

Safer Stronger Communities Select Committee Agenda

Tuesday, 26 November 2019
7.00 pm, Council Chamber
Civic Suite
Lewisham Town Hall
London SE6 4RU

For more information contact: Katie Wood - 0208 3149446

This meeting is an open meeting and all items on the agenda may be audio recorded and/or filmed.

Part 1

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Safer Stronger Communities Select Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Tuesday, 26 November 2019.

Kim Wright, Chief Executive
Thursday, 14 November 2019

Councillor Juliet Campbell (Chair)	
Councillor James Rathbone (Vice-Chair)	
Councillor Liam Curran	
Councillor Sophie Davis	
Councillor Carl Handley	
Councillor Jim Mallory	
Councillor Lionel Openshaw	
Councillor Stephen Penfold	
Councillor Eva Stamirowski	
Councillor James-J Walsh	
Councillor Bill Brown (ex-Officio)	
Councillor Sakina Sheikh (ex-Officio)	

MINUTES OF THE SAFER STRONGER COMMUNITIES SELECT COMMITTEE

Wednesday, 9 October 2019 at 7.00 pm

PRESENT: Councillors Juliet Campbell (Chair), James Rathbone (Vice-Chair), Sophie Davis, Carl Handley, Jim Mallory, Lionel Openshaw, Stephen Penfold, Eva Stamirowski and James-J Walsh

APOLOGIES: Councillors Liam Curran

ALSO PRESENT: Councillor Jonathan Slater (Cabinet Member for Community Sector), Dr Catherine Mbema (Interim Director of Public Health) (London Borough of Lewisham) and Katie Wood (Scrutiny Manager)

1. Minutes of the meeting held on 12 September 2019

1.1 RESOLVED:

That the minutes be agreed.

2. Declarations of interest

2.1 Councillor James Rathbone declared a personal interest in item 4 as he held a voluntary position on the management team of a community library in Lewisham.

2.2 Councillor James-J Walsh declared a personal interest in item 6 as he was a member of the Co-operative party and involved in lobbying on food poverty.

3. Response to Referrals from this Committee

3.1 RESOLVED:

There were no responses to referrals considered at this meeting.

4. Lewisham Libraries - Future and Transformation

4.1 Antonio Rizzo, Service Manager, Library Services, and James Lee, Director of Culture and Community Development, introduced the report to the Committee and tabled a letter received by the service, a copy of which will be included in the agenda documentation. During the discussion, the following key points were raised:

- Councillor Jonathan Slater, Executive Member for the Community Sector commented that he would like to work closely with the Safer

Stronger Communities Select Committee on the vision for the service for 2030 and that this was an opportunity to start that discussion.

- There would be an opportunity for members to be involved in the discussion as well as community members.
- User numbers in Lewisham libraries had gone up. Some community libraries had had falls in numbers due to changes being implemented such as the work at Catford Library.
- There was a concern raised by a member of the Committee that while user numbers had risen in hub libraries, they had fallen in some community libraries. The Committee heard that there had been a 2.5% reduction in visits in Deptford and 5% reduction in Grove Park and there were no particular concerns that this was anything significant. Other community libraries were the same or higher numbers than previously.
- There were concerns around possible costs of improvements at Lewisham library. Further work was taking pace with the Capital Programme Team to see what was possible.
- Investment in community libraries was on a case by case basis and there was on-going discussion with planning colleagues around NCIL monies. Libraries had been prioritised in some wards.
- The Council had supported community libraries with staff development and delivered training. There were, however, constraints on the resources available. Recruitment and turnover of volunteers was a continual challenge although the numbers who volunteered in Lewisham libraries was very high.
- The £501,000 expenditure listed as “other” in the Committee report mostly related to the book fund and to the library management system.
- In Evelyn ward, officers were in discussion with Hyde Housing regarding the Pepys Centre. An expression of interest had gone out to community groups who may be able to take on the building. Hyde Housing had been clear about their commitment to support a library presence.
- The possibility of donations to the book fund could be explored. Although it was acknowledged that as this was a statutory function of the Council this may not be possible.
- A member of the Committee commented that security at Catford Library had been quite confrontational at times and requested that that be fed back to the team.

4.2 **RESOLVED:**

That the report be noted.

(a) Equalities In-depth Review - Evidence Session

- 5.1 Naomi Goldberg, Director of Strategy, Metro Charity introduced herself to the Committee and outlined the role Metro is playing in coordinating equalities work in the borough and the organisation’s initial comments to the review which are included in the agenda documentation pack.

5.2 Paul Aladenika, presented his report to the Committee. The following key points were highlighted:

- The Council believes its approach to Equalities should be inclusive, it should be a whole-systems approach and it should focus on discharge of functions, management actions, and leadership.
- The Equalities Act itself was constrained in some ways and Lewisham's policy approach was to have a wider definition including for example: refugees and asylum-seekers; households impacted by poverty; the impact of climate change; and the impacts of loneliness and isolation.
- The challenges could be described in two ways: in relation to people and in relation to information. The people challenges include the people who don't know and don't routinely think to ask and the people who do know and want to know more. If people were not curious and routinely asking questions it was challenging to get into the level of detail needed and harvest the levels of information, The council needed to empower decision-making and scrutiny to do their work.
- Information challenges included: data gathering; understanding the data; and how easy to access it was. Residents did not always have to complete equalities monitoring forms so data was not always available.
- The Council could do more to demonstrate how it used the data effectively to make decisions and build trust so it was easier for service users to share the information.
- The Comprehensive Equalities Scheme (CES) was a framework and not a strategy. It has five objectives which can then be used and considered to develop policy or strategy or to scrutinise policy or strategy. Questions could be asked based on the objectives such as: What data do we have? What are the risks? Is it disproportionality affecting particular groups? The aim was that the CES would provide the tools to ask the right questions and focus on the extent to which equalities considerations had been made. The challenge of the CES was that it needed to be used. If it was not considered at the policy or strategy development stage then there may not be the right focus on equalities.
- Regarding how equalities was embedded across the Council - an important area was strategy development. Instead of having a discreet equalities strategy, the Committee heard that equalities were built in within other strategies such as: the Housing Strategy; the Children and Young People Plan etc.
- There were areas where improvements were needed such as the information that goes into reports and ensuring the equalities implications were complete.
- The Committee heard that although socio-economic inequality and income deprivation were not protected under the Equalities Act, it did affect the experiences of people with protected characteristics and those without. Where it was relevant socio-economic implications should be considered and reflected. It may not always be appropriate to consider socio-economic implications but the default should be to consider and work back from there.
- Regarding equalities implications in reports – these should be highlighted in the reports. That information should include supporting data where possible and if not, should still be able to demonstrate the likely implications.

- Regarding the question posed about when Equality Analysis Assessments needed to be produced; the Committee heard that whenever there was a plan to change or remove a service or a function or in respect of budget savings proposals they should be carried out.
 - Equality Impact Assessment and Equality Analysis Assessment were terms that were often used interchangeably. Within the Council Equality Analysis Assessment was the term used.
- 5.3 Katharine Nidd, Strategic Procurement and Commercial Services Manager, presented to the Committee regarding the question posed on the embedding of equalities in the commissioning process. Katharine highlighted the following key points:
- There were two key strands to how Equalities considerations were embedded. Firstly, the legalistic – through the commissioning process, the constitution, the procurement handbook and through consideration of legal and equalities implications.
 - Secondly when services were commissioned and scoped the service involved considered equalities throughout the design/re-design and specification process.
- 5.4 During the discussion that followed, the following key points were raised:
- A member of the Committee asked for a specific example. The Committee heard the example of the remodelling of Laurence House. Right at the beginning the service involved would be considering users, those with protected characteristics etc. Once this goes to procurement and as part of the tender there would be a requirement for specific statements on equalities in addition to how they are addressed through the specifications. There would also be a standard requirement for a range of policy documents and commitments from the contractors. The report to Committee for approval would also need to have an equalities implications section and also the legal implications. Once the tenders have been returned the commitments outlined are then captured in the terms and conditions of the contract and contractors are required to sign up to the Council's Sustainable Code of Procurement which also has additional requirements.
 - A member of the Committee asked to understand more about how equalities are considered specifically at the beginning stage of the service redesign etc.
 - James Lee, Head of Culture and Community Development, gave an example to the Committee from a service perspective and gave the example of re-commissioning the drugs service. The relevant team would look at the way the current service was operating, the cohort of users, asking questions about service and access requirements questioning whether there were any barriers to access. This would then be in the service specifications that organisations would have to show how they would engage with all communities and then at the tender process they would be required to say how they meet the specifications and also specific examples in the equalities methodology section as to how they would reach out to communities. The tenders would then be rated and assessed.
 - A member of the Committee was concerned regarding the way the early stage of equalities considerations in service redesign was carried out in Lewisham and was concerned about the specific consideration of people

with often hidden needs. There would need to be trust that the people designing the service had a really deep understanding of the different needs. For example, during this Committee's in-depth review into LGBT+ Provision the Committee had discovered that there were no Joint Strategic Needs Assessments (JSNA) on any of the protected characteristics and the needs were not fully known and understood. The Committee member questioned whether there was confidence that all service designers had a good enough level of understanding about the 9 protected characteristics and were confident enough to articulate these need and challenge anyone tendering for the service. The appropriate research needed to be in place and accessible and shared with relevant people and updated.

- A member of the Committee stressed that it was important to have a thorough understanding of how the protected characteristics interact and intersectional challenges where discrimination is added on discrimination. It was very challenging but needed to be understood and taken into account or those most in need would not be supported.
- A member of the Committee felt the report had answered the committee's questions very well but it was still unclear as to the difference between the theory and the practice. The reality was not always the same. The review was not about how the Council is "meant" to be doing this it was about how the Council is "actually" doing this work. The Committee agreed they now understood the theory but needed to look at case studies of where this has been applied well and where not so well to gain a better understanding of the reality.
- There was one member of staff in the Equality and Diversity team. Embedding equalities across the Council was felt to be important but Committee members felt that the Council was not yet at that stage.
- It would be possible for the Council to have a tenth characteristic of Socio-economic disadvantage even though it is not a statutory requirement.
- More information on the consistency of datasets would be useful.
- Paul Aladenika was working on and **Equalities Data digest across the nine protected characteristics and this could be brought back to Committee including data on employment and other data. This should be updated on a regular basis.**
- **Looking at a specific example including how the Council monitors performance in a systemic way including the quality and the depth and the thinking behind decisions was important for the review.**
- Ensuring there was commitment at a senior level was important.
- The Committee's referral to Business Panel on Equalities from their April meeting was then added to by Business Panel and referred to Mayor and Cabinet. A response was due to Business Panel at their November meeting. Following the meeting it was reported that the response would now be considered at Business Panel's December meeting.
- A member of the committee commented that the Safer Stronger Communities Select Committee would not have used the term "class" and would have used "socio-economic deprivation".

5.5 **RESOLVED:**

1. That the report be noted

2. That the Equalities Data Digest be brought to the Committee.
3. That the Committee have the opportunity to look at specific examples of tendering processes to better understand the quality and depth of the early stages through to the final contract monitoring.

6. Equalities in-depth review - Evidence from Metro

See previous minute.

7. Food Poverty

7.1 Catherine Mbema, Director of Public Health and Gwenda Scott, Public Health Strategist, presented the report to the Committee. During the discussion that followed, the following key points were made:

- The Trussell Trust have shared their data on food banks with the Council. The system provides individuals with up to 2 vouchers.
- Lewisham was part of the Sustainable Food Cities Network and aiming to have a food strategy with a stream on Food Poverty. Robust information from all the food banks had been challenging and so the aim was to develop a Food Poverty Action Plan in the borough.
- Food Banks should be used as emergency aid and people should ideally be supported so they don't need to access food banks. There were also other models such as the Social Supermarket set up in Evelyn ward which had been very successful.
- There had been a decline nationally in the Healthy Start Scheme which could be detrimentally affecting some young families. The Lewisham uptake was just 50% which represented around £300,000 not being allocated to vulnerable families. The process could be simplified to make this easier but it was nationally not locally.
- There was an increase of 20% in food bank usage in Lewisham for the period of August 2018-19. A member of the Committee asked whether this was related to the introduction of universal credit. It could be looked into to see if there was a correlation. There were no national measures on measuring food poverty in place. The DWP would be doing an annual survey which will be monitored.
- **Lewisham had a Food Poverty Action Plan called Good Food Lewisham which would be circulated to members of the Committee.**
- Members of the Committee felt a statement that they endorse the Council looking at developing a Food Poverty Action Plan should be referred to the Mayor and Cabinet.
- Partner organisations worked together to try to support individuals accessing food banks. The crisis meaning people had to access food banks usually occurred around low-income, benefit changes and those with no recourse to public funds.
- The Beyond the Food Bank 2018 survey showed Lewisham was in the top five boroughs.
- A specific cabinet post for food justice could be beneficial.
- A borough-wide food summit with Public Health, Goldsmiths and VAL took place in 2016.

7.2 **RESOLVED:**

That the following statement be referred to Mayor and Cabinet:

The Safer Stronger Communities Select Committee endorses the Council looking at developing a Food Poverty Action Plan and considering how it can be supported.

8. Public Health Approach to Violence Reduction

8.1 Geeta Subramaniam-Mooney, Director of Crime Reduction and Supporting People and Gary Connors, Head of Crime Reduction introduced the report. In the discussion that followed, the following key points were raised:

- A member of the Committee asked whether the Council could have a closer relationship with universities to improve evidence. The Violence Reduction Unit (VRU) would be collating a lot of this information and this would be part of the remit. The aim would be to bring Policing, public health and local authority data together. Councils could share their exclusion data if anonymised.
- Goldsmiths and Southbank University would be evaluating Lewisham Council's trauma-informed approach and the results should be available in January. **The Head of Crime Reduction and Supporting People would be happy to share the information on the review's methodology with the Committee.**

8.2 **RESOLVED:**

That the report be noted.

9. Select Committee work programme

9.1 Katie Wood, Scrutiny Manager, introduced the report to the Committee.

9.2 **RESOLVED:**

That the report be noted.

10. Items to be referred to Mayor and Cabinet

9.1 **RESOLVED:**

That a referral be made under the item on Food Poverty, as listed above.

The meeting ended at 9.30 pm

Chair:

Date:

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Safer Stronger Communities Select Committee		
Title	Declaration of interests	
Contributor	Chief Executive	Item 2
Class	Part 1 (open)	26 November 2019

Declaration of interests

Members are asked to declare any personal interest they have in any item on the agenda.

1. Personal interests

There are three types of personal interest referred to in the Council's Member Code of Conduct:

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

2. Disclosable pecuniary interests are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person* for profit or gain
- (b) Sponsorship –payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).
- (c) Undischarged contracts between a relevant person* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member's knowledge, the Council is landlord and the tenant is a firm in which the relevant person* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:

- (a) that body to the member's knowledge has a place of business or land in the borough;
- (b) and either
 - (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
 - (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

3. Other registerable interests

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

4. Non registerable interests

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members' Interests (for example a matter concerning the closure of a school at which a Member's child attends).

