Supply & Demand Consultancy Ltd

Modern Slavery and Human Trafficking Policy

Reviewed: September 2025
Next Review: September 2026

Policy

Supply & Demand Consultancy Ltd is fully committed to preventing modern slavery and human trafficking within its operations and supply chains.
We recognise our responsibility to act ethically and with integrity in all business relationships, and to ensure effective systems and controls are in place to safeguard against any form of modern slavery.

This policy reflects our commitment to transparency, accountability, and the protection of human rights

Purpose

The purpose of this policy is to:

- Set out Supply & Demand Consultancy Ltd's approach to preventing modern slavery and human trafficking
- Ensure compliance with the Modern Slavery Act 2015.
- Promote awareness among staff, teachers, and partners.
- Embed respect for human rights within all aspects of our work.

Scope

This policy applies to:

- All staff, teachers and contractors
- All external suppliers, consultants, and organisations providing goods or services to Supply & Demand

Definition

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking.
Victims of modern slavery are often coerced, deceived, or forced into situations against their will.

Examples include:

- Forced labour or debt bondage
- Child labour or exploitation
- Domestic servitude
- Human trafficking for sexual or labour exploitation

Legal Framework

This policy operates under:

- **Modern Slavery Act 2015**
- **Human Rights Act 1998**
- **Equality Act 2010**
- **Public Contracts Regulations 2015**
- **Keeping Children Safe in Education (KCSIE 2025)**
- **Working Together to Safeguard Children 2023**

Our Commitments

Supply & Demand Consultancy Ltd will:

- Conduct all business with integrity and transparency.
- Not tolerate any form of slavery, servitude, or forced labour.
- Expect the same high standards from all contractors, suppliers, and business partners
- Include appropriate clauses in contracts to ensure compliance with the Modern Slavery Act.
- Provide training and guidance to staff involved in recruitment.

Responsibilities

Staff and Volunteers

- Must be aware of any signs of modern slavery or exploitation and report concerns immediately
- Comply with all laws and regulations related to modern slavery
- Cooperate fully with any investigations relating to modern slavery
- Ensure staff are aware of policies, expectations and reporting procedures.

Recruitment and Employment Practices

We follow safer recruitment practices, including:

- Verifying the identity and right to work of all employees.
- Paying all employees at least the National Minimum Wage or National Living Wage.
- Prohibiting deductions from wages that are unlawful or unfair.

Supplier and Contractor Expectations

We will:

- Take reasonable steps to ensure that our suppliers, commissioners and business partners comply with principles of this policy
- Comply with the Modern Slavery Act 2015.
- Operate with transparency and integrity
- Provide assurance that their own supply chains are free from slavery or trafficking

Training and Awareness

Supply & Demand will:

- Provide training for relevant staff on recognising and responding to modern slavery.
- Include information about modern slavery in induction and safeguarding training.
- Promote awareness through staff communications

Reporting Concerns

Any member of staff who suspects modern slavery must report it immediately.
Concerns can be raised via:

- The **Whistleblowing Policy**
- The **Designated Safeguarding Lead (DSL)** (for concerns involving children, young people or vulnerable adults)

DSL - Charlotte Atkins email: charlotte.a@supply-demand.co.uk Tel: 020 8466 7946

DDSL – Jordan Rhodes email: jordan@supply-demand.co.uk Tel: 020 8466 7946

If there is an immediate risk to safety, contact should be made with:

- **Police 999**
- **Modern Slavery Helpline (0800 0121 700)**

All reports will be treated seriously and handled sensitively.

Related Policies

This policy should be read in conjunction with:

- Safeguarding and Child Protection Policy
- Whistleblowing Policy
- Code of Conduct
- Safer Recruitment Policy

Contact
info@supply-demand.co.uk
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