

**Approved by:** Board of Trustees

**Review cycle:** Annual

**Next review due:** January 2027

**Version:** 1.0

## **Modern Slavery Policy & Statement**

### **Kent Sexual Assault and Abuse Services (KSAAS)**

#### **1. Policy Statement**

Kent Sexual Assault and Abuse Services is committed to preventing modern slavery, human trafficking, and exploitation in all forms. We recognise that modern slavery is a serious crime and a grave violation of human rights. As a specialist organisation supporting survivors of sexual violence, we understand the profound harm caused by coercion, control, exploitation, and abuse.

We will take all reasonable steps to ensure that modern slavery has no place within our organisation, our supply chains, or the services we deliver.

#### **2. Purpose of the Policy**

This policy sets out KSAAS's commitment to:

- Identifying and responding to signs of modern slavery
- Protecting survivors and those at risk
- Ensuring our staff, ISVAs, volunteers, and trustees understand their responsibilities
- Maintaining ethical and transparent supply chains
- Complying with the Modern Slavery Act 2015

#### **3. What is Modern Slavery?**

Modern slavery includes:

- Human trafficking
- Forced labour
- Debt bondage
- Domestic servitude
- Sexual exploitation

- Criminal exploitation
- Forced marriage
- Child exploitation

Victims may be adults, children, UK nationals, or people from overseas. Many are hidden, isolated, or controlled by threats, violence, or coercion.

#### **4. Our Commitment to Survivors**

KSAAS is committed to:

- Providing trauma-informed, non-judgemental support
- Recognising the intersections between sexual violence, trafficking, and exploitation
- Ensuring safe, confidential pathways for disclosure
- Working with specialist agencies such as the National Referral Mechanism (NRM), police, and safeguarding partners
- Ensuring survivors are believed, supported, and empowered

#### **5. Responsibilities**

##### 5.1 Trustees

- Ensure compliance with the Modern Slavery Act
- Oversee risk, safeguarding, and ethical governance
- Review this policy annually

##### 5.2 Senior Leadership Team

- Ensure staff training and awareness
- Monitor supply chains and procurement
- Respond to concerns and escalate appropriately

##### 5.3 Staff, ISVAs, and Volunteers

- Recognise signs of modern slavery
- Report concerns through safeguarding pathways
- Maintain confidentiality and trauma-informed practice

## **6. Recognising Signs of Modern Slavery**

Indicators may include:

- Signs of physical or sexual abuse
- Fearful, withdrawn, or controlled behaviour
- Someone speaking for the individual
- Lack of personal documents or control over finances
- Working excessively long hours or in unsafe conditions
- Being transported frequently or living in poor conditions
- A child or adult being exploited for sex, labour, or criminal activity

These signs do not confirm exploitation but should always trigger safeguarding action.

## **7. Reporting Concerns**

Any concerns about modern slavery must be reported immediately to the Designated Safeguarding Lead (DSL).

The DSL may:

- Make a safeguarding referral
- Contact the police
- Seek advice from the Modern Slavery Helpline
- Consider referral to the National Referral Mechanism (NRM)
- Liaise with specialist trafficking organisations

All concerns will be handled sensitively, confidentially, and in line with safeguarding procedures.

## **8. Training and Awareness**

KSAAS will ensure that:

- All staff, ISVAs, volunteers, and trustees receive training on modern slavery
- Training includes recognising signs, trauma-informed responses, and reporting pathways

- Updates are provided when legislation or best practice changes

## **9. Supply Chains and Procurement**

KSAAS is committed to ethical procurement. We will:

- Work only with suppliers who uphold human rights and labour standards
- Avoid suppliers with known links to exploitation
- Review contracts and supply chains for risk
- Require suppliers to confirm compliance with the Modern Slavery Act

## **10. Monitoring and Review**

This policy will be reviewed annually or sooner if:

- Legislation changes
- A safeguarding incident requires review
- New risks are identified

The Board of Trustees is responsible for oversight and approval.

### Modern Slavery Public Statement

Kent Sexual Assault and Abuse Services is committed to preventing modern slavery and human trafficking. We take a zero-tolerance approach to exploitation and work to ensure that our organisation, services, and supply chains are free from modern slavery. We support survivors with compassion, dignity, and trauma-informed care.