

To: Business Coordination Board

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Modern Slavery and Human Trafficking Statement

1. Introduction

- 1.1. Cambridgeshire Constabulary is committed to preventing and addressing Modern Slavery and Human Trafficking (MSHT) in all its forms. We recognise the critical role we play in identifying victims, pursuing offenders, and ensuring our own practices and supply chains are free from MSHT. Whilst not expressly referenced in this statement, we acknowledge the links from Organised Immigration Crime (OIC) which can be a pre-cursor to MSHT and very much form part of our overall responses as a Constabulary.
- 1.2. We know that modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking and that traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude, and inhumane treatment.
- 1.3. Modern slavery and human trafficking can be committed by anyone, it can occur through organised crime or by individuals. We have a key role as a statutory organisation to educate the workforce in recognising the signs and reporting concerns and we work with agencies and networks to support us with that aim.

1.4. This statement, made in April 2025, sets out Cambridgeshire Constabulary's commitment to combatting MSHT. It details the actions taken to ensure there is no MSHT, forced labour or exploitation in its own business or supply chain.

1.5. This statement is made under section 54(1) of the Modern Slavery Act 2015.

2. Organisational Structure and Supply Chains

2.1. This statement covers the business activities of Cambridgeshire Constabulary. You can find out more about the force's organisational structure from the force website ['about us'](#) section.

2.2. It covers direct employees of the Constabulary, agency workers engaged through the Constabulary's managed service contract and services delivered on behalf of the Constabulary by third-party organisations and their supply chains.

2.3. The responsibility for each area of business is as follows:

- Policies: The Director of Human Resources will ensure appropriate recruitment and employment policies are in place and are reviewed in line with the agreed HR policy schedule.
- Risk assessments: These will be undertaken by the relevant service area where there is deemed a risk of modern slavery or human trafficking. This work will be supported by colleagues in HR and 7F Commercial Services. The risk assessment will be signed by the appropriate service director and held centrally on the Corporate Risk Register.
- Investigations/Due Diligence: Any concerns regarding modern slavery or human trafficking will be raised initially with the relevant senior manager and will be ultimately escalated to the Director of Human Resources.
- Training: Structured training inputs for specific cohorts of staff will be overseen by the Head of Operational Learning. Other, bespoke, training inputs will be delivered internally and externally and

overseen by the Director of Intelligence as the strategic lead MSHT. A range of internal communication channels (for example the force intranet) will be used to raise awareness of human trafficking and modern slavery within the wider workforce. This will be co-ordinated by the Head of Corporate Communications and the Director of Intelligence.

3. Policies and Procedures

- 3.1. Cambridgeshire Constabulary expects all Police Officers and Police Staff to uphold the highest professional behaviours.
- 3.2. The following policies and procedures, set out the standards of behaviour and a framework to enable positive reporting of any concerns relating to the identification of MSHT.
 - Professional Standards Department (PSD) Reporting Concerns Procedure (Whistleblowing). The organisation encourages police officers, police staff, contractors or others acting on behalf of Cambridgeshire Constabulary, whether full-time or part-time, fixed term or permanent staff, seconded staff, volunteers (including the Special Constabulary), temporary and agency staff, contractors, self-employed consultants and associate tutors to report wrongdoing in the workplace.
 - The [Code of Ethics](#) has been produced by the College of Policing in its role as the professional body for policing. It sets and defines the exemplary standards of behaviour for everyone who works in policing.
 - [Principles and Standards of Professional Behaviour for the Policing Profession of England and Wales](#). This was agreed with the National Police Staff Council.

4. Due Diligence

- 4.1. Due diligence means consideration and recognition when sourcing any provision that effective employment practice takes place, and all modern slavery and human trafficking practices are discouraged.
- 4.2. The Constabulary is committed to ensuring its suppliers adhere to the highest ethical standards. This is demonstrated through:
- The use of the Cabinet Office Standard Selection Questionnaire which includes a self-certification. This is used to assess suppliers' policies and practices on modern slavery.
 - Robust procurement procedures and the use of enhanced due diligence with preferred suppliers prior to award of contract. This includes the use of a due diligence checklist.
 - Tender processes which require suppliers to demonstrate they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
 - Regular review of high-risk contracts where the potential for modern slavery is high.
 - The use of central government framework agreements (where suppliers have already been checked that they meet agreed policies and practices).
 - Responding swiftly to any concerns raised about suppliers or supply chains. This can include the use of contractual remedies.
 - Only putting in place co-commissioning arrangements with other public authority organisations with similar checks and balances.
 - All staff with responsibility for sourcing low value goods and services are made aware of the force's commitment to ensuring modern slavery is eliminated from its supply chain.
 - All suppliers sign up to the 7F terms and conditions which sets out a number of clauses relating to modern slavery.

