Together Trust statement about modern slavery 2024

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the Act) and sets out the steps Together Trust (the Charity) has taken to ensure modern slavery, human trafficking or similar human rights violations are not occurring in its own operations or those of its supply chains.

Introduction

Together Trust is one of the North West's leading disability charities. The Charity helps children, adults, parents, and carers, delivering individual care, support and education to thousands of people each year.

Together Trust is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We first published our 'Commitment to addressing inequality' in 2021 and have since begun work to incorporate equality, diversity and inclusion into every facet of our organisation so the people we support, their families, our Trustees and other supporters, and our entire workforce feel safe and that they belong.

We are doing this to help create a society where people thrive because they are valued within their communities, and the children, young people and adults we support can lead the happy, fulfilled lives that they deserve.

Our Organisation Structure and Supply Chains

The Together Trust is a company limited by guarantee and a charity registered in England and Wales. The organisation was established in 1870 since when it has been championing and caring for people with disabilities, autism, and complex health needs, and providing life-changing support for looked-after children and care-experienced people.

The Board of Trustees is responsible for the governance and strategy of the Charity, and responsibility for the operational management of the Charity is delegated by the Trustees to the Executive Trust Leadership Team.

Together Trust operates in two broad categories of service provision – Social Care & Therapy Support Services and Education Services. Its services are provided predominantly in the North West of England.

The Charity employs over 850 staff along with a pool of bank relief staff and foster carers to deliver its services and activities. In addition, the Charity is supported by a number of volunteers.

While the workforce is the main resource utilised for service provision, the Charity's supply chain also includes staffing and recruitment agencies, cleaning service providers, maintenance provides and IT suppliers.

Our policies in relation to slavery and human trafficking

All staff and supporters have a responsibility to ensure requirements are met in all their activities on behalf of Together Trust - workforce policies and procedures applicable are accessible both digitally on our intranet and as a paper copy if required, and include:

- Code of conduct
- Raising concerns and whistleblowing
- Bullying and harassment policy
- Equity, diversity and inclusion policy
- Recruitment policy

The Trust is committed to fairness, transparency and the principle of equal pay in employment which is supported by its Pay Policy. The Charity is an accredited Real Living Wage employer meaning that all employees and bank relief staff are paid at least the Real Living Wage for the work that they do.

The Trust's procurement policy has been developed to help the Trust achieve best value in the use of limited resources. It also emphasises the responsibility of all staff involved to conduct procurement legally and ethically as well as securing value for money.

Other supporting policies include:

- Safeguarding children and young people policy
- Safeguarding and protection of adults at risk

Due diligence, risk assessment and management processes

Workforce
Our recruitment and people management processes are focused on making sure that all our potential employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion regardless of its form.

Our safeguarding processes are focused on ensuring the safety and wellbeing of all the people we support and providing appropriate ongoing care, education and support to ensure that they do not experience abuse or coercion in any form.

Together Trust supply chain
Due to the nature of our business, we view the risk of our supply chains being involved with modern slavery as a low risk.

We do not purchase goods or services for onward resale or manufacture, but like all education and social care sector employers, we do need to procure goods and services in

the delivery of our activities. We always try to do this from within the UK and use local suppliers wherever possible.

We aim to always procure goods and services from suppliers who do not knowingly support or have no record of being involved in slavery or forced labour.

Key performance indicators to measure effectiveness of steps being taken

It is important to the Charity that it knows that it is being effective in this area of our operations. To safeguard that this is the case we ensure that our HR systems and processes are effective in identifying and reporting on any potential breach of legislation. We also maintain good and open communication within our supply chain to ensure that there is a clear understanding of our expectation to their commitment to modern slavery legislation.

Training on modern slavery and trafficking

All employees are required to complete training modules during their induction period including modules on Raising Concerns & Whistleblowing and Equity & Diversity.

Our Future Plans

We are continuously working as an organisation to learn and improve our policies, processes and procedures so that everyone working for the Charity or any of its suppliers is treated fairly and respectfully. The actions we are taking this year towards this are:

- introducing this statement and taking our first actions;
- reviewing our existing linked policies to ensure they fully reflect the requirements and implications regarding modern slavery and human trafficking, and where needed, are updated to represent our commitment to this;
- providing awareness training to staff on the Modern Slavery Act 2015 and communicating to them the appropriate actions to take if they suspect a case of slavery or human trafficking;
- making additional support available for staff involved in procurement or recruitment to take the necessary preventative steps for suspected cases of slavery or human trafficking;
- ensuring staff involved in procurement activity are aware of and follow the Trust's procurement policy.

This statement constitutes the Charity's statement for the financial year ended 31 March 2024. It will be reviewed and updated at least annually or earlier should changes in legislation require it to be done.

The Board of Trustees of The Together Trust authorised approval of this statement on 9 August 2024.



Giles Gaddum
Chair of Trustees



Mark Lee
Chief Executive