



Modern Slavery Statement

Introduction from the Manager

The Manchester Deaf Centre (“MDC”) has a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our own organisation or in any of our supply chains. We will also ensure our approach and stance is clear with our partner organisations.

Organisation's structure

We are the city of Manchester's largest provider of information, advice and guidance; advocacy; well-being, training, employment and enterprise support for hard of hearing, deaf, deafened and deaf blind adults. For children and young people, we provide age-appropriate opportunities of growing a strong sense of deaf identity, skills for life and work through arts, heritage, informal but accredited learning options, social action, employability and community leadership work.

We are governed by a Board of 9 Trustees who volunteer their time to help direct our work, and 7 of these are hard of hearing or deaf. They oversee our Centre Manager, soon to be 21 operational staff and 16 volunteers who between them connect with and impact the lives of 600+ service-users a week across Manchester, but will be reaching-out to Bolton, Manchester, Salford and Trafford with increasing frequency as we move forward.

Our policies on anti-slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our organisation. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in MDC or our supply chains.

We will treat any breach of our Anti-slavery and Human Trafficking Policy very seriously. For example, any employee who breaches the policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We are regularly reviewing and updating relevant policies and have processes in place to monitor and maintain our policies at regular intervals.

An updated Ethical Code of Practice has been created and covers any 3rd party company or individual that has a contractual agreement in place with MDC and requires them to use the same principles in respect of their own supply chain.

Supplier adherence to our values and ethics

All new suppliers, contractors and partners are required to sign our updated Ethical Code of Practice and will be retrospectively required of all our incumbent partners through an engagement programme.

The Modern Slavery Act is included in internal training on supplier management. We have developed a Sustainability Working Group which have actions and targets to meet which include Modern Slavery responsibilities. Our Sustainability Policy and approach is currently being independently assessed and any further actions will be included.

We will regularly assess the effectiveness of all actions, to ensure that they meet our objectives, and to determine whether further steps are required.

BHF's continued commitment

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking at MDC and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas. This includes communications through various channels to internal staff and also the ability to report concerns through our Serious Concerns & Whistleblowing process.

This statement is made pursuant to section 54 (Part 6) of the Modern Slavery Act 2015. It has been approved by the Board of Trustees and is signed by John Hesketh, the charity's Centre Manager.

A handwritten signature in black ink that reads 'John Hesketh'. The signature is written in a cursive style and is positioned above a horizontal line.

John Hesketh
Centre Manager
14th October 2020