

INTRODUCTION

Newlands Hey School is part of the IDEM Living Ltd family of support services for people with a learning disability and complex issues and we are proud of our integrity when providing this support. Our work in all of our support services has at its foundation the core value of respect for the person and the mission to advocate and empower the vulnerable. We strive to be an ethical organisation and as such Newlands Hey School both supports the ethos of the Modern Slavery Act 2015 and its proactive stance against any form of human exploitation.

Our zero tolerance approach to modern slavery and exploitation will be communicated to all when entering into new or renewed business arrangements with suppliers or contractors. They will be informed that we will no longer use their services if they breach this policy. .

DEFINITION OF MODERN SLAVERY

A person is said to be held in Modern Slavery when

- a) 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
- (b) 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 (Modern Slavery Act 2015).

Modern Slavery encompasses all forms of exploitation slavery, servitude, and forced or compulsory labour and human trafficking. Victims of modern slavery can often face more than one type of abuse and slavery, for example if they are sold to another trafficker and then forced into another form of exploitation. A person is trafficked if they are brought to (or moved around) a country by others who threaten, frighten, hurt and force them to do work or other things they don't want to do.

EXTENT OF MODERN SLAVERY

Modern slavery is an abhorrent crime that is said to impact an estimated 40.3 million people in modern slavery around the world (Antislavery International 2016). Government estimates suggest that there are up to 13,000 people caught up in modern slavery in England and Wales today and this includes significant numbers of children as well as adults.

RECRUITMENT PROCESSES

We are mindful during our recruitment processes at Newlands Hey School of the potential for modern slavery with some workers from abroad being identified as particularly vulnerable to exploitation by others who would take their wages each month and leave the staff with little of their own.

Our recruitment processes fully follow Government recommendations to ensure that all staff at Newlands Hey School are protected. We are committed to providing dignity at work for all our staff by the following checks

- Employment is freely chosen
- Freedom of association is respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment or threats are allowed

OUR SERVICE USERS

Our supported people belong to a category that the government has identified as particularly vulnerable to exploitation and being targeted for modern slavery. We should be mindful of the activities that our supported people undertake outside of our organisation to be vigilant for signs of their potential exploitation.

CONTRACTORS AND SUPPLY CHAINS

As an ethical organisation Newlands Hey School are committed to ensuring that there is no modern slavery, exploitation or human trafficking in any of our supply chains or being used by any of our contractors.

As an organisation we seek to ensure that suppliers of goods or services to Newlands Hey School are transparent and act responsibly towards the people working in them.

We are aware that identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. There is a spectrum of abuse and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour.

However, Newlands Hey School accepts that it has a responsibility through its due diligence processes to ensure that workers employed by contractors or supply chains are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

WHISTLEBLOWING AND REPORTING CONCERNS

If you believe or suspect a breach of or conflict with this policy has occurred or may occur, you must notify Mr Rob Gillespie (MD) or your immediate line manager.

Staff can also contact the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.

As an ethical organisation Newlands Hey School is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of our supply chains or the contractors being used.