** Anti-Slavery and Human Trafficking Policy**

This policy applies to all staff who are employed by Roby Road Dental Practice, our suppliers and contractors. This policy will become part of our Safeguarding policy and will be updated as and when we have more informed knowledge and training, then annually thereafter.

People using our health care services may be victims of modern slavery or human trafficking. As a health care organisation, we have a responsibility to identify victims of modern slavery and human trafficking in people who use our services for care and treatment.

Roby Road Dental Practice strictly prohibits the use of modern slavery and human trafficking in our dental practice and throughout our supply chain (stock suppliers/Lab technicians/Specialist referral colleagues). We will continue to be committed to updating and implementing controls and protocols to ensure that modern slavery and human trafficking is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will adopt the same high standards.

Our commitment

At Roby Road Dental Practice, we expect everyone that works for us, alongside us or provides for us will adopt the following measures to safeguard against modern slavery and human trafficking;

* Have a zero-tolerance approach to human trafficking and modern slavery
* Recognise the signs and be confident/have the senior management support to report concerns
* We will engage with our suppliers to address the risk of modern slavery
* As part of our policy we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance in line with our Code of Conduct.
* If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action by informing the necessary outside agencies about our concerns.

Employment at Roby Road Dental Practice

Human trafficking precautions have now been implemented into our recruitment process at Roby Road Dental Practice. Appropriate precautions have been put into place to ensure we safeguard against modern slavery and human trafficking for our staff and future candidates.

* We confirm the identities of all our new employees and their right to work in the UK.
* All staff and new recruits are subject to an enhanced DBS report
* Staff have access to e-learning programmes and opportunities to attend educational courses away from the practice to ensure we have the ability to identify and report signs of human trafficking
* Our bullying and harassment policy, grievance policy and Whistle blowing policy support staff to raise concerns about poor working practices and also give staff ways of raising concerns.
* Staff are encouraged to report concerns freely to the practice owner or the practice manager.

Commitment to the people we treat and care for

We are committed to safeguarding our patients. If we have concerns that modern slavery or human trafficking may be taking place, we will refer any known victims through our safeguarding referral routes to the appropriate agency.

Policy date: October 2019

This policy will be reviewed in October 2019 or sooner if necessary.

Signed by the practice owner …………………………………………..

Sarah Bamber