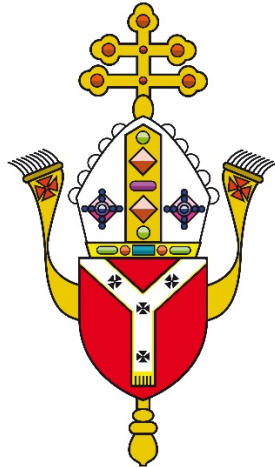


DIOCESE OF WESTMINSTER



MODERN SLAVERY & HUMAN TRAFFICKING POLICY

Policy prepared by:	Director of Resources
Third Party Policy:	No
Approval of The Directors of the Trustee	10 July 2026
Review Date	June 2027

Introduction

The Diocese of Westminster recognises the grave and enduring harm caused by human trafficking and modern slavery. Pope Francis has described these abuses as “grievous wounds in the flesh of humanity ... in the flesh of Christ himself”, and has repeatedly denounced human trafficking as a “crime against humanity”, a “shameful scourge” that disfigures human dignity.

Building on this magisterial teaching, Pope Leo XIV’s encyclical *Magnifica Humanitas* deepens the Church’s reflection on both historic slavery and contemporary forms of exploitation. He recalls the long journey by which the Church came to recognise the full incompatibility of slavery with the God-given dignity of every human person, acknowledges complicity and delay in denouncing this scourge, and sincerely asks pardon “in the name of the Church” for the immense suffering endured. In the same text, he warns against new forms of slavery emerging in the context of digital and economic systems, and insists that trafficking and exploitation must be recognised and opposed wherever they threaten the equal dignity of the human person.

In continuity with this teaching, this policy sets out the Diocese’s commitment to preventing human trafficking and modern slavery within its operations, procurement, contracting activity, workforce and labour provision, procurement and contracting activity, and wider supply chains, while supporting victims and survivors through parishes, diocesan agencies, and partner organisations. It is informed by Catholic social teaching, the UK Modern Slavery Act 2015, and current good practice, and reflects a determination to act with vigilance, transparency, accountability, and practical solidarity in defence of human dignity.

Definitions

- Human Trafficking: The recruitment, transportation, transfer, harbouring, or receipt of persons by improper means (such as force, abduction, fraud, or coercion) for an improper purpose, including forced labour or sexual exploitation.
- Modern Slavery: Encompasses slavery, servitude, forced and compulsory labour, and human trafficking.
- Victim/Survivor: Any person who has experienced human trafficking or modern slavery.

Objectives

1. Prevention: Reduce the risk of human trafficking through education, awareness, and community resilience.
2. Protection: Provide support and care for victims and survivors of human trafficking.
3. Prosecution: Support the effective prosecution of traffickers.
4. Partnership: Collaborate with other organisations, faith communities, and government agencies to combat human trafficking.

Scope

This policy applies to all clergy, staff, volunteers, agency workers, and contractors within the Diocese of Westminster, including its parishes, schools, and social outreach agencies.

Key Principles

1. Human Dignity: Every person is made in the image of God and has inherent worth. This principle underpins all our efforts to combat human trafficking.

2. **Safeguarding:** Strong safeguarding practices must be in place to protect victims/survivors and those involved in the response. This policy aligns with the Diocese's Safeguarding Policy and Procedures.
3. **Evidence-Based Approach:** Actions should be grounded in solid research and based on evidence.
4. **Transparency and Accountability:** Building trust through transparency in all our actions and maintaining accountability.

Policy Framework

1. Prevention

- **Education and Awareness:**
 - Conduct regular, updated training sessions for staff and volunteers on identifying signs of human trafficking and understanding relevant legislation (including the Modern Slavery Act 2015).
 - Integrate this training into the induction process for new staff and volunteers.
- **Community Engagement:**
 - Raise awareness within the community about the risks and signs of human trafficking through workshops, seminars, parish bulletins, and information campaigns.
- **Safe Migration:**
 - Provide information and resources to help individuals make informed and safe decisions about migration.
- **Supply Chains:**
 - Review and monitor diocesan supply chains and procurement practices to mitigate the risk of modern slavery.
 - Ensure that all construction contractors are accredited and/or members of the Considerate Contractors scheme and that they have robust anti-slavery procedures in place. E.g. right to work documents, agency staff are from a reputable firm with contracts in place, home addresses are bona-fide.
 - Ensure that all consultants and suppliers have an antislavery policy, including working collaboratively with CIOB Stronger Together initiatives.

2. Protection

- **Support Services:**
 - Offer comprehensive support services for victims and survivors, including safe housing, psychological support, legal assistance, and vocational training.
- **Bakhita House:**
 - Continue to support and expand the services provided by Bakhita House, a refuge for women who have been victims of modern-day slavery.
- **Referral Pathways:**
 - Establish clear referral pathways to specialist agencies and statutory services.
- **Confidentiality:**
 - Ensure that all interactions with victims and survivors are conducted with the utmost confidentiality and respect for their dignity.
- **Trauma-Informed Care:**
 - Ensure all responses are trauma-informed and victim-centred to avoid re-traumatisation.

3. Prosecution

- **Collaboration with Law Enforcement:**
 - Work closely with law enforcement agencies to report suspected cases of human trafficking and support the prosecution of traffickers.
 - Preserve evidence and provide statements as appropriate, while respecting confidentiality.
- **Legal Advocacy:**
 - Advocate for stronger legislation and policies to combat human trafficking at local, national, and international levels.

4. Partnership

- **Interfaith Collaboration:**
 - Partner with other faith communities and organisations to share resources, knowledge, and strategies in the fight against human trafficking.
- **NGO Partnerships:**
 - Collaborate with non-governmental organisations (NGOs) to enhance our efforts.
- **Government and Civil Society:**
 - Engage with government bodies, statutory safeguarding boards, and civil society organisations to create a comprehensive network of support and action against human trafficking.

Implementation and Monitoring

- **Policy Review:**
 - This policy will be reviewed regularly by the HR Department, Property Department and Finance Department to ensure its effectiveness and relevance. Updates will be made as necessary to reflect new insights and developments in the field.
 - Feedback from stakeholders, including survivors, will be incorporated into the review process.
- **Training and Awareness:**
 - Ensure ongoing training and awareness programmes are in place and accessible to all members of the diocese.
- **Reporting Mechanisms:**
 - Establish clear and accessible reporting mechanisms for suspected cases of human trafficking, including named contacts and anonymous reporting options.
 - Ensure all reports are handled confidentially and promptly, with appropriate follow-up and support.
- **Evaluation:**
 - Regularly evaluate the impact of our initiatives and make data-driven adjustments to improve our approach.
- **Accessibility:**
 - The policy will be made available in accessible formats and languages as needed.

Conclusion

The Diocese of Westminster is committed to eradicating human trafficking and modern slavery. Through education, support, collaboration, and advocacy, we aim to protect the dignity of every person and create a community free from exploitation and abuse. This policy is a living document, open to revision as understanding and best practice evolve.

Approved by:

A handwritten signature in black ink that reads "Richard Moth". The signature is written in a cursive style with a cross at the beginning.

The Most Rev. Richard Moth, Archbishop of Westminster
Chair of the Directors of the Trustee
10 July 2026