**Coquet Trust modern slavery and human trafficking statement 2021 to 2022**

Here are the steps Coquet Trust has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

**About Coquet Trust**

Coquet Trust is a registered charity set up in 1995 to provide support to people with learning disabilities to enable them to live as independently as possible in their own homes.

[Find out more about Coquet Trust.](http://www.coquettrust.org.uk)

**Our commitment to the principles of the Modern Slavery Act 2015**

Coquet Trust is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities’ employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment 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 chains**

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

Our supply chains are limited and we procure goods and services from a restricted range of UK suppliers.

The local authorities that we contract with have also published statements on slavery and human trafficking. This includes mechanisms for guarding against modern slavery in its clients' supply chains.

**Our policies in relation to the Modern Slavery Act 2015**

The following policies are available to all staff through the Coquet Trust intranet:

* Code of conduct
* Ethics policy
* Whistleblowing policy
* Bullying and harassment policy
* Diversity and inclusion policy
* Recruitment and selection policy
* Safeguarding Adult Policy

**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 that consideration of the modern slavery risks and prevention are added to Coquet Trust's policy review process as an employer and procurer of goods and services
* making sure Coquet Trusts procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
* continuing to take-action to embed a zero-tolerance policy towards modern slavery
* ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

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| General Indicators–Victims may; |  |
| * Believe that they must work against their will
* Be unable to leave their work environment or home environment
* Show signs that their movements are being controlled
* Feel that they cannot leave
* Show fear or anxiety
* Be subjected to violence or threats of violence against themselves or against their family members and loved ones
* Suffer injuries that appear to be the result of an assault
* Suffer injuries or impairments typical of certain jobs or control measures
* Suffer injuries that appear to be the result of the application of control measures
* Be distrustful of the authorities
* Be threatened with being handed over to the authorities
* Be afraid of revealing their immigration status
* Not be in possession of their passports or other travel or identity documents, as those documents are being held by someone else
* Come from a place known to be a source of human trafficking
* Have had the fees for their transport to the country of destination paid for by facilitators, whom they must pay back by working or providing services in the destination
 | * Have false identity or travel documents (or none at all)
* Be found in or connected to a type of location likely to be used for exploiting people
* Be unfamiliar with the local language
* Not know their home or work address
* Allow others to speak for them when addressed directly
* Act as if they were instructed by someone else
* Be forced, threatened or deceived into working in poor conditions
* Be disciplined through punishment
* Be unable to negotiate working conditions
* Receive little or no payment
* Have no access to their earnings
* Work excessively long hours over long periods
* Not have any days off
* Live in poor or substandard accommodations
* Have no access to medical care
* Have limited or no social interaction
* Have limited contact with their families or with people outside of their immediate environment
* Be unable to communicate freely with others
* Be under the perception that they are bonded by debt
* Be in a situation of dependence
* Have acted on the basis of false promises
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**If you suspect the Modern Slavery is taking place**

What to do if you suspect that anyone might be a victim of Modern Slavery;

* You can report concerns to;
* Your Line Manager
* Reporting to the police by calling 101
* Contacting the Modern Slavery Helpline on 08000 121 700

This statement will be reviewed and updated every year.