



Inclusion Hub – Modern Slavery, Human Trafficking and Right to Work Policy

1. Purpose

This policy explains how we prevent modern slavery, human trafficking, and illegal working in our organisation. We follow the Modern Slavery Act 2015 and the Immigration, Asylum & Nationality Act 2006.

2. Scope

This policy applies to all Inclusion Hub staff and applicants, and to any contractors or partners we work with. It also covers how we manage our recruitment processes and worker documentation.

3. Our Commitment

We do not tolerate modern slavery, forced labour, or illegal working in any form. We work ethically and fairly. We monitor our recruitment practices and expect the same from anyone we work with.

4. Recruitment and Right to Work Checks

- Every worker must prove their right to work in the UK before starting.
- We follow Home Office guidance and use secure digital checks when needed.
- We store documentation securely for at least two years after employment ends.
- Our team is trained to carry out checks fairly and consistently.

5. Ethical Standards for Contractors

- Any agency, supplier, or partner must not use forced, bonded, or child labour.
- They must meet UK labour standards.
- If they don't, we may end the contract immediately.

6. Reporting Concerns

- Staff can report concerns using our Whistleblowing Policy.
- You can report anonymously and without fear of retaliation.
- Speak to your line manager or a Designated Safeguarding Lead.

7. Breaches of This Policy

- If a worker breaks this policy, we may take disciplinary action or withdraw offers of work.
- We will end contracts with any supplier found to be in breach.

8. Training and Awareness

- All staff are made aware of all policies during onboarding.
- Managers and recruiters may receive extra training as required.
- We review our processes regularly to keep them safe and fair.

9. Monitoring and Review

This policy is reviewed annually or sooner if needed by the Governance and Compliance Team at disAbility Cornwall & Isles of Scilly and approved by the CEO.

Equality and Human Rights Statement

This policy has been reviewed to ensure it aligns with our values of inclusion, fairness, and respect for the rights of all staff. It promotes equality and complies with human rights obligations.

Document Control				
Version	Date	Review Due	Author/s	Approved by
V1	July 2025	July 2026	DC Governance & Compliance Team	