

Slavery and Human Trafficking Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Seven Day Care (Essex) Ltd.'s slavery and human trafficking statement for the financial year to October 2024.

This Statement details Seven Day Care (Essex) Ltd.'s response to the Modern Slavery Act 2015 and offers an outline of key areas where Slavery and Human Trafficking are deemed a higher risk area for potential prevalence within the organisation's supply chain.

1. Organisational structure

Seven Day Care (Essex) Ltd is a private limited company registered with the Care Quality Commission for the provision of adult social care services.

We have 41 employees, 34 of whom directly provide care to vulnerable adults, and had an income of approximately £1,000,000 in 2024.

The organisation operates from a single site in Southend-on-Sea, Essex and is an 'A' rated home office sponsor.

Seven Day Care (Essex) Ltd is committed to the prevention of all forms of modern slavery; to human equality and dignity, democracy and mutual respect and actively seek to promote the elimination of modern slavery and human trafficking in the social care sector. We promote equal opportunity and are an equal opportunities employer, we are committed to a non-discriminatory and inclusive environment for our staff. We practice ethical recruitment that follows employment law and regulations, ensuring prospective employees have the right to work in the UK. We provide a safe space for our employees to expose wrongdoing, and encourage them to report any instances of slavery, servitude and forced or compulsory labour. We safeguard our employees against any abuse or coercion and engage with the principles of working time regulations.

2. Our policies

Our policies and procedures are designed to follow the principles of prevention of modern slavery and promote the safety and protection of our employees and service users. They demonstrate our commitment to ethical practice and integrity within all our business relationships, uphold the principles of human rights and ensure slavery and human trafficking is not taking place in our supply chains.

Some of the Seven Day Care (Essex) Ltd policies that support our approach to tackling modern slavery and human trafficking include:

Modern Slavery

This policy provides a definition of modern slavery and highlights the signs of child trafficking including physical appearance and psychological indicators. It highlights child safeguarding measures and the steps to take if a potential victim is identified, including the National Referral Mechanism (NRM).

Child Trafficking

This policy provides a definition of child trafficking and identifies risk indicators including potential behavioural indicators. It provides information on the process for child protection measures including Emergency Protection Orders (EPO's).

Safeguarding in recruitment and selection of staff

Safer recruitment means that the Organisation as the prospective employer will be required to undertake procedures to enhance and strengthen existing Staff Selection and Recruitment Procedures. This includes building in fundamental, and robust, Safeguarding principles in all recruitment including the acquirement of DBS and right to work checks.

Safeguarding Children and Vulnerable Adults Policy

This policy outlines the procedure to ensure the safety and welfare of children and adults at risk. It details procedures for assessing the risk of adults and children, outlines signs and symptoms of abuse and the identifies the categories of abuse and neglect. It identifies the named safeguarding lead and procedural requirements for raising a concern, referral mechanisms, and the essential principles for assuring a vulnerable person during investigation.

Whistleblowing Policy

This policy outlines Seven Day Care (Essex) Ltd.'s commitment to the principles of openness, honesty, accountability and duty of candour in the provision of care and to conducting its business in a responsible way. It outlines procedures to be followed when staff, who are encouraged to report to management all matters of serious concern, do report issues and that they can do so freely and without fear of reprisals or intimidation.

Health & Safety Policy

This sets out the responsibilities of the employer and employees, to provide a safe and healthy workplace and to meet the duty of care to others. It identifies the named lead person for all aspects of health and safety in the workplace.

Equality and Diversity Policy

Seven Day Care Essex Ltd is an Equal Opportunities Employer, committed to ensuring that the talents and resources of all our employees are utilised to the full. As such, the Organisation is committed to adopting, implementing and monitoring a Policy of Equal Opportunities for all employees to ensure a total absence of discrimination in the workplace and that equal opportunities do genuinely exist. The Organisation aims to provide a service to our service users, and employment conditions for our staff, which are relevant, responsive, sensitive and compliant with the *Equality Act 2010*.

Other policies include:

- Organisational statement of good practice
- Social Values
- Code of conduct
- Monitoring equality and diversity
- Human rights Act 1998
- Duty of Candour
- Working Time Regulations
- Dignity
- Respect
- Gangs and Youth Violence
- Child Sexual Exploitation
- Forced Marriages
- Honour based violence
- Employee Stress

3. Our supply chains

Seven Day Care (Essex) Ltd recognises its responsibility to ethically source its supplies and minimise the environmental and social impact of purchased goods and services. The company purchases a wide range of external goods and services in support of our activities and has identified the following specific categories as being a higher risk to modern slavery and human trafficking within the supply chain:

- Office supplies/stationery
- Uniform suppliers
- Agency workers

The company has in place several policies in place which underpin its ethical standards across all business activities, these include an environmental policy, sustainability policy, social values policy and suppliers and purchasing policy.

4. Due Diligence

Seven Day Care (Essex) Ltd has a zero tolerance to slavery and human trafficking and has undertaken due diligence to ensure that slavery and human trafficking is not taking place within the supply chain, and suppliers meet compliance to the Modern Slavery Act 2015.

The company checks that suppliers have a published modern slavery statement prior to making purchases.

The company ensures that all workers including agency workers are provided with shifts that meet the requirements of working time regulations.

The company has supported international staff on a skilled worker visa who are at potential risk of Modern Slavery to switch employer, and its strategy for the last 10 months has been to only recruit international staff at risk.

5. Training and awareness raising

The management team have undertaken training and awareness in Modern Slavery and Human Trafficking. Care staff are made aware of the provision within the Modern Slavery Act 2015 and provided with policies at induction that protect their rights and their health and safety at work. Formal training is now being rolled out to all care staff.

6. Plans for the future

Seven Day Care (Essex) Ltd intends to take the following further steps to combat slavery and human trafficking.

- Continue to practice ethical purchasing and ensure suppliers have a published Modern Slavery Statement
- Monitor potential risk areas in our supply chains
- Protect whistle-blowers
- Continue to review this statement on an annual basis
- Continue to provide support and training for staff
- Continue to practice ethical recruitment and remain an equal opportunities employer
- Voluntarily sign up to the Modern Slavery register
- Continue to support Hope for Victory a charity working to fight modern slavery and support victims

Lesley Mana

Registered Manager

Seven Day Care (Essex) Ltd

Approved by Zainab Yasin, Managing Director – 19th May 2025