

**OVERVIEW AND SCRUTINY**  
**13<sup>th</sup> JULY 2021**

**\*PART 1 – PUBLIC DOCUMENT**

**TITLE OF REPORT: ANNUAL REVIEW OF SAFEGUARDING AND PROTECTING CHILDREN AND ADULTS (2020-21)**

REPORT OF THE COMMUNITY HEALTH AND WELLBEING TEAM LEADER

EXECUTIVE MEMBER: EXECUTIVE MEMBER FOR COMMUNITY ENGAGEMENT

COUNCIL PRIORITY: BUILD THRIVING AND RESILIENT COMMUNITIES

**1. EXECUTIVE SUMMARY**

- 1.1 The Council has robust procedures in place that govern how staff and members deal with concerns about children and adults at risk of abuse and harm in order to maintain our statutory duty to safeguard their welfare. Work is ongoing to ensure that these procedures are understood and followed throughout the organisation.

**2. RECOMMENDATIONS**

That the Committee be recommended to:

- 2.1 Receive and comment on the annual report of progress made against the Council's fulfilment of the statutory duty to maintain an effective safeguarding function with regard to children.
- 2.2 Receive and comment on the annual report of progress made against the Council's fulfilment of the statutory duty to maintain an effective safeguarding function with regard to adults at risk and the Authority's duties in relation to specific areas such as Prevent and counter terrorism, modern slavery and human trafficking and domestic abuse.
- 2.3 Agree that sufficient and robust processes are in place at NHDC for application and review of safeguarding processes, and that an annual review and presentation to this committee should continue.

**3. REASONS FOR RECOMMENDATIONS**

- 3.1 The recommendation(s) contained within paragraphs 2.1, 2.2 and 2.3 are made due to this being the best course of action that can be accommodated within the approved budget and officer resources, that will fulfil our statutory and lawful obligations but also ensure that a regular, corporate review exists.

**4. ALTERNATIVE OPTIONS CONSIDERED**

- 4.1. None applicable.

## **5. CONSULTATION WITH RELEVANT MEMBERS AND EXTERNAL ORGANISATIONS**

- 5.1 The Executive and Deputy Member for Community Engagement have been consulted and have endorsed the content of the report. The Leadership Team have also been consulted and support the contents of the report.
- 5.2 Note that an update on the Modern Slavery Charter and Action Plan was presented to Cabinet (together with an external SHIVA review undertaken in June 2020) on 21 July 2020, who resolved that further updates would be provided as part of the Annual Safeguarding Report to Overview & Scrutiny<sup>1</sup>.

## **6. FORWARD PLAN**

- 6.1 This report does not contain a recommendation on a key executive decision and has therefore not been referred to in the Forward Plan.

## **7. BACKGROUND**

- 7.1 Section 11 of the Children Act 2004 places a duty on all statutory agencies working with children and young people to 'safeguard and promote their welfare' and includes responsibility to monitor sufficient arrangements in services they contract out to others.
- 7.2 The Care Act 2014 places a duty on Districts Councils and other local organisations to cooperate fully with their local Safeguarding Adults Board by referring concerns and providing information when requested to assist with investigations.
- 7.3 The Domestic Violence, Crime and Victims Act 2004 places a duty on local authorities to participate in Domestic Homicide Reviews whilst the Domestic Abuse Act 2021 requires local authorities to provide safe accommodation, homelessness assistance and additional support services for victims.
- 7.4 The Modern Slavery Act 2015 requires local authorities refer child and adult victims to the National Referral Mechanism (NRM).
- 7.5 Section 26 of the Counter Terrorism and Security Act 2015 places a duty on local authorities to have due regard to the need to prevent people from being drawn into terrorism.
- 7.6 District Council representation is maintained at the Hertfordshire Safeguarding Adults Board, Hertfordshire Safeguarding Children Partnership and Hertfordshire District and Borough Councils Safeguarding Group.

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<sup>1</sup> [Cabinet 21 July 2020](#) click here

- 7.7 Our primary statutory function remains that of referring concerns to the relevant agency for necessary action. When making a formal referral, the Council should receive notification as to whether the referral has met the threshold for further enquiry or not. An officer who has significant dealings with the victim could be asked to contribute to further proceedings and/or provide further information. Concerns that do not meet the threshold for a statutory investigation will be passed back to the organisation. Officers have a duty to offer those individuals / families information and support including contact details for organisations who can provide further advice and guidance. Concerns that do not meet the threshold for statutory investigation are logged on a central database enabling officers to see if the ongoing reporting of additional concerns should trigger a future referral.
- 7.8 The Overview and Scrutiny Committee receive an annual report detailing safeguarding activity undertaken by the Council over the previous year and significant actions that will be undertaken in the coming year.

