



HAMPSHIRE FIRE & RESCUE SERVICE MODERN SLAVERY STATEMENT ISSUED PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015

INTRODUCTION

In compliance with Section 54 of The Modern Slavery Act 2015, this statement sets out Hampshire Fire & Rescue Service (HFRS, the Service), commitment to ensure it does not actively encourage nor support slavery or human trafficking within the organisation, our business activities and within our supply chains.

There are many types of slavery which include, but are not limited to:

- Domestic exploitation;
- Labour exploitation;
- Organ harvesting;
- EU Status exploitation;
- Financial exploitation;
- Sexual exploitation.

The Service also recognises its legal duties under Section 43 of The Modern Slavery Act 2015, which states that specified public authorities (including Council's and Fire and Rescue Services) have a duty to cooperate with the [Independent Anti-Slavery Commissioner](#):

- The Commissioner may request for the Service to cooperate with the Commissioner in any way that the Commissioner considers necessary for the purposes of the Commissioner's functions.
- The Service must, in so far as reasonably practicable, comply with a request made to it under section 43.

The Commissioner's [Strategic Plan](#) identifies a number of priorities, including "...best practice within partnership working".

To support this plan, the Service is an active member of the Hampshire and Isle of Wight Modern Slavery Partnership, which aims to make Hampshire a supportive place for victims and a hostile place for perpetrators of slavery.

For more information please see the Hampshire and Isle of Wight Modern Slavery Partnership website:

<http://www.modernslaverypartnership.org.uk/partnership/>



OUR POLICIES

The Service has specific policies in the following areas to support our commitment:

- Equality Policy
- Ethical Trading (which forms part of our procurement strategy)
- Whistle Blowing Policy
- Safeguarding Policy

ORGANISATION STRUCTURE, BUSINESS & SUPPLY CHAINS

HFRS serves in excess of 1.3 million residents across Hampshire. It provides a diverse range of services including prevention work, operational response capacity and a number of national capabilities such as Urban Search and Rescue teams. The organisation seeks to make life safer for all the communities it serves.

For full information on our organisational structure please see our website:

<https://www.hantsfire.gov.uk/about-us/>

Information on Service business activities and supply chains can be viewed in Appendix A below.

COUNTRY OF OPERATION & SUPPLY

HFRS operates solely in the United Kingdom.

Any organisation that works with the Service (i.e. partnerships and suppliers), that are caught by Section 54 of the Act are expected to understand and comply with the requirements set out in the legislation.

In addition, suppliers will also be expected to carry out checks on their sub-contractors to ensure there is no slavery or human trafficking in the supply chain.

STAFF RECRUITMENT

All staff that work for the Service are in receipt of at least the UK minimum wage and as part of the recruitment process will undergo robust immigration and pre-employment checks in line with the Governments Right to Work in the UK guidance.

HFRS contracts to source temporary staff (delivered through a neutral vendor) mandates the use of the UK minimum wage and robust immigration checks. This includes conducting compliance checks throughout the supply chain and ensuring all providers train their staff on how to identify and understand the risks of modern slavery and human trafficking. Any provider who fails to comply will be



suspended or terminated from the supply chain until such compliance can be evidenced.

MANAGING SUPPLY CHAINS

While it is impractical for the Service to audit and monitor each and every supplier in its entire supply chain, and at all levels, the Service takes a risk-management approach through identifying key vulnerabilities within the supply chain. The Service is also committed to ethical procurement.

In our procurement and contract management activities, we:

- 1) As part of the tender process, suppliers are asked to self-certify if they comply with the Modern Slavery Act, where they are caught by the legislation. Further more, where sub-contractors are being used, the main contractor is required to carry out checks on their sub-contractors;
- 2) All new contracts include provisions to ensure compliance and to enable the Service to take action where necessary;
- 3) Encourage whistleblowing to identify breaches of policy and contractual provisions and make sure potential whistleblowers are protected.
- 4) Determine if compliance is being adhered to by auditing key suppliers.

REPORTING SUSPECTED SLAVERY OR HUMAN TRAFFICKING

If the Service or any of its staff suspect slavery or human trafficking activity either within the Service itself or through our supply chain, this will be reported to Hampshire Constabulary via the Modern Slavery Helpline

<https://www.hampshire.police.uk/advice/protecting-yourself-and-others/modern-slavery/>



Appendix A – Business Activities and Supply Chains

HFRS activities are split into 4 functional areas:

- Strategy & Risk Management
- Operations
- Performance & Assurance
- Enabling Functions

These include, but are not limited to:

- Strategy & Risk Management – Strategic Planning, Risk Management, Marketing and Communications.
- Operations – Community Safety, Response, Vehicles and Operational Equipment, Stores.
- Performance & Assurance – Audit, Performance Management.
- Enabling Functions – Human Resources, IT, Finance, Legal, Procurement, Property Services, Facilities Management, ICT, Printing, Catering, Logistics.