

Modern Slavery Act Statement

Introduction

In accordance with section 54 of the Modern Slavery Act 2015 we set out the organisations actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year

It has been reviewed and updated to reflect changes and positive developments over the past year and our intentions for the coming year.

The organisation is committed to preventing slavery and human trafficking in all its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Staff and volunteer wellbeing

The Project has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures.

We review and revise our safeguarding instruction, procedures and framework annually to ensure we recognise, report and respond to all concerns or incidents of safeguarding. We are committed to keeping all our people safe from harm and abuse, this includes children, adults at risk and anyone who meets the Project.

We offer an independent and confidential Whistleblowing procedure, where staff and volunteers can raise concerns confidentially and anonymously if they wish. Our Directors and Senior Management Team also offer staff a confidential and secure way of seeking advice about any modern slavery or human trafficking issues personally affecting them or their families.

Eligibility for Employment

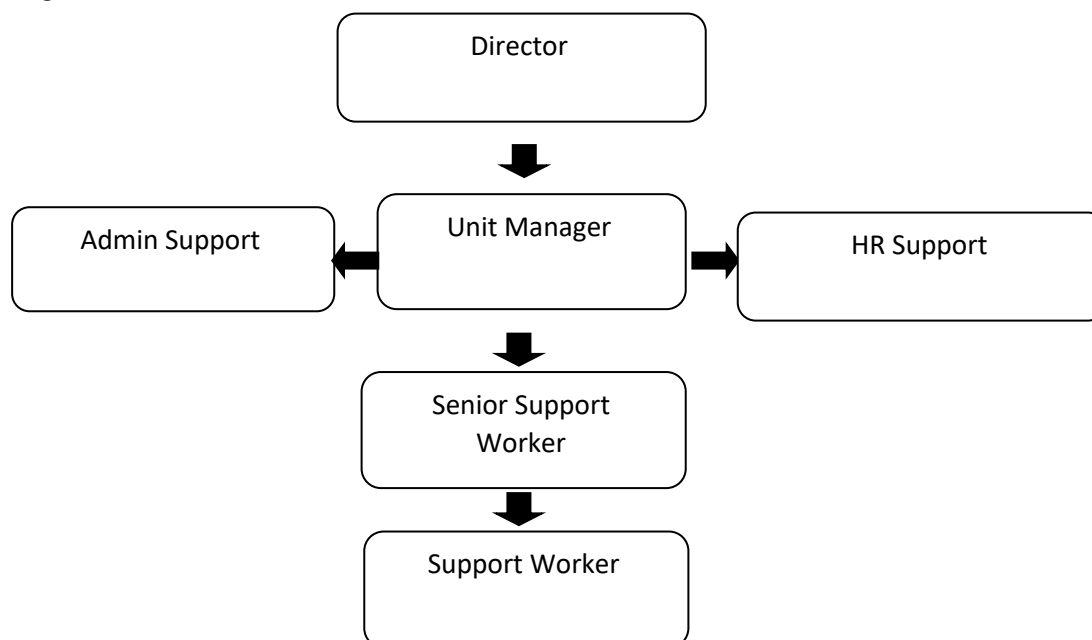
Thodaska checks that staff can demonstrate their eligibility to work in the UK at the point of recruitment. We also seek confirmation from volunteers that they have eligibility to work in the UK. The project does not use any Agency staff – should this position change, the recruitment would be solely through approved staffing agencies.

Organisational structure

This statement covers the activities of the organisation who own and manage 3 homes. The organisation is based in West Yorkshire but provides Support to young people nationwide.

Modern Slavery Act Statement

Our range of support includes group living, supported tenancies and floating support. Our organisation structure follows:



Our Supply Chain

The organisation's principal services are providing support and accommodation. Our Code of Practice – Statement of Purpose fully reflects what we do and what we require of our employees to ensure we are compliant with the Modern Slavery Act requirements. We ensure that any new member of staff goes through a comprehensive assessment process. We ask any sub-contractors what they do to ensure their own business and supply chain is free from modern slavery. Where this cannot be evidenced to the satisfaction of the organisation, we would actively exclude that business from our supply chain.

Responsibility

The Director has strategic responsibility for the development and implementation of the organisation's anti-slavery initiatives and on-going review of our approaches.

Relevant Policies

The organisation operates the following policies:

Code of Conduct – we strive to maintain the highest standards of employee conduct and ethical behaviour in delivering our services and managing our supply chain and the organisation's Code of Conduct clearly defines what is expected of our staff when representing Thodaska Ltd.

Safer Recruitment and Employment – The organisation undertakes all relevant pre-employment checks prior to staff being employed. Throughout the whole recruitment process and into the employment relationship, we pride ourselves on

Modern Slavery Act Statement

providing a safe environment, free from inequalities, where employees' wellbeing is supported by responsible and inclusive employment practices.

We require any recruitment agencies that we work with, to commit to the principles of fair and transparent recruitment processes in the provision of agency staff. In addition, we will carry out our own audits through our employment agency checklist, intended to identify, amongst other things, any Modern Slavery practices or gaps in right to work checks.

Safeguarding & Training – The organisation will raise and maintain staff awareness of the risks of slavery and human trafficking through mandatory safeguarding training and briefing, both at the start and throughout employment.

We remain committed to the highest standards of quality, openness and accountability and as part of this commitment provide a confidential reporting process for employees through our whistleblowing policy, to report serious concerns about any aspect of our work which includes abuse or neglect of vulnerable young people

Due Diligence

The organisation has implemented, the following actions to mitigate the risk of slavery or human trafficking in the delivery of its services and supply chain:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle-blowers.

Future

The organisation is currently reviewing our mandatory e-learning Safeguarding courses with a view to incorporating a Modern Slavery and Human Trafficking module.

To ensure an understanding of the potential risks of modern slavery and human trafficking in delivering our services and managing our supply chain, we plan to provide training to relevant members of staff involved in Recruitment and Selection.

Statement Approval

This statement has been approved by the Director of the Thodaska Ltd who will ensure it is reviewed and updated annually.

Modern Slavery Act Statement