



MODERN SLAVERY STATEMENT 2019

First Choice Home Care is aware of the issues surrounding slavery and human trafficking and has a policy and process in place to identify (and if applicable) report on issues surrounding slavery and human trafficking.

This Statement is to promote awareness of concerns surrounding slavery and human trafficking and promote the commitment of First Choice Home Care in addressing slavery and human trafficking in all its forms. An annual statement will be produced, where and when applicable.

It is unlikely that First Choice Home Care will experience cases of slavery or human trafficking, but our policy details the commitment of First Choice Home Care to raise awareness and defines a process to address issues if they do arise, and to acknowledge that modern slavery is a safeguarding matter. All staff are made aware of the issues surrounding slavery and human trafficking, whilst being encouraged and supported to report any concerns to First Choice Home Care management.

First Choice Home Care will ensure that only staff whose credentials can be confirmed are employed, and in situations of slavery or human trafficking being identified, First Choice Home Care will share this information with the Norfolk Social Services Safeguarding Team to safeguard the individual from harm.

All staff engaged with providing services for First Choice Home Care will be subject to thorough and rigorous recruitment procedures that will include a DBS check, identity check, confirmation of validity to work in the UK, employment history, suitability for the role and references. This will minimise the chance of employing a person that has been, or is subject to, slavery or human trafficking.

All staff receive information about slavery and human trafficking. Staff will be advised that if they are subject to slavery or human trafficking, if they are aware of any individual that may be subject to slavery or has been trafficked, or if slavery or human trafficking is disclosed to them, they must inform the Registered Manager of First Choice Home Care or the police.

The Responsible Individual, the Registered Manager, for each Branch are the main points of contact within First Choice Home Care for the reporting of cases and with the ability to act and advise on actions to be taken.

If a specific case of slavery or human trafficking is identified it must be reported to the Registered Manager at the particular Branch, as well as the police in the first instance. Where applicable, the Norfolk Social Services and Suffolk Social Services must be informed and a notification submitted to the Care Quality Commission. In the UK, mechanisms are in place to assist victims of slavery and human trafficking and they can be offered government-funded support. The National Referral Mechanism, or the Modern Slavery Helpline on 0800 0121 700 are two such sources of support. First Choice Home Care will continue to:



Support our staff to understand and respond to modern slavery and human trafficking, and the impact that each and every individual working in Care can have in keeping present and potential future victims of modern slavery and human trafficking safe. Gain assurance that all staff at First Choice Home Care have access to training on how to identify victims of modern slavery and human trafficking.
