

PFEW Modern Slavery Statement

The Police Federation of England and Wales (PFEW) has approximately 100 employees with an annual turnover of just under £36 million. This is below the threshold for the Modern Slavery Act, but we as a representative body for police officers are committed to doing what we can to end modern slavery and, hence publishing this statement.

This statement is made for the financial year ending 2021.

PFEW's structure, business, and supply chain

PFEW is the staff association for police constables, sergeants, and inspectors (including chief inspectors), established in 1919. We are one of the largest staff associations in the UK representing more than 130,000 rank and file officers.

Each police force in England and Wales has a Police Federation Branch. Branches are made up of local workplace representatives for that force. The Branch Chair and Secretary from each force make up PFEW's National Council. From the National Council, a National Board is elected by National Council members.

The recruitment and employment of PFEW employees adheres to all applicable laws and regulations in the UK. PFEW have established rigorous HR processes and controls to ensure that:

- All employees are assessed for their right to work in the UK
- Workplace equality policies and practices are in place, promoted and implemented
- Remuneration and benefit schemes comply with relevant UK employment legislation.

PFEW has a Whistleblowing Policy in place and all employees are encouraged to report, in confidence, any concerns or breaches e.g., suspected unethical behaviour and wrongdoing.

PFEW's Policy on Modern Slavery and action plan

PFEW is committed to ensuring there is no modern slavery within any part of its business or its supply chains. PFEW operates several policies that adopt measures i) to identify modern slavery risks and ii) to take steps to prevent slavery and human trafficking in its operations. Responsibility for PFEW's anti-slavery initiatives are as follows:

Policies – PFEW continually reviews and develops its policies, procedures, and controls to ensure ethical and legal compliance.

Risk Assessments – PFEW will carry out annual risk assessments to check and ensure there is no modern slavery or human trafficking within any part of our business or supply chains. We will review our tendering processes and will update our standard contractual terms and conditions that the contractor must confirm that slavery and human trafficking is not taking place and that they are complying with the requirements of Modern Slavery Act.

Training – PFEW has developed an online learning module for Federation officers and representatives and employees that will help to raise general organisational awareness around modern slavery. This learning module will be reviewed and updated as appropriate.

Key Performance Indicators

PFEW has a working group who will monitor and review progress of our action plan and consider additional steps if required.

Review

This statement shall be reviewed annually.

How to report it

To report a suspicion or seek advice you can contact the Modern Slavery Helpline confidentially on 08000 121 700. This is open 24 hours a day, 365 days a year.

You can report modern slavery online or call us on 101 at any time to report an incident. If you have a hearing or speech impairment, use our textphone service on 18001 101.

Should you wish to remain anonymous you can contact Crimestoppers on 0800 555 111.

Always **call 999** if there is a crime in action or immediate threat to life. If you have a hearing or speech impairment, use our textphone service 18000 or text us on 999 if you've pre-registered with the emergency SMS service.