

MODERN SLAVERY STATEMENT

Document Control

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The Survivors of Human Trafficking in Scotland (SOHTIS') vision is the eradication of slavery in Scotland. We believe that everyone deserves to live in freedom with dignity and respect and we are committed to the long-term support of survivors of trafficking as they rebuild their lives.

SERVICE DELIVERY

SOHTIS' charitable objects have been developed in line with our vision; raising awareness of human trafficking, ensuring the recovery of victims and the long-term support of survivors.

SOHTIS is also committed to supporting policy and legislative development and work with the Scottish Government, Police Scotland and relevant academics to understand the drivers and causes of human trafficking in Scotland and the outcomes for victims and survivors.

GOVERNANCE

SOHTIS values the leadership and direction provided by our Board of Trustees and Advisory Committee Members. These roles are filled following a careful selection process which includes a briefing session with senior staff on human trafficking and with compulsory completion of our Declarations of Interest Register.

HUMAN RESOURCE

SOHTIS understand that victims and survivors of human trafficking have complex and varied needs which require specialist care and support. In order to recruit the most appropriate staff and volunteers, we have adopted a robust recruitment process which complies with national guidelines and the national Slavery & Trafficking Survivor Care Standards.

SOHTIS will do everything in their power to ensure the ethical recruitment of staff at all levels. Staff will receive contracts prior to commencing work detailing the hours and terms of employment. Zero hour contracts will only be used where it is the preference or request of the staff member.

All staff and volunteers will receive specialist induction of all SOHTIS policies and procedures designed to protect both client and staff/volunteer. In addition, staff and volunteers will be required to engage with initial and ongoing training appropriate to their role. Staff and volunteers will also receive support and supervision in accordance with our Supervision Policy and Procedure.

PROCUREMENT

SOHTIS commit to ethical principles and standards of honesty and integrity in every area of our work. We therefore take particular care when procuring goods and services, entering partnerships and working with funders to ensure our values and mission to eradicate slavery and provide the best quality victim care are maintained.

We regularly review our policies and procedures along with our Risk Register to ensure both compliance and implementation are to the highest standard. Where individuals have concerns, we have a Whistleblowing Procedure allowing for investigation raised by staff and volunteers and a Complaints Procedure for external partners or the public.