## 8. RELEVANT CONSIDERATIONS

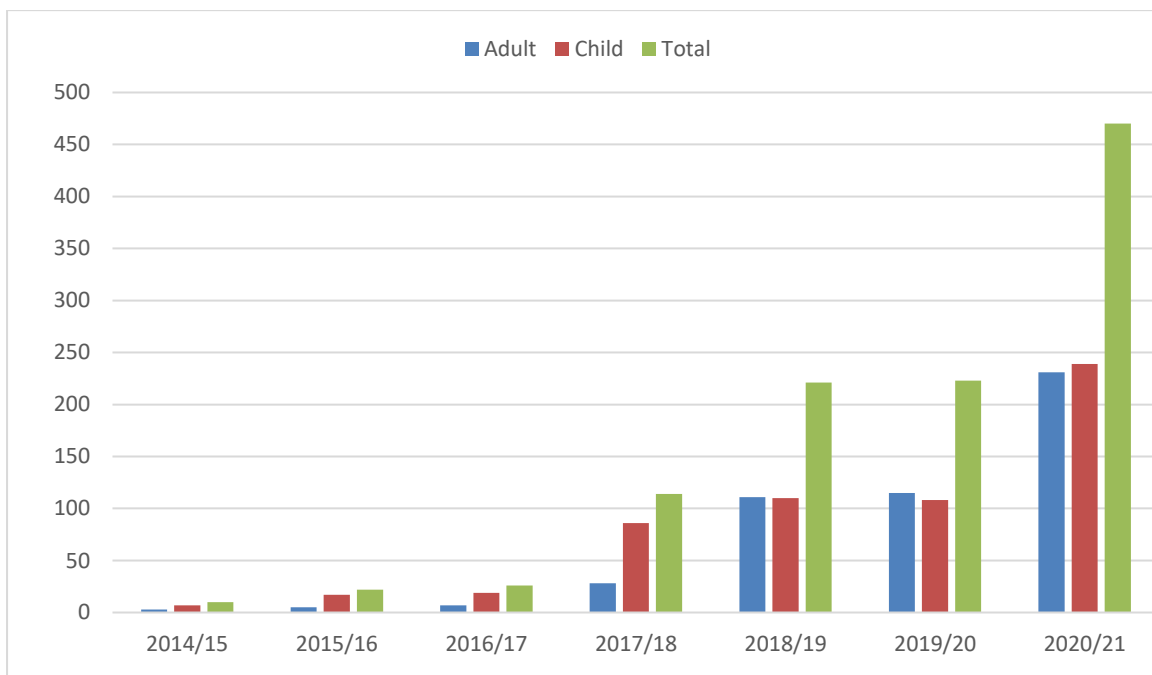
### 8.1 NHDC safeguarding referral rates in 2020/21:

The rates of referrals made by NHDC staff during 2020/21 has doubled since 2019/20, predominantly due to a significant increase in domestic abuse referrals.

<b><u>Reason for referral BY NHDC</u></b>	<b><u>No. of referrals in 19/20</u></b>	<b><u>No. of referrals in 20/21</u></b>
<b>CHILD</b>		
Child at risk of significant harm	31	30
Child present & parent deemed intentionally homeless	12	4
Child in household where domestic abuse is present*	65	198
Modern Slavery (children)	0	0
Prevent – radicalisation (children)	0	0
Concerns about a child below threshold for a referral (other help offered)	3	2
<b>ADULT</b>		
Adult with care & support needs at risk of significant harm	58	23
Adult with unmet mental health need (mental health crisis)	15	33
Prevent - radicalisation (adult)	0	2
Modern Slavery (adult)	0	0 (2 concerns)
Domestic abuse (adult)** * & ** - adult domestic abuse victims will sometimes have more than one child present in the household, hence numbers of child victims are higher than adult.	34	173 (+409%)
Concerns about an adult below threshold for a referral (other help offered)	34	31
<b>Total</b>	<b>252</b>	<b>498 (+98%)</b>

