



Quarriers Modern Slavery Statement – April 2026

Quarriers is a Scottish Health and Social Care Charity providing practical care and support for children, adults and families at any stage of their lives. We work with people we support, their families and external agencies to challenge inequality of opportunity and choice, to bring about positive changes in people's lives and support them to reach their true potential.

Quarriers Values

Our values inform the way we work. Our organisational values are:

Compassion. We will demonstrate kindness in everything we do.

Empowerment. We will ensure that people can access their rights, and exercise choice and control over the support they receive and the goals they pursue.

Inclusion. Together, we will support people to be included in community life by creating opportunities to volunteer, develop friendships, build skills and confidence, and pursue employment, learning and leisure.

Dignity. We will promote wellbeing and respect the unique worth of every person: people we support, their families, our colleagues, and volunteers. We will celebrate diversity and recognise the contribution of people of all backgrounds.

Partnership. We will work with other organisations to improve the lives of people we support and commit to innovation in the development of our services.

Accountability. We will work openly and honestly, develop trusting relationships, and ensure that we fulfil our duty of care. We will exhibit professional bravery in advocating for the people we support.

Excellence. We will continuously develop our staff and volunteers with the skills to deliver the highest level of person-centred support, curiosity, and professionalism.

Outcome-focused. We will listen to and work with the people we support to achieve what they want and need and support them to tell their stories about their lives.

Our commitment to the principles of the Modern Slavery Act 2015

Quarriers is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We acknowledge the role that we can play to help to bring this about.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management 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 with any organisation which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Quarriers' slavery and human trafficking statement for the financial year ended 31 March 2026 and covers the activities of Quarriers.

In addition to publishing our modern slavery statement on our website we will add this to the Home Office Modern Slavery Statement Registry.

Our Supply Chain

Quarriers use a wide range of suppliers in relation to the goods and services we purchase to support the business activities and running of the organisation.

We have policies and procedures in place to minimise the risk of modern slavery within our supply chain. These include a Management of Contractors Policy and a Procurement Policy (which sets out requirements for buying products and services, covering issues of human rights, child and forced labour and modern slavery, which ultimately forms the basis of our contractual relationship with suppliers).

Our Whistleblowing Policy encourages staff to report any concerns including specific references to modern slavery and child and forced labour.

Due diligence is carried out on suppliers, including a requirement for new contractors and suppliers to answer questions, regarding their approach to modern slavery, contained within the Contractors Vetting Checklist and the Ethical Procurement Checklist referenced within the Quarriers Management of Contractors Policy and Procurement Policy respectively.

Our Policies in relation to the Modern Slavery Act 2015

As well as the Policies referenced above the following are available to all staff through the Quarriers intranet:-

- Quarriers Code of Professional Conduct
- Complaints Policy
- Confidentiality Policy
- Data Protection Policy
- Employee Handbook
- Harassment and Bullying at Work Policy
- Dignity at Work Policy
- Grievance Policy
- Safeguarding Guide
- Safer Recruitment Policy
- Working Time Regulations Policy

Embedding the Principles

We will continue to embed the principles of the Modern Slavery Act 2015 through our Policies, procurement, contract management and learning and development. This will involve:-

- Key staff being made aware of the Modern Slavery Act, and subsequent requirements, through our Training programme.
- Ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensuring that the consideration of modern slavery risks and prevention continue to be included in our Policy review process, as an employer and procurer of goods and services.
- Making sure Quarriers procurement 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, and encouraging staff and suppliers to report concerns with clear escalation routes.

Measuring effectiveness

We will keep our approach under review and, where proportionate, use indicators to understand effectiveness, such as completion of relevant training; evidence of modern slavery considerations in procurement activity; and the number and nature of concerns raised and addressed through our reporting routes.

If a member of staff suspects modern slavery or human trafficking connected with our operations or supply chains, they are encouraged to report it promptly through line management. We will take concerns seriously, investigate appropriately, and work with relevant partners or authorities where required.

Approval

This statement has been approved by the Trustees of Quarriers and the Executive Management Team of Quarriers and is signed on their behalf by the Chief Executive of Quarriers.

This statement will be reviewed and updated every year.

A handwritten signature in black ink, appearing to read 'Ron Culley', with a stylized flourish at the end.

Dr Ron Culley
Chief Executive Officer
Quarriers