

Modern slavery and human trafficking statement

The organisation is committed to preventing modern slavery in its corporate activities and supply chains.

Modern slavery encompasses slavery, human trafficking, forced labour and domestic servitude.

This statement sets out the actions and activities that have taken place during the financial year 1 April 2017 to 31 March 2018 to ensure that there is no slavery or human trafficking in our organisation and supply chains. It covers the activities of Dimensions (UK) Limited and its subsidiaries – Outreach 3-Way, Waymarks Limited and Dimensions Somerset SEV Limited (Discovery).

Our Organisation

The Dimensions Group provides support to over 3,500 people and employs around 5,000 employees. We provide research-based, outcomes-focussed services for people with learning disabilities and autism in England and Cymru (Wales). Alongside supported living and residential care, we also offer vital specialist services including sector leading Positive Behaviour Support.

Our supply chains

We have a broad range of suppliers and, having reviewed our business, those which we deem to be most at risk from Modern Slavery are providers of agency staff, building, maintenance and cleaning contractors, and IT equipment providers.

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We look to source goods and services from organisations that are reputable and where we can check their suitability.

Policies & Control

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

Procurement Policy - We expect our suppliers to have internal policies relating to, and have processes in place to meet the Modern Slavery Act 2015. A small supplier who does not have these policies in place will be able to sign-up to the Group's policies by contacting the procurement team. A supplier without these policies in place will not meet our minimum requirements, and a supplier with policies in place, but identified as not adhering to them may have their contract terminated.

Whistleblowing policy - Dimensions encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, people we support and their families or others who have concerns can use our confidential helpline or complete our confidential disclosure form.

Employee code of conduct - Dimensions code makes clear to employees the actions and behaviour expected of them when representing the company. The company strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Safeguarding – Dimensions policy sets out behaviour which could give rise to a safeguarding concern, including Modern Slavery.

Recruitment and selection policy - We operate a robust recruitment policy, including conducting UK eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Due Diligence

Any new suppliers are required to confirm compliance with relevant legislation, including Modern Slavery Act, and we are reviewing the policies of existing suppliers.

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We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from that agency.

HR Officers and Compliance Officers undergo specific Dimensions investigation training and are responsible for carrying out any investigations and due diligence in relation to known or suspected instances of modern slavery or human trafficking.

Training

We have a specific Modern Slavery e-learning module and associated reading materials available to all employees. Modern Slavery is also covered within our Safeguarding training.

Looking Ahead & Next Steps

- We plan to review our engagement with existing third parties/suppliers to check their policy and processes and ensure they understand our expectations.
- We will also review our Procurement Policy to ensure that any new suppliers across the company are checked.
- We will continue to provide information, training and support for staff on modern slavery and human trafficking as appropriate so they understand the legislation and impact on our activities.

Board approval

This statement has been approved by the Dimensions Group Board, who will review and update it annually.

Signed by



On Behalf of the Board of Directors of Dimensions (UK) Limited, Outreach 3-Way and Waymarks Limited



On behalf of the Board of Directors of Dimensions Somerset (SEV) Ltd (Discovery)

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