



Human Trafficking & Modern Slavery Policy

Bijou Day Nursery & Crèche, Cowbridge

Policy owner: Nursery Manager / Rheolwr y Feithrinfa

Version: 2.0

Last reviewed: June 2026 / Mehefin 2026

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Approved by: Samantha Rennison, Responsible Individual / Unigolyn Cyfrifol

1. Policy Statement

Bijou Day Nursery & Crèche is committed to preventing human trafficking and modern slavery. We recognise that children and families can be victims of trafficking, servitude and forced or compulsory labour. Staff are trained to recognise the signs and report any concerns promptly.

This policy complies with the Modern Slavery Act 2015; Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015; Wales Safeguarding Procedures 2019; Children Act 1989 & 2004; National Minimum Standards for Regulated Childcare (Wales) 2016; and CIW guidance.

2. Definitions

Human Trafficking

The recruitment, transportation, transfer, harbouring or receipt of persons by means of threat, use of force, coercion, deception, or abuse of power for the purpose of exploitation.

Modern Slavery

Encompasses slavery, servitude, forced or compulsory labour, and human trafficking. Victims are controlled through violence, coercion, deception or abuse of power.

Child Trafficking

Any child (under 18) who is recruited, transported, transferred, harboured or received for the purpose of exploitation. A child cannot consent to being trafficked.

3. Types of Exploitation

- Sexual exploitation
- Labour exploitation (including domestic servitude)
- Criminal exploitation (including county lines drug dealing)
- Organ harvesting
- Benefit fraud
- Forced begging

- Forced marriage

4. Indicators of Trafficking or Slavery

Staff should be alert to the following possible indicators:

- A child who appears malnourished, unkempt, or inappropriately dressed
- A child who is not registered with a GP, dentist or school
- A child who has limited freedom of movement
- Frequent changes of address or appearance of living in transient accommodation
- A child who appears fearful, anxious or submissive
- Parents or carers who are unable to explain their living or working arrangements
- Multiple adults living at one address with children present
- Evidence of physical abuse, malnourishment or untreated medical conditions
- A child who has been brought to the UK from abroad with no clear family ties

5. Reporting Concerns

- Report concerns to the DSP immediately
- The DSP will contact the local authority children's social care team and/or the police
- In cases of immediate risk, call 999
- The Modern Slavery Helpline can be contacted: 0800 012 1700
- CIW will be notified as appropriate

6. Staff Training

- All staff receive training on recognising indicators of trafficking and modern slavery as part of safeguarding training
- Training is refreshed at least annually
- The DSP receives enhanced training on trafficking and modern slavery

Key Contacts

Modern Slavery Helpline	0800 012 1700
Police Non-Emergency	101
LA Children's Social Care	01446 725202
CIW	0300 790 0126

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