

Introduction

Atrium Foster Care is a provider of child-centred services that make a lasting and life-long difference to vulnerable children's lives. We do this as a children's service provider, building a reputation for an optimistic and pragmatic approach with a belief that change is possible.

Atrium is committed to preventing slavery and human trafficking and ensuring the business and its supply chains are free of slavery. We are also committed to ensuring there is transparency in our own organisation and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers and other business partners and we expect and require that our suppliers will hold their own suppliers to the same high standards.

We recognise modern slavery, servitude, forced or compulsory labour and human trafficking as grave violations of many human rights and freedoms. We are committed to implementing policies that aim to prevent this within our business.

1. Policy compliance

All persons working for Atrium Foster Care, or on our behalf in any capacity, including Directors, foster parents, employees at all levels, contracted independents, agency workers, volunteers, external consultants, suppliers and business partners, have a duty to comply with this statement and other policies designed to prevent modern slavery.

- Whistleblowing Policy: We encourage all our foster parents, staff and contracted independents to report any concerns related to the direct activities, or the supply chains of, our organisation. Our whistleblowing procedure is designed to make it easy for foster parents, staff and contracted independents to make disclosures, without fear of retaliation. Service users or suppliers who have concerns can bring a complaint using the external complaints process.
- Code of Conduct Policy: Our code makes clear to employees the actions and behaviour expected of them when representing the agency. We strive to maintain the highest standards of conduct and ethical behaviour with foster parents, children, employees, independent contractors, professional colleagues and our supply chain.

2. Alert to risks

We all have a duty to be alert to risks, however small. Atrium is a provider of social care services in the fostering sector providing foster homes through its assessment and review of fostering families for children and young people. Atrium is subject to statutory regulation with compliance measured and audited by Ofsted. Atrium's Responsible Individual leads on compliance and works across the business focussing on quality, governance and compliance.

3. Responsibility for anti-slavery initiatives and reporting

- Policies: Registered Manager and Responsible Individual
- Safe Recruitment Lead: Responsible Individual

- Quality Assurance: Registered Manager, Responsible Individual and Fostering Panel Advisor
- Safeguarding Lead: Registered Manager
- Governed by Ofsted and following best practice, we recruit to the highest standard

4. Recruitment practices

Atrium Foster Care's recruitment practices are robust recruitment and compliance processes. If external agencies are used, they must adhere to Atrium Foster Care's recruitment standards. Our staff are encouraged to speak out about unethical behaviour, practice or anything they are uncomfortable with by sharing directly or accessing the Whistleblowing Policy. If any staff are concerned that modern slavery and human trafficking are taking place, in Atrium or any of its supply chains, they are encouraged to raise their concerns with the agency's Registered Manager or Responsible Individual.

5. Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the agency provides its foster parents, staff and independent contractors with training on child sexual exploitation (CSE), child criminal exploitation (CCE) which covers modern slavery and human trafficking.

Staff are also advised of resources available at www.modernslaveryhelpline.org and they can be contacted on 08000 121 700.

6. Reporting

The Local Safeguarding Board and your local police constabulary should be contacted in line with Safeguarding procedures. Most of the regions we work in are covered by West Midlands Police Constabulary.

Our local agency for reporting, guidance and support can be contacted via:
www.westmidlandsantislavery.org.

7. Supplier Compliance

As we have a small supply chain, we do not consider that Atrium's activities are considered to be at high risk of slavery or human trafficking.

However, as Atrium believes in being ethical, it is important to show due diligence in assessing modern slavery and human trafficking in its operations and supply chains.

The agency undertakes due diligence when considering the procurement of new suppliers and regularly reviews its existing suppliers. The agency's due diligence process includes building long-standing relationships with suppliers and making clear our expectations from our business partners. We are committed to ensuring that its main and new suppliers adhere to the highest standards of ethics. It is expected that our suppliers are able to evidence their own policies and practice in support of their Modern Slavery Statement. Failure to comply with this could include termination of the business relationship.

8. Prevention

We will continue to continue provide training, enhance our policies and procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to our own operations and external suppliers be they existing or new.