Choice Support

Modern Slavery and Human Trafficking Statement

This statement is made pursuant to the Modern Slavery Act 2015
s54(1) and constitutes our statement for the current financial year (1/4/2024 – 31/3/2025).

Introduction

Choice Support is a charitable Community Benefit Society that provides social care for autistic people, people with learning disabilities and mental health support needs. Our services include supported living, domiciliary care, registered care, experts by experience and supported employment.

Choice Support operates only in the UK and has a turnover of approximately £77M pa and employs approximately 2600 people.

Choice Support is committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

No reports have been received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified within Choice Support.

Our Supply Chains

Choice Support look to source from recognised organisations, vetting them wherever practicable. Our supply chain relates to the provision of goods and services that a social care organisation would normally require, e.g. business support and the supply of labour. We are committed to ensuring that our supply chains are free of any form of slavery or human trafficking.

To ensure this, we seek to work with those organisations that share our values and can demonstrate that they too work ethically and with integrity.

Since the Government relaxed immigration rules to allow overseas recruitment of care workers there has sadly been a reported increase in the exploitation of care workers. The government appointed independent anti-slavery commissioner, is “deeply concerned about the risk of exploitation and modern slavery for workers in the adult social care sector, particularly those from overseas who have come to the UK on short-term visas”. Choice Support does not recruit directly from overseas but employment businesses in our supply chain may and we are seeing an increase in enquiries from people working under sponsorship, for other employers, who report that they are not getting enough hours of work.

In response to the identified, increased risk of modern slavery in the care sector, we are taking the following additional steps to try to reduce the chances of people working for Choice Support, either directly or indirectly, being the victims of modern slavery:

- Our mandatory safeguarding training includes modules on modern slavery;
- We publicise the Modern Slavery and Exploitation Helpline in our staff newsletter every month and on posters in our offices;
- Guidance has been produced for managers and staff on spotting the signs of modern slavery and the action to take in the event of suspected modern slavery.
- We are incorporating requirements regarding modern slavery into our contracts with third party suppliers and employment businesses.
- We will subject our employment business to audit against our modern slavery contractual requirements.

Due Diligence Processes
We undertake due diligence in respect of our purchasing activities and, wherever possible, we establish sound and long-standing relationships with our suppliers. We have a due diligence process in place in respect to our procurement. We ensure that our staff are not only competent and capable but are also eligible to undertake work on our behalf. We have systems in place to support and protect whistleblowers.

Management Responsibility
We have ensured that our senior managers have been briefed in respect to this legislation, our organisational responsibility and what checks we are required to carry out.

To ensure we remain compliant we:

- Undertake regular reviews of our purchasing processes;
- Ensure that our HR and payroll systems are effective to identify and report on any potential breach of this legislation;
- Maintain good and open communication within our supply chain to ensure that there is clear understanding of our expectations.

Approved by the Board of Trustees 24 July 2025.

Oliver Mills
Chair