

YourMind1st Modern slavery statement

OUR ORGANISATION

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. YourMind1st HealthCare (YMHC) has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chains.

YourMind1stHealthCare is a provider of care and support living to adults with mental health, learning disabilities, physical disabilities and other complex and challenging support needs across the UK.

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps YourMind1st HealthCare have taken during the financial year ending 31st July 2023 in our continuing commitment to tackle modern slavery or human trafficking in our business and supply chains.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We have the following policies in place that reflect our commitment to acting ethically and with integrity in all our business relationships and enforcing effective systems and controls to prevent modern slavery and human trafficking. We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

Relevant policies

Whistleblowing policy: We are committed to maintaining our Duty of Candour as set out by the “CARE Act 2015 updated 2022” ensuring honesty, transparency, and accountability, and understanding everyone’s role in achieving this goal. It is important that any fraud, misconduct, or wrongdoing is reported and properly dealt with, and we actively encourage employees to be empowered to report any concerns relating to the activities or supply chain of the organisation. This includes concerns around the risk of slavery and human trafficking.

Expected Behaviour Policy: Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain.

Recruitment Policy: We work with reputable and recognised partners in sourcing candidates. We conduct background checks including eligibility to work in the UK for all prospective colleagues to safeguard against human trafficking.

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Use of Agency workers policy : We use only specified, reputable employment agencies to source labour and verify the practices of any new agency before accepting workers from that agency.

TRAINING: YMHC ensures that all staff are trained and are competent regarding Modern Slavery and Human Trafficking and this training is updated annually. We are part of the Skills for Care network, have in house face to face training and use Grey Matters Training consultancy for other training requirements including Modern Slavery and Human Trafficking.

Safeguarding Policy: This policy sets out behaviour which could give rise to safeguarding concerns, including Modern Slavery.

Due diligence: We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers.

We continue to review our practices and performance in preventing modern slavery and ensure we continue to provide information and training to our colleagues.