

## **The Children's Society Modern Slavery Transparency Statement 2020/2021**

### **Our Commitment**

The Children's Society's mission is to overturn the damaging decline in children's well-being, setting a path for long lasting growth.

We acknowledge that modern slavery is a global significant human rights issue that includes human trafficking, sexual exploitation, forced and bonded labour, domestic servitude and child labour. We are committed to acting ethically and with integrity in our relationships by taking every reasonable opportunity to take action within our direct operations and wider sphere of influence to ensure that slavery and human trafficking is not taking place in the charity's operations.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes The Children's Society's anti-slavery and human trafficking policy statement for the financial year ended 31 March 2021. It covers the activities of The Church of England Children's Society (trading as The Children's Society) and its wholly owned subsidiaries: The Children's Society (Trading) Limited and The Children's Society (Services) Limited.

### **The Charity's structure**

The Children's Society is a company limited by guarantee and a charity registered in England and Wales. Our organisation was established in 1881 with principal objective to care for and support children and young people in need.

The Trustee Board has the responsibility for the governance and strategic direction of the Charity. The operational management is delegated by the Trustees to the Executive Leadership Team, which is accountable to the Trustee Board for its stewardship of the Charity. The Charity is organised into five operational domains (Youth Impact, Youth Voice, Social Impact, Enabling Resources and Diversity and Talent).

We employ around 700 staff and have over 8,300 volunteers. We had 3,216 retail volunteers assisting in the running of our network of 106 shops – which raised £11.2m over 2019/2020 – while raising vital awareness of our work and serving as inclusive hubs for the local community. Our amazing movement of over 5,000 community volunteers held events, delivered talks, coordinated donations, influenced decision makers and galvanised local people to take action for children.

### **Assessing modern slavery risks in our supply chains and other areas**

Modern slavery is hard to detect and is often hidden in plain sight as well as seemingly legitimate industries. By its nature, we recognise that there are risks of modern slavery in our supply chains for all types of goods and services. The risk of modern slavery in our operations is considered low due to its relatively small-scale supply chains with the controls and systems that we have in place to manage its supply chain and recruitment. However, a risk does remain nonetheless and so the

policies and procedures outlined below help us mitigate this, to the point that we are satisfied that we are compliant with the Modern Slavery Act 2015.

One of our key themes is tackling issues of exploitation, abuse and trafficking faced by young people. So it is certain that we will encounter situations of modern slavery. As such, our policies and procedures such as procurement, whistleblowing and recruitment are critical underpinnings of a robust, safe and ethical response.

### **Our policies and practices for the prevention and mitigation of human trafficking and modern slavery, including steps taken in 2020/21**

#### *Frontline Service Delivery*

We delivered learning sessions and other interventions to improve prevention and disruption approaches to child exploitation and Modern Slavery to 13,036 people. We reached 5.9 million people through our #LookCloser campaign launched nationally in September 2020 in partnership with the National County Lines Coordination Centre and the British Transport Police. The #LookCloser campaign improved public and business sector awareness of exploitation and abuse that may be visible in public spaces and their role in spotting and reporting concerns. The campaign also improved responses to child exploitation including challenging assumptions, bias and perceptions of the 'perfect victim' to ensure all child victims are recognised.

The Charity's Prevention programme worked in partnership across the private, public and third sectors to improve awareness of and responses to child Modern Slavery in all its forms. This included work with the police, social care, Ofsted, children's homes, football clubs, banks, hotels, schools, health professionals and many others with the audience reach in the infographic in Appendix 1. We delivered sessions to over 3,400 first responders focused on improving practice in using the Modern Slavery Act and the National Referral Mechanism. The Children's Society continued to work with an e-learning provider with the e-module on trafficking and modern slavery. The short online course was completed by learner practitioners in the educational, teaching, sports clubs, leisure centres or social care sector between April 2020 and March 2021. The Charity's Disrupting Exploitation Programme delivered a 2 module course on Serious Gang Violence to an audience of 6238 people April 2020 and March 2021.

We provided 14 different services that either worked with children who were being/at risk of being exploited or supported systems change in statutory services that impacted young people being exploited. In total these services worked with over 711 young people directly and over 17,419 professionals through our systems change work. The 14 services supporting young people who experienced instances of exploitation that fall within the scope of the Modern Slavery Act 2015 are explained in Appendix 1 to this Statement.

### *Purchasing and supply chains*

The Charity's Procurement Policy outlines our ethical procurement approach and sets out our principles and practices for the acquisition of goods and services. We have integrated modern slavery provisions and due diligence into the Charity's contracting. The Charity has a Purchase Order system to ensure that staff make purchases, other than small expenses, using established processes. This is being monitored by finance transaction teams.

We continuously review and seek to mitigate risks in relation to suppliers who operate in areas where there may be modern slavery risks in the supply chain. This includes those who support the procurement of goods and materials for our fundraising and marketing activities and for sale in our network of charity shops, particularly where those goods and materials are acquired from suppliers in high risk countries.

