



Modern Slavery Policy

Background

Modern slavery and human trafficking is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Involve Northwest has a zero-tolerance approach to modern slavery and human trafficking and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our suppliers or delivery partner organisations.

Involve Northwest

Involve Northwest is an SME and registered with the Charities Commission (registered number 1056777). We employ under 50 staff and do not have any business operations, partners or suppliers outside of the UK.

Our work

Involve Northwest's services are provided principally directly by us and with a few select partner providers for some contracts. Our work includes:

Reachout – a partnership delivering back to work generalised and specialist support for mid and long term unemployed clients.

Community Connectors – a direct delivery project supporting people long term unemployed people with low level mental health issues to re-engage with and access services in their local communities.

Leapfrog – a direct delivery project to support victims of domestic abuse and their families.

Our suppliers

We procure only a small range and variety of goods and services:

- Specialist client and wellbeing support services from local organisations
- Specialist consultancy services
- Office supplies, stationery and consumables
- Maintenance and building works
- IT Managed Services

As a general rule, contractors and suppliers used by us are not likely to be susceptible to modern slavery risks. However, we are mindful that others may not always uphold standards to the same level as Involve Northwest. Therefore, our contracts with our suppliers and delivery partners place obligations on them to apply the principles of the Modern Slavery Act in their own business and supply chain, and existing suppliers and partners will be assessed as part of our regular approved supplier review procedure.

Similarly, individual staff involved with managing suppliers and others are themselves responsible for ensuring that our values and ideals are upheld.

Recruitment and Selection

Involve Northwest recruits staff directly in almost all cases, but if necessary we use only known, reputable local employment agencies to source specialist staff members. Involve Northwest applies appropriate controls to ensure employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports.

We do not employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the same rights and protections that we give to all workers.

Basic rights that Involve Northwest expects all workers to enjoy:

- The right to a living wage
- The right to a safe working environment
The right to an appropriate level of holiday and cover for period of sickness
- The right to terminate their employment
- The right to work in an environment free from discrimination, bullying and harassment
The freedom to complain directly if they believe that they are not being fairly treated or have any other concerns.

This policy will be reviewed and updated annually

Printed Name	Signature	Job Title	Date
Justine Molyneux		Chief Executive Officer	23/03/2018