

Modern Slavery & Human Trafficking Policy

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| Policy Owner: Director of Communities/SLT | Policy Developer: Head of Family & Children's Services/AA |
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The current version of any policy, procedure or guideline is the version held in the Knowledge Library on Workplace. It is the responsibility of all staff to ensure that they are following the current version.

Modern Slavery and Human Trafficking Policy

EYFS: 3.1 – 3.8

Legislation

The Modern Slavery Act received Royal Assent on 26 March 2015. The act consolidates slavery and trafficking offenses and introduces tougher penalties and sentencing rules.

Background

Child trafficking and modern slavery is becoming a more frequent form of child abuse. The same is also true for young people and adults. They are recruited, moved, transported, and then exploited, forced to work, or are sold on. Trafficking does not require the movement of an individual to cross borders in order for them to be a victim of trafficking; this can happen domestically at home for example, a child placed in a car to be taken locally to pack drugs and allowed to leave later that day or week would still be considered a victim of trafficking. It is important to remember that trafficking need not be permanent or involve long distance of travel.

Modern slavery is a term that covers:

- Slavery
- Servitude and forced or compulsory labour
- Human trafficking.

Victims of modern slavery are also likely to be subjected to other types of abuse such as physical, sexual and emotional abuse. This policy should be used alongside the following policies to ensure all children, staff, parents and visitors are fully safeguarded:

- Safeguarding and child protection
- Whistleblowing
- Equality and inclusion

For an adult or child to have been a victim of human trafficking there must have been:

- *Action* (e.g. recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation)
- *Means* (threat or use of force, coercion, abduction, abuse of power or vulnerability) There does not need to be "means" for children as they are not able to give informed consent
- *Purpose* (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs).

Signs of abuse:

Action should be taken if they appear to have some of these possible signs including;

- 1) under the control of someone else and reluctant to interact with others,
- 2) the victim has few personal belongings and wears the same clothes every day or wears unsuitable clothes for work.
- 3) the victim is not able to move around freely and is reluctant to talk to strangers or the authorities including appearing frightened, withdrawn, or show signs of physical or psychological abuse
- 4) individual is missing without explanation for a period

Procedure:

When a concern is raised about slavery or trafficking then we will follow our safeguarding procedure. If the child (or adult) is at risk of immediate harm then the police will be called, otherwise the local authority will be contacted, and the referral process will be followed as per our YMCA Thames Gateway safeguarding procedure.

If we suspected and it was not possible to have a confidential conversation, we would not confront them or cause a scene, as this will likely lead to increased harm for them. Instead, we would inform the relevant authorities, or organisations, working in the field.

If you are in the UK and suspect someone might be in slavery, you have several options:

- Call the Modern Slavery Helpline on 08000 121 700 or fill out an online form.
- Contact Crime stoppers on 0800 555 111
- Contact the Police or local children social care team’s dependant on local authority

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| This policy was adopted by | YMCA Thames Gateway Group |
| On | 10/02/2023 |
| Signed on behalf of the provider | |
| Name of signatory | Amanda Allen |
| Role of signatory (e.g. chair, director or owner) | Head of Family & Children’s services |

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| Policy review date | 10/02/2024- on or before |
| Name of reviewer | |
| Signature of reviewer | |
| Role of reviewer | |

