

Caban Y Faenol CYF

Modern Slavery Policy

Caban Y Faenol recognises that Modern Slavery and Human Trafficking is a serious and brutal crime that should be challenged. The organisation is committed to working within the boundaries of The Modern Slavery Act 2015 and the guidance from the Welsh Government to provide a safe and positive environment for all.

This policy will be clearly communicated with staff members, with a copy being made available to them. In addition to this staff will also receive an electronic copy of the [Modern Slavery Guidance Booklet](#) published by the home office.

All staff are required to familiarise themselves with the list of possible signs of Modern Slavery as identified by <https://gov.wales/topics/people-and-communities/communities/safety/anti-slavery/?lang=en>. These include:

- Limited family contact
- Physical abuse
- Distrust of authority
- Having no friends
- Acting as if under another's control
- Appearing malnourished
- Disorientation
- Avoiding eye contact
- Unable to speak any English

All staff, Volunteers and Trustees have a duty to report any concerns relating to Modern Slavery to the Designated Child Protection Officer (DCPO).

Once a concern has been received, the DCPO will make a referral to one of the following organisations to be reviewed by a First Responder:

- Local Authority
- Police
- BAWSO (Black Association of Women Stepping Out)
- Barnardos
- NSPCC
- Salvation Army
- Home Office Visas and Immigration
- New Pathways
- Gangmaster and Labour Abuse Authority

The First Responder from one of the above agencies will then complete the National Referral Mechanism (NRM). They will require the consent of any adults who are believed to be a victim of modern slavery, consent is not required for children and it is important to remember that all children have the right to be safeguarded.

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The DCPO has further duties to respond to concerns and also ensure that the policy maintains relevance and in line with the All Wales Child Protection Procedures. Consideration has been made to the fact that the All Wales Child Protection Procedures are currently under review and therefor the DCPO will monitor the developments of this and review the policy at such time as new procedures are available.