5. Declaration and Impact of interest on members' participation

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine of up to £5000**
- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the

interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in consideration of the matter and vote on it unless paragraph (c) below applies.

- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

6. Sensitive information

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

7. Exempt categories

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

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Safer, Stronger Select Committee		
Report Title	Update on the Lewisham Modern Slavery and Human Trafficking Statement	
Key Decision	No	Item No. 4
Ward	All	
Contributors	Executive Director for Community Services. Director of Public Protection and Safety Strategic Procurement and Commercial Services Manager	
Class	PART 1	Date: 26 th November 2019

1. Summary

- 1.1 This report sets out the policy context and background against which the Lewisham Modern Slavery and Human Trafficking Statement and the Modern Slavery and Human Trafficking Protocol were adopted.
- 1.2 This report also provides the Board with an update against commitments agreed in the Lewisham Modern Slavery and Human Trafficking Statement
- 1.3 Appended to this report is the draft Modern Slavery and Human Trafficking Statement for 2018/19 and the Lewisham Modern Slavery Protocol.

2. Recommendations

- 3.1 It is recommended that the Board:
 - i) Note the update on work undertaken following the adoption of the Lewisham Modern Slavery & Human Trafficking Statement and the Lewisham Modern Slavery and Human Trafficking Protocol.

3. Policy Context

- 3.1 This report will be responding to the Council's Corporate Strategy and Strategic priorities:
 - Priority 2, *Safer*, reducing gender based violence in all its forms and providing refuge accommodation for those who need to flee from abuse.
 - Priority 10, *Inspiring efficiency, effectiveness and equity* through the Councils procurement practice.

4. Background

- 4.1 Though slavery was abolished in the UK in 1833, there are more slaves today than ever before in human history. Figures from the International Labour Organisation (ILO) suggest that there are more than 40 million people in modern slavery across the world, with nearly 25 million held in forced labour.
- 4.3 The three main sources of data available on the potential scale of modern slavery in the UK come from:
- Referrals of potential victims to the National Referral Mechanism (NRM), the UK's identification and support system for victims of modern slavery. In 2017, there were **5,143** potential victims referred to the NRM (a 35% increase from 2016), of whom 41% (2,121) were children.
 - Referrals of potential victims under the 'duty to notify' provision of the Modern Slavery Act 2015 which applies to England and Wales. Specified public bodies have a duty to notify the Government via an anonymous MS1 form, if they encounter an adult victim of modern slavery if they don't agree to be referred into the NRM. In 2017, **1,694** potential adult victims were referred via duty to notify, bringing the total number of potential victims identified in 2017 to **6,837**.
 - The number of modern slavery crimes recorded by the police. In the year to March 2018, police in England and Wales recorded **3,337** modern slavery offences, a 49% increase on the previous year.
- 4.4 Modern Slavery is happening nationwide. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. This can include sexual and criminal exploitation.
- 4.5 The Council is committed to the opposition of modern day slavery and human trafficking, and sets out the role it plays as a public sector organisation, together with its partners, to drive the identification, recognition, raising of awareness and disruption of this abhorrent crime.
- 4.6 Lewisham Council is clear about its zero tolerance approach to modern day slavery and human trafficking in all its forms. The Council will use all avenues open to it using proportionate and appropriate measures through its statutory powers, its role as a procurer of supplies and services, its role as an employer, and its role as critical partner and influencer of other public sector bodies such as the Police, health, fire service and voluntary sector bodies.

5. Co-operative Party Charter against Modern Slavery

- 5.1 The Co-operative party published a charter against modern slavery which many Councils and organisations have signed up to. This charter contains ten commitments as set out below:

Those Authorities who sign up will:

- i) Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.
- ii) 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.
- iii) Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practicing modern slavery.
- iv) Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
- v) Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.
- vi) Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
- vii) Review its contractual spending regularly to identify any potential issues with modern slavery.
- viii) Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.
- ix) Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.
- x) Report publicly on the implementation of this policy annually.

5.2 Lewisham Council committed to signing the Co-operative Party Charter at full Council on 3 October 2018. The Charter requires a number of actions from the Council and these have been considered and addressed within the Modern Slavery statement for 2018/19.

6. Lewisham Modern Day Slavery and Human Trafficking Protocol

6.1 This Modern Day Slavery and Human Trafficking protocol sets out Lewisham's local partnership approach to tackling Modern Slavery. The protocol outlines the definition and identifying indicators of Modern Slavery, sets out the referral pathways services need to follow to support any potential victim and identifies the tools and powers available to identify, disrupt and investigate Modern Slavery in Lewisham. The protocol (which was agreed at full council in February 2019) provides information about Lewisham's approach including specifically the role of the Council in relation to:

- ✓ Identification and referral of victims;
- ✓ Supporting victims;
- ✓ Community Safety services and disruption activities;
- ✓ Ensuring that the supply chains councils procure from are free from modern slavery
- ✓ The use of the National Referral Mechanism
- ✓ Specific implications on regulatory services

6.2 The Safer Lewisham Partnership (SLP), the Lewisham Safeguarding Adults Board (LSAB) and the Lewisham Children Safeguarding Partnership are all committed to identifying and tackling Modern Slavery under a common approach set out in this protocol.

7. Modern Day Slavery and Human Trafficking Statement

- 7.1 The statement is made pursuant of section 54 of the Modern Day Slavery Act 2015 and outlines the principles, policies, recruitment practice, procurement practice and actions to be taken to ensure there is no modern day slavery or human trafficking within the organisation.
- 7.2 The Act suggests that a slavery and human trafficking statement for a financial year is:
- statement of the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place:
 - in any of its supply chains, and
 - in any part of its own business
- 7.3 It further states that an organisation's slavery and human trafficking statement may include information about:
- the organisation's structure, its business and its supply chains;
 - its policies in relation to slavery and human trafficking;
 - its due diligence processes in relation to slavery and human trafficking in its business and supply chains;
 - the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk;
 - its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate;
 - The training about slavery and human trafficking available to its staff.
- 7.4 The statement contains these elements but goes further in that it outlines the wider protocol, partnership working and support for victims, and as stated above will ensure that the Council also delivers on the 10 commitments of the Co-operative Party Charter.

8. Updates on the Modern Day Slavery and Human Trafficking Statement

- 8.1 In response to commitments to tackle Modern Slavery and Human Trafficking Lewisham council has;
- Ensured that when we procure goods, work and services, we use a 'standard selection questionnaire' to shortlist suppliers for tender. We have included a question in this asking organisations whether they are required by the Modern Slavery Act 2015 to produce a Modern Slavery Statement, and ask them to provide a link to the statement on their website. This information allows us to verify compliance with the statutory duty, and potentially to exclude those non-compliance.
 - Included a question in our standard selection questionnaires asking whether suppliers or persons in control of or representing them have been found guilty of using child labour or guilty of any other form of human trafficking, and if they have been potentially to be excluded from the tender process.
 - Signed and adopted the Co-operative Party Charter against Modern Slavery.

- Revised the Sustainable Procurement Code of Practice to ensure that all Council contractors agree to adhere to the Council's principles and practices with regards to the identification and eradication of human trafficking and modern slavery as set out in its annual Modern Day Slavery and Human Trafficking Statement.
- Ensured that as part of our current recruitment process, standard employment contracts are issued subject to satisfactory clearances against the following criteria:
 - References
 - Right to work in the UK. We are a registered Tier 2 and 5 A-rated employer for visa sponsorships
 - Health – through our Occupational Health provider
 - DBS, depending on the role
 - Sight of qualifications, depending on the person specification and role, especially relevant to social work. Prospective employees are also required to complete declarations of any potential conflicts of interest
- For our agency workers, the clearances undertaken for our agency workers mirrors that for our staff. Our current MSP also ensures that clearances checks are undertaken
- Revised the Sustainable Procurement Code of Practice to include those requirements of the Co-operative Party Charter against Modern Slavery not already implemented.
- Reviewed the Council's standard contract terms and conditions to 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. This work is ongoing.
- Affiliated with Electronics Watch (and working with them) to further reduce the risk of modern slavery and human trafficking within the supply chain for ICT hardware.
- Trained the Procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.
- Continued to review and risk assess the supply chain and report back on measures taken to mitigate and reduce risk in those areas considered to be moderate and high. This work is ongoing.
- Regularly reviewed the Council's contractual spending to identify any potential issues and areas of higher risk exposure to modern slavery. This work is ongoing.

8.2.1 As a procurer, the Council spends in excess of £275m each year with a large number of private and public sector organisations in the pursuit of our strategic objectives. Our contractors and suppliers are predominantly UK and EU based. We are committed to

creating effective systems and controls to safeguard against any form of modern slavery taking place within our supply chain.

- 8.2.2 We deliver that commitment by taking steps to manage and mitigate risk at all levels within both the procurement process and the through the life of the contracts awarded. In our current published modern slavery and human trafficking statement the Council clearly set out what steps it is already taking to do this, and then set out its ambitions for the current year to further reduce these threats.

9 Training on modern Slavery

- 9.1 Lewisham, through its Modern Slavery Statement and MS Protocol has committed to provide frontline staff and their supervisors with training and awareness-raising on modern slavery, to ensure that they can fulfil their duty to identify potential victims (PV) of trafficking or modern slavery and then so that they know what to do once they have identified a PV.
- 9.2 This will be achieved through wider promotion of the Human Trafficking and Modern Slavery eLearning course on Lewisham's MeLearning module. https://lewisham.melearning.university/course_centre/course_details/26 and by embedding Human Trafficking and Modern Slavery training through the Lewisham Safeguarding Adults Board and Lewisham Children's Safeguarding Partnership.
- 9.3 In 2018, there were four Lewisham Council officers who had completed the **ADASS Human Trafficking and Modern Slavery Multi-agency Awareness Raising Train the Trainer** accreditation and were disseminating this learning. However this training is no longer available and three of these four officers have now left the authority.
- 9.4 Currently, two identified Crime, Enforcement & Regulation Service Officers are being trained as trainers on Modern Slavery and Human Trafficking by the **Human Trafficking Foundation** and are currently compiling a list of service area champions on Modern Slavery, to further disseminate this training.

10. Identifying Victims

- 10.1 In addition to the duty on all Local Authority Officers (along with other statutory partners) to be responsible for identifying and supporting potential victims of Modern Slavery by referring through the **National Referral Mechanism**, there have been a number of cases in Lewisham, where early identification has resulted in some positive multi-agency action to support victims.
- 10.2 There is also a monthly partnership meeting between police, local authority and NHS officers across the boroughs of Lewisham, Greenwich and Bexley, which meets to discuss concerns, local trends and cross border learning on Modern Slavery and Human Trafficking issues.

11. Conclusion

- 11.1 The work to increase awareness, understanding, referrals and support continues across the partnership and will be reviewed 6 monthly.

11. Financial Implications

11.1 There are no specific financial implications at this stage. The work set out in the report will be carried out within existing budgets.

12. Legal implications

12.1 The proposals in the Statement and Protocol have been designed so that they reflect both the legal obligation on certain contractors to comply with the obligations and principles of the Modern Slavery Act 2015; and the Council's strategic direction that those principles should be applied by contractors and others to whom the obligations of the Modern Slavery Act 2015 do not apply. Such an approach, taking into account specific issues relevant to the contract / contractor involved is less likely to be potentially unlawful or subject to challenge.

12.2 The legal issues that were taken into account when adopting the statement and protocol are set out below.

- **Modern Slavery Act 2015:**
As set out in the Statement, the Council is itself not legally obliged to publish a statement on modern slavery and human trafficking under the Modern Slavery Act 2015. However, as a public sector body the Council is legally required to operate in ways that are compatible with the Human Rights Act 1998. The rights under this Act include the right for people to be free from slavery and forced labour. It is, of course, lawful to require contractors to comply with legislative requirements such as the Modern Slavery Act 2015 where those apply to the contractor. The Council also has a duty to notify the Home Office of any individual encountered in England and Wales who it is believed is a suspected victim of slavery or human trafficking. Publishing this statement – and taking the actions contained within it helps the Council to fulfil these duties. Where the Act does not apply to the contractor, wider issues such as those set out below may also need to be considered.
- **General powers and decision making:**
The Council has a general power of competence contained in the Localism Act 2011. General decision making principles require consideration of all relevant matters, including financial impacts and the Council's fiduciary duty to council tax payers.
- **Best value:**
The Council has a duty to obtain best value in the procurement of works, services and supplies and to secure continuous improvement in the way functions are carried out, having regard to a combination of economy, efficiency and effectiveness (Local Government Act 1999). This means that when procuring contracts the Council must, on a case by case basis, weigh up the costs of the contract against the benefits of the particular relevant issue.
- **'Non-commercial' matters:**
Some matters are irrelevant considerations and may not be considered in a procurement or contract process. That applies to 'political' matters which are defined as 'non-commercial'. Authorities are prohibited from having regard to these in the contractual process, which would include new procurements and changes to existing contracts (Local Government Act 1988).
- **'Special' considerations (which can include 'economic, innovation-related, environmental, social or employment-related' matters) can be taken into account when deciding on awarding a contract but only where they are 'linked to the subject-matter of the contract' (Public Contracts Regulations 2015 Regulation 70).**

Employment / workforce matters are not 'non-commercial' to the extent that they are relevant to the achievement of best value (Local Government Act 1999 s. 19), and requiring compliance by contractors with their legal obligations will also not be 'non-commercial' (such as requiring compliance with the Modern Slavery Act 2015, where it is applicable).

12.3 The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In summary, the Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

12.4 It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed above. The weight to be attached to the duty will be dependent on the nature of the decision and the circumstances in which it is made. This is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. The Mayor must understand the impact or likely impact of the decision on those with protected characteristics who are potentially affected by the decision. The extent of the duty will necessarily vary from case to case and due regard is such regard as is appropriate in all the circumstances.

12.5 The Equality and Human Rights Commission has issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled "Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice". The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at:

<https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-codes-practice>

<https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance>

13. Crime and disorder implications

13.1 Section 17 places a duty on partners to do all they can to reasonably prevent crime and disorder in their area. The level of crime and its impact is influenced by the decisions and activities taken in the day-to-day of local bodies and organisations. The

responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core activities, can significantly contribute to reducing crime and improving the quality of life in their area.

14. Equalities implications

- 14.1 The Council's Comprehensive Equality Scheme provides an overarching framework and focus for the Council's work on equalities and help ensure compliance with the Equality Act 2010. The adoption of the statement, protocol and Co-operative party charter, and all activity taken subsequent to this, is compatible with the requirements of the Equality Act 2010 and our duties within this to promote equality as a public body.

15. Environmental implications

- 15.1 There are no direct environmental implications to this report.

