

County Council

Wednesday 17 February 2021 at 10.00 am

Virtual Meeting - Web ex meeting



## AGENDA

### 31 MEMBER QUESTIONS (Pages 5 - 26)

**Membership** – Cllr Phil Awford, Cllr Matt Babbage, Cllr Robert Bird, Cllr Richard Boyles, Cllr David Brown, Cllr Chris Coleman, Cllr Dr John Cordwell, Cllr Kevin Cromwell, Cllr Stephen Davies, Cllr Iain Dobie, Cllr Ben Evans, Cllr Bernard Fisher, Cllr Andrew Gravells MBE, Cllr Kate Haigh, Cllr Terry Hale, Cllr Tim Harman, Cllr Joe Harris, Cllr Mark Hawthorne MBE, Cllr Colin Hay, Cllr Jeremy Hilton, Cllr Stephen Hirst, Cllr Paul Hodgkinson, Cllr Carole Allaway Martin, Cllr Dr Andrew Miller, Cllr Patrick Molyneux, Cllr Nigel Moor, Cllr Graham Morgan, Cllr David Norman MBE, Cllr Brian Oosthuysen, Cllr Shaun Parsons, Cllr Sajid Patel, Cllr Loraine Patrick, Cllr John Payne, Cllr Alan Preest (Vice-Chair), Cllr Keith Rippington, Cllr Nigel Robbins OBE, Cllr Brian Robinson, Cllr Steve Robinson, Cllr Rachel Smith, Cllr Vernon Smith, Cllr Lynden Stowe, Cllr Klara Sudbury, Cllr Ray Theodoulou (Chairman), Cllr Brian Tipper, Cllr Pam Tracey MBE, Cllr Robert Vines, Cllr Eva Ward, Cllr Simon Wheeler, Cllr Kathy Williams, Cllr Lesley Williams MBE, Cllr Suzanne Williams and Cllr Will Windsor-Clive Cllr Brian Calway

- (a) **DECLARATIONS OF INTEREST** – Members requiring advice or clarification about whether to make a declaration of interest are invited to contact the Director of Policy, Performance and Governance, Rob Ayliffe ☎01452 328198 /fax: 425149/ e-mail: [rob.ayliffe@gloucestershire.gov.uk](mailto:rob.ayliffe@gloucestershire.gov.uk)) prior to the start of the meeting.
- (b) **INSPECTION OF PAPERS AND GENERAL QUERIES** - If you wish to inspect minutes or reports relating to any item on this agenda or have any other general queries about the meeting, please contact: Joanne Moore, Senior Democratic Services Adviser ☎:01452 324196/fax: 425850/e-mail: [jo.moore@gloucestershire.gov.uk](mailto:jo.moore@gloucestershire.gov.uk)
- (c) **GENERAL ARRANGEMENTS**  
Members are required to sign the attendance list.
- (d) Please note that photography, filming and audio recording of Council meetings is permitted subject to the Local Government Access to Information provisions. Please contact Democratic Services (tel 01452 425230) to make the necessary arrangements

ahead of the meeting. If you are a member of the public and do not wish to be photographed or filmed please inform the Democratic Services Officer on duty at the meeting.

**EVACUATION PROCEDURE** - in the event of the fire alarms sounding during the meeting please leave as directed in a calm and orderly manner and go to the assembly point which is **outside the main entrance to Shire Hall in Westgate Street**. Please remain there and await further instructions.



