Modern Slavery and Human Trafficking Statement

Our commitment

Sensible Staffing Ltd is committed to preventing modern slavery, human trafficking, forced labour and exploitation in our business and supply chains.

Respect for the rights and dignity of individuals is central to our approach to recruitment. Our commitment extends to our employees, the workers we supply directly or indirectly, and our relationships with clients, suppliers and other business partners.

We publish this statement to explain our approach to identifying and addressing modern slavery risks, supporting ethical recruitment and encouraging concerns to be raised.

Our business and responsibilities

As a recruitment and staffing business, we recognise our responsibility to remain alert to exploitation throughout the recruitment process and during assignments.

Modern slavery can involve coercion, threats, deception, restrictions on movement or control over a person's identity documents and earnings. We recognise that risks may arise through recruitment arrangements, third parties and supply chains, as well as within an organisation's own operations.

Our approach is informed by the Modern Slavery Act 2015 and supported by our Modern Slavery Policy.

Our policies and expectations

Our Modern Slavery Policy applies across our business activities and supply chain. It establishes our commitment to protecting staff and supplied workers from behaviour or threats that may amount to modern slavery, human trafficking, forced labour or similar human rights abuses.

We expect everyone acting on our behalf to uphold this commitment. We also expect our suppliers and business partners to respect workers' rights and cooperate in addressing concerns about exploitation.

Training and awareness

Our policy requires appropriate training and awareness information for staff, with detailed training for management on identifying and responding to concerns about modern slavery and human trafficking.

Staff awareness focuses on recognising potential warning signs and understanding how to bring concerns to management's attention.

Raising concerns and responding

We encourage employees, supplied workers, suppliers and other parties to report any concern or suspicion of exploitation to a member of our management team. Concerns should be raised promptly, even where the person reporting them does not have a complete picture.

Our policy requires reports to be taken seriously and investigated promptly and effectively. Our response will reflect the circumstances and the safety and welfare of those who may be affected.

Where concerns are substantiated, appropriate action may include working with the organisation involved to improve standards, removing an organisation from our preferred supplier list, and referring relevant information to law enforcement or other appropriate authorities.

Monitoring and improvement

Our policy provides for regular monitoring of modern slavery risks through internal quality audits.

We are committed to reviewing the effectiveness of our approach, learning from concerns raised and strengthening our procedures where improvements are identified. Our reviews will consider staff awareness, the handling of concerns and any actions required in relation to suppliers or other business partners.

Leadership and accountability

Responsibility for overseeing our approach rests with our directors, supported by the management representative responsible for our Modern Slavery Policy.

We are committed to reviewing this statement annually so that it continues to reflect our business, our risks and the measures we take to address them.

Source: Sensible Staffing’s published Modern Slavery and Human Trafficking Statement. PDF copy of the website statement.