



**HERTFORDSHIRE**  
Modern Slavery Partnership

# In Focus

**HMSP Progress Report: Modern Slavery**



**Published March 2021**

# HMSP Highlights 2016 - March 2020

**242**

victims identified  
since 2016

**74**

organisations trained  
by the partnership  
(over 152 training  
sessions)

**23**

HMSP materials  
created, plus  
translations

**7**

public  
awareness  
campaigns

**24**

modern slavery  
operations

**84**

organisations in the  
Hertfordshire Modern  
Slavery Partnership

**20**

organisations with  
internally embedded  
modern slavery  
training

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# The Hertfordshire Modern Slavery Partnership (HMSP)

## Structure

The Hertfordshire Modern Slavery Partnership (HMSP) brings together more than 100 statutory and non-statutory partners from across the county to tackle human trafficking and modern slavery in all its forms.

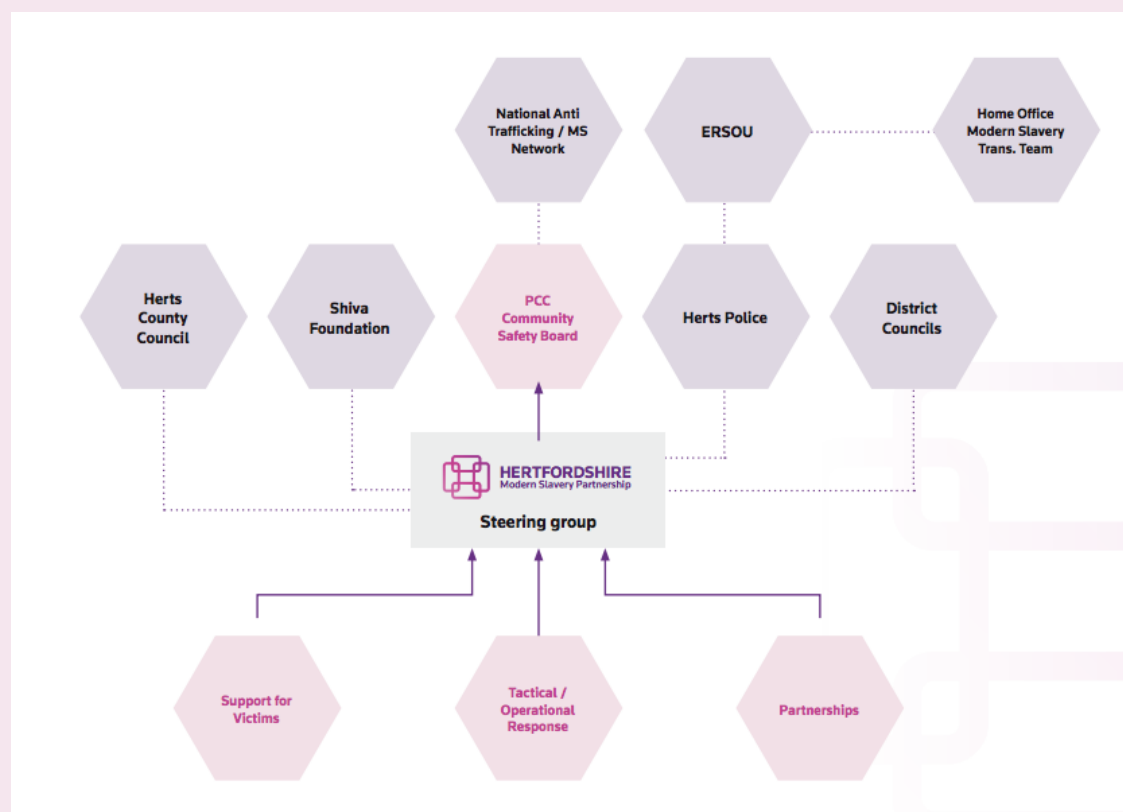
This multi-agency group is made up of representatives from Hertfordshire County Council, the Police and Crime Commissioner's Office for Hertfordshire, Shiva Foundation, Hertfordshire Constabulary, District and Borough Councils, NHS trusts, charities, non-government and government agencies and more.

Established in 2017, its aim was to provide a strategic meeting framework for Hertfordshire to raise awareness, share information and proactively work together to ensure a consistent and robust approach to tackling modern slavery; utilising this shared strategy and resulting action plans to achieve a set of shared aims and objectives.

