



Human Rights/Modern Slavery

Statement & Policy

What is Modern Slavery?

Key points:

- Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour.
- Human trafficking consists of three basic components: action, means and purpose of exploitation. All three components must be present in an adult trafficking case; for child trafficking the 'means' component is not required.
- In human trafficking cases, exploitation can take many forms, including: sexual exploitation, forced labour, slavery, servitude, forced criminality and removal of organs.
- Some people may not be victims of human trafficking but still victims of modern slavery if they have been subject to slavery, servitude and forced or compulsory labour.
- Human trafficking is not the same as human smuggling. There are common myths about modern slavery, such as misconceptions that UK nationals cannot be victims and that a person cannot be a victim if they reject offers of help.

Purpose and Commitment

The Melting Pot is committed to upholding the highest standards of human rights in all aspects of our work and relationships. We are dedicated to promoting a fair, just, and respectful environment and strictly oppose any form of modern slavery, forced labour, human trafficking, or exploitation. Our organisation aligns with the Modern Slavery Act 2015 and other relevant legislation to ensure we actively prevent any abuses within our operations, supply chains, and partnerships.

Scope

This policy applies to all employees, volunteers, trustees, contractors, suppliers, and anyone engaged in work on behalf of The Melting Pot. We expect our partners and stakeholders to share our commitment to human rights and the elimination of modern slavery in all forms.

Our Approach

- ▀ Risk: The Melting Pot does not rely upon low-skilled labour, dangerous or physically demanding roles, or on temporary, seasonal, or agency workers, which are relatively high-risk areas.
- ▀ Education and Training: We provide general guidance to all staff, trustees, and volunteers on human rights, and modern slavery, and reporting concerns.
- ▀ Transparency and Accountability: We strive for transparency in our practices. Any concerns raised are taken seriously and investigated promptly.

Reporting and Whistleblowing

Anyone who suspects a violation of this policy is encouraged to report it immediately to any senior member of staff or trustee. We are committed to a culture of openness and support those who speak up against abuses, ensuring reports are handled confidentially and without fear of retaliation.

Review

This policy will be reviewed annually to reflect legislative updates and improvements in best practices on human rights and modern slavery prevention.

By fostering a culture of respect and vigilance, The Melting Pot stands against modern slavery in all its forms and upholds the dignity and rights of all individuals.

Resources:

Here is a list of resources specifically tailored to support staff awareness and training on identifying modern slavery and human rights violations:

UK Government Modern Slavery Guidance and Resources

Modern Slavery Act 2015: This outlines legal obligations for businesses and provides context on how to recognize and prevent modern slavery.

Guidance for Businesses: The UK government offers a *Modern Slavery Awareness and Victim Identification Guidance*, available on the GOV.UK website. This provides an overview of the signs of modern slavery and best practices for reporting concerns.

Duty to Notify: The *Duty to Notify* requirement mandates businesses to report any suspicion of modern slavery, and the UK government's guidance explains how to comply.

www.gov.uk/government/collections/modern-slavery

Anti-Slavery International

Educational Materials: Anti-Slavery International provides guides, videos, and reports on identifying and combating modern slavery, including specific materials for UK-based businesses.

Business Engagement Services: They offer tailored advice for businesses on modern slavery risks, policies, and response frameworks.

Awareness Campaigns: Anti-Slavery International's awareness campaigns and materials can be used to educate staff and promote organizational awareness.

[Transparency in supply chains – a mark of a good business – Anti-Slavery International](#)

Business in the Community (BITC)

Modern Slavery Toolkit: BITC offers a comprehensive modern slavery toolkit that includes case studies, policy templates, and best practice guidelines for businesses.

Events and Webinars: BITC hosts events and webinars on modern slavery and human rights, where businesses can learn about compliance and ethical practices.

<https://www.bitc.org.uk>