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| <p><b>Name of the Officer</b> completing the evaluation<br/>David H Jones</p> <p><b>Phone no:</b> 01633 644100<br/><b>E-mail:</b> <a href="mailto:davidhones@monmouthshire.gov.uk">davidhones@monmouthshire.gov.uk</a></p> | <p><b>Please give a brief description of the aims of the proposal</b></p> <p>To provide a Modern Day Slavery &amp; Exploitation Protocol for the Authority</p> |
| <p><b>Name of Service area</b></p> <p>Social Care &amp; Health</p>   | <p><b>Date</b></p> <p>2<sup>nd</sup> July 2019</p>   |

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

| Protected Characteristics     | Describe any positive impacts your proposal has on the protected characteristic   | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?                      |
|-------------------------------|---|---|--|
| Age                           | The Protocol aims to provide a consistent approach for dealing with both adult and child vulnerable individuals. It provides a clear route of what to do when safeguarding issues are found | None  | An awareness video is being prepared to advise all staff and Members on what to do if cases of MDS/exploitation suspected. |
| Disability                    | None  | None  |  |
| Gender reassignment           | None  | None  | N/A  |
| Marriage or civil partnership | None  | None  | N/A  |


| Protected Characteristics | Describe any positive impacts your proposal has on the protected characteristic  | Describe any negative impacts your proposal has on the protected characteristic | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?                   |
|---------------------------|--|---|---|
| Pregnancy or maternity    | None   | None  | N/A   |
| Race                      | Potentially exploitation can impact adversely on foreign nationals, eg. Eastern Europeans and Vietnamese. Protocol seeks to protect specific vulnerable groups, eg. in workplaces. | None  | Staff involved in visiting businesses and local housing have been, or will, be trained in MDS awareness and what to do. |
| Religion or Belief        | None   | None  | N/A   |
| Sex                       | None   | None  | N/A   |
| Sexual Orientation        | None   | None  | N/A   |
| Welsh Language            | None   | None  | N/A   |
| Poverty                   | Protocol refers to financial exploitation, eg. labour abuse, so when implemented can potentially assist individuals in poverty.  | None  | Front-line training to be provided  |





2. **Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

| <b>Well Being Goal</b>   | <b>Does the proposal contribute to this goal?<br/>Describe the positive and negative impacts.</b>  | <b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b> |
|--|--|--|
| <p><b>A prosperous Wales</b><br/>Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>                                       | <p>The Protocol will improve understanding of MDS/exploitation issues, in different settings. Taking action against any exploitation will improve outcomes for victims and also provide a 'level playing field' for local businesses that operate legally and for positive economic benefit to the county.</p> | <p>N/A</p>   |
| <p><b>A resilient Wales</b><br/>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>       | <p>N/A</p>   | <p>N/A</p>   |
| <p><b>A healthier Wales</b><br/>People's physical and mental wellbeing is maximized and health impacts are understood</p>  | <p>Aim is to provide consistency on how MCC deals with instances of MDS/exploitation, working with partners and protecting any exploited persons.</p>  | <p>N/A</p>   |
| <p><b>A Wales of cohesive communities</b><br/>Communities are attractive, viable, safe and well connected</p>  | <p>Exploitation can have many negative impacts on communities, eg. where sexual exploitation occurs.</p>   | <p>N/A</p>   |
| <p><b>A globally responsible Wales</b><br/>Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p> | <p>MDS and exploitation events can be cross-boundary, eg. human trafficking. Protocol aims to assist in identifying and addressing any cases discovered, together with partners such as Gwent Police.</p>  | <p>N/A</p>   |

| Well Being Goal   | Does the proposal contribute to this goal?<br>Describe the positive and negative impacts.                     | What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts? |
|---|---|---|
| <b>A Wales of vibrant culture and thriving Welsh language</b><br>Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation | N/A   |   |
| <b>A more equal Wales</b><br>People can fulfil their potential no matter what their background or circumstances   | By tackling exploitation, and protecting vulnerable persons, there will be fairer outcomes to those affected. |   |

### 3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

| Sustainable Development Principle   | Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.   | Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts? |
|---|---|---|
|  <p>Balancing short term need with long term and planning for the future</p> | Evidence indicates MDS/exploitation is an increasing problem. Protocol provides a mechanism of ensuring MCC acts appropriately into the future. | Protocol supported by appropriate training  |

| Sustainable Development Principle   | Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.  | Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts? |
|---|--|---|
|  <p><b>Collaboration</b></p> <p>Working together with other partners to deliver objectives</p>             | <p>Protocol will only be effective if internal departments work together, eg. Social Care safeguarding and Licensing, and with external partners, eg. Police and Health &amp; Safety Executive.</p>  | <p>MCC Protocol to be shared with partners when agreed and implemented</p>  |
|  <p><b>Involvement</b></p> <p>Involving those with an interest and seeking their views</p>                 | <p>Protocol worked on between SC Safeguarding, Public Protection and Policy &amp; Partnerships. Corporate Training also involved in constructing the training/awareness video.</p>   | <p>Training video will ensure consistent message to all staff and Members</p>   |
|  <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>     | <p>Protocol promotes a proactive approach and outlines what to do where instances discovered.</p>  |   |
|  <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p> | <p>Protocol is important for the well-being of all groups, for children who may be exploited to older people. Intervention should prevent problems for others, eg. NHS, if persons protected and not physically or emotionally abused.</p> |   |

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

|                     | <b>Describe any positive impacts your proposal has</b>   | <b>Describe any negative impacts your proposal has</b>  | <b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b> |
|---------------------|--|---|---|
| Social Justice      | Provides a consistent approach in protecting exploited individuals   |   |   |
| Safeguarding        | Protocol seeks to protect exploited persons from being further harmed by taking them from harmful situations. Providing consistency and training aims to ensure all aware of how to prevent further exploitation, working with partners accordingly. | <i>.Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect</i> |   |
| Corporate Parenting | Child protection is covered in the protocol  | N/A   |   |

**5. What evidence and data has informed the development of your proposal?**

Gwent Police have provided evidence of the increase in numbers of MDS/exploitation. Number of National Crime Agency referrals went from 123 in 2016, to 251 in 2018, so doubled in two years. In the last financial year Gwent Police received 234 intelligence logs, ie. 2018/19. Public Protection staff have identified some cases in Monmouthshire, and referred accordingly to Gwent Police and Immigration Control. Welsh Government have asked all 'First Responders, which we are under Modern Day Slavery Act 2015, to provide robust response to our responsibilities. This Protocol goes some way in demonstrating our commitment to tackling an abhorrent crime.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

There are only positive impacts from the proposal as it concerns protecting highly vulnerable persons in our society. It will ensure a consistent approach, supported by appropriate training. Training is currently being developed internally with our Corporate Training unit.

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**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

| <b>What are you going to do</b>                               | <b>When are you going to do it?</b> | <b>Who is responsible</b>                    |
|---|-------------------------------------|--|
| Progress the training provision, including an awareness video | October 2019                        | Diane Corrister/David Jones/John McConnachie |
| Share with partners, and local safeguarding forum             | September 2019                      | Diane Corrister/Sharran Lloyd                |
| Review effectiveness of Protocol a year after implementation  | October 2020                        | Diane Corrister/Sharran Lloyd/David Jones    |

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

| <b>Version No.</b> | <b>Decision making stage</b>        | <b>Date considered</b> | <b>Brief description of any amendments made following consideration</b> |
|--------------------|-------------------------------------|------------------------|---|
| 1                  | Strong Communities Select Committee | 11.7.19                |   |
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