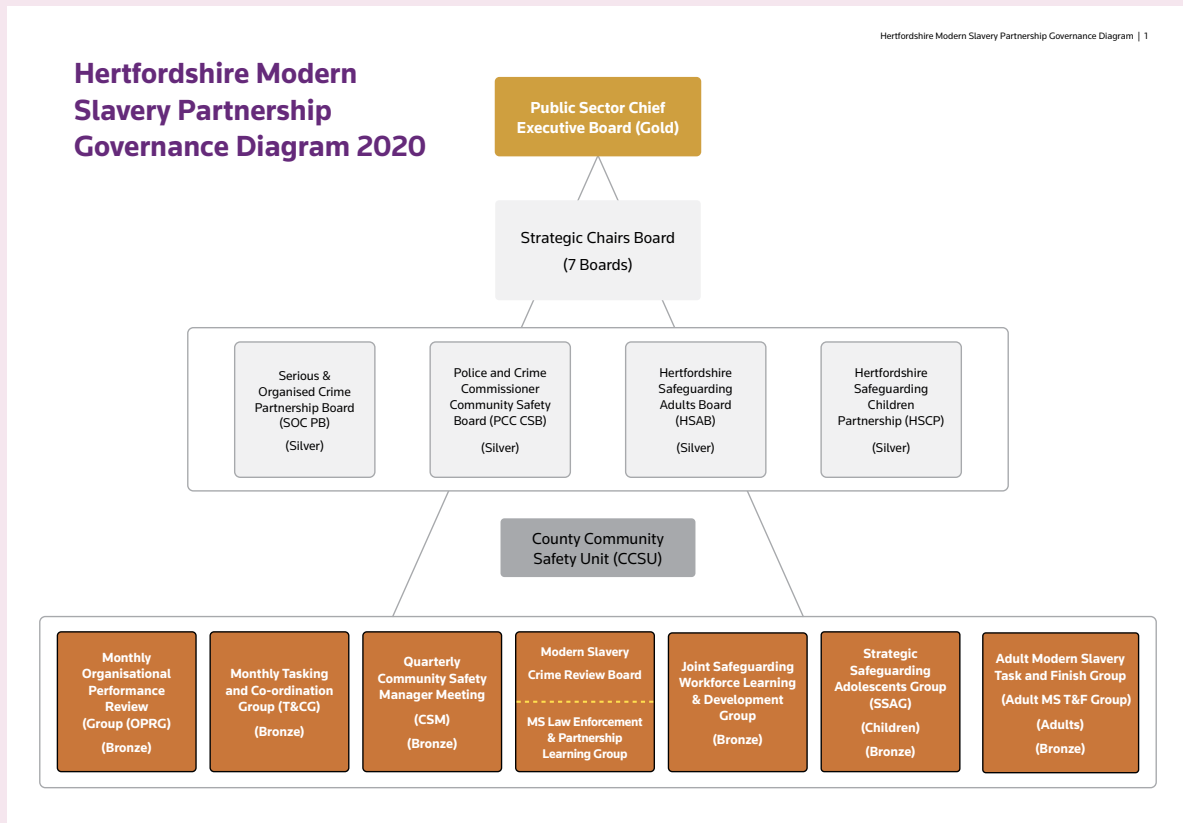
Partnership aims are achieved through the voluntary commitment of member agencies to work together effectively in support of an agreed vision and strategic approach. The partnership's work is overseen by the Police and Crime Commissioner for Hertfordshire Community Safety Board (CSB) and is coordinated by an independent coordinator, jointly funded by the [Police and Crime Commissioner for Hertfordshire](#) and [Shiva Foundation](#).

## Governance 2017-2020

From May 2017-March 2020, the HMSP was led by a modern slavery focused strategic Steering Group, overseeing subject focused subgroups. The HMSP reported to the Police and Crime Commissioner's Community Safety Board. You can learn more about the original HMSP strategy and governance structure [here](#).



## Governance 2020 Onwards



Since March 2020, the HMSP has been led by the Serious and Organised Crime Partnership Board (SOC PB), in collaboration with the [Hertfordshire Safeguarding Adults Board \(HSAB\)](#) and the [Hertfordshire Safeguarding Children's Partnership \(HSCP\)](#). The following operational and strategic groups fulfil HMSP priorities and actions:

- Hertfordshire Safeguarding Boards Joint Safeguarding Learning and Development Group
- HSCP Strategic Safeguarding Adolescents Group (SSAG)
- HSAB Adult Modern Slavery Task and Finish Group
- Modern Slavery Crime Review Board (yet to be established)
- Modern Slavery Law Enforcement and Partnership Learning Group
- Community Safety Manager's Meetings

This change has taken place as a result of efforts to embed a 'business as usual' approach to tackling modern slavery in line with HMSP's strategic priorities, as well as to enhance accountability and oversight over the issue across Hertfordshire.

