
Report To:	Inverclyde Council	Date:	21 February 2019
Report By:	Head of Legal & Property Services	Report No:	LP/019/19
Contact Officer:	Gerard Malone	Contact No:	01475 712710
Subject:	Charter against Modern Slavery		

1.0 PURPOSE

- 1.1 The purpose of this report is to ask the Council whether it would wish to become a signatory to the Charter against Modern Slavery initiated by the Co-operative Party.

2.0 SUMMARY

- 2.1 The Charter against Modern Slavery, which has been signed by over 80 Councils across Britain, proposes action which goes further than existing laws and guidance, committing Councils proactively to vet their own supply chain to ensure no instances of modern slavery are taking place.

- 2.2 Each Council is asked to :

1. Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.
2. Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
3. Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.
4. Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
5. Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.
6. Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
7. Review its contractual spending regularly to identify any potential issues with modern slavery.
8. Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.
9. Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.
10. Report publicly on the implementation of this policy annually.

3.0 RECOMMENDATIONS

- 3.1 That the Council considers whether it would wish to become a signatory to the Charter against Modern Slavery.

4.0 BACKGROUND

- 4.1 The term 'modern slavery' covers a whole range of types of exploitation, many of which occur together. These include, but are not limited to, sexual exploitation, domestic servitude, forced labour and criminal exploitation.
- 4.2 Councils are being asked to ensure that their procurement processes encourage good work place practices and prevent exploitation in the supply chain through adoption of the measures at 2.2
- 4.3 The Modern Slavery Act 2015 sets out obligations for commercial organisations with an annual turnover of, currently, £36m. These organisations are required to:
- (a) prepare a statement on slavery and human trafficking for each financial year of the organisation;
 - (b) include the steps that the organisation will take to ensure that slavery and human trafficking are not taking place either in its supply chains or its own business. If it has taken no such steps, this must also be stated; and
 - (c) approve and sign the statement and publish the statement on the organisation's website if it has one, or, if not, provide a copy to anyone who requests one in writing, within 30 days.
- 4.4 Procurement legislation imposes a duty on the Council to investigate abnormally low price or cost tenders to ensure that social and labour laws are complied with. The Scottish Government issued further guidance on fair work practices which addresses low pay and potentially poor employment practices which are taken into account where appropriate.

5.0 CONSULTATION

- 5.1 The Corporate Procurement Manager has been consulted in the preparation of this report.

6.0 IMPLICATIONS

6.1 Finance

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

6.2 Legal

The legal implications are set out in the report.

6.3 Human Resources

There are no HR implications arising from this report.

6.4 Equalities

Equalities

(a) Has an Equality Impact Assessment been carried out?

	YES (see attached appendix)
X	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required

6.5 Repopulation

There are no repopulation implications arising from this report.

7.0 BACKGROUND PAPERS

7.1 None.