80%)



- 32 Adult male (40.51%)
- 17 adult female (21.52%)
- 1 child female (1.27%)
- 20 child males (25.32%)
- 9 unspecified males (11.39%)



National Referral Mechanism Referrals (NRM) that Cambridgeshire Constabulary are Responsible for Investigating

- 184 referrals were made in 2023 that Cambridgeshire Constabulary are responsible for investigating (including those from non-Cambridgeshire-based first responder organisations). This is higher than 2022 (133), 2021 (108) and 2020 (124).
- 90 of these referrals related to adults. This is an increase from 2022 (70) 2021 (54) and 2020 (50)
- 81 of these referrals related to children. An increase from 2022 (54), 2021 (52) and 2020 (59).

Examples of cases of modern slavery in the news

- [McDonald's and supermarkets failed to spot slavery - BBC News](#)
- [Suspected slaves found locked in Cambridgeshire building in drugs raid - BBC News](#)
- [Huntingdon dessert shop served with closure order due to child sexual exploitation concerns \(msn.com\)](#)
- ['Despicable' modern slavers in Cambridgeshire forced their victim to give up her newborn baby | ITV News Anglia](#)
- [Peterborough car wash owner given slavery court order following concerns over welfare of staff -Cambridgeshire Live \(cambridge-news.co.uk\)](#)
- [Modern slavery is on the up and experts warn anyone can fall victim | UK News | Metro News](#)

Appendix B - Glossary

County lines - a term used to describe drug gangs in large cities expanding their reach to small towns. More information is available on the [National Crime Agency website](#).

Human Trafficking - the coercion or deception of an individual into a situation where they are exploited. It involves three basic components: 1) the action of recruiting, transporting, transferring or receiving an individual; 2) the threat or use of coercion or deception; 3) exploitation or intent to exploit.

This exploitation can include sexual exploitation, forced labour, slavery, servitude, forced criminality and removal of organs.²

Slavery – ‘the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised’³

Servitude – ‘an obligation to provide a service that is imposed by the use of coercion’⁴

Forced or Compulsory Labour relates to ‘all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered themselves voluntarily’⁵

² Modern slavery: statutory guidance for England and Wales (under S49 of the Modern Slavery Act 2015)

³ The 1926 Slavery Convention

⁴ Modern slavery: statutory guidance for England and Wales (under S49 of the Modern Slavery Act 2015)

⁵ Modern slavery: statutory guidance for England and Wales (under S49 of the Modern Slavery Act 2015)