

## **Introduction**

Atrium Foster Care is dedicated to creating safe, nurturing environments where children and young people can thrive. At the heart of our mission lies a commitment to dignity, justice, and protection from harm, including the hidden harms of modern slavery and exploitation. We stand firmly against all forms of slavery, servitude, forced labour, and human trafficking. In accordance with the Modern Slavery Act 2015, we are committed to transparency and accountability throughout our operations and supply chains.

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**

Everyone who works with or on behalf of Atrium Foster Care, including Directors, foster parents, employees, agency workers, volunteers, and suppliers, shares responsibility in upholding our values and this statement.

We are each called to remain alert, speak up, and act when something doesn't feel right. Our collective vigilance protects those most vulnerable.

- Whistleblowing Policy: We foster a culture where speaking up is seen as an act of care. Foster parents, staff, and contractors are encouraged to share concerns through our Whistleblowing Policy, confident they will be listened to without fear.
- Code of Conduct Policy: Our Code of Conduct reflects our expectations for ethical behaviour and respectful relationships with children, colleagues, and partners alike.

## **2. Alert to risks**

We each carry a responsibility to stay alert, even to the smallest signs, that someone might be at risk. In our work across fostering and social care, our vigilance is more than compliance; it is a moral imperative. 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**

Our Registered Manager and Responsible Individual oversee policies and safe recruitment, supported by our Panel Advisor and Quality Assurance team. We follow safer recruitment standards that reflect best practice and regulation, and we expect external partners to match this rigour.

## **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

All team members, including foster parents and independent contractors, receive training on child exploitation, (child sexual exploitation (CSE), child criminal exploitation (CCE)), including modern slavery and trafficking. We do this not only to comply, but because understanding the lived experiences of vulnerable children helps us build safer, more informed responses.

Staff are also advised of resources available at [www.modernslaveryhelpline.org](http://www.modernslaveryhelpline.org) and they can be contacted on 08000 121 700.

## 6. Reporting

If there is any concern that someone is being exploited, we act swiftly in line with safeguarding procedures. Concerns should be reported to the Local Safeguarding Board or Police. In most of our regions, this will be West Midlands Police.

Support is also available via: [www.westmidlandsantislavery.org](http://www.westmidlandsantislavery.org) and [www.modernslaveryhelpline.org](http://www.modernslaveryhelpline.org) | 08000 121 700

## 7. Supplier Compliance

As we have a small supply chain, we do not consider that Atrium's activities are considered to While our supply chain is small, we believe ethical diligence is essential. We expect our suppliers to demonstrate clear commitments to anti-slavery practices and to extend these standards to their own networks.

Non-compliance may result in termination of the business relationship, as protecting vulnerable lives must always come first.

## 8. Prevention

We will continue to strengthen our policies, training, and relationships so that modern slavery has no place in our operations or supply chains. This is our ongoing commitment, rooted in safeguarding, guided by ethics, and carried out in service of the children and young people at the heart of everything we do.