## Full Council actions – 17 February 2021

	<i>Topic</i>	<i>Action</i>	<i>Responsibility</i>	<i>Progress</i>
1	<b>Chairman's Announcements</b>	Chairman to write to the wife of Steve McHale to express his condolences.	<b>Michelle Pidgeon</b>	Letter sent 22 February 2021.
2	<b>Public Questions</b>	Question 1 – Cllr Patrick Molyneux to attend a virtual meeting with families concerned regarding late application process for school places.	<b>Chris Spencer</b>	<p><b>Response:</b>            A meeting can of course be set up with Cllr Patrick Molyneux, to discuss the concerns of parents, however it should be noted that as National Allocations Day is on Monday 1<sup>st</sup> March 2021, and this date cannot be changed as it is a nationally set date, any discussion is likely to happen after parents have been notified of their school place. The coordination of all secondary school place allocations has now been completed in order that all parents can be notified on that date.</p> <p>As the government did not change National Closing Date for admissions applications, Gloucestershire has</p>

			<p>continued to apply its policy under the Co-ordinated Scheme. Gloucestershire allows parents to change their preferences at any time but if changes are made after 31<sup>st</sup> October 2020 – then these will be considered late i.e. after all the on-time applications. We have to be fair and consistent to all families across Gloucestershire – and our message to families has been very clear regarding choosing preferences wisely and the importance of applications being made by the closing date. There were many other authorities that applied the same policy as Gloucestershire this year i.e. not changing their late preference policy. There is a tremendous amount of work that the Admissions Team has to complete in order to meet its statutory duty to allocate school places on 1<sup>st</sup> March and therefore to change our policy on late changes of preferences</p>
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			<p>would impact on the delivery of allocating school places.</p> <p>Gloucestershire has always allowed parents to express more preferences than the minimum of three stated in the School Admissions Code. It is therefore felt that to offer five school preferences was sufficient for the 2021 transfer process.</p> <p>As previously stated the Department of Education issued guidance to all local authorities/schools and academies regarding the grammar testing arrangements this year. The guidance recommended delaying the test due to the Pandemic –to enable students to have a little more time to prepare – and as all the grammar schools are academies they collectively made the decision to delay the testing following this advice. The government did</p>
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			<p>not however change the legislation to amend the National Closing Date.</p> <p>It is not a guarantee that even if a child has reached the benchmark for a grammar school place that they will be offered a place – as places are allocated by those scoring the highest in the test for each school. If more children reach the benchmark than the number of places available then priority is given to children with an educational health care plan and children in care first. Reaching the benchmark merely means that you will be considered for a place – grammar schools are usually oversubscribed i.e. more children have passed the test than places available and this remains the case in 2021.</p> <p>The advice for the parents is to wait for Allocation Day on the 1<sup>st</sup> March 2021 – they will</p>
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				<p>then have the opportunity to accept or refuse the school place that they have been offered and request to go on the waiting list for any schools. The Admissions Team will conduct a second round of offers at the beginning of April – and if they are able to offer a higher preference to the family then they will do so and then withdraw the offer of the original school place. If they are unable to offer a grammar preference they will then advise the parents of their right of appeal and direct them to the school to request the necessary paperwork. All of the grammar schools are academies and are therefore their own Admissions Authority and are responsible for administering their own appeals process</p>
<b>3</b>	<b>Public Questions</b>	<p>Question 13 – Cllr Nigel Moor to provide a written response to Chris Chiswell as to whether the Council was now adopting a targeted yearly decrease in vehicle emissions contrary to a 15% increase detailed in the January cabinet paper.</p>	<b>Colin Chick</b>	<p><b>Response:</b> GCC officers would require further explanation about the figures quoted in this question as it is not clear how they reflect the targets published in</p>

				<p>Gloucestershire’s emerging Local Transport Plan (LTP).</p> <p>Nationally, road passenger cars account for 55% of all transport related greenhouse gas emissions (GHG), HGVs 16.6%, LGVs 15.6% and buses 2.5%, as opposed to railways 1.4% (by source 2018) in Figure PD0(A) of the emerging LTP. It is clear that if GCC wants to deliver a carbon neutral county and work with partners to deliver a stepped target in carbon reduction by 2030<sup>[1]</sup>, there needs to be a step change in the way we travel, including significant mode shift in combination with a dramatic rise in the use of clean emission vehicles.</p> <p>Gloucestershire’s LTP supports the Gloucestershire Climate Change Strategy, Gloucestershire Sustainable Energy Strategy and reflects Gloucestershire’s ambition to be carbon neutral. The LTP target to reduce per capita transport carbon emissions (<b>LTP PI-14</b>), has been strengthened to reflect national commitment and</p>
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<sup>[1]</sup> Response to Climate Emergency (Item 8) at Cabinet (20 Dec 2019) <https://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?Cid=117&Mid=9232>  
80% reduction by 2030 and carbon neutral by 2050



