

STATEMENT ON MODERN SLAVERY & HUMAN TRAFFICKING

Introduction

Alina Homecare has published this statement in compliance with section 54 of the Modern Slavery Act 2015 ('the Act').

Alina Homecare is fully supportive of the eradication of slavery and human trafficking.

Application

Suppliers

We carry out risk assessments on an ongoing basis of both existing and new suppliers to identify those for whom it may be necessary to carry out due diligence procedures to ensure that such suppliers have also taken appropriate action to comply with their obligations under the Act. "Supplier" means any supplier of goods or services to Alina Homecare.

This due diligence will consist of making enquiries of any supplier in respect of matters covered by the Act and where appropriate seeking a signed confirmation of compliance with the Act from the Supplier.

Training

We are committed to the training and development of all staff to understand the meaning of slavery and human trafficking so that they are alert to identify possible abuse within the Company and externally (which will include home visits to service users).

Staff training consists of a combination of online learning, and face to face delivery so that staff gain a full understanding of the meaning of slavery and human trafficking and are aware of signs to look for.

Staff are informed and trained on how to report on possible abuse through the Company's whistleblowing and safeguarding procedures.

Recruitment

Our robust recruitment processes include scrutiny to ensure that new staff joining Alina Homecare are not themselves under any form of duress equivalent to slavery or subject to any form of human trafficking.

Treatment of staff

Alina Homecare is committed to treating all staff fairly and in accordance with the law, including payment which is at least equal to the National Living Wage at any time. We promise a safe working environment for all staff. We will not condone any form of harassment, bullying, discrimination or unequal treatment. We will ensure that all staff are made aware of the opportunity during their employment with the Company to come forward and seek advice and support on a confidential basis if they become the subject of abuse under the Act.

We assess on an annual basis, the effectiveness of the measures we have taken to comply with the Act and Report on this in future statements. Where any measure taken is assessed as not effective, we will take remedial action.

Maintaining compliance

Alina Homecare will monitor the effectiveness of its policy on modern slavery and human trafficking and will review it periodically to reflect any changes to legislation, applicable standards and guidelines.