



Modern Slavery Statement

Last updated 15/06/2021

Introduction

PACT Dogs Ltd is committed to eradicating modern slavery and aims to reduce the impact on people in the borough.

Our statement for 2019/2020 sets out what steps the PACT have and will be taking to ensure that modern slavery is not occurring within PACT and inside our supply chains.

Within PACT Dogs Ltd

PACT Dogs Ltd has a range of policies and processes which help to ensure that we are acting ethically and with integrity to prevent slavery and human trafficking.

Recruitment and Selection

PACT Dogs Ltd's Recruitment and Selection policy and procedures will be designed to recruit staff in a fair and consistent way that supports equality of opportunity. Our recruitment processes are open and robust with procedures for checking that interview attendees are eligible to work in the UK and for requesting and following up applicant references.

The organisation will only use specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Job Evaluation

PACT Dogs Ltd is committed to ensuring that its pay strategy is (fair and) equitable, legally compliant, affordable, transparent and easily understood, committing to the Real

Living Wage, enabling the organisation to attract, retain and develop a skilled and flexible workforce.

Whistleblowing

PACT Dogs Ltd encourages staff, members & students who have serious concerns about any aspect of the PACT's activities, to come forward and voice those concerns.

Our 2021 Whistleblowing Policy commits the PACT Dogs Ltd to ensuring that whistle blowers will suffer no recrimination or victimisation as a result of raising a concern about malpractice.

Safeguarding

Through our Safeguarding Policy, PACT Dogs Ltd is committed to safeguarding and promoting the welfare of children and adults at risk of harm and their families. We take our responsibilities seriously and expect all staff, members, students and contractors to share this commitment. All incidents of poor practice, allegations and suspicions are reported, taken seriously and responded to swiftly and appropriately by the appropriate agency.

Equality and diversity

PACT Dogs Ltd is committed to equality of opportunity in our approach to service delivery, employment and community leadership. We are also committed to identifying, understanding and eliminating all barriers that prevent access to services, information and employment by people with one or more protected characteristic.

Policy Framework

We will ensure, as part of their ongoing review, that key policies reference and address modern slavery issues where appropriate.

PACTs Supply Chains

In all of our procurement activity, PACT Dogs Ltd aims to be consistent with the highest standards of integrity and ensure fairness in allocating contracts. Equality and diversity, social responsibility and safety are important criteria in the provision of goods and services procured.

Suppliers to PACT Dogs Ltd must abide by all employment legislation, regulation and codified guidance. Where there are questions over the conduct of supplier then these

shall be investigated and the appropriate action taken. Specifically key contractors must have safeguarding policies, procedures and training in place.

Actions going forward for 2021/2022

- As part of the revised terms and conditions the Council will require its larger contractors to undertake regular audits of their safeguarding policies, procedures and training, reporting the outcome to the Council.
- Processes will be updated to require potential suppliers to confirm that they are meeting the requirements under the Modern Slavery Act 2015.
- Any supplier engaged by the PACT Dogs Ltd is contracted to do so in line with the our Modern Slavery Statement and its, Safeguarding, Equality and Diversity, whistleblowing policies.
- Should the PACT Dogs Ltd look to procure or import products or services from outside the UK which could pose an increased risk of slavery or human trafficking, we would give consideration of supply chains in order to account for potential risks.
- The Council may examine, as appropriate, suppliers' past records in respect of their treatment of staff and their conduct in relation to modern day slavery and human trafficking.
- Suppliers of goods and services will be assumed to have their own policy relating to working practices for modern slavery, or for evidence to be available to ensure their standards are in accordance with PACT Dogs Ltd's expectations. We would request that our suppliers ensure the same of their own supply chains.

Updating this Policy

PACT Dogs Ltd reserves the right to amend and update this policy.