

**MODERN SLAVERY STATEMENT**

**ORGANISATION**

### CSA is a local charity supporting children and young people - many with additional support needs - to reach their fullest potential, offering day and residential positions. CSA was founded in 1940 by Austrian paediatrician, Dr Karl Konig, and there are now 119 Camphill communities in 27 countries across the world, each run as an individual charity.

Further information about CSA can be found on the website.

**OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING**

In line with our core values, CSA is committed to conducting its activities fairly and with the highest levels of honesty and integrity. 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 a charity, ensuring that charitable funds are carefully spent is also important, and this is kept in mind when procuring goods and services for CSA. We are continually reviewing all of our policies to ensure that we reflect CSA's approach to modern slavery and human trafficking. In particular, this statement sits beside our Safeguarding, Whistleblowing, Recruitment and Anti-Corruption and Bribery Policies. These policies are all regularly monitored and updated by the Board of Trustees.

CSA is confident that, together, these policies will be effective in mitigating the risk of slavery and human trafficking from within our supply chain, and that they will provide sufficient guidance and support to our staff should they have any concerns.

**DUE DILLIGENCE**

• All prospective employees and volunteers are interviewed in person, using questions specifically designed to try and establish whether they are subject to any form of modern slavery.

• Payment of wages to all our employees is made only bank accounts in their own names (individual or joint).

* We are committed to ensuring that all of our people are paid fairly, and we are accredited by the Living Wage Foundation as a Living Wage employer. We ensure that all of our employees in the UK are paid at least the real Living Wage.

• CSA carries out periodic internal audits to ensure that our high standards, policies and practices are being met. We are also subject to numerous client and independent audits that include interviews with randomly selected workers that help us to detect any issues in relation to modern slavery.

• Where CSA has supplier agreements in place for work, supplies and sundries, we utilise trusted local companies with whom we have long standing relationships, wherever possible.

This statement is made pursuant to the Modern Slavery Act 2015

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