				<p>GCC's declaration of a climate change emergency in 2019.<sup>[2]</sup> Furthermore, in 2020, GCC made a further consideration to sign up to the UK100 Pledge and follow the pledge guidance to be net zero by 2045. <sup>[3]</sup></p> <p>The LTP refers to further supporting work in understanding the carbon reduction pathway in order to help deliver our revised LTP target for zero tonnes transport carbon emissions per capita by 2045. The LTP target is reported in the annual performance report <a href="#">LTP Implementation Plan</a>. The <a href="#">GCC Climate Strategy</a> will be monitored through an initial annual action plan and then subsequently a rolling 5 year action plan to 2035.</p>
4	<b>Public Questions</b>	Question 17 – Cllr Vernon Smith to provide David Willingham with a timescale and a more satisfactory response to what the issues were regarding the delivery of a road scheme at Alstone Croft through Highways Local funds.	<b>Colin Chick</b>	<p><b>Response:</b></p> <p>Local Highway Manager will provide following additional information. We are aware of the ongoing concerns to residents in this area,</p>

<sup>[2]</sup>Carbon action plan motion (836) at County Council (15 May 2019) <https://glostext.gloucestershire.gov.uk/ieListDocuments.aspx?CId=333&MId=9141>

<sup>[3]</sup> UK100 Pledge ambition making all cities/towns/villages in the UK 100% clean before 2050- <https://www.uk100.org/pledge-faqs>

			<p>however we found that previous proposals to address the situation were not practical because of the physical layout of the roads. It was then agreed to carry out trials of some different arrangements, however since that agreement was made, the impact of the COVID pandemic is such that we have not been experiencing anywhere near normal traffic flows. It is not clear whether the problem still exists to the same degree as it did in 2017, and equally, it would be wrong to trial new arrangements and judge their success or failure against the current traffic levels and conditions. We have now been given the indication of the return to "normal" post COVID, over the next few months, and that also gives us a potential timetable for consideration of both the scale of the problem and the effectiveness of potential solutions. I would suggest that early summer would be</p>
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				the most appropriate time to revisit the issue, and the Local Highways Manager will be happy to engage with the relevant Councillors and residents at that time, to enable us to carry this scheme forward.
5	<b>Corporate Parenting</b>	Cllr Richard Boyles to provide members with an update following the recent report on serious case reviews in Gloucestershire.	<b>Chris Spencer</b>	<p><b>Response:</b> Following the publication of the Working Together 2018 the system of Serious Case Reviews(SCR) was replaced by a new system involving Rapid Reviews(RR) and Local Child Safeguarding Practice Reviews (LSCPR). SCRs therefore ceased to be with the exception that any commissioned before the start of the new WT18 arrangements were to be completed within 12 months of the date of the new arrangements being put in place. In respect of Gloucestershire the former GSCB had commissioned 9 SCRs including the joint Domestic Homicide Review /SCR.</p> <p>Of these SCRs 5 were</p>

