
BPL PROPERTY CARE HOMES LTD

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

JANUARY 2021

BPL PROPERTY CARE HOMES
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1. Policy Statement

BPL Property Care Homes are providers of supported accommodation for young people, based in the South East.

BPL Property Care Homes Ltd has a zero-tolerance approach to modern slavery and is committed to acting ethically and with transparency in all our business dealings and relationships, along with implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or that of our partners and suppliers.

This policy applies to all persons working for BPL Property Care Homes Ltd or on its behalf in any capacity, including young people, employees, directors, sub-contractors, external consultants, third-party representatives, and business partners.

2. The Policy

BPL Property Care Homes recognises Modern Slavery as defined by the 2015 Act 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.

BPL Property Care Homes Ltd has in place systems to tackle Modern Slavery, including:

- Supporting the children placed with us.
- As employers, we ensure that our own actions confront the risks of Modern Slavery and Human Trafficking in a fair and robust manner.
- Challenging our industry partners and suppliers to share a commitment against all forms of Modern Slavery and exploitation in their provisions of goods and services to us.

These are related to the points realised in the BPL Property Care Homes Safeguarding Policy.

3. What does Slavery, Human Trafficking and Exploitation mean

The Modern Slavery Act 2015 defines the terms as:

Slavery, servitude and forced or compulsory labour. A person commits an offence if;

I. the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude.

Or

II. the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

Human trafficking. A person commits an offence if;

- I. the person arranges or facilitates the travel of another person ("V") with a view to V being exploited.
- II. It is irrelevant whether V consents to the travel (whether V is an adult or a child).
- III. A person may in particular arrange or facilitate V's travel by recruiting V, transporting, or transferring V, harbouring, or receiving V, or transferring or exchanging control over V.
- IV. A person arranges or facilitates V's travel with a view to V being exploited only if;
 - a. the person intends to exploit V (in any part of the world) during or after the travel.

Or

- b. the person knows or ought to know that another person is likely to exploit V (in any part of the world) during or after the travel.

4. Indicators of Trafficking Victims and Slavery

Victims of trafficking and slavery are by definition extremely vulnerable, but children are especially vulnerable.

Children who have been trafficked or are at risk of being trafficked may:

- have to do excessive housework chores.
- rarely leave the house and have limited freedom of movement.
- not have any documents (or have falsified documents)
- give a prepared story which is very similar to stories given by other children.
- be unable or reluctant to give details of accommodation or personal details.
- not be registered with a school or a GP practice.
- have a history with missing links and unexplained moves.
- be cared for by adults who are not their parents or carers.
- not have a good quality relationship with their adult carers
- be one among a number of unrelated children found at one address.
- receive unexplained or unidentified phone calls whilst in a care placement or temporary accommodation.

5. Our Suppliers and Partners

BPL Property Care Homes Ltd conducts due diligence on all suppliers, and all candidates registered with employment. BPL Property Care Homes Ltd will not support or deal with any business or individual knowingly involved in slavery or human trafficking.

These due diligence checks are reviewed on a regular basis for new and existing suppliers with a relationship with BPL Property Care Homes.

6. Training

BPL Property Care Homes Ltd regularly conducts training for our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our homes or supply chain.

The Modern Slavery Policy, Safeguarding Policy and all other policies for BPL Property Care Homes are available to all staff, and where appropriate other relevant professionals. Residents will also be provided with copies of relevant documents

Appendix 1 - Contacts

- Modern Slavery Helpline – 0800 0121 700
- STOP the TRAFFIK www.stopthetraffic.org
- Salvation Army – 0300 3038151
- Crime stoppers – 0800 555111
- Police – 101/999

Next Review Date:	1st January 2022
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I confirm this document is correct and authorised for use by:

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