

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>The proposal recommends that the Council adopts the Co-operative Party’s Charter Against Modern Slavery which commits the Council to taking action through procurement and contract management to ensure that its suppliers are not involved in modern slavery. The Charter will be known as ‘Southampton City Council’s Charter Against Modern Slavery’.</p>
<p>Brief Service Profile (including number of customers)</p>	
<p>The potential impact is on Council employees, agency workers provided through the Council’s managed service provider and employees of organisations delivering services on behalf of the Council or as part of the Council’s supply chain.</p>	
<p>Summary of Impact and Issues</p>	
<p>The Council will train its procurement team to understand Modern Slavery through the Chartered Institute of Procurement and Supply’s (CIPS) online course on Ethical Procurement and Supply.</p> <p>Since 1 October 2015, commercial organisations that carry on a business or part of business in the UK, supply goods or services and have an annual turnover of £36 million or more have been required under Section 54 of the Modern Slavery Act to prepare a slavery and human trafficking statement as defined by Section 54 of the Act.</p> <p>The Council will require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance in respect of all new contracts.</p>	
<p>Potential Positive Impacts</p>	
<p>The Charter Against Modern Slavery goes further than existing law and guidance, committing councils to proactively vetting their own supply chain to ensure no instances of modern slavery are taking place.</p>	

Responsible Service Manager	Paul Paskins - Service Lead Supplier Management
Date	23.11.2018
Approved by Senior Manager	James Strachan - Service Director Digital and Business Operations
Date	23.11.2018

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No negative impacts identified	2016 figures from the United Kingdom Trafficking Centre estimates that approx. 1/3 of trafficked victims are children.
Disability	No negative impacts identified	Victims of Modern Slavery are often the most vulnerable members of society.
Gender Reassignment	No negative impacts identified	
Marriage and Civil Partnership	No negative impacts identified	
Pregnancy and Maternity	No negative impacts identified	
Race	No negative impacts identified	Victims of modern Slavery are often transported from all over the world.
Religion or Belief	No negative impacts identified	Victims of modern Slavery are often transported from all over the world.
Sex	No negative impacts identified	2016 figures from the United Kingdom Trafficking Centre show while there are significant numbers of women forced into sexual exploitation there is a growing trend for men to be forced into labour exploitation and criminality.
Sexual Orientation	No negative impacts identified	
Community Safety	No negative impacts identified	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Poverty	No negative impacts identified	Victims are often forced/ coerced into Modern Slavery to pay off debts.
Health & Wellbeing	No negative impacts identified	
Other Significant Impacts	It is recognised that there are victims of trafficking or slavery irrespective of any protected characteristic they may share and therefore have viewed the proposal and the actions it identifies, as having a potentially positive impact across all society.	

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