



Slavery and Human Trafficking statement (2025 – 2026)

‘As a council we are committed to ensuring people are safe within our communities, and to work in ways to prevent risk, this includes modern slavery. We are committed to understanding and addressing modern slavery and human trafficking risks related to its business.’

As a council, we procure goods, services and work across commercial, health and social care, buildings and construction areas, at the centre of that activity is a focus upon understanding our market, products, suppliers and supply chains as well as our communities.

This statement aims to outline our understanding of modern slavery and human trafficking and the steps in place to ensure we prevent its occurrence in our own business and in our communities. It includes preventative measures that extend to our supply chains and our commitment to work with wider partnerships and networks and remaining informed of related legislation and guidance for this real and current issue.

What we know about modern slavery and human trafficking

We know that modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking and that traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude, and inhumane treatment.

Modern slavery and human trafficking can be committed by anyone, it can occur through organised crime or by individuals. We have a key role as a council to educate the workforce in recognising the signs and reporting concerns and we work with agencies and networks to support us with that aim.

We know that anyone can be affected by modern slavery and human trafficking, and that exploitation is more likely to occur for our most vulnerable within our communities. There are many factors that can contribute to increasing the vulnerability of people in our communities. Factors like poverty, lack of education, unstable social and political conditions, climate change and other issues.

We know that some of the types of modern slavery that exist are (not limited to):

- Criminal Exploitation - being coerced, deceived or made/groomed by others into committing crime
- Domestic Servitude - being made to work within a home for little or no money
- Forced Labour and Debt Bondage - being forced or made to work for little or no money or to pay debt
- Organ Harvesting/Egg harvesting - bodily organs being removed for financial gain
- Sexual Exploitation - being coerced or forced into selling sex

In addition, some people may be trafficked and made to enter into a forced/sham marriage (view [Gov.uk: Multi-agency statutory guidance for dealing with forced marriage](#)). The Home Office has a specialist unit for [Forced marriage](#).

We will continue to promote to our workforce the message that 'it's everybody's and an everyday role to prevent abuse'. Sharing and signposting to related advice and information for example, the [Independent Anti-Slavery Commissioner - Local Government and Modern Slavery on YouTube](#) raising resource(s) and the [Modern Slavery and Exploitation Helpline](#).

Facts and figures

In 2024, **19,125** potential victims of modern slavery in the UK were referred to the Home Office, which is a 13% increase to the 17,004 potential victims who were referred into the NRM in 2023.

We know that labour exploitation in the UK is the most reported form of adult exploitation. We know this from the National Referral Mechanism (NRM).

The NRM was introduced as the route for reporting modern slavery concerns under Section 52 of 'the Act' and a 'duty to notify' for key agencies known as 'first responders.'

Section 54 of 'the Act'

We are committed to ensuring modern slavery does not exist within our supply chains in line with Section 54 of 'the Act'. This can be shown by our continued commitment to publish our Modern Slavery Statement spanning several years.

Our role

We are a public sector organisation, employer, community leader and as a procurer are committed to undertaking a preventative approach to modern slavery and human trafficking within its corporate responsibilities and activities. This also includes co-operating with partners and internal services, such as, adult care, human resources, and corporate procurement to support working towards the disruption of such activities.

We are an active member of the local [Humber Modern Slavery Partnership](#). The partnership works in collaboration with a broad and diverse group of partners, including researchers, policy makers, practitioners, people with lived experience of modern slavery, businesses and local communities.

The partnerships knowledge informs proactive initiatives to help victims and survivors. Steering a partnership of over 60 national and local organisations it addresses the structures and conditions in which exploitation occurs and is uncovering more cases than ever before.

This network is a welcome addition to our partnership ways of working. The network has brought opportunity to strengthen links with our safeguarding partnerships and engage a range of agencies in working together to understand the size and prevalence of the issue at a local level and supporting the local response.

Our local safeguarding partnerships continue to share key messages with our staff and wider partners about modern slavery and human trafficking in a variety of ways:

If you SEE IT, REPORT IT. If you are concerned that you, a child, or an adult may be a victim of modern slavery or human trafficking, TELL SOMEONE:

- Always call 999 in an emergency
- Call 101 for Police
- Call our Adult Multi-Agency Safeguarding Team on 01482 616092
- Call our Early Help and Safeguarding Hub on 01482 448879

For advice and information or confidential support call the:

- [Modern Slavery Helpline](#) free on 08000 121 700.

