

MIND IN KINGSTON ANTI-SLAVERY POLICY STATEMENT

Background

What is modern slavery?

Modern slavery 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.

A detailed definition of modern slavery can be found in Sections 1-3 of the Modern Slavery Act 2015.

Our approach to modern slavery

Mind in Kingston ("MiK" or "this organisation" or "this Charity") has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our operations and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own operations or in any of our supply chains.

Whilst we are not required to publish a formal statement or report under the Modern Slavery Act 2015, we are committed to ensuring there is transparency in our own operations and our approach to tackling modern slavery. We expect the same high standards from all of our suppliers, commissioners, and employees.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, trustees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, and third-party representatives. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

For staff, trustees and volunteers

Mind in Kingston will provide you with training and resources to support you to understand what Modern Slavery is, and how to recognise and report it. During your work with MiK, you must not engage in any activity which might lead to modern slavery, as detailed at the beginning of this policy.

You must notify your line manager or another senior member of the team if you believe or suspect that the matters which you are dealing with in the course of your employment, role or placement, entail a modern slavery risk. You can also report it in accordance with our Whistleblowing Policy or make a report directly to the Modern Slavery Helpline, run by the National Crime Agency, on 08000 121 700 or to the police.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or another senior member of the team. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your line manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure, which can be found in the current employee handbook.

For suppliers:

Mind in Kingston will, to the best of its ability, ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We will carry out research and checks to ensure that our suppliers uphold the same policies and principles regarding Modern Slavery.

If we feel there is a significant modern slavery risk relating to the supplier relationship, we will include specific prohibitions against the use of forced, compulsory or trafficked labour or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Statement Review

This statement forms part of Mind in Kingston's Policy & Procedure Framework and will be reviewed by the HR Sub-Committee on an annual basis, or earlier if there are any changes in legislation, guidelines or good practice.