THE HARSH REALITY OF
MODERN SLAVERY
AND HOW UK BUSINESSES CAN
MITIGATE AGAINST IT
YOUR COMPLETE GUIDE TO MITIGATING MODERN SLAVERY

DatumRPO

An Introduction to Modern Slavery in the UK

Slavery has existed since the dawn of time. A person could become enslaved from the time of their birth, capture or purchase.

Simply, modern slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

It remains a reality in the modern world, with this abhorrent crime taking place across the globe and behind closed doors. It happens here in the UK, and it's only getting worse.

Someone is a slave if they are:

• forced to work through mental or physical threat
• owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
• dehumanised, treated as a commodity or bought and sold as 'property'
• physically constrained or have restrictions placed on his/her freedom

UK Parliament introduced the Modern Slavery Act in 2015 (MSA) with hopes of fighting crimes of corporate slavery and human trafficking in the UK. Since its introduction, the number of prosecutions under the law has grown year on year (in 2017, 130 defendants were prosecuted, as opposed to 51 in 2016)1 but modern slavery is still prevalent in the UK, with most large companies not even aware that it exists in their supply chain.

HM Government, 2018

UK MODERN SLAVERY
IN NUMB3RS

136,000
PEOPLE LIVING
IN MODERN SLAVERY

WHICH IS
1 IN EVERY
500 PEOPLE
IN THE UK

46%
OF TOTAL CASES
WERE VICTIMS OF
LABOUR
EXPLOITATION

R CONST UCTION
IS THE WORST INDUSTRY
**FOR LABOUR
EXPLOITATION**

COSTS THE UK
£4bn+
PER YEAR

TOP 5 NATIONALITIES
OF MODERN SLAVERY
VICTIMS **IN 2017**

35%
INCREASE IN
SLAVERY CASES
FROM 2016

Just how bad is Modern Slavery in the UK?

The GLAA (Gangmasters & Labour Abuse Authority) works in partnership with government bodies and UK organisations to protect vulnerable and exploited workers, its main aim is to target, dismantle and disrupt serious and organised crime.

We've picked two of the GLAA's videos that really underpin the severity of Modern Slavery in the UK. A quick warning, these videos are quite hard-hitting, but we feel they're a perfect representation of how some workers are forced into labour and treated with utter disrespect.
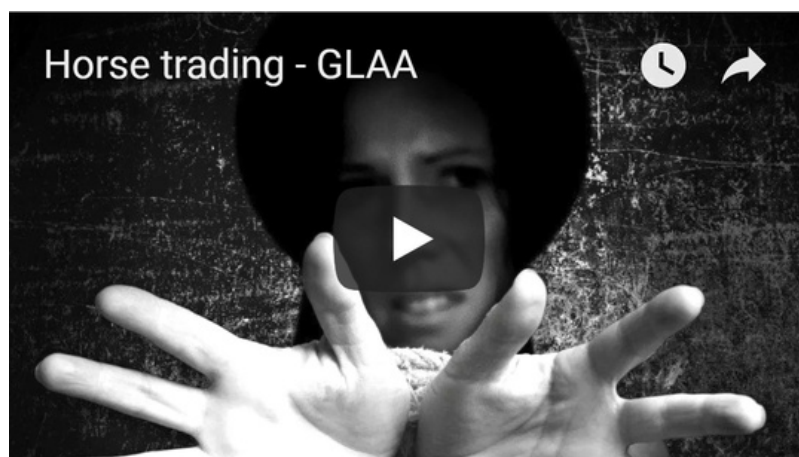
How do large businesses mitigate against Modern Slavery and comply with the MSA?

We've developed an action list for SME's and large businesses, if your company hasn't done so already, we strongly recommend following these steps:

• Review your current contracts with your suppliers, contractors and any management companies to include a clause or provision stating that they comply with the MSA. This may well be covered with a generic clause requiring overall compliance with all relative laws to the provision and delivery of the services.

• Consider evaluating your current supply chains. Ensure that your suppliers have published an anti-slavery and human trafficking statement. Check any processes that they have implemented in order to comply with the Act.

• For larger organisations, be sure to examine the various sectors and locations in which you operate. Make certain that you are aware of any global projects and that your compliance is certified throughout.

