

Doncaster Children's Services Trust

Modern slavery and human trafficking statement 2018/19

This statement sets out Doncaster Children's Services Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, or its supply chains. This statement relates to actions and activities during the financial year 1 April 2018 to 31 March 2019.

As an organisation providing services on behalf Doncaster Council, the Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. In addition to the Trust's responsibility as an employer, it also acknowledges its duty to notify the Secretary of State of suspected victims of slavery or human trafficking as introduced by section 52 of the Modern Slavery Act 2015.

The Trust is committed to preventing slavery and human trafficking in its activities and to ensuring that its supply chains are free from slavery and human trafficking.

The Trust's Slavery and Human Trafficking Statement has been approved by the Trust's Chief Executive Team. It will be reviewed and updated annually. The Statement is reported to the Chief Executive Team each year for monitoring and assurance purposes.

**Lorraine Eastham
Head of HR and OD
April 2018**

Structure and Business

The Trust provides support and social services to the children and families of Doncaster. We work with our local partners to do the best for children, young people and families who need support in their daily lives. We are a young organisation which will develop over time, and this will include working with local communities and becoming a presence in Doncaster.

The Trust's Business Plan includes our mission which is to make a positive impact on the lives of our children, young people and families by being an outstanding partner and provider of services, which maximise life opportunities for all.

Supply Chains

From April 2016, all tender processes will require bidders to provide confirmation that they are compliant with the Act.

Relevant Policies

The Trust reviews its policies and procedures regularly to ensure they remain compliant and fit for purpose. The following policies and procedures are considered to be key in meeting the requirements of the Modern Slavery Act.

Recruitment and selection

The Trust's recruitment processes are transparent and reviewed regularly. They include robust procedures for vetting new employees, which ensures they are able to confirm their identities and qualifications, and they are paid directly into an appropriate, personal bank account. To comply with the Asylum, Immigration and Nationality Act 2006, all prospective employees are asked to supply evidence of their eligibility to work in the UK. References are also requested and followed up.

Agency Workers

The Trust uses only reputable employment agencies through a neutral vendor arrangement to source labour and verifies the practices of any new agency it is using before accepting workers from that agency.

Employee Code of Conduct

The Trust's Employee Code of Conduct makes clear to employees the actions and behaviours expected of them when representing the Trust. The Trust strives to maintain the highest standards of employee conduct and ethical behaviour and breaches are investigated.

Whistleblowing

The Trust encourages all its employees, customers and other business partners to report any concerns related to the direct activities or the supply chains of the Trust. The Trust's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

Supplier conduct

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to confirm that they provide safe working conditions where necessary and act ethically and within the law in their use of labour. Serious violations of the required conduct standards will be considered a breach of contract and could lead to the termination of the business relationship.

Non-Executive Directors (NED) Code of Conduct and Ethical Framework

The Trust expects all Non-Executive Directors to demonstrate the highest standards of conduct and behaviour. All NED's are required to abide by a formal Code of Conduct. Breaches are investigated by the Chair of the Board or the Secretary of State.

Non-Executive Directors Declarations of Interests

The Trust requires all Non-Executive Directors to record and declare personal and prejudicial interests.

Partnerships

The Trust works in partnership with a wide range of agencies to prevent abuse and neglect, to detect and report occurrences and to support victims. This includes Doncaster Council and the Local Safeguarding Boards.

Contractors and Service Providers

The Trust requires its key contractors to have safeguarding policies, procedures and training in place in addition to providing confirmation of compliance with the Act.

Training

The Trust has a programme of mandatory training that all employees must complete. It enables officers in community-facing roles to identify and know how to report suspected incidents of abuse and neglect, including modern slavery and trafficking. Information on Modern Slavery is incorporated into updated safeguarding awareness training for staff.

April 2018