

Issue: 01/24	CW113 Anti Modern Slavery Policy	Review Date: October 2024
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Policy statement

St Cuthbert's Care is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. The Charity has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships.

Our employees are located in the North East and our operations and services are exclusively within the UK where we abide by all employment laws. As such, we believe that we are at low risk of modern-day slavery in our employee base. As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all our employees to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. The Charity accepts that it has a responsibility through its due diligence processes to ensure that employees are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to.

Compliance

The prevention, detection and reporting of modern slavery in any part of the Charity's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for the Charity or under the Charity's control. You are required to avoid any activity that might lead to a breach of this policy.

If you believe or suspect a breach of or conflict with this policy has occurred or may occur, you must notify your line manager or report it in accordance with the Charity's Whistleblowing Policy. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the Charity's business or supply chains as soon as possible. If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of the Charity's supply chains constitutes any of the various forms of modern slavery, please raise it with

your line manager. You can also contact the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.

The Charity is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting, in good faith, their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

Communication/Training

All of our employees have access to relevant policies on the staff intranet, for example Whistleblowing, Code of conduct, Recruitment and retention, Dignity and equality and preventing illegal working. Online training is provided to increase awareness and to embed a culture of learning and joint ownership in tackling modern slavery. The Charity's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Breach of the policy

If the Charity suspects any employee to be in breach of this policy, this may lead to formal action in accordance with the Disciplinary policy following a thorough investigation.

5. Breaches of this policy

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Sanctions for breach of the policy should be clearly set out and should include either:

- Disciplinary action or dismissal if the breach is by a member of staff.
- Termination of the contract if the breach is by a supplier, contractor or other business partner.

[Hide Note](#)

The Charity will take immediate steps to address its commercial relationship with suppliers, contractors and other business partners if they are found to have breached this policy and/or are found to have been involved in modern slavery.

Approval and Authorisation

Name	Job Title	Date
Authored by: Denise Hall	HR Lead	30/04/2024
Approved by:	Risk Panel	25/05/2024

Change of Version

Version	Date	Reason	Initials
1.0	29/10/2024	First Edition	DH

31 oktober 2024