For a more detailed overview of the new governance structure, visit [here](#).

# Strategic Priorities

**Vision:** Hertfordshire is a county that cares about human rights, where people are protected from modern slavery and exploitation.

**Mission:** We will make Hertfordshire a hostile place for all forms of exploitative criminality, through effective and collaborative partnership working – identifying, protecting and supporting potential victims of modern slavery and human trafficking; empowering people to move on safely and successfully from exploitation; and proactively pursuing criminals.

**In line with the [Strategy 2018-2021](#), the HMSP is led by six strategic priorities:**

1. Raise awareness of modern slavery and its effects
2. Increase reporting of suspected modern slavery
3. Ensure right knowledge, skills and process
4. Identify, support and protect victims
5. Perpetrator identification and deterrence
6. Effective governance, monitoring and evaluation

These priorities inform strategic objectives and an annual action plan which provides the direction for the partnership to achieve its agreed aims. See the [summary of last year's annual action plan](#) for more information on how these priorities translated into actions for 2019-2020.

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## Message from the Coordinator

*In November 2016, an initial meeting was organised between local stakeholders in Hertfordshire, laying the foundations for the Hertfordshire Modern Slavery Partnership. The four leading stakeholders agreed to work together to organise a conference: 'Tackling Modern Slavery in Hertfordshire: A Multi-Agency Vision', which was attended by over **250 stakeholders in February 2017**. Off the back of the conference, the foundations for the Hertfordshire Modern Slavery Partnership were laid and the Steering Group met for the first time in May 2017. At this meeting, Shiva Foundation formally agreed to act as the part-time independent coordinator for the Partnership for 1 year, with a review to take place in May 2018.*

*We come to March 2020 and amazingly, the HMSP has been operating for almost three years with Shiva Foundation acting as the Coordinator throughout that time, and on a full-time basis since mid-2018. With awareness of modern slavery being almost non-existent in 2016, the HMSP has come a long way to increasing knowledge and understanding in the county. We have having undertaken **7 public awareness campaigns** and delivered **over 150 training sessions** to local stakeholders. A key part of this has also been to create resources to support professionals and the public to effectively identify and report concerns. This activity has been facilitated through the creation of **over 20 new documents** specific to Hertfordshire, with additional translations. Year on year, the number of modern slavery offences being recorded in Hertfordshire is increasing, along with the number of victims being safeguarded through collaborative efforts by local stakeholders.*

*It is encouraging to see how quickly all of the different agencies have come together, with their own budgetary constraints and shifting priorities, to keep the HMSP and its objectives in the fore and to work collaboratively together to fight modern slavery in the region.*

**Kate Rolle, HMSP Coordinator (2018-2021)**

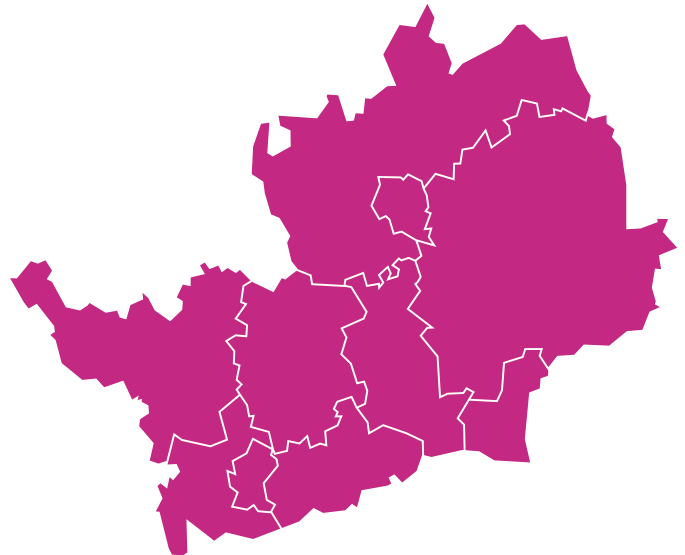
# Background

There are an estimated 40.3 million<sup>1</sup> people in modern slavery globally and an estimated 100,000 in the UK alone<sup>2</sup>. In 2019, 10,627 potential victims of modern slavery were referred to the National Referral Mechanism (NRM)<sup>3</sup>. While figures demonstrate an increase year on year, corresponding with an increase of awareness due to training, roughly only 10% of suspected victims are identified according to estimates.

