Provide Modern Slavery Act Statement 2018

What is this statement about?

Section 54 of the Modern Slavery Act 2015 requires all organisations to set out the steps they have taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business.

About us

Provide is a Community Interest Company (social enterprise).We deliver a broad range of health and social care services in the community and are committed to ensuring they are safe, responsive and high quality. We provide services across Essex and in Cambridgeshire (including Peterborough), Suffolk and Norfolk as well as in the London borough of Waltham Forest. We employ more than 980 people including medical and nursing staff as well as a wide range of allied health professionals and support staff.

Our commitment to the prevention of modern slavery and human trafficking

Provide fully supports the objective to eradicate modern slavery and human trafficking and as such we are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business activity. We have therefore set in place a range of processes and procedures to ensure we pursue good practice and have taken all reasonable steps to prevent slavery and human trafficking.

Our Arrangements to promote good practice and prevent modern slavery and human trafficking

We have robust policies and procedures in place that underpin our practices to ensure we prevent modern slavery across our operations including:

- Freedom to Speak Up (Whistleblowing) policy HRPOL1
- Dignity at work code of practice HRPOL30
- Grievance procedure HRPOL15
- Equal opportunity valuing diversity employment policy and procedure HRPOL23
- Engagement of temporary workers policy CCPOL01
- Safeguarding children and young people policy SGPOL02
- Safeguarding adults at risk of abuse Policy SGPOL07
- Domestic abuse policy SGPOL08
- We follow safer recruitment practices including confirming the identities of all new employees and their right to work in the United Kingdom and undertake where applicable DBS checks and health clearance checks to ensure fitness to practice

We distribute our policies to all staff using a system of meta-compliance which requires to confirm they have received and read the policies thereby ensuring robust distribution and high compliance with policy delivery.

Training that Underpins our Practice

- We have a Freedom to Speak up Guardian and we raise awareness with staff at induction and through posters to encourage them to speak up and raise concerns related to our direct activities, the supply chain or other areas
- Our safeguarding training and policies includes modern slavery and human trafficking awareness and provides guidance for staff on how to spot and report suspected cases.
- The organisation's modern slavery training covers:
    - how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available
    - how to identify the signs of slavery and human trafficking
    - what initial steps should be taken if slavery or human trafficking is suspected
    - how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation

Our Sub- Contract Supply and Procurement Process

- We procure goods and services from a range of providers and our contracts vary from small one-off purchases to large service contracts.
- We recognise the role we play in ensuring our suppliers are also committed to preventing slavery and human trafficking and we ensure we source our supplies from reputable companies
- To engage temporary workers we ensure we use reputable employment agencies to source labour and we verify the practices of any new agency used before accepting workers from that agency
- We aim to continue to develop our expertise and approach to managing our supply chains to ensure they too prioritise the prevention of trafficking and human slavery

Risk Assessment

- Recruitment is a low risk as we do not actively recruit from abroad and we ensure staff are recruited in line with the full NHS employment checks
- Supply chain and contracts is a low risk as we predominantly purchase supplies from NHS supply chains and through reputable organisations where prevention of modern slavery is recognised and included in contract clauses and through operational delivery of those suppliers.

Performance Indicators

- We require all newly recruited staff to complete corporate induction before they commence in role where they will receive safeguarding training which includes information on modern slavery as well as information on how to raise a freedom to speak up concern.
- We require all staff to undertake safeguarding refresher training at regular intervals in line with training identified for their role

During the past year Provide has

- Reviewed the Freedom to Speak Up Policy to ensure it remains fit for purpose and reflects information about modern slavery
- Continued to raise staff awareness through induction and safeguarding training

Board Approval

This statement has been approved by Provide's Board



John Niland CEO

September 2019