

Papworth Trust Modern Slavery and Human Trafficking Statement

October 2023



What is the Modern Slavery Act 2015?

The [Modern Slavery Act 2015](#) (MSA) brings several different measures together as part of the UK's efforts to combat modern slavery.

What does 'modern slavery' mean?

The MSA refers to slavery, servitude and forced or compulsory labour, in line with the Article 4 of the European Convention on Human Rights (ECHR). Modern slavery can include forced labour, debt bondage, human trafficking and forced or early marriage. Forced labour and human trafficking are a global crime resulting in an abhorrent abuse of dignity and human rights which disproportionately affect women and children. This statement however, is aimed towards all persons who may be adversely affected by forced labour and human trafficking including women, men, children, transgender, intersex, non binary persons, persons with disabilities, those who use drugs, those trafficked for sex.

About Papworth Trust

Papworth Trust exists to make a positive difference to the lives of disabled people. We have been doing this for over 100 years and are proud of our history. Our focus is on four key areas – housing, employment, care and day services, and each of these areas is integral to the wellbeing and needs of disabled people.

Position Statement

Papworth Trust finds the practice of forced labour and human trafficking unacceptable and takes a position of zero tolerance towards trafficking in human beings for sexual and labour exploitation.

Whilst Papworth Trust is not required as part of the MSA to publish a modern slavery statement, we are committed to taking proactive steps with the aim of ensuring that this practice does not exist at any level of the organisation and that the best possible support, care and compassion is provided to the victims of this crime with whom Papworth Trust may come into contact with.

Our commitment to the principles of the Modern Slavery Act 2015

Papworth Trust is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. Here are the steps Papworth Trust has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains:

Our policies in relation to the Modern Slavery Act 2015

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

The following policies are available to all staff and volunteers and can be found on Sharepoint and on My Learning Cloud Platform:

Code of Conduct

Papworth Trust Code of Conduct and Staff Handbook makes it clear to employees and volunteers the actions and behaviour expected of them when representing the organisation.

Whistleblowing & Public Interest Disclosure Policy

We encourage employees to use this policy to disclose anything they think counts as whistleblowing.

Recruitment and Selection Policy

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

Safeguarding Policy

Explains how to make a referral should a member of staff have concern.

Our supply chain

We have a broad range of suppliers and, having reviewed our business, those which we deem to be most at risk from Modern Slavery are providers of agency staff, building, maintenance and cleaning contractors, and IT equipment providers.

We do 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.

Due Diligence

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from them.

We look to source goods and services from organisations that we deal with, that are reputable and where we can check their suitability.