**Table 1: NHDC safeguarding referral rates 2019/20 and 2020/21**

- 8.1.1 The changes in referral rates between 2019/20 and 2020/21 are consistent with national trends – significant increases in referrals into domestic abuse services and lower referrals for safeguarding concerns due to reduced contact, particularly face to face, between officers and the public.
- 8.1.2 As shown in figure 1. (below) NHDC has seen a significant increase in reported concerns and referrals since 2014 when centralised records began. Across the same period, pre-pandemic referral rates into external statutory agencies have remained relatively static, tending to fluctuate up and down between quarters with no substantial changes from one year to the next. Developments at the Council such as the introduction of a central database of referrals, mandatory corporate safeguarding training and numerous awareness raising campaigns since April 2017 have resulted in both an increased awareness and confidence amongst staff as well as improved corporate oversight about the safeguarding actions undertaken across the organisation. The result is an increase in our recorded referral rates.
- 8.1.3 The increase in referrals being made has significant implications for resources across the organisation. Making external referrals involves a substantial time investment for the officer(s) involved, particularly as the range of issues we are required to refer increases. Each have separate external referral pathways and ongoing engagement with the statutory agency we refer into often needs to be maintained.
- 8.1.4 Now that we are maintaining these practices, reporting rates within the Council remained fairly static until the start of lockdown 1.0 in March 2020.



**Figure 1: NHDC referral rates 2014-21**

## 8.2 Actions completed April 2020 to March 2021:

- 8.2.1 Introductory, basic and advanced safeguarding training has been delivered to all officers (new or refresher) and introductory e-learning is now mandatory as a minimum level of training for all staff.
- 8.2.2 Members were offered bespoke safeguarding child and safeguarding adult training sessions covering core safeguarding issues and additional topics including modern slavery and extremism. Thirteen and 18 members attended respectively.
- 8.2.3 Representation has been maintained at the Hertfordshire District and Borough Council Safeguarding Group which brings together all ten districts and the Adults Board and Children's Partnership.
- 8.2.4 The Corporate Safeguarding Group which brings together all NHDC Designated Safeguarding Officers with the Named Safeguarding Officer (Service Director - Legal and Community) continue to meet twice a year.
- 8.2.5 Ongoing representation at Domestic Homicide Review (DHR) Panels involving North Hertfordshire residents.
- 8.2.6 Continued delivery of the corporate safeguarding learning and development programme to ensure all new starters receive a first day information sheet and undertake a learning needs analysis, corporate induction safeguarding briefing and the relevant level of training.
- 8.2.7 Continued maintenance of the corporate safeguarding database, including responses to Section 17 and 47 enquiries for children and Section 42 information sharing requests for adults as well as subject access and freedom of information requests.
- 8.2.8 Completion of the 2020-2021 Modern Slavery & Human Trafficking action plan (appendix 16.1).
- 8.2.9 Safeguarding guidance for members, canvassers and poll station staff was produced and the contract managers for our waste services and abandoned dog contracts were supported to ensure those organisations had robust procedures in place for their own staff to report concerns directly.
- 8.2.10 The corporate safeguarding e-learning programme was expanded to include information on modern slavery and county lines.
- 8.2.11 Organisational awareness of the Council's Prevent duty to protect and support individuals at risk of radicalisation has been raised through articles in Insight and MIS, new internet and intranet pages, and an external presentation to the Corporate Safeguarding Group.
- 8.2.12 In January 2021 140 staff completed a safeguarding learning and development survey. Overall staff were generally confident to respond to general safeguarding concerns and the team are working to address the knowledge gaps identified in this.

