



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.

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 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.
- SEND and You ensure that all UK workers are in receipt of the minimum wage and robust immigration checks are in place 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 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

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

Modern Slavery Policy updated October 2018