



Cyngor Celfyddydau Cymru
Arts Council of Wales

Arts Council of Wales Modern Slavery Statement

Purpose

Arts Council of Wales is required to comply with the UK Modern Slavery Act (2015) and publish this statement annually. In addition we also comply with the Welsh Government's Code of Practice on Ethical Employment in Supply Chains.

<https://prp.gov.wales/docs/prp/toolkit/29358CodeofPracticeEthicalEmploymentinsupplychainsEnglishWEB.pdf>

This statement applies to Arts Council of Wales and refers to the financial year April 2019 to March 2020

Who we are...

The Arts Council of Wales is the country's official public body for funding and developing the arts.

Every day, people across Wales are enjoying and taking part in the arts. We help to support and grow this activity. We do this by using the public funds that are made available to us

by the Welsh Government and by distributing the money we receive as a good cause from the National Lottery.

By managing and investing these funds in creative activity, the Arts Council contributes to people's quality of life and to the cultural, social and economic wellbeing of Wales.

Arts Council of Wales registered address is: Bute Place, Cardiff CF10 5AL

Definitions

Arts Council of Wales considers that modern slavery encompasses:

- Human trafficking
- Forced work, through physical or mental threat
- Being owned or controlled by an employer through abuse or the threat of abuse

- Being de-humanised, being treated as a commodity or property
- Being physically constrained or to have restrictions placed on freedom of movement

Policies

Council is committed to ensuring that our own employment practices and corporate policies and procedures ensure the protection of the rights of all those who work for us. We operate above the minimum standards required by law to ensure our employees are safe, fairly rewarded and valued. We publish our Pay Policy Statement annually on our website.

We recognise that our staff are our most valuable asset and we're committed to offering fair terms and conditions of employment for all our staff. We benchmark our terms and conditions against other Welsh Government Sponsored Bodies and we consult with our recognised trade union to ensure we offer competitive remuneration and benefits to our staff in order to attract new staff and retain our existing workforce.

Additional associated policies and documents:

- Contract of employment and conditions of service
- Code of Best Practice
- Whistle-blowing
- Agency Workers and Consultants
- Harassment and Bullying
- Recruitment
- Union Agreement

Supply Chains & Procurement

Council has adopted an **Ethical Procurement Policy** which applies to:

- All Council members, staff, agents and appointees.
- Staff indirectly employed or provided by contractors or employment agencies to work on our premises or to undertake work for or on behalf of Council

All our suppliers are required to abide by the conditions set out in our Policy

Compliance:

By entering into an agreement with Arts Council of Wales Suppliers are required to agree to and accept the terms of this policy.

Due Diligence

All staff are made aware of this Policy to ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and procurement activity. We have in place procedures to:

- Identify and assess potential risk areas
- Mitigate the risk of slavery and human trafficking occurring
- Monitor potential risk areas in our supply chains
- Protect whistle blowers.

Review

This Policy is reviewed and updated on an annual basis. It will next be reviewed in April 2020.

A handwritten signature in black ink that reads "Nick Copalski". The signature is written in a cursive, slightly slanted style.

Signature of CEO

Date: May 2020