



west midlands  
police and crime  
commissioner

## **Joint Modern Slavery Statement 2020/2021**

**This statement is made pursuant to S54 of the Modern Slavery Act 2015 and constitutes our Modern Slavery & Human Trafficking Statement for the year ending 31st March 2021. The statement has been approved by the Strategic Policing and Crime Board and the Force Executive Team and will be reviewed annually.**

In accordance with the Modern Slavery Act 2015, the West Midlands Police and Crime Commissioner (PCC) and West Midlands Police (WMP) recognise their legal and ethical duty to be aware of the potential for modern slavery within its business and its supply chains including the duty to identify and report such instances to the relevant bodies.

This statement sets out existing policies and practices as well as specific actions in response to the Modern Slavery Act 2015. This statement should be seen as the approach taken by the PCC and WMP in ensuring there is transparency in our supply chains, responsible procurement of new suppliers and steps being taken to prevent modern slavery from our business.

As public bodies, the PCC and WMP will work in partnership with our suppliers to ensure that there is no Modern Slavery or Human Trafficking in the supply chain and encourage our suppliers to achieve high ethical standards and practices including fair and right working conditions across the supply chain. To this end, achieving social value in procurement is a key aim of the force.

The PCC and WMP Joint Procurement Strategy 2017-2020 sets out our vision, priorities, guiding principles, commercial and procurement structure and delivery elements. To this degree, it sets out the ways in which we are working to ensure that our supply chain is free from Modern Slavery. Our commitment includes:

The Real Living Wages applies to all appropriate contracts entered into by West Midlands Police

### Organisational Structure

West Midlands Police is the second largest police force in the country, covering an area of 348 square miles and serving a population of almost 2.8 million. The force deals with more than 2,000 emergency calls for help every day, as well as patrolling the streets and responding to incidents 24-hours-a-day, seven days a week. The force is headed by a Chief Constable who is appointed by the West Midlands Police and Crime Commissioner. The actions of the force are scrutinised by the PCC and the Strategic Policing and Crime Board. This is made up of the PCC, a Deputy PCC and eight board members.

### Our Business and our supply chains

The force employs circa 8000 staff consisting of Police Officers, civilian staff and Police Community Support Officers. The force covers an area with nearly 3 million inhabitants, including the cities of Birmingham, Solihull, Coventry, Wolverhampton and also the Black Country.

In its operations, the force procures a wide range of goods and services. Such purchases are to the cumulative value of circa £90 million per annum, covering areas such as operational uniform and equipment, IT and technology, professional services etc. In addition, a further £5 million to £20 million per annum is currently spent supporting the forces various change and transformation initiatives. With such significant sums of public money being spent on the provision of goods and services, it is our responsibility to ensure that this expenditure is made in the most cost-effective and efficient way possible. The force has a commitment to ensure that our wider supply chain is aware of and complies with the high ethical standards that we operate against and demand.

WMP operates solely within the UK and considers that its activities are low risk in terms of modern slavery or human trafficking.

### Policy and Practice

WMP corporate policies are reviewed at least every 3 years and are approved by the Executive Team or the Board. The main corporate policies which incorporate the identification and

approach to modern slavery and human trafficking are the Whistleblowing Policy, Safeguarding Policy, Code of Conduct, Code of Ethics, Grievance Policy and Diversity Policies.

The force's policies and procedures demonstrate our commitment to acting ethically and with integrity in all its business relationships. The PCC and WMP are fully committed to addressing unethical and illegal employment practices in supply chains and has produced an Action Plan in relation to the commitments within the Code.

### Due Diligence

WMP meets or exceeds all statutory requirements relating to staff employment. It is committed to dignity at work and to the fair treatment of all staff. All employees are paid to recognise their roles and responsibilities at or in excess of the Living Wage. In addition the PCC is a recognised real living wage employer.

The force's tendering processes follow best practice. Large procurement exercises are carried out by the internal WMP Procurement Team. When seeking new contractors we are committed to ensuring the suppliers with whom we do business understand the risks of modern slavery in supply chains, and take appropriate action to identify and address those risks, with particular focus on supporting victims of modern slavery.

WMP is subject to the Public Contract Regulations 2015. We are governed by directives to ensure that the principles of non-discrimination and transparency are upheld with the aim of fostering a common internal market. We are prohibited in relation to discrimination on the basis of nationality, grant freedom of establishment and establish the freedom to provide services. In order to cultivate an internal market, all public procurement policies must comply with these principles. WMP advertises its sourcing opportunities in the Official Journal of European Union (OJEU) and also procure via various national framework agreements and other collaborative procurement processes. As such, the commitments made in this Statement extend to contracts that the force directly tenders for. "We source our supplies, services and works from third party suppliers principally within Great Britain. We include evaluation criteria relating to the Modern Slavery and Human Trafficking Act within our procurement documents and robust clauses within all forms of contracts. WMP uses only specified, reputable employment agencies to source labour and always verifies the practices of new agencies before accepting workers from that agency.

## Training

### **Training for police officers and police staff**

All employees understand the signs of modern slavery or human trafficking, and understand what action they as individuals can take. A training course covering understanding and identifying modern slavery and human trafficking has been introduced and is completed by officers as well as OPCC personnel.

Both the existing Specialist Investigator and General Awareness courses have been updated to reflect the latest NRM statistics, to increase awareness around the definition of Exploitation. All updated course materials are available via the College of Policing NCALT system. Nationally over 900 officers have been trained including officers from the West Midlands.

**Two day Modern Slavery Human Trafficking Victim Liaison Officer (VLO) Training** – This training looks at addressing one of the biggest challenges in modern slavery investigations; victim engagement. It looks at why victims are sometimes not able or confident enough to provide information about those who have exploited. It explores the reasons why victims can feel afraid to come forward. The training shows that investing time to gain the trust and involvement of victims can provide important evidence which in turn can lead to faster and more effective prosecutions. It is now widely recognised that working with victims, to understand and co-ordinate the response to their needs is a specialist skillset that investigating officers must be prepared for.

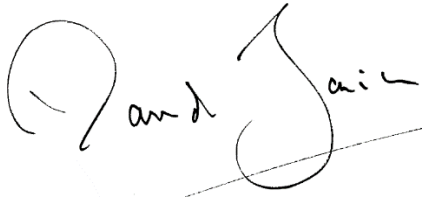
Building on best practice and lessons identified through a series of successful Modern Slavery Human Trafficking investigations where pro-active victim liaison made a substantial contribution, the Modern Slavery Police Transformation Unit training team is developing a two day training course to support the development of a dedicated VLO role for such investigations.

### **Training for procurement personnel**

Modern Slavery training is delivered to Procurement and other relevant functions within the force.

## Conclusion

This statement demonstrates our commitment to ensure that both now and in the future, our approach to the procurement and on-boarding of new critical suppliers is robust, transparent and risk-based. The statement shall be continually reviewed and updated annually.

A handwritten signature in black ink that reads "David Jamieson". The signature is written in a cursive style with a horizontal line underneath the name.

**David Jamieson**  
**West Midlands Police and Crime Commissioner**

A handwritten signature in black ink that reads "David Thompson". The signature is written in a cursive style with a horizontal line underneath the name.

**David Thompson**  
**Chief Constable, West Midlands Police**  
**Date: 280920**