

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: MSDC Modern Slavery and Human Trafficking Transparency Statement

Division: Community Services, Policy and Performance

Lead Officer: Mandy Cunningham

Date Assessment completed: 10th January 2022

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

The Modern Slavery Transparency Statement sets out the Council's commitment to identify, address and prevent modern slavery risks in relation to its own business and supply chains.

The introduction of this statement and policy is a positive step in raising awareness of Modern Slavery and working towards eradication of this type of abuse.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

It will affect people of all ages including service users and employees of the council and service users and employees of any commissioned services as well as the wider community.

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

Modern Slavery and Human Trafficking are prevalent on a national level but this is often disguised and hidden. We become aware of these issues through intelligence provided by the public, local police or council officers. The Council works with the police to help prevent cases of Modern Slavery and to protect people who are subjected to it.

Local data is not publicly available. National Referral Mechanism (NRM) data for Quarter 3 in 2021/22 shows that:

- 78% of potential victims (2,600) were male and 22% (720) were female;
- 50% (1,677) of referrals were for potential victims who claimed exploitation as adults and 41% (1,351) claimed exploitation as children;
- for adult potential victims, labour exploitation was most commonly reported (39%; 657), whereas child potential victims were most often referred for criminal exploitation (47%; 635);
- the most common nationalities referred this quarter were UK, Albanian and Vietnamese.

1.4 What does this information tell us about the equality issues associated with

the service and implications for the protected groups?

There are no identified negative impacts on people with protected characteristics arising from this duty. Some victims of slavery or trafficking will be more vulnerable due to a protected characteristic (such as language barriers, learning disabilities or minors) and this duty will aim to address this.

1.5 Are contractors or partnerships used to deliver the service? Y/N

If No go to section 2. **Yes.**

If yes, please refer to the guidance notes for completing impact assessments and complete the next three questions.

Identify the contractors/partnerships used to deliver the service.

We will be working with the Shared Procurement Service at Horsham District Council (HDC)

What is their contribution to equality in service delivery and the promotion of equality?

As a public organisation, HDC have a duty to ensure that they have robust equality and diversity policies and procedures which can be viewed on their website at:

<https://www.horsham.gov.uk/jobs-and-careers/equality-and-diversity-commitments>

How are equality issues addressed through contractual arrangements and service level agreements?

MSDC has a Service Level Agreement with HDC which includes abiding by equalities policies/procedures.

2. Assessment of Impact on People with a Protected Characteristic; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

| Opportunity to promote equality, good relations and/or address barriers to service/differential impact | Current action taken to address these | Further actions required and timescales | Lead Officer | How will impact be measured |
|---------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|------------------|-----------------------------------------------------------------------------------------------------|
| Age (older / younger people, children) | | | | |
| Safeguarding of under 18s who are potential victims of modern slavery | Referrals to MASH/Children's social care and to the NRM. | Cases will be monitored. | | Safeguarding arrangements are in place to ensure that they are not at risk of further exploitation. |
| Disability (people with physical / sensory impairment or mental disability, including those with a non-visible disability) | | | | |
| Additional needs that may make it difficult for an individual to respond or understand. | | Engagement with specific support services as and when required. | Mandy Cunningham | Feedback provided |
| Gender reassignment (a transgender person is someone who proposes to, starts or has completed a process to change his or her gender) | | | | |
| None identified. | | | | |
| Pregnancy & maternity (pregnancy is the condition of being pregnant & maternity refers to the period after the birth) | | | | |
| Additional support relating to pregnancy. | | Engagement with healthcare professionals as and when required. | Mandy Cunningham | Feedback provided |

| Opportunity to promote equality and/or barriers to service/differential impact | Current action taken to address these | Further actions required and timescales | Lead Officer | How will impact be measured |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------------------------------------------------------------------------------------------|------------------|-----------------------------|
| Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers) | | | | |
| Language barriers for some where English is not their first language. | | When this is identified, work with relevant agencies to ensure that relevant interpreter services are available. | Mandy Cunningham | Feedback provided |
| Religion & belief (religious faith or other group with a recognised belief system or not having a religion) | | | | |
| None identified | | | | |
| Sex (male / female non-binary) | | | | |
| None identified. | | | | |
| Sexual orientation (lesbian, gay, bisexual, queer, questioning, heterosexual) | | | | |
| None identified | | | | |
| Marriage & civil partnership (marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples) | | | | |
| None identified. | | | | |
| Military families /veterans | | | | |
| None identified. | | | | |
| People who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area | | | | |
| None identified. | | | | |
| People who live in a rural area | | | | |
| None identified. | | | | |

3. Mid Sussex District Council Equality Impact Assessment Summary

| Key Findings | Future Actions |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>The implementation of a modern slavery transparency statement will help to identify potential victims of modern slavery and human trafficking within the council's business, including its supply chains.</p> <p>This will have a positive impact for those with protected characteristics, particularly those who are more at risk because of their protected characteristic.</p> | <ul style="list-style-type: none"> • MSDC will disclose any identified instances of modern slavery. • MSDC will monitor its supply chains and report on any issues identified through non-compliance or insufficient information provided. • MSDC will ensure relevant staff have access to and are completing mandatory training which supports the Modern Slavery Act. • MSDC will evaluate the effectiveness of the training annually via feedback from participants. • MSDC will encourage the reporting of suspicions of slavery through the Council's Modern Slavery Single Point of Contact (SPOC). |

4. Signing off this assessment and action plan

Signature ...Mandy Cunningham.....
 Person undertaking the assessment

Date 10 January 2022.....

Signature
 Head of Service

Date

Please send your completed impact assessment to Neal Barton for publication on the website.