

Modern Slavery Statement

Introduction

This Statement sets out what steps Melbourn Parish Council has taken and what steps it will take in future to ensure that it will never knowingly allow modern slavery or human trafficking in any part of the Council's business.

What is Modern Slavery?

Modern slavery is an umbrella term encompassing slavery, servitude, forced or compulsory labour and human trafficking.

The [Equality and Human Rights Commission](#) provides the following definitions:

- Slavery is when someone actually owns you, like a piece of property.
- Servitude is similar to slavery – you might live on the person's premises, work for them and be unable to leave, but they don't own you.
- Forced labour means you are forced to do work that you have not agreed to, under the threat of punishment.

According to the Local Government Association (LGA), the term 'Modern Slavery' includes a range of different types of exploitations, that may or may not occur together. The different types of exploitations include but are not limited to:

- sexual exploitation
- labour exploitation
- forced criminality
- domestic servitude
- debt bondage
- organ harvesting
- other forms of exploitation. Such as: financial exploitation, welfare benefit fraud, identity fraud, forced or sham marriages and illegal adoption

The Role of Local Authorities

Within their [Council Guide to modern slavery \(October 2022\)](#) document, the LGA highlight the following roles of local authorities in tackling modern slavery:

1. Identification and referral of victims
2. Supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/homelessness services
3. Community safety services and disruption activities
4. Making best that the supply chains councils procure from are free from modern slavery.

Existing Policies and Procedures

Melbourn Parish Council has a range of policies, processes, procedures and practices which help to ensure that we are acting ethically and with integrity to prevent slavery and human trafficking, including the following:

- Safeguarding Policy
- Whistleblowing Policy
- Employment Policy
- Equality and Diversity Policy
- Recruitment Process
- Code of Conduct
- Appointment of Contractors and Procurement Policy and Procedure

Due Diligence Processes

- **Procurement**
- Melbourn Parish Council will, through its procurement procedures, use its best endeavours to ensure that suppliers of goods and services share its commitment to prevent modern slavery.
- **Safeguarding Training:** This includes how to spot the signs of modern slavery and how to make a referral. Melbourn Parish Council's Safeguarding Officer has undergone safeguarding training. The Clerk is the Safeguarding Officer parishclerk@melbournparishcouncil.gov.uk
- **Reporting for Council employees:** Any Melbourn Parish Council employee affected by modern slavery, or who suspect someone may be at risk are advised to contact the Safeguarding Officer - parishclerk@melbournparishcouncil.gov.uk
- **Reporting for residents and communities:** The advice to anyone affected by slavery, or who may suspect someone is at risk, is to:
 - Call 999 if it is an emergency
 - Call 101 for non-emergencies
 - Call Crimestoppers anonymously on 0800 555 111
 - Call the Modern Slavery Helpline on 08000 121 700
 - Report online via the [Modern Slavery Helpline](#)

Document Approval:



(Chair to Melbourn Parish Council)

Date of Parish Council meeting: 22 April 2026

Review every 24 months