### 8.3 Work planned for April 2021 to March 2022:

- 8.3.1 Continue to promote local and national campaigns including National Stalking Awareness Week April 21, County Lines Intensification Week May 21, World Elder Abuse Day, Labour Exploitation Week Sept 21, Anti-Slavery Day October 2021.
- 8.3.2 Continuation of all ongoing day to day safeguarding functions: training for new staff and refresher training for existing staff; maintenance of database and information sharing requests; representation on relevant networks and partnership groups; coordination of Corporate Safeguarding Group with twice yearly meetings; data retention compliance.
- 8.3.3 To ensure effective compliance regarding the Authority's duties in relation to specific areas such as Prevent and counter terrorism, modern slavery and human trafficking and Domestic Homicide Reviews. Including;
- To support the work of the Hertfordshire Prevent Board and respond to the Home Office consultation on the Protect duty
  - Completion of the second half of the countywide Modern Slavery third party reporting pilot and assisting in the provision of further support services to potential victims of modern slavery and human trafficking (e.g. temporary accommodation and provision of welfare packs when a potential victim leaves the place where they were enslaved)
  - Supporting the completion of all Domestic Homicide Reviews
- 8.3.4 Annual bespoke training available for staff supporting individuals experiencing a mental health crisis delivered by external experts, Harmless.
- 8.3.5 Staff to be trained as hate crime responders to support NHDC's duty to provide a third-party reporting centre.
- 8.3.6 Extension of the advice and support service for people experiencing domestic abuse for a further three years, over 2021/22 to 2023/24, provided by Survivors Against Domestic Abuse (SADA) as well as looking to increase Safe Space Provision out of hours support. Domestic abuse training is also being organised for all relevant staff.
- 8.3.7 To continue to support the North Herts Community Safety Partnership's 'Protecting Vulnerable People' strategic priority which incorporates domestic abuse and violence. As a priority this encourages all partners to lead and support where appropriate campaigns through social media, exhibition stands and events to highlight issues relating to this. NHDC will continue to promote all national and local support domestic abuse services available.
- 8.3.8 From a procurement perspective, for the appointment of new suppliers, to utilise the Government Standard Supplier Selection Questionnaire in all appropriate procurements and requests confirmation that suppliers meet Modern Slavery Act 2015 requirements. Additionally, where appropriate, Contract Managers will complete the Modern Slavery

Identifiers checklist, which has appropriate actions based on a risk score. Contract Managers will be invited to complete the Government Modern Slavery Risk Assessment tool for high risk contracts;

- 8.3.9 The Council will utilise the Government Modern Slavery Statement Registry which is a central system where suppliers can publish their Modern Slavery Statements. This will allow the Council to easily assess information in relation to suppliers' compliance with the Modern Slavery Act 2015. The Government has stated that it intends to pass legislation as soon as possible making it mandatory for organisations to publish a statement on their registration system if they are caught by the Modern Slavery Act 2015. We will make use of the registration system within our processes and have referenced and incorporated it into our Modern Slavery Transparency Statement for 2021-2022 which is in the process of being approved.

## **9. LEGAL IMPLICATIONS**

- 9.1 Section 6 of the Council's Constitution at paragraph 6.2.7(y) (p 59) states that the terms of reference for the Overview and Scrutiny Committee includes to "Consider reports relating to the authority's safeguarding responsibilities".
- 9.2 The relevant legislation includes the Children Act 2004, the key points of which are:-
- Section 11 places a statutory duty on key people and bodies – including district councils to make arrangements to ensure that in discharging their functions they have regard to the need to safeguard and promote the welfare of children.
  - Section 10 outlines the duty to promote inter-agency cooperation between named agencies (including district councils).
- 9.3 Legislation to reform multi-agency safeguarding arrangements for children formed part of the Children and Social Work Act 2017, which sets out new safeguarding duties. Local Safeguarding Children's Boards (LSCB's) have been abolished and new requirements have been placed on top tier local authorities, the police and health to make arrangements for safeguarding children in their local area. In Hertfordshire, the Hertfordshire Safeguarding Children's Partnership (HSCP) has been established, led by the local authority, police and health with partnership engagement from other organisations including the District and Borough Councils.
- 9.4 The Care Act 2014 came into effect on 1<sup>st</sup> April 2015 and places a statutory duty on local authorities to provide services to meet the needs of adults who require care and support. A duty to establish a Safeguarding Adults Board in every local authority area was introduced and a duty has been placed on District Councils alongside other local organisations to cooperate fully with the board.
- 9.5 The key responsibility for safeguarding in Hertfordshire lies with the County Council and it is important to remember that it is not the responsibility of any District Council member, employee, volunteer or contracted service provider to determine whether abuse is being experienced, or has taken place, or indeed the nature of any abuse.

