

Modern Slavery Statement

CrossReach is committed to ensuring that modern slavery and human trafficking is not taking place in any part of its operation, both within our services and supply chain. In line with our Christian ethos and value statements, we are committed to protecting and respecting human rights across all CrossReach activities, and will take reasonable and appropriate steps to influence others to ensure slavery and human trafficking is not taking place, wherever it is possible to do so.

Recruitment

To reduce the risk of modern slavery in our organisation, we have a robust and transparent recruitment process. This adheres to the Scottish Government's Safer Recruitment guidance and the Scottish Social Services Council's Code of Practice and which includes confirming candidates' right to work in the UK, criminal records checks for the UK and, if appropriate, overseas, and obtaining employment references.

Our aim is to provide a safe working environment, provide development and career opportunities, treat employees with respect, help employees achieve their maximum potential and compensate them fairly, with salaries paid directly into individual bank accounts. We have systems in place to support staff to whistle-blow any concerns and to deal with these promptly and effectively. At all times our employees are employed on terms that are in accordance with applicable UK legislation.

Our Supply Chain

We commit to act ethically and with integrity in all our business relationships and in our relationships with our employees. We do not procure any goods and services directly from any countries which are at high risk of modern slavery or human trafficking, our suppliers being entirely UK-based. Our supply chains are reviewed and those considered most at risk of modern slavery are providers of agency staff and contractors in relation to our property maintenance activity. We therefore ensure that we engage only with trustworthy contractors and suppliers who adhere to the relevant regulations and legislation in the provision of their goods and services. Providers of agency staff must adhere to the same high standard of recruitment practices, also abiding by the SSSC Code of Practice.

Our procurement strategy and processes are designed to adopt best procurement practice ensuring compliance with legal and regulatory requirements. Suppliers must comply with all relevant legislation and related regulations, industry codes of practice, be registered with the appropriate governing/regulatory body, and supply/employ only appropriately trained and qualified staff. Suppliers are required specifically to comply with the provisions of the Modern Slavery Act and, in the event of their failure to do so, we are granted the right to terminate the contract.

Policies

We have a number of policies which through their implementation enable us to mitigate the potential risk of modern slavery within the course of our activities. These include our Employment policy and related procedures, Equal Opportunities policy, Whistleblowing policy and Procurement policy. A contact name and details for staff to independently forward any concerns is displayed in each workplace.

Ongoing Commitment

We will remain vigilant to the risk of modern slavery and human trafficking activities and are committed to continuous improvement of our processes. We shall continue to review our policies and procedures over the next financial year, seeking advice from appropriate sources such as the Equality and Human Rights Commission and the Trafficking Awareness Raising Alliance, and take such further appropriate steps to ensure slavery and trafficking are not present in our supply chain or in any part of our own activities.

Approval

This statement relates to the financial year ending on 31 March 2026. It was approved by the Board of CrossReach on March 2023 and is signed on their behalf.