Scottish Outdoor Education Centres

MODERN SLAVERY POLICY STATEMENT

Introduction

This statement is made pursuant to section 54(1) of Modern Slavery Act 2015 and sets out the steps SOEC has taken to prevent and eradicate any modern slavery abuses within its organisation and the wider communities in which it serves. This statement constitutes our obligations under section 54(1) of Modern Slavery Act 2015.

About Us

SOEC is a charity and social enterprise and has spent over 80 years enabling people to access the outdoors and the environment in a safe and sustainable way. To this end we offer a broad range of programmes and activities, all designed to be relevant, exciting and challenging. We do this from our 3 residential outdoor learning Centres in Scotland. Visitors are mainly from schools and youth groups, but we also welcome many other groups, each with its own specific outcomes, whether outdoor learning, study, music, art or sports, or simply to use our Centres as a venue for a large event or gathering.

We are guided by the principles that outdoor learning should be fun, and that learning about ourselves and our place in the world is a natural outcome of our programmes.

We recognise that we have a responsibility to be alert to the risks, however small, not only in our charitable and business activities, but in our supply chains.

Our Commitment

SOEC has a multi location presence across Scotland, including the Scottish Borders, Perth & Kinross, Stirling and South Lanarkshire.

We are committed to acting ethically and diligently in all our operations and supplier relationships, taking appropriate steps to ensure modern slavery is not present within our organisation and in the communities in which we serve.

Modern slavery is a form of abuse and the safeguarding of young people and vulnerable adults is built into our policies. Where there is suspicion of modern slavery, we shall ensure whistleblowers are protected and all concerns are reported appropriately and those affected are treated with respect, dignity and signposted to receive the right aftercare and support.

Assessing and Managing Risk of Modern Slavery

Risk Assessment

As part of our commitment and obligations to prevent and minimise the risk of modern slavery, SOEC continuously assesses its exposure to the risk of modern slavery.

Supply Chain Risks

To identify and mitigate risk, we are careful to ensure that our third-party engagements are ethical and mirror our values.

Whilst our core services are to supply outdoor learning services, our own supply chain providers are fully vetted, ensuring where possible they are a UK provider. Our due diligence processes are uniquely aligned to our various charitable and business operations, making sure we ask the right questions to ensure supplier transparency from the outset.

Recruitment Risks

As an equal opportunity employer SOEC has a rigorous recruitment process. Our recruitment practices include ‘right to work’ checks for all prospective employees. This ensures we maintain an assured overview of those entering our employment and prevents the occurrence of forced or involuntary labour.

All employees within our organisation are paid at least the national living wage.

Training

We have identified that employees should undergo modern slavery awareness training in addition to mandatory training required for each role.

Management are responsible for staff training compliance within their respective departments. SOEC has an online training module through its employment law provider which all staff can access and complete.

Our effectiveness in combating slavery and human trafficking

To ensure that modern slavery is not taking place in any part of its business or supply chains, SOEC:

- maintains robust recruitment and vetting processes
- ensures staff are trained and receive refresher training when due
- has systems for reporting suspicions of slavery
- Employees can report any suspicions of slavery either through the organisation's Whistleblowing policy or externally to the Modern Slavery Helpline: https://www.modernslaveryhelpline.org Tel: 0800 0121 700

Jamie Miller
Chief Executive
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