Modern Slavery and Human Trafficking Statement

Financial Year: 2026/2027
Organisation: Caring Folk
Website: www.caringfolk.co.uk

1. Introduction and Organisational Commitment

Caring Folk is committed to preventing modern slavery and human trafficking in all aspects of its business and supply chains. We recognise that modern slavery is a serious violation of human rights and includes slavery, servitude, forced or compulsory labour, human trafficking and exploitation.

As a provider of domiciliary care services, we have a particular responsibility to protect vulnerable people and ensure that everyone working within our organisation is treated fairly, with dignity and respect.

We operate a zero-tolerance approach to modern slavery and are committed to acting ethically, transparently and with integrity in all our business relationships.

This statement sets out the steps Caring Folk takes to identify, prevent and address the risk of modern slavery within our organisation and supply chains.

2. Organisation Structure, Business and Supply Chains

Caring Folk is a family-owned domiciliary care provider delivering personalised care and support to individuals in their own homes.

Our services include personal care, dementia care, medication support, companionship, meal preparation and assistance with daily living. We employ care workers, coordinators, senior staff and management personnel to deliver and oversee our services.

Our supply chains include providers of:

- Training and professional development.
- Recruitment services.
- Care planning and scheduling software.
- Personal protective equipment and uniforms.
- Cleaning and office supplies.
- Office equipment and other professional services.

We recognise that modern slavery risks can exist at any level of a supply chain, particularly where goods or services are sourced through multiple suppliers or involve low-paid or temporary labour.

3. Policies Relating to Modern Slavery and Human Trafficking

Our commitment to preventing modern slavery is supported by a range of organisational policies and procedures, including:

- Safeguarding Adults Policy.
- Recruitment and Selection Policy.

- Equality, Diversity and Inclusion Policy.
- Whistleblowing Policy.
- Staff Code of Conduct.
- Disciplinary Policy.
- Complaints and Compliments Policy.

These policies promote fair employment practices, protect individuals from exploitation and provide clear procedures for reporting concerns.

We ensure that staff are recruited through appropriate processes, including identity checks, references and Disclosure and Barring Service (DBS) checks where required.

We do not tolerate forced labour, debt bondage, human trafficking, child labour or any form of exploitation. All employees must be free to leave their employment in accordance with their contractual terms and must retain control of their own identity documents and personal finances.

4. Due Diligence Processes

Caring Folk takes a proactive approach to identifying and managing modern slavery risks.

Our due diligence processes include:

- Carrying out appropriate identity and right-to-work checks during recruitment.
- Obtaining employment references and completing relevant pre-employment checks.
- Ensuring employees receive clear contracts outlining their terms and conditions.
- Ensuring wages are paid directly to employees through recognised payroll arrangements.
- Monitoring working hours and ensuring staff are paid appropriately for the work undertaken.
- Providing staff with opportunities to raise concerns confidentially and without fear of retaliation.
- Assessing suppliers and considering their employment practices and ethical standards when establishing business relationships.
- Reviewing supplier arrangements where concerns about exploitation or unethical employment practices arise.

Where concerns are identified, management will investigate appropriately and take action, including reporting suspected criminal activity to the relevant authorities.

5. Risk Assessment and Management

We recognise that certain areas of our business and supply chains may carry a higher risk of modern slavery.

Within our own workforce, potential risks include exploitation of migrant workers, coercion, unfair recruitment practices, withholding of wages or inappropriate control over an individual's working arrangements.

Within our supply chains, potential risks may arise through:

- Recruitment agencies and temporary staffing providers.
- Manufacturers and distributors of uniforms and personal protective equipment.
- Cleaning and facilities suppliers.
- Suppliers sourcing products internationally, particularly where manufacturing involves low-paid or vulnerable workers.

We manage these risks by maintaining appropriate recruitment procedures, using reputable suppliers, undertaking checks where proportionate and remaining alert to indicators of exploitation.

We also recognise our responsibility to identify potential signs of modern slavery among the people receiving our care. Our care workers are encouraged to report concerns where they suspect an individual may be experiencing coercion, financial exploitation, domestic servitude or human trafficking.

Any safeguarding concerns are escalated to management and the relevant local authority safeguarding team or statutory agencies in accordance with our safeguarding procedures.

6. Measuring Effectiveness

Caring Folk recognises that having policies in place is not sufficient; we must continually assess whether our arrangements are effective.

We monitor our performance through the following indicators:

- Completion of identity and right-to-work checks for all employees.
- Completion of appropriate recruitment and pre-employment checks.
- Evidence of signed employment contracts and clear employment terms.
- Completion of mandatory safeguarding and relevant staff training.
- Number of reported concerns relating to exploitation, forced labour or modern slavery.
- Number of supplier reviews and any issues identified.
- Evidence that concerns have been investigated and appropriate action taken.
- Regular management review of relevant policies and procedures.

Any concerns or identified weaknesses will be reviewed by management, with appropriate corrective action implemented.

We recognise that the absence of reported incidents does not necessarily mean that modern slavery is absent. We therefore remain vigilant and committed to improving our processes.

7. Training and Awareness

Caring Folk recognises that staff awareness is essential in identifying and preventing modern slavery.

All employees receive safeguarding training appropriate to their role, which includes awareness of abuse, exploitation and the importance of reporting concerns.

Training and guidance cover:

- What modern slavery and human trafficking involve.
- Recognising potential indicators of exploitation.
- Identifying signs of coercion, forced labour and financial abuse.
- Understanding the vulnerability of individuals who may be at risk.
- Reporting concerns to management and appropriate statutory agencies.
- Understanding individual responsibilities under safeguarding procedures.

Managers receive additional guidance on responding to concerns, escalating suspected cases and ensuring appropriate action is taken.

We reinforce awareness through supervision, team meetings, policy updates and ongoing management communication.

8. Governance and Annual Review

This statement has been approved by the management of Caring Folk and reflects our ongoing commitment to preventing modern slavery and human trafficking.

It will be reviewed annually, or sooner if there are significant changes to our business, workforce, supply chains or relevant legislation.

We will continue to strengthen our approach through staff awareness, effective recruitment, responsible supplier relationships and robust safeguarding arrangements.