



# Modern Slavery Statement

Written and published in accordance with the Modern Slavery Act 2015

**Financial year 2020/2021**

# Introduction

Brandon Trust is a registered charity supporting adults, young people, and children with learning disabilities and autism. Currently we support 1,600 people across the South of England and London in 15 local authorities, employing over 2,000 people.



Our income in the financial year ending March 2021 was £60,363,000. The organisation operates solely within the UK.

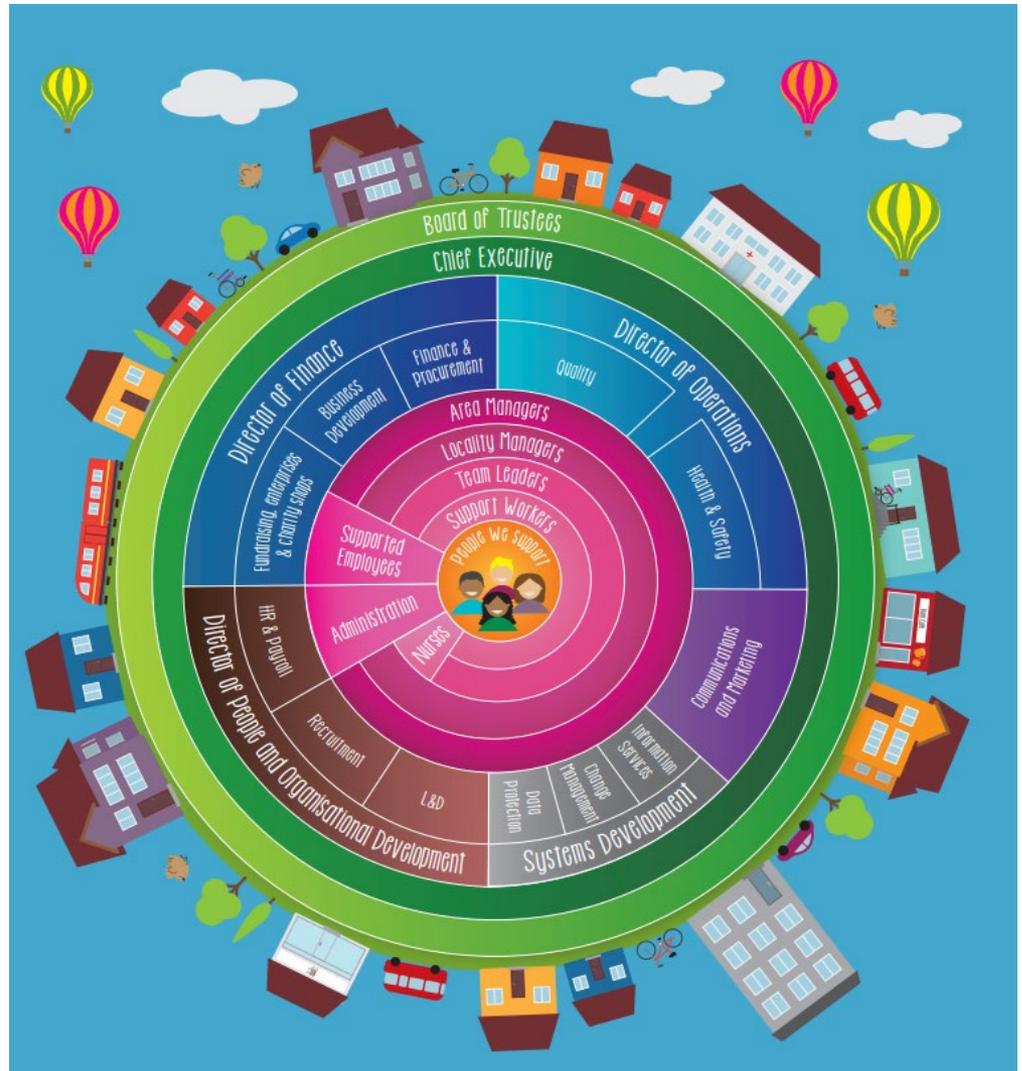
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# Our person-centred approach

At Brandon, we place the people we support at the centre of all that we do.

We are a diverse team with different skills, expertise, and experiences. But whatever our place in Brandon, together our focus remains the same – providing high-quality, person-centred support.



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# Modern Slavery

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.



