

Slavery and Human Trafficking Statement



Torbay Council fully supports the implementation of the Modern Slavery Act 2015. The Act consolidates slavery and trafficking offences, introduces tougher penalties and sentencing rules and provides more support for victims.

Torbay Council's Procurement processes encourage fair pay and working conditions in our supply chain and eliminate modern slavery and human trafficking. These processes are documented on Torbay Council's website and internally via its intranet page for all its staff:- <http://www.torbay.gov.uk/procurement>

Torbay Council is part of the Safer Communities Torbay Partnership working with Devon and Cornwall Police and other agencies and also with Partners across the South West to develop a collaborative approach to tackling the issue of modern slavery.

Modern slavery includes:

- **Forced labour** Victims are forced to work against their will, often working very long hours for little or no pay in dire conditions under verbal or physical threats of violence.
- **Debt bondage** Victims are forced to work to pay off debts that realistically they never will be able to.
- **Sexual exploitation** Victims are forced to perform non-consensual or abusive sexual acts against their will, such as prostitution, escort work and pornography. Adults are coerced often under the threat of force, or another penalty.
- **Criminal exploitation** Often controlled and maltreated, victims are forced into crimes such as cannabis cultivation or pick pocketing against their will.
- **Domestic servitude** Victims are forced to carry out housework and domestic chores in private households with little or no pay, restricted movement, very limited or no free time and minimal privacy often sleeping where they work.

Torbay Council expects its joint venture partnerships, contractors, suppliers and its staff falling in scope of this legislation to be aware of and comply with the requirements of the Act. To support this, the Council will implement communication and education programmes and will make changes to its key policies and procedures which will highlight the requirements of the Modern Slavery Act, high risk areas in Torbay and referral mechanisms.

Torbay Council will continue to consider the impact of the Act's requirements and the actions it will take beyond communication and education programmes to ensure there is no Modern Slavery in its business or in its supply chain. This policy will be reviewed and updated annually.

Gordon Oliver, Mayor

Anne-Marie Bond, Assistant Director – Corporate and Business Services

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Further guidance is available on the Safer Communities Torbay Website:- <http://www.torbay.gov.uk/health-and-wellbeing/protect-someone/slavery/>