



Policy Statement: Modern Slavery and Human Trafficking

Approved by:	BSJU Executive Board
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Introduction

This Modern Slavery and Human Trafficking statement sets out the actions that the British Shuai Jiao Union (BSJU) has taken to understand potential modern slavery risks related to our organisation and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own organisation and our supply chains. Although, as an organisation, BSJU turns over far less than the threshold for organisations required to publish a statement under the Act, we are committed to ensuring that we treat everyone fairly and consistently, creating a workplace and organisation environment that is open, transparent, and trusted.

We develop great Shuai Jiao (Chinese Wrestling) coaches and athletes, we are the lead destination for accredited coach learning and development, in the UK, our mission to develop excellence in Shuai Jiao remains key to our success. We are a not-for-profit organisation, which means that every penny is invested back into improving learning and services for coaches and athletes.

At the BSJU we expect the highest standards of conduct and probity throughout our supply chain and relationships, we will not have any dealings with any organisation that has been found to be involved in modern slavery. If we became aware of a substantiated issue relating to modern slavery or human trafficking with a supplier, we would terminate our contract with them.

Our organisation is UK based; our supply chain activities, all of which are UK based, include the sourcing of materials and equipment to support our UK based coaches and athletes. As part of BSJU's assessment of risk in these areas, the current status is that our activities in relation to modern slavery and human trafficking are low risk.

However, we expect all those in our supply chain to comply with our zero-tolerance approach to slavery and human trafficking. We have recently reviewed our anti-slavery compliance procedures. As a result, we have updated our supplier contracts to include terms that they will provide relevant services in accordance with the provisions of the Modern Slavery Act 2015.

With regards to our suppliers' approach to modern slavery and human trafficking, the organisation expects its suppliers to assume responsibility for ensuring that their supply chain is assessed for risks in these areas and those risks are actively managed. This expectation is contained in contracts we sign with suppliers or tenders for work in relevant departments.

Policies, standards and procedures

We have a comprehensive range of policies aimed at providing a safe, healthy and motivational work environment and treating all colleagues equitably, with dignity and respect.

Our recruitment and human resources policies and processes comply with legislation and embrace best practice. Relevant policies and procedures include:

- a. Code of Conduct. This policy drives ethical behaviour, demonstrating our commitment to acting with integrity, managing conflicts of interest and the reporting of issues.
- b. Whistleblowing. This policy is in place to guide and support BSJU members and volunteers in raising a whistleblowing concern made in the public interest.
- c. Recruitment. This policy outlines our recruitment and selection process, which helps to ensure that this is transparent and equitable.
- d. Anti-Bribery. This policy compliments our Code of Conduct policy and outlines the BSJU's commitment to conducting business in an honest and ethical manner. It includes the recording of hospitality and gifts received by BSJU Officers.
- e. Work-Life Balance. This policy encourages all members to support a positive work-life balance.

Policies and processes are reviewed on a periodic basis to ensure they remain fit for purpose.

Members and Volunteers

UK Coaching has its head office in England and our staff are volunteers and are not in any category generally seen to be vulnerable to modern slavery in the UK. Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new members and volunteers and ensure that we are able to confirm their identities.

We have policies and procedures in place to ensure compliance with all human rights laws. We are satisfied that our volunteers are not exploited in any way.

Risk Areas

In regular assessment and monitoring of our operations it is of paramount importance that we systematically consider our wider business and assess possible risk areas to ensure that they are free from slavery, servitude, human trafficking and forced labour.

The area of our business which warrants the greatest consideration is our involvement with other suppliers. In this regard we consider the risk of slavery or human trafficking within our supply chain to be low.

In general, our supply chain involves regulated professional advisers, reputable recruitment agencies, and in respect of our IT infrastructure and operational requirements, reputable service providers.