

Modern Slavery Statement

1. Introduction

Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them to personal or commercial gain.

We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity to all our business dealings and relationships and to ensuring effective systems and controls are in place to safeguard against any form of modern slavery taking place in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

2. Annual Statement

Southend Care Ltd will publish an annual modern slavery statement, which will be included as an appendix to Southend City Council's statement, as the shareholder. A link to this statement will be on the homepage of the website and will be signed and approved by the Chair of the Board.

The Director of Corporate Services is responsible for ensuring that this statement is published and reviewed on an annual basis.

The statement will explain the steps that Southend Care Ltd has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any parts of its own business.

3. Organisation Structure

Southend Care Ltd is a Local Authority Trading Company wholly owned by Southend City Council. It was created in April 2017 and employs over 330 staff and supports over 1000 customers per year.

Southend Care Ltd prides itself on working with some of the most vulnerable people in society including those people with very complex and challenging needs. Our positioning reflects this in terms of being a more specialist provider in Southend market and our current portfolio of services includes day opportunities, residential care, supported living, extra care housing, shared lives, reablement, supported employment and acting as the provider of last resort for Southend City Council.

The company is run by a board of Directors, who are passionate about the service we provide and lead by example. There is a Director of Operations who oversees all services, acting as the nominated individual for CQC and provide leadership to all Service Managers. The Director of Corporate Services provides leadership and oversight to the business support functions including finance and HR, ensuring relevant legislation is followed.

4. Supply Chains

Our statement applies to all individuals working for us on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, contractors, third party representatives and business partners.

We expect the same high standards from all our contractors, suppliers and other business partners and as part of our contracting process, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

We are committed to ensuring that our suppliers reflect our philosophies on Modern Slavery and comply with the Modern Slavery Act 2015.

All suppliers are required to be approved by a director, and appropriate due diligence checks are undertaken. No new suppliers will be added to the approved supplier list until they have evidenced their adherence to the legislation.

5. Policies & Practices

We have a suite of policies and procedures that are available on our staff intranet. This includes our Modern Slavery Policy, which lays out our principles and information on how to raise concerns.

In addition, the following relevant policies are in place and reviewed regularly:

- Recruitment & Selection Policy
- Whistleblowing Policy
- Grievance & Dignity at Work Policy
- Equality, diversity and inclusion Policy
- Code of Conduct
- Safeguarding

6. Employees

Southend Care Ltd also recognises the potential for slavery and human trafficking to affect employees working within its business.

Southend Care Ltd has robust HR policies and procedures in place across all its services. These are regularly reviewed to ensure compliance with employment legislation and prevent unethical working practices. Southend Care is committed to ensure staff are paid fairly and appropriately, and regularly reviews, and benchmarks terms and conditions of employment.

Staff are encouraged to report any concerns, including any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our Whistleblowing policy is there to support staff feel confident in making disclosures without fear of retaliation.

We have a robust recruitment process, which includes verifying the identity of each employee and their right to work in the United Kingdom before commencing employment. We work closely with reputable recruitment agencies and seek written assurances that they adopt the same robust approach, and adherence to the requirements of the Modern Slavery Act 2015.

We offer all employees access to an Employee Assistance service with offers guidance and counselling 24 hours, 365 days per year, in respect of work or personal matters. This is a completely confidential service to our employees.

7. Risk assessment & management

Our ongoing actions are assessed against policy, and part of our risk assessment includes:

- Monitoring adherence to our Modern Slavery Statement and ensure all stakeholders to the business know how to raise any concerns
- Due diligence process for any new supplier
- Modern Slavery Awareness for staff through the availability of the Home Office 'Modern Slavery Awareness' Guidance on our Staff Intranet

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Southend Care Ltd's slavery and human trafficking statement.

Approved by the Board of Southend Care on 25 June 2025.

Mark Jarman-Howe, Chair of Board

Policy name:	Modern Slavery Statement		
Version number:	v2	Date reviewed:	9 June 2025
Policy author:	Liz Farrell	Policy owner:	SCL
Related policies and guidance	Recruitment Policy Policy Whistleblowing Policy Code of Conduct Procurement & Purchasing Safeguarding		