



# Modern Day Slavery Statement

<b>Policy Code:</b>	HR19
<b>Policy Start Date:</b>	October 2022
<b>Policy Review Date:</b>	October 2025



**1. Introduction**

1.1. 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, 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.

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- 7.3. Additional training on this policy, and on the risk our Trust faces from modern slavery in its supply chains, will be provided as and when necessary outside of the normal period and for any new staff joining the Trust.
- 7.4. -tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

## **8. Further steps**

- 8.1. The trust is committed to continually reviewing and improving its practices to ensure modern slavery is in no way a part of its operations. The Trust has implemented various control measures to increase our oversight of ethical procurement and recruitment which includes but is not limited to:
- Effective communications with our suppliers to confirm their understanding and compliance in line with our expectations. All new supplier forms include a modern slavery and human trafficking clause for the confirmation prior to the Trust using them as a supplier.
  - A centralised procurement policy has been initiated with Trust Board approval which includes modern slavery and human trafficking information as part of the approved tender process.
  - Modern slavery and human trafficking clauses have been included within our standard terms and conditions.
  - Specific training on modern slavery risks for all groups of staff to ensure that any potential risks are identified and mitigated.

## **9. Breaches of this policy**

- 9.1. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 9.2. The Trust will terminate our relationship with immediate effect with other individuals and organisations working on our behalf if they are found to be in breach of this policy.

## **10. Governance**

- 10.1. This statement has been approved in full by the Community Inclusive Trust board of trustees, pursuant to the fulfilment of its obligations under section 54(1) of the Modern Slavery Act 2015.
- 10.2. This policy will be formally reviewed on a three-year cycle, or earlier if significant changes are required.