

**Response to Buckinghamshire Select Committee Inquiry**  
**12 Month Recommendation Progress Update**

<b>Inquiry Title</b>	<b>What steps should the Council take to ensure it fully meets the responsibilities under the Modern Slavery?</b>
<b>Select Committee Owner</b>	Steven Lambert Inquiry Chairman
<b>Date agreed by Select Committee</b>	
<b>Lead Cabinet Member</b>	Noel Brown, Cabinet Member for Community Wellbeing
<b>Lead Senior Officer (Director)</b>	Jane O'Grady, Executive Director, Angie Sarchet, Community Engagement & Safety Manager, Faye Blunstone, Communities Project Manager

Recommendation	Agreed Yes/No	BCC Cabinet / Partner Agency Response including proposed action	Responsible Cabinet Member (for BCC recs)	Responsible Officer	Action by date	6 Month Progress Update	12 month Progress Update
1. <b>That the Council prepares a statement on anti-slavery and human trafficking which should be published on the Council's website and reviewed annually.</b>	Yes	<p>The Safer &amp; Stronger Bucks Partnership Board is the body that is responsible for oversight and development of responses to modern slavery across the partnership.</p> <p>A statement will be drafted for the County Council and following Cabinet Member approval will be published on the Council website</p> <p>While this is not a statutory duty for BCC, it would be best practice to do so. LGA guidance (published in Dec 2017) recommends that council's demonstrate their commitment to tackle Modern Slavery in this way. Other Councils have already done so, and more will follow.</p>	Cllr Noel Brown	Faye Blunstone	April 2018	<p>The Modern Slavery Statement was drafted by BCC Community Safety Team. Comments on the initial draft were received by TEE, Legal, Business Intelligence, Procurement and Finance and influenced the final draft of the statement. A Cabinet Member decision is logged on the forward plan and awaiting approval by key representatives (Legal, Executive Director for CHASC, Director of Finance and Procurement, Executive Director for Resources)</p> <p>Once approval process is complete the Modern Slavery Statement will be uploaded in a prominent position on the BCC website and be reviewed annually.</p>	<p>Approval process was completed. The BCC Modern Slavery Statement was uploaded on the 17<sup>th</sup> December 2018 to the Bucks County Council website. It is in a prominent position at the footer of the BCC homepage which is where other major businesses and organisations have put theirs.</p> <p>You can find the statement via:  <a href="https://www.buckscc.gov.uk/services/community/community-safety/modern-slavery/bcc-modern-slavery-statement/">https://www.buckscc.gov.uk/services/community/community-safety/modern-slavery/bcc-modern-slavery-statement/</a></p>
2. <b>That Business Unit Plans should explicitly identify any potential risk of slavery and human trafficking and the steps that will be taken to manage that risk.</b>	Partially	<p>The business plan template for CHASC and Children's services will be changed for 2018/19. A section on safeguarding will be amended to specifically include reference to human trafficking and the steps to manage that risk.</p> <p><b>Background for Cabinet:</b> This is a mechanism by which BCC is responding to its duty under the Crime &amp; Disorder Act to do all it can to tackle crime in its decision making (Section 17, CDA).</p>	Cllr Lin Hazell	Claire Hawkes	October 2018	<p>Both the CHASC and Children's Services business plan template has been changed for 2018/19 to include the new section. Business plans are being prepared during autumn and will be ready to publish in the new year.</p>	<p>Business unit plans for CHASC and Children's Services were completed and include modern slavery.</p>

<p>3. <b>That the Council should develop a training strategy for modern slavery and roll out training across the organisation. The strategy should:</b></p> <ul style="list-style-type: none"> <li>Identify who should be trained, for whom training should be mandatory and what the training needs are (e.g. first responder, frontline staff)</li> <li>Prioritise training for frontline staff in safeguarding teams and first responders.</li> <li>Identify the best approach to training (e.g. face to face, online, e-learning, awareness campaigns).</li> <li>Identify other key stakeholders/partners who should receive the training (the Committee's further inquiry work may inform this).</li> </ul>	<p>Partially</p>	<p>The Safer &amp; Stronger Bucks Partnership Board in conjunction with the Safeguarding Boards will be asked to lead on the development of a training plan with engagement from partners across the wider system.</p> <p>The plan will identify first priority training (including First Response, the Swan Unit and social workers in both children and adults services).</p> <p>Aspiration will be to complete all first priority training face to face and enable e-learning as a mechanism for reaching other frontline staff and decision makers.</p> <p>Bucks Adults Safeguarding Board has drafted an e-learning package which will be available to BCC staff and partners.</p> <p>Training to partners will include district front line staff (e.g. housing, environmental health, licensing etc), NHS staff, police and other enforcement bodies, and relevant voluntary groups (e.g. Street Angels, homelessness services, foodbanks, faith groups)</p> <p>By the end of April 2018, over 600 people will have received face to face training, with staff ranging from local authority, NHS, voluntary groups, housing authorities and outreach / support agencies)</p>	<p>Cllr Noel Brown</p>	<p>Faye Blunstone</p>	<p>October 2018</p>	<p>Training strategy drafted by the Adult Exploitation Subgroup and views from partners and colleagues were sought. The training strategy will be an information item at the BSCB and BSAB so they are familiarised with the document and can assist with its delivery.