



## **Modern Slavery and Human Trafficking Transparency Statement**

This statement sets out the steps the West Mercia Police and Crime Commissioner (PCC) will take to safeguard against Modern Slavery and Human Trafficking.

### **What is Modern Slavery?**

Modern Slavery comprises slavery, servitude, forced and compulsory labour and human trafficking. A victim is used or exploited for someone else's gain without respect for their human rights. There are a number of different types of exploitation and anybody can become a victim.

### **PCC's Commitment**

Under section 54(1) of the Modern Slavery Act 2015 commercial organisations with an annual turnover in excess of £36 million are required to produce a modern slavery statement. The PCC's Office annual turnover is under £36 million but it is recognised that the PCC has a responsibility to be transparent in their business and supply chains. Due diligence is undertaken by working in partnership with the procurement team in West Mercia Police. The same standards are expected from contractors, suppliers and other partners. As part of procurement processes, the PCC will:

- Ensure pre-contract selection questionnaires to potential contractors include questions to help ensure that those organisations are identifying, preventing and mitigating the risk of modern slavery in their operations.
- Include anti-slavery in the PCC's standard terms and conditions for grant funded and commissioned services to ensure that the PCC is entering into contracts with services who are committed to complying with the requirements under the Modern Slavery Act 2015.
- Expect all service providers to have their own policy relating to working practices or modern slavery or for evidence to be available to ensure their standards are in accordance with the PCC's expectations and for it to be made available during any future procurement.

In the PCC's Police and Crime Plan 2017-2021, building a more secure West Mercia captures the focus on protecting the most vulnerable victims in society and targeting crimes hidden from the public, of which modern slavery falls into. Progress against the PCC's Police and Crime Plan is monitored by the Police and Crime Panel.

Safeguarding responsibilities are taken seriously and HR practices and employment checks will ensure that those employed by the organisation are legally entitled to work in the UK. Pay policies will follow appropriate legislation that determines and prescribes levels of minimum payment for work undertaken as an employee.


PCC staff will be briefed on how to spot the potential signs of the slavery and human trafficking, where and how to report their concerns and what support is available. The risk of slavery within the Office's direct supply chain is low. Staff will remain vigilant and will take steps to manage the risks if they become apparent.

The welfare of office employees is important and as part of office management processes, managers are required to hold regular supervision meetings with employees which aim to address and support any personal welfare issues that may arise.

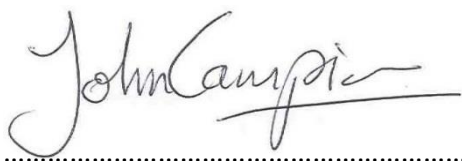
If any incidents of slavery or trafficking are suspected they would be referred to the relevant policing authority immediately and it is expected that service providers would do the same.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the PCC slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2021 and will be reviewed annually.

**Signed:**

  
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**Andrew Champness, Chief Executive**

  
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**John Campion, West Mercia Police and Crime Commissioner**

**Date:** 09/09/2020