



Vision Action Policy on Modern Slavery

Vision Action, formally known as Vision Aid Overseas, Modern slavery policy is in line with the Modern Slavery Act (MSA) 2015 which covers –

Slavery – Exercising powers of ownership over a person

Servitude – The obligation to provide services is imposed by the use of coercion

Forced or compulsory labour – work or services are extracted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily

Human Trafficking – arranging or facilitating the travel of another person with a view to their exploitation.

Modern slavery, including human trafficking, is a crime and a violation of fundamental human rights. Vision Action has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our operations.

A handwritten signature in black ink, appearing to read "Nicola Chevis", is written over a horizontal line.

Nicola Chevis - Chief Executive Officer

August 2018



POLICY ON MODERN SLAVERY

RECRUITMENT

References are taken out for all new staff, consultants, volunteers and staff seconded from other organisations before any confirmation of appointment is made. In addition to questions about specific skills required for a role, the referee is also asked to comment on conduct, behaviour and whether disciplinary action has been taken. DBS checks (or similar) are also undertaken where relevant.

OTHER POLICIES

All Vision Action staff, volunteers, consultants, and trustees are required to abide by the organisations anti-bribery and corruption policy, child protection policy, equal opportunities policy, harassment and misconduct policy, whistle-blowing policy.

RAISING CONCERNS.

Any person who has concerns about the behaviour of Vision Action's staff, volunteers, consultants, trustees, partner organisations, are required to report it immediately via a senior manager in the organisation. If the concern is about the line manager, then the next person in the line management hierarchy must be alerted.

All claims will be fully investigated, and steps taken to ensure it is undertaken in the most sensitive and appropriate manner. Please see Vision Action's Disciplinary and Grievance procedure and Whistle-Blowing Policy for more information.

If an individual has concerns about the repercussions of reporting a modern slavery or trafficking issue, Vision Action also has a Whistle-Blowing policy that allows for anonymity in raising concerns.

EMPLOYMENT TERMS AND CONDITIONS

Vision Action employs staff based in the UK in line with UK legal requirements. It also employs staff in overseas countries in which it works according to local legislation. Where it uses consultants (either internationally or locally) the contracts are issued according to good practice terms of conditions and local legal requirements.

Staff are paid above the minimum wage and are provided with full terms and conditions as outlined in their contract of employment and Staff Handbook. They have the right to raise issues in the workplace via the organisations Grievance Policy.

All costs associated with travel on behalf of Vision Action are met by the organisation and full insurance and legal duty of care is provided. 3

Vision Action will also provide safe and secure accommodation that meets the minimum health and safety standards in country.

WORKING WITH PARTNER ORGANISATIONS

Before entering into any partnership agreement, Vision Action will undertake due diligence tests to consider whether the organisation has its own modern slavery/anti-trafficking policy and anti-bribery policy, its recruitment and staff employment practices, management approach to implementing projects with beneficiaries and how it deals with issues of concern.

ANNEX A TO
MODERN SLAVERY POLICY - JANUARY 2019
POLICY COMPLIANCE

I have received and been briefed on the Vision Action policy on Modern slavery and fully understand my responsibilities to comply with and promote the Policy.

Signed	
Name	
Position within Vision Action	
Date	