

TYNESIDE BADMINTON CENTRE POLICIES & PROCEDURES

MODERN SLAVERY & TRAFFICKING POLICY

Modern Slavery Act 2015

The Modern Slavery Act 2015 is an Act of the Parliament of the United Kingdom. It is designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery. The act extends essentially to England and Wales, but some provisions (for example, relating to modern slavery statements and cross-border pursuit) apply in Scotland and Northern Ireland.

Modern Slavery

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the denial of a person's freedom by another to exploit them for personal or commercial gain.

- 50 million people worldwide are in modern slavery.
- 28 million are in forced labour.
- 22 million people are in forced marriages.
- Around 10,000 people in the UK are in modern slavery according to the UK government.
- More than 100,000 people in the UK are in modern slavery according to slavery experts (much higher than the official figure)

Tyneside Badminton Centre has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. Tyneside Badminton Centre is committed to the implementation and enforcement of effective procedures and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain. We are also committed to ensuring there is transparency at Tyneside Badminton Centre in our approach to tackling modern slavery. Throughout our supply chain. We expect the same high standards from all our contractors, suppliers, and other business partners.

As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their own suppliers to the same high standards. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, contractors, external consultants, and business partners. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

RESPONSIBILITY FOR THE POLICY

The Manager has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those who work for Tyneside Badminton Centre has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

COMPLIANCE WITH THE POLICY

You must ensure that you read, understand, and comply with this policy. The prevention, detection and reporting of modern slavery in any part of Tyneside Badminton Centre or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify the Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery, raise it with your manager. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any part of our supply chain. If you believe that you or someone you know have suffered any such treatment, you should inform your manager immediately. In the first instant If you suspect or notice any signs of modern slavery you should report it to the Modern Slavery Helpline on 08000 121 700 or the police on 101. In an emergency always call 999.

TYPES OF MODERN SLAVERY

- **Human trafficking**
Someone is moved by force, fraud, coercion, or deception to be exploited it can include; force labour, being made to commit crimes, being forced into marriage or prostitution.
- **Forced labour**
Forced labour is all work or service which is extracted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily.
- **Bonded labour or Debt bondage.**
Is a form of forced labour when a person is to work to pay of a debt?
- **Child Exploitation**
A child is exploited for someone else's gain, this can include being forced to become soldier or marry or being kept in domestic servitude.
- **Forced and early marriage**
Someone who is married against their will and can't leave.
- **Domestic servitude**
Someone is forced to work in someone's else's home perhaps cooking, cleaning, and looking after children with little pay and no freedom
- **Sexual Exploitation**
Victim are forced to perform sexual acts.
- **Descent-based slavery**
Someone born into slavery: they inherit the status of slave from their mother.

GENERAL SIGNS OF MODERN SLAVERY

- They're rarely allowed to travel on their own.
- Appear to be under the control of others.
- Tend not to interact with other people.
- Seem unfamiliar with their neighbourhood or where they work.
- Have relationships which don't seem right – for example, a young teenager appearing to be the boyfriend/girlfriend of a much older adult.
- They don't have documents that would allow them to travel – passports, ID, etc.
- Limited opportunities to move freely and few personal possessions.
- Wear the same clothes day-in day-out.
- Avoiding eye contact
- Appearing frightened, or hesitant to talk to strangers.
- Fear of law enforcers, Fear of deportation
- Unsure who to trust or where to get help.
- Fear of violence to them or their family.

COMMUNICATION AND AWARENESS OF POLICY

Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.