Cheshire Constabulary

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Cheshire
Police & Crime
Commissioner

MODERN SLAVERY TRANSPARENCY STATEMENT

Introduction

Modern slavery is the illegal exploitation of people for personal or commercial gain. It covers a wide range of abuse and exploitation including human trafficking, sexual exploitation, domestic servitude, forced labour, criminal exploitation, child slavery, forced or bonded labour, financial exploitation and organ harvesting.

Victims of modern slavery can be any age, gender, nationality and ethnicity. They may be tricked or threatened into work and may feel unable to leave or report the crime through fear or intimidation. They may not recognise themselves as a victim.

The Modern Slavery Act 2015 came into force in July 2015 and consolidates offences relating to slavery and human trafficking. It also includes a provision for transparency in supply chains that requires specified organisations to disclose, in an annual slavery and human trafficking statement published on their website, what steps they have taken during the financial year to ensure their business and supply chains are slavery free, and their future plans to eradicate slavery within supply chains. The Police and Crime Commissioner (PCC) and Cheshire Constabulary (Constabulary) have voluntarily published such a statement for many years and continues to do so annually.

Commitment

The PCC and Constabulary are committed to the prevention of modern slavery and human trafficking. This statement sets out the steps we have taken and are planning to take to address the risk of modern slavery and human trafficking occurring within our own organisation and those of our partners and supply chains. We commit to regularly reviewing this statement to ensure that it is compliant with up-to-date legislation, guidance, practice and trends.

Organisation Structure and Supply Chains

Cheshire Constabulary has a workforce of over 4000 full-time equivalents (including Police Officers, Police Community Support Officers, Police Staff and Volunteers including members of the Special Constabulary).

In order to support the demands of modern policing it is necessary to purchase a range of goods and services from external suppliers. We procure over £75m of goods and services per annum and work with over 1400 suppliers. We are committed to ensuring that those suppliers are aware of the relevant policies that the organisation adheres to, and the standards that are expected of our suppliers, and that these standards are met by all suppliers.

Relevant Policies and Due Diligence

We have the following policies and procedures in place which reflect our commitment to preventing and detecting modern slavery and human trafficking within our organisation and supply chains.

They help us to ensure we are taking reasonable steps to address the risks of these occurring. These policies are available to all staff on the intranet.

Employee Codes of Conduct and Quality Standards – which also form part of the organisation's induction process.

Recruitment Framework – the framework ensures there is a consistent and transparent approach to recruitment and includes a set of principles reflecting our commitment to promoting the welfare of children, young people and other vulnerable persons, including potential victims of modern slavery and human trafficking.

Procurement Strategy – Our procurement strategy includes ethical procurement and social value and the provision of a code of ethics. It covers the standards we expect of our suppliers.

Our policies and strategies are transparent and are reviewed and updated regularly. Any new strategies or policy amendments are signed off at a senior level at the Joint Management Board meeting.

We have robust procedures in place for vetting new officers, staff and volunteers which ensures they are able to confirm their identities and qualifications. All employee payments are made directly into an appropriate, personal bank account. We have a process in place for employees to make declarations of outside interests where appropriate and this includes other paid employment. As part of our commitment to the welfare of our employees, managers regularly undertake 1-2-1 sessions with their staff and any concerns relating to health and safety or wellbeing can be raised at these meetings. Additionally, the organisation provides work related, health and personal wellbeing advice and support covering a broad range of issues. Employees have access to 24-hour confidential support 365 days a year.

In terms of our supply chain, our standard contract terms and conditions include a clause which places an obligation on suppliers to abide by the law – this includes the Modern Slavery Act 2015. Additionally, a code of ethics document is issued with all requests for quotes and invitations to tender and there is a section on Modern Slavery for all above threshold procurements. We challenge any abnormally low-cost tender returns and any non-compliance in bids to ensure the potential contractor or sub-contractors are not reliant upon modern slavery or human trafficking.

Training and Development

We have an induction programme that all employees must complete which includes familiarisation with relevant policies. All staff across the Constabulary undertake online webinar style learning which includes a module on modern slavery and related topics.

Our procurement team have engaged in the Chartered Institute of Procurement and Supply (CIPS) training on Ethical Procurement and Supply and are also trained in contract management. This training highlights the potential risk of modern slavery and human trafficking and the signs that officers should be aware of.

Our Deputy Head of Legal Services (Head of Commercial Unit) is a designated superuser in respect of the NetPositive social value dashboard package. Training has been provided in respect of not just reporting functions available but also engaging suppliers with the tool and using the data within the dashboard to enable measures to be developed and key requirements to be considered in relevant procurement exercises including as regards modern slavery. This means where this is key issue (for example due to sector or nature of the procurement) we can utilise key concerns and reports in the database to enable us to design specific obligations or criteria in the procurement process to tackle modern slavery concerns head on.

Looking to the future

Our Procurement Strategy and associated policies on modern slavery and social value were reviewed in 2025.

In August 2025 a new dashboard tool was launched by Netpositive and a scheme of training and ongoing monthly workshops put in place in associated with Bluelight Commercial. The Deputy Head of Legal Services (Head of Commercial Unit) leads on this area along with the Principal Procurement and Contracts Manager. This reporting and understanding will enable us to engage better with our supply chain and indeed those who do not succeed in procurement exercises. It will also enable us to target specific areas of concern like modern slavery and ensure that in appropriate procurement exercises we build in additional measures where appropriate.

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