Anti-Slavery and Human Trafficking Policy

Our Commitment

Manor Farm is committed to protecting children and young people from all forms of exploitation, abuse and harm. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and child exploitation.

As a therapeutic provision, we recognise that some children and young people may be particularly vulnerable due to their age, additional needs, communication differences and experiences of previous trauma. We are committed to creating a safe, nurturing environment where every child is listened to, valued and protected.

Understanding Modern Slavery and Human Trafficking

Modern slavery is an umbrella term covering situations where individuals are exploited and unable to leave due to threats, coercion, deception or abuse of power. This can include:

- Human trafficking and the movement of individuals for exploitation.
- Forced or compulsory labour.
- Criminal exploitation, including county lines.
- Sexual exploitation.
- Domestic servitude and other forms of coercion or control.

Children do not need to have been moved or transported to be victims of exploitation.

Recognising Signs of Exploitation

Staff must remain alert to possible indicators, which may include:

- Unexplained injuries, fearfulness or changes in behaviour.
- Appearing controlled, threatened or frightened of another person.
- Unexplained absences or changes in attendance.
- Having possessions, money or gifts they cannot explain.
- Being collected by unfamiliar adults or having relationships that cause concern.
- Signs of coercion, grooming, criminal activity or sexual exploitation.

These indicators do not automatically mean a child is being exploited, but any concerns must be taken seriously.

Staff Responsibilities and Reporting Concerns

All staff have a responsibility to safeguard children and remain alert to signs of exploitation. Staff must:

- Complete safeguarding training and understand their responsibilities.
- Listen to children without judgement and respond sensitively to disclosures.
- Never promise confidentiality where a safeguarding concern has been raised.
- Record concerns factually and promptly on CPOMS.
- Report all concerns to the Designated Safeguarding Lead (DSL) or Deputy DSL immediately.

The DSL will assess concerns and make referrals to children's social care, the police or other relevant agencies in line with safeguarding procedures. Staff must not investigate concerns themselves.

If a child is in immediate danger, emergency services must be contacted.

Prevention and Safer Working Practices

Manor Farm promotes a culture of openness, trust and safeguarding. We ensure that:

- Safer recruitment procedures and appropriate background checks are followed.
- Staff understand professional boundaries and safeguarding responsibilities.
- Visitors and contractors are appropriately monitored.
- Concerns about adults working with or around children are reported and managed promptly.
- Children are supported to develop confidence, recognise unsafe situations and understand how to seek help.

Policy Review

This policy should be read alongside our Safeguarding and Child Protection Policy, Staff Behaviour Policy and Prevent Duty Policy.

The policy will be reviewed regularly and updated in response to changes in legislation, statutory guidance or safeguarding practice.

Policy Last Reviewed: 13th November 2026

Next Review Due: 13th November 2027

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