

Modern Slavery Statement

For the year ended 31 March 2026

Introduction to Victim Support

Victim Support is an independent charity dedicated to supporting people affected by crime and traumatic events in England and Wales. We provide specialist services to help people cope and recover and to empower them to ensure their voices are heard individually and collectively at a local and national level.

Our services help people affected by all types of crime and we provide free confidential support 24 hours a day, 365 days a year for people affected by crime and traumatic events – regardless of whether they have reported the crime to the police. This includes the delivery of the Witness Service across England and Wales, which provides practical and emotional support to witnesses, victims and bereaved family members before, during and after court proceedings.

Victim Support's charitable activities include supporting the victims of modern slavery and human trafficking under contracts let by Police and Crime Commissioners and Local Authorities in England and Wales.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Victim Support's modern slavery and human trafficking statement for the financial year ended 31 March 2026.

Overarching statement

VS has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against modern slavery taking place within our organisation or supply chains.

As an organisation working directly with victims of modern slavery and human trafficking, Victim Support recognises its responsibility not only to support survivors but also to ensure that exploitation has no place within our own operations or supply chains.

The charity recognises the importance of its role in implementing the guidance of the Modern Slavery Act.

Organisational structure, business and supply chains

Victim Support has approximately 1500 employees and more than 2000 volunteers. While our workforce is predominantly directly employed and UK-based, we recognise that modern slavery risks can still arise indirectly through third-party labour, agency arrangements, and contracted services.

We conduct thorough background checks on employees and volunteers, including right to work checks and vetting appropriate to their role, to ensure that no one engaged by our organisation is involved in modern slavery or human trafficking.

Our supply chain primarily includes professional services, IT and digital suppliers, training providers, facilities management, and support services. Higher-risk categories are assessed with enhanced due diligence where appropriate.

Victim Support maintains a preferred supplier list and conducts due diligence on all suppliers before allowing them to become a preferred supplier. All service level agreements and/or contracts contain clauses relating to modern slavery.

Policies relevant to modern slavery

All relevant policies are mandatory and accessible to employees and volunteers via our internal systems. Key expectations are also communicated to suppliers through procurement documentation and contractual terms.

The safeguarding policy provides robust procedures and requirements to all employees and volunteers of Victim Support. It outlines the definition of modern slavery, types of exploitation victims endure, potential signs of modern slavery, the requirements when a concern is raised and the escalation process.

The procurement policy sets out requirements for purchasing goods and services and the due diligence required on suppliers. The policy includes specific provisions aimed at minimising the risks of modern slavery within our supply chain.

The whistleblowing policy and procedure encourage employees and volunteers to report any concerns.

Training for employees and volunteers

All employees and volunteers receive mandatory safeguarding training at least every two years. This training incorporates a specific e-learning module on modern slavery and human trafficking awareness.

Individuals involved in procurement are made aware of and are required to comply with Victim Support's Modern Slavery Statement and understand its implications and what actions they need to take if they suspect that it is taking place within our supply chain.

Due diligence processes

Due diligence is carried out on significant suppliers where there may be a modern slavery risk. This includes obtaining up-to-date information on supplier turnover or income and, where this exceeds £36 million, reviewing the supplier's most recent modern slavery statement.

Victim Support regularly monitors other UK Government bodies and relevant professional institutes for latest best practice guidance in terms of eradicating modern slavery. We strive to ensure that these ideas and innovations are adopted in a timely and proportionate manner when considered applicable.

Assessing and managing risk

A modern slavery risk register is in place and is reviewed quarterly by the National Risk Lead. We assess whether there are any parts of our business and supply chains where there is a risk of slavery and human trafficking taking place.

Risks are assessed using a structured risk-scoring methodology considering likelihood, impact, and existing controls. No material modern slavery incidents were identified during the reporting period. Our assessment, taking account of the nature of our business and sources of supply, is that the overall risk is low.

Measuring effectiveness

Our Executive Leadership Team (ELT) has oversight of the effectiveness of our modern slavery measures. Effectiveness is monitored through indicators including training completion rates, supplier due diligence outcomes, and the review of any safeguarding or whistleblowing concerns related to exploitation.

ELT formally review the effectiveness of the measures in place and risks at least every six months.

Accountability and Governance

Following ELT review, a report outlining our measures and any changes in risk is presented to the Risk Committee for approval. The annual Modern Slavery Statement is approved by the Board, prior to signing by the Chair.

Key priorities for 2026 - 2027

Over the coming year, Victim Support will continue to strengthen its approach to preventing modern slavery by:

- maintaining robust governance arrangements
- updating and improving policies to reflect lessons-learned
- enhancing supplier due diligence where appropriate to include higher risk sectors with turnover or income less than £36m
- publishing outcomes and metrics against key performance indicators where appropriate and supported by evidence
- ensuring employees and volunteers remain informed and confident in identifying concerns.

Oversight of modern slavery risks will remain embedded within Victim Support's risk management and safeguarding frameworks, reflecting our commitment to ethical practice and continuous improvement.

Approval

This statement has been approved by the Board of Trustees of Victim Support.

Signature of Chair

A handwritten signature in black ink, reading 'Yvonne Thomas', with a long, sweeping underline.

Yvonne Thomas

Chair of the Board of Trustees

1 July 2026