

## London Borough of Hammersmith & Fulham

**Report to:** Cabinet

**Date:** 05/07/2021

**Subject:** Ending Modern Slavery in Hammersmith & Fulham: Our Strategy for a Coordinated Community Response 2021-2026

**Report of:** Councillor Sue Fennimore, Deputy Leader

**Report author(s):** Lucy Bird, Projects and Commissioning Officer  
Annabel Moores, Victim Programmes Co-ordinator

**Responsible Director:** Sharon Lea, Strategic Director for the Environment

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### SUMMARY

This inaugural modern slavery strategy has been co-produced by partners across the borough, including survivors, residents, businesses, community groups and multi-agency professionals.

It outlines our Coordinated Community Response (CCR) to tackling modern slavery, which states that it is everyone's business to work together to end this crime. It sets out our four objectives to end modern slavery, which are: Victims Identified, Exploitation Prevented, Victims Supported, and Exploiters Brought to Justice. It also commits to a 5-year action plan setting out how the council will achieve these objectives.

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### RECOMMENDATIONS

1. That approval be given to the contents and publication of Ending Modern Slavery in Hammersmith & Fulham: Our Strategy for a Coordinated Community Response 2021-2026, attached as Appendix 1.
2. To note that once the Strategy has been approved an accessible version of the strategy will be developed to be published at the same time.

**Wards Affected:** All

<b>Our Values</b>	<b>Summary of how this report aligns to the H&amp;F Values</b>
Building shared prosperity	The strategy recommends employers pay their staff London Living Wage and provide fair and safe working conditions. It also recommends employers require the same working conditions

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	throughout their supply chain and to proactively investigate this. This will encourage shared prosperity for workers at all levels across H&F.
Creating a compassionate council	The strategy seeks to deliver an approach which is collaborative, coordinated, trauma-informed, intersectional, gender-informed, and above all puts survivor voices and specialist services as its heart.
Doing things with local residents, not to them	The modern slavery strategy is a co-produced document, which includes collaborative work with survivors of modern slavery, residents, representatives from community, voluntary and faith groups, as well as from local businesses and professionals across the borough.

## Financial Impact

The strategy was compiled and developed by the Community Safety Unit within the existing approved budgets for the Service. It is expected that the implementation of the strategy and action plan will also be managed within approved budgets. Should any actions require additional funding any investment will be the subject of a separate decision report and/ or considered as part of the annual budget setting process.

## Legal Implications

To comply with its obligations under the Council of Europe Convention on Action against Trafficking in Human Beings 2005 (ECAT) the UK set up the National Referral Mechanism (“NRM”). The Council as ‘First Responder’ has responsibilities to:

1. Identify potential victims of modern slavery and recognise the indicators of modern slavery
2. Gather information in order to understand what has happened to them
3. Refer victims into the NRM (in England and Wales this includes notifying the Home Office if an adult victim doesn’t consent to being referred)
4. Provide a point of contact for the Single Competent Authority (SCA) to assist with the Reasonable and Conclusive Grounds decisions and to request a reconsideration where a first responder believes it is appropriate to do so

The Council also has statutory duties to recognise and protect victims of trafficking under the Modern Slavery Act 2015 and its Guidance issued by the Home Office in January 2021.

Adopting the strategy contributes to the fulfilment by the Council of these obligations.

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**Background Papers Used in Preparing This Report**

None

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**DETAILED ANALYSIS**

**Proposals and Analysis of Options**

**Modern Slavery in H&F**

1. H&F have been working closely with third sector organisations to identify the level of exploitation taking place in the borough. Stop the Traffik have identified 39 cases where the victim/survivor was either recruited or exploited in H&F between April 2019 – November 2020. In addition to this there will be a significant number of people living in the borough who were exploited elsewhere. This is reflected by MPS data which states that 172 modern slavery offences were submitted by first responder agencies in the borough between August 2019 – July 2020. This only accounts for the cases known to the partners who share data and therefore the actual numbers of cases are anticipated to be much higher.

**Co-production**

2. The H&F strategy has been co-produced by partners across the borough, including survivors, residents, businesses, community groups and multi-agency professionals. The consultations highlighted the need for the strategy to be accessible to everyone. As such, there is a guide at the start and guidance throughout highlighting how individuals, community groups, multi-agency professionals and wider society can play their part in ending modern slavery.

### **Coordinated Community Response**

3. The strategy outlines our Coordinated Community Response (CCR) to tackling modern slavery, which states that it is everyone's business to work together to end this crime. It sets out our four objectives to end modern slavery, which are:
  1. Victims Identified
  2. Exploitation Prevented
  3. Victims Supported
  4. Exploiters Brought to Justice.

### **Charter Against Modern Slavery**

4. The Council has already signed the Charter Against Modern Slavery, and the inaugural modern slavery strategy will set out a clear 5 year action plan which will enable us to achieve the objectives set out in the charter, as well as the objectives set out in the strategy.

### **Reasons for Decision**

5. The Council has statutory duties to recognise and protect victims of trafficking under the Modern Slavery Act 2015 and its Guidance issued by the Home Office in January 2021. Adopting the strategy contributes to the fulfilment by the Council of these obligations, as well as promoting and protecting adults and children's human rights and adults' workers' rights.

### **Equality Implications**

6. H&F Equality Impact Analysis Tool completed (Appendix 2)

### **Risk Management Implications**

7. The Council understands the risk that all forms of modern slavery pose both to its own residents and visitors and internationally through the global nature of modern supply chains. The Council is fully committed to using all avenues open to it to tackle modern slavery by using its statutory powers, its role as a public procurer and through utilising the strengths of all our partnerships with the Police, the NHS and other organisations and through wider awareness-raising.

*Implications verified/completed by: Mike Sloniowski, Risk manager, 020 8753 2587*

## **Consultation**

8. The modern slavery strategy is a co-produced document and as such, focus groups were held with a variety of agencies and drafts of the strategy shared at various stages. 18 survivors of modern slavery took part in focus groups and 1-1 interviews delivered by an independent, and survivor-led organisation Survivor Alliance. The focus groups were for participants confident in English and 1-1 interviews were held for survivors who required an interpreter. A total of 36 representatives from community, voluntary and faith groups participated in a training workshop and their views were obtained as part of this process. 14 representatives also took part in a focus group. 30 multi-agency professionals from the borough's Modern Slavery and Exploitation (MSE) Group participated in workshops, including Metropolitan Police, local NHS trusts and Non-Governmental Organisations. The council worked with Hammersmith Business Improvement District (BID) and Fulham BID to send a survey to businesses to give them an opportunity to participate. The council received over 100 responses to an online survey aimed at residents. Participant details are kept anonymous to protect individual's safety and to allow them to speak openly during the above consultations.

## **List of Appendices**

Appendix 1 – Ending Modern Slavery in Hammersmith & Fulham: Our Strategy for a Coordinated Community Response 2021-2026

Appendix 2 – H&F Equality Impact Analysis Tool