

D32 – Modern Slavery Policy

Introduction & Scope

This policy is written in accordance with the Modern Slavery Act 2015 and sets out steps that Bethesda Eventide Homes take to make sure that modern slavery or human trafficking is not taking place within our home.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Bethesda Eventide Homes has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our home.

Bethesda Eventide Homes is aware of our responsibilities towards our residents, staff, contractors, and others who may visit the home. We are committed to ensure that there is no modern slavery or human trafficking within any part of our home. We also acknowledge our responsibility to be vigilant and proactive in identifying, preventing and reporting any instances of modern slavery within our suppliers and business partners.

Our policies and procedures reinforce our commitment to acting ethically, transparently and with integrity in all business relationships.

Recruitment Policy

We have a robust recruitment policy, including conducting eligibility to work in the UK checks for staff if required. We also require proof that any agency staff are eligible to work in the UK before we will accept them to cover any shifts. These actions safeguard against human trafficking or individuals being forced to work against their will.

Due Diligence

We will conduct due diligence on all new suppliers and business partners to ensure they comply with our zero-tolerance policy on modern slavery. This may include reviewing their policies, practices and labour standards.

Equality and Diversity

We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities for all staff.

Safeguarding Policies

We adhere to all principles found within both our safeguarding of children and adults' policies. These provide clear guidance to our employees to ensure that they are fully aware of how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about any ill practices within our home.

Whistleblowing Policy

We have a whistleblowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about any malpractice within our home, without fear of reprimand.

Reviewed 01 May 2024 – Tom Horrex