

APPENDIX A: Safe & Strong Communities Select Committee – 12th December

Staffordshire Anti-Slavery Partnership Action Plan

Action	Owner	Timescale	Outcome
1. Intelligence and Information Sharing			
1.1. Undertake local, regional and national research to identify good practice and evidence based approaches which can be adopted in Staffordshire and Stoke-on-Trent.	R. Hyde, Detective Chief Inspector, Staffordshire Police	To be confirmed by Lead Officer – Jan 2017	Local activity is well informed by best practice and learning from other areas.
1.2. Gather information and data to assist in informing on vulnerabilities and threats to the Staffordshire/Stoke-on-Trent area around key domains of Foreign National Offenders, Modern Slavery and Organised Immigration Crime and the subsequent links and risks within Child Sexual Exploitation and Missing Children.	Strategic Profiling Unit, Research & Analysis, Staffordshire Police	To be confirmed by Lead Officer – Jan 2017	Improved analysis of patterns, trends and emerging threats to enhance strategic understanding and operational effectiveness.
1.3 Use performance data and intelligence to identify vulnerable people and locations, and employ preventative or targeted strategies to address identified local risk / needs.	R. Hyde, Detective Chief Inspector, Staffordshire Police	To be confirmed by Lead Officer – Jan 2017	Local risk / need is identified and addressed effectively.
1.4 Ensure that there is cross referencing of work around Child Sexual Exploitation Action Plan and the Modern Slavery and Human Trafficking Action Plan.	A. Grice, Specialist Safeguarding Development Manager, Staffs County Council (Joint LSCB Child Sexual Abuse Forum)	To be confirmed by Lead Officer – Jan 2017	To ensure that there is a link between the issue of Human Trafficking and Child Sexual Exploitation given the significant correlation.

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2. Governance and Reporting			
2.1 Develop local governance, scrutiny and assurance arrangements for Modern Slavery and Human Trafficking.	N. Dawkins, Commissioning Officer – Community Safety, Stoke-on-Trent City Council / B. Murphy, Safer Communities Commissioning Officer, Staffs County Council	To be confirmed by Lead Officer – Jan 2017	The strategic partnerships are working collectively and consistently to address risk, duplication is avoided and outcomes within delivery plan are reached.
2.2. Develop a performance management process to measure delivery of partnership outcomes around Modern Slavery and Human Trafficking.	N. Dawkins, Commissioning Officer – Community Safety, Stoke-on-Trent City Council / B. Murphy, Safer Communities Commissioning Officer, Staffs County Council	To be confirmed by Lead Officer – Jan 2017	Identified outcomes are achieved and risk is identified, managed and reduced.
2.3. Provide quarterly data report to Safer Staffordshire Strategic Board.	N. Dawkins, Commissioning Officer –	To be confirmed by Lead Officer – Jan 2017	Quantitative and qualitative data is available which informs local activity and identifies outcomes.

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	Community Safety, Stoke-on-Trent City Council / B. Murphy, Safer Communities Commissioning Officer, Staffs County Council		
3. Communication			
3.1 Develop partnership communication plan to include both internal and external communication to ensure a consistent approach to communication across Staffordshire and Stoke-on-Trent.	Communication Task Group – to be established / led by D. Morris, Office of Police & Crime Commissioner	To be confirmed by Lead Officer – Jan 2017	Well informed partners, businesses and the general public are well placed to contribute effectively to identifying, reporting and preventing incidence of Modern Slavery and Human Trafficking.
3.2 Identify opportunities for shared communications and marketing across the partnership, including making use of social media.	Communication Task Group – to be established / led by D. Morris, Office of Police & Crime Commissioner	To be confirmed by Lead Officer – Jan 2017	Increased awareness and knowledge of Modern Slavery and Human Trafficking.
3.3. Raise awareness about Modern Slavery and Human Trafficking with partners, businesses, community groups and the general public to increase confidence in recognition and reporting.	Communication Task Group – to be established / led by D. Morris, Office of Police & Crime Commissioner	To be confirmed by Lead Officer – Jan 2017	Well informed partners, businesses and the general public are well placed to contribute effectively to identifying, reporting and preventing incidence of Modern Slavery and Human Trafficking.

