



Modern Slavery Transparency Statement and Policy

This is One YMCA's first Modern Slavery and Human Trafficking Statement, ahead of our first full year statement to 30 June 2022. This statement and policy document is voluntary as the organisation does not meet the reporting threshold requirements of the UK Modern Slavery Act. It outlines One YMCA's commitment to ensuring it has a positive impact on preventing modern slavery, supporting survivors and the steps we have taken to assess and address the risk of modern slavery in our operations and supply chains. The statement will be reviewed and published annually on our website.

Modern slavery is a broad term that encompasses slavery, servitude, forced and compulsory labour and human trafficking.

About our organisation and supply chains

One YMCA supports people across Hertfordshire, Bedfordshire and Buckinghamshire through a range of crucial services across multiple communities. These diverse services include accommodation and support for homeless people; nursery daycare; children and family centres; domestic abuse and sexual violence support; community gyms communal spaces for hire; clubs, activities and support for young people. Supporting these services is a supply chain of over 1000 suppliers.

Our supply chain includes construction and building fitout, facilities management, courier and logistics providers, catering, cleaning, security and merchandise suppliers.

Policies and due diligence on modern slavery for our organisation and our supply chains

One YMCA is committed to working ethically, with zero tolerance for modern slavery (including forced labour or human trafficking of any kind), human rights violations, and child labour. As a frontline service provider, this respect and commitment to respecting human rights and upholding labour standards is central to our success in all the communities in which we operate.

Our key policies in relation to modern slavery are our Code of Conduct and Modern Slavery Policy/Statement (this document). In addition to these policies, we maintain clear safeguarding, whistleblowing and financial regulations policies which all outline our commitment to addressing modern slavery, and practical steps to raise issues if identified.

All of our employees are expected to follow our Code of Conduct, which is based on the [Ethical Trading Initiative Base Code](#) and international laws on labour standards, modern slavery and human rights. All suppliers and subcontractors are provided a copy of our Modern Slavery Policy and Statement as well as an overview of our approach to modern slavery and expectations of partners.

In addition to the above policies, One YMCA has incorporated modern slavery due diligence into new supplier approval procedures. This process particularly seeks to understand the organisation's understanding of and commitment to labour standards, any specific approaches they have to addressing modern slavery, and particular procedures around temporary and agency related labour (which has been identified as a higher-risk indicator of modern slavery in our risk assessments).

We maintain a modern slavery risk-rating for all suppliers, with follow-up procedures and deeper information required for medium or high-risk suppliers. One YMCA reserves the right to audit or inspect high-risk suppliers against their commitments under the supplier policy. We are committed to working with suppliers to support necessary improvements; however, we will also take action if suppliers and sub-contractors do not meet our standards. We will undertake initial engagement with

medium and high-risk suppliers throughout 2021/22 and provide further information on this process and outcomes in our next annual statement update.

We have an ethical fundraising policy in place to assess and ensure the credibility of our donors and funders across a spectrum of issues and illegal practices prior to accepting donations, including modern slavery.

We undertake identification checks (including passport and visa where applicable) during our employee onboarding process, which ensures that people have the right to work in the UK and could potentially raise any modern slavery flags. We also undertake address and bank account checks for any irregularities which may flag modern slavery risks.

A whistleblowing policy is communicated to all staff to raise any modern slavery related concerns.

Our policies and due diligence processes are all informed by and based on international best practice standards and industry guidance including ILO standards, UK Government and NGO Modern Slavery Act Guidance, the Ethical Trading Initiative Base Code, and CIPS guidance.

Positively preventing modern slavery and supporting survivors

As a frontline services provider, One YMCA has incredible potential to help prevent modern slavery in the midst of complex needs in the community, as well as to spot the signs of modern slavery and refer people to appropriate support or to directly support survivors.

Some of the ways we do this include:

- Signposting people to external services and accessing support from specialist / complex needs workers to make contact with external services to support people on modern slavery issues.
- Within our Christian Mission team, both chaplaincy and our Connect groups exist to support service users, staff and volunteers in body, mind and spirit. Chaplains are often approached to provide spiritual and pastoral care to people experiencing trauma or complex issues. To enable every Chaplain to be in the best place to support survivors or colleagues who are providing care to them, we are ensuring they have undertaken appropriate modern slavery training.
- We are an active participant in the modern slavery strategic partnership in Hertfordshire, and our trafficking and exploitation ISVA is leading the work for commercialised sexual violence and exploitation – an aspect of modern day slavery
- We monitor daily social media trends to then link and publicise our services to support people in our communities, and this process includes flags to identify and publish links to modern slavery support services.

Assessing and addressing the risk of modern slavery in our operations and supply chains

One YMCA is committed to identifying and mitigating modern slavery risks in our operations and supply chain. During 2021/22, we are reviewing and updating our policies, supplier procedures and due diligence process to incorporate modern slavery risks.

While there have been no identified incidence of modern slavery in our operations, or in our supply chains, in 2021 One YMCA undertook an independent risk assessment of our entire supply chain including construction and facilities management, merchandise, catering and cleaning and professional services. Suppliers are rated as being Low, Medium or High risk based on a number of factors including the risk of modern slavery in the product manufacture, use of sub-contracting or temporary and agency labour and supplier due diligence responses.

Professional Services, Administrative Services, IT Equipment and Support, Vehicles, Print Services and Utilities were all assessed as being low-risk and will still be monitored, but do not form part of the formal risk-rating framework.

Potential risks were identified in the use of temporary or agency labour, couriers and logistics, construction and facilities management, catering, cleaning, security, and merchandise manufacturing.

We engage all new and existing suppliers via a due diligence questionnaire to understand their approach to identifying and addressing modern slavery risks. A clear process is in place for following-up with any suppliers who are deemed medium or high-risk to better understand their approach, any gaps or non-conformance and any further action required.

Training and awareness for our staff and suppliers

Staff: We have provided modern slavery training for our Senior Leadership Team and Executive, and during 2022 will be communicating One YMCA's commitment and approach to addressing modern slavery with all staff, including how to spot signs of modern slavery or how to raise an issue if identified. During 2022 we will be incorporating an overview of our modern slavery approach into our employee induction procedures.

We are currently reviewing deeper modern slavery training for our frontline staff – our chaplains, adult and youth services and family support teams. They often provide pastoral care to people experiencing trauma or complex issues and they need to be equipped to both spot signs of modern slavery, and to effectively support survivors as well.

Suppliers: We will provide all medium and high-risk suppliers with our modern slavery statement, and signpost key resources to enable them to further develop their own approaches, including CIPS, and ETI Guidance or how to raise issues with the Modern Slavery Helpline.

Effectiveness of our approach

During 2021/22, as we establish our approach to addressing modern slavery, we will develop appropriate KPIs to help us review our performance in addressing modern slavery risks and will publish our performance against appropriate KPIs in future annual Modern Slavery Statements.

Our Chief Executive holds overall responsibility for these policies and our approach to addressing modern slavery risks. This statement has been approved by the Senior Leadership Team of One YMCA in September 2021 and was approved by Trustees in November 2021.



Guy Foxell
Chief Executive
September 2021