

Modern Slavery Statement

1 July 2022 – 30 June 2023



Introduction

The Anglican Diocese of Newcastle established Anglican Care which is a not-for-profit incorporated entity registered with the Australian Charities and Not-for-Profits Commission. The Newcastle Anglican Corporation is established to oversee the temporal, financial, business and administrative affairs of the Anglican Diocese of Newcastle. The Newcastle Anglican Corporation Board members are the board members of Anglican Care as well as some other well-known Hunter and Central Coast organisations – Samaritans, Newcastle Anglican Schools Corporation which governs Bishop Tyrrell Anglican College, Lakes Grammar – an Anglican School, Manning Valley Anglican College, and Scone Grammar School.

Anglican Care's vision is to see people flourishing. As a faith-based organisation in the Christian tradition our approach is inspired by the way of Jesus. This is reflected in our vision, values, ethos and core practices.

Anglican Care is an expression of Anglican mission offering Christian care for the aging in the regions of New South Wales, which run from Dyarubbin (the Hawkesbury River) to Lake Cathie on the Mid North Coast NSW. Anglican Care is committed to healing of relationships with the First Nations peoples who are the custodians of the country on which we undertake our work.

The *Modern Slavery Act 2018* was introduced to prohibit and assess Modern Slavery, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services. These are reprehensible crimes that have no place in our society. Anglican Care does not tolerate any Modern Slavery practices within its operations or supply chains.



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1. Reporting Entity

Anglican Care is an incorporated entity of the Anglican Diocese of Newcastle, which is incorporated under its own Act of Parliament: *The Anglican Church of Australia (Bodies Corporate) Act 1938 (NSW)*.

The Anglican Diocese of Newcastle is one of 23 Dioceses within the Anglican Church of Australia.

Each Diocese is separately governed under the direction of the Diocesan Bishop and the Diocesan Synod as the governing body.

Reporting for the other Dioceses remain out of scope for the purposes of this Statement.

2. Structure, Operations and Supply Chains

Structure:

Anglican Care is a not-for-profit incorporated entity and is registered with the Australian Charities and Not-for-Profits Commission.

Anglican Care is constituted by the Anglican Diocese of Newcastle, of which the overarching governance of the Diocese rests in the Bishop and the Synod. The Synod has a standing committee known as the Diocesan Council which has the delegated powers of the Synod when the Synod is not in session.

The Newcastle Anglican Corporation (NAC) Board has delegated authority of the Diocesan Council for the temporal, financial, business and administrative affairs of the Diocese. The Board is accountable to the Diocesan Council, the Bishop of Newcastle and the Synod of the Diocese.

The Board of the NAC is also the Board of:

- Anglican Care
- Anglican Savings and Development Fund (ASDF)
- Newcastle Anglican Schools Corporation
 - Bishop Tyrrell Anglican College
 - Lakes Anglican Grammar School
 - Manning Valley Anglican College
 - Scone Grammar School
- Samaritans Foundation
- Samaritans Housing
- Trustees of Church Property for the Diocese of Newcastle

Governance:

As outlined above, the Newcastle Anglican Corporation (NAC) Board has delegated authority for the temporal, financial, business and administrative affairs of the Diocese. The Board of the NAC established Board Committees to assist with the work of the NAC to ensure integrity and governance is implemented and adhered to throughout its operations. The committees include:

- Audit and Risk Management Committee
- Finance, Budget and Investment Committee
- Governance and Remuneration Committee
- Specialist Committees
 - Aged Care
 - Allied Health
 - Education
 - Family and Community Services
 - NDIS Services

As part of its governance, Anglican Care has rolled out a suite of policies, procedures and inductions to ensure organisation wide governance is adhered to and can be referred upon at any point. All employees and Officers are required to adhere to the standards outlined in these policies. There are numerous policies in place, given they filter down to operational needs, however a few of the key policies include:

- Code of Conduct
- Clinical Governance Framework
- Environmental, Social and Governance Policy
- Safety, Health and Wellbeing Policy
- Advocacy Policy
- Employee Assistance Policy
- Fraud Risk Management Policy
- Grievance Handling and Dispute Resolution Policy
- Open Disclosure Policy
- Quality Framework
- Staff Learning and Development Policy

In addition to The Board and the above committees, Anglican Care operations are managed through an Executive Leadership Team comprising:

- People and Culture
- Finance
- People Care
- Strategy and Transformation



- Child Youth and Families
- Infrastructure Services
- Quality and Risk
- Brand, Marketing, Communication and Customer Engagement

Operations:

Anglican Care operates solely within NSW with headquarters located at 87 Toronto Rd, Booragul NSW 2284. It provides aged care services including:

- home care – comprising 315 packages with care services include personal care, clinical care as well as home and other maintenance services.
- 6 retirement villages, comprising 204 units allowing seniors the freedom of independent living in a caring community.
- 9 residential aged care facilities, comprising 781 beds providing personalised care and support for older people requiring residential care.
- Commonwealth Home Support Packages, comprising approximately 108 packages, predominantly day support programs offering a variety of activities including group exercise, art therapy and allied health support.
- Therapy and Behaviour Support, comprising approximately 250 participants being assisted in community based support for people living with a disability.

