



INTRODUCTION FROM RUSHCLIFFE CARE GROUP

We are committed to acting in an ethical manner and are aware of our moral obligation to assist in eradicating modern slavery and human trafficking.

We regularly review and improve our practices to combat slavery and human trafficking and are keen to work with our recruitment agency partners, consulting companies, end user clients and staff to eradicate this practice in the United Kingdom.

We are aware that by taking a best practice approach, this will aid with combatting slavery and human trafficking and ensure as a business we respect people and the communities in which they live. In addition, it is essential that our suppliers understand and appreciate the Standards of Business Conduct that are expected of any company with whom we do business and we only seek to engage with reputable organisations.

ORGANISATION'S STRUCTURE

Rushcliffe Care Group proudly uphold and values individuals and those organisations we work with and we always seek to conduct our business affairs to the highest ethical standards and with integrity. Our operating procedures are regularly reviewed, and we seek to consistently improve our practices to prevent human trafficking and slavery.

Rushcliffe Care Group provides care for residents, patients, elderly, young person's receiving individual care based on our philosophy. The homes and units are for living in. We aim to provide Quality Care in a Homely and Therapeutic environment with meaningful outcomes for each of our service users.

Rushcliffe Care Group aim to deliver exceptional quality standards of health and social care to all our residents. We will aim to meet our commitments to our residents with enthusiasm, love and energy throughout our company and value all contributions from residents, their families and of our staff.

OUR BUSINESS

We are regulated by the Care Quality Commission (CQC). Ask the Care Home Manager for the complaint's procedure. (See website information and address). Any unresolved complaints or queries should be directed to the Care Home Manager. We aim to deal with any complaint fairly, professionally, quickly and appropriately.

Rushcliffe Care Group also facilitates an overseas nurse learning program. (Approved by NMC and linked to the University of Northampton.) This is delivered by our Training Centre located in Loughborough, Leicestershire and has been operating for over 10 years with proven success rates.

OUR SUPPLY CHAINS

Our supply chains include those below who operate and specialise within healthcare sector in the UK and have a requirement for skilled professionals, services and/or personnel:

Rushcliffe Care Group is committed to operating ethically whether in written contracts or relationships. We continue to operate bearing in mind the systems and controls required to ensure that human trafficking and slavery does not have any place in our business.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have taken the commercial decision not to become engaged in the supply of unskilled labour. We have processes in place to identify and ensure that we do not engage workers within these areas.

We undergo a 'Ways of Working' consultation with all the workers we engage, in order to determine upon what basis they are intending to provide their services (as an employee or freelance) and we advise on each way of working, in order to ensure the worker is comfortable operating in such a manner. As part of our process, we ensure that employees are under no undue influence from any third parties to accept employment with them and ensure that individuals are entering into contracts under their own freewill.

We undertake 'Right to Work Checks' and maintain a heightened 'Know Your Client' process for all overseas nationals looking to secure work in the UK without discriminating against any workers on the basis of their race, nationality, caste, creed or colour.

WE HAVE IN PLACE PROCESSES AND SYSTEMS TO:

- Identify and assess potential risk areas in our supply chains with the use of an escalation process through our Compliance Team.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Report potential instances of modern slavery and human trafficking.
- Protect whistle-blowers.

We have a clear and rigorous Whistleblowing (Protected Disclosure) policy, and all colleagues are encouraged to report and expose unethical or inappropriate procedures or behaviour. Any issue raised under the Whistleblowing (Protected Disclosure) policy are investigated fully and appropriate action is taken in accordance with Rushcliffe Care Group's compliance and assurance standards.

SUPPLIER ADHERENCE TO OUR ETHICS

We have zero tolerance to slavery and human trafficking, and we are keen to ensure that all those in our supply chain comply with our ethics.

We have a dedicated Compliance Team, consisting of senior personnel from nursing, clinical within the company. This team will field any queries or comments from suppliers, customers, employees or regulators in relation to our approach to combatting slavery and human trafficking.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide ongoing training to our staff and in particular to those who are responsible for resourcing talent. Training is also provided to all new employees to ensure they are aware of our stance on preventing slavery and human trafficking within the businesses and supply chains and how to identify if someone is being trafficked.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Slavery and Human Trafficking statement.

Reviewed 26th October 2020.