

Blaby District Council **Statement**

Modern Slavery Statement 2025

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Approved By*	Council	Approval Date*	08/07/2025	Version Number	001
Author Job Title	Customer Insight, Experience & Engagement Service Manager	Service Area	Equalities, Diversity, and Inclusion	Document Register Reference	A 839

*'Approved by' and 'approval date' are in relation to the most recent version.

Review History			
Version*	Reviewed By (Job Title)	Review Completion Date	Brief Description of Changes (add 'no changes required' if applicable)
001	Customer Insight, Experience & Engagement Service Manager	1.6.2023	Updated the resident count, checked the links still worked, changed the financial year that applied and emailed other teams to check policies still correct. Approval date updated above to 20.6.23 as document was still taken to Council for approval, despite no significant changes.
002	Customer Insight, Experience & Engagement Service Manager	14/08/2024	Updated the resident count, checked the links still worked, changed the financial year that applied and emailed other teams to check policies still correct. Approved by council on 16.07.2024

*Version number remains the same if no significant changes are made upon review.

Document Definition / Approval & Review

Defining the document type and how it is approved and reviewed

Blaby District Council statement **‘A definite or clear expression of something in writing (something that is written which provides information in a formal or definite way).’**

Key published documents are approved for publication in line with the approval matrix illustrated in the Key Published Document Procedure.

Unless agreed by exception, key published documents must be reviewed at least **every 3 years** from the date of approval.

Significant updates/changes must also seek reapproval in line with the approval matrix.

Scope

To what and to whom this statement applies

Staff in multiple service areas, councillors and members of the public living in or visiting Blaby District, businesses operating within Blaby District, partner agencies and contractors working alongside Blaby District Council.

This Statement contains direct links to the following:

Whistleblowing Policy
Standards, Feedback and Complaints Process
Constitution – Parts 5 and 11

Terms & Definitions

Definition of any acronyms, jargon, or terms that might have multiple meanings.

Term	Definition

Modern Slavery Statement 2025

Introduction

The UK Modern Slavery Act (MSA) 2015 received Royal Assent on Thursday 26 March 2015. It was the first in Europe, and one of the first in the world, to specifically address slavery and trafficking in the 21st century. Provision 54 of the Act requires organisations, in any sector, which do business in the UK to disclose the steps they are taking to address modern slavery in their business and supply chain in an annual statement. This provision requires organisations to be transparent about how they conduct their business.

This statement sets out Blaby District Council's measures to understand all potential modern slavery risks related to its business and to put in place steps aimed at ensuring there is no slavery or human trafficking in its own business and its supply chains.

As part of the public sector, Blaby District Council recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Council is committed to improving its practices to combat and prevent slavery and human trafficking in its activities, and to ensure that its supply chains are free from slavery and human trafficking. We collaborate with other authorities, the police, health professionals, and other relevant local groups to ensure effective communication and best practice is shared.

Organisational structure and supply chains

Blaby District Council provides a range of services for its 102,926 residents, from council tax collection, waste collection, planning management and environmental health. Other services, such as schools, social care and roads/transport links are provided by Leicestershire County Council. Goods and services can be delivered both directly by the Council and through external contractors. We are aware of upcoming reforms affecting modern slavery legislation regarding our organisational structure and supply chains. We will ensure that all our policies and procedures comply with these new changes and are adapted where necessary and appropriate.

Countries of operation and supply

The Council operates in the United Kingdom. We consider the risk of slavery and human trafficking to be low due to the type of activity that we undertake. However, we will remain vigilant, and potential risks will be considered when delivering our services or undertaking procurement exercises.

Responsibility

Our core values commit the Council to:

Put the customer at the heart of everything that we do
Be innovative, adaptable, and resourceful
Understand the needs of our communities and treat everyone fairly
Be open, honest, and clearly communicate

With these principles in mind, we have a range of policies and processes which reflect our commitment to acting ethically and with integrity.

Policies: Council policies are developed by officers employed by the authority and are then agreed upon by our senior officers, councillors, and partner organisations where relevant.

Risk assessments: These are undertaken by officers within the relevant service area and corporately. Support and advice are provided by those charged with safeguarding, equality and human rights, procurement, human resources, and risk management responsibilities.

Investigations/due diligence: Under Section 52 of the Act, the 'duty to report', we will refer any suspected or known incidents of slavery or trafficking to the relevant authority via nominated safeguarding officers.

Any investigations in relation to suspected or confirmed modern slavery will be conducted through partners such as the NCA Modern Slavery and Human Trafficking Unit.

