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Modern Slavery and Human Trafficking Statement

The Modern Slavery Act 2015 requires employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain. The Act makes provisions about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

Structure, Business and Supply Chains

Stablished in 2009, Urban Recruitment Group Ltd T/A MedicsPro Ltd and Key Locums supply over 1500 Doctors, Nurses, and Healthcare workers to the NHS and Private Healthcare across the UK. We employ 114 staff and are based in Romford, Essex.

End of Financial Year

Urban Recruitment's financial year ended on the 29th of February 2024

Policies and Procedures - Recruitment and Employment Confederation

Urban Recruitment Group Ltd are members of the Recruitment and Employment Confederation (REC). The REC Code of Professional Practice has been created to ensure that all members of the REC conduct their business ethically, to the highest standards and promote good practice. It is binding on all corporate members.

Urban Recruitment Group Ltd adheres to the REC Code, which requires basic statutory compliance as well as higher ethical standards in 10 principles

- Respect for laws
- Respect for honesty and transparency
- Respect for work relationships
- Respect for diversity
- Respect for safety
- Respect for professional knowledge
- Respect for certainty of engagement
- Respect for prompt and accurate payment
- Respect for ethical international recruitment
- Respect for confidentiality and privacy

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Processes to Assess and Manage Risks

At Urban Recruitment Group, all of our recruiters observe the following practices to assess and manage risks:

- Only interview applicants in an approved location
- Conduct thorough identity and right to work checks on all applicants and workers to safeguard against human trafficking
- Not allow applicants to complete registration documents on behalf of others
- Not accept money, favours or any gifts at all from applicants or workers
- Notify a manager when informed by an applicant or worker that they have paid money to be introduced to the Company
- Notify a manager when suspecting an individual of introducing job applicants to the Company for personal gain.
- Not allow anyone other than an authorised person to choose which workers are selected for work shifts
- Not force or coerce temporary workers to work against their will
- Treat applicants and workers with dignity and respect
- Raise any knowledge or suspicions of illegal or dubious activities regarding agents, temporary workers or colleagues to a manager immediately

Performance Indicators-Audit and Compliance

Our Compliance Function uses the following indicators to measure the effectiveness in ensuring that slavery and human trafficking is not taking place in the business or our supply chains

- Checking addresses that show high occupancy of particular houses of agency workers
- Checking mobile phone number that show a number of unrelated workers contactable through the same number

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Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Approval of statement



Russell Prince (Chief Executive Officer)
May 2024