</p> <p>The BCC Community Safety Team are working alongside Willow Project (the new exploitation and modern slavery victim service which also provides training) to provide training dates for BCC staff and external organisations. To date over 650 professionals have been trained of which 99 are from BCC with a further 50 (as of 11<sup>th</sup> Oct) BCC staff primarily from ASC and CSC booked on to attend a specified future date. 13 new training dates are available to be booked onto running up to Easter 2019.</p> <p>Commissioned services of BCC have also been invited to attend the training e.g SWITCH the substance misuse service for young people.</p> <p>Short team meetings within BCC and externally are also being attended by Willow Project e.g to the Client &amp; Public Transport Quarterly Team meeting to give them basic information on modern slavery. Willow also provide training to other external organisations/teams such as Housing Associations and District Refuse Collection Teams.</p> <p>The BCC Community Safety Team is leading the compilation of an e-learning package for non-frontline staff which is currently being finalised and will be ready before Christmas. It is 20 minutes long and covers the basic information such as what exploitation and modern slavery is, what the indicators are, information about Willow Project and how to get in contact with them. This e-learning will be used within BCC as well as externally by our partners. Other Councils within the Thames Valley have expressed an interest in using the package for training their staff.</p>	<p>The training strategy has been finalised. It has specific focus on the introductory training as well as the SPOC (Single Point of Contact) training as part of the first responder role and our local authority duty with the NRM (National Referral Mechanism). Once the e-learning is finished in the autumn, this will feature within the strategy too. External partners who are part of the Adult Exploitation Subgroup have also taken the strategy back to their organisations so they are following the outlined guide.</p> <p>Over the coming year other teams in BCC will have taken receipt of the training strategy and have a list of SPOCs to be trained. Teams from the district councils are also systematically training their staff.</p> <p>To date over 840 professionals have been trained of which 150 are from BCC, 62 of which are from adults and children's social care. A specific session on 17<sup>th</sup> May 2019 has been booked for Children's Social Care within the MASH to have their introductory modern slavery and exploitation training, 20-24 delegates are expected to attend. Other previous BCC delegates for the introductory training are from commissioning, the community engagement and safety team, HR, Public Health, YOS and more. New training dates are being organised for the 2019/2020 year to be delivered by Willow Project and we will continue to promote these sessions to BCC staff as well as externally.</p> <p>The e-learning package has progressed well. A Task and Finish Group was established and has met twice to review changes made. We hope for completion by autumn 2019 as the package will need ratification from the respective boards.</p>
<p>4. <b>That an internal awareness raising campaign for all Members and Council staff be initiated imminently, using resources available to local authorities on the government website.</b></p>	<p>Yes</p>	<p>Community Safety remained engaged with Thames Valley Police and other regional and national Modern Slavery networks to ensure that the same messages are being utilised locally and regionally.</p> <p>The Community Safety Team will work with the Communications Team to develop an internal campaign that will utilise the existing regional and national campaigns and materials.</p> <p>With reference to Recommendation 5 (below),</p>	<p>Cllr Noel Brown</p>	<p>Faye Blunstone</p>	<p>July 2018</p>	<p>Anti-Slavery Day on the 18<sup>th</sup> October marks the start of internal campaigning and awareness raising towards staff within BCC. The BCC electronic desktop poster has been reserved for w/c 22nd October 2018. Information about the new victim service will also be displayed on BCC internal screens and on the intranet. Promotion will also take place through the ONE Newsletter.</p> <p>Also to be delivered is a public facing campaign around Anti-Slavery Day which has been planned alongside members of</p>	<p>Willow Project is working on some promotional material to raise awareness of the service they offer. Once this is produced we will use these resources within BCC.</p> <p>The Bucks Anti-Slavery &amp; Exploitation Network will be planning the Anti-Slavery Day campaign which falls on the 18<sup>th</sup> October 2019. Plans for the 2019 campaign are an agenda item at the upcoming meeting on the 16<sup>th</sup> May 2019.</p>

		the BCC web pages will contain relevant guidance and documents to support staff with their role in Modern Slavery and Exploitation.				the Bucks Anti-Slavery Network and includes a new video on modern slavery made by the BCC Comms team. This will also be distributed to other councils for use in the Thames Valley.	
