



## Modern Slavery and Human Trafficking Statement

Glyntraian Community Council is the lower tier local government body with responsibility for the community of Glyntraian, which encompasses the villages of Pontfadog and Dolywern, the hamlets of Llechrydau and Llwynmawr and parts of Castle Mill and Bronygarth. Glyntraian Community Council recognises its responsibility to take a robust approach to modern slavery and human trafficking. This statement is made voluntarily, in support of the principles of s.52 of the Modern Slavery Act 2015.

Glyntraian Community Council undertakes due diligence when selecting any new employees and communicates its zero-tolerance approach to modern slavery to new employees at the outset of the relationship. The Council operates a robust recruitment policy and process which is compliant with UK employment legislation. The process includes several pre-employment checks including eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will. DBS checks are undertaken for relevant posts and a new employee cannot commence their duties with the Council until all these checks have been completed. The Council ensures that all employees are paid fairly and equitably.

The Council makes it clear to employees and members the high standard of conduct and behaviour expected of them when representing the Council. In performing their duties, they must act with integrity, honesty, impartiality, and objectivity to ensure fair and equal treatment, dignity at work and prevent discrimination of any kind.

The Council's whistleblowing procedure is designed to make it easy for employees to raise concerns about how colleagues are being treated or make disclosures of unethical employment practices within Council business without fear of reprisal.

Glyntraian Community Council undertakes due diligence when selecting any third parties when entering into contracts and communicates its zero-tolerance approach to modern slavery to any third party with which it conducts business at the outset of the relationship. If any doubts are raised about a sub-contractor/supplier as to whether they are involved with slavery and/or human trafficking and they do not provide evidence to the contrary, Glyntraian Community Council will cease arrangements with that sub-contractor/supplier as immediately as practically and contractually possible.

Whilst the risk of slavery and human trafficking is considered low due to the nature of the Council's business, the Council remains vigilant to any potential risks. The Council considers that, due to the

nature of its business and the policies/processes that are in operation, there are no areas of its business that are considered to be at high risk of slavery or human trafficking.

This statement was approved by the Councillors of Glyntraian Community Council on 6<sup>th</sup> October 2021. It will continue to be reviewed annually and updates will be provided on this issue.

Signature

Date: 6<sup>th</sup> October 2021  
Councillor Graham Barrow  
Chairman Glyntraian Community Council