



MODERN SLAVERY POLICY

The Thames Valley Partnership (TVP) has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our charity.

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.

We are also committed to ensuring there is transparency in our Charity and in our approach to tackling modern slavery throughout our organisation, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our consultants, associates, suppliers and other business partners, and as part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, Employees, Trustees, Volunteers, Contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment and we may amend it at any time.

Compliance with the policy

The prevention, detection and reporting of modern slavery in any part of our business or Charity is the responsibility of all those working for us.

TVP IS required to avoid any activity that might lead to, or suggest, a breach of this policy.

As an employee you must notify your line manager or CEO as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future, you are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our Charity at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your line manager or the CEO in accordance with our the TVP Whistleblowing Policy as soon as possible, If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any programme of our charity constitutes any of the various forms of modern slavery, raise it with your line manager or CEO.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our programmes and charity.

Legislation and Legal Framework

- Modern Slavery Act 2015
- Employee rights Act 1996
- Public interest Disclosure Act 1998

Review of Policy

This policy will be reviewed on an annual basis by the Human Resources Department to ensure it remains up-to-date and reflects the needs and practices of the organisation.