

Modern Slavery and Human Trafficking Policy

0161 Education CIC

Policy Owner	0161 Education CIC
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Reviewed By	Jozef Chlebik



0161 Education helps children and young people shift their mindset to make positive choices for themselves and those around them. We care about the individual. We commit to each programme. We provide change.

This policy should be followed in line with our Whistleblowing Policy, our Safer Recruitment Policy and our Equality and Diversity Policy as well as taking in to account our values and core beliefs.

Introduction

The Modern Slavery Act 2015 covering slavery, servitude, forced or compulsory labour and human trafficking states that:

A person commits an offence if:

- The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude.

or

- The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

Organisations have a responsibility to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws and international standards are adhered to, including freedom of movement and communications.

At 0161 Education, we are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

What is Modern Slavery?

Modern slavery is a crime and a violation of fundamental human rights. At 0161 Education we are strongly opposed to any form of violation of human rights, and we will actively promote freedom and liberty for all our students, staff and stakeholders. Modern slavery 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.

The Modern Slavery Act 2015 was recently amended to include a definition of CCE (child criminal exploitation) as:

Another person or persons manipulate, deceive, coerce, or control a person to undertake activity which constitutes a criminal offence where the person is under the ensure age of 18.

We will therefore ensure all our staff, visitors, students and stakeholders gain an awareness of CCE, can recognise the signs of where a child or young person may be a victim of CCE, and that all staff take part in regular safeguarding training, both in house and externally, to ensure we are addressing this throughout our practice to keep our young people safe. Please also see our safeguarding policy for further guidance.

Recruitment

Our recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not and will not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

We will commit to the principles of the Modern Slavery Act 2015 by:

- Maintaining and encouraging an open, transparent way of working where all staff feel comfortable in sharing good practice and sharing information of any wrongdoing
- Ensuring that our policies are shared with new and current staff both on induction and annually and that staff are aware of any updates or new legislation
- Ensuring that staff know at all times where and how to share disclosures and feel comfortable in doing so
- Continuing to adopt a no-tolerance attitude to modern slavery and human trafficking

Our responsibilities

0161 Education is committed to acting ethically and with integrity and we will strive to implement and enforce policies, plans and procedures to ensure the risk of modern slavery taking place anywhere in our own organisation or in any of our supply chains is eradicated. We will educate our staff and ensure all policies are adhered to when commencing employment and reviewed on an annual basis.

We will also ensure there is transparency in our own organisation and that any partnerships with other services maintain the same level of high standards that we expect at 0161 Education.

Responsibility for the implementation of this policy lies with the Company Director who will review this policy annually, monitoring its use and effectiveness, dealing with any queries about it and monitoring procedures to ensure they are effective.

However, all staff employed with 0161 Education, either voluntary or otherwise, are responsible for reporting concerns they may have of potential breaches of the Modern Slavery Policy as soon as possible, whether on the part other 0161 Education members or third parties. 0161 Education is committed to ensuring that its members have a safe and confidential way of reporting suspected wrongdoing. Concerns may therefore be raised directly with the Company Director and through

our Whistleblowing Policy which also permits staff, students and anyone contractually associated with 0161 Education to raise concerns of serious malpractice within 0161 Education.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Staff should therefore be assured that they will not receive any detrimental treatment due to their disclosures and should they believe they have received unfair treatment or concerns, they can raise this formally through our internal complaints procedures.