Hertfordshire, made up of 10 local authority districts sitting beneath an overarching county council, has an estimated population of 1,184,365. It is a two-tier authority, with services to Hertfordshire residents split between county, and then district and borough councils that operate separately. The structure is part of why collaboration is so important in terms of effectively implementing modern slavery policies and practices.

Since 2016, 331 modern slavery related referrals have been made by third parties to the modern slavery police unit. Each year we see roughly a twofold increase in terms of the numbers reported, which is a testament to increased knowledge in the area. Since 2016, 242 victims have been identified.

Despite setting up the HMSP in May 2017, the transition period into an agreed and accountable structure didn't complete until mid-2018. From that point, we have set up regular monitoring and evaluation activities and have aimed to assess the impact of our outputs. With the transition to a new governance model, we felt it was time to formally capture the progress of the HMSP and to evaluate our outcomes and impact to date. The purpose of this document is to share our progress and our areas of reflection publicly, for our benefit and the benefit of others wanting to engage in similar activities.



## COVID-19

In terms of modern slavery, its impact and its scale, COVID-19 has made matters worse. Vulnerable people face greater risk and lockdowns result in fewer people being identified. The impact COVID-19 has had on the economy has led to greater financial insecurity, both for workers, who may be more likely to take less favourable working conditions, and employers, who may be more willing to turn a blind eye to unethical practice.

COVID-19 also had a negative impact on our operations and activities to ensure victims were identified and swiftly supported. Because of the financial precarity faced by one of our donors, the HMSP Coordinator was furloughed for three months. This meant a dip in services. Likewise, partner agencies had their capacity reduced because of redirected priorities. From quarter three 2020, however we were able to reestablish our activities and capacity was back to 75%. We continue to face limitations in delivering face-to-face services, however all partners have worked hard to adapt and to continue to support victims and potential victims as best as they can.

<sup>1</sup> [https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms\\_575479.pdf](https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_575479.pdf)

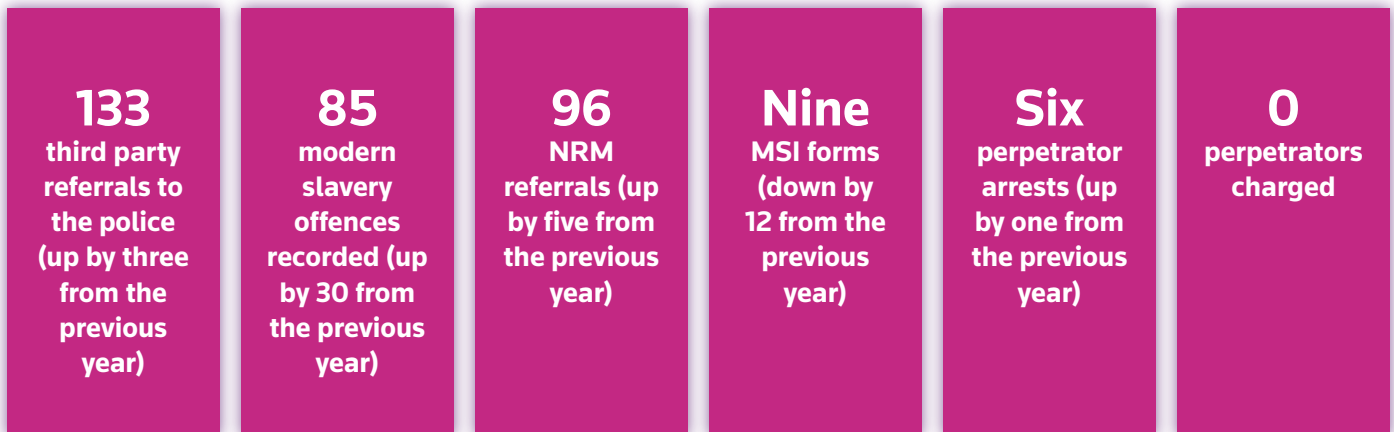
<sup>2</sup> <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2020/07/It-Still-Happens-Here.pdf>

<sup>3</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/927111/FINAL-2020\\_Modern\\_Slavery\\_Report\\_14-10-20.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/927111/FINAL-2020_Modern_Slavery_Report_14-10-20.pdf)



# Our Impact

From April 2019 to March 2020 we have seen:



## Strategic Priority 1: Raise awareness of modern slavery and its effects

In May 2019, we launched a [website](#) and social media platform ([Twitter](#)) to increase awareness of the issue and to support professionals looking to take action.<sup>4</sup>

