

Modern Slavery Policy

Introduction

All Christians have an obligation to support and stand up to crimes that impact the oppressed and vulnerable in society. Therefore, responding to concerns about modern slavery is crucial. Furthermore, it is important to address these claims with seriousness and empathy.

Definition

This section outlines the key characteristics of modern slavery:

Forced Labour

Individuals are compelled to work against their will under threat of violence or other forms of coercion. This can occur in various industries, including agriculture, construction, manufacturing, domestic work and mining.

Debt Bondage

People are trapped in a cycle of debt they cannot repay, often due to exploitative lending practices or deceptive recruitment schemes. They may be forced to work to pay off the debt, with the terms continually manipulated to keep them in servitude.

Human Trafficking

This is defined as the recruitment, transportation, transfer, harbouring or receipt of persons, through force, fraud or coercion, for the purpose of exploitation. This includes both sexual exploitation and forced labour.

Commercial Sexual Exploitation

Individuals, often women and children, are coerced or forced into engaging in sexual activities for financial gain. This includes prostitution, pornography and sex trafficking.

Combatting Modern Slavery

Combatting modern slavery requires concerted efforts from governments, businesses, civil society organisations and individuals. This involves implementing and enforcing laws and policies to prevent exploitation, prosecuting perpetrators, providing support and protection

to victims, raising awareness, promoting ethical supply chains and addressing root causes such as poverty, inequality and discrimination.

Efforts to combat modern slavery must be multifaceted, addressing both the immediate needs of victims and the systemic factors that perpetuate exploitation. By working together and prioritizing the protection of human rights, we can strive towards a world free from modern slavery.

Identifying Cases of Modern Slavery

Things to look out for include:

- Poor physical appearance
- Lack of contact with others/isolation
- Absence of belongings
- Poor living environment

How to Respond to Suspected Cases of Modern Slavery: General Response

Acknowledge the Concern

Begin by acknowledging the concern raised about modern slavery. Show that you take the issue seriously and that you're open to discussing it further at a time/place to suit the individual.

Express Empathy

Show empathy towards the concern and its implications. Acknowledge the gravity of modern slavery and its impact on individuals and communities.

Share Information

Report the concern to one of CACS' safeguarding leads, following safeguarding protocol.

Commitment to Action

Share CACS' commitment to ethical practices and combating modern slavery.

Follow-up

Assure the individual that their concern has been taken seriously and followed up on appropriately. Keep them informed of any updates or progress made in addressing the issue.

How to Respond to Suspected Cases of Modern Slavery: Response to Suspected Victim

The safety of both the suspected victim and yourself are of paramount importance. Each individual set of circumstances will dictate the appropriate response, but the following information is a general guideline of how to react:

- Emphasise that the individual's safety is CACS' immediate concern.
- Emphasise confidentiality and privacy and the individual's right to seek support assistance.
- Listen and offer assistance and guidance where appropriate.
- Do not make assumptions, as modern slavery comes in many forms and is not unique to groups in society.
- Record the information you are provided.
- If there is an immediate concern for the person's wellbeing, dial 999 and report the matter to the police.
- If action is not required or possible immediately, then report the matter to the safeguarding team who are trained to deal with issues of modern-day slavery

Policy prepared by the CACS Safeguarding Team.