

Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM):	Slavery Exploitation Team County Expansion
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If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
Name of author (Assigned to Pentana):	Jane Paling
Department:	Community Safety
Director:	Colin Wilderspin
Division:	Communities
Contact details:	Jane.paling@nottinghamcity.gov.uk
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Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Amy Goulden	Head of Community Safety	13.09.2023
Nasreen Miah	Equality & Employability Consultant	29.09.2023

Glossary of Terms

Term	Description
OPCC	Office of the Police and Crime Commissioner
SERAC	Slavery Exploitation Risk Assessment Conference
LGA	Local Government Association
LA	Local Authority
EMSOU	East Midlands Serious Operations Unit
GLAA	Gangmasters Labour Abuse Authority
CEO	Chief Executive Officer
NCC	Nottingham City Council
NCH	Nottingham City Homes
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex or Asexual
FGM	Female Genital Mutilation
MDT	Multi-Disciplinary Team

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The Nottinghamshire OPCC, Nottinghamshire County Council and Districts (Ashfield, Bassetlaw, Broxtowe, Gedling, Mansfield, Newark & Sherwood and Rushcliffe) have provided confirmation of funding for 2023-2025 for the Slavery Exploitation Team to deliver service county wide.

The team has dedicated officers who work with partners to identify and tackle exploitation, modern slavery and trafficking and offer support to survivors. To drive a multi-agency approach, the team co-ordinates and chairs a monthly SERAC (Slavery Exploitation Risk Assessment Conference) which unites agency to discuss known or suspected cases and plan a joint response to manage risk, safeguard victims and intervene. This increases effectiveness and co-operation between agencies, resulting in better service provision and outcomes for vulnerable citizens who have been exploited.

The work of the team and SERAC naturally incorporates identifying and appropriately dealing with a number of issues affecting individuals and the wider community including serious violence, domestic abuse ,sexual violence, hate crime,

honour based abuse, substance use, mental health, homelessness, children's safeguarding, serious organised crime, recruitment of children and anti-social behaviour.
 the current model features in Local Government Association guidance on Tackling Modern Slavery as an example of best practice and the manager Chairs the LGAs National Modern Slavery Network. The team also has representation on a Home Office First Responder Organisation Forum.

1. b. Information used to analyse the equalities implications

The team and SERAC has been developed to ensure that all citizens are able to live free of slavery and exploitation. There isn't a threshold for cases to be referred to the team and the processes are designed to meet the needs specific to the individuals/s. The team ensures responsibilities under the Equality Act to ensure the right to safety.

In developing the team and expansion to the county, extensive consultation has taken place with stakeholders and partners. Detail of consultation is outlined below was undertaken prior to developing these proposals during 2022.

Activity/Event	Objectives	Stakeholders Engaged
Discussion regarding impact on victims of slavery and trafficking being dependant on where they lived	Identify issues and actions to ensure victim's needs are met and safeguarding implemented	Office Police and Crime Commissioner
Nottingham and Nottinghamshire Modern Slavery Partnership	To gain support and identify gaps in potential expansion	Partnership members (County LA Modern Slavery Lead, British Red Cross, Barnardo's, Salvation Army, EMSOU, Police, Notts County Council, GLAA, University of Nottingham)
Presentation and discussion with CEOs of relevant local authorities (or nominated reps)	Obtain feedback for proposals and appetite for participation	Notts County Council, Ashfield, Bassetlaw, Broxtowe, Gedling, Mansfield, Newark and Sherwood and Rushcliffe

Consultation with key SERAC partners	Gain their input on impact on their own service and safeguarding outcomes if the team and SERAC expand	Nottinghamshire Police, Adult Social Care, Nottingham University Hospitals, NCC Housing Services (formerly NCH)
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1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation / actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Service user	People from different	X			Existing data from city cases evidences variety of groups	N/A	Data collection and analysis on different ethnic groups

	ethnic groups						
Service user	Men	X			Existing data from city cases evidences number of men referred (just over 50% of referrals) and what sort of exploitation they are more susceptible to (labour exploitation, cuckooing, debt bondage). The expansion will tackle such cases in the county as well as the city.	N/A	Data collection and analysis on gender and associated vulnerabilities and exploitation types
Service user	Women	X			Existing data from city cases evidences number of women referred (just under 50%) and what sort of exploitation they are more susceptible to (sexual exploitation and domestic servitude). The expansion will tackle such cases in the county as well as the city.	N/A	Data collection and analysis on gender and associated vulnerabilities and exploitation types
Service user	Trans	X			Transgender people may be targeted for exploitation and the expansion will tackle such cases in the county as well as the city.	N/A	Data collection and analysis on gender and associated vulnerabilities and exploitation types

