

Modern Day

Slavery

Policy

Introduction

Pursuant to section 54(1) of the Modern Slavery Act 2015:

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Safeguarding of children/young people from all risks of harm is of paramount importance to Croydon Boxing Academy It is therefore duty to ensure that all our services users and each and every staff is fully revised about modern slavery, the indicators and how to respond if they think a child/young person is at risk or harm of modern day slavery.

Our Modern Slavery Policy demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our organisation or to any of the young people in our care.

## Reasonable Grounds – Our Process

## Where there are reasonable grounds to suspect a child to be a victim of trafficking:

1. This will be reported to the police in order for them to investigate the offences committed (i.e. Modern Slavery and trafficking offences)
2. This will be reported to the Children’s Social Care Service (in default, the referral will be made to our host local authority - Croydon Council or another local authority where we know have current involvement with a child or young person) as trafficking and exploitation means a child could be at risk of or experienced significant harm and Child Protection processes need to be followed.

This process will be led by our Designated Safeguarding Lead.

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# Our Roles and Responsibilities

## Staff and volunteers

It is the role of staff and volunteers to understand the issues associated with modern day slavery, be able to recognise the signs of vulnerability and know how to refer their concerns.

We have in place systems to:

* Identify and assess potential risk associated with young people being involved in modern day slavery
* Mitigate the risk of slavery and human trafficking occurring in our organisation
* Monitor potential risk areas in our organisation
* Protect whistle blowers

## Safeguarding lead

It is the role of the Designated Safeguarding Lead to:

* ensure that staff and volunteers understand the issues of modern day slavery and are able to recognise the signs of vulnerability and know how to refer their concerns
* receive safeguarding concerns about children and young people who may be vulnerable to the risk of modern day slavery or are showing signs of being involved in modern day slavery
* make notify appropriate agencies with regard to concerns about modern day slavery – including the local authority and the police
* report to senior management of Croydon Boxing Academy

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# Training

Croydon Boxing Academy ensures that all staff and volunteers are abreast of our modern day slavery practices and accompanying updates by undertaking regular training and update briefing. Training will be reviewed and monitored on a frequent basis to ensure that awareness about modern day slavery is up to date.

Key Contacts

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| Position | Name | Contact Details (email/phone) |
| Designated Safeguarding Lead/Club Welfare Officer | Kamilah Vidale-ellis | kamilahvidale@hotmail.com |
| Deputy Designated Safeguarding Lead/Deputy Club Welfare Officer | Shane Sobers | shanesobers@hotmail.com |