16. Conclusion

- 16.1 The report sets out the update on commitments made in the first draft and Modern Slavery Human Trafficking Statement for the Council

Appendices

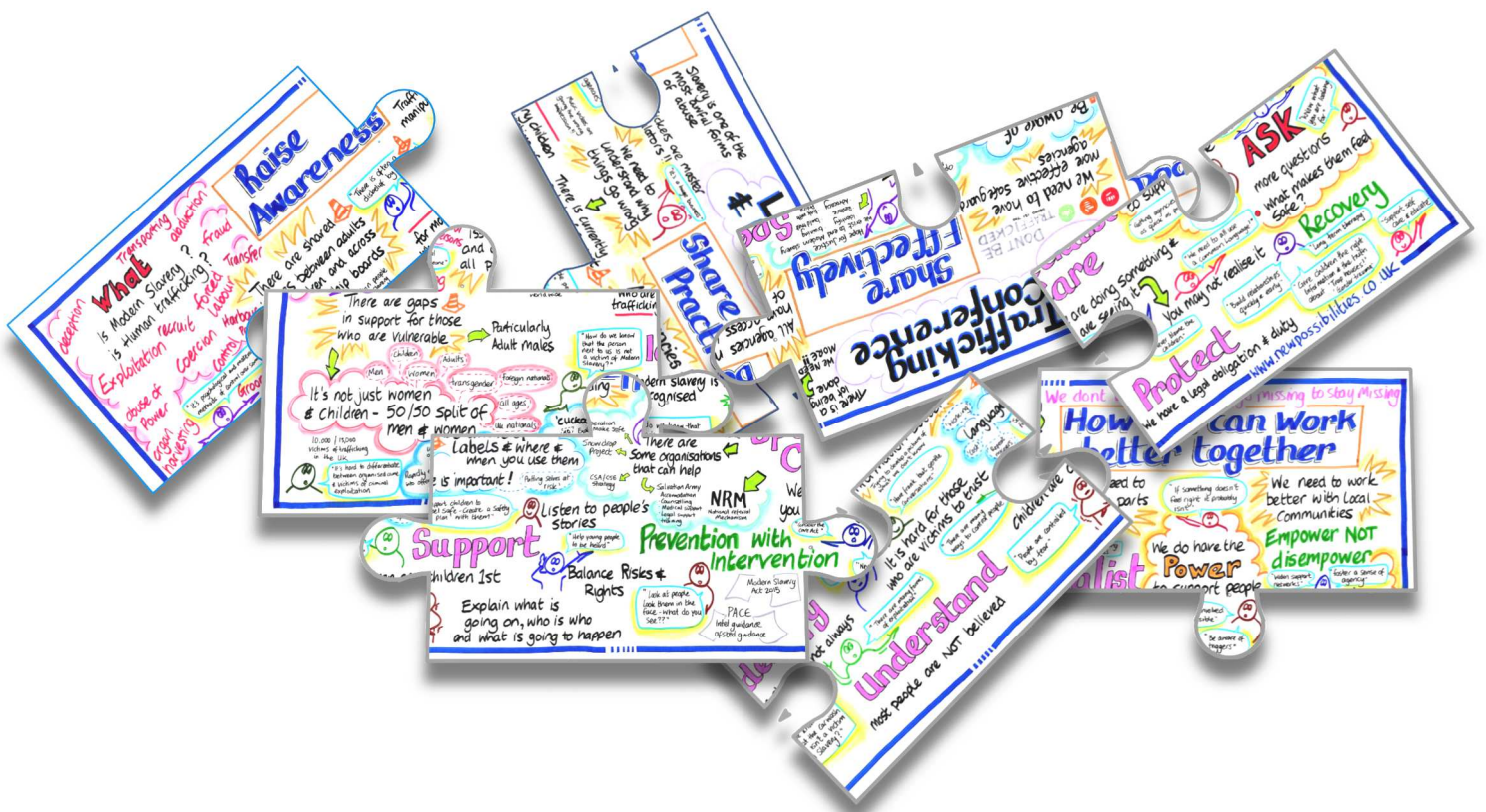
The table below outlines the appendices to this report:

Appendix A	Modern Slavery and Human Trafficking Statement (December 2018)
Appendix B	Modern Slavery and Human Trafficking Protocol (February 2019)

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MODERN SLAVERY

London Borough of Lewisham – Human Trafficking and Modern Slavery Statement (December 2018)



Our commitment:



This statement sets out Lewisham Council’s commitment to the opposition of modern day slavery and human trafficking, and sets out the role it plays as a public sector organisation, together with its partners, to drive the identification, recognition, raising of awareness and disruption of this abhorrent crime.

Lewisham Council is clear about its zero tolerance approach to modern day slavery and human trafficking in all its forms. The Council will use all avenues open to it using proportionate and appropriate measures through its statutory powers, its role as a procurer of supplies and services, its role as an employer, and its role as critical partner and influencer of other public sector bodies such as the Police, health, fire service and voluntary sector bodies.



The Council is not legally obliged to publish a statement on modern slavery and human trafficking under the Modern Slavery Act 2015. However, as a public sector body we are legally required to operate in ways that are compatible with the Human Rights Act 1998. The rights under this Act include the right for people to be free from slavery and forced labour. We also have a duty to notify the Home Office of any individual encountered in England and Wales who they believe is a suspected victim of slavery or human trafficking. Publishing this statement – and taking the actions contained within it helps us to fulfil these duties.

The statement outlines the principles, policies, recruitment practice, procurement practice and actions to be taken to ensure there is no modern day slavery or human trafficking within the organisation.

The statement is further supported by the Modern Day Slavery and Human trafficking protocol which sets out Lewisham’s local partnership approach to tackling Modern Slavery. This protocol outlines the definition and identifying indicators of Modern Slavery, sets out the referral pathways services need to follow to support any potential victim and identifies the tools and powers available to identify, disrupt and investigate Modern Slavery in Lewisham.



Why modern slavery and human trafficking is relevant to Lewisham Council



Modern slavery intersects with many different areas that councils are involved with and a number of different officers might come across it while going about their everyday activities. Key examples where officers might come across victims include housing and homelessness services, community safety work, trading standards and licensing services, social services and customer services.'

Lewisham Council has a strategic focus on¹:

1. Identification and referral of victims (prevention)
2. Supporting victims (support)
3. Community safety services and disruption activities (disruption)
4. Using a risk based assessment ensuring proportionate checks are made on supply chains through procurement practice to safeguard against modern day slavery and human trafficking. (Organisational Policies)
5. Monitoring effectiveness

Definition of modern day slavery and human trafficking:

Modern slavery and human trafficking includes a range of types of exploitation, many of which occur together. These include but are not limited to:

- sexual exploitation: this includes sexual abuse, forced prostitution and the abuse of children for the production of child abuse images / videos;



- domestic servitude: this involves victims being forced to work in usually private households, performing domestic chores and childcare duties;

- forced labour: this can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (e.g. nail bars);



- criminal exploitation: this can be understood as the exploitation of a person to commit a crime, such a pick pocketing, shop lifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the Trafficker;

- Marriage and illegal adoption.

Our organisation - Lewisham Council

Lewisham is the fourth largest inner London Borough with a population of 301,300 with a working age population of 211,000. We currently have 2,295 employees working in the Council’s central functions; 4,617 employees in schools; and approx. 600 agency workers. The Borough is responsible for delivering and co-ordinating a wide range of services, including adult and children’s social care, community, regeneration and environmental services.

Our vision for [The London Borough of Lewisham](#) is:

“Together we will make Lewisham the best place in London to live, work and learn”

To support this vision, our aim is to improve fairness, develop greater transparency and good people practices as highlighted through a series of publications including:

- Code of corporate governance
- Council ethical standards
- The constitution
- Code of Conduct
- Whistleblowing policy

This framework, is read in conjunction with a range of strategies and HR policies

Policies:

The Council reviews its policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. The following policies and procedures support the Council’s principles and approach to the eradication of modern slavery and human trafficking:

- sustainable communities strategy 2010-2020;
- safeguarding policies;
- HR and employment practices including agency workers / pay / employee Code of Conduct / Respect and Dignity at Work / recruitment practice, whistleblowing; and
- Sustainable Procurement Code of Practice

EMPLOYMENT POLICIES

The Council will do the following in regard to our people policies in order to support and deliver the commitment set out in this statement to tackling slavery and human trafficking abuses:

- **Whistleblowing policy** the current whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. We continue to regularly review our policies and where appropriate the Council whistleblowing policy could be used by partners and supply chain where there are concerns.
- **Employee code of conduct** our code of conduct makes clear to employees the actions and behaviour expected of them when representing the organisation. As part of the next review, we will explicitly take into account the commitment set out in this statement.
- **Recruitment/agency workers** Lewisham Council has only used specified, reputable employment agencies, via recognised public sector procurement frameworks such as those provided by CCS, YPO or ESPO to source labour as part of our resourcing approach. As part of our regular review meetings, we will jointly work together to highlight and discuss existing procedures with [REED](#), our current provider of agency staff, to agree how they may take steps to further mitigate the risks in accepting workers subject to modern slavery or human trafficking. We are currently working on redrafting our recruitment and selection policy and guidance for managers.
- **Audit of HR policies** we will incorporate the commitment set out in this statement in our next review of HR policies, and raise awareness with our TU representatives and through our Schools' Forum.

Training and awareness raising

Through its Community Safety Partnership function the Council leads the Lewisham Modern Day Slavery Partnership bringing together public, private and voluntary sector organisations to deliver on the 5 strategic focus areas above.

The Council is working in partnership with both the Lewisham Safeguarding Children and Adults Boards to ensure that Modern Slavery and Human Trafficking training is embedded in their annual training offers. The partnership is committed to annual master class awareness raising sessions and communications to ensure there is a wide scale understanding of the issues and what to do. The Whistleblowing policy for the Council could be used by partners and our supply chain where appropriate if Modern Slavery or Human trafficking concerns arose.

Our Learning and Development Team offer an e-learning package Human Trafficking and Modern Day Slavery which is available for all staff to access through our on-line Learning Management System. We will identify who this will be targeted as part of our wider awareness raising programme across the Council.



There are currently four Lewisham Council officers who have completed the **ADASS Human Trafficking and Modern Slavery Multi-agency Awareness Raising Train the Trainer** accreditation and these officers have already delivered a number of training sessions to social care staff in 2017/18.

This training, which will be delivered to a range of different departments and agencies over the next year, will equip officers with knowledge of;

- The principles of the Modern Slavery Act 2015; and
- The National Referral Mechanism (NRM) process.

Within our supply Chain:

The Council spends in excess of £275m each year with a large number of private and public sector organisations through procurement activities in the pursuit of our strategic objectives. Our contractors and suppliers are predominantly UK and EU based. We are committed to creating effective systems and controls to safeguard against any form of modern slavery taking place within our supply chain.

We will deliver that commitment by:

- Where using pre-negotiated framework contracts set up by other organisations, use regional purchasing consortia e.g. Crown Commercial Service (CCS) for goods and services required for service delivery. These frameworks will have tested suppliers’ credentials during the selection process, so that the Council can obtain goods, works and services in reliance on those credentials.
- Seeking to identify those parts of its supply chains where there is a risk of slavery and human trafficking taking place. We have identified that ICT hardware is one such area of higher risk. A number of measures have been taken to mitigate the risks in this area, working in conjunction with the ICT Shared Service provided by the London Borough of Brent. These include:
 - The use of frameworks for procuring hardware: recently the Crown Commercial Service (CCS) Technology Products 2 RM3733 Lot 1 (Technology Hardware) has been used for end user device procurement.
 - The signing of the Co-operative Party Charter against Modern Slavery by Brent Council on 17 September 2018.

Steps already taken:



✓ When we procure goods, work and services we use a 'standard selection questionnaire' to shortlist suppliers for tender. We have included a question in this asking organisations whether they are required by the Modern Slavery Act 2015 to produce a Modern Slavery Statement, and ask them to provide a link to the statement on their website. This information allows us to verify compliance with the statutory duty, and potentially to exclude those non-compliance.

- ✓ We have included a question in our standard selection questionnaires asking whether suppliers or persons in control of or representing them have been found guilty of using child labour or guilty of any other form of human trafficking, and if they have been potentially to be excluded from the tender process;
- ✓ The Council have committed to signing and adopting the Co-operative Party Charter against Modern Slavery;
- ✓ Revised the Sustainable Procurement Code of Practice to ensure that all Council contractors agree to adhere to the Council's principles and practices with regards to the identification and eradication of human trafficking and modern slavery as set out in its annual Modern Day Slavery and Human Trafficking Statement;
- ✓ As part of our current recruitment process, standard employment contracts are issued subject to satisfactory clearances against the following criteria:
 - References
 - Right to work in the UK. We are a registered Tier 2 and 5 A-rated employer for visa sponsorships
 - Health – through our Occupational Health provider
 - DBS, depending on the role
 - Sight of qualifications, depending on the person specification and role, especially relevant to social work. Prospective employees are also required to complete declarations of any potential conflicts of interest
- ✓ For our agency workers, the clearances undertaken for our agency workers mirrors that for our staff. Our current MSP also ensures that clearances checks are undertaken by any third party agency suppliers and are audited on a monthly basis

Commitments for 19-20



- ❖ Revise the Sustainable Procurement Code of Practice to include those requirements of the Co-operative Party Charter against Modern Slavery not already implemented;
- ❖ Review the Council’s standard contract terms and conditions to 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;

- ❖ Affiliate with Electronics Watch to further reduce the risk of modern slavery and human trafficking within the supply chain for ICT hardware.
- ❖ Council wide mandatory training for all staff to raise awareness, provide effective support to victims where appropriate including a protocol advising on the duty to notify and process to follow.
- ❖ Publicising of the Council’s Whistleblowing policy and procedures
- ❖ Training for the Procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply’s (CIPS) online course on Ethical Procurement and Supply;
- ❖ Additional training will be made available to officers and partners who might encounter victims of modern day slavery to improve identification, risks and pathways for support.
- ❖ Continue to work with partners to reduce the risks, detect, report and support victims.
- ❖ Continue to review and risk assess the supply chain and report back on measures taken to mitigate and reduce risk in those areas considered to be moderate and high;
- ❖ We review the Council’s contractual spending regularly to identify any potential issues and areas of higher risk exposure to modern slavery.
- ❖ Revise the Council’s grant application process to ensure that all Council grant recipients agree to adhere to the Council’s principles and practices with regards to the identification and eradication of human trafficking and modern slavery as set out in this statement;



Guidance / documents / links: <https://party.coop/local/councillors/modern-slavery-charter/https://www.lewisham.gov.uk/myservices/business/tendersandcontracts/Documents/CodeofPracticeContractors.pdf>

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Lewisham Modern Slavery and Human Trafficking Protocol

February 2019



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1. INTRODUCTION

“There are an estimated 40.3 million people living in slavery today, and the Home Office estimates that up to 13,000 of those are based in the UK” Kevin Hyland, Independent Anti-Slavery Commissioner 2017.

The most robust estimate to date of the scale of modern slavery in the UK was produced by the Home Office in 2014. The estimate suggested that there were between 10,000 and 13,000 potential victims of modern slavery in the UK in 2013. The National Crime Agency (NCA) assesses that the actual scale of modern slavery in the UK is gradually increasing and, if drivers remain at their current levels, will continue to do so over the next three years.

