

Mae gan **Bawb**
yr hawl i
fod yn ddiogel



Everyone
has the right to
be safe

Safer Wales Modern Slavery Statement

About Safer Wales

We believe that everyone has the right to feel and be safe, to live life without fear, and to be part of an inclusive community. We know that isn't the case, for many people in Wales, who may not feel safe every day or everywhere that they are.

The people at Safer Wales work to help people feel safer and improve the life of our communities in Wales. Specifically, we offer support and services to people who are suffering domestic abuse, hate crime or harassment, or who are being forced to do things that they do not wish to do.

We employ over 40 staff and have people placed with us on a temporary basis through employment agencies. Through our work we also engage with numerous suppliers of goods and services.

Safer Wales is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We acknowledge the role that we can play to help to bring this about.

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

Our recruitment and people management processes are 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 recognise that, as a purchaser of goods and a supplier of services, we could influence good practices in the employment of people by other organisations.

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

Here are the steps Safer Wales takes to understand and minimise the potential risk of modern slavery in its business.

We require organisations tendering to work with Safer Wales to confirm that they have fulfilled their statutory requirement to have produced a Modern Slavery Statement if they meet the criteria to do so.

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Our policies which relate to the Modern Slavery Act 2015

The following policies are available to all staff through the Safer Wales intranet and Employee Handbook:

- Code of conduct
- Dignity at Work
- Whistleblowing
- Recruitment and Selection
- Disciplinary Procedure

These policies set out the standards required of our staff and include details of the mechanisms in place which can be used to report issues or concerns about Modern Slavery linked to our organisation taking place.

Due Diligence

- Through undertaking due diligence in our activity, we seek to ensure that we do not inadvertently support Modern Slavery. We make our processes known to potential staff and suppliers as a means of encouraging good practice.
- We ensure that all staff are legally entitled to work in the UK and that the contract is directly with them.
- We also ensure that any recruitment agency we utilise for the placement of temporary staff follows the same requirements to confirm the identity and right to work of individuals placed with us.
- We ensure that services where we have outsourced staffing requirements (cleaning, payroll and security) are through companies that also have a modern slavery statement, if that is a statutory requirement, and that all such suppliers provide information about their equality policies and practices.

We will further embed the principles and monitor by:

- 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 staff are appropriately trained to look out for signs of modern slavery.
- Consider Safer Wales' Policy review process and add the modern slavery risks and prevention where appropriate to do so.