

Richmond Carers Centre - Modern Slavery statement

Our commitment to the principles of the Modern Slavery Act 2015

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

Richmond Carers' Centre is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Richmond Carers Centre has taken, and is continuing to take, to make sure 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. Richmond Carers Centre 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 Trust or our supply chain.

Richmond Carers Centre is aware of our responsibilities towards unpaid carers, customers, volunteers and employees and the local community and expects all suppliers to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

About Richmond Carers' Centre

Richmond Carers' Centre provides practical and emotional support to unpaid carers in the borough of Richmond upon Thames. We deliver a wide range of interventions for adult and young carers including information and advice; one to one and group support; learning opportunities; counselling; breaks/social activities and events.

We have built strong relationships across health and social care and are a key partner in the development and delivery of Richmond's Carers Strategy. We ensure the views of carers shape local delivery plans and support partners to identify and support carers and work with a range of health and social care professionals to improve the recognition, identification and support for carers.

We employ around 13 staff, and benefit from the support of 15 plus volunteers and sessional workers all based locally. Our staff are employed directly by Richmond Carers' Centre and are not of an employment status generally considered to be vulnerable to modern slavery in this country.

Our recruitment and people management processes are robust and designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Richmond Carers' Centre is committed to improving our practices to identify and eliminate modern slavery and human trafficking in our supply chains, and to act ethically and with integrity in all of our business relationships. Richmond Carers' Centre use the products and services we purchase from a range of suppliers and contractors to support our activities, operations and the services that we provide.

Our policies in relation to the Modern Slavery Act 2015

Richmond Carers' Centre endeavours to raise awareness among all employees of the identification, prevention and eradication of modern slavery and human trafficking, and has the following policies and procedures in place to ensure that they can do so:

- Whistleblowing Policy.
- Safeguarding Adults Policy
- Safeguarding Children
- Bullying and Harassment Policy
- Equality policy
- Recruitment and Selection Policy

Training

Advice and training about modern slavery and human trafficking is available to staff through our mandatory safeguarding children and adults training programmes, our safeguarding policies and procedures, and our safeguarding leads. We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

Embedding the principles

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring that consideration of the modern slavery risks and prevention are added to Richmond Carers' Centre's policy review process as an employer and procurer of goods and services
- continuing to take action to embed a zero tolerance policy towards modern slavery
- ensuring that staff involved in recruitment of workers receive training on modern slavery and ethical employment practices

This statement has been approved by The Board of Trustees, Richmond Carers' Centre, for the financial year ending 31 March 2026.

This statement will be reviewed and updated annually.