The three main sources of data available on the potential scale of modern slavery in the UK come from:

- 1) Referrals of potential victims to the National Referral Mechanism (NRM), the UK’s identification and support system for victims of modern slavery. In 2017, there were 5,143 potential victims referred to the NRM (a 35% increase from 2016), of whom 41% (2,121) were children.
- 2) Referrals of potential victims under the ‘duty to notify’ provision of the Modern Slavery Act 2015 which applies to England and Wales. Specified public bodies have a duty to notify the Government via an anonymous MS1 form, if they encounter an adult victim of modern slavery if they don’t agree to be referred into the NRM. In 2017, 1,694 potential adult victims were referred via duty to notify, bringing the total number of potential victims identified in 2017 to 6,837.
- 3) The number of modern slavery crimes recorded by the police. In the year to March 2018, police in England and Wales recorded 3,337 modern slavery offences, a 49% increase on the previous year.

This Modern Day Slavery and Human Trafficking protocol sets out Lewisham’s local partnership approach to tackling Modern Slavery. The protocol outlines the definition and identifying indicators of Modern Slavery, sets out the referral pathways services need to follow to support any potential victim and identifies the tools and powers available to identify, disrupt and investigate Modern Slavery in Lewisham.

Through its Community Safety Partnership function the Council leads the Lewisham Modern Day Slavery Partnership, bringing together public, private and voluntary sector organisations to deliver on the five strategic focus areas of;

1. Identification and referral of victims (prevention)
2. Supporting victims (support)
3. Community safety services and disruption activities (disruption)

4. Using a risk based assessment ensuring proportionate checks are made on supply chains through procurement practice to safeguard against modern day slavery and human trafficking. (Organisational Policies)
5. Monitoring effectiveness

The Safer Lewisham Partnership (SLP), the Lewisham Safeguarding Adults Board (LSAB) and the Lewisham Safeguarding Children Boards (LSCB) are all committed to identifying and tackling Modern Slavery under a common approach set out in this protocol.

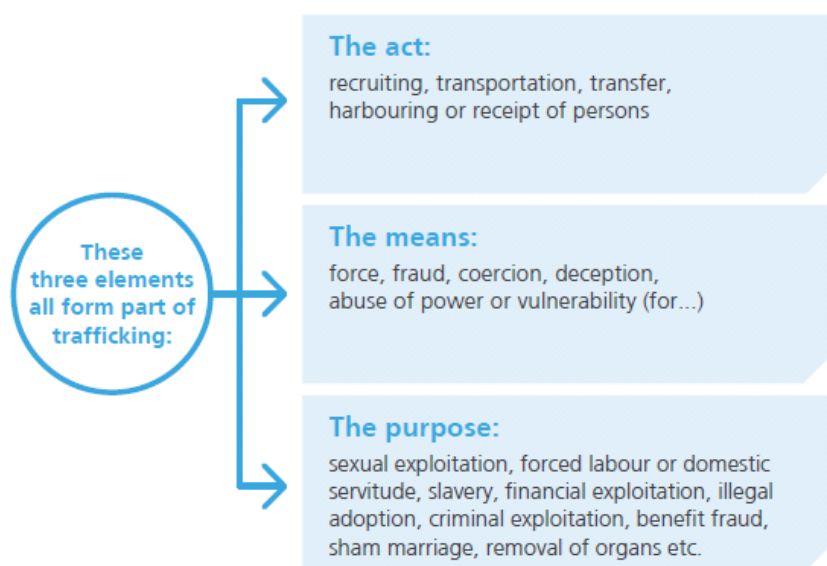
2. HUMAN TRAFFICKING

Human trafficking is the trade of humans for the purpose of forced labour, sexual slavery, or commercial sexual exploitation for the trafficker or others.

<http://www.unodc.org/unodc/en/human-trafficking/>

- **Human Trafficking = Act + Means + Purpose** – See Diagram below

HUMAN TRAFFICKING = ACT + MEANS + PURPOSE



All three components must be present in an adult trafficking case. However, in a child trafficking case the 'means' component is not required as they are not able to give informed consent

- **Modern Slavery = Means + Purpose** It does not necessarily include the 'Act' element of the human trafficking process.

-

3. WHAT IS MODERN SLAVERY?

Modern slavery is an umbrella term, encompassing human trafficking, slavery, servitude and forced labour.

Someone is in **slavery** if they are:

- Forced to work through mental or physical threat
- Owned or controlled by an 'employer'
- Usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or have restrictions placed on their freedom.

Servitude is similar to slavery, in that a person is under an obligation to provide a service which is imposed on them, but there is no element of ownership.

Forced work is defined as 'work or service which is exacted from any person under the menace of any penalty and for which the person has not offered himself voluntarily and has been found in a number of different industries including manufacturing, food processing, agriculture and hospitality.

Human trafficking is when men, women and children are moved and forced into exploitation. The movement could be international but also within the country, from one city to another or even just a few streets. A person is a victim of human trafficking even if they haven't yet been exploited but have been moved for the purposes of exploitation.

4. TYPES OF MODERN SLAVERY

There are a number of different types of exploitation that victims of modern slavery may be subjected to, and victims may experience more than one type of exploitation at the same time. The most common forms of exploitation are:

Sexual exploitation: victims may be forced into prostitution, pornography or lap dancing for little or no pay. They may be deprived of their freedom of movement and subjected to threats and violence.

Labour exploitation: a victim is made to work with little or no pay, and may face violence or threats. If they are foreign nationals, their passports may be confiscated by their exploiters and they may be made to live in terrible conditions and under constant threat.

Forced criminality: victims can be forced to participate in a range of illegal activities including pick pocketing, shop lifting, cannabis cultivation, county lines exploitation and other activities. The Modern Slavery Act provides for a defence for victims who have been forced into criminality.

Organ harvesting: victims are trafficked in order for their internal organs (typically kidneys or the liver) to be harvested for transplant.

Domestic servitude: victims work in a household where they may be ill-treated, humiliated, subjected to exhausting hours, forced to work and live under unbearable conditions or forced to work for little or no pay. In some cases forced marriage can lead to domestic servitude.

Debt bondage can be present in many forms of exploitation, and can take a range of forms. Debts may arise out of the exploitation itself, for example in relation to accommodation or travel fees, with victims having little or no control over their debt and little or no way to pay it back. Costs may be deducted from their wages, leading to further debts being accrued. A person may be forced to work to pay off the debt and it can also be used as a means of controlling a victim and keeping them enslaved.

Other forms of exploitation include:

Forced marriage: where people are forced into marriage for a range of reasons including exploiting the rights conferred on them by citizenship or for domestic servitude.

Financial exploitation: for example benefit fraud, where benefits are falsely claimed by perpetrators on behalf of their workers; bank accounts being opened in a victim's name but used by perpetrators; or workers' wages being paid directly into the exploiters, own bank accounts by companies who think they are paying a worker individually.

In October 2017 the Government produced 'A Typology of Modern Slavery Offences in the UK' to categorise modern slavery offences and provide an evidence base for responding to the crime of modern slavery. The research classified modern slavery offences in the UK into 17 distinct types. For each type, the report outlined the characteristics of the typical victims and offenders, and the nature of the offence, including the recruitment, transportation and exploitation involved. [Click here to view.](#)

5. THE MODERN SLAVERY ACT 2015

The Modern Slavery Act gives law enforcement the tools to fight modern slavery, ensure perpetrators can receive suitably severe punishments for these appalling crimes and enhance support and protection for victims. It received Royal Assent on Thursday 26 March 2015.

The act:

- Consolidated and clarified existing modern slavery and human trafficking offences and increased the maximum sentences for committing these offences
- Introduced slavery and trafficking prevention orders and slavery and trafficking risk orders – which can be used to disrupt activities by modern slavery perpetrators
- Created the role of the Independent Anti-Slavery Commissioner
- Introduced support and protection for victims including a defence for victims of slavery or trafficking who commit an offence, measures on the presumption of age

of child victims of modern slavery and introduced the role of Independent Child Trafficking Advocates

- Introduced a requirement for certain businesses to produce and publish a modern slavery statement on what they are doing to tackle modern slavery and trafficking in their supply chains.

6. 2018 REVIEW OF THE MODERN SLAVERY STRATEGY

The Government's 2018 UK Annual Report on Modern Slavery provides an overview of modern slavery in the UK and explains how the UK has responded to this threat over the last 12 months.

The UK Government published a Modern Slavery Strategy in 2014, based on the 'four Ps' structure, which the Home Office also uses to tackle terrorism and serious and organised crime.

- Pursue:** Prosecuting and disrupting individuals and groups responsible for modern slavery.
- Prevent:** Preventing people from engaging in modern slavery.
- Protect:** Strengthening safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness of and resilience against this crime.
- Prepare:** Reducing the harm caused by modern slavery through improved victim identification and enhanced support.

The Strategy also commits the Government to step up its **international** response to modern slavery.

i) Pursue

- There has been a continued uplift in operational activity to tackle modern slavery, involving a range of law enforcement agencies. In 2017, 130 defendants were prosecuted under the Modern Slavery Act 2015 (on a principal offence basis); compared to 51 defendants prosecuted under the Act in 2016.
- Project AIDANT, the National Crime Agency (NCA)-led collaborative modern slavery operations, targeted high risk source countries or types of exploitation. The operations brought together resources from the NCA, Border Force, Immigration Enforcement, Her Majesty's Revenue and Customs (HMRC), the Gangmasters and Labour Abuse Authority (GLAA) and UK police forces to deliver intensified operational activity focused on specific thematic areas. During Project AIDANT activity in 2017, over 320 offenders were arrested and over 560 potential victims of trafficking identified.
- Through the Modern Slavery Police Transformation Programme and in chairing the multi-agency National Threat Group, Chief Constable Shaun Sawyer has

overseen a steep uplift in police investigations. In July 2018, there were 850 active police investigations, compared with 188 in November 2016, although convictions have actually gone down as prosecutions have risen recently. At a national level, there is a richer understanding of the nature of these crimes and more joint investigations taking place with other countries than ever before.

- The GLAA has made good progress utilising Police and Criminal Evidence (PACE) powers to investigate serious cases of labour exploitation in the first year of operation. In 2017/18, the GLAA conducted over 100 operations, with more than 80 of those across sectors outside of the traditional agricultural sector. As a result, the GLAA arrested over 100 people for suspected labour market offences.

ii) Prevent

- During 2018, the UK Government continued to develop the evidence base on modern slavery to inform prevention activity.
- Across the UK, communications campaigns have raised awareness of the crime of modern slavery. The campaigns have provided information to the public and frontline professionals about how to spot signs of modern slavery and report concerns.

iii) Protect

- Under Section 54 of the Modern Slavery Act 2015, large businesses in the UK must publish an annual statement setting out the steps they are taking to identify, tackle and prevent modern slavery in their business and supply chains.
- In 2018, there have been increasing examples of best practices including companies implementing the 'Employer Pays' principle to prevent worker-paid recruitment fees which can contribute to debt bondage.
- There have been more sector-led initiatives to tackle exploitation in supply chains. For example, 'Tech Against Trafficking' brings the tech sector together with Non-Governmental Organisations (NGOs) and academics to examine how technology solutions can be used to fight modern slavery.
- Members of the Business Against Slavery Forum are working together to support survivors of slavery rebuild their lives through initiatives such as Co-op's Bright Future programme, giving survivors a path to employment and HSBC's survivor bank accounts.
- At the UN General Assembly this year, the UK, US, Canada, New Zealand and Australia launched a set of Principles for governments across the globe to endorse and use as a framework for tackling modern slavery in global supply chains.

iv) Prepare

- The UK Government continued to provide specialist support and advocacy services for victims of modern slavery and human trafficking, to assist them in rebuilding their lives and reintegrating into local communities.
- Over the last 12 months, the UK Government and its delivery partners have made good progress to ensure that an ambitious package of reforms to the NRM will be delivered by April 2020. These reforms hope to make a tangible

difference to the experience of victims of modern slavery by supporting their recovery and resilience to future exploitation.

- £2 million has been committed to extend the support provided by Independent Child Trafficking Advocates (ICTAs) so that one third of local authorities in England and Wales can ensure vulnerable children get the help they need.
- The UK Government has provided £2.2 million funding to test innovative ways to protect vulnerable children in the UK and overseas who are at risk of trafficking.
- Over £1 million from the Ministry of Housing, Communities and Local Government's Controlling Migration Fund has been distributed to six local authorities to test how best to support victims as they exit NRM services and move into local communities.
- Approximately 1,000 training places have been made available in England and Wales for foster carers and support workers caring for Unaccompanied Asylum-Seeking Children (UASC), so that they are better equipped to support victims and reduce the risk of re-trafficking.

7. THE NATIONAL REFERRAL MECHANISM

The national referral mechanism (NRM) is the framework by which potential victims of human trafficking and modern slavery are identified and supported. The NRM was introduced in 2009 to meet some of the UK's obligations under the Council of Europe Convention on Action Against Trafficking in Human Beings.

Aim of the national referral mechanism (NRM)

- it should lift victims out of situations of exploitation
- provide them with a short period of intensive support and specialist care
- put them in a position where they can begin to rebuild their lives with increased resilience against future exploitation

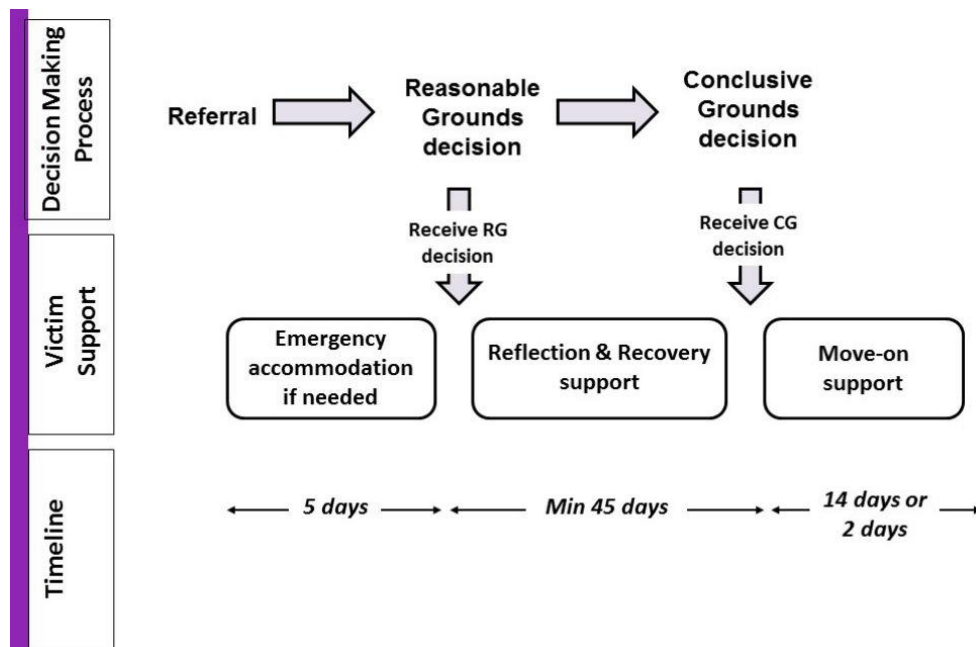
How the current national referral mechanism works

Potential victims (if adults, this requires consent) can be referred in to the NRM by a wide range of 'first responders' (including the police, local authorities and certain non-governmental organisations). The case will be managed by one of the 'competent authorities' (either the National Crime Agency or the Home Office). The competent authority will first decide if there are 'reasonable grounds' to believe that the person is a victim (the 'reasonable grounds' decision) and, if the decision is positive, will proceed to investigate the case and decide whether, on the balance of probabilities, the person is a victim (the 'conclusive grounds' decision).

