

The Dockland Settlements

Modern Slavery & Human Trafficking Policy

This Policy outlines The Dockland Settlement's commitment to help stamp out modern slavery and human trafficking wherever it exists. We recognise modern slavery is a violation of fundamental human rights.

The Modern Slavery Act 2015 makes provision for the protection of victims, and covers:

1. Slavery
2. Servitude
3. Human trafficking
4. Forced and compulsory labour

The Policy applies to:

5. The Dockland Settlements Employees, including agency workers and volunteers.
6. The Dockland Settlements trustees/board members
7. Employees of suppliers / contractors working for The Dockland Settlements.
8. Those providing services under a contract or other agreement with The Dockland Settlements

The Board has overall responsibility for ensuring this Policy complies with our legal and ethical obligations, and all colleagues, including Board members, comply with it.

Our commitment

The Dockland Settlements adopts a zero-tolerance approach to modern slavery, human trafficking, and any form of bribery and corruption directly and indirectly associated with these criminal acts.

We're committed to acting ethically in all our business dealings and relationships.

We implement and enforce effective processes and controls to ensure modern slavery is not taking place in our business or in any of our supply chains. We:

9. Expect our suppliers and contractors to also demonstrate a zero-tolerance approach to exploitation. We'll end a contract where a service provider or supplier fails to take decisive action in relation to evidence of modern slavery.
10. Require all employees to complete mandatory safeguarding training.
11. Raise awareness to ensure employees are clear everyone across the organisation is responsible for the prevention, detection, and reporting of modern slavery in any part of our business.
12. Support anyone who reports concerns in good faith.
13. Have a Whistleblowing Policy to promote a culture in which its people feel they can raise genuine concerns without fear of victimisation, discrimination, or disadvantage.
14. Have Safeguarding Policies and Procedures to prevent and stop both the risks and experience of abuse or neglect.

The Safeguarding lead, Line managers and Chief Executive is responsible for:

15. Raising awareness by briefing all employees and contractors on how to recognise the signs and symptoms of modern slavery.
16. Driving forward actions to stamp out modern slavery and human trafficking.
17. Reviewing any reports raised for modern slavery periodically.
18. Monitoring all safeguarding incidents and alerts, including those related to modern slavery.
19. Dealing with any modern slavery concerns raised by a whistle-blower in line with The Dockland Settlements' Whistleblowing Policy.
20. Providing support and guidance to employees
21. Being responsive and supportive to any individual who seeks guidance.
22. Ensuring materials are available to build awareness and knowledge.
23. Raising awareness of this Policy to all employees
24. Maintaining confidentiality in all cases
25. Seeking advice as required
26. Monitoring and updating this Policy and taking steps to promote it to ensure all colleagues have access to it
27. Ensuring all new starters are briefed and aware of the Policy and Statement
28. Providing first line support for questions, concerns, and queries

29. Encouraging colleagues to be vigilant and to report any concerns promptly and escalating concerns raised.

Colleagues are responsible for:

30. Ensuring they read, understand, and comply with this Policy annually, when it's updated.

31. Attend and or complete any training / reading as directed.

32. Being vigilant and reporting any concerns about modern slavery in line with our Modern Slavery and Human Trafficking Procedure.

Reporting

33. Alerts or issues are brought to the attention of the Chief executive as soon as possible.

34. If there's any indication a supplier is failing to meet required standards, either before or during the life of a contract, we'll report it to the necessary authorities.

35. This may be the Modern Slavery Helpline, or the police if we perceive immediate danger.

Review

We'll review this Policy to address legislative, regulatory, best practice or operational issues.