



FARE Scotland
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FARE Scotland Modern Slavery and Human Trafficking Statement March 2022

This statement outlines the steps that FARE Scotland (FARE) have in place to minimise the risk of modern slavery in its business and services that it provides itself, and in partnership with other organisations.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About FARE

FARE Scotland Ltd (FARE) is a community organisation, registered as a Scottish Charity (Dec 89) and Limited Company (May 08). FARE provides services to children, young people and families within Glasgow's East End and surrounding areas. It was set up by local people who wanted to work together to **'enhance the lives of the inhabitants of Rogerfield and Easterhouse'** through the delivery of services to meet their social, emotional and physical needs. Currently, FARE employ approximately 75 staff including; full time, part time and Modern Apprentices; who undertake a range of roles aiming to enhance the lives and experiences of people within the communities that we serve.

FARE works to improve life in the neighbourhood's it supports by offering a wide range of activities that improve peoples' aspirations, enhance peoples' quality of life, and tackles territorialism and related violence through: children's/youth clubs: sport and art activities: educational programmes: family support groups: holidays and adult mentors to engage with children and young people.

FARE's commitment to the principles of the Modern Slavery Act 2015

FARE is committed to the principles of the Modern Slavery Act 2015 and the abolition of Modern Slavery and Human Trafficking. Although FARE consider ourselves to have a low risk of Modern Slavery occurring in our business that we undertake; FARE contrive to ensure that, at no point, we support or facilitate any aspect of work in contrary to the principles of the Modern Slavery Act 2015.

FARE strives to be an equal opportunities employer, committing themselves to creating and maintaining a non-discriminatory working environment for all staff, volunteers and service users. FARE endeavour to ensure that all individuals within

the services that FARE provide have the confidence to identify and report any wrongdoing that they witness or come across without fear of risk to themselves or others.

FARE's policies and procedures that are in place within the organisation are designed to ensure that any potential employee is legally entitled to work in the United Kingdom as well as safeguarding all employees from any abuse or coercion in the recruitment process. FARE will not, enter into any form of business or service agreement with any organisation which knowingly supports or is found to be involved in slavery, servitude, forced or compulsory labour.

FARE's Commitment

As FARE are committed to the principles of the Modern Slavery Act 2015, FARE will ensure that all aspects of these are followed in the work that we do by employing the following actions:

- Ensure that all employees involved in the recruitment of workers are trained in recognising the signs of Modern Slavery and ethical employment practices;
- Training to all staff on the principles of Modern Slavery 2015;
- Training on steps to reporting suspected slavery or human trafficking;
- Ensuring all procurement staff are aware of the government guidance available on Modern Slavery Procurement Guidance;
- Ensure all aspects of the work FARE do reinforce a zero-tolerance approach to slavery, servitude, forced and/or compulsory labour;
- Continually update the FARE Scotland policies and procedures on an annual basis to ensure they meet the needs of the organisation and reduce the likelihood of promoting or enabling work to be undertaken in contrary to the Modern Slavery Act 2015.

This statement has been approved by Jimmy Wilson, CEO of FARE Scotland, on March 7th 2022 and will be reviewed annually by the FARE Senior Management Team.