We agreed with stakeholders that the mechanism to seek assurance of preventing and responding to modern slavery and human trafficking also sits with the Hull Modern Day Slavery Forum and Humber Modern Slavery Partnership. A focus on modern slavery and human trafficking also spans wider partnerships.

Supply chains

There is a clear expectation that external services or goods procured by the council be undertaken in conjunction with organisations operating their own policy and practice in relation to modern slavery.

All suppliers bidding in our procurement processes must state whether they are a relevant commercial organisation as defined by section 54 ('Transparency in Supply Chains etc') of the Modern Slavery Act 2015 ('the Act'). If they are, they are required to confirm their compliance with the annual reporting requirements contained within

Section 54 of the Act. Failure to meet these requirements are treated as a ground for Mandatory Exclusion.

The above approach adopted by the council is in line with that developed by Crown Commercial Services (CCS), the executive agency and trading fund of the Cabinet Office of the UK Government and is utilised nationally across the public sector as outlined in the [Procurement Policy Note 02/2023: Tackling Modern Slavery in Government Supply Chains](#).

We have an expectation that any organisation with which we work, commission a service or procure a service from, operates appropriate policy and practice in relation to modern slavery.

Supporting prevention and our responsibilities

We have a corporate cross-cutting role for prevention as an employer, community leader and procurer with responsibility to safeguard people within our communities.

This extends responsibilities to adult social care, children's social care, housing, Corporate Procurement and Human Resources, as well as community safety. In line with requirements placed upon us, we are committed to ensuring there is no place for modern slavery and/or human trafficking of our staff.

In 2021 we adopted the [Hull Modern Slavery Strategy](#) to guide our approach, this has been replaced by the [Humber Modern Slavery Strategy 2023-2026](#). This year, the Hull Modern Day Slavery Forum plans to redevelop our local strategy as part of its ongoing work.

We work closely with the [Humberside Modern Slavery Partnership](#) to share intelligence and work collaboratively to address issues relating to modern slavery or human trafficking. Working with partners, guidance, and clear pathways to support and signpost victims for appropriate support are in place and will be reviewed in 2025-2026.

As a council, we work with other agencies to prevent any form of mistreatment or abuse occurring and should it occur, we want to ensure that our staff are equipped with the relevant knowledge they need to respond appropriately and are informed of what they should do.

Training and awareness raising

To meet our statutory safeguarding responsibilities, we offer a wide and extensive training programme to staff across all services.

Our learning and development system hosts a range of training accessible to its staff. Training opportunity examples include (not exhaustive):

- Modern Slavery and Human Trafficking e-learning. These learning opportunities are open to all staff.
- The Justice Hub | University of Hull - An Introduction to Modern Slavery - Wilberforce Institute
- Child Trafficking and Modern Slavery (developed by the Home Office and Every Child Protected Against Trafficking (ECPAT) UK and the Virtual College).
- Preventing Human Trafficking Risks for Ukrainian Refugees (guidance) and Modern Slavery e-learning. These learning opportunities are open to all staff.
- Safety for Business - Modern Slavery - e-learning - to support staff in identifying the signs and indicators and how to report concerns.

The local Safeguarding Partnerships promote key messages such as '[spotting the signs](#)' for preventative messages related to Modern Slavery. Sharing messages through a range of bulletins and briefings including ways to report concerns and the [lived experience of adults](#). Our council remains committed to sharing those updates to its staff.

We also work towards strengthening links through multi-agency working, communicating with internal/external colleagues for local initiatives such as access via the Educational Development Trust (EDT) to the Gangmasters Labour and Abuse Authority (GLAA) 'workers rights' training.

We actively encourage staff to access the materials within the website for the [Humberside Modern Slavery Partnership](#) for guidance.

We are committed to sharing safeguarding partnership resources and e-briefings and in continuing to provide up to date information on a range of related topics, including reporting mechanisms such as mobile applications, [The Stop App app](#), [Unseen mobile app](#), [Safe Car Wash mobile app](#), social media campaigns, consultations and any national and/or annual Modern Slavery reports and related guidance.

Recognising, reporting and responding to modern slavery and human trafficking is embedded within the partners training programmes and in collaboration and consultation with key partners and Humberside Police. Key training competencies include recognising signs and indicators of modern slavery and human trafficking, recognising indicators of forced labour, how and where to share intelligence, local referral pathways for potential victims and how to make reports to the National Referral Mechanism (NRM), and raised awareness of the potential support needs for victims, and accessible support for example, [National Modern Slavery Care Contract \(MSVCC\)](#).

