

MODERN SLAVERY STATEMENT

A) ORGANISATION

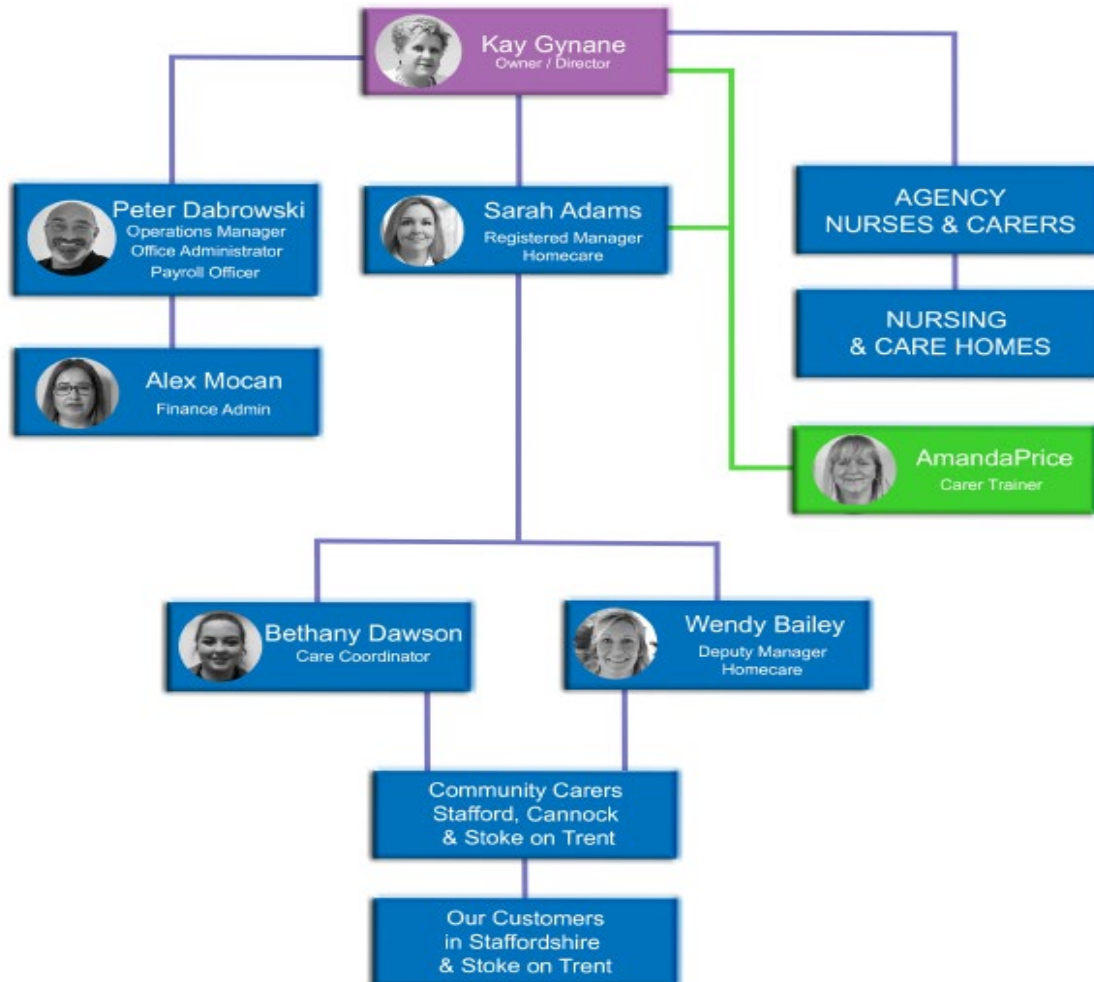
This statement applies to Staffordshire Healthcare Staffing Ltd T/A The Care Company (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year ending May 31st 2023.

B) ORGANISATIONAL STRUCTURE

Our organisation operates from 2 offices: Stafford (our Registered office) and Stoke-on-Trent. The organisation has 2 divisions managed by one Director and a Registered Manager: a healthcare agency staffing and a Homecare division. We provide care and support to people in their own homes via a team of community-based care workers and we provide agency nursing and care staff to nursing and care homes and private hospitals to cover vacancies, sickness and holidays of their own staff. We provide these services all year round.

The labour supplied to Staffordshire Healthcare Staffing Ltd T/A The Care Company in pursuance of its operation is carried out in the UK only. We provide services across Staffordshire, Shropshire and parts of the West Midlands

These teams are managed by the structure below:



C) DEFINITIONS

The organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

E) SUPPLY CHAINS

In order to fulfil its activities, the organisation's main supply chains include those related to provision of staff to nursing and care homes and to provide care in the community. All staff comply with legislation and can demonstrate they have a Right to Work.

F) POTENTIAL EXPOSURE

The organisation considers its main exposure to the risk of slavery and human trafficking to exist in recruiting staff who are UK based with non-UK passports and when recruiting need to ensure they are legally permitted to work in the UK with a valid Right to Work permit. This is checked with the Home Office if needed.

In general, the organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic was still present. In the previous year during lockdown it was important to stem the spread of COVID-19. This created several challenges for the organisation, as it did for others across the nation.

The business recognises that workers in lower tiers of supply chains were more vulnerable to forced labour and due diligence activities could not be undertaken at that time.

In line with emergency legislation passed by the Government, the organisation's employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. The Organisation has been able from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence due to the assistance provided with Grants from Local Authorities.

The organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

The organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation including conducting a review of the controls of its suppliers of potential staff.

The organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the organisation has taken the following steps to ensure that modern slavery is not taking place:

- measures in place to identify and assess the potential risks in its recruitment of staff – both at telephone pre-screening of applicants, at interview and during clearance for work when checking ID and Right to Work documents.
- Once staff are cleared for work their application is signed off by the Director or Registered Manager
- Ensure staff are always paid above National Minimum wage
- creating action plans to address risk to modern slavery

I) KEY PERFORMANCE INDICATORS

The organisation has set the following key performance indicator to measure its effectiveness in ensuring modern slavery is not taking place: any potential applicants are refused interview if they cannot provide a Right to Work permit.

J) POLICIES

The organisation has an anti-slavery policy which further define its stance on modern slavery



Anti Slavery policy
July 2023.docx

K) TRAINING


The organisation ensures that any staff involved in the recruitment and training of staff are aware of our policy in order to effectively implement its stance on modern slavery

L) SLAVERY COMPLIANCE OFFICER

The organisation does not have a Slavery Compliance Officer so all concerns regarding modern slavery should be addressed to the Director, and who will then undertake relevant action with regard to the obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval 14.07.2023

Signed 

KAY GYNANE DIRECTOR