


Policy Name	Modern Slavery Statement and Policy	
Approval Date	12 th March 2021	
Review Cycle	Annually	
	Signature	Date
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1. OUR AIM

Recovery Cymru Community is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we're committed to creating a working environment free from discrimination or harassment and ensures that all staff, members, volunteers and visitors are treated with dignity and respect. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment policies and 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 or sub-contract 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.

2. SCOPE

This policy applies to all current and prospective employees, all suppliers and sub-contractors engaged with our Organisation, effective from the date of writing.

This policy exists to inform employees, prospective employees, volunteers and external stakeholders of our principles and values concerning how we treat our employees.

3 ACCOUNTABILITIES

Everyone at Recovery Cymru Community strives to deliver better outcomes for all our stakeholders by working within and towards our Organisational values and aims: People, Voices and Partnership. We bring these values to life through our day to day behaviours and striving to take account of these values in the centres and virtually in everything we do.

In order to do so, each of our Employees, our LMT, our Trustees and support functions are responsible for demonstrating this through their accountabilities noted below;

LMT have the responsibility for:

- Ensuring they comply with the relevant associated policies listed below
- Ensuring that they demonstrate their commitment to our values and recruiting new members of staff in line with these values.

- Ensuring they raise any concerns in their or other areas of work, should they feel there are concerns we are not complying with our values and this modern slavery statement
- Advising employees, prospective employees and others on the content and implementation of the relevant policies noted below
- Processing the required paperwork in relation to related to all recruitment processes
- Ensuring staff are aware of the support available
- Ensuring relevant staff are suitably trained in this and all associated recruitment policies
- Ensuring all relevant policies are regularly reviewed and meet statutory and best practice guidance

Sub-contractors/ Suppliers

Due to the nature of our organisation, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers and where utilising sub-contractors, we undergo a thorough due diligence assessment which includes joint approaches to modern slavery, which includes mechanisms for guarding against modern slavery in its clients' supply chains.

Finance are responsible for:

- Ensuring all suppliers and sub-contractors meet our requirements in order to comply with the modern slavery act
- Ensure audits are undertaken for compliance by utilising the due diligence questionnaire for all relevant suppliers and contractors

Staff are responsible for:

- Adhering to the policies noted below and update their understanding as policies are reviewed and updated
- Reporting any concerns concerning this or any other related policy whether affecting themselves or colleagues
- Our employees have a role to encourage and support staff with any related concerns to raise these to LMT

4. OUR POLICIES IN RELATION TO THE MODERN SLAVERY ACT 2015

The following policies are available to all staff at Recovery Cymru Community:

- Recruitment and Induction policy

- Equal Opportunities and Inclusion Policy
- Conduct and Boundaries Policy
- Capability Policy
- Disciplinary Policy
- Grievance Policy

5. EMBEDDING THE PRINCIPLES

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking, through staff induction and equality and diversity training
- Ensuring that consideration of the modern slavery risks and prevention are added to Recovery Cymru Community policy review process as an employer and procurer of goods and services
- Making sure Recovery Cymru Community and any sub-contractor's strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

6. RECOVERY CYMRU COMMUNITY, AS A RESPONSIBLE EMPLOYER

To ensure we recruit and develop employees fairly, eliminating any possible modern slavery, we have a number of procedures that outline how we:

- Recruit and select employees in a fair, lawful, non-discriminatory, professional manner
- Treat all employees with dignity and respect during their employment with us, ensuring they are also treated in a fair, non-discriminatory, professional manner with procedures in place to raise any concerns either through our Grievance Policy or via the LMT or Trustee Board
- Ensure that even on exit from the organisation, all leavers are treated in a fair and consistent manner
- Our contracts of employment and staff handbooks ensure that we provide fair working conditions, including terms and conditions of employment, reward and remuneration policies and benefits that are fair and accessible to all, fair working hours, staff have sufficient rest/ break periods, good

annual leave and paid sickness entitlement along with detailed and audited health and safety policies and guidance

- We are committed to the Living Wage Foundation and as such commit to paying all roles at least at the Living Wage Foundation Rate, and adjust in accordance with any reviews of this rate
- Recovery Cymru Community is committed to listening to the views and needs of its employees and as such has numerous platforms to do so. This includes morning meetings, staff sessions, supervisions, peer supervisions and an open-door policy as well as community surveys, regular supervision processes and formal policies for grievances

