

Richmond Borough Mind Modern Slavery Statement 2024-2026

Richmond Borough Mind (RB Mind) is an independent mental health charity operating across the Borough of Richmond. Our mission is to promote good mental health for everybody and campaign for positive change, provide high quality services, information and support, focus on recovery to promote independence, support people to help themselves and help people realise their potential.

Our Commitments

At RB Mind we are kind and people focused, open, independent, collaborative/together, respected and respectful. We prioritise employee wellbeing and safety. Slavery and human trafficking stand in stark opposition to our core values and we are resolute at ensuring that our organisation and partners remain free from modern slavery and human trafficking. Our resolve extends to every facet of our organisation, including partner organisations and supply chains. RB Mind does not engage in business with any organisation, whether in the UK or abroad, that knowingly supports or is involved in slavery, servitude or forced labour. In alignment with this commitment, we adhere to the principles of the Modern Slavery Act 2015.

Committed to Diversity, Equity and Inclusion, we actively foster a non-discriminatory and respectful working environment for our staff. We empower our employees to safely expose wrongdoing without fear of repercussions. Our rigorous recruitment and people management processes ensure that all prospective employees are legally entitled to work in the UK, safeguarding them from any form of abuse or coercion.

At RB Mind we are confident that our own due diligence and our robust processes ensure no evidence of modern slavery and human trafficking within our organisation. It is at the core of our policies to ensure employee support, guidance and work-life balance to maintain mental wellbeing. This commitment is reinforced by a comprehensive policy framework including whistleblowing, recruitment, grievance and safeguarding policies.

This is how we aim to address our efforts against the 6 areas specified in the Modern Slavery Act:

1. Organisation Structure and Supply Chains:

Regularly review and document the structure of our organisation and our suppliers and subcontractors to ensure transparency and understanding of our network.

2. Policies in Relation to Slavery and Human Trafficking:

Monitor adherence to our anti-slavery related policies by staff and volunteers to demonstrate commitment to ethical practices.

3. Due Diligence Processes:

Conduct risk assessments for new suppliers and evaluate their anti-slavery measures to mitigate risks within our supply chain.

4. Risk Assessment and Management:

Proactive risk management where potential risks arise.

5. Provide training to staff and volunteers:

Provide anti-slavery awareness training to ensure awareness and knowledge among staff and volunteers.

6. Reporting Compliance:

Display an annual modern slavery statement in accordance with legal requirements to demonstrate accountability and transparency.

If you have any queries about this Statement, please contact HRAdmin@rbmind.org.

This statement has been approved by RB Mind's Senior Leadership Team and reflects our core values. This statement is reviewed and updated regularly.



Val Farmer, Chief Executive Officer

Version Number	Author	Purpose/Challenge	Date
01	MT (Executive Asst)	Develop	Oct 24
02	VF (CEO)	Review and update	Oct 25