



## Anti-Slavery and Human Trafficking Statement

<b>DATE CREATED</b>	2018	<b>DATE OF NEXT REVIEW</b>	October 2024
<b>POLICY OWNER(S)</b>	Director of HR & Communications		
<b>DESIGNATION</b>			

<b>Purpose of policy</b>	This policy sets out St Elizabeth's approach to combating modern slavery and human trafficking.
<b>Intended audience</b>	All staff, suppliers, service users and stakeholders at St Elizabeth's
<b>Links to other policies</b>	Safer Recruitment Policy

## **Anti-Slavery and Human Trafficking Statement**

### **1 Introduction**

- 1.1 This statement is made in response to Part 6 Section 54 of the Modern Slavery Act 2015.
- 1.2 St Elizabeth's Centre fully supports international efforts to combat modern slavery and human trafficking in corporate activities and supply chains.
- 1.3 The Statement was developed in March 2018 and reviewed annually.

### **2 Organisational Structure**

- 2.1 St Elizabeth's is a charity – Registered Charity No. 1176777.
- 2.2 St Elizabeth's is located in Much Hadham, with a small satellite service for adult service users (Windhill) located in Bishops Stortford. We manage and run a School and Children's home for 5-19 year olds, a College for 18 – 25 year olds (supported by a Domiciliary Care Agency) and a Health Agency with Nursing. We provide education, care and medical support for children and young people who have epilepsy and other complex needs.

### **3 Our Approach**

- 3.1 St Elizabeth's Centre is committed to combating slavery and human trafficking. We have a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in our operation, and with respect to our relationships.

### **4 Work and Employment at St Elizabeth's**

- 4.1 One of our most basic beliefs is that everyone should have the opportunity to work in an environment that is free from discrimination or oppression of any kind. To this end, St Elizabeth's complies with applicable employment laws and is firmly committed to ensuring fairness in the hiring, management and advancement of all employees and bank workers. All staff, to include agency workers and our volunteers have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct. Every member of staff and volunteer is required to respect fellow employees and to treat them with dignity. This message is reiterated in our policies and procedures, which are made available to all staff. Our commitment to ensuring respect in the workplace is wholly commensurate with ethical principles and practices aimed at preventing the exploitation and abuse associated with modern slavery and human trafficking. Our HR policies and procedures are robust and comprehensive. For example, recruitment and selection procedures which include confirming right to work in the UK; the provision of pay which is either in line with, or in most cases above, statutory requirements (national minimum wage, national living wage, apprenticeship pay).

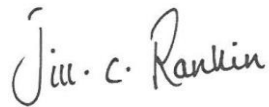
## 5 Procurement/Suppliers

5.1 We likewise expect a commitment to these principles and effective practices from all organisations with which we do business. We will not support, or do business knowingly with, any organisations involved in modern slavery practices or human trafficking. We will ensure that our procurement processes explicitly address this, and we will actively seek to ensure we exclude such suppliers from our supply chain. St Elizabeth's has not identified any high risk suppliers. We do not have any suppliers from outside the EU.

## 6 Service Users

6.1 We note that some of our service users may be particularly vulnerable to exploitation and we will ensure that we are vigilant on their behalf. The Centre places safeguarding at the heart of our operations and has a number of service specific policies and procedures to support this. These are available on the internet and staff intranet.

St Elizabeth's believes the policies and due diligence procedures in place should be sufficient to prevent, or enable early identification of, matters which may be of concern.



**Jill Rankin**  
**Chief Executive Officer**

**October 2023**