



Statement on Slavery and Human Trafficking

Background

Sutton Mencap is committed to preventing slavery and human trafficking in all its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out Sutton Mencap's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, and its supply chains.

This statement relates to activities during the financial year 1 April 2026 to 31 March 2027.

Legal requirement

As a small charity with an annual turnover of less than £36m, Sutton Mencap is not legally required to publish an annual statement. Sutton Mencap chooses to do so in recognition of the importance of the issue to the community we support.

Organisational Structure

Sutton Mencap is a local charity and company limited by guarantee which supports people with a learning disability and other conditions. We support people who live primarily in the London Borough of Sutton and the surrounding areas.

Our activities include service delivery and community development. We provide group-based services to children and adults with a learning disability. We also work with the wider community in our local area to promote the inclusion and involvement of people with a learning disability.

Our supply chains

Sutton Mencap procures goods and services from range of local and national suppliers. We use our best endeavours to ensure our supply chain is free from modern slavery and human trafficking.

The supply of goods is generally from larger, recognised organisations. Services tend to be supplied by local businesses that are either known to us or recommended, especially as specialists in their field. We seek out sympathetic suppliers, ensuring that they understand both the needs of our clients and their duty to minimise the impact their work has on them. In this way we get to know our suppliers and the way they conduct their businesses.

Policies

We have a range of policies which help ensure that our activities are free from slavery or trafficking. Relevant policies include our financial regulations, conflict of interest, whistleblowing, recruitment and selection, safeguarding, grievance and disciplinary and equality and diversity. Policies reflect our commitment to acting ethically and with integrity.

Due diligence processes

In addition to our processes in relation to our supply chain, we have robust systems in place with regards to our own employment practices. We are committed to ensuring recruitment and employment processes are fair, transparent and comply with legal requirements. Sutton Mencap purchases specialist HR support to ensure its policies and practices remain up to date and compliant.

Our staff recruitment and management policy sets out the ways we protect against modern slavery and trafficking. The policy sets out detailed processes for recruitment, including the need to carry out appropriate checks to ensure people are eligible to work in the UK and safe to work with the people we support.

Sutton Mencap is committed to ensuring employees are paid fairly for their work. Sutton Mencap has been a London Living Wage Employer since 2022.

Other aspects of our work

As a charity supporting people with a learning disability, we recognise that the people we work with can be vulnerable to modern slavery and human trafficking. Our safeguarding policy sets out the ways we seek to protect the people we work with.

We recognise our responsibilities extend beyond service delivery. The people we come into contact with may want to tell us about other aspects of their lives, including any concerns that they have, and they know we will respond appropriately. We are committed to providing wider opportunities for people to discuss concerns, including through open access social events.

Training

Sutton Mencap provides a comprehensive training programme for all staff who work with us. Our safeguarding training is accessed through the Local Children's Safeguarding Partnership and is mandatory for all staff including support staff. Staff can also access specific training on modern slavery.

Statement agreed by trustees 2nd August 2023