


MODERN SLAVERY

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What is modern slavery?

Modern slavery is an international crime affecting an estimated 40.3 million slaves around the world. This growing global issue transcends age, gender and ethnicities. It includes victims trafficked from overseas and vulnerable people in the UK who are forced illegally to work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

Policy Statement

Modern Slavery is a crime which results in an abhorrent abuse of human rights. The Modern Slavery Act 2015 referred to as the "Act" created offences of slavery, servitude and financial or compulsory labour

Definitions of Modern Slavery

Slavery, in accordance with the 1926 Slavery Convention, is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised. Since legal ownership of a person is not possible, the key element of slavery is the behaviour on the part of the offender as if he or she did own the person, which deprives the victim of their freedom.

Servitude in the obligation to provide services that is imposed by the use of coercion and includes the obligation of a "Serf" to live on another person's property and the impossibility of changing his or her condition.

Forced or Compulsory labour

This is defined in international labour law by the International Labour Organisations (ILO) Forced Labour Convention 29 and Protocol. It involves coercion, either direct threats of violence or more subtle forms of compulsion. The key elements are that, work or service is exacted from any person under the menace of any penalty and for which the person has not offered him / herself voluntarily.

Human Trafficking




An offence of human trafficking requires that a person arranges or facilitates the travel of another person with a view to that person being exploited. The offence can be committed even where the victim consents to travel. This reflects the fact that a victim may be deceived by the promise of a better life or job, or may be a child who is influenced to travel by an adult. In addition, the exploitation of potential victim does not need to have taken place for the offence to be committed. It means that the arranging or facilitating of the movement of the individual was with a view of exploiting them for sexual exploitation or non- sexual exploitation.

Child Labour

This is defined by the ILO as children under 12 years working in any economic activity, those aged 12-14 engaged in more than light work and all children engaged in the worst forms of child labour. This policy is for adult providers only.








Policy

Our policy is to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or as reasonably possible, our supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation. We support our people and clients to address issues arising from modern slavery. Collaboration is one of our values, together with integrity, trust and transparency, and these underpin our culture and how we do business. We ensure:

-  our values, which are embedded throughout our organisation, set the perimeters for how we expect our people to behave with colleagues, clients and the world at large
-  we seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted
-  our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.





Procedures

We have the following procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains, specifically to employment:

-  Robust recruitment processes in line with UK employment laws, including: 'right to work' / immigration document checks; contracts of employment and checks to ensure everyone employed is 16 and above
-  Market and location-related pay and rewards reviewed annually
-  Employees are treated fairly on the basis of:
 -  Equality
 -  Non-discrimination
 -  Zero tolerance to bullying and harassment (sexual or otherwise)
-  Wellbeing activities and initiatives to support our people's physical and mental wellbeing and lifestyle choices

Supporting our people

Following The Act, we have enabled our people to understand more about this growing issue by setting out the steps taken by the home as well as guiding them on how to report any suspicions they may come across within business or a personal context. We have:

-  developed and shared resources, including summary documents with an overview of the Modern Slavery Act, and links to the modernslavery.co.uk website
-  signposted our people to modernslavery.co.uk to provide them with useful information on how to recognise different types of slavery, how to spot the signs and details of a telephone helpline
-  Modern Slavery Statement
-  introduced a whistleblowing policy and procedure to enable anyone who has concerns (for example, how suppliers, clients, partners or employees behave) has a means of raising their concerns confidentially.

Compliance Requirements

The transparency in supply chains provision within the Act seeks to address the role of businesses, across all sectors preventing Modern Slavery in their supply chains and organisations. The following guidance sets out how businesses can meet these requirements, as set out in the Act.

There is a requirement that any commercial organisation, in any sector, which supplies goods and services, and carries on a business, or part of a business, in the UK and is above a specified total turnover, must produce a slavery and human trafficking statement for each financial year of the organisation.

Regulations have set the total turnover threshold at £36 Million. The Statement must set out what steps they have taken during the financial year to ensure Modern Slavery is not occurring in their

supply chains and in their own organisations.

The Act requires businesses to be transparent about what is happening within its business, therefore if the business has taken no steps to ensure slavery and human trafficking is not taking place they must still publish a statement stating this to be the case.

Failure to comply with the production of a Modern Slavery statement for a particular financial year could mean an injunction through the High Court (or In Scotland, court proceedings for specific performance of a statutory duty under Section 45 of the Court of Sessions Act 1998) requiring the organisation to comply. Failure to comply with the injunction is a contempt of a court order which is punishable by an unlimited fine. In practice, failure to comply with the provision will mean the organisation has not produced a statement or published it on their website in the relevant financial year.

Smaller Organisations

Where there is no requirement to produce a statement, organisations are encouraged to voluntarily produce a slavery and human trafficking statement, especially where they are contracting with organisations above the threshold. We, as a small provider may be asked to provide such a statement to commissioners of services, suppliers etc on our approach to Modern Slavery and find it helpful to have such a statement, hence this policy.

All businesses are encouraged by the Act to be open and transparent about recruitment practices, policies and procedures in relation to Modern Slavery and to take steps that are consistent and proportionate with their sector, size and operational reach

Modern Slavery Statement

We are a small Limited Company trading as Bendigo Nursing Home. We provide 24 / 7 personal and nursing care to people aged over 65 where management and staff awareness is the key to ensuring standards and ethical considerations are applied to our supply chain. We have in place:

- ✓ collaborative relationships with our suppliers and clients based on integrity, trust and transparency
- ✓ due diligence checks to identify and assess potential risk areas such as employees
- ✓ the monitoring of potential risks in our supply chains by checking as reasonably as possible, our supplier's commitment to Modern Slavery prevention
- ✓ a robust recruitment and selection process to mitigate the risks of Modern Slavery entering our workforce
- ✓ relevant policies and procedures preventing any type of modern slavery
- ✓ whistleblowing policy and procedure enabling anyone who have concerns to raise them

Reporting

When staff believe there is a possibility of a Modern Slavery situation, they must in the first instance report it to their manager who will then take it forward by **reporting it to the helpline 08000121700 or report it online on the Modern Slavery helpline website.**
<https://www.modernslaveryhelpline.org/report>

Training

As part of our Induction process staff are aware of the Modern Slavery Act and how to report any concerns. We also train our managers to ensure they understand their responsibilities and are carrying them out. Information and help can be accessed on the phone number and website above.

Related Policies
Adult Safeguarding
Confidentiality

Data Protection
Good Governance
Information Security
Information Sharing Protocol
Overseas Workers
Recruitment and Selection
Safeguarding Children in an Adult Setting
Whistleblowing
Young People and Employment

Guidance:

<https://www.gov.uk/government/collections/modern-slavery>

Transparency in supply chains etc – a practical guide

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/649906/Transparency in Supply Chains A Practical Guide 2017.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/649906/Transparency_in_Supply_Chains_A_Practical_Guide_2017.pdf)