

Modern Slavery and Human Trafficking Statement for 2024/2025

Our commitment to the principles of the Modern Slavery Act 2015

At Cornwall Mind, 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.

Cornwall Mind is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Organisation

We are at the forefront of change in mental health, working across Cornwall to challenge attitudes, improve services and provide information and advice. We are satisfied from our own due diligence and robust processes that there is no evidence of any slavery or human trafficking within the organisation. Our Wellbeing at Work policy commits us to the antithesis of modern slavery; ensuring that all our volunteers and employees have the right support, guidance and work-life balance to maintain their mental wellbeing at work. This is reinforced by a wide policy framework, including a whistleblowing policy, recruitment and selection policy, grievance policy and safeguarding policy.

Our Partners

We work with a wide range of partners who support our operations. We are committed to ensuring that our partners share in our high standards. Our supply chain is limited and we procure goods and services from a restricted range of UK supplies, and we ensure that there is no slavery or human trafficking in our supply chain. We need all our major partners to be compliant with the annual reporting needs contained within section 54 of the Modern Slavery Act (where needed). Our procurement policy and contract guidance needs partners to adhere to the relevant sections of our safeguarding, health and safety, equal opportunities, and anti-discrimination policies. Should any of our partners or sub-contractors fail to meet these standards, we will take action to review or terminate our relationship with them.

Looking Ahead

We will continue to review our policies and processes to ensure that they have appropriate and relevant references to modern slavery, and include modern slavery conditions in our tender documents, new supplier forms and other procurement documentation.

Our Senior Management Team and Trustees take seriously their responsibility in fulfilling these aims and will ensure that the organisation achieves them.

Signed

A handwritten signature in black ink, appearing to be "PR" or similar initials, written in a cursive style.

Paul Reeve

Chief Executive Officer