



## **Modern Slavery Statement**

### **About this Statement**

We are committed to preventing the existence of slavery or human trafficking within the organisation and all of our supply chains. To do this we have a zero tolerance policy and take all necessary steps to mitigate any potential risk.

Although we believe that our business and the industry in which we operate pose a moderately low risk in regards to slavery and human trafficking, this statement demonstrates how we have fulfilled our ethical and legal responsibility to both create and implement practices which do not allow either modern slavery or human trafficking to take place.

This document constitutes our slavery and human trafficking statement for the financial year ending 30<sup>th</sup> September 2017 and has been created in accordance with the Modern Slavery Act 2015.

### **Our Business**

We have been providing quality home care since 1989 and today we are one of the largest and most experienced providers of live-in care in England & Wales. The business delivers short-term respite, convalescent or companionship care and often provides the solution which enables individuals to stay in their own homes. We operate a premier care service that enables independence and choice while providing comfort, companionship and support, whether it is for half an hour a week or 24 hours a day.

### **Our Policies**

We currently have a Modern Slavery Policy in place which is reviewed by the HR department on an annual basis. In addition, we have a Whistle Blowing Policy which is summarised within the Carer Handbook that all new carers receive a copy of this as part of their training. Contained within this handbook is the number and email address for a confidential helpline which can be used to report matters of serious concern. Any reports will be dealt with by a senior representative from the business in a prompt and professional manner.

During the next financial year we will be amending this section of the handbook to emphasise how the helpline can be used specifically to report any serious disclosures or concerns, such as suspicions of modern slavery or human trafficking with the view of hoping to encourage increased reporting.

## **Training**

We have incorporated training on modern slavery into the induction programme for all new carers during this financial year. The training aims to increase awareness on modern slavery and human trafficking, explains how to identify if this type of abuse is happening and what to do if you think it may be taking place.

We plan to further our employee training by rolling this out to all new staff members next year by including training on the issue into all employee inductions. In addition, all members of the senior leadership team will be briefed on the matter.

## **Our Supply Chain**

We have a global supply chain of external recruitment partners who we use to aid with our overseas recruitment activity. We have identified this as a potential area of risk as we do not have full control over the recruitment process while it is being managed externally, but understand we have an ethical and legal responsibility to source responsible suppliers. We will be looking to mitigate the risk of modern slavery or human trafficking by contacting all suppliers and asking them for information including; if they have a modern slavery policy in place, what their company standards are in relation to the issue and what training is facilitated to develop knowledge in this area.

Furthermore, this auditing process will be completed as an annual risk assessment for all suppliers to ensure we have increased knowledge about the processes our suppliers have in place to ensure our zero tolerance approach is also adhered to by all members of our supply chain.

Signed on behalf of the Board of Directors by Helen Batchelor.