

## Modern Slavery Act Statement

Deaf Connexions a small registered Charity, based in Norfolk providing services to the Deaf Community. We are not required to have a Modern Day Slavery Policy because our income is less than £39 million per year.

At Deaf Connexions, we're committed to treating all people with dignity and respect, and to ensuring the organisations we work with meet our ethical standards. Slavery and human trafficking are fundamentally opposed to our values and we are committed to ensuring that our organisation and those we work with are free of modern slavery and human trafficking. As such, we recognise and take seriously our responsibility to comply with all principles of the Modern Slavery Act 2015.

## Policies

Deaf Connexions has in place the following policies and procedures that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

- Safeguarding policies - to ensure people accessing our services are not harmed in any way through the organisations actions. The policies promote an understanding and awareness of safeguarding within our organisation and everyone who uses our services. It covers the process for raising concerns about possible abuse or neglect by a staff member, volunteer or any other person.
- Safer recruitment policy - Where external agencies are used to support recruitment Deaf Connexions will only engage with recruitment agencies which share our commitment towards anti-slavery and the prevention of human trafficking.
- Whistle blowing policy - encourages Deaf Connexions staff, volunteers and trustees to raise any concerns related to the direct activities, or the supply chains of, the organisation without fear of reprisals. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

## Training

All Deaf Connexions staff, Volunteers and Trustees are required to familiarise themselves with this statement and our policies. These are provided at induction and additional training is given as requested or required.