The competent authority aims to make reasonable grounds decisions within 5 days of receiving a referral and emergency support is available for potential victims who would otherwise be destitute during this time. A positive reasonable grounds decision entitles the potential victim to a 'reflection and recovery' period for a minimum of 45 days, and until the conclusive grounds decision is made. During this time, adult victims can receive accommodation and whether they are receiving accommodation or not, they all should receive assistance within the NRM for subsistence, specialist support including counselling, access to physical and mental health care, and signposting to services including legal aid. Child victims are supported by local authorities under their statutory safeguarding duties.

When the conclusive grounds decision is made, those adults with a positive decision receive a further 14 days of 'move-on' support, and those with a negative decision receive support for a further 2 days of support. This 'move-on' support period is in place to help victims to safely transition out of NRM support.

National referral mechanism journey



More information on the [current NRM process](#) is available.

National referral mechanism reform

In October 2017, the government announced an ambitious package of reforms to the NRM focused around 4 key objectives:

- quicker and more certain decision-making that stakeholders and victims have confidence in
- improved support for adult victims before, during and after the NRM
- improved identification of victims
- improved support to child victims of modern slavery, who are supported outside the NRM

To achieve quicker and more certain decision-making, that stakeholders and victims have confidence in, the government will:

- create a single, expert case-working unit in the Home Office to handle all NRM cases and provide high quality, timely decisions for all victims regardless of their nationality – this will replace the current competent authorities in the National Crime Agency, and UK Visas and Immigration and will be separate from the immigration system
- set up an independent panel of experts to review all negative conclusive grounds decisions, adding significantly to the scrutiny such cases already receive
- build a new digital system to support the NRM process, making it easier for those on the front line to refer victims for support and enabling data to be captured and analysed to better aid prevention and law enforcement

To improve support for adult victims before, during and after the NRM in England and Wales, the government will:

- extend the ‘move-on’ period of support (when victims have a conclusive ground decision) from 14 to 45 days for confirmed victims of modern slavery and from 2 days to 9 days for those individuals with a negative decision
- provide weekly a ‘drop-in support service’ for all confirmed victims with leave to remain in the UK for up to 6 months after leaving government-funded support to aid their resettlement into local communities
- work with local authorities to develop and disseminate best practice for victims to transition into a community and access local services
- introduce minimum standards of care in all future contracts providing support to adult victims of modern slavery and an associated inspection regime based on the Human Trafficking Foundation’s Trafficking Survivor Care Standards
- lay regulations under section 50 of the Modern Slavery Act 2015, and issue statutory guidance under section 49 of the Modern Slavery Act 2015, setting out the support to which victims are entitled
- create ‘places of safety’ to ensure that adults leaving immediate situations of exploitation have a safe place to go for up to 3 days where they can access assistance and advice while they decide on whether to enter the NRM

To improve identification of victims of modern slavery, the government will:

- strengthen the first responder role by reviewing the criteria used to establish who should be a first responder and how they should be trained

To improve support to child victims of modern slavery who are within the NRM, the government will:

- continue with the national rollout of independent child trafficking advocates (ICTAs) across England and Wales to make sure trafficked children have a voice and someone to advocate for them on their behalf
- explore how best to make the NRM decision-making process more ‘child-friendly’ including looking at how NRM decisions are communicated to children

8. OVERVIEW OF THE ROLE OF COUNCILS IN TACKLING MODERN SLAVERY

Councils can play a key role in tackling modern slavery. Their role can be separated into four distinct areas:

1. Identification and referral of victims;

- Councils are under a duty, under Section 52 of the Modern Slavery Act, to identify potential victims of modern slavery, and refer them to the Government. Councils are what’s known as first responders, meaning that they can refer victims directly.
- As first responders it is important that council staff understand the signs of modern slavery and how to spot potential victims, as well as knowing how their council manages referrals for potential victims.
- For child victims and consenting adults referral is done through the National Referral Mechanism, also known as the NRM.
- For adults who don’t consent to enter the NRM, councils are still under a duty to notify the Government but should fill out an MS1 Form instead.
- The NRM provides a framework to identify, refer and record potential victims of modern slavery, whilst the MS1 form provides intelligence to help give a fuller picture of modern slavery in the UK.
- Once a person enters the NRM, the first step is a reasonable grounds decision – which means that from the information available “I suspect but cannot prove” that the person maybe a victim of modern slavery. The competent authorities aim to make this decision within 5 days.
- Potential victims are then eligible to receive support through a government funded contract with the Salvation Army.
- The support provided includes a recovery and reflection period of 45 days. During this time a conclusive grounds decision is made.
- At the end of the NRM process, if someone receives a positive conclusive grounds decision they will have 14 days to exit Salvation Army support. If they have a negative grounds decision they have 48 hours to exit support.
- The Government will introduce a digital system, and establish a single body for reviewing referrals, regardless of where a victim is from or their immigration status.

- It is expected that changes will be introduced across 2019 and into 2020, when the current Salvation Army contract ends.

2. Supporting victims;

- This can be through safeguarding children and adults with care and support needs or/and through housing/homelessness services
- Depending on the age and needs of victims of modern slavery, councils may have statutory responsibilities to provide support to them through children's or adult's safeguarding.
- Whilst a lot of adult victims will not meet the thresholds within the Care Act for social care support, victims may come into contact with housing or homelessness services.
- Reductions in housing and care resources may be reflected in the challenge for local authorities to adequately support the victims of modern slavery.
- Case law, [see *R (AK) v Bristol City Council* (CO/1574/2015)] using International legislation suggests local authorities have duties to support victims to prevent re-exploitation. See local authorities [protocol](#)

3. Community Safety services and disruption activities;

- Modern slavery is a complex, serious and often organised crime. Under Section 17 of the Crime and Disorder Act councils have a duty to do all that they reasonably can to prevent crime and disorder in their areas, which will include tackling modern slavery and trafficking. There are a range of crimes where councils may come across victims and perpetrators of modern slavery, including county lines drug dealing, child sexual exploitation, gangs, violent crime and forced begging, amongst others.
- Many parts of the council have powers of entry and inspection that can be used to disrupt the activities of traffickers and criminal networks. Utilising these regulatory tools – whether in relation to licensing, trading standards or housing – can help councils to provide a comprehensive community safety response.
- Partners such as the police and Gangmasters and Labour Abuse Authority (GLAA) need to better utilise the wide range of powers councils have can be invaluable in disrupting modern slavery, as well as other criminal activity.

4. Ensuring that the supply chains councils procure from are free from modern slavery;

- Councils must consider how they can ensure that the supply chains they procure from are free from modern slavery.
- Currently, councils are not legally required to produce a transparency in supply chains statement under the Modern Slavery Act. But that may change in future, as there is currently an independent review into the Act which is looking at issues including supply chains.

- Councils must consider human rights due diligence when undertaking procurement, working with suppliers to address any issues as they arise.

Modern Slavery intersects with many different areas that councils are involved with, and a number of different officers may come across it whilst going about their everyday duties:

- In housing and homelessness services, councils may see people who are at risk of trafficking through the provision of homelessness services, or through inspections of houses in multiple occupation (HMOs) they might come across modern slavery victims living in substandard accommodation.
- Community safety officers may come across trafficking or modern slavery whilst working on issues around serious and organised crime, gangs, drug selling, prostitution and other crimes committed within their area – like cannabis cultivation and begging.
- Trading Standards, licensing and environmental health and other regulatory services (e.g. fire safety) may encounter victims or perpetrators whilst inspecting premises such as nail bars and regulating other businesses, such as taxis and private hire vehicles.
- Local Councillors may hear concerns from residents about particular businesses or houses in their areas
- Those working with local partners on resettling new arrivals may find that trafficking or modern slavery has been present in refugees and asylum seekers' routes into the UK.
- Customer services may come into contact with victims through their ordinary dealings with the public.
- Children's safeguarding services will deal with trafficked children or children who have been exploited.
- Adult safeguarding services may have a role supporting adult victims with care and support needs.

This list is not exhaustive and there will be many other places where council staff and councillors may come across modern slavery or trafficking.

Given the different services which may come into contact with modern slavery, Lewisham must ensure a joined-up approach to the issue across the whole organisation.

9. LEWISHAM APPROACH TO TACKLING MODERN SLAVERY

First Responders

Knowing how to recognise slavery is now a statutory duty. First Responders are responsible for identifying and interviewing Potential Victims (PVs). **All those working in local authorities**, alongside Police, UK Border Force, Gangmasters Labour Abuse Authority and several NGOs, including the Salvation Army, **are first responders and have a duty to notify the Home Office**

if anyone working within the council identifies a person with indicators suggesting they may have been trafficked. First responders must follow the process set out below:

IDENTIFICATION

FIRST RESPONDERS



First Responders are responsible for identifying and interviewing PVs. All those working in local authorities, alongside Police, UK Border Force, Gangmasters Labour Abuse Authority and several NGOs, including the Salvation Army, Medaille Trust, Unseen and Kalayaan are *first responders*.³

CONSENT



To refer an adult victim into the NRM their written consent is needed. This consent must be informed, i.e. the NRM must have been explained in order that they can understand what they are agreeing to and potential implications. If the PV is under 18 consent is not required.

NON-CONSENT & DUTY TO NOTIFY



If a victim does not wish to enter the NRM, Section 52 of the Act still makes it a duty for public authorities to notify the Secretary of State if they have reasonable grounds to believe that a person may be a PV. This is done by completing an anonymous 'Duty to Notify' form. A copy of the form can be found at the following link: Duty to Notify.⁴ The completed duty to notify form is to be e-mailed to: dutytonotify@homeoffice.gsi.gov.uk

COMPETENT AUTHORITIES (CA)



Only identified First Responders can make referrals to the NRM and to do this the first responder must complete a referral form⁵ to pass the case onto the UK's Competent Authority - via the e-mail nrm@nca.x.gsi.gov.uk or by fax to 0870 496 5534.

Identifying Indicators of Modern Slavery

Indicators signpost to concerns that should always lead to further investigation and consideration of an NRM referral. They may not necessarily be considered as evidence of trafficking or slavery but should lead to further work to gather more evidence as they may act as evidence that the person is at risk of exploitation if they are not supported to prevent this. A person may have also been abused before they became a victim of slavery or human trafficking.

Frontline safeguarding staff are not expected to:

- Be able to prove human trafficking. If trafficking is suspected, but not conclusively proven, the individual should still be identified as a potential victim. This initial threshold is deliberately low in order to encourage referrals where there are any concerns.
- Evaluate indicators to a criminal standard of proof. The standard of proof for identifying a victim is much lower than the criminal standard of proof.

Indicators all Lewisham agencies/services front line staff should be aware of:

Conversation	<ul style="list-style-type: none"> • <i>Fearful, anxious and withdrawn</i> • <i>Unable to speak local language</i> • <i>Refuses or reluctant to talk to a person in authority or provide personal details</i> • <i>Does not recognise themselves as having been trafficked or enslaved</i> • <i>Tells their stories with obvious errors</i> • <i>Has a prepared story, very similar to those that other adults have given</i> • <i>Is unable or unwilling to give the name and address of the employer</i>
Behaviour/Appearance	<ul style="list-style-type: none"> • <i>Appears to be missing for periods</i> • <i>Is known to beg for money</i> • <i>Having tattoos or other marks indicating 'ownership' by their exploiters</i> • <i>Victims may experience post-traumatic stress disorder, which can result in the following symptoms: hostility, aggression, difficulty in recalling details or entire episodes, difficulty concentrating</i>
Work	<ul style="list-style-type: none"> • <i>Wearing unsuitable clothing i.e. flip flops in winter; no helmet on a construction site</i>

	<ul style="list-style-type: none"> • <i>Is required to earn a minimum amount of money every day</i> • <i>Poor health & safety equipment, no health & safety notices and unhygienic, unsafe working conditions</i> • <i>Excessive working hours, no days off and little spare time to get lunch etc.</i> • <i>(Perception of) debt bondage</i> • <i>No or limited access to earnings or labour contract</i> • <i>Excessive wage reductions or financial penalties</i> • <i>Movement of individuals between sites or working in alternate locations</i>
<p>Freedom of Movement</p>	<ul style="list-style-type: none"> • <i>Is accompanied by a person who insists on remaining with them at all times</i> • <i>Limited freedom of movement</i> • <i>Limited or no social interaction and poorly integrated into the community</i> • <i>Dependence on employer for a number of services - for example work, transport and accommodation</i> • <i>Limited contact with family</i> • <i>Never leaving the house without permission from an employer</i> • <i>Only leaving the house as a group</i>
<p>Health</p>	<ul style="list-style-type: none"> • <i>Shows signs of physical or sexual abuse and/or has contracted STIs or has an unwanted pregnancy</i> • <i>Has not been registered with or attended a GP practice</i> • <i>Appears to services (doctor/council) only in the final months of a pregnancy</i>

	<ul style="list-style-type: none"> • <i>Bruises, cigarette burns and untreated injuries</i> • <i>Broken bones that haven't healed properly</i> • <i>Malnourished</i> • <i>Learning difficulties or drug/alcohol dependent</i> • <i>Dental problems and poor hygiene</i> • <i>Neurological symptoms, headaches, dizzy spells, memory loss</i> • <i>Gastrointestinal symptoms (symptoms relating to the stomach or intestines)</i> • <i>Musculoskeletal symptoms (symptoms relating to the bones or muscles)</i> • <i>Work related injuries often through poor health and safety measures</i> • <i>Signs of mental health issues e.g. trauma, PTSD, panic attacks etc.</i>
<p>Accommodation</p>	<ul style="list-style-type: none"> • <i>Workers are required to pay for food or accommodation via deductions from pay</i> • <i>Home delivery meal packaging</i> • <i>Crammed/rough sleeping conditions inc. 'beds in sheds'</i> • <i>Cars or minibuses picking up at unusual times</i> • <i>Not eating with the rest of the family and no private sleeping place or sleeping in a shared space</i> • <i>Frequent visitors to residential premises</i> • <i>Lack of family photos and personal belongings</i> • <i>Post stacked up and discarded envelopes on floor</i> • <i>A script by a telephone on making benefits claims</i>

