

## Modern Slavery Statement

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Care Wyvern, we have a zero-tolerance approach to modern slavery, and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We are aware of our social responsibility to tackle modern slavery, as outlined in our statement.

This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2016 - 2017.

Care Wyvern is a Domiciliary Care organisation supporting adults within their own home. The organisation is registered to provide the Regulated Activity of Personal Care under the Service Type of Domiciliary Care. We aim to provide services for people who would like care and support to remain as independent as possible. Our Statement of Purpose, [www.carewyvern.co.uk](http://www.carewyvern.co.uk), sets out the organisations aims and objectives, and values and principles. Operating from our offices in Taunton we service an area of 25 mile radius from the office. Our supply chain consists of suppliers of offices sundries, personal protective equipment, computer hardware and software, mobile phone equipment and normal business utilities.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Care Wyvern operates it's business strategy in an ethically, socially and environmentally responsible manner. As a social care provider we recognise our responsibility to identify our clients who may be a victim of modern slavery or human trafficking. We will ensure we operate robust safeguarding procedures throughout the organisation to protect clients and staff. Other policies which ensure that the business operates in an ethical and transparent manner include;

- Whistleblowing Policy
- Duty of Candour Policy
- Environmental Policy
- Risk assessment Policies

- Robust recruitment Policy, including conducting eligibility to work in the UK checks for all employees, enhanced DBS checks and requesting at least two satisfactory references
- Employee Code of Conduct consistent with Skills for Care and United Kingdom Home Care Association (UKHCA) recommendations and guidelines
- Registration with CQC
- Equality and Diversity Policy
- Keeping abreast of legislative requirements and changes in the Local and National Social Care guidelines.

It is considered everyone within the organisation's responsibility to be aware of modern slavery issues. Modern slavery awareness has been incorporated into our safeguarding training, and is therefore delivered to all employees at induction and at the annual update. We also use staff notice boards, our website and e-memos to disseminate further useful information to the staff base.

Moving forward, as part of the business planning process, the Senior Management Team (SMT) will monitor the awareness programme, support staff to report their concerns and record the actions taken by the organisation and who the incidents are reported to. This will form part of the learning cycle for Care Wyvern and make the risk assessment more accurate as data is compiled.

This statement and has been approved by the SMT of Care Wyvern the management meeting on 7<sup>th</sup> December 2016