



## Modern Slavery and Human Trafficking Statement

### 1. Introduction

Blakehill Healthcare is committed to preventing modern slavery and human trafficking in all aspects of its operations. As a domiciliary care provider serving the South West of England, we recognise our responsibility to ensure that all individuals connected to our business are treated with dignity and respect.

We are dedicated to upholding ethical practices in our recruitment processes, safeguarding policies, and service delivery to protect both our employees and the vulnerable individuals we care for.

### 2. Our Business and Supply Chains

Blakehill Healthcare provides high-quality domiciliary care services to individuals across the South West of England. We employ a diverse workforce, including staff recruited directly from abroad, without the involvement of third-party recruitment agencies.

Our supply chain primarily consists of:

- Suppliers of uniforms, care equipment, and training materials.
- Contractors providing professional services, such as IT and compliance support.

While we do not rely on recruitment agencies for international hires, we take proactive measures to ensure all direct recruitment processes adhere to ethical labour standards.

### 3. Policies to Prevent Modern Slavery

We have implemented robust policies to combat modern slavery and promote ethical practices:

- **Direct Recruitment Policy:** All staff are recruited transparently, ensuring no fees are charged to candidates and that employment terms comply with UK labour laws.
- **Whistleblowing Policy:** Employees are encouraged to report any concerns confidentially, including those related to exploitation or unethical practices.
- **Safeguarding Policy:** Protecting vulnerable individuals, including our employees and service users, is a key priority.



#### **4. Risk Assessment and Due Diligence**

Blakehill Healthcare continuously assesses risks related to modern slavery and human trafficking by:

- Conducting thorough checks on all candidates during the recruitment process, particularly for international workers, to ensure voluntary and fair employment conditions.
- Monitoring supply chain practices to identify and mitigate any risks of exploitation.
- Reviewing contracts and agreements to ensure compliance with ethical standards.

#### **5. Training and Awareness**

We are committed to raising awareness about modern slavery among our staff:

- All employees receive training on identifying and reporting signs of exploitation.
- Management teams are provided with additional training to ensure ethical practices in recruitment and operations.

#### **6. Measuring Effectiveness**

To measure the effectiveness of our efforts to prevent modern slavery, we:

- Gather regular feedback from employees through surveys and open communication channels.
- Monitor any reports of suspected exploitation and investigate promptly.
- Conduct annual reviews of our recruitment processes and supply chain management.

#### **7. Future Actions**

Blakehill Healthcare remains committed to strengthening our efforts to prevent modern slavery. Over the next year, we will:



- Enhance support for international staff through improved onboarding and engagement processes.
- Conduct additional reviews of our supply chain to ensure compliance with ethical standards.
- Continue to provide updated training and resources to all employees.

## **8. Approval**

This statement was approved by the Board of Directors on 20/11/2023 and is signed on behalf of Blakehill Healthcare.

### **Signed:**

Mr. Gerald Gazi

Managing Director

20/11/2023