

Scottish autism

WHERE AUTISTIC PEOPLE
ARE VALUED

Modern Slavery Statement

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1 INTRODUCTION

This statement is made pursuant to s.54 of the Modern Slavery Act 2015.

Modern slavery is a serious and organised crime that destroys communities and causes significant harm to victims. It is the illegal exploitation of people for personal or commercial gain, and involve people being coerced and forced into providing a service to others. Some estimates suggest that there were over 40 million people living in slavery across the world in 2016, many of whom will be working to produce the goods and services which we buy and sell every day. The Home Office estimated that there were 10,000-13,000 potential victims in the UK alone in 2013. It is a crime that affects men, women and children.

Scottish Autism is committed to acting ethically and with integrity and transparency in all professional dealings, and to having effective systems, processes and controls in place to safeguard against any form of modern slavery taking place within Scottish Autism or our supply chain.

2 WHAT WE DO

We support autistic people to lead happy, healthy and fulfilling lives by:

- delivering tailored care and support in people's homes, their local communities and in our own properties
- offering advice and signposting
- campaigning for change
- fundraising to develop new and innovative services

We support almost 400 individuals with paid care and over 8,000 through our free to access services. We employ over 1,000 colleagues.

3 HOW WE COMBAT MODERN SLAVERY INTERNALLY

Our policies and procedures are designed to ensure that ethical behaviour forms the basis of our ways of working. We will continue our programme to update all relevant policies to include appropriate references to the risk of modern slavery.

We ensure all colleagues are trained in Safeguarding which includes being aware of modern slavery.

We operate numerous risk controls to protect colleagues and supported individual's personal information and to ensure that our systems and services are not used to perpetuate or facilitate crime, including modern slavery.

Our recruitment and selection policies, procedures and processes are designed to ensure that all prospective employees are legally entitled to work in the UK and that the person presenting for work is the individual interviewed and vetted. We have over 1000 colleagues who are employed directly by Scottish Autism, and are not of an employment status generally considered to be vulnerable to modern slavery although we accept that care and care homes can be targets for modern slavery. The organisation carries out appropriate pre-employment checks prior to commencement and colleagues' complete mandatory training to ensure they understand and comply

with our values and policies. Our colleagues earn at least the Living Wage Foundation Rate and we exercise vigilance over changes to bank account details.

4 HOW WE COMBAT MODERN SLAVERY IN OUR SUPPLY CHAIN

The charity uses a wide range of suppliers for our operations across Scotland who supply goods and services that support the operations of the charity. We recognise the importance of our role in implementing the guidance of the Modern Slavery Act and its implications.

Those involved in procurement are aware of the risk of modern slavery specifically, and our External Contractors Policy sets out requirements for buying goods and services and the due diligence required of suppliers. It references the risk of the Modern Slavery Act in our supply chain as part of the procurement checklist. The Procurement Policy and code of conduct will be used to further draw the attention of the charity's colleagues to the risks relating to modern slavery and child and forced labour, ensuring that they have access to the necessary information and most importantly how they can report any concerns they have. We have a particular focus on due diligence with staffing agencies we use prior to purchase of any services.

We encourage colleagues to report any concerns.

5 POLICY REVIEW STATEMENT

This policy will be reviewed every three years or earlier if appropriate in line with any future updates to legislation or Scottish Autism policy and procedures.

DOCUMENT HISTORY

Date	Author/Editor	Summary of Changes	Version No.
Oct 2024	L Moth	Created due to reaching the income threshold meaning that we are statutorily obliged to hold a policy regarding Modern Slavery	1

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CONSULTATION AND RATIFICATION SCHEDULE

Name of Consultative Body	Date of Approval
Board	
Executive Leadership Team	22/11/2024
Policy Group	n/a

CROSS REFERENCE TO OTHER POLICIES / STRATEGIES

This policy should be read in conjunction with:	Detail
Policy 1	External Contractors Policy
Policy 2	Whistleblowing Policy
Policy 3	Purchasing Guidance

EQUALITY & PRIVACY IMPACT ASSESSMENTS

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KEYWORDS

Exploitation, slave, forced labour