Slavery and human trafficking statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation’s slavery and human trafficking statement for the financial year ending 26 March 2017.

Royal Voluntary Service is committed to high standards of responsible behaviour within its own organisation and encourages similar commitment from its suppliers.

Royal Voluntary Service has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and its supply chain.

Charity and company structure

Royal Voluntary Service believes that older people should lead a fulfilled life and aims to inspire the gift of volunteering to achieve that goal. It also offers a range of practical services to help and support older people to live well, maintain their independence and play a part in their local community.

Originally known as the Women’s Voluntary Services for Air Raid Precautions, Royal Voluntary Service was founded nearly 80 years ago to support local communities in times of need and continues that work today.

Royal Voluntary Service is a charitable limited company governed by a Board of Trustees and managed by a Leadership Team. Our turnover for the year 2016/17 was £64.5m. Our registered office is in Cardiff, housing over 80 central support staff. Overall we have 1,172 staff based nationwide and 25,000 volunteers helping older people all over the country to stay independent at home and active in their community.

Due diligence processes

We encourage suppliers from whom we purchase goods and services to operate in an ethical and responsible manner. We include our ethical policy as part of the tender process which suppliers are required to sign as part of the contractual agreement.

We assess compliance with relevant legislation as part of our tender evaluation process.
Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include our:

1. Recruitment Policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

2. Whistle-blowing Policy. We operate a whistle-blowing policy so that everyone knows they can raise concerns about how anyone is being treated, or practices within our business or supply chain, without fear of dismissal or other detriment.

3. Ethical Policy. We use this to ensure that our suppliers provide acceptable working conditions and sustainable use of resources.

4. Code of Conduct. This code explains the manner in which we behave as an organisation and how we ask our employees and volunteers to act.

5. Procurement Policy. This provides guidance and governance to all employees and volunteers by outlining expectations of due process and authorisation enabling a professional and ethical interface with our current and future supply list.

6. Anti-bribery and Corruption Policy. This sets our commitment to lawful and ethical behaviour in all areas of business.

Our suppliers

Royal Voluntary Service operates and maintains a preferred supplier list. We conduct due diligence on suppliers before allowing them to become a preferred supplier. We require suppliers to confirm in their contracts with us that no part of their business operations contradicts this policy.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, volunteers, the public or law enforcement agencies to indicate that modern slavery practices have been identified. These will be monitored through the Trustee’s Audit & Risk Committee.

Approved by: Charity’s Trustees on 12 July 2017

Signed by: Richard Greenhalgh
Chair of Trustees
Royal Voluntary Service

Royal Voluntary Service is a company limited by guarantee registered in England and Wales with company number 2520413. Registered office Beck Court, Cardiff Gate Business Park, Cardiff, CF23 8RP. Registered charity 1015988 (England and Wales) & SC038924 (Scotland).