

The Future You

Anti-Slavery and Human Trafficking Policy

1. Policy Statement

The Future You is committed to ensuring that modern slavery, human trafficking, forced labour and exploitation have no place in our organisation, supply chains, or the services we deliver. We recognise our duty of care to protect children, young people, staff, contractors, and the wider community from harm and exploitation.

We uphold the principles of:

- Respect for human rights and dignity.
- Fair treatment and equal opportunities.
- Zero tolerance towards slavery, trafficking, or any form of exploitation.

2. Scope

This policy applies to:

- All staff (permanent, temporary, volunteers, contractors).
- All learners attending The Future You.
- Any third parties, suppliers, or agencies working with or on behalf of The Future You.

3. Definitions

- Modern slavery: The recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.
- Human trafficking: Arranging or facilitating the travel of another person with a view to them being exploited.
- Exploitation: Includes forced labour, domestic servitude, sexual exploitation, criminal exploitation, debt bondage and organ removal.

4. Commitments

The Future You will:

- Ensure safe recruitment practices are followed, including right-to-work checks.
- Train staff to recognise signs of modern slavery and trafficking.
- Maintain safe and accessible reporting channels for learners, staff and the community.
- Work in partnership with safeguarding boards, local authorities and law enforcement where concerns are identified.
- Monitor suppliers and contractors to ensure compliance with ethical labour standards.

5. Roles and Responsibilities

- Senior Leadership: Overall responsibility for compliance and ensuring resources are allocated to uphold this policy.
- Designated Safeguarding Lead (DSL): First point of contact for concerns relating to slavery

or trafficking.

- Staff and Volunteers: Required to complete training, remain vigilant, and report concerns promptly.

6. Reporting Concerns

Concerns relating to modern slavery or trafficking must be reported immediately to the DSL. Where a person is at immediate risk, emergency services should be contacted via 999. All safeguarding procedures will be followed in line with statutory guidance (e.g. Keeping Children Safe in Education).

7. Monitoring and Compliance

- The Future You will ensure annual due diligence checks on suppliers and contractors.
- Regular staff training updates will be provided.
- Risk assessments will be conducted for relevant activities and partnerships.

8. Policy Review

This policy will be reviewed:

- Annually by the Senior Leadership Team and the DSL.
- Earlier if there are significant legislative changes, new guidance, or incidents requiring reflection and improvement.

The review will consider:

- Staff and learner feedback.
- Safeguarding reports and case reviews.
- Audit findings on supply chain checks.

Amendments will be approved by the Board of Governors (or equivalent governing body) and disseminated to all stakeholders.

Next Review Date: _____