

Review Date- 15/01/2026

Trinity Support Services Modern Slavery Policy

Trinity Support Services

At Trinity Support Services, we are resolutely committed to the prevention of modern slavery and human trafficking in all areas of our operations. As a provider of Edge of Care and Return Home Interview services, we recognise the profound responsibility we hold in safeguarding vulnerable children and families. Accordingly, we strive to ensure that every aspect of our work upholds the dignity, safety, and fundamental rights of those we serve.

Scope of the Policy

This policy applies comprehensively to all individuals working for or on behalf of Trinity Support Services, including permanent and temporary employees, contract workers, consultants, and agency staff. It also extends to all contractors, subcontractors, and suppliers with whom we engage for the provision of goods and services. We expect all such parties to uphold the same ethical standards and comply with all relevant legislation concerning modern slavery and human trafficking. While our direct supply chains are not extensive, we engage routinely with external service providers such as social care professionals and local authorities, and we apply rigorous standards in all such relationships.

Definitions and Understanding

Modern slavery includes a range of exploitative practices, most notably forced labour, human trafficking, and servitude. Forced labour involves work undertaken under threat or coercion, with the absence of informed or free consent. Human trafficking encompasses the recruitment, movement, harbouring, or receipt of individuals through means such as threat, fraud, or coercion for the purpose of exploitation. Servitude refers to situations in which an individual is dominated or controlled by another, denying them the freedom to leave or refuse work.

Purpose of the Policy

The central purpose of this policy is to articulate Trinity Support Services' commitment to eradicating all forms of modern slavery and human trafficking. It also aims to establish expectations and responsibilities for all stakeholders involved with the organisation and to provide clear guidance on how risks can be identified, mitigated, and responded to. This is of particular importance in our work with children and families, where the risk of exploitation can be especially acute.

Organisational Values and Approach

Our efforts are underpinned by the values of human rights, dignity, respect, transparency, and accountability. We are unwavering in our zero-tolerance stance against any form of exploitation or abuse. We believe that combating modern slavery requires meaningful collaboration and continuous engagement with employees, partners, and external bodies.

Trinity Support Services is committed to continual improvement in all areas related to safeguarding and ethical practice. We undertake regular reviews of our policies, informed by changes in legislation, emerging best practice, and developments in government policy. This includes a proactive approach to aligning with updated guidance such as the Procurement Act 2023 and victim support initiatives introduced in recent years.

Reporting Procedures

Any suspicion or concern regarding modern slavery, whether within the organisation or in relation to third-party providers, should be reported immediately. Concerns can be raised confidentially and, if preferred, anonymously. Reports should be submitted to either Zoe Ashman (zoe.ashman@trinitysupportservices.info) or Tracy Dean (tracy.dean@trinitysupportservices.info), and will be treated with the utmost seriousness and discretion.

Due Diligence and Supply Chain Management

Trinity Support Services incorporates anti-slavery measures into its procurement and contractual processes. We conduct thorough background checks and risk assessments when engaging new contractors or consultants. Anti-slavery clauses are included in all contractual agreements to ensure that ethical standards are upheld throughout the duration of our partnerships. We also review the practices of our partners periodically to maintain alignment with our organisational values.

Risk Management in Service Delivery

In recognition of the heightened vulnerability of the populations we support, our frontline staff are trained to detect signs of modern slavery. We work exclusively with professionals and agencies that share our ethical commitments and have demonstrable safeguarding practices. Risk assessments are undertaken regularly, particularly in the communities where we are active, and appropriate action is taken promptly in response to any identified concerns.

Evaluation and Performance Monitoring

The effectiveness of our approach to preventing modern slavery is assessed through various means, including staff reporting mechanisms, annual compliance reviews, and contractor evaluations. All concerns raised are thoroughly investigated, and findings are used to refine and improve our internal procedures. We also monitor indicators such as responsiveness to reported risks and consistency in upholding anti-slavery standards.

Training and Capacity Building

All staff members receive training to build awareness of modern slavery, enhance their ability to recognise indicators of exploitation, and familiarise them with internal procedures for reporting and managing risks. This training is particularly targeted at those involved in procurement, contracting, and frontline service delivery, ensuring that all relevant personnel are equipped to support the organisation's objectives in this area.

Victim Support Commitments

Trinity Support Services recognises the importance of providing compassionate and effective support to victims of modern slavery. We have adopted practices that reflect current government initiatives, including improved access to legal, medical, and psychological services for affected individuals. We are also committed to working with local safeguarding partners and specialist agencies to facilitate timely intervention and holistic care for victims.

Legislative Framework

This policy is informed primarily by the Modern Slavery Act 2015, which mandates that organisations over a certain size operating in the UK publish an annual statement outlining steps taken to prevent slavery and trafficking. Trinity Support Services also operates in accordance with the Procurement Act 2023, which introduces new obligations regarding ethical procurement and supplier oversight. Where applicable, we comply with equivalent legislation in other jurisdictions.

Contact Information

For further information or to report any concerns regarding modern slavery, please contact zoe.ashman@trinitysupportservices.info / tracy.dean@trinitysupportservices.info