- 9.6 The role of the member, employee, volunteer or contracted service provider is to inform and report concerns, not to investigate or judge. A District Council is not responsible for investigating any safeguarding incidents or allegations, involving children, young people or adults at risk, but provides the local 'eyes and ears' to enable a route to report any concerns.
- 9.7 Statutory guidance that was issued under 9 (3) of the Domestic Violence, Crime and Victims Act 2004 places a duty on local authorities to participate in Domestic Homicide Reviews. The Domestic Abuse Act 2021 also place a duty on local authorities in relation to safe accommodation, homelessness assistance and additional support services for victims of domestic abuse.
- 9.8 The Modern Slavery Act 2015 places specific duties on local authorities under sections 43 and 52 of the Act, to refer child victims or consenting adult victims through to the National Referral Mechanism (NRM), or to make a duty to notify referral (DtN) to the Home Office for a Single Competent Authority (SCA) assessment. Modern Slavery will be treated as falling under the over-arching area of safeguarding and reported through to the Overview & Scrutiny Committee as part of the annual report accordingly.
- 9.9 Section 26 of the Counter Terrorism and Security Act 2015 places a duty on local authorities to have due regard to the need to prevent people from being drawn into terrorism. As per 9.7 this area also falls within the over-arching area of safeguarding and will be reported through to the Overview & Scrutiny Committee as part of the annual report accordingly.
- 9.10 It anticipated that there will be further safeguarding duties placed on the Council going forwards. For example, the Police, Crime, Sentencing and Courts Bill is currently in Committee Stage in the House of Commons. Part 2 of the Police, Crime, Sentencing and Courts Bill seeks to place a duty on specified authorities for a local government area to collaborate with the other specified authorities for that same area to prevent and reduce serious violence. The bill also outlines the proposal to introduce statutory duties regarding Offensive Weapons Homicide Reviews.

## **10. FINANCIAL IMPLICATIONS**

- 10.1 Currently, the corporate training budget provides revenue funding for all levels of safeguarding training. It should be noted that when there are increased training needs for both staff and members in response to the national agenda e.g. Child Sexual Exploitation, Prevent, domestic abuse, this will place additional pressure on learning and development budgets. In addition, we continue to source training opportunities that are provided free of charge by partners where possible.
- 10.2 There are no capital implications.

## **11. RISK IMPLICATIONS**

- 11.1 NHDC's safeguarding policies and procedures outline the various steps taken by the Council to reduce the risk to employees, children and adults at risk of abuse and harm accessing our services, including procedures for safe recruitment, learning and development for employees and reporting procedures for employees with concerns.
- 11.2 These policies and procedures are now established throughout the organisation, with processes in place to monitor, review and report ongoing implementation as a business-as-usual activity.



## **12. EQUALITIES IMPLICATIONS**

- 12.1 In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.
- 12.2 Due to their age, development and dependency on adults including in the delivery of services, children are vulnerable and therefore often more open to abuse. They have a legal right to be protected and for organisations to take appropriate action to prevent and report suspected abusive behaviour. The Equality Act supports the Children Act 2004 to provide this protection to vulnerable children.
- 12.3 Equally, adults who are more vulnerable, either through decreased mental capacity/age related dementia, learning difficulties, or their personal domestic situation i.e. changing from one residential care home to another, have a legal right to be protected and for organisations to take appropriate action to prevent and report suspected abusive behaviour.

## **13. SOCIAL VALUE IMPLICATIONS**

- 13.1. The Social Value Act and “go local” requirements do not apply to this report.

## **14. ENVIRONMENTAL IMPLICATIONS**

- 14.1. There are no known Environmental impacts or requirements that apply to this report.

## **15. HUMAN RESOURCE IMPLICATIONS**

- 15.1 As indicated in the main body of this report, the corporate human resourcing to fulfil the Authorities statutory duties and responsibilities in relation to the safeguarding agenda is increasing and it is likely that this will continue.  
In regard to the Human Resources service role in safeguarding it is, in the main, responsible for the corporate management, process and administration of the Recruitment and Selection Policy and the Disclosure Barring Service Employment Checks Policy. The Human Resource Service also assist with learning and development training required for safeguarding.

