

Cambridge City Council

Modern Slavery Statement



Cambridge City Council is committed to preventing modern slavery and supporting victims. This statement was approved by Councillor Mike Davey, Leader of the Council, and Robert Pollock, Chief Executive, on 2nd September 2023.

Under section 54 of the Modern Slavery Act 2015, organisations that meet certain criteria are legally required to publish an annual modern slavery statement. A copy of our modern slavery statement is also published on the [Government registry](#)

Modern slavery occurs when an individual is exploited by others for personal or commercial gain. The individual may have been coerced and be unaware they are being exploited, or they may be fearful of their exploiters. Individuals may be more likely to be exploited if they have learning disabilities, mental health conditions, problems with addiction, or have been involved with crime. In all circumstances, the result of modern slavery is that the individual has been forced to lose their freedom. This is detailed in section 1 of the Modern Slavery Act 2015.

The four categories of modern slavery are:

- **Labour exploitation (also known as ‘forced or compulsory labour’)** – the abuse of people in the workplace for profit. There are certain settings where this is more prevalent, but it can occur in any workplace.
- **Sexual exploitation** – this can occur both online and on streets. This type of exploitation is most common in cities, and victims will often be moved on quickly to other cities to avoid detection.
- **Criminal exploitation** – such as forced drug supply through ‘County Lines’, individuals being forced to shoplift to order, and/or individuals being forced to commit benefit and bank account fraud. ‘Cuckooing’, where an individual has their home exploited for criminal activity, is not in itself modern slavery but can be connected.
- **Domestic servitude** – the least visible form of exploitation, the individuals involved may have little contact with the outside world.

In all the above categories, human trafficking and debt bondage may be involved.

- **Human trafficking** – arranging or facilitating the travel of another person with a view to exploiting the victim (Modern Slavery Act 2015 section 2)
- **Debt bondage** – where an individual is required to work for little or no money to repay a debt

A list of signs and indicators of Modern Slavery can be found on the Cambridgeshire & Peterborough Safeguarding Partnership Board website, including for [adults affected by Modern Slavery](#) and [child trafficking and Modern Slavery](#)

How to report Modern Slavery

Members of the public

- In an emergency, call 999
- If it is a non-emergency, contact the Modern Slavery Helpline on tel. 08000 121 700 or the police on 101.
- Alternatively, you can report non-emergency concerns online
 - [Modern Slavery Helpline](#)
 - [Cambridgeshire Constabulary](#)

Professionals

- In an emergency, call 999
- If it is a non-emergency, Cambridge City Council is an authorised agency to report on the [National Referral Mechanism \(NRM\)](#)
- If children are involved, a Child Safeguarding referral must also be submitted
- If you require further support or advice, you can contact:
 - [Modern Slavery Helpline](#) tel. 08000 121 700
 - [Cambridgeshire Constabulary](#) tel. 101

The Modern Slavery Victim Care Contract (MSVCC) is provided by The Salvation Army and provides specialist support for all survivors of Modern Slavery in England and Wales. This can include support obtaining confidential legal advice, health care, counselling, education, financial advice, and support in obtaining employment and housing. The Salvation Army referral helpline is open 24-hours a day, seven days a week, tel. 0800 808 3733 and advice can also be found on their [website](#).

In 2021 there were 21,727 potential victims of modern slavery referred to the Home Office. This is the highest number of referrals since the NRM began in 2009. ¹

¹ [Home Office, 03.03.2022, Modern Slavery: National Referral Mechanism and Duty to Notify statistics UK, end of year summary, 2021](#)

Our role in tackling modern slavery

1. Identification and referral of victims

Cambridge City Council has a duty to notify the Home Office through the NRM of suspected cases of Modern Slavery, as set out on page 2 of this statement.

Staff are key to the identification and referral of victims, which is why they need to be equipped with the awareness to recognise what they are seeing and how to respond. Only with this awareness will staff be able to reduce harm and support the individuals appropriately. The way we communicate what modern slavery is to staff is key. Staff need to be trained to recognise that victims may be reluctant to disclose as they have been groomed and do not recognise they are being exploited, they are scared of those perpetrating the abuse, or have a fear of what may happen to them and their families following disclosure.

