

Praxis Care

MODERN SLAVERY POLICY

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Modern Slavery Statement

Introduction

Modern Slavery is a crime and a violation of fundamental human rights. Praxis Care is strongly opposed to slavery and human trafficking. This statement underlines our commitment to ensuring that modern slavery is not taking place anywhere in or around our organisation.

Organisation structure

Praxis Care is a registered charity in the UK and Ireland (NI/UK Registered Charity Number: NIC103672; ROI Registered Charity Number: 20100919) with a turnover of approximately £67 million.

Praxis Care provide services across Northern Ireland, Ireland, Great Britain and Isle of Man dedicated to supporting individuals with mental ill health, learning disabilities, autism and dementia. We support over 1,500 adults and children in over 80 different locations and have a particular expertise in working with the most complex needs, where individuals face unique challenges to community living.

Our Approach

At Praxis Care we work to the highest professional standards and comply with all laws, regulations and rules relevant to our organisation. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or in any part of our business.

Our Policies

We operate a number of policies and procedures which reflect our commitment to acting ethically and with integrity at all times and in all our business relationships. Our policies apply to all Praxis Care employees and to anyone engaged with the organisation on a temporary basis.

Our key policies and procedures which contribute to minimising the risk of modern slavery in our organisation include:

- **HR Procedures** – We check that all our staff have the appropriate right to work documents and ensure that they are fairly paid and enjoy a competitive benefits package.
- **Procurement Policy** – The Praxis Care Procurement Policy is designed to ensure that we achieve best value for money whilst setting a number of factors to be considered when selecting our suppliers. This includes considerations based upon a supplier’s reputation, compliance with laws and diversity data.
- **Risk Management Policy**- Ensures our activities are in line with all applicable laws and regulations.
- **Health & Safety Policy** – designed to ensure the wellbeing of our employees and service users at all times.
- **Whistle blowing Policy** – provides guidance on raising concerns and reporting wrongdoing or malpractice within the workplace.

Our policies are regularly monitored and reviewed within the organisation. Praxis Care will continue to review our policies and procedures to ensure they are effective, appropriate and are in line with the relevant legislation.

Due diligence

We are committed to ensuring there is transparency in our organisation and in our approach to tackling modern slavery throughout our organisation, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our employees, suppliers and other business partners. We require our suppliers to hold their own suppliers to the same high standards.

We have a due diligence process in place to:

- a) Identify and assess potential risk areas in our organisation and supply chains.
- b) Reduce the risk of slavery and human trafficking occurring in our organisation and supply chains.
- c) Monitor potential risk areas in our organisation and supply chains.
- d) Encourage the reporting of any wrongdoing through internal, external or anonymous whistleblowing procedures.
- e) We operate a vigorous recruitment process to ensure staff are competent, capable and able to undertake work on the organisations behalf.

We will take steps to expand our framework to further address the risk of slavery and human trafficking.

Training

Praxis Care aim to ensure that adequate information and training is provided and accessible to our employees. We provide:

- Induction training to all new employees which includes information on all our policies and procedures. We are committed to ensuring that Praxis Care staff are equipped to identify risk factors of possible slavery and understand the implications of the Act for our organisation. We therefore hope to include specific reference to modern slavery and human trafficking within our Induction Training and what we, as an organisation, can do to minimise this risk.
- Praxis Care Managers are provided with a range of leadership training and are assisted by our HR team in all HR related matters including recruitment and employee wellbeing.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Praxis Care's modern slavery and human trafficking statement for the financial year 2023-2024 (ending 31st March 2024).

Print: KEN BRUNDLE, CHAIR

Signed:



Date: 6 JUNE 2024