

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Crossroads Derbyshire (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2019-2020.

B) ORGANISATIONAL STRUCTURE

The organisation works at one central office located in the High Peak, Derbyshire. Staff also work at our specialist domestic abuse refuge, also located in the High Peak. Staff also work remotely at locations across Derbyshire.

The organisation is managed by a board of trustees who delegate day to day management to a Services Manager. Each team is led by a Senior Worker.

The primary activities of the organisation are to support women, men and children who have experienced domestic abuse.

Work is wholly carried out in Derbyshire, UK.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to stationery and marketing merchandise. We understand that the organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier supplier.

F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in our supply chain when purchasing stationery, T-shirts etc. We are also mindful of the fact that service users may have experienced modern slavery, and we work closely with the appropriate professionals to report and expose this practise where it is evident.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Training for all senior staff
- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in supply chains;
- undertaking impact assessments of services upon potential instances of slavery;
- Working with agencies such as ATLEU (Anti-trafficking and Labour Exploitation Unit) and others to expose and prevent trafficking.

H) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Regular review of supply chains to ensure modern slavery is not taking place

I) POLICIES

The Organisation has the following policies which further define its stance on modern slavery

- Recruitment policy
- Equal opportunities policy
- Safeguarding vulnerable adults policy
- Safeguarding children policy

J) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery

- Modern Slavery training offered by Derbyshire County Council

K) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval **17th September 2019**

Signed **Elaine McDonald**
Chair of Trustees

Date **17th September 2019**

Updated: September 2019

Review: September 2020