



Slavery and Human Trafficking Statement

First written – 2018
Last update – 04/2021
Next update due – 04/2023
Version 2

The Proud Trust and the Modern Slavery Act

The Proud Trust welcomed the Modern Slavery Act 2015 and the duty it places on large organisations to disclose publicly the steps they are taking to prevent modern slavery organisationally, in their supply chains and when receiving donations. Although The Proud Trust may not be considered a large organisation we are committed to declaring our intentions around the prevention of modern slavery and our commitment to addressing this within the organisation.

What We Do

The Proud Trust is the largest LGBT+ youth charity in the country; it is a life-saving and life-enhancing organisation that helps young people empower themselves to make positive change for themselves and their communities.

Organisational Structure, Governance & Management:

The Proud Trust Ltd is a company limited by guarantee (number 05585290) governed by its Memorandum and Articles of Association. It is registered as a charity with the Charity Commission (Charity number: 1161102).

The Proud Trust has a board of trustees who administer the charity; a CEO role and senior leadership team are appointed by the trustees to manage the day-to-day operations of the charity.

Our Policies on Anti-Slavery and Human Trafficking

The Proud Trust has a zero tolerance to modern slavery and human trafficking and is committed to taking reasonable steps to ensure that there is no modern slavery or human trafficking in its supply chains, funding streams or in any part of its business. The Statement reflects our commitment to acting ethically and with integrity in all our organisational relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our organisation, our funding streams or supply chains.

Due Diligence, Auditing and Risk Assessment

The Proud Trust acknowledges its responsibility under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with:

- Suppliers of goods and services to the organisation
- Funders & sponsors of the organisations activities & service provision

The Proud Trust will not forge commercial or funding relationships with any business knowingly involved with modern slavery or human trafficking.

The Proud Trust will expect all who have, or seek a commercial or funding relationship with the organisation to familiarise themselves with The Modern Slavery Act 2015 and our anti-slavery values and act consistently within these.

The Proud Trust has an 'Ethical Fundraising Policy' with an ethical check process which supports staff and trustees in their decision-making around prospective sources of funding.

Funding & Sponsorship

As part of the organisation's due diligence processes and in line with our commitment to The Proud Trust's ethical fundraising policy we will take into account an organisations commitment to anti-slavery prior to accepting funding.

Prior to approaching or entering into an agreement with a potential funder we will undertake a due diligence process and explore the actions & ethos of the organisation; we will seek access to their Modern Slavery & Human Trafficking Statement (where applicable).

Support for Staff

The Proud Trust ensures that it receives relevant paperwork from all members of staff to ensure that they have the right to work legally in the UK.

The Proud Trust promotes its Whistle Blowing Policy for staff to report any areas of concern, and provides annual opportunities for staff at all levels to engage with policy documents.

Training

The organisation will consider any opportunities available to offer training to staff relevant to modern slavery.