

MODERN SLAVERY STATEMENT

Royal Berkshire Fire and
Rescue Service





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Royal Berkshire Fire and Rescue Service Modern Slavery Statement

Introduction

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Modern Slavery Act 2015 was introduced to tackle these crimes and provide the law enforcement agencies the powers to pursue and bring to justice criminal activity related to human trafficking, slavery, servitude and forced labour.

Commitment

At Royal Berkshire Fire and Rescue Service (RBFRS) we are committed to ensuring that modern slavery and human trafficking does not take place in any part of our business or supply chains.

This statement sets out the actions and systems in place to mitigate (treat) any risk of human trafficking and modern slavery.

Definitions

The following definitions are encompassed within the term 'modern slavery' for the purposes of the Modern Slavery Act 2015:

- 'slavery' is where ownership is exercised over a person
- 'servitude' involves the obligation to provide services imposed by coercion
- 'forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily
- 'human trafficking' concerns arranging or facilitating of another with a view to exploiting them

Organisation Structure

The organisational structure is detailed in Appendix 1.

RBFRS is a fire and rescue service with locations throughout Berkshire.

The supply chains utilised by RBFRS relate to the provision of services and goods, and the utilisation of temporary workers supplied by employment agencies.

Organisation Policies

RBFRS has a Modern Slavery Policy which further defines its stance on modern slavery.

Due Diligence

RBFRS undertakes the following activities to ensure it fully complies with the act to protect staff, agency workers and supply chains from human trafficking and slavery:

- Pre-employment checks are carried out for all directly employed staff and approved staffing agencies.
- Framework providers carry out audits of their agency providers to ensure that pre-employment checks are carried out on all agency workers and their right to work in the UK
- Structured pay rates are in place based on skills and responsibilities required to carry out the role.
- Fair access to training and development opportunities for all
- Trade unions and staff representative groups are consulted on policies and proposed organisational changes
- Goods and services are purchased from UK or EU based companies who are required to comply with the act and or similar legislation in the EU states
- All Purchase Orders and new RBFRS contracts include specific contract terms requiring all suppliers to comply with the UK Modern Slavery Act 2015.
- Staff are required to uphold professional codes of practice relating to procurement and supply
- Staff are made aware of their responsibilities to report any concerns in their professional and personal life regarding human trafficking and modern slavery.

Supply Chains

RBFRS carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its supply chains, including conducting a review of the controls of its suppliers.

RBFRS has not, to its knowledge conducted any business with any other organisation which has been found to be involved itself in modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, RBFRS has taken the following steps to ensure that modern slavery is not taking place, by setting out in our terms with suppliers that they will:

- Comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes

- Implement due diligence procedures for its subcontractors and suppliers and other participants in its supply chains to ensure there is no slavery or human trafficking in its supply chains
- Notify RBFRS as soon as it becomes aware of any actual or suspected slavery or human trafficking in its supply chain which has a connection to RBFRS
- Allow RBFRS to carry out any audit of the supplier's anti-slavery or human trafficking policies and procedures or those of any subcontractors and other participants in its supply chains.

Training

Mandatory Level One (Universal) Adult and Children's Safeguarding training is provided for all staff and volunteers, which includes a section on Modern Day Slavery. Additional Level Two (Advanced) Designated Safeguarding training is provided for Duty Officers, the Safeguarding Team, Prevention Managers, the Safety Education team and Fire Cadet Lead Instructors.

This training aims to develop knowledge of how to spot the signs and indicators of exploitation, provide information and learning on what to do when a member of staff comes into contact with a potential victim and how to escalate concerns.



Appendix 1

Organisation Structure



