

Policy Ref:
HR18



Modern Slavery Policy

Date Approved	April 2024
Approved By	Board
Review Date	April 2026



SASP are committed to our Diversity and Inclusion Action Plan (DIAP) which sets out our ambitions for advancing and celebrating diversity and inclusion at every level of our organisation.

This stamp indicates areas in our policies / procedures that focus on Equality, Diversity & Inclusion.

Policy Update Record (Version Control)		
Date	Author	Change(s)
25/03/2024	Rachel Martin	Draft policy finalised and sent to JH/JK.
09/04/2024	FGAR	Policy approved at FGAR meeting.

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Introduction

This statement is made pursuant to s54 of the Modern Slavery Act 2015 and sets out the steps that SASP has taken, and is continuing to take, to make sure that modern slavery or human trafficking is not taking place within our organisation or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. SASP has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place.

Our policies on slavery and human trafficking

SASP is aware of our responsibilities towards clients, service users, employees and the local community and expect all suppliers to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our organisation. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will
2. Equal Opportunities. We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities
3. Safeguarding policies. We adhere to the principles inherent within both our safeguarding children and adults policies. These provide clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain.
4. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals

Training

Advice and training about modern slavery and human trafficking is available to staff through our safeguarding policies and procedures, and our safeguarding leads.

We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business. #

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.