- 1869 people have used the website.
- Of the resources we have uploaded on the website to support users, we have seen 261 downloads of external documents and 244 downloads of HMSP documents. The HMSP Basic Awareness Training Package was downloaded the most.
- Through our social media campaigns, we have had 361k impressions, 1645 profile visits and 2051 engagements.<sup>5</sup>

**We have implemented a number of campaigns across the region, working with partners to highlight a specific part of exploitation:**

- We created and disseminated 2500 window stickers, air fresheners and matching sticky notes to local authority licensing officers across the county raise awareness of modern slavery and human trafficking and to provide safe reporting mechanisms for potential victims in different environments.<sup>6</sup>
- 37 local and national partners supported our sexual exploitation campaign.
- 55 local and national partners supported our homelessness campaign, which included posters translated into six foreign languages.

**We also focused on building up internal communications and collaboration across the partnership:**

- We have increased our newsletter readership to 510 from 207 in Feb 2019.
- 13 partners now mention modern slavery and/or the HMSP website on their own website.

<sup>4</sup> These measures are taken between May 2019 and March 2020.

<sup>5</sup> Engagements include link clicks, retweets, likes and mentions.

<sup>6</sup> The stickers can be used by professionals e.g. in police vehicles, ambulances and by the public and taxi drivers in private vehicles, as well as stuck in the window of any licensed premises or at the workplace. The car air fresheners/matching sticky notes would allow members of the public or taxi drivers to drive into car washes and provide safe contact numbers for those working, who may be being exploited. The sticky notes would be left on the dashboard or put in the glove compartment.



## Strategic Priority 2: Increase reporting of suspected modern slavery

All of our work helps us fulfil our aim of increasing reporting of suspected incidents of modern slavery. We have delivered training to raise awareness to 39 different groups and created a standardised training package (see Strategic Priority 3), we have improved coordinated approaches to responding to incidents (see Strategic Priority 4), and have embedded modern slavery structures within local agencies practices; for example, 49 organisations, including local government, law & order, housing, health, third sector and education, now have designated modern slavery contacts.

### Our activities have had a tremendous impact on identifying cases of suspected modern slavery:

- 133 referrals have been made by third parties to the police.<sup>7</sup>
- 85 modern slavery offences have been recorded.<sup>8</sup>
- 90 reports were made to the Modern Slavery Helpline, 43 of which resulted in modern slavery being identified.<sup>9</sup>

Our increased reporting is down to a number of factors, one being better awareness of how the crime manifests and what risk factors are relevant to the county. In December 2018, Hertfordshire Public Health Evidence and Intelligence Unit conducted a Modern Slavery Strategic Needs Assessment which has successfully informed our ongoing collaborative efforts.

## Strategic Priority 3: Ensure right knowledge, skills and process Training professionals

- We have spent a great deal of time developing and embedding modern slavery awareness training across the county. The package we created, which is available for any of our partners to use and has been requested by 14 different organisations<sup>10</sup>, includes a [presentation](#), [presentation notes](#), [facilitator handbook](#) and [participant workbook](#). We have delivered training, presentations and workshops on 39 occasions.<sup>11</sup> Additionally, seven of the 10 districts and boroughs have modern slavery included as part of their existing compulsory training package for staff. This also extends to the county council, constabulary, child and adult safeguarding boards, Clinical Commissioning Groups (CCGs) and NHS trusts.



### We have also facilitated specialist training to:

- 21 local housing/homeless organisations including all 10 local authority districts: these organisations participated in a specific training on the vulnerability homeless people face in terms of exploitation. 100% of attendees indicated an increase in knowledge and confidence in reporting from the session.
- HCC Children's Services: we coordinated two specialist exploitation training sessions, run by the Children's Society Regional Prevention Officer, for all social workers in two areas from the newly formed specialist adolescent service.
- The Environment Agency (Hertfordshire and North London Team): this training led to the creation of a new internal local modern slavery subgroup for the area and the adoption of an agreed internal reporting mechanism for the whole agency.



7 Between April 2019 and March 2020 (this is an increase of three from the previous 12-month period).

8 Between April 2019 and March 2020 (this is an increase of 30 from the previous 12-month period).

9 Between May 2019 and April 2020 (this is a decrease of 19 and 18 respectively).

10 Between February 2019 and March 2020.

11 Between April 2019 and March 2020.

## Organisational shifts

Working in partnership with our local stakeholders, we know that improving systems internally is key to identifying and responding to modern slavery. We are proud of the steps our colleagues around the county have taken to demonstrate their commitment.