			<p>published between April 2019 and December 2020 and they are all available on the Gloucestershire Children's Safeguarding Partnership (GSCP) website. The titles are James; Megan; Family Y; Liam and Lauren.</p> <p>The joint SCR/ DHR has been submitted to the Home Office for quality assurance as is required under DHR procedure. The Home Office has informed us that the earliest they expect to complete this is August 2021 as they have a 'back log' of reports to QA.</p> <p>The three remaining SCRs are all subject to court proceedings and the individual SCRs cannot be published. The GSCP however made the decision to publish the recommendations of these SCRs in a single document including an update on how partners are progressing those recommendations.</p> <p>I am pleased to say therefore</p>
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			<p>that all Gloucestershire SCRs are now completed and publication of their findings has also been achieved.</p> <p>The new partnership arrangements give much more flexibility in determining how to respond to children's cases that previously would have met / or come close to meeting the threshold for a SCR. That flexibility also allows partners to review cases which would not previously have met that threshold but offer an opportunity for partners to reflect and learn from the experience of such children / young people. The GSCP agreed a very clear referral process including clear criteria for RRs and LSCPRS.</p> <p>GSCP has now held 11 Rapid Reviews on individual children three of which became the subject of the first GSCP LSCPR which was on the theme of child sexual exploitation. This LSCPR was published on February</p>
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			<p>10<sup>th</sup> and is again available on the GSCP website. Individual RRs are not published but the learning from RRs is also widely disseminated through the partnership. Both RRs and LSCPRs are submitted to the National Panel and it is worth mentioning that the feedback from that Panel is that GSCP is a leading authority in terms of the approach and the quality of reviews. The recent LSCPR attracted a great deal of attention from the panel who were impressed with the difference between it and the former SCR process. The LSCPR was undertaken in a shorter space of time; had greater staff involvement; considered the experiences and views of the children involved; and, the final report was short, focused and contained good recommendations.</p> <p>Whilst the learning from individual reviews always contains some case specific detail the GSCP has taken</p>
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				<p>some of the recurring themes as priorities for the partnership this coming year.</p> <ul style="list-style-type: none"><li>• Working together to understand complex children’s cases and to develop safeguarding practice which helps to identify such children earlier and keep them safe.</li><li>• A revised approach to all forms of child exploitation including better offender management.</li><li>• Maintaining a focus on non-mobile babies and non-accidental injuries including rigorous use of the GSCP pre-birth protocol.</li><li>• Maintaining and improving the focus on recognising and dealing with neglect at an early stage</li></ul>
<b>6</b>	<b>Corporate Parenting</b>	To share Wendy Williams’ progress report on Trevone House with Cllr Jeremy Hilton.	<b>Chris Spencer</b>	Report shared with Cllr Jeremy Hilton by email on 17 February 2021.

7	<b>Member Questions</b>	Question 11 – Cllr Patrick Molyneux to look into what figures were available to identify any gap between pupils who had received ICT equipment at home and those who did not yet have it.	<b>Chris Spencer</b>	<b>Response:</b>  The majority of children affected have been provided with the equipment needed as priorities in the earlier stages of the pandemic and of remote learning. Headteachers and LA staff continue to be vigilant to identify those children and young people who are in need of support in order to gain access to remote learning online.  The Headteachers associations for primary, secondary and special schools have conducted surveys of school in the county to identify where there are / have been particular gaps in provision.  Schools are responsible for ordering equipment directly from the DfE so figures are not reported to the LA.  The numbers have changed daily and have reduced as schools receive equipment
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				for those who need it.
<b>8</b>	<b>Member Questions</b>	Question 18 – the Flood Alleviation Team and Local Highways Manager to talk to Cllr Brian Robinson regarding solutions to flash flooding in his area.	<b>Colin Chick</b>	The Flood Risk Management (FRM) Team has been in touch with Cllr Robinson in order to set up an initial meeting to discuss flooding issues in his area. A first step will ideally be a meeting between Cllr Robinson, the FRM team and Gloucestershire Highways. Some of the parishes he covers were among some of the worst hit during the December 23 <sup>rd</sup> / 24 <sup>th</sup> flooding event, so a follow up step could be a coordinated multi-agency approach and a more detailed investigation.
<b>9</b>	<b>Member Questions</b>	Question 23 – Cllr Mark Hawthorne to provide Cllr Lesley Williams with a written response on what work was being done on the ethical charters and modern slavery charters.	<b>Steve Mawson</b>	Response emailed to Cllr Lesley Williams on 1 March 2021.
<b>10</b>	<b>Scrutiny</b>	To provide members with a summary report on member responses to the scrutiny structure review at the next Council meeting.	<b>Simon Harper</b>	Summary to be prepared for the next Council meeting on 17 March 2021.
<b>11</b>	<b>Scrutiny</b>	RESOLVED  To appoint Cllr Stephen Hirst as the Chair of Health Overview and Scrutiny Committee.	<b>Simon Harper</b>	Completed.
<b>12</b>	<b>Constitution Committee Report</b>	RESOLVED	<b>Sophie Benfield</b>	Completed.