Specific policies which apply

Children and Young People Safeguarding Policy and Adults in Need of Safeguarding Policy: The Council has two safeguarding policies which are declarations of the Council's commitment to safeguarding people, irrespective of age. Whilst it is not our job to establish whether abuse is taking place, it is our responsibility to report any concerns we have over the welfare of an adult or child and to co-operate in any multi-agency investigations as appropriate. These policies include procedures for delivery of a safe environment by officers and for effective operation with its partners, to report safeguarding issues. As such the 'duty to notify' provision as set out in Section 52 of the Modern Slavery Act 2015, which applies to public authorities, including district councils, will be supported by this policy. Safeguarding training is provided through e-learning and face to face sessions for both staff and councillors.

Whistleblowing Policy: The Council encourages all its workers, customers, and other business partners to report any concerns related to the activities of the Council or its contractors. The Council's [Whistleblowing Policy](#) is designed to make it easy for workers, customers, partners etc. to make disclosures, without fear of retaliation. We encourage employees who have serious concerns to raise these via the persons specified in the Policy. We want to know if customers have any issues and concerns; these can be reported through the [Standards, Feedback and Complaints process](#). These concerns, if appropriate, will be followed up via the Council's safeguarding policies and procedures.

Employee Code of Conduct: The organisation's code makes clear to employees the

actions and behaviour expected of them when representing the organisation. The Council strives to maintain the highest standards of employee conduct and ethical behaviour, as set out in 'the Nolan Principles' including when managing its supply chain. ([Constitution: PART 5](#))

Member Code of Conduct: The organisation's code makes clear to members the actions and behaviour expected of them when representing the organisation. The Council members must maintain the highest standards of courtesy and respect and follow the 10 general principles specified by the Secretary of State after the Nolan Report. ([Constitution: PART 5](#))

Procurement: The Council has a Procurement Toolkit, and the Contract Regulations are laid out in [Part 11 of the Constitution](#). The toolkit and regulations support the role procurement plays in minimising the risk of modern slavery and human trafficking by suppliers, by laying out the requirements to comply with legislation and equality principles.

Where a procurement is valued at £50,000 or above, the Council will seek to ensure that potential suppliers are compliant with the Modern Slavery Act 2015, by inclusion of distinct evaluation award criteria. Further evidence will be sought if the procurement is considered high risk in terms of modern slavery, for example, transport and waste related procurements.

Blaby District Council expects all suppliers of goods or services to the Council who meet the requirements of the Modern Slavery Act 2015 (that is, their turnover is above £36m) to have their own policy relating to working practices or modern slavery, or for equivalent and sufficient evidence to be available to ensure their standards are in accordance with the Council's expectations. Compliance will be monitored as part of the contract management procedures following award.

Equality and Human Rights Policy: This policy recognises that the Council has a responsibility to challenge discrimination, harassment, and victimisation in delivering services and as an employer. We aim to meet both our legal and moral duty to ensure that the principles of fairness, equality, and respect are upheld. The Equality Act 2010 and the Human Rights Act 1998 focus on the right of people not to be discriminated against and safeguard the fundamental freedoms of everyone.

Data Protection: Due regard should be given to data protection legislation, Data Protection Act (2018). Councils' statutory powers support joint investigations by allowing for sharing information to prevent or detect crime and support legal proceedings. The LGA has a memorandum of understanding on data sharing with HMRC which all councils can sign up to to share and receive data from HMRC.

Planned actions to tackle slavery and human trafficking

1. **Training and awareness-raising:** The Council will continue to raise awareness among staff and councillors. The Council recognises that certain colleagues within the organisation may require more specific or in-depth training, depending on their

job role, to raise awareness further and ensure compliance with the Modern Slavery Act 2015.

We have an induction program for all new staff members and ongoing training that employees must complete. This includes safeguarding e-learning and tackling exploitation and modern slavery e-learning. This training:

- enables staff to identify and know how to spot and report incidents of abuse and neglect, including modern slavery and human trafficking
- explains what to do if a member of staff comes into contact with a potential victim
- explores the risks to individuals who have been trafficked and enslaved
- explains how support is available through a multi-agency approach

We will also make available information for all staff outlining our duties, potential warning signs and what to do if they have any concerns.

2. **Policy updates:** Relevant policies, procedures and processes will be reviewed and adapted to include the aim of ensuring there is no slavery or human trafficking in the Council's own business and its supply chains.
3. **Employment:** Victims of modern slavery and human trafficking within the Council will be supported through our human resources policies and procedures. This will apply to those already in employment, during recruitment and temporary and /or agency staff. We will ensure a safe environment within the Council for concerns to be raised and reported.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Blaby District Council's modern slavery and human trafficking statement for the year 2025/26

Signed
Date :

Signed