



MacIntyre

Providing support...your way

# Slavery and Human Trafficking Policy Statement

All MacIntyre policies are formally reviewed by the Policy Owner and Lead Reviewer and are subject to 3 yearly reviews, or sooner when there is a change to relevant legislation or the organisation

- For the date of, or evidence of, the most recent review, please see '*MacIntyre policy and associated guidance list*'.
- LINK: <https://www.macintyrecharity.org/policies-and-resources/macintyre-policy-and-associated-guidance-list-main/>

This statement is made on behalf of MacIntyre with regards to the Modern Slavery Act 2015 which requires large employers (with turnover of £36million or more) to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain.

We are a provider of health and social care services for those who have learning disabilities. We have been delivering health and social care services throughout the UK for over 50 years. We provide many care services including registered care, supported living, adult learning centres, outreach, further educational provisions and a school. Our supply chains include the procurement of agency staff and the recruiting of permanent employees. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In order to actively combat slavery and human trafficking within our recruitment process whether through internal recruitment or through third party agency suppliers, we carry out stringent checks to ensure that we are able to pick up on any potential issues.

We ensure that:

- Each person has a valid Disclosure and Barring Service (DBS) check from the UK.
- The candidate has the Right to Work in the UK, and the documents provided to us are legitimate. This includes documents with proof of address and a bank account in their name.
- If the candidate has lived overseas in the last five years an Overseas Police Check is requested; and
- A minimum of two references; one of which must be verbally verified with the referee.

Whilst we attempt to ensure that any part of our supply chain runs in accordance with our policies, and through due diligence we attempt to eradicate this to the best of our ability, should any supplier of agency staff be found to be involved with slavery or human trafficking, we will immediately suspend our use of that organisation and provide relevant details to the relevant authorities.

We ensure that we work to protect whistle-blowers within our organisation, and should any evidence of slavery or human trafficking become apparent to us, we will do all in our power, as is laid out in our Whistleblowing Policy – Speaking Up to Raise Concerns, to protect whistleblowers and to protect those who may find themselves victims of slavery and/or human trafficking. Our employees are encouraged to identify and report any potential breaches.

We continue to review ways in which we can tackle slavery and human trafficking within our sector. We also assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business which includes providing education for people we support - [Shout Out TV discuss Modern Slavery | MacIntyre \(macintyrecharity.org\)](#)

For more information about the reason for this statement and the measures that we will look to incorporate in the future in regards to the Modern Slavery Act 2015, please follow the link below: <https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide>

Upon request, our policies on Recruitment and Whistleblowing can be made available.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act, 2015 and constitutes our Slavery and Human Trafficking Statement. MacIntyre's financial year end is 31<sup>st</sup> March. This statement will be reviewed and updated, as necessary, on an annual basis.