- 8 of the 12 local authorities and constabularies have publicly committed to addressing modern slavery through either adopting the Charter Against Modern Slavery<sup>12</sup> or publishing a modern slavery statement in accordance with the Modern Slavery Act 2015.
- Stevenage Borough Council Main was cited as an example of best practice for implementing “Effective internal structures and work with external partners to tackle modern slavery” in the [LGA Tackling modern slavery: Council case studies report](#) (see p.35) , published in September 2019.

In October 2019, the [LGA Councillor Guide to Tackling on Modern Slavery](#) was published, containing contributions from the HMSP Coordinator/Shiva Foundation and also featured the HMSP as a case study.

## Strategic Priority 4: Identify, support and protect victims

### Linking up to support victims

One of our proudest achievements is the creation and publication of Reporting Pathways ([Adults](#) and [Children](#)) for the region. The pathway and associated documents, such as [information flyers](#) for victims and [booklets](#) to inform victims about the National Referral Mechanism (both in 12 different languages) aim to support anyone who may come into contact with a potential victim to identify and report them to the appropriate channels. These are the product of 12 months of consultation with a variety of local stakeholders. We have also produced an [HMSP easy-read information flyer](#) for those who may not be able to read English well. This was endorsed by the Independent Anti-Slavery Commissioner.

### Sharing responsibility

We have seen an increase of shared responsibility for supporting victims and referring them to appropriate services (e.g. NRM and safeguarding teams). From April 2019 to March 2020, we saw an increase in referrals to local authority safeguarding teams and Beacon, the victim support centre in the region. We have also had referrals from teams other than the police (e.g. the youth offending team and children’s services). We have seen positive outcomes from potential victims referred to the NRM: Of the 96 people referred, two have received positive conclusive grounds decisions and 73 have received positive reasonable grounds decisions.

### CASE STUDY

Meet AR, a 17-year-old Sudanese boy who was trafficked into the UK from Libya. He was forced to work long hours each day and never at the same work site. His English language skills were limited and he was assigned a “chaperone” by his exploiters, to translate and speak on his behalf. The agencies who initially came into contact with AR suspected exploitation but were not sure what to do with his case. This delayed the support AR could have been given. Eventually, the relevant information was gathered and there was an attempt to help AR out of his situation. By this time, AR had turned 18 and now needed to consent to be referred to the NRM but declined out of fear of retribution.

While the NRM isn’t appropriate for everyone and adult victims have the right to decline its support, this example is more about the length of time that passed before a known victim of modern slavery was even offered that support. Additionally, had 17-year-old AR been referred to the NRM, he would have been considered a young person and consent wouldn’t have been needed to provide him with NRM-affiliated support. With that in mind, the pathway seeks to help streamline identification and support of potential victims embedded within a multi-agency approach, which in turn will facilitate improved information sharing and provide us with better data on victims and perpetrator. To tackle the problem, we have to know the scale and where resources should be targeted.

12 The Modern Slavery Charter: <https://assets.party.coop/wp-content/uploads/2018/03/05171917/co-op-party-modern-slavery-charter.pdf>

## Strategic Priority 5: Perpetrator identification and deterrence

Police-led operations and enforcement agency collaboration are key activities within the HMSP. In February 2020, we launched a Multi-Agency Operations Protocol document to help guide these types of activities. We are also coordinating a national Enforcement Powers Guide to help align these agencies to be able to call on each other for support when investigating potential incidents of modern slavery. This is a project in partnership with the [National Network Coordinators Forum \(NNCF\)](#) and the [Modern Slavery and Organised Immigration Crime Unit \(MSOIC\)](#) funded by the Home Office. This guide is due to be published in January 2021.

### The impact of our strategic priority five activities:

- We have carried out 24 modern slavery operations.<sup>13</sup>
- 96 NRM referrals and nine MS1 referrals have been made.<sup>14</sup>
- 6 perpetrators have been arrested, however none have been charged.<sup>15</sup>

## Strategic Priority 6: Effective governance, monitoring and evaluation

Since the creation of the HMSP, we have worked to ensure that we uphold effective governance and that we measure our activities to ensure they are effective. To achieve this, we have created and approved an annual action plan and monitoring and evaluation framework. This work includes embedding monitoring and evaluation frameworks with regards to modern slavery activity in our partner organisations. **Some key activities include:**

- Adding modern slavery questions to the HSAB Self-Assessment Form, which is a tool used by the HSAB to benchmark member organisation activities identified by the form questions.
- We have added data measures within partner organisation reporting system to better track impact (e.g. Beacon, HCC Youth Offender Team and HCC Children's Services).
- Hertsmere Borough Council adopted a Review Report's recommendations on modern slavery, which was presented to the Executive ([see meeting minutes – 22/04/2020](#)). Submission of original progress review document was made by the HMSP Coordinator in Sep 2019. This document considered the progress of key council departments with regards to modern slavery policies and processes and outlined recommendations for improvement, so that approaches to tackling modern slavery were absorbed into the core of Hertsmere. See Appendix A for further information.

