



MacIntyre  
Providing support...your way

# Slavery and Human Trafficking Policy Statement

This policy is formally reviewed by the Policy Owner and Lead Reviewer and is subject to yearly reviews, or sooner when there is a change to relevant legislation or the organisation. For the date of, or evidence of, the most recent review, please see link: [MacIntyre policy and associated guidance list](#)

## Slavery and Human Trafficking Policy Statement

This statement sets out MacIntyre's actions related to its responsibilities under the Modern Slavery Act 2015, to ensure all reasonable steps are taken to prevent slavery and human trafficking in the charity and its supply chains.

MacIntyre is a not for profit organisation that provides learning, support and care for more than 1,400 children, young people and adults who have a learning disability and / or are autistic. People who draw on MacIntyre's support have gloriously ordinary lives, living the life they choose, using their gifts, skills and passions to contribute and connect to the people in their local neighbourhood. MacIntyre invests in, and helps shape, neighbourhoods to be inclusive and welcoming spaces for everyone. We have been delivering services throughout the UK for over 50 years, thorough registered care homes, supported living, adult learning centres, outreach, further educational provisions and a school. Our supply chains include the recruitment of our workforce as well as a broad range of suppliers including; providers of agency staff, insurers, contractors for building maintenance and cleaning work.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We operate a number of policies and practices that support us to identify risks and take any necessary steps to prevent modern slavery and human trafficking [in our business and supply chains](#).

### Recruitment and Selection Policy & Process

In order to actively combat slavery and human trafficking within our internal recruitment process we carry out rigorous recruitment checks, including:

- UK right to work checks
- Disclosure and Barring Service (DBS) checks
- Overseas police checks where candidates have lived overseas in the last five years
- A minimum of two references; one of which must be verbally verified with the referee.

### Whistleblowing Policy

Our Whistleblowing Policy and associated guidance explains and encourages those that work for us or are stakeholders of MacIntyre people to report any concerns about MacIntyre's activities. The policy explains the protection and support for whistleblowers. There are clear guidelines on how to report and who people can report to, internally and externally. MacIntyre subscribes to an independent whistleblowing organisation and an Employee Assistance Programme as sources of additional support for whistleblowers.

### Safeguarding Policy

Our Safeguarding Policy explains the various types of safeguarding concerns, abuse (including modern slavery), how to report such concerns and everyone's responsibility to report. The policy and related guidance is supported by mandatory safeguarding training for all employees. We continue to review ways in which we can raise awareness of and prevent slavery and human trafficking within our sector. We also assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business which includes providing education for people that draw on our support - [Shout Out TV discuss Modern Slavery | MacIntyre](#)

### Staff Code of Conduct

Our Code of conduct sets out the expected standards of behaviour for our employees and reminds employees to speak up if they feel something is not right in relation to the health, safety and wellbeing of people that draw on support or their work colleagues.

### Suppliers including employment agencies

MacIntyre aims to work only with reputable suppliers who are compliant with legislation, including compliance the Modern Slavery Act. We have an Agency Framework which supports us to use only specified and reputable employment agencies.

If we become aware of any concerns about any of our suppliers (including employment agencies) then we will make appropriate enquiries and suspend use of any suppliers if we are not satisfied that they are compliant in terms of their responsibilities under the Modern Slavery Act. Any such concerns will be reported by MacIntyre to the relevant authorities.

For more information about the reason for this statement and the measures that we will look to incorporate in the future in regards to the Modern Slavery Act 2015, please see the Government guidance: [Transparency in supply chains](#)

This statement is reviewed and approved annually by MacIntyre's directors.

**30 September 2025**