• For smaller organisations, it may be that implementing a more straightforward programme is a better option, in order to demonstrate to clients that they are seeking to comply (predominantly applicable to those in the public sector).

Developing an anti-slavery and human trafficking statement

Creating a statement that abides with the MSA is the final phase to complying with the Act. Keep the statement succinct, but cover all the relevant points – if you can provide appropriate links to relevant publications, documents or policies for your organisation, do so. Remember to write the statement in simple language, so it is easily accessible to everyone.

The statement is not required to follow a compulsory structure, but it is suggested that the following topics are included:

• Key Performance Indicators (KPI's); its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.

• Organisational structure: the structure of the business, its supply chains, and its operations.

• Laws & policies: its policies in relation to slavery and human trafficking.

• Due diligence: its due diligence processes in relation to slavery and human trafficking in its business operations and supply chains.

• Risks: the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.

• Training: the training about slavery and human trafficking available to its staff and management.

How Datum RPO mitigate against Modern Slavery for our clients

Organisations using a large, temporary workforce (especially in construction) may be exposed to this particular illegality. It becomes particularly difficult to manage, especially when using many different suppliers, who provide hundreds, possibly thousands of different workers during the course of a year.

Datum RPO manage the entire temporary workforce for many of the UK's largest companies. We work in partnership with clients and agencies to streamline the recruitment process, offering reduced costs, legal compliance and simplicity for our customers.

We specialise in supporting large-scale, multi-site employers that use numerous recruitment agencies across the UK. We take away the complexity and cost of managing multiple agencies from our customers and provide a single point of contact for all of their hiring needs.

Thanks to our wide range of innovative recruitment services, our customers not only receive the best talent, but they can also rest assured that their temporary workforce is legally compliant and cost effective.

Ensuring legal compliance for our clients is one of our key service offerings. With the introduction of the MSA in 2015 and more presently, increased awareness around modern slaves in the UK, we have recently invested in the most up-to-date technology in order to combat the risk of modern slavery in our clients' workforces.

The following aspects ensure that we eradicate every sign of modern slavery for our customers:
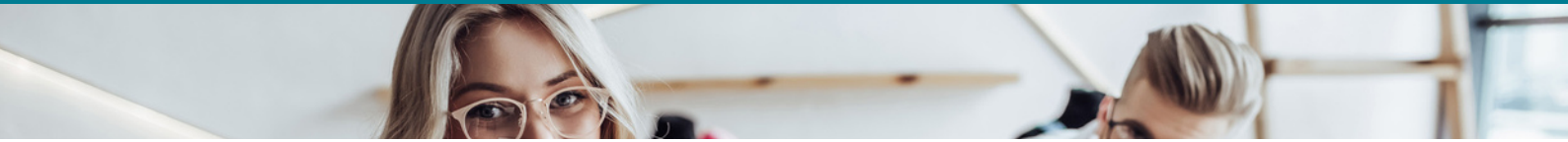
Latest Software

Our CRM and compliance software includes the latest real-time ID and Rights to Work checks to ensure every new worker is legitimate to work in the UK. Anyone that's flagged as a potential risk, we contact the client and agency who put the candidate forward and, depending on the severity of the case, contact the Home Office and withhold any fake documents that may have been put forward. The agency is also then considered as a risk and may be demoted as a preferred supplier to the client.

Regulated Supply Chain

During the implementation process, Datum RPO will review the whole supply chain, and depending on the outcome, will either accept the client's current suppliers or suggest alternative agencies that have been cleared and are risk-free.

Frequent Worker & Agency Audits

In addition to real-time checks through our advanced ID software, we have a compliance team that regularly audit our client's suppliers and ensure that legal requirements are consistently met. If Datum RPO identify any potential risk or lack of clarity, the agency is reviewed further and asked to provide all the necessary documents.

Worker Pattern & Trend Analysis

Through our advanced ID software, Datum RPO are able to identify any sickness or out-of-work patterns that may be linked with a possible sign of modern slavery. If a certain trend or pattern is recognised, we inform the agency & client, and depending on the extremity of the pattern, the worker is either shadowed or questioned.

Thank you for taking the time to read our download.

We're always interested in your feedback, so please do get in touch and let us know what you thought of our guide!

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