



# Safe Steps

## Modern slavery and trafficking statement

April 2024

### Introduction

Safe Steps understands and recognises that slavery and human trafficking are causes for increasing concern throughout the world. This is especially relevant and worrying to us when this impacts the lives and wellbeing of women and children who are our beneficiaries. As a result, it is important that we never find ourselves in a position where we directly or indirectly facilitate or support slavery or human trafficking.

Safe Steps have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operations as well as supporting women and their children who are affected by slavery and or trafficking.

Our objectives are to support women, men and their children who are experiencing or escaping domestic or sexual violence and abuse this may include survivors of trafficking and modern slavery. We provide safe temporary emergency accommodation and associated support and services. We operate in Essex and are full members of Women's Aid Federation of England.

We establish a relationship of trust and integrity with any contractors and trades people which is built upon mutually beneficial factors. Our selection of tradespeople is based on reputation, respect for the law, compliance with health, safety and environmental standards, and references. We haven't been made aware of any allegations of human trafficking/slavery activities against any of our contractors or tradespeople and we do not have any suppliers as such, but if we were aware of any concerns, then we would act immediately and report it to the authorities.

### Risk assessment

We are committed to working with our service users, staff and volunteers, in accordance with best practice.

We will always try to satisfy our service users' expectations as well as their stated needs. We place value on the involvement of staff and volunteers in the achievement of the organisations objectives and encourage their commitment to those objectives.

Staff and volunteers are encouraged to identify areas where improvement may be made to our processes and procedures.



We risk assess our supply chain by taking into account:

The positive reputation of known companies and tradespeople to provide all services and supplies. We expect any suppliers/contractors to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

All staff and volunteers are aware of their role in the detection and prevention of abuse. Any incidents of any form of abuse including the suspicion of slavery or human trafficking should be reported to a member of the Senior Management Team or Trustee under the Whistleblowing Policy.

### **Awareness and Training**

Safe Steps has raised awareness of modern slavery issues by ensuring that all members of the team attend training either online or through a local organisation which covers:

- Various forms of modern slavery in which people can be held and exploited
- How employees can identify the signs of slavery and human trafficking,
- What external help is available for the victims of slavery

This statement covers 1 April 2024 to 31 March 2025 and has been approved by the Senior Management Team. All staff are held accountable to the Board of Trustees.

S Conlon, CEO

01 June 2024

### **Associated Policies**

Safe Steps Whistleblowing policy

### **Relevant legislation**

The Modern Slavery Act 2015

<https://www.legislation.gov.uk/ukpga/2015/30/section/54/enacted>