

Slavery and Human Trafficking Statement

What is Modern Slavery?

Modern slavery is an international crime, affecting an estimated 29.8 million slaves around the world. It is a growing global issue that transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will across many different sectors such as health, hospitality, construction, retail and manufacturing.

Our policy

Cygnet Health Care Limited has zero tolerance to slavery, human trafficking and violation of slavery law. Modern slavery is recognised as a category of abuse within our safeguarding policies.

Supplier adherence to our values

Cygnet's terms of business mandate all suppliers must comply with the anti-slavery and trafficking legislation.

If we find breaches of these laws within our supply chain we will report those breaches to the relevant authorities.

Our values: Integrity, Trust, Empower, Respect and Care underpin our culture and how we do business. They are embedded throughout our business and set the parameters for how we expect people to behave with their colleagues, service users and the world at large. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our procedures

Cygnet have a number of procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains.

Employment

- Robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above.
- Cygnet has a Safe Recruitment, Selection and Appointment Policy which clearly lays out the process for recruitment to ensure robust checks are made throughout the process.
- Market-related pay and reward, which is reviewed annually.

- An enhanced benefits package, providing additional health and welfare options to support our people's (and their families) lifestyle choices.

Reporting knowledge or suspicion of slavery

- Cygnet already have in place a whistleblowing hotline which ensures that anyone who has concerns, for example, about how staff are behaving, has a means of raising their concerns confidentially. Our hotline is now also available to report any suspicions our employees may have regarding modern slavery and our employees have been signposted to this in our communications.
- Cygnet has an Allegations Against Professionals policy which ensures any allegations made against staff are investigated thoroughly and appropriate onward referrals are made to external bodies and regulators.

Training

Modern slavery and trafficking is covered within our safeguarding online training module. All staff complete online Level 2 safeguarding training, all registered professionals complete face to face Level 3 training, and our Safeguarding Leads at each service complete further training at Level four.

Governance

Modern slavery as a form of abuse within safeguarding falls within the safeguarding governance structure. This is headed by the group Director of Nursing, who chairs the quarterly Safeguarding Committee. There are regional Safeguarding Forums held quarterly which report into the committee. The Safeguarding Committee reports to the Corporate Management Board to ensure any issues are escalated and the Board have sight of these.