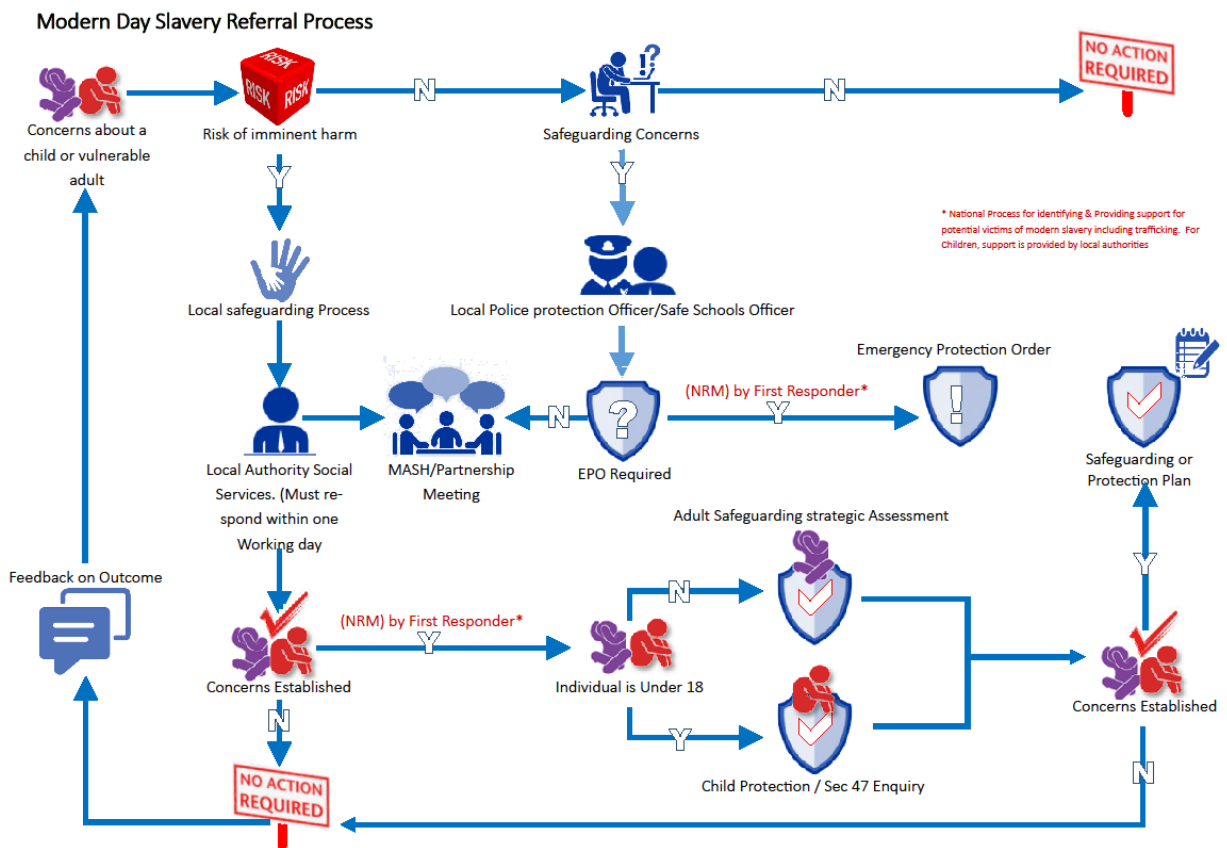
	<ul style="list-style-type: none"> • <i>Unable to show any autonomy over accommodation e.g. no tenancy, bills, or other paper trail including bank account in their own name</i>
Journey	<ul style="list-style-type: none"> • <i>May have entered the country irregularly or their visa has run out (note that they may be from the UK or be a foreign national with legal status to be in the UK)</i> • <i>Travel in a group, often with people who do not speak the same language</i> • <i>May have had their journey (or visa) arranged by someone other than themselves</i> • <i>Has to pay off exorbitant debt e.g. for travel costs, before having control over own earnings/documents</i>
Employer	<ul style="list-style-type: none"> • <i>Employer reports them as a missing person</i> • <i>Employer accuses person of theft or other crimes related to their escape</i> • <i>Employer speaking on their behalf</i> • <i>Employer unable to produce documents required when employing migrant labour</i> • <i>Difficult to establish/prove relationship between adult and child(ren)</i> • <i>Single adult is contact for a large number of children / families /workers</i>
Documents/Immigration	<ul style="list-style-type: none"> • <i>Has no passport or other means of identification</i> • <i>Has false travel/identity documentation</i> • <i>Is unable to confirm names and addresses of employer / contacts / home / workplace in UK</i> • <i>Does not appear to have money but does have a mobile phone</i>

	<ul style="list-style-type: none"> • Is in possession of money and goods which are not accounted for • Coerced to apply for asylum or warned not to apply for asylum • Fear of revealing immigration status or lacks knowledge on current immigration status
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Referrals

Any agency or service in Lewisham who believe that they may have identified a potential victim PV (adult or child) of Modern Slavery need to follow established local safeguarding protocols. **See Lewisham Modern Slavery Referral Process in Fig. below**

Lewisham Modern Slavery Referral Process



All referrals of potential Modern Slavery must also come through to both the children's and adults MASH (Multi Agency Safeguarding Hub). This will ensure that Lewisham Council's first responder duty to notify the Home Office under the NRM process is fulfilled.

Children & Young People's **MASH**

<http://www.safeguardinglewisham.org.uk/lscb/lscb/professionals/early-help>

Tel: 020 8314 7333

Email: mashagency@lewisham.gov.uk

Where services identify children or young people who are potential victims of modern slavery they must follow existing local safeguarding children protocols and also align any referrals with the Missing Exploited Trafficked (MET) referral process.

Where services identify adults who are potential victims of modern slavery, they must also consider whether or not it meets the threshold to refer to Lewisham SCAIT or to the Athena Service (VAWG).

Social Care Advice & information Team (**SCAIT**)

<https://www.lewisham.gov.uk/contact-us/Pages/contact.aspx?directoryid=7>

Tel: 020 8314 6000 314 (out of hours) 7777

Email: SCAIT@lewisham.gov.uk

Lewisham Violence Against Women & Girls (**VAWG**) - [Athena Service](#)

Tel: 0800 112 4052

Email: lewishamvawg@refuge.org.uk

Web: <http://www.refuge.org.uk/athena>

Modern slavery is listed as a form of abuse in the Care Act 2014. Both human trafficking and modern slavery are listed in the London ADASS 'London Multi-agency Adult Safeguarding Policy and Procedures' as forms of abuse. Therefore potential victims of modern slavery and human trafficking are entitled to the same safeguarding protections and rights as any other abused person.

10. TRAINING

Lewisham should provide frontline staff and their supervisors with training and awareness-raising on modern slavery, to ensure that they can fulfil their duty to identify potential victims (PV) of trafficking or modern slavery and know what to do once they have identified a PV. There is currently a Human Trafficking and Modern Slavery eLearning course on

Lewisham's MeLearning module.

https://lewisham.melearning.university/course_centre/course_details/26

Human Trafficking and Modern Slavery training needs to be embedded in the training packages offered through both the Lewisham Safeguarding Adults Board (LSAB) and Lewisham Safeguarding Children's Board (LSCB).

There are currently four Lewisham Council officers who have completed the **ADASS Human Trafficking and Modern Slavery Multi-agency Awareness Raising Train the Trainer** accreditation.

These officers have already delivered a number of training sessions in 2017/18

Plans for the future

- To deliver 8 sessions per year, about 20 trainees per session.
- Training groups should be multi-disciplinary to enrich sessions and offer different points of view and share experience.
- The initial teams to be prioritised to receiving training are:
 - **SCAIT**
 - **Safeguarding Team**
 - **Mental Health Teams**
 - **4 Dom Care Providers**
 - **Hospital Teams/Enablement (plus A&E, maternity services and sexual health clinics)**
 - **Advocacy services**
 - **Housing (which includes wardens, tenancy support, care takers, housing officers, Housing Associations....anyone who can encounter potential victims directly.**
 - **Interpreters/ Translators**
 - **Job Centre**
 - **No Recourse to Public Funds Team**
 - **Council Tax/ Benefit Advice**
 - **Carers Lewisham/ Age Concern/ Disability Coalition.... And other organisations**
- Other identified teams/agencies:
 - **NHS/ Health teams**
 - **Continuing Health Care**
 - **Mental Health providers**
 - **Librarians**
 - **Parking**
 - **Adult Education**
 - **Contracts/ Commissioning**

- **Local Taxis/ Lewisham Transport**
- **Community Connections**
- **Visual Impairment Team**
- **Financial Assessment Team**
- **Drug and Alcohol services, such as CGL**
- **Linkline**
- **Registrants**

11. ANTI-SOCIAL BEHAVIOUR

Councils and their partners may also consider the powers given to them by the Anti-Social Behaviour, Crime and Policing Act 2014 in their disruption activities. These powers are best used in a coordinated way across all partners.

Disruption activities could include **community protection notices** (CPNs) for people, businesses or organisations committing a range of anti-social activities or **closure orders** to quickly close premises being used or likely to be used to commit nuisance or disorder. These could be used in cases where other approaches have failed.

12. USE OF LOCAL REGULATORY SERVICES TO IDENTIFY, DISRUPT AND INVESTIGATE MODERN SLAVERY

Local authority regulatory services including Trading Standards, environmental health, licensing, planning, building control and private sector housing, along with the Police and the London Fire Brigade, have a relatively broad range powers of entry that may be exercised where there are concerns about a specific business or premises under a number of key areas of legislation. In prescribed circumstances, authorised officers of the council will be able to: enter into a premises; seize and detain goods and documents; sample products, processes and the environment; require certain actions to be stopped or undertaken; bring legal proceedings and initiate injunctive actions. They may also seek the recovery of proceeds of crime. ***The table below out just some of the areas in which councils have powers that may be used to disrupt modern slavery.***

These powers have proved extremely useful in enabling councils and their partners to jointly enter or otherwise target a business or premises suspected of involvement in crimes such as modern slavery and child sexual exploitation. In relation to modern slavery specifically, councils can work collaboratively with partners such as the police, the Gangmasters and Labour Abuse Authority (GLAA) and HM Revenue and Customs (HMRC), all of whom have an interest in investigating labour market offences and slavery.

The GLAA has recently expanded its remit to include investigating offences in the Employment Agencies Act 1973, National Minimum Wages Act 1998, and the Modern Slavery Act 2015.

Their expanded remit provides a number of opportunities for close cooperation with councils in a number of areas. Where a council has concerns about suspected modern slavery in its area (or other criminal activity), it should consider whether a joint operation and investigation with other partners is appropriate.

Councils' statutory powers support joint investigations by allowing for the sharing of information in support of the prevention or detection of crime and in support of legal proceedings. The LGA has a memorandum of understanding on data sharing with HMRC which all councils are able to sign up to in order to share and receive data from HMRC. Additionally, the GLAA have a standard data sharing agreement, similar to the LGA-HMRC memorandum, which a number of councils have already signed up to and which is available to other authorities to agree to.

13. OVERVIEW OF LOCAL REGULATORY POWERS WHICH MAY PROVE USEFUL IN DISRUPTING MODERN SLAVERY

Legislation	Power	Requirements
Food Safety and Hygiene (England) Regulations 2013	Powers of entry (regulation 16) Power to seize and detain any records	<p>Authorised officer has the right to enter at any reasonable time upon producing documented authorisation, to ascertain if there has been any breach of the 2013 regulations (or EC regulation 178/2002) and to perform functions under the regulations. Unless the property is mainly/exclusively used as a private dwelling in which case 24 hours written notice should be given.</p> <p>An authorised officer can be accompanied by any such persons the officer considers necessary (16(5)).</p> <p>If admission is refused a warrant can be obtained from the Magistrates.</p>
Health and Safety at Work Act 1974	Powers of entry (section 20) Request to examine any document, equipment, premises or part of them, and detain any articles or substances	<p>If admission is refused a warrant can be obtained from the magistrates.</p> <p>Health and Safety at Work Act 1974 Powers of entry (section 20) Request to examine any document, equipment, premises or part of them, and detain any articles or substances.</p> <p>Authorised officer has the right to enter at any reasonable time upon producing documented authorisation. If obstruction is anticipated, the authorised officer can be accompanied by the police.</p>

		The above is only for premises that are covered by the Local Authority and not those enforced by the HSE unless permission has been granted under regulation 5.
<ul style="list-style-type: none"> • Town and Country Planning Act 1990 • Planning (listed Building and Conservation Areas) Act 1990 • Hazardous 	Powers of entry (various sections under the three Acts)	Some powers afford right of entry with a warrant, others without.
<ul style="list-style-type: none"> • Environmental Protection Act 1990 • Housing Act 2004 	Powers of entry under section Schedule 3(2) and section 239 respectively.	<p>Under the EPA 1990, any authorised officer may enter a premises at any reasonable time for the purposes of ascertaining whether or not a statutory nuisance exists, or for the purposes of taking action.</p> <p>Under the HA 2004, officers</p> <ul style="list-style-type: none"> • Can enter without notice if suspect that the landlord is committing the offence of failing to license a licensable HMO • Can apply for a warrant and enter without notice if need to carry out survey or suspect landlord is operating an unlicensed HMO AND putting the landlord and/or residents on notice would frustrate this.
Consumer Rights Act 2015, Schedule 5	Power of entry (section 23) Power to seize and detail goods (section 28) or to retain documents required as evidence (section 29)	Section 32 of the Act provides for power to enter a domestic premises with a warrant issued by a justice of the peace.

14. SLAVERY AND TRAFFICKING PREVENTION AND RISK ORDERS (STPOs)30

Slavery and Trafficking Protection Orders (STPOs) are aimed at those convicted, cautioned, or who received a reprimand or final warning. Risk orders (STROs) are aimed at individuals who have not yet been convicted of a slavery or human trafficking offence.

The police, the NCA, immigration officers and the Gangmasters and Labour Abuse Authority (GLAA) can apply to court for these orders, which allow the courts to place a range of restrictions on the behaviour and activities of a person who poses a risk of committing slavery or trafficking offences.

The aim is to protect PVs from the physical or psychological harm which would result if the defendant committed a slavery or trafficking offence. The Orders are intended as a preventative measure to deter unlawful and harmful activity. Breach of an Order, without reasonable excuse, is a criminal offence with a maximum penalty on indictment of five years' imprisonment.

STPOs can be made following a conviction or, without a conviction, just on application. In the latter case this could be where an offender is behaving in a way that suggests they might commit a slavery or human trafficking offence. If so, then consider contacting the police, NCA, GLAA or immigration officers to apply for an Order.

15. PUBLIC PROCUREMENT

There are a wide range of activities councils could engage in to promote human rights, including establishing policies and processes to make sure the council's activities don't harm others and that they conduct business with respect for human rights.








The Modern Slavery Act requires organisations with a turnover of £36m or more to produce and publish an annual slavery and human trafficking statement. The UK law dictates that businesses with a financial year that ends 31 March 2016 must report on what they did in the previous financial year "as soon as reasonably practicable after the end of each financial year".

The statement must summarise the steps organisations have taken during the previous financial year to ensure slavery and human trafficking are absent from its business or supply chains regardless of whether any steps have been taken. If no steps have been taken, it should be made clear in your statement.

There is no template but based on the Act it is recommended that the statement contains:

1. An outline of an organisation's structure, business and supply chains.
2. Policies and due diligence in relation to slavery and human trafficking.
3. An identification of parts of its business and supply chains where there is a risk of slavery and human trafficking, and the steps it has taken to assess and manage that risk.
4. An assessment of its effectiveness in ensuring slavery and trafficking are not taking place in its business or supply chains measured against performance indicators it considers appropriate.
5. Information about training concerning slavery and human trafficking that's available to staff.

