



Action Community Enterprises CIC (ACE)

Modern Slavery and Human Trafficking Statement



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Action Community Enterprises CIC

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Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Action Community Enterprises (ACE) CIC has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain during the current financial year.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. ACE has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and 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 Policies on Slavery and Human Trafficking

ACE is aware of our responsibilities towards learners, service users, employees and the local community and expects all our suppliers to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

We operate a number of internal policies and processes to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Safer Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all staff.
- **Equal Opportunities.** We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities
- **Safeguarding policies.** We adhere to the principles inherent within all our safeguarding policies. These provide clear guidance so that our employees are aware of how to raise safeguarding concerns when required in relation to how colleagues or people receiving our services are being treated, or about practices within our business or supply chain.
- **Whistleblowing Policy.** We have Whistleblowing Policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals.
- **Staff Handbook.** This includes details on the ACE Equal Opportunities Statement, Whistleblowing Policy, Safeguarding Policy and the ACE Professional Conduct Statement that explains the manner in which we behave as an organisation and how we expect our employees to act.

Our approach to procurement and our supply chain promotes supplier adherence to our values. We are zero tolerant to slavery and human trafficking and thereby expect all our direct and indirect suppliers/contractors to follow suit.

Training

Advice and training about modern slavery and human trafficking is available to staff through our mandatory safeguarding children and adults training programmes, our safeguarding policies and procedures, and our Safeguarding Team. It is also discussed at our compulsory staff induction training. The Safeguarding Team provide specific training into sites around the subject as well as additional resources and information for staff.

We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

Our Performance Indicators

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

No reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

To date ACE CIC have had no reports of modern slavery and human trafficking within our organisation nor our supply chains.