

modern slavery statement

asphaleia are committed to protecting and respecting human rights and have a zero-tolerance approach to slavery and human trafficking in any form. Our commitment includes:

risk management

asphaleia's Leadership Team are responsible for identifying, documenting and minimising any major risks to which we may be exposed to. These risks are reviewed on a quarterly basis and strategies, procedures and policies are produced and reviewed to minimise such risks.

These risks include the protection of children and young people accessing our services, staff, volunteers and visitors.

safeguarding and child protection

asphaleia have numerous safeguarding and child protection policies in place which focus on the need to ensure children and young people, staff and visitors are safe, feel safe and are supported whilst they are in receipt of asphaleia services. Our safeguarding processes have been developed to ensure the identifying, reporting and support of any risks are managed effectively, person focussed and also fulfil the relevant legal and regulatory obligations. The Leadership Team, together with the Safeguarding Team ensure that all staff receive the required and appropriate safeguarding training and have up to date access to relevant information. asphaleia ensure that the child or young person's voice is heard and that we offer a safe place where they feel they can disclose any concerns or issues.

human resources

asphaleia aim to provide services that are to a high standard and conduct ourselves with the upmost integrity and expects all our staff to act in the same manner. asphaleia is committed to providing our staff with a welcoming, happy and safe working environment, which promotes an open, honest and transparent ethos. All staff are treated with respect and are able to carry out their job role free from conflict, un-assessed risk, harassment or any other unacceptable behaviour. asphaleia have a number of HR policies to reflect this. New staff receive appropriate training so they can follow this ethos from the start.

asphaleia fulfil our requirements to undertake recruitment and vetting checks on all staff and volunteers that work within our organisation. This includes ensuring that they all have the right to work in the UK.

whistleblowing policies

Our whistleblowing policy places a duty on all staff and volunteers to report any instances of impropriety, including criminal acts and misconduct. The policy sets out a clear process for reporting such concerns and provides protection for the reporting person. All concerns are taken seriously and investigated.

procurement

asphaleia are aware that some of our procurement streams may be within sectors where modern slavery could occur. Therefore, we are selective with the companies who we purchase services and products from and if we are made aware of any modern slavery connection, we would cease our relationship with them immediately.