

## **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 to exploit them for personal or commercial gain.

SEND and You is committed to ensuring the business and its supply chains are free of slavery. SEND and You 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.

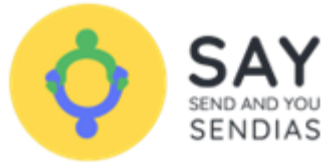
SEND and You receives funding from 3 Local Authorities and therefore acknowledges our role within their supply chain of delivering services. In addition to this statement, SEND and You will comply with each Local Authority's individual Modern Slavery Policy. SEND and You will have a copy of each Policy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

SEND and You 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 organisation's 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 Counterterrorism 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.
- SEND and You ensure that all its employees are in receipt of the minimum wage and have a Safer Recruitment Policy and follow robust immigration checks when employing staff and throughout the recruitment process.
- SEND and You will ensure a robust recruitment process for all Trustees, employees, volunteers, or any other persons associated with the organisation. Throughout the recruitment process SEND and You 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.
- SEND and You have a Whistleblowing Policy and Safer Recruitment Policy in place which all staff read as part of their induction.
- SEND and You 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.

SEND and You 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**

SAY Safeguarding for children and young people

SAY Safeguarding for adults Policy

#### **Relevant Legislation and References**

Counterterrorism and Security Act 2015

Modern Slavery Act 2015

Modern Slavery Helpline number – 08000 121700