We have also tracked knowledge levels within the different local authorities we work with to understand the impact of our efforts. For example, in nine districts, levels remained relatively stable at six or above (on a 10-point scale). Five areas demonstrated an increase in knowledge from various workshops we delivered. Confidence levels in terms of identifying and reporting cases, had unfortunately declined when attendees were questioned a year after their training. This indicates a falloff in confidence over time and supports the need for regular training and updates. All local authorities have been working to meet workshop recommendations from a variety of workshops they've attended which shows a shift in practice.

As part of our monitoring efforts, the Hertfordshire Crime and Disorder Partnership 2018 – Modern Slavery and Human Trafficking Topic Group published a [report](#) (6 December 2018) which aimed to examine the effectiveness of the Crime and Disorder Partnership, which the HMSP sits under. It set out recommendations which the HMSP is accountable to.

<sup>13</sup> Between 2016-March 2020.

<sup>14</sup> Between April 2019 and March 2020. This is an increase of five NRM referrals and a decrease of 12 for MSIs from the previous 12-month period.

<sup>15</sup> Between April 2019 and March 2020. This is an increase of one from the previous 12-month period.

# Reflections

Since the development of the HMSP and the simultaneous launch of the dedicated modern slavery police unit, we have seen an increase in intelligence, reports and joined-up working. Despite these successes, there is still a great deal of work to be done to thoroughly close the gaps which exist in coordination and partnership working.

## Challenges that have been identified over the last few years include:

1. Policies or procedures have not always been set in stone and therefore suffer from inconsistency.
2. Engagement from organisations has reduced and unilateral decisions that affect the HMSP have been taken.
3. There is a lack of protocols around collaboration between agencies in terms of responsibilities, contributions to activities or operations, and recording data.
4. Partners within HMSP have experienced high staff turnover at times, which can lead to disruptions in their HMSP participation, sometimes hindering partnership activities.
5. It has not been possible to track the journey of a victim in its entirety due to gaps in data recording, communication and sharing by statutory and non-statutory agencies across the HMSP.
6. Delays in HMSP governance transition have undermined the HMSP's progression.

## Consequently, we have identified the following learnings:

1. It is essential for the overall ownership, reporting and accountability of the issue at a higher level that the HMSP sits within the existing safeguarding structure in the county.
2. All organisations must embed modern slavery content and provisions within relevant policies and protocols to ensure sustainable progress in tackling this issue. This is key for anti-modern slavery activities to ever become "business as usual".
3. Capacity and resources are scarce and as such, the coordinator role has been essential to maintaining momentum and progress. This is important as having a full-time coordinator for this amount of time was not the original intention.
4. Recording and monitoring of data by each organisation is absolutely essential for understanding of this issue in Hertfordshire and targeting of resources effectively.
5. Evaluation of data is fundamental to progress and understanding of this issue across the county and within individual districts.

## Moving Forward

In the final year of HMSP coordination by Shiva Foundation, the Coordinator will therefore be working to develop the HMSP into a self-sustaining body through ensuring clear governance, referral and reporting mechanisms, and appropriate resources to ensure this. This goal will be supported by the new governance structure, which was approved in February 2020. The Coordinator will also be looking to develop ways of monitoring the HMSP that can be easily completed by partners going forward. By embedding effective reporting systems, pathways, guides and evaluation frameworks, the need for Coordinator support should decrease and therefore the scope of the role will decrease over the period of 2020/2021. All activities should be handled by the HMSP by the second half of 2021 without the need for an independent coordinator from July 2021.

## More specifically, the Coordinator will support the HMSP to undertake the following activities to achieve each of the following goals:

1. Undertake a joint strategic needs assessment for the county and work with the Constabulary communications lead to develop and deliver internal and public-facing communications.
2. Strengthen reporting channels by identifying gaps in reporting, embedding referral pathways and creating new pathways, when appropriate.
3. Develop training materials for partners and stakeholders and ensuring all partners understand their legal duties and follow correct procedures.
4. Continue to update and test appropriate referral pathways for victims of modern slavery and ensure that all services and systems deliver appropriate responses to victims.
5. Ensure that protocols and procedures provide an appropriate multi-agency response.
6. Ensure effective strategic oversight by the new governance structure, accountability at partnership and agency level for all actions taken by sub-groups, and that progress and outcomes are monitored and evaluated.

