

Form name	Integrated Impact Assessment
Reference	IA837157763
Date	12/05/2026



Policy details

Directorate	PCC Executive
Service, function	Strategy, Corporate Projects
Title of policy, service, function, project or strategy	Modern Slavery and Human Trafficking Statement
Type of policy, service, function, project or strategy:	Existing
What is the aim of your policy, service, function, project or strategy?	The Modern Slavery Act 2015 (MSA 2015) applies to England and Wales and includes the offences of human trafficking and slavery, servitude and forced or compulsory labour. The Act establishes a legal duty under Section 52 for specified public authorities to notify the Home Office where there is reasonable grounds to be believe a person may be a victim of modern slavery. Section 54 of the MSA 2015 requires commercial organisations carrying out business in the UK, with a turnover of at least £36 million, to prepare and publish a slavery and human trafficking statement for each and every financial year. The City Council is therefore required to produce and annual statement and improvement plan.
Has any consultation been undertaken for this proposal?	Yes
What were the outcomes of the consultations?	The Modern Slavery Working Group, Chaired by the Director of Corporate Services which includes representatives from each Directorate within PCC along with Hampshire Constabulary approved the draft statement to be submitted for Cabinet and Council approval.
Has anything changed because of the consultation?	Yes

Please provide details	The Improvement Plan has been updated to reflect the work undertaken under the seven priority areas; - strategic leadership, - working with partners, - raising awareness, - training, - procurement and supply chains, - policies and processes, and - enforcement and disruption
Did this inform your proposal?	Yes
Please provide details	It informed the supporting report as well as the updated Modern Slavery and Human Trafficking Statement

Equality Impact Assessment

Confirm you've watched the webinar	☒
With the above in mind and following data analysis, who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?	The aim of this statement is to demonstrate the council's commitment to identifying, and eliminating modern slavery, human trafficking and forced labour in all its operations and supply chains and to set out a programme of improvement. The Council also has a duty under Section 52 of the Modern Slavery Act to identify and support victims of modern slavery. It is hoped that identifying and supporting victims of modern slavery and providing appropriate support will improve their mental and physical health, and quality of life.
Will any of those groups be affected in a different way to others because of your policy, project, service, function, or strategy?	Men, women and children are all vulnerable in different ways to different kinds of modern slavery. The highest number of referrals to the National Referral Mechanism come from the UK, followed by Albania We anticipate a positive impact in the long term. Often victims of modern slavery and trafficking are from minority ethnic backgrounds - although a high proportion - as far as we know - are from the UK. The Modern Slavery and Exploitation helpline's Annual Assessment identifies the top 10 nationalities of potential victims - in order from 1-10 - India, China, Vietnam, Zimbabwe, Romania, Albania, Bulgaria, Nigeria, Bangladesh and Pakistan (2024 annual data)

If you are directly or indirectly discriminating, how are you going to mitigate the negative impact?	N/A
Who have you consulted with or are planning to consult with and what was/will be your consultation methodology?	Modern Slavery is a hidden crime making direct consultation difficult and not appropriate. Locally we are continuing to work with voluntary sector partners including the Medalle Trust, Portsmouth City of Sanctuary and SPA61 to understand how best to support victims that present.
How are you going to review the policy, service, project or strategy, how often and who will be responsible?	The statement is reviewed annually and progress against improvement plan priorities monitored every 6 months

Crime

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	The improvement plan in the statement will help to raise awareness of the signs and symptoms of modern slavery so that more victims are identified and supported. Most victims of modern slavery and trafficking are likely to be vulnerable for example, young people used to run drugs, immigrant workers, begging gangs, people with complex needs (often mental health and substance misuse) or rough sleepers. Some of these groups are also linked to anti-social behaviour. Providing support to escape exploitative relationships should allow them to get other legitimate work, improving their income and reducing crime.
How are you going to measure/check the impact of your proposal?	Monitor levels of crime and ASB alongside reports of modern slavery.

Housing

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	If victims of modern slavery are identified in private sector accommodation it is possible they might need to be rehoused in social housing in the long run so may impact on supply - although the numbers are very small
How are you going to measure/check the impact of your proposal?	Monitoring of impact through the Modern Slavery Working Group

Health

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	Modern slavery is a human rights violation and has severe consequences for the health and wellbeing of survivors. It is an exploitative crime that impacts on physical and mental health and has public health implications. This statement and associated action plan will seek to address opportunities for Modern Slavery to occur and support staff to identify and respond to instances of modern slavery for the benefit of the health of the whole community
How are you going to measure/check the impact of your proposal?	Monitoring of impact through the Modern Slavery Working Group

Income

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	Poverty is a known factor leading to modern slavery. By working with partners to prevent modern slavery occurring, protect people vulnerable to modern slavery and pursue perpetrators who commit modern slavery crimes we will help break the cycle of this abuse.
How are you going to measure/check the impact of your proposal?	Monitoring of impact through the Modern Slavery Working Group

Carbon emissions

This section is not applicable to my policy	☒
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Energy

This section is not applicable to my policy	☒
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Climate change

This section is not applicable to my policy	☒
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Natural environment

This section is not applicable to my policy	☒
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Air quality

This section is not applicable to my policy	☒
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Transport

This section is not applicable to my policy	☒
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Waste management

This section is not applicable to my policy	☒
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Culture and heritage

This section is not applicable to my policy	☒
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Employment and opportunities

This section is not applicable to my policy	☒
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Economy

This section is not applicable to my policy	☒
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Social value

Please explain how your policy, service, function, project or strategy delivers Social Value	The Modern Slavery and Human Trafficking Statement demonstrates the council's commitment to making sure there is no modern slavery in the council's supply chains.
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Summary

Who was involved in the Integrated impact assessment?	This assessment was informed by consultation with partners which has taken place as part of developing the Annual Statement and associated Improvement Plan
Name of person completing this form	Justina Jeffs

Date of completion	12/05/2026
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