

# Hartlepool Jobs and Skills Service



# Modern Slavery Policy

**Author:** Hartlepool Jobs & Skills Service

**Approved By:** Scott Campbell, Service Manager

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Hartlepool Jobs & Skills  
CIL, Burbank Street  
Hartlepool  
TS24 7NY

[www.hartlepooljobsandskills.com](http://www.hartlepooljobsandskills.com)  
01429 868616



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## 1. STATEMENT

The Modern Slavery Act 2015 introduced changes in UK law which focused on increasing transparency in supply chains and ensuring supply chains are free from modern slavery (slavery, servitude, forced and compulsory labour and human trafficking).

The Hartlepool Jobs & Skills Service fully supports the Government's objectives to eradicate modern slavery and human trafficking. It recognises its responsibility and commitment under this Act to proactively prevent slavery and human trafficking within its provision and supply chain and to promote and protect all learners' safety positively.

## 2. PURPOSE

The purpose of this policy and procedure is to inform all stakeholders, including Board Members, staff, volunteers and partners of Hartlepool Jobs & Skills Service:

- Commitment and intent to eradicate modern slavery and human trafficking within its provision and supply chain.
- Approach and arrangements to comply with the Modern Slavery Act 2015.

## 3. MODERN SLAVERY ACT

The Modern Slavery Act 2015 consolidated the current offences relating to trafficking and slavery. It introduced a range of new measures around the prevention of modern slavery events and the support and protection of victims of modern slavery. Key aspects of the Act include:

- Two new civil orders to prevent modern slavery
- Creating the role of Independent Anti-Slavery Commissioner and its associated functions
- The requirement for certain commercial businesses to produce transparency statements
- Provision for the support and protection of modern slavery victims.

The term 'Modern Slavery' captures a range of types of exploitation, many occurring together. These include but are not limited to:

- Sexual exploitation
- Domestic servitude
- Forced labour
- Criminal exploitation
- Other forms of exploitation: include organ removal; forced begging; forced benefit fraud; forced marriage, and illegal adoption.

## **Definition of Offences**

### **1. Slavery, servitude and forced or compulsory labour.**

A person commits an offence if;

- The person holds another person in slavery or servitude, and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude or;
- The person requires another person to perform forced or compulsory labour, and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

## **Human Trafficking**

A person commits an offence if;

- The person arranges or facilitates the travel of another person (victim) to be exploited.
- It is irrelevant whether the victim consents to travel and whether or not the victim is an adult or a child.

## **Exploitation**

A person is exploited if one or more of the following issues are identified in relation to the victim;

- Slavery, servitude, forced or compulsory labour;
- Sexual exploitation;
- Removal of organs;
- Securing services by force, threats or deception and;
- Securing services from children, young people and vulnerable persons.

## **4. PROCURE, PLANS AND ARRANGEMENTS**

Hartlepool Jobs & Skills Service is key in tackling modern slavery, including identifying and supporting victims and working with key stakeholders such as the Police and community organisations. The role can be separated into four distinct areas:

- Identification and referral of victims
- Supporting victims can be through safeguarding children and adults with care and support needs and through housing/homelessness services.
- Community safety services and disruption activities
- Ensuring that the supply chains councils procure from are free from modern slavery.

The Hartlepool Jobs & Skills Service's approach to tackling modern-day slavery or trafficking will be governed by compliance with legislative and regulatory requirements. The Governing Board, Senior Management Team and all staff and volunteers are wholly committed to ensuring that there is no modern slavery or human trafficking in any part of our provision and by holding suppliers and providers to account to adhere to this intention.

The service's planned approach to tackle modern-day slavery or trafficking includes the:

- All key stakeholders, including Board members and staff, will receive annual training and regular updates on this subject matter.
- The Designated Safeguarding Team will be accountable for updating this policy and procedure annually to respond to regulatory and legislative requirements changes.
- The Designated Safeguarding Officer will be responsible for raising awareness of this subject matter across all provisions, including Subcontractors.
- Where a concern is raised relating to modern slavery or human trafficking of any person or persons, the service will accordingly follow its safeguarding policy and notify:
  - The Service Manager
  - Level 3 Safeguarding Officers
  - Departmental Management Team
  - Corporate Management Team
  - Relevant Tees Valley Children and/or Adult Safeguarding Board

Duty to notify and National Referral Mechanism (NRM) Under the Act, local authorities must notify the Home Office of any individual encountered in England and Wales who they believe is a suspected victim of slavery or human trafficking. A range of Government resources explains the meaning of 'duty to notify and explain what you need to do if you think someone has been a victim of modern slavery:

- How to notify the Government if someone has been a victim of modern slavery
- The process for victims under 18
- Which forms should be filled in
- What to do if the victim wants to remain anonymous.

The NRM is the process by which victims of modern slavery, including human trafficking, are recorded. The NRM was extended to all victims of modern slavery - children and adults - in England and Wales following the implementation of the Modern Slavery Act 2015.