

ST GILES TRUST MODERN SLAVERY POLICY STATEMENT

This statement forms part of St Giles Trust safeguarding strategy and is an addendum to our main Safeguarding Policy.

St Giles Trust is committed to preventing slavery, human trafficking, and exploitation. St Giles Trust will not tolerate any acts of modern slavery or human trafficking within its own organisation or any of our partner organisations. We will implement processes for our staff, volunteers, and clients to ensure that slavery or human trafficking is identified, monitored and reported to the correct authorities.

Types of Exploitation include:

- Labour Exploitation
- Sexual Exploitation
- Domestic Servitude
- Criminal Exploitation
- Organ Harvesting
- Forced Marriage
- Fraud (illegal adoptions, benefit fraud, financial fraud)

St Giles Trust's anti-slavery initiatives are as follows:

Policies:

St Giles Trust Board of Trustees, Executive Directors and Management Team are responsible for ensuring that all staff

adhere to policy and are informed of St Giles Trust's position regarding slavery and human trafficking. The Organisational Safeguarding Panel is responsible for updating the policy and for the review and monitoring of this, in conjunction with the People and Culture Team.

Risk assessments:

In line with our current quarterly risk assessment monitoring with each team we will update our risk register to determine our risk exposure and to ensure that any risks are appropriately flagged, mitigated, and monitored.

Investigations/due diligence:

Our Management Team will be responsible for ensuring that the appropriate individuals are assigned for investigations and due diligence in relation to known or suspected instances of any form of modern-day slavery and human trafficking.

Training:

St Giles Trust will ensure that training takes place either directly or through online learning packages so that staff understand and respond to the identified slavery and human trafficking risks.

St Giles Trust requires all staff and Trustees to complete training on modern slavery within a reasonable time frame.

St Giles Trust modern slavery training includes:

- How to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available.
- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected;
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation.

- What external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative;
- What messages or guidance can be given to suppliers and other partners to implement anti-slavery policies.
- What steps St Giles Trust should take if suppliers or partners do not implement anti-slavery policies in highrisk scenarios, including their removal from the organisation's supply chains.

Raising Awareness Programme:

As well as training staff, St Giles Trust will raise awareness of modern slavery issues by putting up posters across the organisation's premises and information on shared online forums.

This information will explain to staff:

- The basic principles of the Modern Slavery Act 2015.
- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our own organisation.
- What external help is available, for example through the Modern Slavery Helpline.
 - Modern Day Slavery and Exploitation Helpline- 08000 121 700
 - Gangmasters and Labour Abuse Authority to report concerns about mistreatment of workers- 0800 432 0804 or by email intelligence@gla.gov.uk

Relevant policies

This statement is linked with other relevant St Giles Trust policies

Such as:

- Safeguarding children and young people Policy

- Prevent Policy
- Safeguarding Adults Policy
- Whistleblowing Policy
- Code of conduct and Professional Boundaries Policy
- Recruitment and Selection Policy

Due diligence

St Giles Trust undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Legal framework

Modern Slavery Act 2015

Monitoring and review

The Safeguarding Panel will be responsible for the monitoring and periodic review of the Modern

Slavery and Human Trafficking Policy Statement to ensure the requirements are being met.