

Modern Slavery and Human Trafficking Policy

Legislation

The Modern Slavery Act, received Royal Assent on 26 March 2015. The act consolidates slavery and trafficking offences and introduces tougher penalties and sentencing rules. Background Child trafficking and modern slavery is becoming a more frequent form of child abuse. Children are recruited, moved, transported and then exploited, forced to work or are sold on.

Modern slavery is a term that covers:

Slavery

Servitude and forced or compulsory labour

Human trafficking

Victims of modern slavery are also likely to be subjected to other types of abuse such as physical, sexual and emotional abuse. This policy should be used alongside the following policies to ensure all children, staff, parents and visitors are fully safeguarded.

For an adult or child to have been a victim of human trafficking, there must have been:

Action (e.g. recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation)

Means (threat or use of force, coercion, abduction, abuse of power or vulnerability)

There does not need to be “means” for children as they are not able to give informed consent

Purpose (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs).

Signs of abuse

Action should be taken if they appear to have some of these possible signs including; under the control of someone else and reluctant to interact with others, the victim has few personal belongings and wear the same clothes every day or wear unsuitable clothes for work. The victim is not able to move around freely and is reluctant to talk to strangers or the authorities including appearing frightened, withdrawn, or show signs of physical or psychological abuse.

Procedure

When a concern is raised about slavery or trafficking, then we will follow our safeguarding procedure. If the child (or adult) is at risk of immediate harm then the police will be called, otherwise the local authority will be contacted and the referral process will be followed as per the safeguarding procedure. If we suspected, and it wasn't possible to have a confidential conversation, we wouldn't confront them or cause a scene, as this will likely lead to increased harm for them. Instead, we would inform the relevant authorities, or organisations, working in the field. If you are in the UK and suspect someone might be in slavery, you have several options:

Call the Modern Slavery Helpline on 08000 121 700 or fill out an online form.

Contact Crime stoppers on 0800 555 111

Contact the Police or local children social care teams.

Last reviewed: January 2025

Next reviewed : January 2026