



MODERN DAY SLAVERY AND HUMAN TRAFFICKING

1.0 INTRODUCTION

1.1 Modern slavery blights our society and harms people all over the world. Slavery continues today in every country in the world. Women forced into prostitution. People forced to work in agriculture, domestic work and factories.

1.2 Someone is in slavery if they are:

- Forced to work – through coercion, or mental or physical threat;
- Owned or controlled by an 'employer', through mental or physical abuse or the threat of abuse;
- Dehumanized, treated as a commodity or bought and sold as 'property';
- Physically constrained or have restrictions placed on their freedom of movement.

1.3 Human trafficking involves recruitment, harbouring or transporting people into a situation of exploitation through the use of violence, deception or coercion and forced to work against their will.

1.4 Many people who fall victim of trafficking want to escape poverty, improve their lives, and support their families. Often, they get an offer of a well-paid job abroad or in another region. Often, they borrow money from their traffickers in advance to pay for arranging the job, travel and accommodation.

1.5 The social care sector is a large employer of people from abroad and we need to take whatever measures are necessary to prevent modern day slavery and human trafficking.

1.6 In the UK, Modern Day Slavery also effects some Service Users, particularly vulnerable adults living at home. They can be targeted by Count lines Gangs and exploited in some of the ways listed in 3.1 of this policy.



2.0 POLICY

2.1 The supported living service are committed to driving out modern day slavery and human trafficking within our service and those companies who supply us with goods and supported living services whenever it becomes known to us.

3.0 TYPES OF MODERN-DAY SLAVERY

3.1 There are a number of different types of modern-day slavery:

- Sex Trafficking.
- Child Sex Trafficking.
- Forced Labour.
- Bonded Labour or Debt Bondage.
- Domestic Servitude.
- Forced Child Labour.

- Unlawful Recruitment and Use of Child Soldiers.
- County Lines

4.0 STAFF AWARENES OF POTENTIAL VICTIMS OF MODERN-DAY SLAVERY

There are a number of common signs that staff must be aware of when a person might be a victim of modern slavery may. They may:

- Be forced or coerced to carry out specific activities.
- Have their movements or interactions controlled by someone else.
- Seem to be in debt bondage, being paid very little or nothing, or having money deducted from their salary.
- Have little or no contact with family or loved ones.
- Be distrustful or worried about interaction with authorities.
- Show signs of physical or psychological abuse or have untreated medical conditions.
- Have threats made against themselves, family members or loved ones.
- Not be in possession of their own legal documents.
- Live in poor accommodation and/or have little or no personal possessions.



4.0 STAFF AWARENES OF POTENTIAL VICTIMS OF MODERN-DAY SLAVERY

There are a number of common signs that staff must be aware of when a person might be a victim of modern slavery may. They may:

- Be forced or coerced to carry out specific activities.
- Have their movements or interactions controlled by someone else.
- Seem to be in debt bondage, being paid very little or nothing, or having money deducted from their salary.
- Have little or no contact with family or loved ones.
- Be distrustful or worried about interaction with authorities.
- Show signs of physical or psychological abuse or have untreated medical conditions.
- Have threats made against themselves, family members or loved ones.
- Not be in possession of their own legal documents.
- Live in poor accommodation and/or have little or no personal possessions.

5.0 PREVENTATIVE MEASURES

5.1 The manager and support staff will ensure they are aware of the requirements of the Modern-Day Slavery Act 2015, and ensure copies of the act are available to all support staff.

5.2 We will not knowingly support or deal with any business involved in slavery or human trafficking in accordance with Section 54 of the Modern Slavery Act 2015.

5.3 We will ensure as far as practical that we take account of the threat of modern day slavery and human trafficking in our recruitment process and appointment of support staff.

5.4 Any member of support staff found to be involved in modern day slavery or human trafficking will be subject to disciplinary procedures.

5.5 All support staff will be made aware of this policy.

5.6 This policy will be reviewed annually.



T6.0 REPORTING

6.1 If our staff suspect that a Service User might be a victim of modern-day slavery, we will report the matter to the police and make the matter known through the modern day slavery helpline at:

<https://www.modernslaveryhelpline.org/report>

7.0 REVIEW OF POLICY

7.1 This policy was reviewed by: ...SEKAI MASUKA.....

Designation: ...REGISTERED MANAGER..... Date: 10/01/2024.....

7.2 This policy will be reviewed in Jan 2025 by:

Name and designation: SEKAI MASUKA REGISTERED MANAGER.....

REFERENCED DOCUMENTS TO BE USED WITH THIS POLICY

1. Other Policies
None.
2. Procedures
None.
3. Forms & Logs
None.
4. Files & Books
None.
5. Legislation, Standards and Guidance
Modern Slavery Act 2015.
<https://www.modernslaveryhelpline.org/report>