



# Modern Slavery Statement

## Introduction

The Manchester Deaf Centre ("MDC") has a zero-tolerance approach to modern slavery, and we strive to act ethically and with integrity in all 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 deafblind 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 co-Directors, 22 operational staff and a team of volunteers who between them connect with and impact the lives of our service users Manchester.

## Our commitment to the principles of the Modern Slavery Act 2015

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. As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for all our staff. We want our staff to feel confident that they can expose wrongdoing without any risk to themselves and as such the company has an established whistleblowing policy which all staff can access alongside all other company policies on the staff intranet.

Our recruitment and people management processes are designed to ensure all prospective employees are legally entitled to work in the UK, and where applicable subject to DBS checks in order to safeguard employees and service users from any abuse of coercion.

We do not enter into business with any organisation, in the UK which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

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

## MDC'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. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas.

This statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015. It has been approved by the Board of Trustees and is signed by Mark Woodall and Claire Baldwin, Co-Directors of the Charity on 18<sup>th</sup> December 2024.