

Modern Slavery and Human Trafficking Statement 2021

Introduction

This statement is made annually to demonstrate Compassion UK's commitment to uphold high standards of accountability and transparency to ensure slavery and human trafficking is not taking place within our organisation or our supply chains.

The summary below covers progress made during the financial year (1 July 2020 to 30 June 2021). To date, we have found no evidence of modern slavery in our organisation or supply chains.

The unforeseen circumstances of the COVID-19 pandemic have continued to impact some actions planned for the year. A risk-based approach is applied consistently in the prioritisation of activities required for the fulfilment of our commitments.

1. Structure and supply chains

Global Structure

Compassion UK has maintained its independence within the global partnership-based structure of Compassion International. Funds raised by Compassion UK and other fundraising Compassion entities globally, are disbursed through Compassion International. The day-to-day responsibilities for the selection, management and monitoring of overseas downstream partners is delegated to Compassion International under a Master Agency Agreement. Compassion has rigorous systems and process for appropriate and proportionate due diligence and management of risks associated with operating internationally.

Employees and Volunteers

In the financial year 20-21, Compassion UK had an average full time equivalent (FTE) of 130 employees as well as 504 volunteers who are based in the United Kingdom and Northern Ireland. Compassion UK reviews its Pay Policy and structure annually and continues to pay its employees at or above the London living wage.

The accreditation process to be certified by the Living Wage Foundation as an Accredited Living Wage Employer is in progress.

Suppliers

Compassion UK has an updated Procurement and Contract Management policy, and a contract management system for robust supplier management and accountability.

2. Policies on Modern Slavery

Compassion UK's Safeguarding Policy includes guiding principles for the protection from modern slavery and human trafficking. Contractual agreements have clauses on supplier obligations for protection from modern slavery and human trafficking and specific termination clauses which apply where Compassion UK becomes aware of or has reasonable grounds to believe any form of modern slavery is taking place.

3. Due Diligence Processes

Compassion UK continues to act prudently when applying appropriate and proportionate due diligence processes for prospective suppliers and partners.

4. Risk Assessment

The trustees review the risk register annually as a standing agenda item and have delegated the regular review and update of the risk register to the Finance and Audit Committee (FAC) with a specific focus on the top and moderate risks. This is a standing agenda item for all FAC meetings. However, significant risks are brought to the attention of the Board as necessary during the year.

To ensure effective internal governance, and consistency in the prioritisation of risks that have a global impact for Compassion in the fulfilment of its charitable purposes, a representative sample of Compassion entities collaborate annually on the risk assessment process. A review of the global risks is now incorporated where appropriate on Compassion UK's risk register.

5. Measuring Effectiveness

The board continues to review progress against our previous Modern Slavery and Human Trafficking statements as an annual standing agenda item in the first meeting after year end.

6. Training for Staff

Annual Refresher training on child protection was completed for all staff, trustees, and volunteer and independent contractors based on risk assessment of their role. On completion of the training everyone, completed the annual requirement to sign the Statement of Commitment to Child Protection and Code of Conduct.

Procedures for the recruitment of independent contractors have been updated and relevant teams adequately trained on the requirements.

Board Approval

This statement has been approved by the organisation's Board of Trustees, who will review and update it annually.

Designated member's signature:



JON TOOHEY (Chair of the Board of Trustees)

29 October 2021