In 2025-2026, we will continue to promote the opportunities provided by the local safeguarding partnerships to its workforce to ensure staff can remain informed of the local and national context of modern slavery and human trafficking issues.

If any staff witness or suspect modern slavery or human trafficking is taking place, they can seek advice and support from internal/external colleagues, from our policies and

from a range of websites. For example, promotion of confidential/whistleblowing reporting for concerns relating to suppliers. In line with statutory responsibilities and related guidance for local councils as a [first responder](#), we, police and others, may need to make a notification where a potential victim of modern slavery is identified to the National Referral Mechanism (NRM).

As a member of the Humber Modern Slavery Partnership, we support the strategic priorities included in the agreed strategy.

We are also supportive of the ambition to develop a pool of staff across a range of agencies who will champion the preventative approach to modern slavery and human trafficking. As a workplace champion, staff will have the relevant skills and knowledge to advise and support colleagues. This includes spotting the signs for potential victims, reporting concerns in line the S52 'duty to notify' requirements, and support for victims in line with statutory guidance. These workplace champions will help us to ensure our response to potential victims supports achieving good outcomes.

Our intranet pages are a vital platform to share information with staff; Council Directors are committed to connecting with staff and cascading relevant updates on legislation and guidance. We are committed to working with wider networks and agencies to reduce exploitation of children and adults and its existence in Hull and to learning from the local and national picture.

Due diligence

We are committed to and understand the vital role procurement plays in its functions. This includes the consideration and recognition when sourcing any provision that effective employment practice takes place, and all modern slavery and human trafficking practices are discouraged.

Due diligence actions must be carried out at all times in collaboration, between Contract Managers and Procurement Officers, to ensure before awarding any contracts to prospective bidders we meet our legal obligations under the Modern Slavery Act 2015. Internal commissioners of social care provision continue to undertake a range of activity such as site visits to local offices, checking records for Disclosure and Barring Service (DBS) and Right to Work in the UK documentation, staff training records, and that the relevant internal infrastructures are in place to reduce risk.

Where suppliers fail to meet their appropriate obligations under the Modern Slavery Act 2015, the issue should be raised by the assigned Contract Manager, in order to protect the council's reputation and remain compliant under the regulations going forward.

Regular monitoring and assurance activities take place to ensure compliance of suppliers' obligations under the Modern Slavery Act by all local authorities.

In October 2023, the Local Government Association (LGA) in conjunction with the Association of Directors for Adult Social Services (ADASS) and Unseen shared an opportunity for all Councils to access a key modern slavery update. It was an opportunity for local authorities to hear about the findings from research of 'labour exploitation in the care sector', the size and nature of the issue and of [Establishing modern slavery risk assessment and due diligence in adult social care](#). The council previously keeping a watching brief for the publication which serves as a support tool for adult social care commissioning activity (as reported in our 2022-2023 statement).

The [Procurement Act 2023](#) has introduced measures that will strengthen procurement activity across local authorities. In preparation, procurement and legal staff have completed a directed mandatory training programme.

Management responsibilities

We have responsibilities to our workforce, this includes employee health, safety and welfare.

As part of our commitment to the welfare of our workforce, any employee can raise concerns and have assurance from the council that their concerns will be taken seriously.

Managers regularly undertake supervision or one-to-one sessions with staff during which health and safety or health and wellbeing concerns that an employee may have can be discussed.

Performance

The Humber Modern Slavery Partnership and Hull Modern Day Slavery Forum hold a key role for monitoring key performance indicators (KPIs) with a list of related KPI's that are reported on. We regularly review and monitor data to support identification of any emerging issues and/or trends.

We are committed to working with our partners across the city to develop and monitor modern slavery data and related issues to better understand the size and nature of the issue at a local level.

We are also ensuring we meet the Best Value Standard as outlined in the Best Value Duty relating to the statutory requirement for local authorities under Section 26 of the Local Government Act 1999 and continue our work in this area to meet the appropriate obligations.

Declaration

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes Hull City Council's slavery and human trafficking statement for the term of the financial period of 1 April 2025 to 31 March 2026. The statement is subject to continual annual review.

Signed: Mike Ross

A handwritten signature in blue ink, appearing to read 'MRoss', enclosed within a thin black rectangular border.

Leader of Hull City Council

Date: 22.8.25