

Modern Slavery Statement and Policy

Purpose of this statement

National Care Group is committed to the improvement of the environment surrounding its activities and services for the benefit of its colleagues, the individuals we support and those within our sphere of influence.

The Group is committed to prohibiting and driving out acts of modern slavery and human trafficking within its business and supply chains. For the avoidance of doubt the term NCG throughout the policy refers to National Care Group and all constituent companies managed under the NCG operational management structure.

The organisation's structure

Through its network of locally managed services, NCG supports over 1200 individuals with complex support needs including mental health, learning disability and acquired brain injury in both residential care and supported living settings across England and Wales.

NCG accepts responsibility to the Modern Slavery Act 2015 and will ensure transparency within the Group and with suppliers of goods and services across the Group.

Supply Chains

NCG source the provision of goods and services (which include business support and the supply of labour) from reputable organisations that share our values.

As part of the Group's due diligence processes into slavery and human trafficking, our supplier approval process will incorporate a review of the controls undertaken by our suppliers. NCG will not support or work with any business knowingly involved in slavery or human trafficking.

Policies

We have a variety of policies to protect our colleagues from any form of modern slavery including:

- Duty of Care and Code of Conduct
- Recruitment and Referencing
- Anti-Bribery and Corruption
- Whistleblowing
- Disciplinary
- Equal Opportunities, Equality & Diversity
- Conflicts of Interest
- Disclosure and Barring Service (DBS)

Training

NCG recognise that given we support individuals with a range of additional needs they are all potentially vulnerable and may be more susceptible to exploitation and abuse. We ensure all our colleagues are trained in safeguarding and are vigilant in

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raising any issues, with internal functions and external safeguarding agencies. The organisation also uses an external whistleblowing hotline to encourage and give colleagues the ability to raise any concerns anonymously.

Recruitment and On-boarding

NCG's recruitment, on-boarding and people processes ensure prospective colleagues are legally entitled to work in the United Kingdom. All colleagues are expected to undergo an enhanced DBS check procedure which is reconducted every three years, as well as a referencing process to ensure safe recruitment.

Management Responsibility

The Group's directors and senior management shall take responsibility for implementing this policy and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the Group and within its supply chain.

Recognising our Effectiveness

NCG understands the challenges in identifying potential instances of Modern Slavery.

Our commitment to tackling the challenge is to:

- continue to undertake regular reviews of our procurement and due diligence processes.
- seek to continuously identify areas of concern in relation to potential breaches of legislation.
- commit to having transparent and open cultures.
- continue to reinforce our standards and values with our supply chain.

Effective action taken to address modern slavery.

No instances of modern slavery were identified during the financial year 2020/2021.

This statement is signed by the People Director and is our group statement for the current financial year ending March 2020-2021

Name: Claire Leake



Signed:

Should you require further information or statements from previous year please contact the People Department on HR@Nationalcaregroup.com

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