



# Modern Slavery Statement

## A-61

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## 1. Policy Statement

### Modern Slavery Statement 2023/2024

This statement is in accordance with Modern Slavery Act 2015 and sets out the steps that Local Care Direct (LCD) has taken and continues to take to ensure that modern slavery or human trafficking is not taking place within our business supply chain.

We recognise that modern slavery encompasses slavey, human trafficking, servitude and forced labour and it affects adults and children of all ages. The Modern Slavery and Human Rights Policy and Evidence Centre have commented in relation to the Covid -19 pandemic that “has increased vulnerability to modern slavery worldwide as many underlying drivers have worsened.”

It has been noted that these drivers include unemployment, poverty, and inequality which in the Current Cost of Living crisis my continue to worsen.

## 2. Organisation structure and supply chains

Local Care Direct is a social enterprise operating in Yorkshire providing services to and on behalf of the NHS and other organisations. We operate through the provision of locality-based services and work closely with partner organisations, working as a single organisation.

We care for the people in the communities we work in always providing the best service and care possible, working collaboratively for the benefit of patients.

We are engaging with our suppliers to ensure they comply with the legislation and any supplier who does not comply with the legislation will be excluded from our supply chain. We will be introducing a prequalification questionnaire for new suppliers who will be excluded from our procurement process should they not comply with legislation.

### 2.1. Due diligence processes

- **Recruitment**

LCD takes a robust approach to recruitment and our recruitment policy includes conducting checks for eligibility to work in the UK checks for all employed staff, agency workers and sessional staff.

We require agencies providing staff to conduct checks and audits to provide assurance that any staff supplied are eligible to work in the UK and that to safeguard against human trafficking and, or individuals being forced to work against their will.

- **Equal Opportunities**

We have policies in place which provide a range of controls to protect individuals from poor treatment, and, or exploitation. Our policies comply with the respective laws and regulations in relation to the employment of staff and the services we deliver. We are implementing a robust approach looking at the behaviours and standards of how we expect our employees and suppliers to comply with the act.

- **Safeguarding**

Our Safeguarding Policies provide clear guidance on how to raise safeguarding concerns and how people who are employed by us and who use our service are being treated and provide information about legislation and reporting requirements. We have a safeguarding lead within LCD and is actively engaging with staff at all levels.

- **Freedom to Speak Up**

We operate a Freedom to Speak Up (whistleblowing) policy so that all employees know that they can raise concerns about how individuals are treated within the organisation, or those who encounter the services we provide.

- **Supply Chain**

We are implementing a robust approach to the requirements of our suppliers looking at the behaviours and standards of how we expect our supplier to comply with the act. It is the responsibility of the employee looking to work with a new supplier to ensure that appropriate checks can be undertaken in relation to the act and this statement.

### 3. Training

Advice and guidance on modern slavery and human trafficking is available from the LCD safeguarding lead and the mandatory training offered at induction.

As an organisation LCD aims to increase the mandatory training provision for all employees and are continually looking for ways to increase awareness and review our policies and processes in relation to the Modern Slavery Act 2015 and any subsequent legislation on an ongoing basis.

Our Performance indicators in 2023/2024 are:

To continue to develop how we identify, assess, and monitor potential risk areas in relation to modern slavery and human trafficking by:

- Providing training and supporting staff to understand how to identify and respond to modern slavery and human trafficking so everyone is aware of the impact that each of us can have on keeping current and future victims of modern slavery and human trafficking safe.
- Work with agencies and organisations relevant to the service we provide to ensure modern slavery and human trafficking is taken seriously and has a prominent focus in safeguarding processes.
- Review Local Care Direct policies and training to ensure that Modern Slavery and human trafficking are integral within the content.
- Monitor the Modern Slavery (Amendment) Bill to ensure that Local Care Direct reflects any changes made.

This statement relating to Modern Slavery and human trafficking is reviewed annually.