**Modern Slavery Parish Protocol**

**What is Modern Slavery?**

The term ‘modern slavery’ encompasses both trafficking (the arranging or facilitating of the travel of another, whether into, out of or within the UK, with a view to that person being exploited) and exploitation itself, which can take place both alongside and independently of trafficking. Exploitation comes in many forms – including sexual exploitation, domestic servitude and other forms of labour and coercion into criminal activities.

For further information around the nature, causes and extent of Modern Slavery, together with other resources and information please visit the [Clewer Initiative website](https://theclewerinitiative.org/). This was a Church of England body, that worked across all Dioceses.

**Status and purpose of this document**

While each parish is legally independent of the Diocese, given that we work in partnership with the Diocese this Parish Protocol aligns with the [Diocesan statement on Modern Slavery](https://www.stmartinshouse.com/attachment/_512b65e697590c7a_en_modern_slavery_statement_diocese_of_leicester.pdf), which the Diocesan Synod has endorsed, and with the Church of England’s [statement](https://www.churchofengland.org/help-using-website/modern-slavery-statement). The document is a statement of intent and commitment, with a framework for parish implementation and accountability.

**Within the Diocese**

This parish is committed to working on this issue with diocesan bodies, the Cathedral and other churches within the Diocese. Raising matters through the diocesan governance structure can be done via the Social Responsibility Panel, which meets quarterly and is chaired by the Archdeacon of Leicester.

The Christians in Leicester and Leicestershire Against Modern Slavery (CLLAMS) group is represented on the Panel and, through this mechanism, can bring general concerns and updates to the attention of the Archdeacons, the Bishops Leadership Team, the Diocesan Board of Finance and the Diocesan Synod.

CLLAMS is a group of Christians which, although from different denominations, works closely with the Diocese to raise awareness and tackle modern slavery. It does this by sharing information, providing training, running awareness-raising activities and social media campaigns and co-ordinating advocacy. CLLAMS has a [Facebook page and group](https://www.facebook.com/groups/cllams/) which provides up to date information and through which they can be contacted for advice and speakers for events and/or preaching at services.

**Parish lead on Modern Slavery**

The Parish leads are XXXXXXXXX and the Safeguarding Co-ordinator.

**Safeguarding**

The Safeguarding Co-ordinator has an overview of all parish activities involving children, young people and vulnerable adults. They will seek to ensure the implementation of safeguarding policy and will report any safeguarding concerns to the Diocesan Safeguarding Advisor.

As vulnerable children and adults are at increased risk of trafficking and exploitation, and all victims of modern slavery are, by definition, vulnerable, Modern Slavery is included in the national Church of England safeguarding practice guidance. The Diocesan Safeguarding Team has encouraged Safeguarding Co-ordinators and others to undertake training specifically on modern slavery, run by the Clewer Initiative, as well as highlighting modern slavery as a safeguarding concern in all foundational training.

**If you have concerns**

If you suspect someone is in immediate danger you should ring 999 and ask for the police.

The Parish process for handling concerns about possible victims of modern slavery follows that for other safeguarding concerns: you should contact your local Parish Safeguarding Co-ordinator who will, with you, take it from there, including contacting the [Modern Slavery and Exploitation Helpline](https://www.modernslaveryhelpline.org/) and reporting to the [Diocesan Safeguarding Team](https://www.leicester.anglican.org/safeguarding) (out of hours arrangements also on this page). If a concern is reported to the Diocesan Safeguarding Team before the modern Slavery Helpline is contacted, then they will advise the reporting individual to do so.

If your concerns are of something entirely outside of your Parish Church context, then, while you may certainly seek advice, you should also directly contact the [Modern Slavery and Exploitation helpline](https://www.modernslaveryhelpline.org/).

You should not in any circumstance intervene directly yourself.

**Procurement**

Whilst the core of what we do can be considered low risk, we keep that risk under review. We acknowledge some of the key risk areas may come particularly from our contracted work, especially in those areas where there are more widely-known concerns:

• hospitality and catering;

• properties, construction & maintenance;

• IT equipment and services;

• purchasing of supplies and equipment;

• service providers for events and other activities.

With major projects and regular suppliers we will ask to see any company statement on Modern Slavery. If one does not exist, we will enter into discussion until we have the right assurances and seek expert advice as appropriate. With smaller purchases and activities we will ask appropriate questions and, if we are not satisfied, go elsewhere.

Any concerns we may have may be reported to the [Modern Slavery and Exploitation Helpline.](https://www.modernslaveryhelpline.org/)

We note that the [Parish Buying Service](https://parishbuying.org.uk/), as one of the National Church Institutions is covered by the NCIs’ Modern Slavery Statement. To minimise the risk of slavery and human trafficking occurring in Church business and supply chains, the NCIs and Parish Buying Service have implemented due diligence procedures, including a Supplier Code of Conduct, to use with all suppliers prior to their appointment. (see Appendix A in their document for further details of their activities and approach.)

**Employment practice**

The Diocese encourages parishes in the City and County to pay the [real living wage](https://www.livingwage.org.uk/what-real-living-wage); offering fair hours and contracts; supporting employee wellbeing, and diversity and inclusion. This parish XXXXXXXXXXXXXXXXXXX

**Investments**

Parishes are encouraged to follow the ethical investment policy of the National Church Institutions (NCIs) and the Church Investors Group (which includes the Church Commissioners, the Archbishops’ Council and The Church of England Pensions Board). (For more information about the Church Investors Group please see Appendix B.)

**Awareness and training**

The Diocese encourages Safeguarding Team not just parish Safeguarding Co-ordinators but members of the wider parish team to undertake relevant modern slavery training. The details may be found on the Diocesan website [here](https://www.leicester.anglican.org/training-and-events). Modern Slavery is recognised and lamented at key moments in the liturgical rhythm, most notably around anti-slavery day (18th October).

March 2025