

Modern Slavery and Human Trafficking Statement

1. Introduction

- 1.1 This statement sets out Abbeycroft Leisure and Abbeycroft Enterprises' ('Abbeycroft') commitment to understand the potential modern slavery risks related to their activities and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in their own activities and in their supply chains. This statement relates to actions and activities during the financial year 1 January 2017 to 31 March 2020.
- 1.2 Abbeycroft is committed to preventing slavery and human trafficking in their activities, and to ensuring that supply chains are free from slavery and human trafficking.

Definition of modern slavery

- 1.4 Modern slavery includes a range of types of exploitation, many of which occur together. These include but are not limited to¹:
- Sexual exploitation: 42% of all reported trafficking victims in the UK are victims of sexual exploitation. This includes sexual abuse, forced prostitution and the abuse of children for the production of child abuse images/videos.
 - Domestic servitude: this involves victims being forced to work in usually private households, performing domestic chores and childcare duties. 24% of reported victims in the UK are children.
 - Forced labour: This can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars). One fifth of all reported forced labour victims are children – an increase of 24% since 2012. Three quarters of all reported forced labour victims are male.
 - Criminal exploitation: This can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shop-lifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker.
 - Other forms of exploitation include organ removal, forced begging fraud, marriage and illegal adoption.

2. Organisational Structure and Supply Chains

- 2.1 This statement covers the activities of Abbeycroft Leisure and Abbeycroft Enterprises who operate in the East of England.
- 2.2 The councils will conduct dynamic risk assessment of their activities in assessing whether or not particular activities are high risk in relation to
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slavery or human trafficking. Any concerns should be raised initially with the manager responsible for Safeguarding.

High-risk activities

2.4 We consider we have no activities at high risk of slavery or human trafficking.

Responsibility

2.5 Responsibility for the organisation's anti-slavery initiatives lie with the CEO, the Senior Leadership Team and the Safeguarding Officer.

3. Relevant Policies

3.1 Abbeycroft operates the following policies that describe their approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in their operations

- **Whistleblowing policy** – Abbeycroft encourages all their workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employees' Conduct** – Abbeycroft makes it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when managing the supply chain.
- **Supplier Selection** - Abbeycroft does not consider that we operate in high risk sectors or locations because of the nature of our business and of the goods being acquired. We seek to ensure that our major suppliers adhere to our ethical standards and where required, those suppliers have adopted an Anti-Slavery Statement.
- **Recruitment/Agency workers policy** – Abbeycroft will use only specified, reputable employment agencies to source labour if required. New employees are thoroughly and properly vetted for their eligibility to work in the UK in accordance with Home Office and Cabinet Office security guidelines as appropriate.
- **Safeguarding children and vulnerable adults' policy.** Our safeguarding policy sets out our duty to spot signs of potential abuse amongst children and vulnerable adults, which may include signs of trafficking or modern slavery.

4. Training

4.1 Abbeycroft will, where appropriate, educate its staff to recognise the risks of modern slavery and human trafficking in our supply chains.

5. **Approval**

This statement has been approved by the Trustees of Abbeycroft Leisure and the Directors of Abbeycroft Enterprises.

Revisions

Date of review or revision	Reason	Author
December 2017	New Policy (legislation – Modern Slavery Act 2015))	Karen Points
7 December 2017	Adopted by Board	Karen Points
Next review - 2020		