

Modern Slavery Statement

In accordance with the Modern Slavery Act 2015, Ansacare makes the following statement regarding the steps it is taking to ensure that Modern Slavery i.e. slavery and human trafficking is not taking place in any part of its own business or any of its suppliers

Ansacare is committed to ensuring there is no Modern Slavery or Human Trafficking in any part of our company and in so far as possible, requiring our suppliers to hold corresponding ethos.

To identify and mitigate the risks of modern slavery and human trafficking in our own company, Ansacare has established robust recruitment procedures as detailed in its Recruitment Policy. In addition, other external agencies providing staff are approved within governance frameworks used by Reading Borough Council, who supplies our recruitment service as part of a Service Level Agreement. Ansacare has a number of controls in place to ensure compliance with employment legislation:

Our Whistleblowing Policy encourages staff to disclose issues and concerns that are within the public interest and we have open channels for staff to talk to senior managers who will listen and talk to staff about any concerns;

Our **Declaration of Interest form** includes staff's personal responsibility to declare anything that may influence decisions, be that through the procurement or recruitment process. It references the Bribery Act 2010 with regard to indirect pressure to recruit or secure jobs and suppliers;

Our Children's social care teams play an integral part in ensuring that any current and potential risks are raised.

Our service users and/or staff may show signs of abuse through modern slavery and we may be the first to notice these signs;

The company's codes of conduct make clear to employees the actions and behaviours expected of them when representing the company. The company's values are imbedded into our policies, procedures and in the work that we do.

The company uses only specified, reputable employment agencies to source staff and Ansacare verifies the practices of any new agency it is using before accepting workers from that agency.