

**EQUALITY IMPACT ASSESSMENT**

Modern Slavery

**STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?**

<p><b>What is being assessed - including a brief description of aims and objectives?</b></p>	<p>This equality impact assessments assess the potential impacts of Cabinet decision to:</p> <ul style="list-style-type: none"> <li>• Approve the updated Modern Slavery Statement.</li> <li>• Agree the new Modern Slavery Policy and overarching principles.</li> </ul> <p>Cabinet are also being asked to:</p> <ul style="list-style-type: none"> <li>▪ Note the progress made on the Ten Commitments.</li> <li>▪ Note the Action Plan for 2021-22.</li> </ul> <p>There is no 'typical' victim of modern slavery, however those who are most vulnerable face increased risks of becoming victims of modern slavery.</p> <p>We will work with our partners including Safer Plymouth to effectively communicate the risks and city wide response to modern slavery to ensure that those who are most vulnerable are protected and supported.</p> <p>We will further consider the impact on individuals who have protected characteristics, where relevant, through the implementation of the Action Plan.</p>
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<p><b>Department and service</b></p>	<p>Chief Executive Office</p>
<p><b>Date of assessment</b></p>	<p>27/07/2021</p>

**STAGE 2: EVIDENCE AND IMPACT**

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact</b> See <a href="#">guidance</a> on how to make judgement	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	<p>The average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).</p> <p>Globally, one in four victims of modern slavery are children.</p> <p>Almost half of the referrals in the year ending December 2018 to the NRM were potential victims aged under 18 years (ONS).</p>	No adverse impact is anticipated	Not applicable	Not applicable
<b>Disability</b>	10 per cent of the Plymouth population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).	No adverse impact is anticipated	Not applicable	Not applicable
<b>Religion or belief</b>	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim was just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	No adverse impact is anticipated	Not applicable	Not applicable

<b>Sex - including marriage, pregnancy and maternity</b>	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p> <p>Globally, females are statistically more likely to become victims of modern slavery. However, within the UK in the year ending December 2018, 61 per cent of NRM referrals were for males and 39 per cent were for females (ONS). 83 per cent of males who were referred in the year ending December 2018 were potential victims of labour exploitation compared with 17 per cent of females. In contrast, 63 per cent of females who were referred in the year ending December 2018 were potential victims of sexual exploitation compared with 5 per cent of males (ONS).</p> <p>Of the potential victims referred in 2019, 32 per cent were female, 68 per cent were male.</p>	No adverse impact is anticipated	Not applicable	Not applicable
<b>Gender reassignment</b>	There are no official estimates for gender reassignment at either national or local level.	No adverse impact is anticipated	Not applicable	Not applicable
<b>Race</b>	92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic (BAME) with White.	No adverse impact is anticipated	Not applicable	Not applicable

	<p>Almost a quarter (23 per cent) of the 6,985 potential victims referred through the NRM in the year ending December 2018 were UK nationals (ONS).</p> <p>In 2019, 125 different nationalities of potential victims were referred to the NRM. Overall, the top 5 most commonly referred nationalities were UK, Albanian, Vietnamese, Chinese and Indian nationals (2020 UK Annual Report on Modern Slavery).</p>			
<b>Sexual orientation - including civil partnership</b>	There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.	No adverse impact is anticipated	Not applicable	Not applicable

### STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	Plymouth City Council is committed to ensuring that everyone feels safe and welcome in the city. The Council will work within the appropriate statutory frameworks and with its partners to prevent modern slavery within its supply chains and within the city. The Council will also work with partners to ensure that victims of modern slavery are supported and treated with dignity.	See Action Plan
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	Not applicable	Not applicable
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	The Modern Slavery Action Plan includes several actions which will help to ensure that the Council's workforce is able to respond appropriately to modern slavery.	See Action Plan

<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	Not applicable	Not applicable
<b>Plymouth is a city where people from different backgrounds get along well.</b>	Not applicable	Not applicable
<b>Human rights</b> Please refer to <a href="#">guidance</a>	The Human Rights Act 1998 conveys the right to freedom from slavery and forced labour. The Modern Slavery Action Plan includes several actions which will help to ensure that the Council is protecting the Human Rights of citizens within the city, specifically through discharging its duty under the Modern Slavery Act 2015.	See Action Plan

**STAGE 4: PUBLICATION**

Responsible Officer: Caroline Marr, Senior Policy Advisor

Date 28 July 2021

Strategic Director, Service Director or Head of Service: Giles Perritt, Assistant Chief Executive