- 4.3. Cambridgeshire's procurement function is delivered through a seven-force (7F) strategic collaboration. A single 'Supplier Charter' is in place which can be viewed [Cambridgeshire Constabulary - Supplier Charter](#)
- 4.4. All 7F Commercial Services (previously called procurement staff) complete a CIPS Code of Ethics assessment on an annual basis.
- 4.5. Cambridgeshire Constabulary operates in the United Kingdom. Whilst the risk of slavery and human trafficking is considered low, the Force remains vigilant and will take all steps available to manage the risks presented.
- 4.6. The Constabulary has determined there are no areas of its business considered at high risk of slavery or human trafficking.

5. Apprentice Scheme

- 5.1. The Constabulary operates an Apprentice Scheme aimed at young people and requires the learning provider to have a Safeguarding Policy in place. This ensures that the learning provider and the Constabulary as employer, work together to keep the Apprentice safe and have confidence to identify and address concerns.
- 5.2. Additionally, the Constabulary has a policy "BCH Safeguarding of Learners Policy and Procedure". This policy sets out our responsibilities and demonstrates our commitment to ensuring that all training including apprenticeships offers a safe and friendly environment, where learners feel comfortable and valued.

6. Our Commitments:

- 6.1. Over the next year Cambridgeshire Constabulary commits to:
 - 6.1.1. Modern slavery risks are identified at the start of any contracting procedure and potential solutions considered throughout the procurement process.

6.1.2. We will ensure our own staff and employees across the whole organisation are aware of modern slavery and are able to spot where abuses are taking place. We will ensure:

- Our staff receive training on modern slavery considerations and how to spot the signs of abuse;
- All of our staff and volunteers, irrespective of their role will continue to be vetted to nationally recognised standards, ensuring the risk of modern slavery within the workforce is low; and
- That we will extend our work on Modern Slavery and embed it across the whole breadth of Policing.

6.1.3. Continue to build partnership understanding and response of MSHT through:

- Continue the development of the SOC FUSION anti-slavery working group / partnership.
- Use the SOC FUSION partnership to raise awareness of all aspects of MSHT across key partners to support improved identification of the abuse, plus increased sharing of intelligence and information.
- Continue to work with key partners to support increased reporting of MSHT concerns and ensure there are clear pathways to support victims.
- Deliver consistent MSHT training through a structured internal training plan and externally through the SOC FUSION partnership network.

6.2. The Constabulary has comprehensive information on [Modern slavery and trafficking](#) webpage on how to spot the signs of modern slavery, how to report to the police and details of national support organisations.

6.3. The Police and Crime Commissioner's [Police and Crime Plan](#) sets out the importance of 'protecting the public' and ensuring 'officers and staff have the knowledge and skills to respond' and act with 'integrity and social responsibility'

- 6.4. Cambridgeshire Constabulary has set 'modern slavery' as one of its strategic crime priorities. It has developed a 'plan on a page' document setting out how it will tackle the issue.
- 6.5. This plan, and the associated key messages for staff, are socialised through a range of internal communication channels including the force intranet and staff briefings. Clear policies are also available on the intranet.
- 6.6. External media campaigns and content on the Constabulary website ensures members of the local community know how to:
- spot the signs of modern slavery
 - report potential incidents of modern slavery
 - access support for victims
- 6.7. The Constabulary's Victim and Witness Hub provide support to all victims of crime, including those of Modern Slavery and Human Trafficking. Onward signposting for bespoke support is made to the national charity 'Justice and Care'.

7. Workforce Development

- 7.1. As part of the specialist public protection/vulnerability section of the initial training phase, all new student officers are taught about the concepts of human trafficking and modern slavery. The training aims are:
- To provide front-line practitioners with knowledge and understanding of modern slavery and human trafficking so they can:
 - Identify victims of modern slavery/human trafficking
 - Help and protect victims
 - Gather evidence and information to support investigations
 - Ensure victims are referred for support and advice
- 7.2. Bespoke MSHT training inputs are delivered to all operational functions, from Constable to Inspector rank, and recorded as part of the wider Serious and

Organised Crime training delivery plan. Further specialist MSHT training is also delivered annually and captured below:

- Responding to Organised Immigration Crime – Tactical Advisor training delivered to frontline Constables and Sergeants.
- Organised Immigration Crime Hydra training – Delivered to Inspectors and Detective Inspectors performing operational command roles.
- Specialist Modern Slavery Investigators Course – Delivered to Detective Constables and Detective Sergeants managing MSHT investigations.

7.3. Trainee Detective Constables also receive additional training as part of their investigative training (called PIP2).

7.4. CIPS training (Corporate Code of Ethics) is now embedded as formal training for all 7F procurement staff. This training allows successful candidates to demonstrate their commitment to ethical behaviour in procurement and supply management.

7.5. The Constabulary also supports broader partnership training which is co-ordinated through the SOC fusion network.

This statement was approved by the Police and Crime Commissioner Darryl Preston on 28 April 2025 at the Business Co-ordination Board attended by the Chief Constable of Cambridgeshire Constabulary.

Darryl Preston, Police and Crime Commissioner, Office of the Police and Crime Commissioner for Cambridgeshire and Peterborough

Chief Constable Nick Dean, Cambridgeshire Constabulary