		That the amendment outlined in the Constitution Committee Report to Council be made to the Constitution at standing orders 9.5.3, 9.8.3, and 8.8.3.		
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# Gloucestershire Safeguarding Children Partnership



<b>Executive/Management Group/Subgroup</b>	
<b>TITLE OF REPORT:</b>	Thematic Review of Child Exploitation Safeguarding Practice February 2021 – Update
<b>Presented at GSCP Executive</b>	
<b>Presented at GSCP Management Group</b>	24th March 2021
<b>Presented at Other Meeting (Including Date)</b>	GSCP Quality and Improvement in Practice Subgroup (QiiP) 4 <sup>th</sup> March 2021 GSCP Child Exploitation and Missing Subgroup 9 <sup>th</sup> March 2021
<b>LEAD</b>	Sue Fereday T/DCI Public Protection Unit. Chair: Child Exploitation and Missing Subgroup

## 1. Background

During June and July 2020, the Gloucestershire Safeguarding Children Partnership (GSCP) scrutinised three separate cases where a young person had suffered significant harm and which had involved Child Sexual Exploitation (CSE). They recognised the potential to improve the way agencies worked together to safeguard young people and commissioned this Local Child Safeguarding Practice Review (LCSPR).

An independent author was appointed to work with the safeguarding partners in a thematic review of safeguarding practice and structures. The intention being to use the experiences of the three young people to guide a wider review, focusing on strategic development rather than an individual case. Its purpose to:

- Support the development of safeguarding practice and services.
- Identify potential improvements to safeguard and promote the welfare of children and young people.

A wide number of agencies participated and key thematic areas offering the potential to improve outcomes for young people were identified.

## 2. Report

The Gloucestershire Safeguarding Children Partnership are already progressing with the recommendations from the review asking the Child Exploitation and Missing Subgroup to lead on the implementation and how the partnership intends to deliver improvements to safeguarding practice.

Partnership activity against the recommendations started prior to publication on receipt of the final draft from the independent author in November 2020. The below sets out the activity undertaken, in progress and planned for 2021.

**Recommendation 1:**

The GSCP should develop a new Child Exploitation Strategy, based upon the principles of contextual safeguarding. This should include the identification of relevant pathways and the commissioning of services.

**Update:**

The partnership has committed to rewriting its strategy looking at options of working with the National Working Group (NWG) and other experts in this area to advise and support the creation of a Young person's 'Outside the Home' Strategy". The intended aim to ensure the partnership has a collective confidence and knowledge about how to take effective action –options available and how to collectively and consistently implement them.

The GSCP Child Exploitation and Missing Subgroup are leading on the development of the multi-agency strategy with a working group created towards the end of 2020. The group have met a number of times before and since publication on the 10<sup>th</sup> February 2021 to start scoping the revised strategy including setting out a proposed timeline that should see a draft available for the GSCP Executive to sign off in the summer of 2021. A project Management resource has been allocated to assist in the project and to add capacity to the working group.

Firmer understanding of deadlines and milestones will be set out at the Child Exploitation & Missing subgroup on the 9<sup>th</sup> March 2021.

**Recommendation 2:**

All agencies should introduce a trauma informed referral assessment process which is child and young person focused.

**Update:**

In direct response to this recommendation, partnership referral and assessment processes are being reviewed to ensure they are trauma informed and the child's voice is clearly represented. This has already commenced with the new child exploitation screening tool with further reviews planned or underway. For example work on the MARF and VIST is underway as well as an NHS England pilot project to review entry and access to emotional wellbeing and mental health services in the county, this links to recommendation two of the report.

