

ETHICAL PROCUREMENT STRAND ACTION PLAN 2024 – 2025

Promoting the development of ethical supply chains in the delivery of contracts for the police service in Wales

Ethical Procurement	Why	When	Who
1. Strategic Procurement staff and key Technology staff to complete the annual CIPS Ethical Procurement Training refresher.	Ensures Strategic Procurement staff keep abreast of ethical supply chain considerations	Annually 31/03/2025	Head of Procurement
2. Continue to periodically review NWP Suppliers against the Risk Assessments completed by SWP and Gwent Police.	Southern Welsh Forces have applied a risk based approach to reviewing their suppliers. The approach allows NWP to leverage the good work done by others.	Review Southern Forces Supplier list by 31/03/2025	F&R Business Manager
3. Procurement staff to continue to incorporate Modern Slavery Risk assessments to the Market Scoping documentation.	Consider the higher risk markets where further Modern Slavery considerations may be appropriate.	BAU 31/03/2025	Head of Procurement
4. Force to report payment performance statistics and publish quarterly on external website	Meets statutory requirement for transparent supplier payment performance.	Annually 31/03/2025	Head of SSF
5. NWP Procurement team to continue to engage with the Blue Light Commercial ethical supply chain work with a view to implementing good practice in force.	Makes best use of resources and shares the work across policing	31/03/2025	Head of Procurement

EMPLOYMENT STRAND ACTION PLAN 2024 – 2025

All Wales working to a common policy with buy-in across the organisations impacting mainstream and day to day business

Employment Action	Why	When	Who
1. Ensure appropriate Whistleblowing channels continue to be available and accessible to all employees.	Empower staff to raise suspicions of unlawful and unethical employment practices	Annually as part of Modern Slavery Statement	DFR / Staff Officer (via MDS Statement)
2. Ensure all staff have access to watch MDS briefing videos on Modern Day Slavery by disseminating through Force channels.	Increases awareness of officers and staff , particularly relevant to those involved in expenditure or recruitment of workers	Available via NCALT 31/03/2025	Head of Learning & Development
3.Ensure that a channel remains to report any ethical dilemma issues are submitted to the Force Ethics Board for consideration.	Improve awareness of ethical matters across the Force	Ongoing.	Head of Procurement / DFR / All

ENVIRONMENT STRAND 2024 – 2025

Create a hostile environment for modern slavery

Environment Action	Why	When	Who
1. Ensure that Modern Slavery continues to be suitably considered and positioned in Policing priorities as part of the Strategic Planning process.	Emphasis of Modern Slavery's position in the Police & Crime Plan and Force Delivery Plan.	31/03/2025	CC / PCC
2. Ensure that due consideration to creating a hostile environment for Modern Slavery is given when commissioning OPCC services. e.g. Modern Day Slavery Victim Help Centre.	Commissioned services target Modern Slavery specifically.	31/03/2025	OPCC Commissioning Officer
3. Consider deliberate engagement with the local business community with a view to ensuring awareness and profile of the issues are involved.	Local events have been held and engaged with to increase the local awareness and profile of modern slavery.	31/03/2025	OPCC Scrutiny & Policy Officer

ENFORCEMENT STRAND ACTION PLAN 2024 – 2025

Improving intelligence gathering through compliance with the Code of Practice

Enforcement Action	Why	When	Who
1. Ensure operational officers have access to Modern Slavery Training as appropriate.	Increases officers and staff awareness of modern slavery issues	Review annual utilisation of MDS NCALT training by 31/03/2025	Head of Training