## **16. APPENDICES**

- 16.1 Modern Slavery & Human Trafficking (MSHT) Action Plan (Apr 2020-Mar 2021)

## **17. CONTACT OFFICERS**

- 17.1 Helen Rae, Community Health and Wellbeing Team leader  
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**18. BACKGROUND PAPERS**

None

<b>16.1 Modern Slavery &amp; Human Trafficking (MSHT) Action Plan (Apr 2020-Mar 2021)</b>		
<b>ACTION &amp; EXPECTED OUTCOME</b>	<b>TIME FRAME</b>	<b>LEAD</b>
<p><b>1. MONITORING AND REPORTING</b>  <i>To have an effective corporate monitoring and reporting process</i></p>		
<p>1.1 Ensure that our work contributes to and supports the strategic priorities of the Hertfordshire Modern Slavery Partnership:</p> <p><b>Priority one:</b> To raise awareness of modern slavery and it's effects  <b>Priority two:</b> To increase reporting of suspected modern slavery  <b>Priority three:</b> To ensure right knowledge, skills and process  <b>Priority four:</b> To identify, protect, support and empower victims  <b>Priority five:</b> To pursue and catch criminals  <b>Priority six:</b> To have effective governance, monitoring and evaluation</p>	Ongoing	Corporate Safeguarding Group/Community Protection Manager/Safeguarding Support team /Service Director: Legal & Community
<p>1.2 Corporate Safeguarding Group (CSG) to oversee and monitor compliance with modern day slavery and human trafficking duties (MDS&amp;HT) requirements and report / make recommendations to Community Protection Manager/ Service Director: Legal &amp; Community on proposed changes. <b>(Priority six)</b></p> <p>1.3 Actions completed and planned relating to MDS&amp;HT are included within the Annual Safeguarding report to Overview &amp; Scrutiny Committee (O&amp;S). <b>(Priority six)</b></p>	<p>1.2 This work will always be ongoing. CSG continue to meet twice a year.</p> <p>1.3 Annual report taken to O&amp;S Dec 2020.</p>	Corporate Safeguarding Group/Community Protection Manager/ Safeguarding Support team /Service Director: Legal & Community
<p>1.4 Corporate Procurement Group to establish key performance indicators for implementation of the Modern Slavery Transparency Statement / Charter. Incorporated into Annual Safeguarding Report for 2019/20 review. <b>(Priority six)</b></p>	<p>1.4 Reported to Cabinet July 2020 and Overview &amp; Scrutiny annually from April 2021 onwards.</p>	Legal Commercial Team Manager / Procurement Officer / Safeguarding Support team

<b>2. POLICY AND PROCESS</b> <i>To ensure that legal duties are met and where relevant reflected/ embedded in other corporate policies/ procedures and guidance. Support of victims.</i>		
<p>2.1 Incorporate modern slavery requirements in new separate policies for 'Safeguarding Children' and 'Safeguarding Adults at Risk'. (Priority three)</p> <p>2.2 National Referral Mechanism (NRM) and Duty to Notify (DTN) are now one online form for both children and adults. Links to and guidance on these are available on the Modern Day Slavery page on the intranet and in the guidance documents available on the page. (Priority three)</p>	<p>2.1 Policies adopted October 2019.</p> <p>2.2 Modern Slavery referral process is published on intranet.</p>	<p>Community Protection Manager/ Safeguarding Support team / Policy &amp; Community Engagement Manager</p>
<p>2.3 A centralised log of all MDS&amp;HT referrals is maintained and monitored – as yet none have been made. One incident has been recorded but upon seeking advice from the Modern Slavery helpline the concern did not warrant a referral. (Priority three &amp; four)</p>	<p>2.3 Modern Slavery page on intranet contains all requirements.</p>	<p>Safeguarding Support team / Safeguarding Support Officer</p>
<p>2.4 Update procurement and contract procedure rules to ensure, where possible, MDS applicable and compliant (to obtain assurance for MDA compliance for relevant contracts). (Priority three &amp; four)</p>	<p>2.4 Suppliers are required to declare their compliance with modern slavery requirements during tender process.</p>	<p>Contract Procurement Group/ Contract and Procurement Lawyer and Procurement Officer</p>
<p>2.5 The Housing Options and Housing Advice Teams provide potential victims of MDS with advice on their housing options (including homelessness services) and signpost to other specialist support agencies as appropriate. (Priority four)</p> <p>2.6 The Housing Options and Housing Advice Teams support the police and partners in Operation Tropic activities through the provision of an on-site housing options service (including homelessness advice), as required. (Priority four)</p>	<p>2.5 &amp; 2.6 This work will always be ongoing for the team.</p>	<p>Strategic Housing Manager</p>

