



Modern Slavery Statement

The UK Home office defines Modern Slavery as: “A broad term used to encompass the offence of slavery, servitude and forced or compulsory labour, and human trafficking”.

As a charity committed to care, choice and independence we recognise the need to engage with this complex and often hidden issue. At Hft we understand that it is imperative not to underestimate our shared social responsibility which must be a concern to every individual and organisation. The measures we have brought in since the launch of the Modern Slavery Act of 2015, and the work that we are committed to undertake, demonstrate our determination to help drive out these risks to human autonomy, wellbeing and freedom.

At Hft, we pride ourselves on the high quality training, support and ethical procedures that we've put in place to keep both the people we support and the people we employ safe and secure. We have taken the positive step of creating a specific e-learning module for staff to complete in order to raise awareness of this crime, which is often hidden. The activity includes a discussion on how to recognise the signs of domestic abuse and slavery.

We continue to be vigilant in looking for signs of modern slavery, especially at a local level and in our front line services. We will send a communication to all Hft staff - as well as managers who undertake commissioning of services - to remind them of their obligations and social responsibilities regarding modern slavery.

As part of Hft's due diligence process into slavery and human trafficking, the approval processes for all suppliers have incorporated our written supplier code of conduct. We will continue to seek to work with suppliers who implement modern slavery prevention and awareness raising measures. Hft will not support or deal with any organisation or business that we know to engage in slavery or human trafficking.

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Modern slavery has been added to the safeguarding training we provide for the people we support and our support workers. We feel that this has gone a long way towards protecting the people we support and has had a wider reaching effect on the safety of the local community.

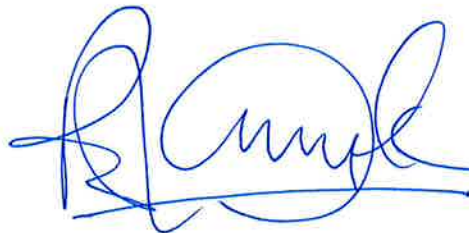
The Trustees and Executive Team take the responsibility of guaranteeing that this policy statement and its objectives are implemented. We will continue, to provide appropriate resource and investment to ensure that slavery and human trafficking is not taking place within Hft or its supply chains.

This policy statement will be reviewed on an annual basis.

For more information on Modern Slavery Strategy, please refer to the 'Further information' section below this statement.



Baroness Judith Jolly
Chair of Trustees



Robert Longley-Cook
Chief Executive

Further Information

Organisational Structure

Hft is a charitable trust which directly employs over 2,500 staff nationally, along with over 600 relief workers. Our workforce consists mainly of front line support workers and operational staff, while around 120 people are employed at our Central Support Offices in Bristol.

Supply chains

Our suppliers vary significantly in size, type and length of term.

The range is outlined below:

- 1) Local sourcing of agency staff.
- 2) Use of national supply chains – such as suppliers of office supplies.
- 3) Local use of one-off supply chains – such as catering.
- 4) Use of contractors for building and estates development and management.
- 5) Suppliers of Hft Trading.

Due to the diversity in supplier and in order to tackle modern slavery effectively and sustainably on every level, we have chosen to break down these suppliers into long-term national and short-term local.

National Suppliers

Many of our national suppliers are procured through the Crown Commercial Service, a government body that works with over 2,600 companies to supply regulated, value for money resources to the public sector.

We have created an assured provider list of agencies we use for support staff and during the interim periods when we are recruiting permanent staff.

All the relationships we hold with our long-term, national suppliers are subject to procedures that include a contract of compliance with the Home Office's '3-step right to work check' arrangements. In addition to this we have implemented a Supplier Code of Conduct that lays out our approach, commitment, and expectations in relation to the Modern Slavery legislation. This is a written agreement with our existing and any future national suppliers.

Local Suppliers

Local transactions of resources and products are often short-term and small scale. For these transactions, the use of a contract of compliance may be of little impact.

We work with local managers and the staff involvement Partnership Forum to ensure that support staff are aware that they can raise concerns about any supplier – and know how to do this.

Internal awareness-raising channels

We have incorporated Modern Slavery as a topic within our face-to-face induction Safeguarding training for front line staff. The training includes a wider discussion about the types of abuse and how to spot tell-tale signs of behaviours that indicate abuse. In addition to this, we continue to raise awareness of this issue with all staff in Hft through the implementation of mandatory e-learning.

Appendix

1. Definition of Modern Slavery

The Home Office describes Modern Slavery as:

“A broad term used to encompass the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’. These offences are closely related but identical in a legal sense”.

Slavery is where ownership is exercised over a person: servitude involves the obligation to provide services by coercion: forced or compulsory labour involves work or services extracted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily: human trafficking concerns arranging or facilitating the travel of another with a view to exploiting them.”