## Our approach to combating modern slavery in our supply chain:

- Modern slavery is not acceptable in our organisation or in any of our organisation's supply chains.
- We work closely with our suppliers to ensure they adhere to our standards and to address the risks of modern slavery.
- We categorise our suppliers sectors as high, medium or low risk.
- Suppliers in our higher risk sectors are currently identified as agency staff, IT services, nursing and inco supplies.
- An annual check of suppliers in high-risk sectors is currently undertaken with at least a bi-annual check of those in the lower risk categories.



# Our policies

Brandon's Board of Trustees are committed to ensuring that there is no modern slavery or human trafficking in our supply chains. They have approved a series of enhanced organisational controls and policies, including anti-bribery, anti-fraud and corruption, whistleblowing, diversity, and conflict of interest.



They reflect our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our organisation and supply chains.

Significant Policies	Scope	Relevance to modern slavery
Procurement policy	Part of the selection criteria for supplier onboarding	All new and existing suppliers are asked to complete a declaration to confirm their compliance to the Modern Slavery Act 2015.
HR and recruitment policies	Checks at the on-boarding process	<ul style="list-style-type: none"><li>• Checks around right to work assurances.</li><li>• Investigation of incidents related to suspected slavery.</li></ul>
Whistleblowing policy		Provides a system for our employees to escalate slavery and human trafficking issues and breaches of Brandon's policies.



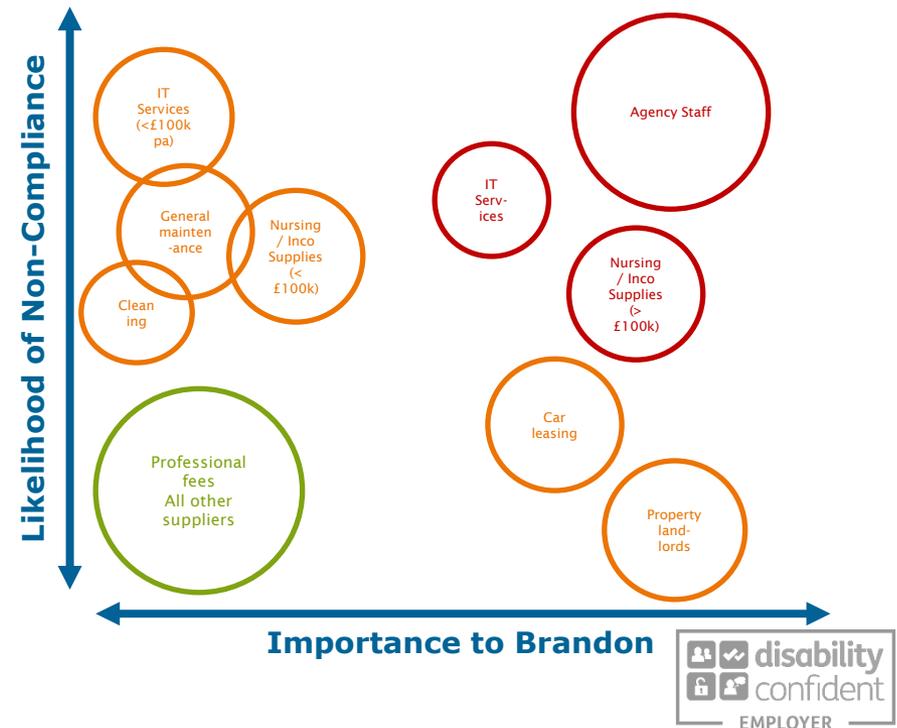
# Due diligence

We need to ensure we reduce the risk of modern slavery in our supply chain. We are doing this by:

- Understanding our risks
- Assessing where the risks can be
- Developing anti-slavery measures

Here is an example of one of our risk identification matrices for active suppliers.

Supplier Segmentation	Number of suppliers
Low risk	54
Medium risk	136
High risk	66



# Governance and monitoring

This year, we reviewed our progress on modern slavery. The charity has implemented regular audit checks. Live data is available for senior managers within Brandon Trust. In order to ensure that our policies are effective, we have a policy library with date-triggered review points to ensure our policies stay up to date.

# Training

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking, we provide mandatory, comprehensive, online training to all staff.

Alongside the mandatory training within Brandon, our Procurement team complete annual ethical training provided by the Chartered Institute of Procurement and Supply.

# Recruiting our people

We're determined to reduce the risk of modern slavery right from the start of our recruitment process.



# Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The Brandon Trust's slavery and human trafficking statement for the financial year ending 31st March 2021. It was approved by the Board of Trustees on 17 September 2021.



Signed: Sue Porto, Chief Executive



Signed: Jamie Pike Chair of the Board

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