Within the last year we have:

- Improved the supplier onboarding process.
- Improved the recruitment agencies onboarding process for temporary or agency staff.
- Worked to include appropriate modern slavery related provisions in our high-risk supplier contracts.
- Continued to provide advice and guidance to those teams who have direct responsibility for relevant supply chains and to build awareness of modern slavery risk across our core teams.
- Updated questions around modern slavery in the online supplier questionnaire completed by our direct suppliers. The questionnaire covers their governance, policies, training and supply chain management processes.

### *Fundraising*

The Charity accepts philanthropic donations and corporate funding from a wide range of sources. With due diligence procedures, we mitigate the risk that sources of potential funding could be linked to unethical or illegal activity, including exploitation (either directly to the prospective donor, or as an underlying source of funding for the donation). The Charity operates a due diligence process, gift acceptance policy, screens potential donations in excess of £5,000 for a number of factors, which includes any potential connection to modern slavery. Where due diligence checks indicate a significant issue or concern, the case will be passed to the Board of Trustees for review.

### *People*

Our People policies set out workplace rights and new recruits are screened around their right to work in the UK. Where it is necessary to hire agency workers or contractors, our staff are directed to vetted agencies that meet our selection criteria regarding their employment policies and practices. The Charity's pay structure is underpinned by the Living Wage Foundation, which means that staff are paid a real

living wage. The Charity implements its own Whistleblowing Policy regarding concerns about potential corruption, fraud and other unlawful practices within the Charity. If a case of modern slavery were to be suspected, this would be fully investigated, and appropriate disciplinary action would be taken. The Charity also operates a Safeguarding Policy which sets out our approach to safeguarding and the actions that staff are required to take in dealing with safeguarding concerns.

### Key Performance Indicators in 2020/2021

No. of known reported modern slavery cases in our direct areas of influence in procurement	0
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### Action plan for next financial year

In 2021/2022, in addition to continuing the work outlined above, we will focus on the following:

- Develop an Anti-Slavery Policy clarifying responsibilities and accountabilities, setting out expectations for staff, volunteers and other stakeholders, a process for raising concerns or grievances about policy violations and an explanation of how reports will be addressed.
- Introduce an awareness raising E-learning module on modern slavery for staff and compulsory as part of the induction for new recruits.
- Continue to raise awareness of modern slavery amongst staff, volunteers and stakeholders in the procurement cycle.
- Enhance our supply chain modern slavery risk mapping, due diligence controls process and contract management.
- Ensure modern slavery is considered as part of a review of partnering due diligence, processes and policies.
- Ensure the inclusion of modern slavery KPIs and figures as part of a wider range of reportable statistics.
- Enhance working with Rag merchants who are Trader Recycling Universal Standard (TRUST) accredited in our charity retail portfolio. TRUST is the outcome of a coalition dedicated to boost standards including around modern slavery and exploitation in the supply chain within the recycling sector. TRUST was formed in 2019 by representatives of the Charity Retail Association, Textile Recycling Association, charity retail chains, academics, waste reduction charities, textile recyclers, and input from the Environment Agency, the Waste Industry Safety and Health Forum and the Chartered Institution of Wastes Management.

### Publication

A copy of this statement, a full copy of the Act and a simplified overview is accessible to all employees electronically on The Children's Society's Intranet. If

anyone has concerned that modern slavery or human trafficking is taking place in our organisation or supply chain they should raise their concerns to the Executive Director of Enabling Resources or through the Whistleblowing Policy.

This statement will be reviewed annually and published accordingly by The Children's Society on its website.

### Approval

This policy statement was approved by the Trustees of The Children's Society and the Boards of Directors of The Children's Society (Services) Limited and The Children's Society (Trading) Limited by majority consensus and signed on their behalf. The Board of Trustees of The Children's Society authorised approval of this statement on its behalf to the relevant signatories on 27 August 2021 by majority consensus.



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Janet Legrand  
Chair of the Trustee  
Board The Children's  
Society



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Mark Russell  
Chief Executive Officer  
The Children's Society



