



## Anti-Slavery and Human Trafficking Policy and Procedure

CARERS' HANDS H C A LTD

Company Number: 12398073

Registered Office: 39 Crossley Place, Southampton, SO15 2EX

Policy Owner: Registered Manager

Policy Reviewed: June 2025

Next Review Due: June 2026

Version: 1.0

### 1. Purpose

To set out CARERS' HANDS H C A LTD's commitment to preventing slavery and human trafficking in all forms, in line with the Modern Slavery Act 2015.

### 2. Scope

This policy applies to all staff, agency workers, volunteers, contractors, suppliers, and business partners.

### 3. Policy Statement

We operate a zero-tolerance approach to modern slavery. We are committed to acting ethically, with integrity, and ensuring effective systems and controls to prevent modern slavery and human trafficking in our operations and supply chains.

### 4. Legal Framework

- Modern Slavery Act 2015
- Human Rights Act 1998
- Care Act 2014
- CQC Fundamental Standards

### 5. Responsibilities

- The Registered Manager has overall responsibility for ensuring compliance
- All staff must report concerns about modern slavery immediately
- Staff receive training to recognise signs of exploitation

### 6. Risk Management

- Due diligence is applied to recruitment and supplier selection



- Background checks, references, and DBS checks required
- Contracts with suppliers include anti-slavery clauses

## 7. Staff Awareness and Training

- Staff are trained to identify signs of trafficking or forced labour
- Clear reporting routes are established
- Whistleblowing protections are in place

## 8. Reporting and Escalation

- Concerns are reported to the Registered Manager
- Serious suspicions are referred to local safeguarding teams and the police if appropriate
- Staff must act immediately and not delay due to uncertainty

## 9. Continuous Improvement

- This policy is reviewed annually
- Processes and supply chains are regularly monitored
- Lessons learned inform training and procedures

## 10. Review, Audit and monitoring

This policy and procedure will be monitored and reviewed **at least annually**, or earlier if changes in legislation, regulation, or best practice occur. Regular audits will be undertaken to ensure ongoing compliance with Care Quality Commission (CQC) requirements and the internal quality assurance framework of CARERS' HANDS H C A LTD.

For a full copy of this policy and related procedures, or to request it in an alternative format or language, please contact:

☎ **Call the Office:** 07535 8524917

✉ **Email:** [carershandsagency@gmail.com](mailto:carershandsagency@gmail.com)

## Signature and Declaration

Signed:

Chanyuka Dhlakama



Designation: Registered Manager

Date: 01/06/2025

Next Review Due: 01/06/2026