

## **Modern Slavery & Human Trafficking Statement**

### **Introduction**

Isle of Wight Youth Trust is committed to ensuring that there is no modern slavery or human trafficking in any part of our organisation or the wider work we do through partnerships, procurement, or funding arrangements. As a charity working to improve the lives of young people, we view any form of slavery or exploitation as fundamentally opposed to our values and mission.

### **2. About Us**

Isle of Wight Youth Trust is a medium-sized charitable organisation based on the Isle of Wight with operations and partnerships primarily limited to the Isle of Wight, and occasionally the south of the UK. We work in mental health and wellbeing, supporting children and young people. We employ approximately 38 staff and work closely with volunteers, partner organisations, and contractors.

### **3. Our Approach to Modern Slavery**

As a responsible employer and service provider, we take a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and transparently in all our activities and to ensuring that our supply chains and partnerships are free from slavery, servitude, forced labour, and trafficking.

### **4. Our Workforce and Contractors**

We recruit staff and volunteers through robust, fair, and transparent processes that include identity and right-to-work checks. All employees are paid at least the National Living Wage or equivalent, and we are signed up to the Real Living Wage foundation, with a commitment to pay Real Living Wage - and we comply with UK employment law. Contractors providing services such as facilities management, IT, fundraising support, or programme delivery are expected to adhere to our procurement policies and ethical standards.

We issue clear guidance to all contractors outlining our expectations regarding labour practices, and we include anti-slavery clauses in contracts where relevant. High-risk procurement areas, such as merchandise and print materials are subject to additional due diligence.

## **6. Policies and Procedures**

We have established internal policies that support our commitment to preventing modern slavery, including:

- Safeguarding Policy
- Whistleblowing Policy
- Code of Conduct for Staff and Volunteers
- Supplier Code of Conduct

These are regularly reviewed and communicated to staff and contractors.

## **7. Training and Awareness**

We provide induction training for all staff, including awareness of safeguarding, whistleblowing, and ethical standards. Staff involved in recruitment, or service delivery receive additional guidance on how to identify and mitigate risks of modern slavery.

## **8. Monitoring and Next Steps**

We are committed to continuous improvement. Over the next year, we will:

- Strengthen our due diligence processes;
- Improve training on modern slavery for service and operations staff;
- Develop clearer escalation procedures for concerns arising from partners or service providers;
- Expand our risk assessment to include more detailed supplier and partner profiling.

Signed:

A handwritten signature in blue ink, appearing to be "Jo Dare".

Jo Dare

Chief Executive Officer

Isle of Wight Youth Trust

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