<b>5. That the Council should introduce a clear process and guidance for completing the national referral mechanism form and notification of potential victims of modern slavery form MS1. This guidance and links to the referral forms should be accessible on the Council's website.</b>	Yes	<p>The Council will work with Thames Valley Police and RAHAB (Victim service) to ensure the process is clear for all agencies involved. The training strategy will include specific training on how to refer and complete the relevant documents.</p> <p>As per Recommendation 4 (above) all relevant information will be available on BCC web pages.</p> <p><b>Background for Cabinet:</b> This is a mechanism by which BCC is responding to its duty as a First Responder under the Modern Slavery Act 2015.</p>	Cllr Noel Brown	Faye Blunstone	June 2018	<p>Guidance on the National Referral Mechanism and MS1 forms are on the intranet as well as information on how to refer and get in touch with Willow Project. There is also information about the risk indicators of modern slavery, a council guide to modern slavery and a council themed modern slavery video clip.</p> <p>There is also the BCC webpage for the public which has information on modern slavery, how to report and a link to the Exploitation Strategy 2017-2020.</p>	<p>Progress remains the same as the 6 month update as this is regarded as complete.</p> <p>One extra addition to the modern slavery intranet page is the BCC SPOC names. This enables BCC staff to look at their named SPOCs. We have started with social care SPOCs. We will continue adding the names of other departmental SPOCs across BCC as they are trained.</p>
<b>6. We recommend that the Council should agree an appropriate approach to designated single points of contact for modern slavery and first responders across the whole of the Council. First responders should receive mandatory training on their role and the process for completing the NRM referral process.</b>	Yes	<p>Priority for this will sit with Safeguarding Adults and Children teams.</p> <p>First responders will come through First Response for all children (under 18). First Response staff will all be designated Single Points Of Contact.</p> <p>Adults designated SPOCs will be primarily those in the MASH.</p> <p><b>Background for Cabinet:</b> This is a mechanism by which BCC is responding to its duty as a First Responder under the Modern Slavery Act 2015.</p>	Cllr Lin Hazell	Julie Murray & Amanda Andrews	June 2018	<p>The SPOC training session took place on the 18<sup>th</sup> July 2018 and included BCC SPOCs as well as nominated SPOCs from the district councils. All SPOCs were asked to attend the introductory Willow Project training on modern slavery prior to their attendance on the SPOC training which covered the NRM and MS1 forms in more detail as well as referral pathways.</p> <p>Trained SPOCs are from Children's and Adult's Social Care. We need to bolster the resilience of the SPOC in Children's Social Care as only 1 individual was nominated. There are 3 SPOCs in Adult's Social Care.</p> <p>A meeting has been set for the 2<sup>nd</sup> November 2018 with the Head of Safeguarding, Head of First Response, Community Safety Manager, TVP Modern Slavery Coordinator and Willow Project Programme Lead to finalise the arrangements for referrals in Social Care and how the working relationship with Willow and Social Care can be optimised.</p> <p>The next task is the acquisition of other SPOCs from other teams in BCC and booking in their training.</p>	<p>A second SPOC training session took place on the 14<sup>th</sup> February 2019. This session was exclusively for Adult and Children Social Care nominated SPOCs and there were 2 attendees representing CSC and 7 from ASC.</p> <p>Two more SPOC sessions are taking place on the 17<sup>th</sup> May. These sessions will take place one after the other and will be exclusively for Children's Social Care (CSC) professionals (Contact and Referral Officers, Social Workers and some Assistant team managers) based within the MASH. There will be 20-24 people expected to attend. Adult Social Care is sufficiently covered in terms of SPOCs for their area. After the CSC SPOC training we can then turn our attention to SPOCs from other areas of the Council.</p> <p>A referral pathway for SPOCs to use has also been approved by the Head of First Response and the Head of Safeguarding.</p>
