

## **Modern Slavery Policy**

### **Policy Statement**

Modern Slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Supportive Parents is committed to ensuring the business and its supply chains are free of slavery. Supportive Parents will not knowingly support or deal with any businesses involved in slavery or human trafficking. This policy applies to all persons working for the organisation in any capacity including employees, volunteers, sub-contractors, external consultants and business partners.

Supportive Parents receives funding from 3 Local Authorities and therefore acknowledges our role within their supply chain of delivering services. In addition to this statement, Supportive Parents will comply with each Local Authority's individual Modern Slavery Policy. Supportive Parents will have a copy of each Policy available and will sign individual agreements with each Local Authority.

### **Responsibility for the policy**

The Board of Trustees and Head of Service have overall responsibility for ensuring this policy is implemented, adhered to and monitored on a regular basis.

The Board of Trustees and Head of Service will ensure that all employees, volunteers and contractors are compliant with this policy and are given adequate training on the issue of modern slavery in supply chains.

Supportive Parents is satisfied from its own due diligence there is no evidence of any act of modern day slavery or human trafficking within its own organisation. This applies not only to the organisations own employees but also to suppliers, sub-contractors and other business partners.

### **Compliance with the policy**

- All employees and volunteers must read, understand and comply with this policy.
- Training will be provided to all staff and volunteers during the bi-annual Safeguarding training.
- Specific training on the principles of the 'Prevent' strategy under the Counter-terrorism and Security act 2015 will also be incorporated into bi-annual Safeguarding training.

- Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of the business with the Head of Service at the earliest possible stage.
- Supportive Parents ensure that all UK workers are in receipt of the minimum wage and robust immigration checks are in place throughout the recruitment process.
- Supportive Parents will ensure a robust recruitment process for all Trustees, employees, volunteers or any other persons associated with the organisation. Throughout the recruitment process Supportive Parents will ensure that persons associated with the organisation have not been convicted of any offence or be involved in any alleged offence involving slavery and human trafficking.
- Supportive Parents provide an Employee Assistant Programme for all employees. This is a free, confidential service for employees to disclose confidential personal issues which may be affecting an employee.

Supportive Parents Board of Trustees and Head of Service will take responsibility for implementing this policy and its objectives and will provide the necessary resources to ensure that its practices are effective in ensuring that modern day slavery is not taking place.

**Relevant internal documentation**

SP [Safeguarding](#) for children and young people Policy

SP [Safeguarding](#) for vulnerable adults Policy

**Relevant Legislation and References**

Counter-terrorism and Security Act 2015

## Change Record

Date of Change:	Changed By:	Comments:
October 2018	JT	Approved by Trustees at October 2018 Trustee meeting