These reviews are taking place with the support of partners such as the 'Nelson Trust' who are accredited trainers for a trauma informed approach. To further ensure a trauma informed approach is taken when completing and assessing referrals, training will be sought for staff and woven into existing processes. An example of this is demonstrated in the Trauma Informed Model of Care (TIMOC) pilot being conducted with Trevone House staff group.

The Child Exploitation and Missing Subgroup will be monitoring and overseeing the progress against this action through 2021 with an expectation it should be completed and reported back to the GSCP Executive later in the year.

### **Recommendation 3:**

CAMHS should review the current referral process to ensure that it is child and young person focussed, and that the new referral process is widely understood & promoted across partner agencies.

### **Update:**

Gloucestershire is one of 12 national NHS England pilot sites to look at transforming CAMHS and wider mental health services. This review of the counties emotional wellbeing and mental health services is currently underway and will be completed later in 2021.

As part of the mental health transformation programme the review has already undertaken

- a review of need in partnership with Public Health
- consultation with children, families, clinicians and stakeholders locally to gain insight into what works well, and what needs to improve. We continue to co-design our new offer going forward.
- NHS England Improvement as part of the system wide review of mental health support for children and young people in Gloucestershire.

This has resulted in a number of recommendations to take forward which includes:

- Better quality of referral information which will enable the principle “no referral is rejected” but forwarded to most appropriate option for support, by developing robust referral criteria/referral form and communicating this to all stakeholders.
- Telephone triage with all families as a first contact to ensure that all of the information is captured at referral point and options can be discussed directly with children and young people and their families.
- When referrals are received and other children’s services are involved there will be a multiagency meeting arranged to ensure that the partnership is working together collectively to best support children and family’s needs in the round.
- Create a central resource where the partnership can describe a system wide offer of support to children, young people and families and provide information about support available, clearly articulating an offer. This includes implementing the principles of THRIVE.  
<http://implementingthrive.org/wp-content/uploads/2019/03/THRIVE-Framework-for-system-change-2019.pdf>
- In addition the partnership is evaluating the pilot of providing therapeutic input to foster carers and social workers to best support children in care.
- Longer term we aim to work with partners to develop a single point of access by operationalising a system-wide ‘front door’ calling upon the expertise and skills from across the system adopting the philosophy that no request for support is rejected.

It is anticipated that this review and pilot will be concluded in 2021 allowing the partnership to ensure that emotional wellbeing and mental health specialist service provision is widely understood, accessible and child focused.

Firmer understanding of deadlines and milestones will be set out at the Quality and Improvement in Practice subgroup on the 4<sup>th</sup> March 2021.

**Recommendation 4:** Gloucestershire Constabulary should review compliance with their VIST safeguarding policy in relation to adolescents and ensure measures are in place to improve the identification and reporting of adolescent risk.

**Update:**

- Significant work has already been undertaken to review and refresh the Constabulary’s VIST guidance. The VIST itself will now be reviewed to ensure it accurately reflects appropriate and proportionate aspects of the Neglect Toolkit and a trauma informed approach and importantly reviewing whether child exploitation is accurately reflected in the question sets. This work will continue in the first quarter of 2021 with future plans for education and awareness raising of some of the complexities identified through this LSCPR. The Child Exploitation and Missing Subgroup will receive an update on this work at their next meeting in March 2021.
- An audit has been conducted into the quality of VIST submissions which has identified common themes and misconceptions; this information is being used to ensure training is focused on the core issues. Training, started in August 2020, will continue targeted at a range of front line staff and then across other areas of the partnership.
- Changes to the MASH and Public Protection intranet pages are planned to ensure information is constantly available for reference.
- Regular check and test processes are in place at various levels to correct compliance issues and ongoing compliance and quality assurance will be tested with monthly quantitative and qualitative evaluation. The outcome of this piece of work in response to this recommendation will be reported to the CE and Missing Subgroup in May 2021.
- While this recommendation specifies the Constabulary it has been recognised that all partners should review their compliance and quality in respect of the identification and reporting of risk. Indeed similar reviews in the auditing of MARF submissions has already started in GHC along with work in CSC to add the new Criminal Exploitation screening tool to their online workspace to highlight identification of risk. This wider partnership work will be monitored by the Child Exploitation and Missing subgroup and the GSCP Management Group through 2021.