Suppliers:

Anglican Care suppliers assist in carrying out services by either providing goods or services:

- Directly used in services to the people we support; or
- Assist its workers in the provision of services.

Anglican Care supplier offerings can be categorised into consumables, labour services, administrative services, professional services, medical, electronics, laundry and apparel.

3. Risks:

As an aged care service provider in a highly regulated industry, Anglican Care considers the risk of modern slavery within its direct operations to be relatively low. Most of the individuals who comprise the Anglican Care workforce (whether employed or contracted) are engaged in accordance with its documented recruitment and human resources policies and employment laws. The majority are Australian citizens, permanent residents or working on visas. Where

Anglican Care use agency staff to supplement its workforce from time to time, they are sourced from reputable agencies only.

Anglican Care does, however, recognise that through its supply chain it may be indirectly exposed to the risk of modern slavery and human trafficking, and acknowledge there can be limitations in its practical ability to scrutinise the supply chains of parties who supply goods. Generic goods and services used include:

- Construction / Facilities Management
- IT Equipment
- Motor Vehicles
- Food and Hospitality
- Uniform and PPE
- Professional Services
- Utilities
- Travel
- Office supplies

4. Actions to assess and address risks:

As outlined above, whilst still a low risk, Anglican Care's biggest risk of modern slavery lays within its third-party suppliers. To try and mitigate these risks, when purchasing, Anglican Care requires its suppliers to comply with all applicable laws, inclusive of modern slavery laws, employment laws and workplace laws. Anglican Care endeavour to work only with suppliers who are aligned to its values. Due diligence of new suppliers is of high importance.

When choosing suppliers Anglican Care takes a quantitative and qualitative approach, as opposed to the lowest price. The following factors are considered when deciding which supplier to proceed with:

- Price
- Quality
- Accessibility
- Probity
- Sustainability
- Risks, including the risk of modern slavery
- WHS

Given the industry Anglican Care operates within, all employment both internally and externally hired resources is conducted under strict regulatory frameworks and organisational protocols. These protocols effectively mitigate any modern slavery risks and include:

- pre-employment screening, including identity checks, criminal history checks and confirmation of the applicant's rights to work in Australia;
- Strict adherence to enterprise agreements and awards which outline pay and conditions to be adhered to;
- Utilising only labour hire organisation that are registered and holders of a labour hire licence under the relevant Labour Hire Act;
- Detailed onboarding procedures, including inductions detailing the strict code of conduct and other key policies.

Further, Anglican Care encourages all staff and suppliers to raise concerns or complaints directly in order to remedy any potential or actual situations as soon as practicable.

Under its Environmental, Social and Governance Policy, Anglican Care currently has included specific Modern Slavery clauses which are to be adhered to throughout its operations.

Going forward, Anglican Care intend to reach out to all existing suppliers to have them declare that they comply with modern slavery laws and practices. Anglican Care also intend to conduct regular reviews of our response to modern slavery, including ongoing engagement with the Board.

5. Effectiveness of actions taken:

Anglican Care assesses the effectiveness of its actions on an ongoing basis, including:

- Ensuring its Policies and Procedures remain up to date;
- Undertaking internal and external auditing as required, including reviewing outcomes and taking corrective action if required;
- Inclusion of modern slavery clauses in the agreements it enters into with suppliers;
- monitoring modern slavery complaints or concerns received, taking remedial action where required;
- Regular reviews of our response to modern slavery, including engagement with the Board
- Regular communication with and risk assessments of suppliers, including due diligence of new suppliers.

Anglican Care is committed to the goal of removing any potential modern slavery practices within its operational environment, and also to assist in eliminating and educating these unacceptable practices in the wider community.

6. Governing Body Approval

This Modern Slavery Statement was approved by the Diocesan Council on 30 November 2023.



The Right Reverend Dr Peter Stuart

Bishop of Newcastle

Chair of Diocesan Council