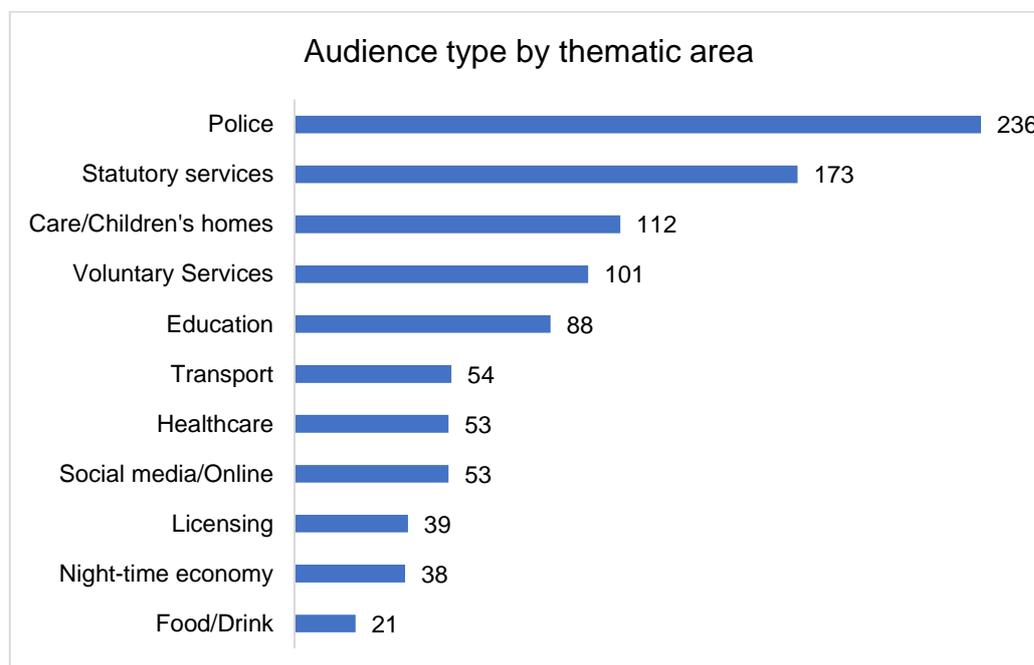
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Elizabeth Walker  
Director  
The Children's Society  
(Trading) Limited



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Alasdair C Gillies  
Director  
The Children's Society  
(Services) Limited

## Appendix 1

### Audiences and TCS services working with those at risk of exploitation



TCS Service	Description
Camden CSE	Provides support for young people (males and females) aged 12-17 living in Camden who are experiencing, or at risk of sexual exploitation through the provision of 1:1 and group work. The service aims to build a therapeutic relationship and give young people a safe space and tools to reflect on their experiences using socio-educative approaches. Issues explored may include emotions, healthy/unhealthy relationships, self-esteem, safety, consent, grooming and exploitation, gangs and offending. Currently commissioned to work with young people assessed as Amber or Red using the Camden CSE risk assessment tool.
CARE Essex	Specialist support to children and young people 8-24 year of age who reside in Essex, are of a medium/high risk of exploitation, or actively being exploited, be that sexually or criminally.
Checkpoint - CSA/E (SARC)	Includes Torbay CSE, Devon CSA/E and CSA Counselling services. Works with children and young people who have been sexually abused, including exploited. Our one to one work with young people enables them to gain an understanding of sexual abuse/exploitation, grooming and abusive relationships and build on existing strengths to develop their own coping and keeping safe strategies. Young people will gain knowledge on how to address distorted beliefs and attributions related to the abuse in a

	supportive environment and will be encouraged to talk about their traumatic experience. We will help them to gain skills to enable them to become better prepared to cope with future trauma reminders. We aim to support young people to develop personal safety skills and learn new ways to set healthy boundaries. This one to one might include periods of increased levels of support and activity that may be deemed necessary in order to conduct assertive outreach, establish and maintain therapeutic relationships or respond to crisis.
Climb (West Mercia Diversionary service)	Supporting young people who are at risk of criminal exploitation by providing casework and diversionary activities.
Disrupting Exploitation	Disrupting criminal and sexual exploitation through intelligence gathering and task-based activities as well as referrals and case work.
Hand in Hand Yorkshire	One to one support to help children and young people exit abusive and exploitative relationships or situations. Contracted to also provide RHI in Scarborough but referrals have been held up so are doing CSE work there instead.
Lancashire Streetsafe Addaction	Direct support and advocacy to young people who are experiencing addiction and exploitation, tailored to their needs.
Prevention	A national network of Prevention officers working to prevent and improve responses to child exploitation and abuse across England and Wales. This programme works in close partnership with the NPCC to deliver targeted interventions based on police intelligence to improve responses to CSE/A, CCE, Modern Slavery and Human Trafficking across the public, private and charity sectors.
Safe Choices (CC/SE) Nottinghamshire	CSE & CCE specialist support in Nottingham & Nottinghamshire through close working with families and multiagency collaboration, keeping children safe and improving the system wide response to child exploitation.
Safe Time (CSA) Nottinghamshire	Delivers focused, short to medium term therapy for under 18s in Nottingham and Nottinghamshire at risk of or who have experienced child sexual abuse/exploitation.
SCARPA	Intensive targeted one to one support for young people, aged 10-18, who are at risk of, or affected by exploitation in Newcastle Upon Tyne. Training for professionals to raise awareness of exploitation.
STRIDE	County Lines work with boys and young men.
Support Re-Thought	Delivery of a network of children and young people's 'navigation workers' to provide early intervention risk/needs assessment, emotional support, advocacy and longer-term support planning for children and families following sexual abuse.
Tackling Child Exploitation	The Tackling Child Exploitation (TCE) Support Programme is funded by the Department for Education and aims to support local areas to develop an effective strategic response to child

	<p>exploitation and threats from outside the family home, including child sexual exploitation and child criminal exploitation, such as county lines drug trafficking. Key aims of the TCE Support Programme include enabling local areas to access credible, sector-acknowledged expertise on child exploitation and risk outside the family home; helping to improve their capacity and capability to respond effectively, and to support the development of skilled, knowledgeable and confident professionals.</p>
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