

Modern Slavery Policy

This policy details the commitment of ZG Global Ltd to raise awareness and defines a process to address issues if they do arise, and to acknowledge that human trafficking and modern slavery are a safeguarding matter.

Slavery and human trafficking is classed as abuse, and indicators could be:

- Signs of physical or emotional abuse
- Appearing to be malnourished, unkempt or withdrawn
- Isolation from the community, seeming under the control or influence of others
- Living in dirty, cramped or overcrowded accommodation, or living and working at the same address
- Lack of personal effects or identification documents
- Always wearing the same clothes
- Avoidance of eye contact, appearing frightened or hesitant to talk to strangers
- Fear of law enforcers

All staff will be made aware of the issues surrounding slavery and human trafficking, whilst being encouraged and supported to report any concerns to ZG Global Ltd management. ZG Global Ltd will also support any staff that may be subject to slavery or human trafficking.

ZG Global Ltd will ensure that only staff whose credentials can be confirmed are employed.

In situations of slavery or human trafficking being identified, ZG Global Ltd will share this information with the County Council Safeguarding Team to safeguard the individual from harm and with the objective of preventing future situations arising, to promote the elimination of routes and sources of slavery or human trafficking.

Section 54 of the Modern Slavery Act 2015 states that every organisation providing goods and services in the UK with a total global annual turnover of £36 million or more will be required to produce a slavery and human trafficking statement for each financial year. Organisations with an annual turnover below £36m can choose to voluntarily produce a statement.

Staff Requirements

All staff engaged with providing services at ZG Global Ltd will be subject to thorough and rigorous recruitment procedures that will include an Enhanced DBS check, identity check, confirmation of validity to work in the UK, employment history, suitability for the role and references. This will minimise the chance of employing a person that has been, or is subject to, slavery or human trafficking.

All staff will receive information about slavery and human trafficking.

Staff will be advised that if they are subject to slavery or human trafficking, if they are aware of any individual that may be subject to slavery or has been trafficked, or if slavery or human trafficking is disclosed to them they must inform the Registered Manager of ZG Global Ltd or the police.

Incidences of Slavery and Human Trafficking

The Registered Manager of ZG Global Ltd is the main point of contact within ZG Global Ltd for the reporting of cases with the ability to act and advise on actions to be taken.

If a specific case of slavery or human trafficking is identified it must be reported to the Registered Manager at ZG Global Ltd, as well as the police in the first instance. Where applicable, the County Council must also be informed and a notification submitted to the Care Quality Commission.

In the UK, mechanisms are in place to assist victims of slavery and human trafficking and they can be offered government-funded support. The National Referral Mechanism, or the Modern Slavery Helpline on 0800 0121 700 are two such sources of support.

Review of Effectiveness

ZG Global Ltd intends to take further steps to identify, assess and monitor potential risk areas in terms of modern slavery and human trafficking, particularly in the supply chains of our providers.

We will also continue to:

- Support our staff to understand and respond to modern slavery and human trafficking, and the impact that each and every individual working in Care can have in keeping present and potential future victims of modern slavery and human trafficking safe
- Gain assurance that all staff at ZG Global Ltd have access to training on how to identify victims of modern slavery and human trafficking
- A yearly review of ZG Global Ltd Safeguarding Policy and Procedure to ensure that Modern Slavery and Human Trafficking are integral within the content and staff are directed to support and advice as needed