

PROMOTING HUMAN RIGHTS AT MOMENTUM SCOTLAND: A HUMAN RIGHTS STATEMENT

Momentum Scotland operates in the UK and is a wholly owned subsidiary of Rehab Group, an international charitable organisation headquartered in Ireland. Momentum Scotland incorporates various subsidiaries, currently operating as Haven Products Ltd and Momentum Care.

Momentum Scotland supports and promotes its responsibilities to respect human rights. This is embedded into our organisational VALUES which underpin all we do, shape who we are and how we work with one another, in our organisation and in the community:

Advocacy: Challenge exclusion and promote inclusion

Quality: Strive for excellence in all aspects of our work

Dignity: Respect the unique worth of every person (that includes people who access our services, families, employees and volunteers)

Justice: Act with integrity, honesty, commitment and accountability in everything we do to ensure equity, fairness and transparency

Team Work: Foster an environment that encourages change, growth, trust in our organisation and in partnership with others, working together as one Rehab team

Our responsibilities to the fundamental principles of human rights apply to:

- the people who use our services and their communities
- our employees
- our relationships with our business customers and supply chains
- the way the organisation operates within the wider society through advocacy and relationships with government and third sector bodies.

What are Human Rights?

Human Rights are the universal rights that every human being is entitled to enjoy and to have protected. They are most appropriately defined as those rights that require us to treat others as we ourselves would want to be treated, and which protect us – as individuals and groups – from abuses of power. We have adopted a series of human rights principles across all business sectors:

General Principles

- We are committed to performing our business to the highest standard of ethics and in accordance with our values.
- We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties.
- Our primary guiding references to support these principles are the [UN Guiding Principles on Business and Human Rights](#) and the [International Labour Organisation Declaration on Fundamental Principles and Rights at Work](#).
- We adhere to Article 3 of the [European Convention on Human Rights](#): the right not to be subjected to torture, inhuman or degrading treatment. We regard human dignity as being at the core of this right. As an organisation contracted to provide services to protect vulnerable adults we adhere to our responsibilities under Article 3 to protect individuals from abuse or neglect.

Momentum Scotland is committed to ensuring that our policies, procedures and working practices are regularly reviewed to ensure that we respect human rights in all of our activities. We expect the same commitment from those with whom we do business with.

Within our divisions and locations of operation, Momentum Scotland supports the relevant principles and standards for care and for safeguarding vulnerable adults.

Our current compliance to the fundamental principles of human rights is governed through the operation of the following policies and procedures which operate variously across our divisions and services:

- Human Resource Management
- Corporate Affairs
- Health and Safety
- Quality and Compliance
- Fundraising
- Training & Employment
- Finance
- Property
- Transport
- Enterprises
- Information & Technology

Where relevant this governance is supported through the adoption of Quality Management Systems.

As a guide, the following policies and procedures are in place to support the Organisation to recognise, support and promote human rights:

- Anti-bribery
- Anti-Slavery and Human Trafficking
- Child protection
- Complaints and Compliments
- Conflict of Interest
- Consent
- Corporate Social Responsibility
- Data Protection
- Research and Ethics
- Safeguarding
- Service User Confidentiality
- Service User Diversity
- Whistleblowing
- Admissions
- Communicating with Families
- Communications
- Discharge and Temporary Absence
- Management of Work Related Violence and Aggression
- Managing Behaviours that Challenge
- Monitoring and Recording Service User Nutrition
- Needs Assessment

- Person Centred Planning
- Personal Development Sexuality and Relationships (People who use our services)
- Personal Intimate Care
- Positive Behaviour Support
- Provision of Information to Service Users
- Roman Catholic Education for Children in Residential Care
- Restricted Practices
- Self-Harm
- Visitors
- Volunteering
- Absence Management
- Adoptive Leave
- Annual Leave
- Bereavement Leave
- Capability
- Carer's Leave
- Civil Partnership Marriage Leave
- Code of Conduct for Employees
- Dignity in the Workplace
- Diversity and Inclusion
- Grievance
- Maternity Leave
- Parental Leave
- Paternity Leave
- Recruitment and Selection

A handwritten signature in black ink, appearing to read 'S. Gill', with a long horizontal flourish extending to the right.

Sean Gill
Senior HR Business Partner