- **Training and support for staff and contractors:** All staff are required to complete a mandatory Safeguarding Awareness e-learning course within 3-months of starting their employment and must repeat this every 2-years.

Our Safeguarding policy states that it is everyone's responsibility to be able to recognise the signs and indicators of abuse, and higher levels of Safeguarding training is available to all staff regardless of their role. Additionally, through the Cambridgeshire & Peterborough Safeguarding Partnership Board, staff can access more specialised training with our partners across the County.

We have a network of Designated Safeguarding Officers across various Groups to ensure there is adequate support for staff who witness a Safeguarding concern and understand the referral process.

Safeguarding resources are regularly reviewed to ensure they are up to date and reflect best practice. We promote these resources through our intranet and encourage our Designated Safeguarding Officers to use team meetings to discuss these updates and any training needs.

Operatives employed by the Council, as well as contractors working on behalf of the Council, who may not have access to IT are provided with 'Concern Cards' so that they can quickly and easily log any concerns, recognising that our staff entering homes to carry out maintenance can be best positioned to witness abuse.

All Safeguarding Leads monitor and log safeguarding concerns enabling us to identify any trends appearing. Cambridge City Council meets regularly with Safeguarding Leads from other District Councils and a representative from the Cambridgeshire & Peterborough Safeguarding Partnership Board, who feedback any priority areas that need to be a focus for the team. Leads communicate regularly to plan how to affect these priority areas and hold quarterly meetings with Designated Safeguarding Officers to communicate their role in ensuring these priority areas are met.

- **Cambridge Community Safety Partnership:** As part of the Cambridge Community Safety Partnership, we have close working relationships with Cambridgeshire Constabulary including the Modern Slavery and Human Trafficking team, which enables us to respond to and support victims of modern slavery more effectively. We take a multi-agency response to cases of modern slavery where the safety of the individuals involved is our main priority, whilst also ensuring appropriate levels of recordkeeping and evidence gathering so that the perpetrators can be disrupted, pursued, and prevented.

'County Lines' is driving an increase in referrals of children involved with criminal exploitation, and as such in 2023 we launched the [Cambs Against County Lines](#) campaign.

- **Support for refugees:** Where refugees are living with hosts in the community, there is a screening process to ensure the hosts are appropriate which includes property and Disclosure and Barring Service (DBS) checks. There will then be welfare checks to ensure that individuals/families are safe and well. We aim to provide consistency with the same person carrying out the welfare check, so as to build a rapport with the individuals. Translation services are also provided to ensure that any needs or concerns are not missed or misunderstood.

Additionally, we have dedicated Family Support Workers. Those working to resettle new arrivals may find that trafficking or modern slavery has been present in the refugees and asylum seekers' routes into the UK, therefore knowing how to respond to this is important through an understanding of how to engage with survivors using trauma-informed practice.

Cambridge City Council also commissions Cambridge Ethnic Community Forum to provide advice and practical help to asylum seekers and refugees in Cambridge.

- **Housing Advice:** Housing Advice teams may be the first point of disclosure for those experiencing modern slavery, where a victim has been able to leave

the situation of exploitation but has not yet been referred to the NRM. Housing Advisors must be trained with how to respond to modern slavery, including cases where the individuals may have no recourse to public funds (NRPF).

- **Tenancy Audits:** Housing Officers carry out regular 'tenancy audits' to Council owned properties to determine who is living in the property and inspect its condition, which has proven to be a proactive way of identifying abuse.
- **Environmental Health:** Our Environmental Health and Residential Teams are regularly visiting businesses and private households, which involves rigorous inspections of premises and has previously been successful in identifying abuse, including people trafficking, with the involvement of UK immigration department.
- **Customer Services:** Our Customer Services team is likely to be one of the first point of contacts for somebody escaping modern slavery and seeking help from the Council, so it is important they are equipped to know how to respond accordingly and refer to the correct service.
- **Councillors:** Councillors may become aware of modern slavery through comments from residents about homes or businesses. Our Safeguarding Policy provides details on how Councillors can report concerns.

