



# Modern slavery and human trafficking statement

## FitzRoy Group

<b>Date of Issue:</b> March 2020	<b>Issued by:</b>	<b>Approved by:</b> Trustee Board
<b>Date of latest review:</b> March 2024	<b>Date of Next Review:</b> March 2025	<b>Version: 4</b>
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## **Modern slavery and human trafficking statement**

FitzRoy is committed to preventing modern slavery in its charitable activities and supply chains, by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking

Modern slavery encompasses slavery, forced labour, human trafficking, and domestic servitude.

This statement sets out the actions and activities that have taken place during the financial year 1 April 2023 and 31 March 2024 to ensure that there is no slavery or human trafficking in our organisation and supply chains.

## **Our Organisation**

### The FitzRoy Group

FitzRoy Support is the parent company within the FitzRoy Group, with FitzRoy Support Services Limited as its subsidiary.

FitzRoy provides support to over 900 people and employs around 1750 staff. We transform lives every day, supporting people with disabilities to do the things that make a real difference to their everyday life. We are passionate that people with learning disabilities and autism have choices and get the support they need to fulfil their potential and gain independence. We are driven by seeing people flourish when they connect with their communities, learn, work, volunteer, and enjoy relationships.

We provide support for people with learning disabilities, physical disabilities, and autism, and some of the people we support have additional mental health needs. We provide this support in residential, supported living, support at home and day care settings.

## **Our supply chains**

### **Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships**

We have a broad range of suppliers and, having reviewed our business, those which we deem to be most at risk from Modern Slavery are providers of agency staff, building, maintenance and cleaning contractors, and IT equipment providers.

We look to source goods and services from organisations that are reputable and where we can check their suitability.

## **Policies and Control**

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

**Procurement policy** - We expect our suppliers to have internal policies relating to and have processes in place to meet the Modern Slavery Act 2015 and we check this during our supplier due diligence checks. A small supplier who does not have these policies in place will be able to sign up to FitzRoy's policies by contacting the relevant procuring Manager. A supplier without these policies in place will not meet our minimum requirements, and a supplier with policies in place, but identified as not adhering to them may have their contract terminated. All our suppliers will be contacted once every two years and Modern Slavery policy checks will be part of this.

**Whistleblowing policy** - FitzRoy encourages all its employees, customers and other organisation stakeholders to report any concerns related to the direct activities of, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of repercussion. Employees, people we support and their families or others who have concerns can use our confidential helpline.

**Employee code of conduct** - FitzRoy code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

**Safeguarding** - FitzRoy policy sets out behaviour which could give rise to a safeguarding concern, including Modern Slavery.

**Recruitment and selection policy** - We operate a robust recruitment policy, including conducting UK eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

## **Due Diligence**

Any new suppliers are required to confirm compliance with relevant legislation, including the Modern Slavery Act, and we are reviewing the policies of existing suppliers.

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from them.

HR and recruitment staff undergo specific FitzRoy investigation training and are responsible for carrying out any investigations and due diligence in relation to known or suspected instances of modern slavery or human trafficking.

## **Training**

**To ensure our staff understand the risks of modern slavery and**

**human trafficking in our supply chains and our business, we provide the following training to our staff: -**

Modern Slavery is covered within our Safeguarding training with associated reading materials signposted for all employees.

**What we have done in 2023/2024**

- Reviewed and updated the Safeguarding, Whistleblowing, Eligibility to Work and Recruitment and Selection policies.

**Looking Ahead & Next Steps**

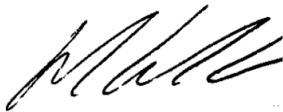
We continue to review our engagement with existing third parties/suppliers to check their policy and processes and ensure they understand our expectations.

We will continue to provide information, training and support to our staff on modern slavery and human trafficking as appropriate, so they understand the legislation and impact of our activities.

**Board approval**

This statement has been approved by the FitzRoy board, who will review and update it annually.

Signed:



Martin Kyndt  
Chair of FitzRoy Board of Trustees

21 June 2024