# Financial Review

Financial highlights between April 2018 and March 2020.

## Income

TOTAL = £53,000



**Grants**  
**£35,000**



**Donations**  
**£18,000**

## Expenditure

TOTAL = £48,715



**Outreach and  
Training**  
**£6,221**



**Operations and  
governance**  
**£26,500**



**Monitoring and  
evaluation**  
**£3,500**



**Communications  
and Campaigns**  
**£17,494**

## Appendix:

### Appendix A: Hertsmere Borough Council Oversight Journey on Modern Slavery (December 2019-Apr 2020)

#### 1. Modern Slavery Review Report Submitted to Hertsmere Borough Council (October 2019)

- The aim of the report was to support the embedding of anti-modern slavery practices within Hertsmere Borough Council.
- The report considered progress by key departments and outlined recommendations for improvement, with a focus on the Council developing approaches to tackling modern slavery that are to be absorbed into the core of the Council's operational and strategic activities.
- The report was divided into the following areas: 1) General, 2) Community Safety, 3) Housing/Safeguarding, 4) Environmental Health/Licensing, 5) Human Resources and Legal and 6) Finance/Procurement.

#### 2. Council Policy Review Committee Meeting (17 December 2019)

Review report on Hertsmere Borough Council's progress in tackling modern slavery was presented at a Policy Review Committee Meeting. It also includes recommendations for further actions that may be taken. The Policy Review Committee resolved that the Executive be take up the following recommendations:

- 1. *To adopt the proposed action plan, based on the Local Government Association's guidance on Modern Slavery:*

Local Government Association's guidance on Modern Slavery – Action Plan		
Recommendation	Action	Target Date
Identifying and managing risks in new procurements, to take place at: 1. Pre-procurement 2. Specification 3. Evaluation 4. Award 5. Contract Management	Procurement Manager to produce a Toolkit and issue to all staff on the processes and procedures to follow during the procurement cycle. Adopt the LGA procurement checklist.	31 January 2020
Assess existing contracts	Procurement Manager to develop and provide a toolkit on how contract managers should assess contracts and the processes to follow if they do.	<ul style="list-style-type: none"> <li>• Toolkit to be developed by 31 January 2020</li> <li>• Assessment to be completed by 31 March 2020</li> </ul>
Training	The Procurement Manager to deliver training session to contract managers on adopting and rolling out the toolkit.	Training to be delivered between 1 February and 31 March 2020

- 2. *To adopt the draft procurement policy as set out in the report of Officers.*
- 3. *The Leader, on behalf of the Council, signs the Charter Against Modern Slavery.*
- 4. *Look at amending all Hertsmere Borough Council policies, which could potentially impact on modern slavery so as to embed the issue of modern slavery within the Council's day-to-day activities.*
- 5. *The Council produce a Modern Slavery Strategy, which would set out the Council's strategic approach to tackling modern slavery, acting as a reference point for officers and residents alike.*
- 6. *To produce an annual Modern Slavery Report, which would embed monitoring of this issue as a whole council and ensure that it remains at the top of the agenda.*
- 7. *To appoint an internal Centralised Champion who can coordinate and bring together all the work being*

undertaken across the council + Department Champions, who can act as lead contacts, supporting their colleagues.

- 8. To ensure modern slavery is embedded in safeguarding training to guarantee that all staff have a minimum knowledge on this subject area.
- 9. To ensure all staff complete a modern slavery e-learning module to ensure that staff are effectively sighted on this issue.

### 3. Council Executive Meeting (6 April 2020)

- At this meeting, the Executive was asked to consider and respond to the nine recommendations made by the Policy Review Committee outlined above, adapting them to the requirements of the Council.
- A form was provided with individual tables allocated to each recommendation, with the Executive required to fill in the Council response, completion date and named lead officer by 6 Jun 2020.
- The following decisions were taken by the Executive following presentation of the above recommendations:
  - 1) *The Executive respond to the Policy Review Committee's recommendations, attached at Appendix 1 to the report, arising from its consideration of how Hertsmere Council can use its policies and procedures to combat modern slavery in a further report to be considered at the Executive meeting in two months' time.*
  - 2) *That the Chair, on behalf of the Council, to work with Councillor M Sachdev to ascertain and implement any action the Council could take immediately to protect the victims of modern slavery who were considerably more vulnerable during this period of Covid-19 pandemic lockdown.*

# In Focus

## HMSP Progress Report: Modern Slavery