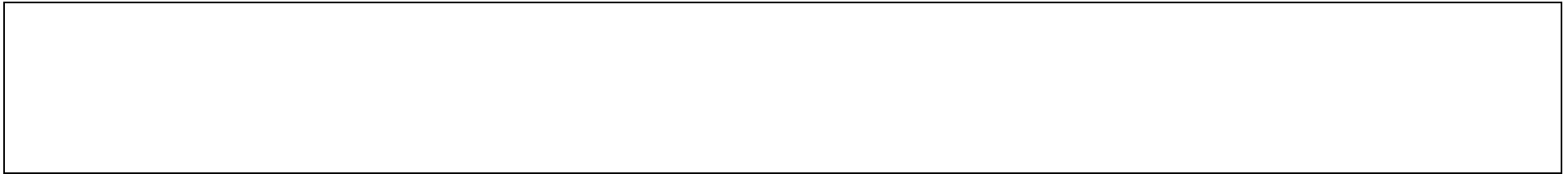
Service user	Disabled people/ carers	X			People with physical and learning disabilities may be targeted for exploitation (specifically cuckooing) and the expansion will tackle such cases in the county as well as the city.	N/A	Data collection and analysis on disability type and associated vulnerabilities and exploitation types
Service user	Pregnancy and maternity	X			Existing data from city cases evidences a number of pregnant women affected by exploitation. There are also instances when sexual exploitation leads to pregnancy. The expansion will tackle such cases in the county as well as the city.	N/A	Data collection and analysis on number of pregnant women affected by exploitation
	Marriage/Civil Partnership	X			Marriage/ civil partnership has no impact on referrals or acceptance of cases	N/A	Marriage/ civil partnership has no impact on referrals or acceptance of cases
Service user	People of different faiths/ beliefs and those with none	X			Existing data from city cases evidences cases for people with different faith/cultural beliefs the SERAC partnership includes specialist agencies to support action planning. The expansion will tackle	N/A	Data collection and analysis on people with different faith/cultural beliefs and exploitation types

					such cases in the county as well as the city.		
Service user	Lesbian/ Gay/ Bisexual people	X			Existing data from city cases evidences people from the LGBTQIA+ community are referred to the team and the expansion will tackle such cases in the county as well as the city.	N/A	Data collection and analysis on referrals for the LGBTQIA+ community and associated exploitation types
Service user	Older	X			Existing data from city cases evidences types of exploitation predominantly affecting older citizens (predominantly financial exploitation and cuckooing). The expansion will tackle such cases in the county as well as the city.	N/A	Continued data collection and analysis
Service user	Younger	X			Existing data from city cases evidences types of exploitation predominantly affecting younger age groups (cuckooing, criminal exploitation, sexual exploitation). The expansion will tackle such	N/A	Continued data collection and analysis

					cases in the county as well as the city.		
Service user	<p>Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background.</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>				Existing data from city cases evidences a variety of additional vulnerabilities and specific categories are impacted by exploitation/slavery/trafficking	N/A	Data collection and analysis on special categories (domestic abuse, Honour Based Abuse, asylum seeker, refugee, FGM, forced marriage, language barriers, radicalisation, self harm/suicide risk, sex workers, technology abuse, abuse through witchcraft. All of these groups/issues are adversely affected by slavery/exploitation/trafficking and all benefit from being open to the team and SERAC

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

Data collection and analysis allows the team to target specific agencies or groups for training to raise awareness of likely issues, signs/indicators and referral pathways.



Section 2 – Equality outcome

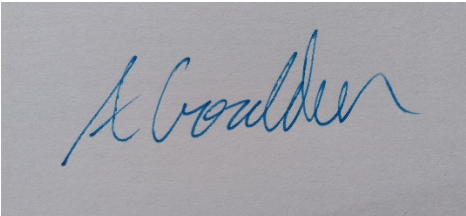
Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	Ensure relevant support agencies attend SERAC and associated MDTs. Identify appropriate advocate to include thoughts and wishes of the survivor	Team Manager/Seniors	Under constant review (case by case)	Ongoing
Advance equality of opportunity between those who share a protected characteristic and those who don't	Ensure relevant support agencies attend SERAC and associated MDTs. Identify appropriate advocate to include thoughts and wishes of the survivor	Team Manager/Seniors	Under constant review (case by case)	Ongoing
Foster good relations between those who share a protected characteristic and those who don't	Review data on an annual basis to understand trends and biases. Ensuring that where evidence of exploitation of those with protected	Team Manager/Seniors	Annual Review Due September	Review for 22-23 complete.

	characteristics is found it is understood and managed. Supporting the Police in bringing perpetrators to justice.			
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	N/A			

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details): Amy Goulden Head of Community Safety Amy.Goulden@Nottinghamcity.gov.uk</p>	<p>Date sent for advice: 17/08/2023</p>
<p>Approving Manager Signature:</p> 	<p>Date of final approval: 04/10/23</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.