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Modern Slavery Statement

This statement is provided on behalf of Inspire North and is made pursuant to section 54 of the Modern Slavery Act 2015 (‘the Act’). It constitutes Inspire North’s statement for the financial year ended 31 March 2025.

**Introduction**

Inspire North is committed to preventing modern slavery, human trafficking, and all forms of exploitation within our organisation and supply chains. We recognise that modern slavery is an abhorrent crime and a violation of fundamental human rights. This statement outlines our approach to tackling modern slavery and our ongoing efforts to uphold the highest ethical standards in all our operations.

**Our Organisation**

Inspire North is a Community Benefit Society dedicated to leading the way in mental health and housing support, alongside providing key dementia, domestic abuse and criminal justice services across the North of England. Subsidies of Inspire North also include:

* Bridging the Gap: a subsidiary of Inspire North based in York. The service provides psychologically informed therapeutic interventions in partnership with the National Probation (NPS) within HMPs’, Approved Premises and probation local delivery units in North Yorkshire and Humberside.
* Inspire North Training: a leading provider of excellent, effective and affordable mental health training.

Inspire North and its subsidiaries employ over 500 people, and benefit from the support of over 70 volunteers.

**Our Supply Chain**

The majority of our employees are directly employed by Inspire North and our subsidiaries, and they do not fall under the category of employment typically associated with vulnerability to modern slavery in this country. However, we remain vigilant and have implemented strong policies and procedures. Our dedication to employee wellbeing stands in direct opposition to modern slavery, guaranteeing that all our volunteers and employees receive the necessary support, guidance, and work-life balance to sustain their mental health at work. This commitment is strengthened by a comprehensive set of policies, including those for whistleblowing, recruitment and selection, grievances, and safeguarding.

Regarding our supply chains, our main priority is compliance with the Act, ensuring that all associated suppliers adhere to Inspire North’s policies and procedures while upholding our ethical standards.

**Our Commitment**

We take a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings. We aim to ensure that modern slavery does not take place anywhere within our organisation or our supply chains.

**Policies and Procedures**

The following policy and procedures support our dedication to the prevention of modern slavery:

1. **Procurement Policy:** Outlines our requirements for all qualifying suppliers to confirm they are compliant with the Modern Slavery Act and emphasises our committed to ensuring transparency in our approach to tackling modern slavery throughout our supply chains.
2. **New supplier registration procedure:** We require all suppliers and contractors to adhere to our Supplier Registration Procedure.
3. **Whistleblowing Policy:** We provide a safe and confidential mechanism for reporting any concerns related to modern slavery or unethical behaviour through our whistleblowing policy.
4. **Recruitment and Selection Policy:** Outlines our recruitment and selection process is conducted in line with relevant legislation including current immigration and safeguarding legislation.
5. **Safeguarding Adults Policy:** Includes definitions of the various types of modern slavery and human trafficking.
6. **Safeguarding Children Policy:** Includes definition of different types of child trafficking, modern slavery and exploitation.

**Risk Assessment and Due Diligence**

Inspire North seeks to collaborate exclusively with suppliers who show a strong commitment to monitoring and minimising the risk of modern slavery and human trafficking within their organisations or supply chains. Before being approved as a supplier, Inspire North vendors must confirm their compliance with the Act. If a supplier does not provide the required information or fails to meet Inspire North’s standards, appropriate measures will be taken, which could include choosing not to engage in a partnership or terminating an existing partnership.

**Training and Awareness**

To ensure that our team understands the risks and signs of modern slavery, we provide:

* **Training Programs:** Mandatory training for all employees, volunteers, and key stakeholders on modern slavery, human trafficking, and how to report concerns. This training module is included in our mandatory safeguarding training on induction and repeated every 3 years for existing employees.
* **Awareness Campaigns:** Ongoing campaigns to raise awareness across the organisation and encourage vigilance against exploitation, particularly in relation to our client groups.

**Progress and Effectiveness**

We are committed to measuring and improving the effectiveness of our efforts to combat modern slavery. Our progress includes:

* **Regular Reviews:** Annual reviews of our policies, procedures, and risk assessments to ensure they remain robust and effective.
* **Reporting:** Tracking incidents, audits, and corrective actions related to modern slavery risks within our operations and supply chains.
* **Stakeholder Engagement:** Engaging with partners, suppliers, and the wider community to promote best practices and ethical behaviour.

**Future Steps**

In the coming year, we will:

* Enhance our supplier engagement processes to further reduce risks of exploitation.
* Continue to develop our training programs to ensure all employees are equipped to identify and respond to modern slavery risks.
* Increase transparency in our supply chains through improved reporting and communication.

**Approval**

This statement has been approved by the Board of Directors of Inspire North and is made pursuant to section 54(1) of the Modern Slavery Act 2015. It will be reviewed and updated annually to reflect our ongoing commitment to combat modern slavery.

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*Signed:*

*Chief Executive, Inspire North*

*Date: 28th March 2025*

*Next Review Date: 28th March 2026*

This statement reinforces our commitment to creating a safe, ethical, and exploitation-free environment within Inspire North and our extended supply chains.