

4.11 modern slavery policy

1. introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

Modern slavery can affect people of any age, gender, race or locality, although some are more vulnerable than others.

The Modern Slavery Act came into place in 2015 to;

- Ban prosecuting victims of slavery for crimes they were forced to commit
- Establish an Anti-Slavery Commissioner to oversee the UK's policies on slavery
- Increase sentences for slavery offences
- Introduce child trafficking advocates
- Make prosecuting the traffickers easier by consolidating the existing slavery offences
- Make UK businesses report on how they tackle slavery in global chains

Unseen, a modern slavery charity, stated the following figures for 2024:

- A total of 2,089 cases were raised
- Demographics included:
 - 389 (24%) female potential exploiters
 - 1,224 (76%) male potential exploiters – 2% reduction from the previous year
 - 25% (373) of all cases were cases of sexual exploitation with 804 potential victims.
 - 2,701 potential victims of labour exploitation, across 794 cases
 - 182 criminal exploitation cases, including 261 potential victims
- The helpline received 11,464 calls, which included 4,839 potential victims of modern slavery
- Webforms increased by 13% to 3,660, an all-time high

This policy forms asphaleia's statement setting out the actions we take to understand all potential modern slavery risks and proactive measures we adhere to, ensuring there is no slavery or human trafficking in our operations or supply chains. Whilst this is required by globally operating companies by the Modern Slavery Act 2015, asphaleia has set out this statement. It outlines our safeguarding duty to raise awareness, identify and report any slavery concerns with regard to our service users.

2. organisational practices

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

2.1 human resources

asphaleia aims to provide services that are to a high standard and conduct ourselves with the utmost integrity and expects all our staff to act in the same manner. asphaleia is committed to providing staff with a happy and safe working environment, which promotes an open, honest and transparent ethos. All employees are treated with respect and can carry out their job role free from conflict, unassessed risk, harassment or any other unacceptable behaviour. asphaleia has several 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.

2.2 procurement

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

2.3 risk management

asphaleia's Leadership Team are responsible for identifying, documenting and minimising any major risks to which we may be exposed. These risks are reviewed quarterly, and strategies, procedures and policies are produced and reviewed to minimise such risks. These risks include the protection of children and young people who access our services, staff and volunteers.

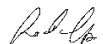
2.4 safeguarding and child protection

asphaleia has numerous safeguarding and child protection policies in place, which focus on the need to ensure children, young people, staff and visitors are safe, feel safe and are supported whilst they are in receipt of asphaleia services or work at asphaleia. Our safeguarding processes have been developed to ensure the identification, reporting and support of any risks are managed effectively, person-focused and fulfil the relevant legal and regulatory obligations.

The Leadership Team, together with the Safeguarding Team ensure that all employees receive the required and appropriate safeguarding training and have up-to-date access to relevant information. asphaleia ensure that the child and young person's voice is heard and that we offer a safe place where they feel they can disclose any concerns or issues without bias.

2.5 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 protects the reporting person. All concerns are taken seriously and investigated.

Signed:	
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