

Modern Slavery and Human Trafficking Statement

This statement is made voluntarily in the spirit of Section 54 of the Modern Slavery Act 2015. Viney Hill Christian Adventure Centre does not currently meet the statutory turnover threshold requiring a mandatory annual modern slavery statement, but we choose to publish and review this statement as part of our commitment to ethical practice, safeguarding, good governance and transparency.

1. Our commitment

Viney Hill Christian Adventure Centre is committed to acting ethically and with integrity in all areas of our work. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, servitude, child labour and exploitation.

We are committed to taking proportionate steps to ensure that modern slavery and human trafficking do not take place within our organisation or within the supply chains we use.

2. About our organisation

Viney Hill Christian Adventure Centre is a Christian outdoor activity and residential centre based in the Forest of Dean. We provide outdoor learning, adventure activities, residential stays, retreat space and group facilities for children, young people, schools, churches, community groups, families and adults.

Our work includes residential accommodation, hospitality, catering arrangements, maintenance, grounds work, outdoor activity provision and administrative support. Because we work with children, young people and vulnerable groups, our approach to modern slavery is closely linked to safeguarding, safer recruitment, contractor management and good governance.

3. Our supply chains

Our supply chains are relatively small and mainly UK-based. They may include:

- food and catering suppliers;
- cleaning, laundry and hygiene supplies;
- building maintenance and repair contractors;
- outdoor activity equipment suppliers;
- PPE and safety equipment suppliers;
- office, IT and utilities providers;
- waste management and grounds maintenance suppliers;
- specialist training providers;
- professional advisers;
- occasional construction or refurbishment contractors. We recognise that the risk of modern slavery may be higher where work is low-paid, temporary, subcontracted, seasonal, manual or where there is limited visibility over workers' employment conditions.

4. Our policies and procedures

Viney Hill has policies and procedures that help reduce the risk of exploitation and support the reporting of concerns. These include:

- Safeguarding Policy and Procedures;
- Safer Recruitment arrangements;
- Right to Work checks;

- Whistleblowing Policy;
- Health and Safety Policy;
- Equality, Diversity and Inclusion Policy;
- Staff Code of Conduct;
- Contractor management arrangements;
- Procurement and financial controls;
- Complaints Policy.

These arrangements help us recruit safely, manage contractors appropriately, protect vulnerable people, and ensure concerns can be raised and acted upon.

5. Due diligence and risk management

Viney Hill takes a proportionate, risk-based approach to modern slavery due diligence. This may include:

- using reputable suppliers and contractors wherever possible;
- carrying out appropriate recruitment and Right to Work checks for staff;
- ensuring staff receive clear information about their role, pay, hours and conditions;
- expecting contractors and suppliers to comply with relevant employment, health and safety, safeguarding and modern slavery legislation;
- checking larger or higher-risk suppliers' modern slavery statements where appropriate;
- challenging poor practice or unclear labour arrangements where concerns arise;
- refusing to work with suppliers or contractors where there are serious concerns about exploitation, unsafe practice or unethical conduct.

6. Training and awareness

Viney Hill promotes awareness of modern slavery in a proportionate way. Modern slavery concerns may be covered through induction, safeguarding discussions, staff training, management oversight and trustee governance.

Staff, volunteers, trustees and contractors are encouraged to report any concern that a person may be subject to exploitation, coercion, trafficking, forced labour or abuse.

7. Reporting concerns

Any concerns about modern slavery or human trafficking should be reported to the Centre Manager, Business Manager, Designated Safeguarding Lead, a trustee, or through Viney Hill's Whistleblowing Policy.

Where a concern involves a child, young person or adult at risk, it must be treated as a safeguarding concern and reported in line with Viney Hill's Safeguarding Policy.

Where there is immediate danger, or where a crime may have been committed, the police or emergency services should be contacted.

8. Review and approval

Viney Hill will review this statement annually and consider whether any further action is needed in light of changes to our activities, suppliers, contractors, legal duties or identified risks.

During the period covered by this statement, Viney Hill has not identified any known instances of modern slavery or human trafficking within its own operations or supply chains.

11th July 2026

On behalf of The Trustees of Viney Hill Christian Adventure Centre