



A world in which Autism is celebrated.

Registered Charity No. 1152188

Partnership

59. Modern Slavery Policy

This policy is in line with section 54(1) of the Modern Slavery Act 2015.

Sunbeams is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Due to the nature of our organisation, we assess ourselves to have a low risk of modern slavery.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff:

- Code of conduct
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policies

Embedding the principles

We will continue to embed the principles through:

- awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- ensuring that consideration of the modern slavery risks and prevention are added to Sunbeams policy review process as an employer
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that staff involved with recruitment of workers receive training on modern slavery and ethical employment practices

This policy was adopted on

20th June 2024

Policy updated

August 2025

Date to be reviewed

April 2027

Signed on behalf of the management committee

Name of Signatory Susan Carr

Role of Signatory CEO

Reviewed By	Date
Sue Carr	20/06/2024
Sue Carr	26/08/2025
Sue Carr	19/06/2026