

## **Modern Slavery Statement (Financial year ending 2020)**

### **Introduction**

Affinity Trust is a charity that supports just under 1,000 people with learning disabilities across England and Scotland, enabling them to live as independently as possible. We do this in a range of settings; mainly supported living but also residential services, outreach and access to community activities. We employ around 2,000 people. Affinity Trust is registered with the Charities Commission and the Care Quality Commission, (CQC) and the Scottish Care Inspectorate, (CSI) regulate our operations. The Board of Trustees oversee our governance and delegate responsibilities to the Chief Executive and Senior Management Team.

We are committed to preventing modern slavery and human trafficking from our activities and to ensuring that our supply chains are free from slavery and human trafficking. Affinity Trust operates only in the UK and is not involved in any activities that are considered to be high risk of slavery or human trafficking.

### **Supply Chains**

Affinity Trust has reviewed its supply chain and identified our major suppliers are providers of agency staff, building and maintenance contractors and IT equipment suppliers.

We seek to source services and goods from reputable organisations with appropriate due diligence and do not knowingly deal with any business involved in slavery or human trafficking.

### **Policies**

Affinity Trust operates the following policies that include and set out our approach to identifying and preventing modern slavery and human trafficking in our operations:

Professional Standards and Personal Boundaries – sets out standards of behaviour that all staff are expected to adhere to and gives guidance on how to ensure safe practice.

Whistleblowing – we are committed to the highest standards of integrity and openness and encourage all our workers to report any concerns about potential slavery or trafficking in the workplace without fear of negative repercussions.

Complaints and Advocacy – we have robust processes in place to enable people we support and their advocates to raise concerns, have them investigated and responded to.



### **Affinity Trust**

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Safeguarding – our policy describes abusive behaviour including slavery and human trafficking and potential signs and symptoms for staff to look out for and report.

Recruitment and selection – we operate a range of checks to ensure people who work for us are eligible to work in the UK and are fit and proper people to support potentially vulnerable people. We comply with the National Living Wage regulations.

## **Due diligence**

We undertake due diligence in respect of our major suppliers in terms of the controls they have in place to prevent slavery and human trafficking and, in relation to agency suppliers of labour have stipulated checks to ensure all people working with us on a temporary basis are eligible to work in the UK and are suitable for working with adults at risk.

Our employment and payroll policies and systems ensure we have robust processes in place to prevent modern slavery from taking place in our workforce.

## **Training**

Modern slavery is covered within our Safeguarding training to all staff and they are also briefed on our key policies listed above. Modern slavery and human trafficking is also covered in the induction provided to all our managers. Staff undertake refresher training on this every two years.

## **Management Review**

In view of the above checks and balances, we do not believe that there is any modern slavery or human trafficking taking part in any of our operations or supply chain. There have been no reports of any instances of modern slavery made through our Safeguarding or Whistleblowing policies that are reviewed regularly by our Senior Management Team. We will continue to monitor the ways we prevent modern slavery by:

- Reviewing our procurement process during 2021 to ensure adequate controls with key suppliers on a risk assessed basis.
- Continue to provide information and training to our workforce on modern slavery and human trafficking as appropriate to their role and ensuring our whistleblowing processes are effective.

This statement is made pursuant to section 54 of the Modern Slavery Act and constitutes our statement for the financial year 1.10.19 to 30.9.20.



Leo Sowerby  
Chief Executive

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