

Modern Slavery Policy

2018

valwade
RECRUITMENT



Modern Slavery Statement

Although Val Wade Recruitment are not required by law to produce a report, we are committed in our efforts to combat Modern Slavery. We lay out our efforts within our Modern Slavery policy found below.

This statement is made as part of Val Wade Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Val Wade Recruitment operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year from May 1st 2018 to April 30th 2019.

Val Wade - Managing Director

Modern Slavery Policy

Val Wade Recruitment is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses. As an organisation, we work tirelessly to ensure our staff and any workers we supply (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

In order to ensure our staff remain vigilant in recognising and preventing modern slavery, Val Wade Recruitment provides appropriate training and awareness information for all of its staff.

In particular:

Our leadership team receive regular training in identifying and resolving concerns around modern slavery and human trafficking.

All of our staff receive awareness training -raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

Reports surrounding these issues are taken extremely seriously by our senior management team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations highlight any issues, we are committed to taking appropriate action, including but not limited to:

Working with the appropriate organisations to improve standards,

Removing that organisation from our preferred supplier list,

Passing details to appropriate law enforcement bodies.

In addition, we regularly monitor potential risks in this area and use relevant key performance indicators, to highlight any issues. These KPIs include:

Tracking the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,

Evaluating the level of modern slavery training and awareness amongst our staff.

Reviewing our own modern slavery statement on an annual basis and following legislative change to ensure our organisation is compliant.

We would also recommend reading this in conjunction with our other policies, including our: Corporate social responsibility policy, Ethical procurement policy, Anti-bribery / corruption policy,

This policy was adopted on July 31st after being agreed by the directors it is reviewed annually along with our other policy statements.

Val Wade Recruitment is a limited company operating in the recruitment sector. They provide introduction services / supply temporary workers / act as a neutral vendor / and/or act as a master vendor specialising in providing office support staff for SME's, professional and financial services and not for profit organisations, building a strong reputation within the cultural and heritage sector.

Val Wade Recruitment is an independent business. All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are also identified by our staff.

The hiring companies that we work with are located in the Greater London area. The work-seekers / workers we supply live in the Greater London Area.

Our Policies

Val Wade Recruitment has the following policies which incorporate ethical standards for our staff and our suppliers, <http://valwade-recruitment.co.uk/policy-statements/>

Policy development and review

Val Wade Recruitment's policies are established by our directors and our senior leadership team, based on advice from professionals, industry best practice and legal advice, and in consultation with other stakeholders, including our clients and candidates. We review our policies annually, or as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing. After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

As part of our own business we supply temporary personnel to a number of clients. In this respect we have established and audited procedures to ensure that those employees:-

- Have a right to work in the UK. This involves asking the individual direct to view their passport. A delay in providing the passport might indicate a modern slavery issue;
- Where we provide payroll services as required by our own clients, we check that such temporary personnel have a bank account in their own name into which their remuneration is paid; and
- Where we are responsible for such temporary personnel whilst they are employed on our client's premises, they are free to leave their assignment on reasonable notice.

We require the businesses we work with to abide by our code of supplier conduct and collaborate with our suppliers in order to improve standards and transparency across our supply chain. Our staff are encouraged to bring any concerns they have to the attention of management.

Our Performance

As part of monitoring the performance of Val Wade Recruitment, where it is possible we track the following general key performance indicators:

The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements.

The level of modern slavery training and awareness amongst our staff.

Our Training

All of our staff receive training and support that is appropriate to their role.

In particular: All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have relating to Modern Slavery and similar human rights abuses.