2. Supporting victims

Cambridge City Council takes a victim-led approach to supporting those experiencing Modern Slavery, through discussion with the victim of the options available to them. The Human Trafficking Foundation highlights that supporting victims to regain trust in their ability to control their own lives is a crucial step towards reducing vulnerability and further exploitation. Supporting individuals to make their own choices and providing support in a personalised way that recognises an individual's strengths can help to promote empowerment, such as informed consent.

By referring victims through the National Referral Mechanism (NRM) they may be able to access support including accommodation, material assistance, financial support, translation and interpretation services, information and advice, outreach support, access to legal aid for immigration advice, medical care, and counselling. A referral cannot be made to the NRM if the adult does not give informed consent, however a duty to notify referral must still be made.

Modern Slavery cases are likely to require Cross-council coordination, as well as external agencies. Having a professional lead to engage across teams and ensure who is taking responsibility for certain actions will help to ensure a successful outcome and prevent victims being passed between different agencies.

We have a duty under the Children Act 2004 to work with local police and health partners to safeguard and promote the welfare of children. We actively look to safeguard children and young people. Additionally, under the Care Act 2014 we must ensure the safety and wellbeing of adults who have been subject to abuse or neglect.

We are also able to offer support for those with no recourse to public funds (NRPF) through referrals to the NRM, signposting to Voluntary and Community Sector Support (VCS), and solicitors.

3. Community Safety and disruption

Perpetrators of modern slavery can be serious and organised crime groups but may also be an individual close to the victim. Modern Slavery can be present in other crimes such as gangs, violent crimes, drug, and street-based crimes, among others.

Cambridge Community Safety Partnership works in partnership across the city through its Data Sharing Agreement, which multiple key agencies are a part of. The awareness and professional curiosity to ask exploratory questions and to pursue cases that do not feel right are important tools to uncovering Modern Slavery. Once uncovered, the appropriate legal action to disrupt the activity of individuals and criminal networks can be considered.

The Modern Slavery Act 2015 introduced tools such as Slavery and Trafficking Prevention Orders (STPO) and Slavery and Trafficking Risk Orders (STRO).

The Anti-Social Behaviour, Crime and Police Act 2014 also includes powers that may be relevant to stopping modern slavery, such as closure orders.

Targeting other areas of legal or regulatory non-compliance can be a route to uncovering and disrupting modern slavery. Examples of this include licensing law, health and safety legislation, food laws, trading standards powers and housing legislation including private residential, which provide an opportunity to visit high-risk properties and businesses.

4. Ensuring that the supply chains we procure from are free from Modern Slavery

Cambridge City Council takes multiple approaches to keeping our supply chains free from modern slavery.

Businesses required to produce and publish a modern slavery statement under the Modern Slavery Act 2015 are asked to provide this. As part of a contract award their statement will be reviewed by the contract manager and, if relevant will become part of the contract review and management process.

When writing contract requirements and specification we consider how to mitigate modern slavery risks by exploring links to Social Value, asking bidders the correct questions, and evaluating their responses.

Where applicable, we ensure that bidders and/or suppliers act lawfully and have, and can produce, their own safeguarding policies.

We consider how to embed modern slavery considerations, where applicable, into the terms of our contracts and specifying the requirement of regular reviews to ensure transparency and take appropriate action where contractor and/or supplier conduct is brought into question. We may consider [examples of modern slavery contract clauses](#) that are reviewed in conjunction with Legal Services as to suitability for their individual contracts.

For staff who require training on how to mitigate modern slavery risks and improve due diligence in their procurement, they can access the [free Government Commercial College e-learning module](#)

We also consider our relationship with the community and voluntary sector, and encourage suppliers who want to work with us to access the [Modern Slavery Assessment Tool \(MSAT\)](#) to improve protections and reduce the risk of exploitation of workers in their supply chains.

Local businesses can seek advice on how to tackle slavery in supply chains with assistance from organisations such as [Stop the Traffik](#) and [Shiva Foundation](#) who have a useful toolkit on their website.