<b>7. We recommend that an agreed data collection process should be introduced to record internally, the referrals made to and by the Council. Dedicated lead officers/first responders should be responsible for collecting this data, which should be</b>	Yes	<p>Modern Slavery is now a drop down option on AIS (adults database) so reporting which will mean data collection is now possible and monitored.</p> <p>Whilst Modern Slavery is not an option on LCS (children's database) there will be a review of the system's capacity to include this report. Processes will need to be in place that guard against 'double counting' i.e. AIS to be used for referrals 18 years and over and for LCS to be used for referrals under 18 years.</p>	Cllr Lin Hazell	Julie Murray & Amanda Andrews	October 2018	<p>Within Adult Social Care, Modern Slavery is a category of adult abuse and reportable via Adult Social Care's electronic recording system. Information on referrals is routinely reported to the Safeguarding Adult's Board. Numbers remain low.</p> <p>Within Children's Social Care, modern slavery will be added to the list of amendments to be made on LCS.</p>	<p>Adult Social Care (ASC) accepts all referrals for Modern Slavery. There were a total of 8 modern day slavery referrals in 2018/19. Information on referrals is routinely reported to the Safeguarding Adult's Board. ASC have trained officers in Safeguarding Team and locality teams. There is a clear pathway for all referrals into Adult Social Care. BSAB deliver e-learning modern slavery and Adult Safeguarding Training. In 18/19 training was completed by 68 people, 48 of those were BCC officers.</p>

collated centrally by adults safeguarding.							The Head of First Response has confirmed that modern slavery has been added to LCS (children's database) and is in operation.
<p><b>8. We recommend that the pilot Victim Support service should be evaluated at 6 and 12 months and a report presented to the TEC Select Committee on the progress and outcomes of the pilot service as part of the recommendation monitoring.</b></p>	Yes	<p>The Community Safety Team will work with the PCC and Rahab to review the learning that comes from the pilot service. This will be done at 6 and 12 months and a highlight report produced for review.</p> <p>That learning will aim to inform partners about prevalence in Buckinghamshire and help to identify risk, demand and level of service required going forward. Any recommendations will need to be deliverable within existing resources.</p>	Cllr Noel Brown	Faye Blunstone	October 2018	<p>The Thames Valley wide pilot service (RAHAB) was due to start in Spring 2018 but due to contractual issues this was delayed. These issues have been resolved and a new service (Willow Project) headed up by the same service lead launched in September 2018. There is one coordinator and two support workers based in Bucks providing this service. Willow Project is in place until March 2020 with the possibility to extend. Touch down points for the staff are spread around the county and the Programme Lead works at BCC every other Friday to discuss progress and any issues we can assist with.</p> <p>The pilot is moving well and is proven by the success of Operation Ravine. In total 11 individuals attended the Reception Centre between 11<sup>th</sup>-12<sup>th</sup> September 6 of whom have now been referred into the National Referral Mechanism to access further support.</p> <p>Feedback from the Reception Centre reflected the fantastic level of engagement and support from multi agency partners, both from those who were in attendance on the day and for those who were on call as a point of contact. Thames Valley Police have arrested 3 individuals for Modern Slavery offences as part of Operation Ravine with further information available in the press release here. – <a href="https://news.thamesvalley.police.uk/news/three-arrested-and-victims-safeguarded-following-modern-slavery-warrants-iver-321497">https://news.thamesvalley.police.uk/news/three-arrested-and-victims-safeguarded-following-modern-slavery-warrants-iver-321497</a></p>	Willow Project launched in Bucks in September 2018 and therefore the PCC (who are the commissioners) do not have an evaluation document as it hasn't yet been 12 months. In Bucks from 01/09/18-23/04/19 there have been 80 referrals received for this period (43 males and 37 female).