



Anti-slavery policy

Introduction

This policy is intended to confirm and record Power2's strong stance against slavery and human trafficking. It is intended to meet the requirements of the UK's Modern Slavery Act 2015 and is being implemented as good practice rather than as a legal requirement of the charity.

Modern slavery is an umbrella term used in England and Wales that covers several different forms of exploitation including human trafficking, slavery, county lines, servitude and forced or compulsory labour. All forms of modern slavery are illegal. If a child is not a victim of modern slavery, they will often still be vulnerable and in need of safeguarding, help and support.

Modern slavery is a serious crime that violates human rights. Children and young people are particularly susceptible to exploitation. This is for a variety of reasons, such as age or dependency on those exploiting them. Many factors increase the risk for children. The following list is not exhaustive, and it is important to remember any child could be at risk of exploitation, regardless of their background.

Children may be more at risk if they:

- are unaccompanied migrants, refugees or asylum seekers
- lack a safe and supportive parent or carer
- have experienced abuse, bereavement or loss
- have parents or carer with a substance addiction
- have parents or carer linked to high-risk situations, including adult sex work or criminality
- lack safe environments, such as a stable home/care environment
- have a learning difficulty, physical or mental health need
- experience social isolation or lack positive networks
- are struggling to understand their identity or sexuality, and have confidence or self-esteem issues

Aims and objectives

This policy aims to inform of Power2's stance on slavery and modern slavery and detail how we respond to these concerns.

Our vision is a world where all young people can build a successful future. Power2 strives to maintain the highest standards of business ethics and is committed to legal compliance and ethical business practices.

Countering the risk of slavery and human trafficking

Power2 recognises that modern slavery may exist to a greater or lesser extent in most, if not all, countries and in most industries.

Power2 is a unique organisation whose core business is to support young people, building care, compassion and a sense of responsibility which helps them make better decisions. Our approach is both innovative and dynamic and raises the aspirations of young people. Our business and that of our associates and suppliers operate in areas where the roles being performed are largely professional or technical, and the risk of modern slavery and human trafficking is low.

Power2 nonetheless takes a zero-tolerance approach to slavery and human trafficking. We are not aware of, nor do we have any information to suggest that any inappropriate labour conditions are present in our supply chains.

Our actions

Power2 sets itself high standards in relation to fair and ethical employment practices. This includes practices relating to wages, hours, overtime and benefits, and health, safety and the environment, and those combating improper discrimination, and child and forced labour.

In accordance with our zero-tolerance approach to slavery and human trafficking Power2 will immediately investigate any report or allegation involving wrongdoing of this nature and take remedial actions as appropriate. All Power2 staff will also complete the Home Office e-course on modern slavery.

If modern slavery is suspected, our staff have a duty to follow our safeguarding procedures and ensure that the local authority children's services have been contacted and appropriate safeguarding measures put in place. A referral to the National Referral Mechanism (NRM) will be completed by the school or children's services. A referral will only take place once a child is safeguarded, if it is suspected that the child is a victim. The NRM is the framework for identifying victims of modern slavery and ensuring they receive the right support. If the Independent Child Trafficking Guardian service is operating in the area they should also be contacted when making the NRM referral.

Before a NRM referral is completed, a good understanding of what has happened to the child is required, the more detail the better, as it helps the decision maker to determine whether the child is a victim. By ensuring we have as full an understanding as possible at the time of referral we reduce the likelihood of a child being traumatised by repeating their account over and over again to different professionals. We will also consider whether other practitioners working with the child may have information that is helpful to include in the referral. It is unlikely that Power2 will ever receive confirmation that a child was a victim of modern slavery.

Review

This policy will be monitored and reviewed every three years by the Senior Management Team and the Safeguarding Committee, or earlier if the legislation changes.

Related policies

This policy should be read in conjunction with the following Power2 policies:

- Safeguarding policy.
- Health and safety policy.
- Safer recruitment and selection policy.
- Equality, diversity and inclusion policy.
- Due diligence (suppliers) policy.

The following external guidance documents support this policy:

- Modern Slavery Act 2015.
- Modern Slavery: statutory guidance for England and Wales (under s49 of the Modern Slavery Act 2015) and non-statutory guidance for Scotland and Northern Ireland.

Approval

This policy has been considered and approved by the Senior Management Team and the Safeguarding Committee.



Julie Randles
Chief Executive
6 August 2024



Gemma Carroll
Chair of Safeguarding Committee
25 November 2024