



Nacro Modern Slavery Statement

Introduction

Despite being abolished in the 19th century, there is still an estimated 40.3 million people in modern slavery around the world. Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse.

The Modern Slavery Act which was introduced in the United Kingdom in 2015, places a duty on organisations, including our charity, to disclose every financial year the steps being taken to prevent modern slavery organisationally and in its supply chains. The Care Act 2014 is also relevant to the our work in housing, education and health as the adults and young people we work with are often vulnerable to abuse and potentially to being trafficked or exploited under the Modern Slavery Act definition. In 2005, The Council of Europe Convention on Action against Trafficking in Human Beings requires that potential and actual victims of modern slavery have specific entitlements to support

Nacro welcomes the introduction of the Modern Slavery Act and is committed to ensuring that modern slavery does not occur in any area of the charity. As a charity with an inclusive mission, we take seriously the call to work for a just and equal society, upholding the human rights and values of freedom, respect, fairness and independence for all. We are committed to ensuring the utmost protection and safety of all people in our services and staff. This statement sets out the actions we have taken to understand all modern slavery risks related to our charity and the steps we have taken to prevent slavery and human trafficking in the 2017/18 financial year.

Our delivery

At Nacro:

- We house and support vulnerable people including young people, adults and families, and help them to move on through our National Homes Agency.
- We offer education and skills for young people outside of mainstream schooling.
- We help people in custody and the community to reintegrate into society, helping with housing, mental health and substance misuse issues.
- We support people to overcome barriers presented by their criminal records and to move on from previous mistakes.
- We speak out on behalf of the people we work with to influence policy and public debate, addressing the social issues we know many people face.

Our Organisation, Subsidiaries and Supply Chains

The Council is responsible for the governance of Nacro and ensuring that its activities are within its charitable objectives. Nacro is a charity registered in England, and a company limited by guarantee registered in England and Wales. It is governed by its Articles of Association dated 2 February 2017. It also has a dormant subsidiary company called Nacro Community Enterprises (NCE).

Nacro procures a wide range of goods and services via a diverse and varied supply chain, including:

- Property related services (construction and maintenance)
- Facilities management services



- Communications and IT equipment services
- Temporary/Agency staff
- Recruitment agencies
- Various professional services
- Office equipment

Risks and due diligence

We operate a number of internal policies to ensure that our activities are transparent and that we are actively reducing the risk of modern slavery:

- Recruitment Policy and Procedure – Nacro undertakes right to work checks on all employees. Additionally, some roles require a Disclosure and Barring Service check.
- Central Payroll – all new starter paperwork and any subsequent pay changes go through the HR and Payroll teams located at Nacro's Birmingham Office. This ensures that all employees are in receipt of National Living Wage and no local pay agreements are in place.
- Agency Workers – our recruitment agencies are committed to driving high standards, irrespective of sector and have rigorous policies in place that help drive out any aspects of human trafficking and slavery from their and their clients' supply chains.
- Whistleblowing Procedure – we operate a whistleblowing procedure so that concerns can be raised, without fear of reprisals.
- Risk Assessment and Risk Management Policy – promotes a robust escalation and incident management process.
- Safeguarding and Child Protection and Safeguarding Adults Policy and Procedure – describes the warning signs and indicators of victim of abuse and modern slavery.
- Safeguarding training and a modern slavery online course are available for staff and volunteers working at Nacro's services.
- Our goods and services are sourced ethically and our Procurement Policy promotes transparency, equality and compliance with UK & EU law.

Further steps to prevent Modern Slavery

We continue to take the issues of modern slavery seriously and will develop our approach, reviewing and revising policies and training where necessary in order to ensure that we raise awareness of modern Slavery throughout the organisation. We are currently drafting an Anti Modern Slavery and Human Trafficking Policy which sets out the organisation's detailed stance and procedures on the matter. This statement is made pursuant to, section 54(1) of the Modern Slavery, Act 2015 for the financial year ending 2018. This statement has been approved by the Council and is signed on their behalf by the CEO.

Signed

Jacob Tas

CEO