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**Modern Day Slavery and Human Trafficking Policy**

Last Review: January 2025

Next Review: December 2028

**1. Introduction**

London Black Women’s Project (LBWP) is dedicated to the prevention, identification, and elimination of modern-day slavery and human trafficking. As an organisation supporting Black and ethnic minority women, we recognise the increased vulnerability of these communities to exploitation. This policy outlines our commitment to combatting modern-day slavery and human trafficking, and our approach to ensuring that all services provided by LBWP are free from these abuses.

**2. Purpose**

The purpose of this policy is to:

* Provide clear guidelines for preventing, identifying, and responding to incidents of modern-day slavery and human trafficking.
* Ensure that LBWP’s activities, services, and supply chains do not contribute to exploitation.
* Provide support to victims and survivors of modern-day slavery and human trafficking.
* Foster a culture of vigilance and accountability among LBWP staff, volunteers, and partners.

**3. Scope**

This policy applies to all employees, volunteers, contractors, suppliers, and any individuals who engage with LBWP in any capacity. It covers all services and activities undertaken by the organisation, including those provided to the public, women and children in need, and the wider community.

**4. Definitions**

* **Modern-Day Slavery**: The situation where individuals are forced, coerced, or deceived into working under exploitative conditions, including forced labour, sexual exploitation, domestic servitude, and debt bondage.
* **Human Trafficking**: The illegal trade of human beings for purposes such as forced labour, sexual exploitation, and other forms of abuse. It may involve the recruitment, transport, or harbouring of individuals through deception, coercion, or force.
* **Exploitation:** The unethical or unfair treatment of individuals, especially in the context of modern slavery and trafficking, where victims are deprived of their basic human rights and freedoms.

**5. Policy Principles**

LBWP’s approach to modern slavery and human trafficking is based on the following principles:

* **Prevention:** We will work proactively to prevent modern slavery and human trafficking through awareness-raising, staff training, and community outreach.
* **Detection and Reporting:** All staff, volunteers, and contractors are required to be vigilant and report any suspected cases of modern slavery or human trafficking to the appropriate authorities or designated safeguarding officer.
* **Victim Support**: LBWP will provide appropriate support to victims and survivors, offering safe accommodation, legal advocacy, trauma-informed care, and access to resources that facilitate recovery and reintegration.
* **Collaboration:** We will engage with local law enforcement, statutory agencies, and partner organisations to tackle modern slavery and human trafficking effectively.
* **Zero Tolerance**: LBWP has a zero-tolerance policy towards modern-day slavery and human trafficking. Any staff member or volunteer found to be involved in such activities will be subject to disciplinary action, including possible dismissal and legal action.

**6. Responsibilities**

LBWP Management: Senior management is responsible for the implementation of this policy, ensuring that resources are available to support its objectives. Management will ensure that all staff are trained and that systems for identifying and responding to modern slavery and human trafficking are in place.

* **Staff and Volunteers**: All staff and volunteers have a responsibility to act in accordance with this policy, to remain alert to potential signs of slavery and trafficking, and to report any concerns promptly. They will receive regular training to identify and handle suspected cases of modern slavery.
* **External Partners:** LBWP will work closely with external agencies such as law enforcement, social services, and healthcare providers to ensure that modern slavery and trafficking are identified and addressed effectively.

**7. Reporting and Responding to Modern Slavery and Human Trafficking**

* **Reporting Mechanisms**: LBWP will ensure that clear and confidential reporting channels are available for all individuals, including staff, clients, and external partners, to report suspicions or knowledge of modern slavery and human trafficking.
* **Investigation and Support**: All reports will be taken seriously and investigated promptly. LBWP will work closely with law enforcement and other agencies to provide support to victims and ensure their safety. We will also provide survivors with access to necessary services, including legal assistance, counselling, and accommodation.
* **Confidentiality and Protection**: We are committed to protecting the identity and safety of those who report cases of modern slavery and human trafficking, and those who are identified as victims. Confidentiality will be maintained in line with legal and ethical standards.

**8. Training and Awareness**

All LBWP staff and volunteers will undergo regular training on modern slavery and human trafficking. This training will include:

* Recognising the signs of modern slavery and human trafficking.
* Understanding the legal framework surrounding human trafficking and slavery.
* Responding appropriately to suspected cases.
* Supporting survivors and ensuring their access to resources.
* Understanding LBWP’s reporting protocols and safeguarding procedures.

**9. Supply Chain Management**

* LBWP is committed to ensuring that modern slavery and human trafficking do not occur within our supply chains. We will:
* Conduct due diligence when selecting suppliers and contractors, ensuring they uphold ethical practices and comply with the law.
* Monitor and audit our supply chains to identify any potential risks of exploitation.
* Take action against any supplier found to be involved in modern slavery or trafficking, including ceasing business relations where appropriate.

**10. Review and Monitoring**

This policy will be reviewed annually to ensure it remains effective and in line with legal requirements. Feedback from staff, clients, and external partners will be considered in the review process. LBWP will continuously monitor its efforts to combat modern slavery and human trafficking, ensuring that progress is made in addressing these issues.

**11. Conclusion**

London Black Women’s Project is committed to fighting modern slavery and human trafficking and ensuring that our services and operations contribute to a society free from exploitation. This policy is integral to that commitment, and we will continue to work tirelessly to protect vulnerable individuals and empower survivors.

**Approval**

This policy has been approved by the Board of Trustees of London Black Women’s Project.