



## **Modern Slavery and Human Trafficking Policy**

### **1. Purpose**

This policy outlines Glenavon Care's commitment to preventing modern slavery and human trafficking within our organisation and throughout our supply chains. We take a zero-tolerance approach and are committed to acting ethically and with integrity in all our business dealings.

### **2. Scope**

This policy applies to all employees, agency workers, contractors, suppliers, and anyone acting on behalf of Glenavon Care.

### **3. Our Business**

Glenavon Care provides domiciliary care and support services to individuals in their homes. We operate in Essex, delivering person-centred care to vulnerable adults, including the elderly and those with disabilities.

### **4. Our Commitment**

We recognise the inherent risks of modern slavery in the health and social care sector, particularly among agency workers, migrant labour, and outsourced services. We are committed to:

- - Ensuring that slavery, servitude, forced labour, or human trafficking have no place in our business or supply chains.
- - Complying with all relevant legislation, including the Modern Slavery Act 2015.
- - Promoting awareness and training among our staff and contractors.

### **5. Due Diligence and Risk Management**

To mitigate the risk of modern slavery, we:

- - Conduct robust recruitment checks, including right to work and identity verification.
- - Ensure all staff are employed under fair terms and conditions.
- - Vet and audit suppliers to confirm ethical labour practices.
- - Use reputable recruitment agencies that follow ethical guidelines.

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## **6. Training and Awareness**

We provide training to all staff on:

- - Recognising signs of modern slavery.
- - How to report concerns safely and confidentially.
- - Their responsibilities under this policy.

## **7. Reporting and Whistleblowing**

Glenavon Care encourages anyone who suspects modern slavery in our operations or supply chains to report it. Reports can be made anonymously via our whistleblowing policy or directly to management. We support and protect whistleblowers.

## **8. Responsibility for the Policy**

Overall responsibility for this policy and its implementation lies with the Director/Registered Manager and Designated Safeguarding Lead. Line managers are responsible for ensuring staff understand and comply with this policy.

## **9. Review**

This policy will be reviewed annually or earlier if required to reflect changes in legislation, best practice, or operational procedures.

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