<b>REPORT AUTHOR:</b>	Susan Fereday T/DCVI Public Protection Unit. Chair: Child Exploitation and Missing Subgroup
<b>Sponsoring Manager</b>	Annette Blackstock Designated Nurse Safeguarding Children and Safeguarding Adult Manager Gloucestershire Clinical Commissioning Group. Chair: Quality and Improvement in Practice Subgroup

Dear Lesley,

I agreed to update you on our progress on Modern Slavery.

Pete Bungard will remain the day to day champion however Ian Mawdsley and Gillian Parkinson has been asked to take charge tactically to ensure that we comply with legislation but also to eradicate Modern Slavery in Gloucestershire where we can and especially in our own supply chains.

We have made some progress on our larger procurements and training dedicated procurement staff but realise that this needs to be expanded to all staff who manage contracts or who may have contract with suppliers where Modern Slavery could be present.

A GCC Modern Slavery Lead is to be appointed shortly - we have a candidate in mind - to lead on the identification and implementation of legislative and organisational requirements, and have key relationship with Gloucestershire Anti Slavery Partnership (GASP). Their tasks will be

<b>Modern Slavery Tasks</b>
Set up Task and Finish Group, to include subject area expert
Embed Partnership & Collaborative working e.g. Local Enterprise Partnership, Federation of Small Businesses, VCA, key suppliers and stakeholders
Develop GCC Modern Slavery and Human Trafficking Policy from the work done by the Gloucestershire Anti Slavery Partnership.
Development of annual statement (will be required by Modern Slavery Act amendment) and the reporting systems behind it.
Develop and implement processes to meet requirements of CAMS and Modern Slavery Act including proposed amendments across the organisation: <ol style="list-style-type: none"><li>1. identification and referral of victims</li><li>2. supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/homelessness services</li><li>3. community safety services and disruption activities</li></ol>
All Commissioning staff to be provided with access to a Procurement Toolkit development to embed Modern Slavery into the processes, guidance, and templates reflecting identified organisational priorities and legislation.
Supply chains - implement Cabinet Office's Procurement Risk Assessment Tool. Explore collaboration possibilities e.g. via South West Procurement Board and others especially for common cross sector areas e.g. social care, construction, electronics etc. plus subscription services to obtain supply chain monitoring information eg. FRDM
<ul style="list-style-type: none"><li>• Staff Awareness, Training and day to day advice. (we are already using the Chartered Institute of Procurement and Supply Ethical training and may make it</li></ul>

available to all staff who may come in contact with supply areas with a risk of Modern Slavery. Other options include the online training that the University of Cambridge uses)

This will be mandatory for

- All Finance staff
- Existing Purchasing card holders and individuals who already hold the above roles
- Users of other approved purchasing systems (SAP and Pro Contract)
- As a pre-requisite for all new:
  - Transactional SAP and Pro Contract users
  - Users requiring updates to the Supplier Database
  - Petty cash administrators
  - Purchasing card administrators
  - Purchasing card applicants
  - Cash advances

The above applies to individuals working within the Council at all levels and grades, including officers, employees (whether permanent, fixed-term or temporary), workers, trainees, seconded staff, agency staff, volunteers, interns or any other person working in any context within the Council. Third parties must confirm in their contracts with the Council that they have undertaken their own, equivalent, training.

Act as Compliance Officer

Responsibility for Modern Slavery reporting across the organisation

Review of annual statement and development of actions arising therefrom. Briefing of Senior Officers and Members on a regular basis

I realise this represents a significant commitment but I think it is justified and I look forward to working with all Members on this topic. Once the Modern Slavery Lead has had a chance to get their feet under the table I am sure they can update you further on progress.