



Modern Slavery and Human Trafficking Policy

Autism Mentors Ltd – Neurodiversity Mentoring/Support Services

Location: Oxfordshire, UK

Effective Date: 1st September 2025

Next Review Date: September 2026

1. Policy Statement

Autism Mentors Ltd is committed to preventing modern slavery and human trafficking in all areas of its operations and supply chains. We recognise that people with disabilities and neurodivergent individuals may be especially vulnerable to exploitation, and we have a responsibility to be vigilant and proactive in safeguarding them.

Modern slavery is a crime and a violation of fundamental human rights. It can take various forms, including slavery, servitude, forced and compulsory labour, debt bondage, child labour, and human trafficking. We are committed to acting ethically and with integrity in all business dealings and relationships.

2. Legal Framework

This policy complies with:

- Modern Slavery Act 2015
- Worker Protection (Amendment of Equality Act 2010) Act 2023
- Human Rights Act 1998
- Care Act 2014 (safeguarding adults at risk)
- Children Act 1989 & 2004
- Working Together to Safeguard Children (2023)

- Keeping Children Safe in Education (KCSIE) 2025
- Oxfordshire Safeguarding Children Board (OSCB) and Oxfordshire Safeguarding Adults Board (OSAB) procedures

3. Our Responsibilities

We are committed to:

- Ensuring there is no modern slavery, human trafficking, or exploitation within our organisation or supply chains
- Training staff to recognise the signs of modern slavery and trafficking
- Reporting concerns through proper safeguarding channels:
 - Michelle Wray (Designated Safeguarding Lead)
 - Tel: 07707 764876
 - Email: dsl@autismmentors.co.uk
- Only working with suppliers and partners who share our zero-tolerance approach

4. Risk Areas in Our Work

Although we are a small, community-focused organisation, we recognise the following areas of potential risk:

- Vulnerable clients who may be at risk of exploitation, coercion, or financial abuse
- Home and community-based work, where staff may observe signs of abuse or trafficking
- Third-party suppliers, including recruitment agencies, training providers, or contractors

5. Identifying Signs of Modern Slavery

Staff must remain alert to possible indicators such as:

- Individuals appearing frightened, withdrawn, or under the control of others
- Lack of personal identification, bank account, or access to money

- Poor physical health, malnutrition, or untreated injuries
- Someone else consistently speaking on behalf of the individual
- Hesitation or refusal to engage with professionals or services

Note: Many victims do not recognise themselves as such. Concerns should always be taken seriously and approached with sensitivity.

6. Reporting and Responding to Concerns

If modern slavery is suspected:

- Report immediately to the DSL:
 - Michelle Wray
 - Tel: 07707 764876
 - Email: dsl@autismmentors.co.uk
- Record concerns clearly, factually, and confidentially
- The DSL will make referrals to:
 - Local authority safeguarding team (MASH / OSAB)
 - The Modern Slavery & Exploitation Helpline: 0800 0121 700
 - The police where criminal activity is suspected

In emergencies, or if someone is in immediate danger, call 999.

7. Safeguarding Link

Modern slavery is a form of abuse and therefore falls under safeguarding procedures. All concerns must be managed in line with our Safeguarding Children and Adults Policies, ensuring both immediate safety and long-term protection.

8. Due Diligence in Procurement

We ensure that:

- All third-party providers or suppliers comply with UK employment law and ethical standards
- No subcontracted services involve child labour, forced labour, or exploitative practices
- Contracts include a clear commitment to preventing modern slavery
- Autism Mentors Ltd will not knowingly engage with organisations linked to modern slavery or trafficking

9. Training and Awareness

All staff, associates, and contractors will receive:


- Safeguarding training including awareness of modern slavery and human trafficking
- Practical guidance on recognising signs and indicators
- Clear instruction on how to report concerns
- Regular updates if national or local guidance changes

10. Monitoring and Review

This policy will be:

- Reviewed annually, or sooner if legislation or guidance changes
- Updated in line with UK safeguarding and employment law
- Shared with all employees, self-employed associates, volunteers, and contractors as part of induction

Policy Approval

Signed: 

Name: Michelle Wray [Director / Safeguarding Lead]

Date: 1/9/24