16. SOURCES

-  *A Typology of Modern Slavery Offences in the UK – Home Office (October 2017)*
-  *Modern slavery - A council guide: Local Government Association (December 2017)*
-  *Adult Modern Slavery Protocol for Local Authorities – Statutory Duties and Powers: Human Trafficking Foundation, Anti—Slavery London Working Group (May 2018)*
-  *Local Authority Duties towards Support For Adult Victims Of Modern Slavery – Hope for Justice*
-  *2018 UK Annual Report on Modern Slavery – HM Government (October 2018)*
-  *Guidance - National Referral Mechanism Reform – The Home Office (October 2018)*
-  *LGA conference - modern slavery: disruption and community – Local Government Association (November 2018)*

APPENDICES

16. APPENDIX 1 - DOMESTIC LAW 1: CARE ACT 2014

Duties under the Care Act include but are not limited to:

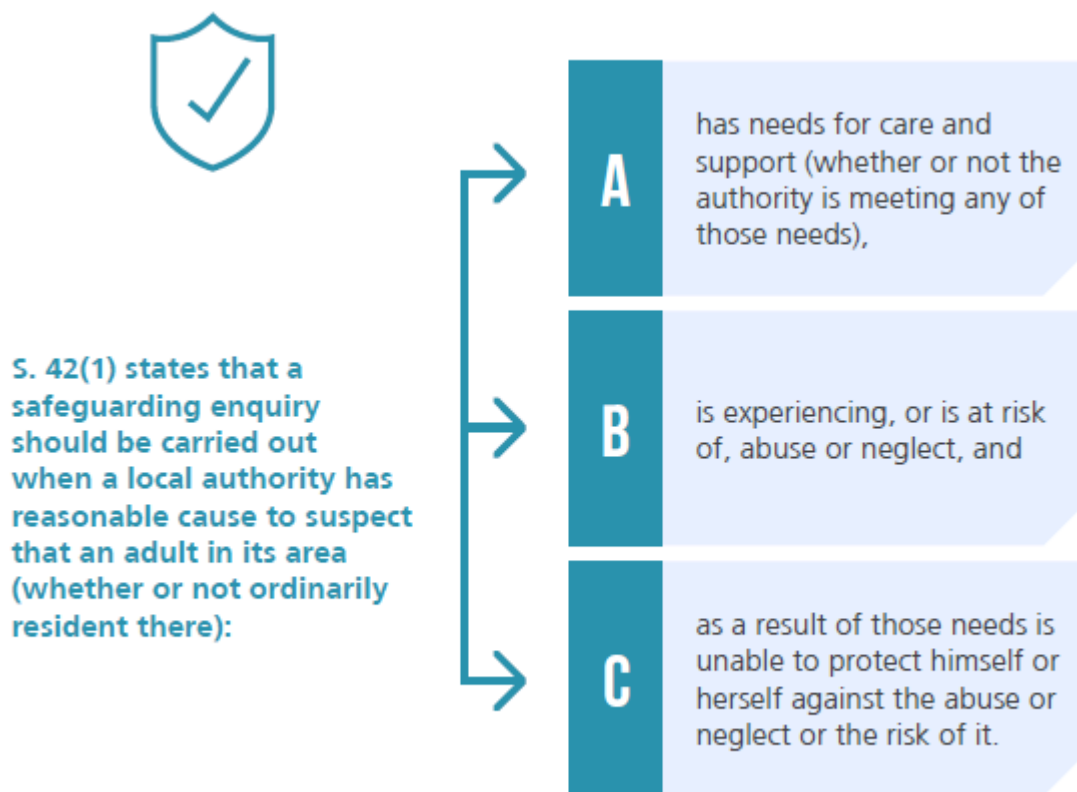
- ✦ A duty to promote well-being (Section 1), including a person’s personal dignity, physical and mental health emotional well-being and their participation in work, education, training or recreation, and to have regard to the need to protect a person from abuse and neglect
- ✦ General duty to provide services to prevent, or delay, the development of needs for care and support
- ✦ Duty to assess regardless of the authorities’ view of the level of an adult’s need for care and support; and regardless of the level of the adult’s financial resources (Section 9)
- ✦ Regulation 5 of the Care Act Regulations notes that “A local authority
- ✦ must ensure that any person carrying out an assessment...is appropriately
- ✦ trained [and]...must consult a person who has expertise in relation to the...circumstances of the individual...being assessed [where required].
- ✦ Providing eligibility criteria are met, a duty to meet the adult’s needs for care and support (Section 18)
- ✦ There is a duty under the eligibility criteria to provide care and support when the adult’s needs arise from or are related to a physical or mental impairment or illness, and as a result of the adult’s needs the adult is unable to achieve two or more specified outcomes. Outcomes of particular importance to PVs might include “being able to make use of the adult’s home safely”, “developing and maintaining family or other personal relationships” and “accessing and engaging in work, training, education or volunteering”. These are all domains where a PV might face abuse or exploitation unless provided with appropriate care and support.
- ✦ Providing a general discretion to meet needs for care and support, even if criteria under section 18 is not met (Section 19)
- ✦ A duty to make enquiries and safeguard adults at risk of abuse or neglect (Section 42-47)
- ✦ A duty to provide independent advocacy (Section 67–68 and Independent Advocacy Regulations 2014)

PVs are often initially targeted by exploiters due to being in a position of vulnerability – for example, having a mild learning disability, an addiction or a diagnosed or undiagnosed mental health condition. It is not uncommon to find that victims have not received a formal diagnosis in their country of origin which can make it difficult for their needs to be recognised in the UK. Many victims of modern slavery additionally have symptoms of mental health conditions

related to their exploitation, including but not limited to Post Traumatic Stress Disorder and/or can have physical disabilities - e.g. back injuries as a result of extensive work and poor work conditions.

However victims of modern slavery do not always neatly meet the eligibility criteria pursuant to the Care and Support (Eligibility Criteria) Regulations 2015 to receive support under Section 18.

It should be noted that Section 19 of the Care Act provides a power to meet needs for care and support in relation to which no duty arises (within the limits stated in Sections 21-23; as well as Schedule 3 of the Nationality, Immigration and Asylum Act). This power should be considered in light of the international obligations towards victims as detailed above.



STATUTORY GUIDANCE 1: CARE ACT 2014

Paragraph 6.54:

“Where a person is at risk of abuse or neglect, it is important that local authorities act swiftly and put in place an effective response. When carrying out an assessment local authorities must consider the impact of the adult’s needs on their wellbeing. If it appears to local authorities that the person is experiencing, or at risk of, abuse or neglect, they must carry out

a safeguarding enquiry and decide with the adult in question what action, if any, is necessary and by whom.”

Paragraphs 6.55:

*“The **decision to carry out a safeguarding enquiry does not depend on the person’s eligibility, but should be taken wherever there is reasonable cause to think that the person is experiencing, or is at risk of, abuse or neglect.** Where this is the case, a local authority must carry out (or request others to carry out) whatever enquiries it thinks are necessary in order to decide whether any further action is necessary.”*

Paragraph 14.6:

“Abuse and neglect can take many forms. Local authorities should not be constrained in their view of what constitutes abuse or neglect, and should always consider the circumstances of the individual case. Abuse includes:...Exploitation – either opportunistically or premeditated, unfairly manipulating someone for profit or personal gain....Financial or material abuse – including theft, fraud, exploitation, coercion in relation to an adult’s financial affairs or arrangements,...”

17. APPENDIX 2 - DOMESTIC LAW 2: LOCALISM ACT 2011

The Localism Act, Section 1, gives local authorities a broad residual power to “do anything that individuals may generally do.” This includes for the benefit of persons resident or present in its area.

This may be of particular relevance where a PV does not meet the meet eligibility criteria under the Care Act. Best practice would be for a Human Rights Assessment to be undertaken with a view to providing the PV with support or assistance under this provision in order to avoid a breach of his or her human rights or, in the case of EEA nationals, EU rights. See [No Recourse to Public Funds guidance.17](#) at paragraphs 5.1 and 5.3.

18. APPENDIX 3- DOMESTIC LAW 3: HOUSING ACT 1996

The Housing Act 1996 provides for local authorities to make enquiries of a person who is homeless or at risk of homelessness pursuant to Section 184 Housing Act 1996.

PVs experience many barriers to accessing accommodation under homelessness provisions. For example, PVs can be told that they are not considered to be in priority need. However when assessing priority need local authorities should consider the unique vulnerabilities of victims of modern slavery, especially the risk of further exploitation and trafficking noting Article 4 of the European Convention on Human Rights prohibits slavery. This should be taken

into account by decision makers when considering whether they are significantly more vulnerable than an ordinary person facing homelessness.

PVs who are EEA Nationals are often told that they are not eligible as they are not considered to have a qualifying “right to reside”, either because they do not have worker status or retained worker status. This is often wrong as many victims of modern slavery who have been in exploitative conditions will still meet the definition of a worker. They may require legal support to demonstrate this if there is no clear paper trail of work.

There may be situations where EEA nationals in the case of labour, domestic or sex trafficking have entered the UK and worked in the UK and may meet eligibility criteria but are unable to easily demonstrate this with documentation - e.g. tenancy, utility bills, travel documentation, wage slips - because of the nature of their exploitation.

There should be a flexible approach taken around this and a positive reasonable or conclusive grounds decision should be accepted as evidence that another agency has concluded that they have entered the UK and worked.

Enquiries should also be made of other agencies that may hold details of a person’s work history, e.g. HMRC, as some work conducted may be legal work. Additionally, in assessing housing criteria, including eligibility, the wider rights as detailed in the Trafficking Convention, Trafficking Directive and ECHR should be taken into account.

Under s206 of the Act, any accommodation provided must be ‘suitable’. This can present particular difficulties for trafficking victims who may have very specific accommodation needs arising from their experiences including ‘gender specific’ issues. The public sector equality duty under s149 Equality Act 2010 requires public bodies to have due regard to the need to ‘advance equality of opportunity’ including to the need ‘take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it’. See s149(3)(b). Hence they may need to be treated more favourably in terms of the provision of accommodation than other persons not suffering from this protected characteristic.

19. APPENDIX 4 - STATUTORY GUIDANCE 2: THE HOMELESSNESS CODE OF GUIDANCE FOR LOCAL AUTHORITIES 2018

The code notes that:

25.20 There will be a number of accommodation options for victims of modern slavery. Housing authorities should consider which are most appropriate for each person on a case by case basis taking into account their specific circumstances and needs.

25.21 Account will need to be taken of any special considerations relating to the applicant and their household or their experiences that might affect the suitability of accommodation.

Where there is no other option for applicants who have suffered modern slavery but to be accommodated in an emergency hostel or bed and breakfast accommodation, the accommodation may need to be gender-specific as well as have appropriate security measures depending on their needs and circumstances. Any risk of violence or racial harassment in a particular locality should also be taken into account, and housing authorities should be mindful that individuals who have left their traffickers remain at risk of being re-trafficked.

The Code also underlines the need for training and getting advice, and an awareness of the risks around re-trafficking and possible priority need:

- ✦ In many cases involving modern slavery or trafficking, the applicant may be in considerable distress and officers would benefit from appropriate training to enable them to conduct such interviews. Applicants should be given the option of being interviewed by an officer of the same sex if they wish.’ (para 25.15)
- ✦ A person who has been a victim of trafficking or modern slavery may have a priority need for accommodation if they are assessed as being vulnerable according to section 189(1)(c) of the 1996 Act. In assessing whether they are vulnerable a housing authority should take into account advice from specialist agencies providing services to the applicant, such as their assigned support provider under the NRM.
- ✦ Many victims of modern slavery suffer from poor mental health and often lack support structures in the area they are residing. If a victim of modern slavery is threatened with homelessness or is homeless this significantly increases their risk to being re-trafficked or exposed to further exploitation.’ (25.17)

Safer Stronger Communities Select Committee			
Title	How Lewisham Council embeds equalities across its service delivery – Evidence Session	Item No.	5
Contributors	Scrutiny Manager		
Class	Part 1	Date	26 November 2019

1. Purpose of paper

- 1.1 As part of the work programme for 2019/20 municipal year, the Select Committee agreed to carry out a review on “How the Council embeds equalities across its service delivery”. The scope of the review was agreed in July 2019. This is the second evidence session for the review.
- 1.2 Tom Brown, Executive Director for Community Services will be providing evidence for the Committee’s review. There will be an opportunity for questions and answers.

2. Recommendations

- 2.1 Members of the Select Committee are asked to consider the evidence and ask questions as needed as part of the evidence for their review.

3. Legal implications

- 3.1 There are no direct legal implications arising out of this report. However, the legal implications of any specific recommendations would need to be considered in due course.

4. Financial implications

- 4.1 There are no direct financial implications arising out of this report. However, the financial implications of any specific recommendations will need to be considered in due course.

5. Equalities implications

- 5.1 There are no direct equalities implications arising from the implementation of the recommendations set out in this report. The Council works to eliminate unlawful discrimination and harassment, promote equality of opportunity and good relations between different groups in the community and to recognise and to take account of people’s differences.

For more information on this report please contact Katie Wood, Scrutiny Manager, on 020 8314 9446

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Safer Stronger Communities Select Committee			
Title	Select Committee work programme		
Contributor	Scrutiny Manager	Item	6
Class	Part 1 (open)	26 November 2019	

1. Purpose

- 1.1 To advise members of the committee’s work programme for the 2019/20 municipal year and to agree the agenda items for the next meeting.

2. Summary

- 2.1 The committee drew up a draft work programme at the beginning of the municipal year for submission to the Business Panel for consideration.
- 2.2 The Business Panel considered the proposed work programmes of each committee on 7 May 2019 and agreed a co-ordinated overview and scrutiny work programme.
- 2.3 The work programme can, however, be reviewed at each select committee meeting to take account of changing priorities.