<b>3. COMMUNICATION AND TRAINING</b> <i>To ensure that employees, Members and the local community have sufficient knowledge to report MDS &amp; HT</i>		
3.1 <ul style="list-style-type: none"> <li>- Senior Management Group attended training session;</li> <li>- Councillors briefed through MIS and invited to senior managers training sessions;</li> <li>- Senior Management Team endorsement of Action Plan</li> <li>- All staff invited to attend one hour staff briefings; <b>(Priority one, two, three &amp; four)</b></li> </ul>	3.1 August to October 2018	Community Protection Manager/ Safeguarding Support team
3.2 Social Media and Insight awareness raising on Anti-Slavery awareness day every October to promote event to both staff and the local community <b>(Priority one, two, three &amp; four)</b>	3.2 Anti slavery day 18 <sup>th</sup> Oct annually	Communications team
3.3 Update NHDC website Modern Slavery pages in line with recommendations from Shiva Foundation. <b>(Priority one, two, three &amp; four)</b>	3.3 New page launched June 2020	Safeguarding Support team / Learning & Employee Engagement Manager
3.4 MDS&HT is discussed at each Corporate Safeguarding Group meeting. <b>(Priority one, two, three &amp; four)</b>	3.4 CSG meets twice a year.	Safeguarding Support team
3.5 Ongoing training provided to new starters through: <ul style="list-style-type: none"> <li>- First day welcome safeguarding handout</li> <li>- Corporate induction safeguarding presentation</li> <li>- Safeguarding introductory e-learning on Growzone (includes MSHT)</li> <li>- Safeguarding basic and advanced training includes MSHT</li> </ul> <b>(Priority one, two, three &amp; four)</b>	3.5 Ongoing	Safeguarding Support team

<ul style="list-style-type: none"> <li>- Safeguarding training handout being developed for all Members with information on signs and symptoms of abuse (including MSHT), how to refer and sources of advice and guidance.</li> <li>- Members encouraged to complete NHDC safeguarding e-learning which includes MSHT. As of 08.06.20 20/49 Members have completed this.</li> <li>- Face to face training session being developed for Members.</li> <li>- Ensure all new members receive safeguarding handout and training options.</li> </ul> <p style="color: red;">(Priority one, two, three &amp; four)</p>	<p>Completed Sept 2020.</p> <p>Ongoing – last reminder in MIS Apr 2020</p> <p>Completed &amp; delivered Nov 20 and Mar 21.</p> <p>Ongoing</p>	<p>Safeguarding Support team</p> <p>Safeguarding Support team</p> <p>Safeguarding Support team</p> <p>Democratic services</p>
<p>3.6 Procurement Officer to undertake appropriate procurement and supply modern day slavery training.</p> <p style="color: red;">(Priority one, two, three &amp; four)</p>	<p>Completed</p>	<p>Procurement Officer</p>
<p>3.7 Raise awareness through social media of the impact of MSHT during COVID19 – specifically promote anti slavery day on 18<sup>th</sup> October and the Labour Exploitation Campaign 14<sup>th</sup>-18<sup>th</sup> September 2020.</p> <p style="color: red;">(Priority one, two, three &amp; four)</p>	<p>Ongoing – comms team have promoted modern slavery campaigns on social media &amp; will continue to do so.</p>	<p>Communications team</p>
<p>3.8 Raising safeguarding awareness amongst political party canvassers to encourage accurate reporting of concerns</p> <p style="color: red;">(Priority one, two, three &amp; four)</p>	<p>Completed – handout completed and distributed Sept 2020.</p>	<p>Safeguarding Support team</p>

<p><b>4. PARTNERS</b> <i>To ensure links between partner organisations</i></p>		
<p>4.1 To work with Hertfordshire Modern Slavery Partnership  (All priorities)</p> <p>4.2 To work with the North Herts Community Safety Partnership (Priority five)</p> <p>4.3 To work with the Shiva Foundation (All priorities)</p>	<p>4.1, 4.2, 4.3 Ongoing</p>	<p>Community Protection Manager/ Service Director: Legal and Community / Managing Director</p>
<p><b>5. EXTERNAL ENDORSEMENT</b> <i>To ensure regular monitoring and evaluation of NHDC's compliance with the Modern Slavery Charter and the Council's Transparency Statement</i></p>		
<p>5.1 To provide a report to Cabinet to evidence compliance with the Modern Slavery Charter and the Council's Transparency Statement  (Priority six)</p>	<p>Report to Cabinet taken July 2020. MSHT updates to be included in Annual Safeguarding Report going forward.</p>	<p>Service Director: Legal &amp; Community</p>