



Modern Slavery and Human Trafficking Statement 2021 to 2022

Applies from: August 2021



Modern Slavery and Human Trafficking Statement 2021 to 2022

This statement is made in reference to section 54(1) of the Modern Slavery Act 2015 although Advance currently has a turnover lower than the amount prescribed by the Secretary of State. This statement outlines the steps Advance has taken and continues to take to ensure that modern slavery or human trafficking is not taking place within its workplace or supply chain.

About our charity

Our vision is a world in which women and children lead safe, equal, violence-free lives so that they can flourish and actively contribute to society. We do this through our mission of saving and changing lives, by working with women who experience domestic abuse to be safe and take control of their lives, and women who have committed crime or are at risk of offending to break the cycle.

Our approach is holistic and centred on the survivor, working with them to develop a safety and support plan that responds to their needs and empowers them, on the often long journey to recovery from the trauma of their experiences.

Our core values of collaboration, accountability, listening, empowerment, and innovation commit Advance and each of its colleagues to creating and ensuring a non-discriminatory, positive, open, inclusive, responsive, and respectful working environment. We want all our staff to feel confident that they can disclose any wrongdoing without any risk to themselves or their service users.

To find out more about our charity [click here](#)

Our commitment to the principles of the Modern Slavery Act 2015

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Advance has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our recruitment, onboarding and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Due to the nature of our work, we assess ourselves to have a low risk of modern slavery in our business and supply chain.



We expect our partners, suppliers, and other companies we engage with to ensure their goods, material, services, and labour related supply chains are:

- Fully compliant with the Modern Slavery Act 2015
- Transparent, accountable, and auditable
- Free from ethical ambiguities

Our policies in relation to the Modern Slavery Act 2015

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner and we also comply with the national living wage requirements.

The following policies are available to all staff through our internal IT system:

- Code of conduct
- Anti-bribery and corruption
- Whistleblowing policy
- Anti-harassment and bullying
- Diversity and inclusion policy
- Recruitment and selection policy
- Safeguarding
- Workplace Domestic Violence

Embedding the principles

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- ensuring that consideration of the modern slavery risks and prevention are added to Advance's policy review process as an employer and procurer of goods and services
- making sure Advance and any external procurement we engage with has contract terms and conditions that include references to modern slavery and human trafficking, and a commitment to embed a zero tolerance policy towards modern slavery.

Our performance indicators

We will monitor the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not occurring within our business or supply chain:

- no reports are received from employees, the public or law enforcements agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the board of directors on 9th August 2021 for financial year ending 31 March 2022. This statement will be reviewed and updated every year.



Revision History

Version number	Date of version	Nature of change	Date of approval
1	July 2021	Creation of position statement	