

# Slavery and Human Trafficking Statement

This statement sets out Raindance's actions to understand all potential modern slavery risks related to its business and to ensure steps are maintained to prevent slavery and human trafficking.

Raindance is Europe's largest specialist film training organisation, and operates among the most renowned international film festivals. It employs approximately two dozen staff, teaches approximately 3,500 students and purchases goods, services and works through a variety of supply chain arrangements.

## Purpose of this statement

This Statement is designed to satisfy the requirements of Part 6 of the [Modern Slavery Act 2015](#), by informing our students, staff, and other stakeholders about Raindance and its approach to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

## Risks Identified and Action being taken - Direct employment of staff

Raindance mitigates the risk of the occurrence of modern slavery in its teams of directly employed staff through adherence to its HR recruitment and candidate selection policies.

Checks are carried out to ensure that staff recruited are legally able to work in the UK and staff involved in undertaking the recruitment process have attended Selecting the Best training.

In addition, Raindance's pay rates are determined in line with UCEA national awards and Raindance is working with contractors it uses so that they apply the London Living Wage.

## Risks Identified and Action being taken - Employment of staff through recruitment agencies and other sources

Temporary staff and other staff recruited indirectly by the organisation are recruited through established and accredited sources who can provide assurance that they fully comply with the requirements of legislation relating to the rights and welfare of their candidates and employees.

Agencies provide assurance that the appropriate checks have been made on the temporary staff being supplied to Raindance.

Additionally, Raindance has a whistle blowing policy through which staff can raise any concerns related to the direct activities or the supply chains of the organisation.

Our staff charter reflects Raindance's values and ethical standards and sets out the behaviours expected of all staff when representing the organisation.

## Risks Identified and Action being taken – Students

Although the risks of students experiencing occurrences of modern slavery or human trafficking through direct contact with Raindance are extremely low, it is appreciated that whilst living within London and the surrounding area, they may become aware of such instances.

In order to mitigate these circumstances, Raindance has in place easily accessible and well publicised safeguarding channels through which students can obtain assistance, support and advice on their wellbeing.

## **Risks Identified and Action being taken - Supply Chains**

Raindance has during the year continued to raise awareness and understanding of modern slavery and human rights within the organisation through: training workshops; and by reviewing and amending procurement processes along with any related documentation.

Raindance purchases goods, services and works across a wide range of suppliers and has in place purchasing procedures which encompass the principles of fairness and transparency, sustainability, and adherence to the Modern Slavery Act 2015. Raindance's standard terms and conditions of business have been updated during the year to include clauses to cover modern slavery.

Raindance will continue to provide training in the requirements of the Modern Slavery Act 2015 and will continue to raise awareness of modern slavery and trafficking considerations with the purchasers within Raindance.

Raindance has begun to engage with suppliers, with respect to compliance with the Modern Slavery Act 2015, through the tendering and contracting processes and has reviewed the documentation included in those processes.

Raindance has started to categorise the supply chain in order to better understand the areas of the organisation where the business and supply chains may pose risks in terms of slavery and human trafficking and, where risks are identified, to follow through with an assessment of the processes required to prevent, monitor and mitigate such risks.

Raindance has been developing its understanding of the positive contributions it makes to wider society through the considerable purchasing power of the organisation and the sustainable policies in place within Raindance.

It has started exploring how this positive impact could be further developed along a similar approach already used by other organisations, comprising a flexible framework, to focus on the procurement process and to start to measure the overall positive contribution.

## **Approval of Statement**

This statement is made pursuant to section [54\(1\) of the Modern Slavery Act 2015](#) and constitutes the company's slavery and human trafficking statement for the financial year ended 2017.