



Modern slavery statement

1. Modern slavery: a definition

Modern slavery is an umbrella term that encompasses slavery, servitude, forced or compulsory labour and human trafficking. In Scotland, the legal definition of these offences is set out in the [Human Trafficking and Exploitation \(Scotland\) Act 2015](#); hence where we refer to 'human trafficking', this includes the group of offences covered by this Act. The significant characteristic of all forms of human trafficking is that it involves one person depriving another person of their freedom: their freedom to leave one job for another; their freedom to leave one workplace for another; their freedom to control their own life.

2. Introduction

At Community Justice Scotland (CJS) we are committed to ensuring that there is no form of modern slavery or human trafficking within our organisation. This statement sets out our position and approach.

3. About us

Community Justice Scotland was established on 1 April 2017 by the Community Justice (Scotland) Act 2016, Community Justice Scotland (CJS) is the national body for community justice in Scotland. Further information about the organisation can be found on our website or via our annual reports and accounts. Find out more: [Community Justice Scotland](#)

- We provide leadership, training and insight to support partners to prevent offending and reduce the number of future victims.
- We work to change the conversation about justice, increasing understanding and support for what will make Scotland better for all of us.
- We give expert evidence and detailed briefings to parliament, helping to shape laws and policies to be the best they can for everyone in our community.
- We work with our partners and help drive change by identifying improvements and challenges in our community justice system.
- We identify worldwide expertise, best practice, and introduce fresh ideas which inspire innovation and change.

Our vision is to make Scotland a safer place to live by leading and promoting world-class standards of community justice. This will only be possible with support from across our society, including from partners, third sector, those impacted by the justice system, the public and beyond.

We are based at Saughton House, Broomhouse Drive, Edinburgh, EH11 3XD.

We employ under 50 permanent staff and occasionally people on short term project work and student placements. All our staff are baseline security checked and have the right to work in the UK. We collaborate with other public bodies and use framework contracts established by the Scottish Government when utilising external parties as part of our activities. Due to our processes and due diligence we believe that the risks of modern slavery is low across our staffing and delivery.

4. Terms and conditions of employment

As a Non-Departmental Public Body (NDPB) employees of CJS have safeguards incorporated into their terms and conditions of employment that assist in preventing some of the activities characteristic of human trafficking. Salaries, for example are paid into individual bank accounts, hourly rates are above the National Minimum Wage and the National Living Wage, annual leave entitlements are above the statutory minimum detailed in the Working Time Directive and employees have the opportunity to apply to work flexibly to help achieve a better work/life balance.

All potential new employees, regardless of contract status are required to go through our recruitment process, which includes essential checks on the right to live and work in the UK. We have worked to ensure that our staff understand what modern slavery and human trafficking is, and that they are alert to the key warning signs as they go about their work engaging with stakeholders and partners. We have worked to deliver procurement policies and procedures that ensure our suppliers comply with the requirements of modern slavery legislation.

5. Policies and Procedures

Our policies and procedures reflect our ambition to be a high-performing organisation, acting ethically and with integrity in all of our business dealings and relationships. We work in partnership with SG recognised Trade Unions. Our Partnership Agreement outlines our joint approach to the management of employment relations and reinforces the relationship between Management and our team. We believe that our policies and procedures will help us to mitigate against the most significant slavery and human trafficking risks. We will continue to develop our approaches to monitoring the effectiveness of our policies and procedures to ensure we maintain our zero-tolerance approach to modern slavery or human trafficking within our organisation, suppliers, stakeholders and partners.

Karyn McCluskey

Chief Executive
November 2023