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3.4 Develop ways to engage with victims and witnesses to increase trust and confidence leading to increased reporting of modern slavery offences.	Communication Task Group – to be established / led by D. Morris, Office of Police & Crime Commissioner	To be confirmed by Lead Officer – Jan 2017	Increased reporting of Modern Slavery resulting in provision of appropriate support to victims.
4. Training and Awareness Raising			
4.1 Develop a Modern Slavery and Human Trafficking Workforce Development / Training plan, which priorities delivery based on risk and need, maximises opportunities for shared training across the partnership and makes use of existing resources, training packages and best practice.	Training Task Group – led by B. Murphy, Safer Communities Commissioning Officer, Staffordshire County Council / T. Brookes, Staffordshire Police	January 2017	All partners are able to access good quality, consistent training. Frontline staff (including contractors) have a good understanding of Modern Slavery and Human Trafficking, are trained to recognise the signs and are aware of how and where to refer concerns.
4.2 Raise awareness with the community and community based organisations about Modern Slavery and Human Trafficking. This includes where to seek help and advice locally, how to raise concerns, and how to ensure their activities and supply chains are free from Modern Slavery and Human Trafficking.	Training Task Group – led by B. Murphy, Safer Communities Commissioning Officer, Staffordshire County Council / T. Brookes, Staffordshire Police	To be confirmed by Lead Officer – Jan 2017	The community and community based organisations have a good understanding of Modern Slavery and Human Trafficking, are trained to recognise the signs and are aware of how and where to refer concerns. Communities are resilient and are empowered to recognise and report Modern Slavery and Human Trafficking.

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4.3 Raise awareness amongst elected Members about Modern Slavery and Human Trafficking, how they can raise concerns and where they can seek advice and help locally, and support them to utilise their role as community champions to effectively engage with the community about Modern Slavery and Human Trafficking/	Training Task Group – led by B. Murphy, Safer Communities Commissioning Officer, Staffordshire County Council / T. Brookes, Staffordshire Police	To be confirmed by Lead Officer – Jan 2017	Elected members are empowered to utilise their role as community champions to raise awareness of Modern Slavery and Human Trafficking, identify any concerns and know how and where to raise concerns.
5. Safeguarding			
5.1 Develop a shared approach to responding to Modern Slavery and Human Trafficking to include clear referral pathways which are aligned with existing safeguarding processes.	Referrals Task Group - led by B. Murphy, Safer Communities Commissioning Officer, Staffordshire County Council / T. Brookes, Staffordshire Police	January 2017	Agencies work together effectively so that vulnerable individuals are identified and supported appropriately and perpetrators are identified and dealt with. Processes are aligned and resources are used effectively, to ensure consistency and avoid duplication.
5.2 Embed referral processes within operational practice to ensure that practitioners are aware of the systems that are in place to identify and refer people who may be victims of Modern Slavery or Human Trafficking.	Referrals Task Group - led by B. Murphy, Safer Communities Commissioning Officer, Staffordshire	To be confirmed by Lead Officer – Jan 2017	A wide range of organisations make appropriate referrals to ensure that vulnerable individuals are appropriately supported and perpetrators are identified and dealt with. All partners are aware of and implement

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	County Council / T. Brookes, Staffordshire Police		the reporting process of suspected incidence of Modern Slavery in accordance with the 2015 Act
6. Procurement and Commissioning			
6.1 Ensure that all partners procurement and commissioning processes are compliant with Modern Day Slavery Act 2015.		To be confirmed by Lead Officer – Jan 2017	<p>All partners are committed to eliminating human trafficking, slavery, forced labour and domestic servitude from its business and supply chain.</p> <p>Public resources are not inadvertently used to support Modern Slavery and Human Trafficking and organisations utilise their consumer power to help to eradicate Modern Slavery.</p>
7. Pursue			
7.1 Ensure that the Crown Prosecution Service Guidance on Modern Slavery is effectively implemented in Staffordshire and Stoke on Trent.	R. Hyde, Detective Chief Inspector, Staffordshire Police	To be confirmed by Lead Officer – Jan 2017	Ensure that the strongest possible cases are prepared and prosecuted and the rights of victims, witnesses and potential victims of human trafficking are upheld.