



## 2. Suppliers, due diligence, and risk assessment

In the 2020/21 Transparency Statement, the Council outlined that it would continue to undertake due diligence processes with regards modern slavery in supply chains. During the procurement process and as part of tender evaluation and ongoing contract management, managers consider the potential and likelihood of modern slavery and seek mitigations from suppliers through a clear understanding of the suppliers':

- structure, business and supply chains;
- policies in relation to slavery and human trafficking;
- due diligence processes in relation to slavery and human trafficking in its business and supply chains.

Additionally, the Council acknowledged that all contracts contain terms for default events and breaches of contract, and that these could be activated if modern slavery was found in our supply chains.

The Standard Selection Questionnaire covered the requirements for relevant commercial organisations as defined in Section 54 of the Modern Slavery Act 2015 and it was agreed that there would be non-selection if suppliers do not meet selection criteria.

The Council committed to review its contractual spending regularly to identify any potential issues with modern slavery, and we [published our spend](#) for 2020/21 under transparency rules.

In the 2020 Transparency Statement, the Council aimed to become accredited with the Cooperative Modern Slavery Charter. During 2020, the Council undertook an Initial Self-Assessment of Compliance against the Charter requirements, and was approved for ratification by the Co-Operative party.

## 3. Effective action taken to address modern slavery

The Council acknowledged in the 2020/21 Transparency Statement that it was fully aware of its designation as a First Responder under the National Referral Mechanism and its responsibility to identify potential victims and refer cases to the National Referral Mechanism. The following measures are several of the key actions that were taken to meet this designation, and address modern slavery.

**Implementation of Modern Slavery Champions:** The Council developed and rolled out a new voluntary skilled role within the Council, which key staff members across local authority teams were invited to take up. The Birmingham City Council Modern Slavery Champions initiative was designed in acknowledgment that not every staff member within a First Responder Organisation would be an appropriate First Responder.

**Support for the West Midlands Anti-Slavery Network SafePlace:** In 2020, the Council provided a three-bedroom house to the WMASN as a designated Place of Safety for male modern slavery victims recovered in the West Midlands. This provides up to 10 days of wraparound support where their needs are met, and provides additional support to West Midlands Police as a partner and First Responder.

**Website:** The [Council's website](#) was updated with resources about modern slavery, including information on how to spot indicators of modern slavery, and information about the National Referral Mechanism. It included advice for individuals who were concerned about modern slavery, including phoning the Police on 999, using the Modern Slavery Helpline, and phoning the Salvation Army. It also included the details of Birmingham Children's Services if the concern was about a child.

#### **4. Training**

In the 2020/21 Transparency Statement, the Council committed to continuing to undertake training activities related to Councillors Induction, and Employee Training. Outlined below are key training milestones which were achieved in 2020/21.

**Councillor Induction and Training:** This includes safeguarding and modern slavery awareness. We also routinely circulate the LGA's Councillors Guide to Modern Slavery, which is distributed out via the Modern Slavery Human Trafficking Strategic Board, chaired by the Violence Reduction Unit.

**Staff Training:** The Council has mandatory training for all employees on modern slavery enabling them to recognise and report on relevant concerns. Additionally, a document of key external training av

## **2. Policies in relation to modern slavery**

The Council reviews its policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. The following broad policy areas are considered to be key in meeting the requirements of the Modern Slavery Act

## **5. Effective action taken to address modern slavery**

Additional to its commitments in relation to procurement and supply chain, the following key activities will continue to be undertaken to ensure that the Council is not only compliant with its responsibilities under the Modern Slavery Act 2015, but looks to model best practice for local authorities.

**Further development of BCC Modern Slavery Champions:** The Council will continue to embed this approach across the local authority and support external partners such as the Violence Reduction Unit to adopt this approach. The effectiveness of this role will be measured through NRM referral data and staff feedback.

**Victim Care Pathways:** The Council recognises that without effective pathways to exit exploitation and receive support, it is extremely challenging for victims to make themselves known to the local authority and partners, and exit exploitation. It also

