

Modern Slavery Statement

Document Type	Statement
Date of Issue	June 2024
Date of Next Review	June 2025
Version	1.0

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Enable: Modern Slavery Statement FY24/25

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Enable has taken and will continue to take to prevent and eradicate any modern slavery abuses within its organisation and the wider communities in which it serves. This statement constitutes Enable's obligations under section 54(1) of the Modern Slavery Act 2015.

1 About Us

Enable believes in an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice.

Across the charity, we deliver self-directed health and social care (Enable Cares), employability and training services (Enable Works), and community projects and campaigns (Enable Communities). Employing 2,500 staff and with 12,000 members and supporters, Enable is one of the 40 largest non-public sector employers in Scotland, and actively supports over 13,000 people to live independently as active citizens in their local communities.

We recognise slavery and human trafficking is a hidden blight on our society, and we have a responsibility to be alert to the risks, however small, not only in our charitable and business activities, but in our supply chains.

Notwithstanding our obligations under the Modern Slavery Act 2015, we recognise the significant risk modern slavery is to our charitable beneficiaries, employees, and those supported by us, many of whom have a learning disability. It is our responsibility as a campaigner for people with learning disabilities to help put an end to modern slavery, removing the risk to them and to others vulnerable to this crime.

2 Our Commitment

Through our charitable services and support provision we have a national presence across Scotland, from the Scottish Borders to Orkney. Since 1954 we have been recognised as a human rights campaigner and are a major provider of health and social care regulated services. We are under no illusion that modern slavery is present within Scotland, or within the countries which form part of our supply chains.

We are committed to acting ethically and diligently in all our operations and supplier relationships, taking appropriate steps to ensure modern slavery is not present within our organisation and in the communities in which we serve.

As our organisation and membership grows, we are committed to reach the many minority communities present within Scotland, to give them a voice and help them build a positive presence within their community. Whilst we recognise that many minorities are among the vulnerable groups at risk of modern slavery, we are committed to ensuring our staff are trained and equipped to recognise the signs.

Modern slavery is a form of abuse and therefore built into our policies in safeguarding vulnerable adults and children. Where there is suspicion of modern slavery, we shall ensure whistle blowers are protected and all concerns are reported appropriately and those affected are treated with respect, dignity and signposted to receive the right aftercare and support.

3 Assessing and Managing Risk of Modern Slavery

3.1 Risk Assessment

As part of our commitment and obligations to prevent and minimise the risk of modern slavery, Enable has and continuously assesses its exposure to the risk of modern slavery.

3.2 Supply Chain Risks

Enable has a zero tolerance to slavery and human trafficking. As part of our initiative to identify and mitigate risk, we are careful to ensure that our third-party engagements are ethical and mirror our values. We have identified our business is largely at risk where it concerns the purchase of personal protective equipment (PPE), much of which is manufactured and supplied from overseas.

Whilst our core services are to supply publicly commissioned social care and employability support services, our own supply chain providers are fully vetted, ensuring where possible they are a UK provider and are a payer of the living wage. Our due diligence processes are uniquely aligned to our various charitable and business operations, making sure we ask the right questions to ensure supplier transparency from the outset.

Where suppliers do not meet the legislative requirements for publishing a modern slavery statement, we, as a force for good, encourage suppliers to be proactive in voluntarily declaring their stance on modern slavery.

3.3 Recruitment Risks

As a charity, social care and employability service provider, we serve many vulnerable children and adults within society, work which is regulated and requires a high standard. We are trusted and have confidence of local government in serving and protecting the needs of those most vulnerable in our communities, a relationship which is continuously monitored to ensure we continue to meet our due diligence commitments.

Our internal recruitment team are trained to ensure successful applicants not only meet the minimum standards but represent our core values.

Through the implementation of robust recruitment policies and procedures we ensure comprehensive checks and measures are in place to reduce the possibility of recruiting individuals who have been trafficked illegally or who are victims of modern slavery; these checks extend to:

- Obtaining adequate references
- PVG screening
- Immigration status
- Identity checks

Where agency staff are used for the provision of commissioned services, such employment agency providers are subject to supplier due diligence.

We have extensive policies and procedures in place to ensure staff are treated fairly and are respected. These policies, some of which are noted below are available to staff via the intranet:

- Recruitment Policy
- Equality and Valuing Diversity
- Grievance Procedure
- Whistleblowing
- Code of Conduct

We are a living wage accredited employer and active campaigner for the Real Living Wage. By adopting this approach, all employees within our organisation are paid at least the living wage.

4 Training

Due to our core delivery models, we have identified that all employees must undergo modern slavery awareness training in addition to mandatory training required for each role. Modern slavery awareness training is required at onboarding stage of new staff and thereafter every two years.

Training materials are reviewed each year to ensure their relevance to our services and key functions where greater risk of modern slavery is identified.

Management are responsible for staff training compliance within their respective departments and the required supplier due diligence is undertaken as required.

5 Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators to measure how effective it has been to ensure that modern slavery is not taking place in any part of its business or supply chains:

- Maintaining robust recruitment and vetting processes
- Ensuring required due diligence protocols for PPE suppliers are maintained
- Ensuring staff are trained and receive refresher training when due
- Raise awareness and campaign for vulnerable people at risk of modern slavery

6 Reporting suspicions of slavery

Employees can report any suspicions of slavery either through the organisation's Whistleblowing policy or externally to the Modern Slavery Helpline: <https://www.modernslaveryhelpline.org/> Tel: 0800 0121 700

Alan Meek

Chair (Interim) of the Board of Trustees

18 June 2024

