

Company Ltd by Guarantee registered in England.

Registered number 33132461.

Registered Office:

Trent House, 234 Victoria Road, Fenton, Stoke-on-Trent, ST4 2LW

Registered Charity Number: 1062548

Modern Day Slavery Policy

Revisions Control

Date	Summary of Changes Made	Changes Made By (Name)
08.08.2019	New Policy	Julie Hammersley
01.10.2020	Legislation added to Policy	Julie Hammersley
12.3.2021	Update new address	Julie Hammersley
12.01.2024	Reviewed no changes	Julie Hammersley
13.1.2025	Reviewed no changes	Julie Boon
22.4.2026	Reviewed no changes	Julie Boon

Next to be Reviewed : 22.4.2027

Purpose

North Staffs Carers has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our Association.

Scope

North Staffs Carers is committed to ensuring there is transparency in our Association and in our approach to tackling modern slavery. We expect the same high standards from all of the organisations we work in partnership with. As part of our sub-contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

Modern Day Slavery Policy

Policy Statement

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.

North Staffs Carers has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our Association in line with the Modern Slavery Act 2015.

North Staffs Carers is committed to ensuring there is transparency in our Association and in our approach to tackling modern slavery. We expect the same high standards from all of the organisations we work in partnership with. As part of our sub-contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, trustees, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the Policy

North Staffs Carers has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Chief Officer has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

Compliance with the Policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of the Association is the responsibility of all those working for North Staffs Carers. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your line manager OR the Chief Officer as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of the Association.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions constitutes any of the various forms of modern slavery, raise it with your line manager or the Chief Officer.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of the Association. If you believe that you have suffered any such treatment, you should inform your line manager immediately.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Policy Reviewed By : _____

Signature : _____

Date: _____

