



Swanton Care



Values in Care



Courtyard Care



GRS Care



Emerald Care



Green Rose Care

# Every Moment Matters

## Modern slavery statement 2024

### Organisation

This statement applies to all companies within and associated to Swanton Care and Community (referred to in this statement as ‘The Group’). The information included in the statement refers to the financial year 2024.

### Organisational structure

Swanton Care and Community is a provider of support services to children and adults with Learning Disabilities, Autism, Mental Health and Complex needs.

Swanton Care and Community is the main company with Courtyard Care Limited also being within the group. The Group is supported by a head office function based in Coventry. The Group is managed by an Executive team and governed by a Board.

The main type of work undertaken by the Group is support services. The care and support services are provided within residential homes, in the community through supported living and at family homes across England, Scotland and Wales. All of the services are Regulated by the relevant body, see below.

Country / Service	Regulator
England	Care Quality Commission
Scotland	Care inspectorate
Wales	Care Inspectorate Wales
England – Children’s services	Ofsted

### Definitions

The Group considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.



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### Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in England and Wales and Scotland.

### Supply chains

In order to fulfil its activities, the main supply chains of the Group include those related to medical supplies and medication, stationery, food, temporary staff and maintenance support.

### Potential exposure

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

The Group also recognises that those they support, could be more at risk from being a victim of modern day slavery than others by virtue of their learning disability, mental health or autism and therefore incorporates this element into its modern day slavery statement.

### Steps

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:



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- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- Measures in place to identify and assess the potential risks in its supply chains
- Undertaking robust recruitment processes which include safe recruitment checks
- Obtain relevant DBS checks that we operate prior to someone join the organisation
- Offer a whistleblowing line for anyone to report any concerns they may have relating to modern slavery
- Raising awareness of modern-day slavery

### Policies

The Group has the following policies which further define its stance on modern slavery:

- Recruitment policy
- Procurement policy

### Training

The Group provides the following training to staff to effectively implement its stance on modern slavery;

- New supplier
- Recruitment
- Safeguarding training

### Slavery Compliance Officer

The Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval: 15<sup>th</sup> May 2024**

**Signed:**

**Print name:**

**Beverley Borkowski**

**Job Title:**

**Chief People Officer**

**Date:**

**13 May 2024**