Together Trust statement about modern slavery 2025

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the Act) and sets out the steps the 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 and care charities. The Charity helps children, adults, parents, and carers, delivering individual care, support and specialist 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 equity, 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. Our Equity, diversity and inclusion policy is available on our website.

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 and since then it has been championing and caring for people with disabilities, autism, and complex health needs, 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 800 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 several volunteers.

While the workforce is the main resource engaged in 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 open communication within our supply chain to ensure that there is a clear understanding of our expectation to their commitment to modern slavery legislation.

We have also provided awareness training to staff on the Modern Slavery Act 2015 and communicated to them the appropriate actions to take if they suspect a case of slavery or human trafficking. We have found a limited number of staff have completed this training so want to go further with this in the coming year.

What have we done in the last year related to modern slavery and trafficking

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

Since the last statement we have introduced applicant tracking technology to achieve consistent and efficient recruitment practices. We reviewed our supply chain and risk assessed our key suppliers.

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.

Our Future Plans

The actions we are taking this year are:

- Communicate to all our workforce that the modern slavery and human trafficking training is mandatory and track completion, taking action where we can see that isn't completed.
- We are going to support the awareness that our mandatory training brings by communicating though our various channels the phone number and website for staff to report modern slavery or human trafficking if they have a concern.
- Continuing to review 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.
- We will reinforce to staff involved in procurement activity, their responsibilities in following the Trust's procurement policy. In addition, we will also be reviewing how we best monitor and act on the risk assessment of our supply chains.

This statement constitutes the Charity's statement for the financial year ended 31 March 2025. 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 15 August 2025.

Giles Gaddum
Chair of Trustees

Mel Dunn
Chief Executive