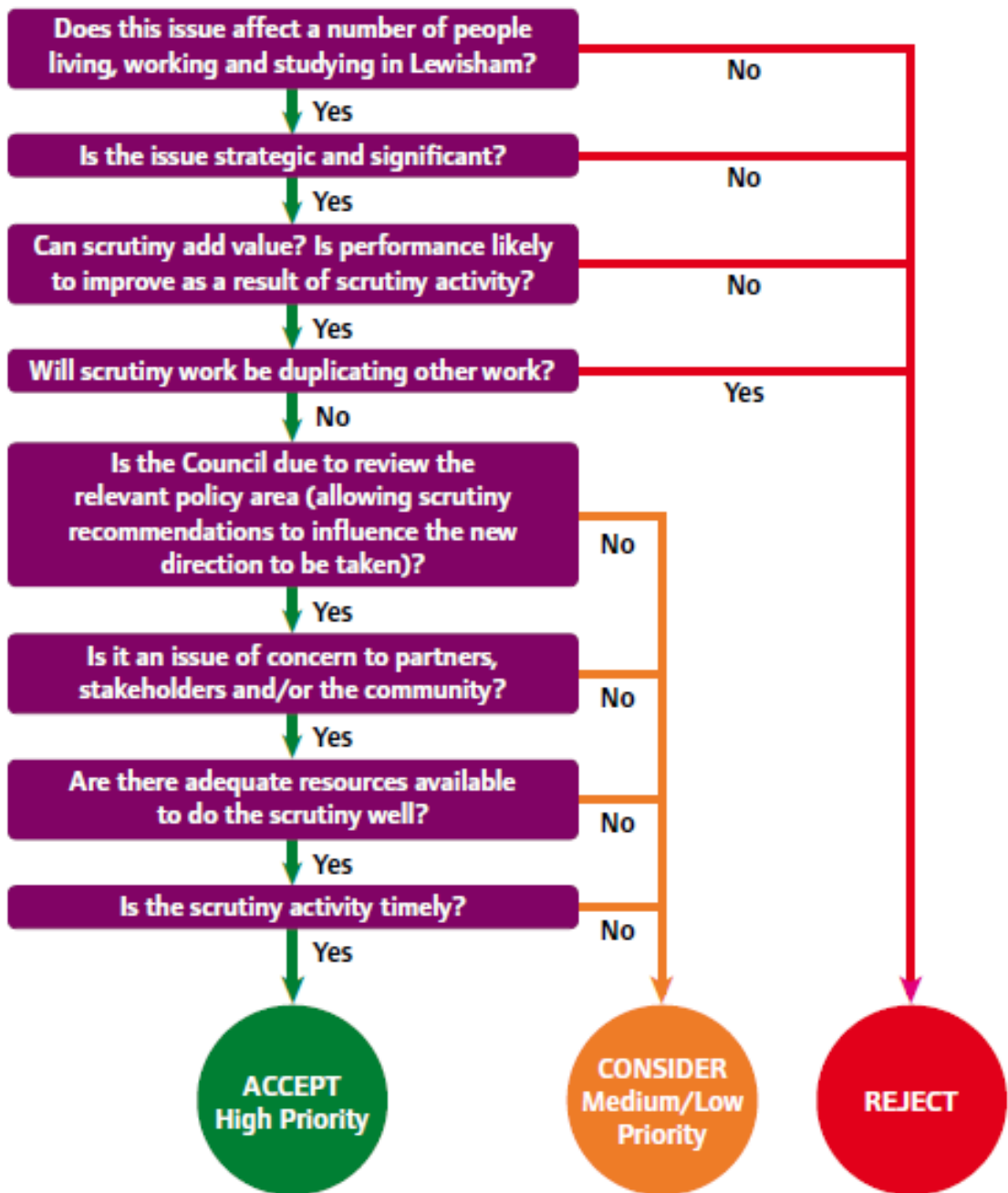
3. Recommendations

- 3.1 The Committee is asked to:
- consider the work programme attached at **Appendix B** – and discuss any issues arising from the programme
 - consider the items scheduled for the next meeting – and specify the information the committee requires to achieve its desired outcomes
 - review the forthcoming key decisions set out in **Appendix C** – and consider any items for further scrutiny

4. The work programme

- 4.1 The work programme for 2019/20 was agreed at the meeting on 30th April.
- 4.2 Members are asked to consider if any urgent issues have arisen that require scrutiny and if any items should be removed from the work programme.
- 4.3 Any additional items should be considered against the prioritisation process before being added to the work programme (see flow chart below).
- 4.4 The committee’s work programme needs to be achievable in terms of the meeting time available. If the committee agrees to add additional items, members will also need to consider which lower-priority items should be removed to create sufficient capacity.

Scrutiny work programme – prioritisation process



- 4.5 Items within the committee's work programme should be linked to the priorities of the Council's Corporate Strategy.
- 4.6 The Council's Corporate Strategy for 2018-2022 was approved at full council in February 2019.
- 4.7 The strategic priorities of the [Corporate Strategy for 2018-2022](#) are:
1. ***Open Lewisham*** - Lewisham is a welcoming place of safety for all, where we celebrate the diversity that strengthens us.
 2. ***Tackling the housing crisis*** - Everyone has a decent home that is secure and affordable.
 3. ***Giving children and young people the best start in life*** - Every child has access to an outstanding and inspiring education, and is given the support they need to keep them safe, well and able to achieve their full potential.
 4. ***Building an inclusive local economy*** - Everyone can access high-quality job opportunities, with decent pay and security in our thriving and inclusive local economy.
 5. ***Delivering and defending: health, social care and support*** - Ensuring everyone receives the health, mental health, social care and support services they need.
 6. ***Making Lewisham greener*** - Everyone enjoys our green spaces, and benefits from a healthy environment as we work to protect and improve our local environment.
 7. ***Building safer communities*** - Every resident feels safe and secure living here as we work together towards a borough free from the fear of crime.

5 The next meeting

- 5.1 The following items are scheduled for the next meeting on 16th January 2019.
- 5.2 The committee is asked to specify the information and analysis it requires for each item, based on the outcomes it would like to achieve, so that officers are clear about what information they need to provide. The Committee is also asked to decide the priority rating for each item.

Agenda item	Review type	Relevant Corporate Priority	Priority
Update from local police and Fire Service	Performance monitoring	CP1 and CP7	High
Prevent and Stop and Search response to recs UPDATE	Performance monitoring/in-depth review	CP7	High
Council's Employee Profile and Staff Survey Results - update	Performance monitoring/in-depth review	CP1 and CP7	High
Public Health Approach to Violence Reduction	Performance monitoring	CP7	High
Refugee Resettlement Programme	Performance monitoring	CP1	High

6. Referrals

- 6.1 Below is a tracker of the referrals the committee has made in this municipal year:

Referral title	Date of referral	Date considered by Mayor & Cabinet	Response due at Mayor & Cabinet	Response due at committee
Select Committee Work Programme	30.04.19	Considered at Business Panel on 7.5.19	N/A	N/A
Budget Cuts	12.09.19	1. CYP -17.9.19 2. PAC – 24.9.19 3. M&C - 10.10.19	11.12.19 for Referral 3 Only.	16/1/20
Food Poverty	09.10.19	20 November 2019	TBC	4/3/20

7. Information items (optional depending on committee approach)

7.1 Some potential work programme items might be low priority and may only require a briefing report for information to be produced for members outside of a formal committee meeting.

7.2 Below is a tracker of the information items received by the committee:

Item	Date received
Public Health Approach to Violence Reduction	9.7.19

8. Financial Implications

There are no financial implications arising from this report.

9. Legal Implications

In accordance with the Council's Constitution, all scrutiny select committees must devise and submit a work programme to the Business Panel at the start of each municipal year.

10. Equalities Implications

10.1 The Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act included a new public sector equality duty, replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6 April 2011. It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

10.2 The Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

10.3 There may be equalities implications arising from items on the work programme and all activities undertaken by the Select Committee will need to give due consideration to this.

11. Date of next meeting

The date of the next meeting is Thursday 16 January 2019.

Background Documents

Lewisham Council's Constitution
Centre for Public Scrutiny: the Good Scrutiny Guide

Safer Stronger Communities Select Committee 2019/20

Work Item	Type of review	Strategic Priority	Delivery deadline	30-Apr	22-May	16-Jul	12-Sep	09-Oct	26-Nov	16-Jan	04-Mar
Budget Cuts Proposals	Standard Item						Budget Cuts				
Election of Chair and Vice-Chair	Constitutional requirement										
Select Committee Work Programme 2018/19	Constitutional requirement	CP1,CP4 and CP7	Apr-19								
Safe Lewisham Plan	Performance monitoring	CP7	Apr-19								
Adult isolation & services for the elderly	Performance monitoring	CP5	May-19								
Invitation to Age UK, Positive Ageing Council and Cabinet member	Performance monitoring	CP5	May-19								
Update from Local Police and Fire Service	Standard Item	CP7	May-19								
Vision for the third sector: compact and transformation	Standard Item	CP1 and CP4	Jul-19								
Violence Against Women and Girls	pre-decision	CP7	Jul-19								
Prevent and Stop and Search response and update	in-depth review	CP7	Jul-19			response				6-month update	
Councils employment profile and staff survey results	performance monitoring/in-depth										
Equalities Indepth Review	in-depth review	CP1	Mar-20								
Lewisham Libraries- Future and Transformation inc annual report	Performance monitoring	CP1	Sep-19								
Public Health Approach to Violence Reduction	Performance monitoring	CP7	Oct-19								
Disability Provision in Lewisham	Performance monitoring	CP1	Oct-19								
Food Poverty	Performance monitoring	CP7	Oct-19								
National Probation Service and Community Rehabilitation Company	Performance monitoring	CP7	Jan-20								
Modern Day Slavery	Performance monitoring	CP1 + CP7	Jan-20								
Refugee Resettlement Programme	Performance monitoring	CP1	Jan-20								
Comprehensive Equalities Scheme	Pre-decision	CP1	Mar-20								
Local Assemblies Annual Review inc. NCIL	Performance monitoring	CP1	Mar-20								
YOS - monitoring progress against Action Plan	Performance monitoring	CP7	Mar-20								

	Item completed
	Item on-going
	Item outstanding
	Proposed timeframe

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FORWARD PLAN OF KEY DECISIONS

Forward Plan December 2019 - March 2020

This Forward Plan sets out the key decisions the Council expects to take during the next four months.

Anyone wishing to make representations on a decision should submit them in writing as soon as possible to the relevant contact officer (shown as number (7) in the key overleaf). Any representations made less than 3 days before the meeting should be sent to Kevin Flaherty 0208 3149327, the Local Democracy Officer, at the Council Offices or kevin.flaherty@lewisham.gov.uk. However the deadline will be 4pm on the working day prior to the meeting.

A "key decision"* means an executive decision which is likely to:

- (a) result in the Council incurring expenditure which is, or the making of savings which are, significant having regard to the Council's budget for the service or function to which the decision relates;
- (b) be significant in terms of its effects on communities living or working in an area comprising two or more wards.

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
February 2019	Insurance Renewal	12/11/19 Executive Director for Resources and Regeneration	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
October 2019	Award of Contract for an Integrated Housing IT System	12/11/19 Executive Director for Customer Services	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
October 2019	Early Help Support Services - Review and Permission	20/11/19 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
October 2019	Ladywell Playtower: progress update	20/11/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
April 2019	Contract Award Tier 2/3 Drug Services/Shared Care	20/11/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Joani Reid, Cabinet Member for Safer Communities		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
October 2019	Retention of Right to Buy Receipts	20/11/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	School Meals Provision	20/11/19 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
October 2019	Polling District Review	27/11/19 Council	Kath Nicholson, Head of Law and Councillor Leo Gibbons		
October 2019	Dockless Bikes bye-law	27/11/19 Council	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	Constitutional Update	27/11/19 Council	Kath Nicholson, Head of Law and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees &		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Accountability		
October 2019	Contract Award Report for Extra Care Service at Conrad Court	03/12/19 Overview and Scrutiny Business Panel	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
October 2019	Adoption of Draft Conservation Area Appraisal, Boundary Change and Article 4 Direction for Deptford High Street and St Paul's Conservation Areas	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
August 2019	Consultation: Proposal to Transfer Management of 5 Community Centres to Lewisham Homes	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Jonathan Slater, Cabinet Member for Community Sector		
October 2019	NHS Commissioning Arrangements in Lewisham	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
	Reduction & Recycling Plan	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	Old Town Hall works - permission to tender	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
October 2019	Preferred Tender for Travel and Transport Programme	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	Re-commissioning of Healthwatch & NHS Complaints Advocacy Services	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
October 2019	Contract Award for Stage 2 of Greenvale School Expansion Project	11/12/19 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
October 2019	Schools Minor Works Programme 2020	11/12/19 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
October 2019	Contract extension Tier 2/3 Drug Services for adult substance misuse services	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
October 2019	Expansion of Drumbeat School & ASD Service	11/12/19 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
October 2019	Building for Lewisham New Homes Programme parts 1 & 2	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Response to TfL consultation on Bakerloo Line Extension	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration &		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	State of the Highways Infrastructure and Update on Asset Management Strategy	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	PLACE/Ladywell parts 1 & 2	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Contract award Violence against Women and Girls service	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Joani Reid, Cabinet Member for Safer Communities		
October 2019	Achilles Street Update parts 1 & 2	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
October 2019	Parking Policy Update	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
	Approach to Boroughwide pot of Neighbourhood Community Infrastructure Levy	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
	Learning Disability Framework - Permission to Reprocure Contracts from Framework	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
	Post Consultation for two Article Directions Perry Vale and the Christmas Estate CA and Lewisham Park CA	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
	Improvement Work Social Care Software Systems (LiquidLogic Adults - LAS & Childrens LCs)	11/12/19 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Kevin Bonavia,		

FORWARD PLAN – KEY DECISIONS

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			Cabinet Member for Democracy, Refugees & Accountability		
	Contract Award LSL Sexual Health Promotion Service	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
	Approval for the Procurement of a cafe at Mountsfield Park	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
	Catford Town Centre Housing Infrastructure Fund Grant Agreement	11/12/19 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
	Playing Pitch Strategy	11/12/19 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Andre Bourne, Cabinet member for Culture, Jobs and Skills (job share)		

FORWARD PLAN – KEY DECISIONS

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	The Leathersellers' Federation of Schools Instrument of Government	11/12/19 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
June 2019	Disposal of former Wide Horizon Sites in Wales & Kent'	15/01/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Mayor Damien Egan, Mayor		
October 2019	Acquisition of land at Pool Court. parts 1 & 2	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
May 2019	Performance Monitoring	15/01/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
October 2019	Private Sector Housing Borough-wide Licensing	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
June 2019	Adopting a Residents Charter	15/01/20	Kevin Sheehan,		

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	for Lewisham	Mayor and Cabinet	Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Lewisham Draft Housing Strategy	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Housing Strategy and Homelessness Strategy	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Precision Manufactured Housing (PMH) Procurement	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Mayow Road Supported Living Service Parts 1 & 2	15/01/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social		

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			Care		
October 2019	Highway Contract Tendering strategy for 2021 award	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
	Approval for the procurement of lake operations for Beckenham Place Park	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
	Setting the Council tax Base NNDR Tax Base & Discounts for Second Homes and Empty Homes	15/01/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
	Supported Accommodation Permitted Contract Extension	15/01/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
October 2019	NHS Commissioning Arrangements in Lewisham	22/01/20 Council	Aileen Buckton, Executive Director for		

FORWARD PLAN – KEY DECISIONS

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			Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
	Setting the Council tax Base NDR Tax Base & Discounts for Second Homes and Empty Homes	22/01/20 Council	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
October 2019	Budget 2020-21	05/02/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
October 2019	Renewal of Social Care software systems	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
October 2019	Renewal of revenue and benefits software systems	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		

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October 2019	Renewal of Oracle Licensing arrangements	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
	Learning Disability Framework - Award of call off contracts	05/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
October 2019	Budget Update	12/02/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
October 2019	Precision Manufactured Housing (PMH) Procurement Process Outcome and Decision	12/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Budget 2020-21	26/02/20 Council	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		

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October 2019	Lewisham Climate Emergency Action Plan	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
October 2019	Air Quality Action Plan	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
October 2019	Adoption of the Catford Regeneration Masterplan Framework	25/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
	Approval to appoint operator for concessions contract at the lake, Beckenham Place Park	29/04/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
	Corporate Equalities Scheme	29/04/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Jonathan Slater, Cabinet Member		

FORWARD PLAN – KEY DECISIONS

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			for Community Sector		

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