



Essex County Fire & Rescue Service

This Statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Essex Police, Fire and Crime Commissioner Fire and Rescue Authority (hereafter referred to as ECFRS) during the year ending 31st December 2020 to prevent modern slavery and human trafficking in its business and supply chains.

Introduction

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. ECFRS has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the organisation or our supply chain.

Our Business

ECFRS is the statutory fire and rescue service for the county of Essex, England. Its operations extend globally, both in terms of operational assistance and potential supply base.

Our High Risk Areas

ECFRS uses many small and medium businesses in its supply chain that are not required in law to make formal declarations relating to the Modern Slavery Act 2015. ECFRS recognises that these suppliers, along with any outside the borders of the United Kingdom present the highest risk to its operations in relation to the Act.

Policies and Contractual Controls

ECFRS operates a number of policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Public Contract Regulations 2015 – A set of European Union Directives, regulations and policies relating to the procurement of supplies, services and works for the public sector.

ECFRS Financial Regulations – A set of Internal, locally approved policies and procedures to control financial processes within the organisation.

Recruitment Policy – The Service uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Safer Recruitment principles are applied in all cases, this means an applicants' history and motives are established in addition to undertaking an appropriate level Disclosure and Barring Service (DBS) check for relevant roles.

Whistleblowing Policy – The Service encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline 020 3117 2520 or advice email whistle@protect-advice.org.uk.

Code of Conduct – The Service's Code of Conduct makes clear to employees the actions and behaviour expected of them when representing the Service. The Service strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

Suppliers

ECFRS operates an Approved Supplier List. All suppliers on this list are asked to demonstrate that they have a modern slavery policy if their turnover exceeds £34m per annum. Smaller suppliers are questioned during the induction process regarding their own policies on Modern Slavery and are asked to confirm that they do not take part in any of the following activities:

- Any form of forced or indentured labour
- Any form of bonded labour, including debt bondage
- Restriction of workers movements or their ability to terminate employment
- Removal of any government issued identification including passports or work permits
- Fees being charged for employment

Further Steps

ECFRS shall carry out regular checks with suppliers to eliminate any form of modern slavery in our supply chain. We shall also ensure our own policies and procedures do not permit the introduction of any form of modern slavery within our own organisation.

Our Performance Indicators

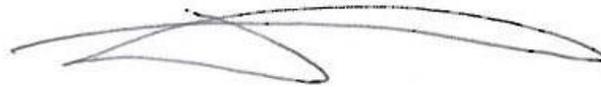
We will know the effectiveness of the steps we are taking to ensure that slavery and/or human trafficking is not taking place within our organisation or supply chain if:

- no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices may have been identified;
 - no reports are received from within our supply chain to indicate that modern slavery practices have been identified.
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This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the year ending 31st December 2020.

Signed: Jo Turton
2020

Date: 14/ 01 /2020

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke, positioned above the 'Signature:' label.

Signature:

Position: Chief Executive Officer/Chief Fire Officer
Essex Police Fire and Crime Commissioner Fire and Rescue Authority