

Slavery and Human Trafficking Statement

Purpose of this statement

This statement sets out what steps the company has taken to ensure modern slavery is not taking place in our businesses or supply chains

The company's structure

Through its network of locally managed organisations, National Care Group (NCG) supports over 1100 individuals with complex support needs including mental health, learning disability and acquired brain injury in both residential care and supported living services across England and Wales

NCG is committed to ensuring that quality and good governance is at the heart of what it does and that a positive culture across all the organisations operated within the group

Supply Chains

NCG source the provision of goods and services (which include business support and the supply of labour) from reputable organisations that share our values

We are passionate about ensuring that our supply chains are free from any taint of slavery or trafficking

Policies

We have a number of policies to protect from any taint of slavery or trafficking including:

- Duty of Care and Code of Conduct
- Recruitment and Referencing
- Anti-Bribery and Corruption
- Whistleblowing
- Disciplinary
- Equal Opportunities, Equality & Diversity
- Conflicts of Interest

All policies are reviewed annually which evidences our commitment to ensure slavery and human trafficking is not taking place within our company or supply chains

Training

NCG recognise that given we support individual with a range of additional needs they are all potentially vulnerable and may be more susceptible to exploitation and abuse, so we ensure all our staff are trained in safeguarding and are vigilant in raising any issues. The company also uses an external whistleblowing hotline to encourage and give employees the opportunity to raise any concerns

Due Diligence

As part of our Due Diligence process we look to evidence how our suppliers seek to comply with this legislation and work closely with the Quality Director to identify areas of risk and put mitigations in place where necessary

We work to create partnerships with our suppliers to build trust and confidence so that our suppliers understand our values, business structure and procedures

In relation to our workforce we have robust Right to Work and DBS check procedure as well as a referencing process to ensure safe recruitment. When using agency staff, we build relationships with reputable companies

Management Responsibility

We ensure that the senior managers have been briefed in respect to this legislation and our organisational responsibility

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Recognising our Effectiveness

NCG understand it is not always easy to identify potential victims however we have put the following in place to protect our employees and ensure there is no exploitation:

- Good working practices
- High standards of quality
- Health and safety training
- Working time directive
- Pay above National Minimum Wage
- Safe rostering processes

We will:

- continue to undertake regular reviews of our procurement and due diligence processes
- implement systems to identify areas of concern in relation to potential breaches of legislation
- have a transparent and open culture
- continue to build long standing partnerships with our supply chain

This statement is signed by the HR Director and is our group statement for the current financial year 2019-2020.

Name: Chloé Moore



Signed: