



Modern Slavery Statement

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Modern Slavery Statement

Issue No 3

Corporate

Responsibility: Human Resources

Policy/Procedure

Reviewed September 2023

Next Review date: September 2026

This statement is pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes A Class Care's Modern Slavery and Human Trafficking statement.

Whilst A Class do not have a current turnover of £36 Million nor do we meet the definition as detailed within section 54 of the Modern Slavery Act, we do however, as best practice, provide a formal statement within our service user guide, Training & Development procedure including Safeguarding Training detailing how to minimize/mitigate the risk of modern slavery and servitude.

Our commitment to minimizing the risk of Modern slavery is readily available to both our service users, employees and potential clients. Our commitment including our formal statement is additionally detailed on our website which is updated annually detailing what actions we have taken within the respective year to minimize the risk of abuse. A Copy of the statement has been provided below:

Introduction

The Modern Slavery Act 2015 ("the Act") came into effect on 29 October 2015 and requires those entities carrying on a business or part of a business in the UK, supplying goods or services, and having annual turnover of £36 million or more to disclose information regarding the steps they have taken to eradicate slavery and human trafficking from their supply chain as well as within their own organisation during the previous financial year.

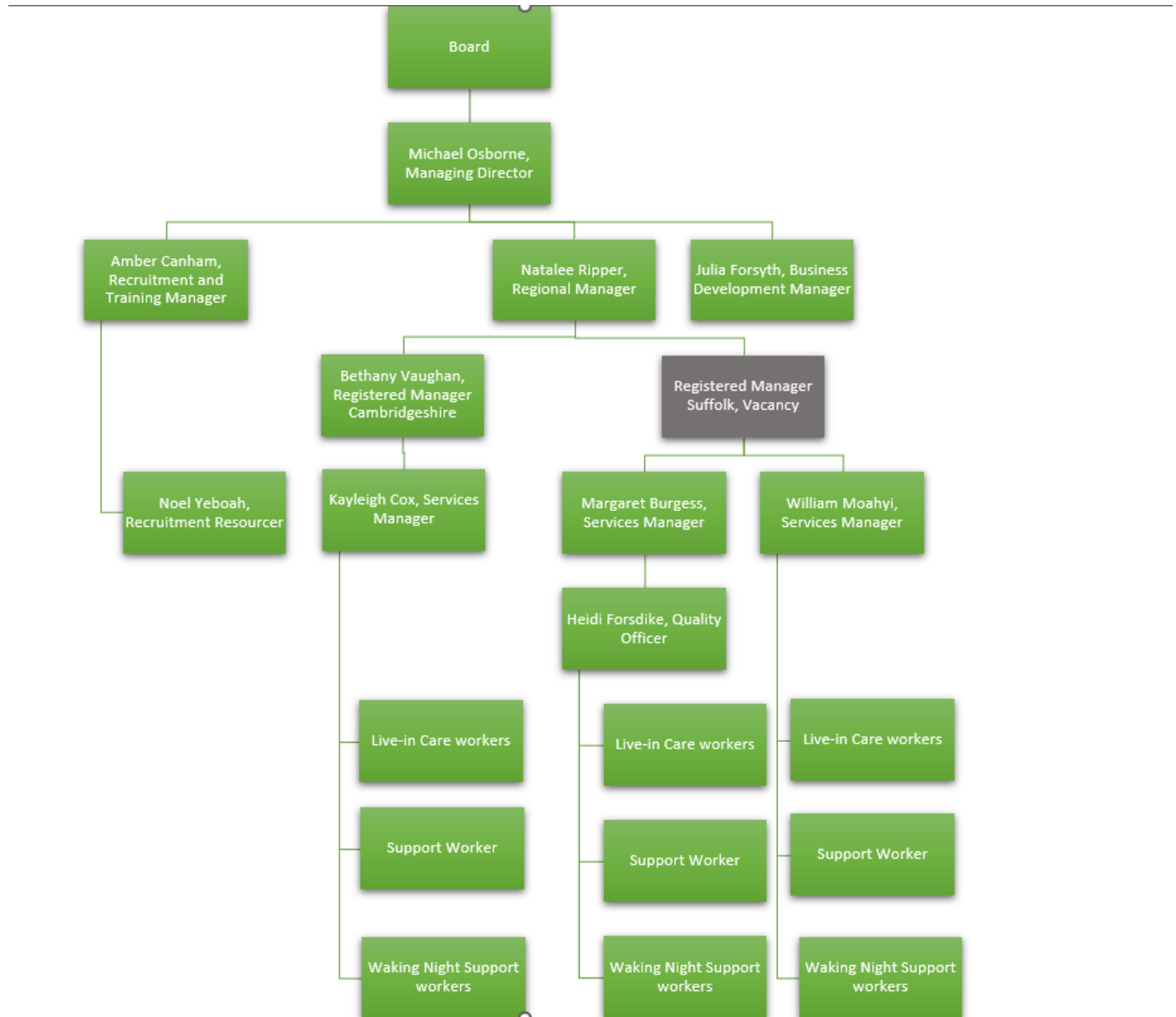
A Class Care Commitment to UK Modern Slavery Act (“MSA”) Statement

Whilst A Class Care are not obliged to provide a formal statement, we feel that its good practice to demonstrate our commitment to reducing the risk of modern slavery within the arena that we work within and ensure that our current suppliers confirm to both our principles and ideologies. Failure to do so will enforce our companies zero tolerance procedure which is to immediately eliminate suppliers and instantly report concerns to the appropriate bodies.

We can confirm that we are committed to good corporate citizenship and the highest ethical standards. To fulfil these requirements, we establish and maintain systems and controls to ensure that slavery and related human trafficking do not form part of our supply chain.

Organisation Structure

This section demonstrates the organisation's structure. The board is responsible for the safe management and implementation of the Companies Modern Day Slavery statement. Our dedicated Recruitment and Training Manager will ensure Safeguarding concerns are delivered through the companies training program.



Our values and Training

We are committed to sourcing quality products from suppliers who confirm to our values. Everything aspects of our duty is driven by our core values that include Integrity, Person centred care, Accountability, Respect and Excellence. Any organization that we have a working relationship needs to agree to our principles and values including our Safeguarding Policy – Sub section Modern slavery.

Throughout our training all employees are trained and are encouraged to raise concerns immediately. This includes violations of the Code of Conduct; company policies including Safeguarding (subsection Modern slavery) and are regularly updated with the Companies Whistleblowing Policy.

Due Diligence

A Class Care implements a robust due diligence process to identify and assess the risk of modern slavery and human trafficking within our business and supply chains. This includes conducting regular assessments of our suppliers, partners, and their practices to ensure they align with our ethical standards. Any potential risks identified are thoroughly investigated and mitigated.

Risk Assessment & Management

We recognise that certain parts of our business and supply chains may be susceptible to modern slavery and human trafficking risks. To address this, we have conducted comprehensive risk assessments to identify vulnerable areas and have implemented tailored measures to manage and mitigate these risks. This includes valuating suppliers' policies, practices, and transparency regarding labour and human rights. We request that all suppliers are required to provide detailed information about their workforce, recruitment methods, working conditions, and adherence to relevant regulations.

Communication

A Class Care have strong reporting procedures in situ to collect and relay information regarding potential violations to the appointed representatives including the Care Quality Commissioners. To ensure that safety is of paramount importance and the forefront of our actions we frequently conduct on the job training for employees. Our training continually emphasis the importance of acting with integrity and in line with our core Principles and Code of Conduct.

Where appropriate, we aim to build relationships with our suppliers to try to ensure adherence to our values and ethical standards. We therefore regularly review our monitoring program to reasonably ensure our actions are appropriate.

Effectiveness and Performance Indicators

A Class Care Ltd measures its effectiveness in preventing modern slavery and human trafficking through a structured system of performance indicators. Regular audits, reviews, and benchmarking against industry best practices allow us to assess our progress. We are committed to continually improving our practices to ensure the highest level of compliance and responsibility.

Staff Wellbeing

A Class Care has a clear framework of rules and behaviors and encourages reporting of any concern or breaches so that they can be dealt with appropriately and in accordance with our policies and procedures.

We have reviewed and revised our safeguarding instruction, procedures, and framework to ensure we recognize, report and respond to all concerns or incidents of safeguarding. We are committed to keeping all our peoples safe from harm and abuse, this includes children, adults at risk and anyone who comes into contact with the Organisation.

The organization checks that staff can demonstrate their eligibility to work in the UK and requires all contractors and agency staff to undergo an eligibility check before commencing work with the Organisation. In addition, the Organisation uses a preferred suppliers list to source temporary workers.

Summary

This policy statement demonstrates A Class Care unwavering commitment to preventing modern slavery and human trafficking in our business operations and supply chains. By adhering to this policy, conducting due diligence, addressing risks, measuring effectiveness, providing training, and promoting transparency, we aim to contribute to a world where these exploitative practices are eradicated.

This policy statement is endorsed by the senior management team of A Class Care and is communicated to all employees, contractors, and business partners to ensure its understanding and implementation.

Date: September 2023

Signed:



Position: CEO

