



Modern Slavery and Human Trafficking Policy

Written: May 2025

Review due: May 2026

1. Policy Statement

Future Visions Ltd is committed to preventing modern slavery and human trafficking in all aspects of its operations. We recognise our duty under the Modern Slavery Act 2015 and commit to acting ethically and with integrity in all our relationships, both internally and externally. We will not tolerate any form of modern slavery, including servitude, forced or compulsory labour, and human trafficking.

2. Purpose of this Policy

This policy outlines our commitment to ensure that there is no modern slavery or human trafficking in our organisation, supply chains, or services. It ensures that staff and young people understand the signs and risks of modern slavery and that we have effective systems in place to prevent and respond to such concerns in line with safeguarding protocols.

3. Legal and Regulatory Framework

This policy is guided by the following frameworks:

- Modern Slavery Act 2015
- Human Rights Act 1998
- Children Act 1989 & 2004
- Care Act 2014
- Working Together to Safeguard Children (2018)
- Ofsted and CQC standards on safeguarding and human rights



4. Scope

This policy applies to:

- All employees, contractors, and volunteers of Future Visions Ltd
- Young people using our services
- Suppliers, partners, and third-party providers

5. Definitions

Modern slavery includes slavery, servitude, forced or compulsory labour, and human trafficking. Human trafficking involves the recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat or coercion for the purpose of exploitation.

6. Responsibilities

- The Board of Directors and Registered Managers hold ultimate accountability for ensuring compliance.
- Managers are responsible for embedding the policy into daily operations.
- Staff are responsible for reporting any concerns or signs of exploitation using safeguarding protocols.
- All personnel must complete safeguarding and modern slavery awareness training.

7. Risk Management and Due Diligence

We carry out risk assessments to identify any areas of vulnerability in our operations or supply chains. We ensure that our recruitment practices are transparent and that all staff are vetted appropriately. We require suppliers and contractors to declare that they comply with the Modern Slavery Act.

8. Training and Awareness

All staff receive training on identifying and responding to signs of modern slavery. This includes:

- Recognising behavioural indicators in young people and adults
- Responding appropriately to disclosures



- Referring to safeguarding leads and external agencies

9. Reporting Concerns

Any concerns relating to modern slavery or human trafficking should be reported to the Designated Safeguarding Lead immediately. Reports will be investigated swiftly and confidentially, and appropriate action will be taken, which may involve law enforcement or partner agencies.

10. Review and Monitoring

This policy will be reviewed annually and updated to reflect changes in legislation or operational practice. We regularly review our safeguarding, recruitment, and procurement practices to ensure ongoing compliance.