



Modern Slavery Policy

Policy Name:	Modern Slavery Policy
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Review Date:	June 2027
Approved by:  Caroline Baughan, Director.	
 Victoria Haydon, Director.	

In reviewing this policy, Quercus AP has had regard to the Equality Act 2010 and carried out an equality impact assessment. It is satisfied that no group with a protected characteristic will be unfairly disadvantaged by this policy.

Modern Slavery Statement

Quercus Alternative Provision is committed to preventing modern slavery and human trafficking in all aspects of its operations and supply chains. We recognise our responsibility to take a robust approach to modern slavery as part of our commitment to ethical practices and the protection of human rights.

This statement outlines the steps we have taken and will continue to take to ensure that modern slavery does not occur within our organisation or supply chains.

Our Organisation

Quercus Alternative Provision provides tailored education and support services to children and young people in Aylesbury and beyond. As part of our operations, we work with

various suppliers, partners, and service providers. We are committed to ensuring that all individuals involved in our operations are treated with respect, dignity, and fairness.

Policies and Practices

To combat modern slavery, we have implemented the following measures:

Safeguarding Policies:

Our safeguarding policies include a commitment to identifying and addressing any instances of exploitation, including modern slavery, that may affect children, young people, vulnerable adults or staff.

Staff Code of Conduct:

Our staff, contractors, and suppliers are required to adhere to our Code of Conduct, which emphasises respect for human rights and ethical behaviour in all dealings.

Safer Recruitment:

We follow robust recruitment practices to prevent forced or bonded labour, including verifying the identities of employees and ensuring they have the right to work in the UK.

Whistleblowing:

Our whistleblowing policy encourages staff to report any concerns related to unethical practices, including modern slavery, without fear of retaliation.

Training and Awareness

We provide training to staff to help them recognise the signs of modern slavery and understand how to report concerns. This ensures that all employees are equipped to play a role in identifying and addressing potential risks.

Risk Assessment and Management

We regularly assess risks in our operations to identify areas where modern slavery may occur. If risks are identified, we act promptly to address them and ensure compliance.

Monitoring and Continuous Improvement

Quercus Alternative Provision is committed to continuously improving our approach to tackling modern slavery. We review our policies and procedures annually to ensure effectiveness and compliance with relevant legislation.