

Modern Slavery Statement for Financial Year 2024/2025

This statement is published in accordance with the Modern Slavery Act 2015 and sets out the steps that Inspire Community Trust has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Inspire Community Trust has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business and High risk areas

Inspire Community Trust procure produces originating in foreign countries, namely manufacturing taking place in Taiwan premises for pressure area care products. The manufacturer have provided evidence that all staff are subject to stringent HR checks and as with all offices employment laws and regulations are obeyed.

Products are both shipped and air freighted from other countries and all relevant checks are in place to ensure the most environmental and ethical means of transport and that all companies used in transport are fully compliant with all guidelines and regulations relevant to the businesses and the modern slavery act 2015. Where other companies/manufactures are used in the product range due diligence is completed on these organisations in the same way including supplier visits to access the working environments, business accreditations in terms of ISO and equivalents and the staffing/human resources policies of the workforce.

As part of the trusts efforts to complete due diligence on our supply chains, supplier declarations will be issued to then top 10 high spend vendors to ensure they comply with the Modern Slavery Act 2015 and all relevant ethical trading policies.

Inspire Community Trusts policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing/public interest disclosures policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

3. Code of business conduct. The employee handbook including the discrimination policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.


Training

We regularly conduct training for our management, procurement and supply chain teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain or businesses.

Approval for this statement

This statement was approved by the Board of Trustees on 3rd May 2024 who will review and update it annually.

Name (Director): Vinod Kumar Khanna

Signature: 

Date: 03.05.2024