People Partners / Taylorcare Ltd.

Modern Slavery and Human Trafficking Statement

This statement comprises the slavery and human trafficking statement of Taylorcare Ltd t/a People Partners in accordance with Section 54, Part 6 of the Modern Slavery Act 2015. It summarises how we operate, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking and are committed to preventing slavery and human trafficking in our activities, and to ensuring that our supply chains are free from slavery and human trafficking.

We are committed to ensuring compliance standards are met and maintained by auditing our suppliers.

Workforce Organisation

Taylorcare Ltd employs staff in a variety of roles including general and specialist nurses, HCAs, carers, support workers, administrative and other healthcare professionals. The organisation has a permanent presence within the United Kingdom.

Recruitment

As an Equal Opportunities Organisation, we welcome candidates and internal staff via online job searches, referrals and local recruitment drives.

The organisation takes a stringent approach in recruiting workforce. We communicate directly with all candidates, to discuss any work opportunities and to confirm details of any offer made. We have robust procedures in place for the vetting of new employees and workers and ensure that we are able to confirm their identities, their right to work in the United Kingdom and that they are paid directly into an appropriate, personal bank account. For any employee or worker with a work permit or visa, we carry out regular audits and management of these documents to ensure they remain valid.

We are subject to Government workforce legislation, data protection acts (GDPR), Disclosure and Barring Service and also by UK regulatory bodies such as the NMC, CQC and UKHCA.

Further details on our recruitment processes can be obtained on request.

Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

All of our staff are encouraged to bring any concerns they have to the attention of management, by way of Whistleblowing and anti-slavery/bribery policies.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is perpetually evolving to meet our customers and the industry's needs

Supply Chain

We are committed to ensuring that our business and chain of suppliers do not tolerate Modern Slavery, forced labour or Human Trafficking in any sense. All of our suppliers are vetted accordingly and with the following processes:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

Equal Opportunities and Safeguarding | Whistleblowing Policy

We encourage all of our employees and workers to report any concerns related to the direct activities, or the supply chains of the Organisation. The Organisation's Whistleblowing Policy is designed to make it easy for workers to make disclosures, without fear of retaliation. The policy encourages people to raise concerns directly with their Line Manager or any member of the senior management.

We encourage anyone, including colleagues, suppliers, candidates and clients to report any issue or concerns about potential unethical business practices, such as fraud, bribery, slavery or human trafficking and will work with the local authorities to ensure such concerns are investigated properly and dealt with efficiently and effectively.

Our staff are encouraged to bring any concerns they have to the attention of management.