

Modern Slavery Statement and Policy

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Recruit2healthcare has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. The company, Directors, and staff have zero tolerance to any form of modern slavery. We are committed to ethical practice, high standard of integrity to ensure modern slavery is not occurring within our supply chain and business.

Our Business

Recruit2healthcare we are a UK limited company specialising in the recruitment of and supply of international educated health and social care staff.

Commitment

We can confirm for that there is a company policy in place, to recognise and deal with modern slavery and that checks are undertaken to ensure that any of our supply chains are not breaching the regulations.

The following steps have been taken this financial year.

All staff with recruitment responsibilities work in accordance with the contents of our modern slavery policy, which is reviewed and updated annually by Director Drewe Phillips, or in response to any changes to industry regulations and legislation. As international recruitment and employment laws differ from the United Kingdom, we must ensure measures are in place to identify and manage any concerns of modern slavery, including but not limited to:

- Implementing modern slavery training to our staff, including administrators, directors, and account managers, covering:
 - o How to identify the signs of slavery and human trafficking, e.g. bank accounts in a different name
 - o How to escalate potential slavery/trafficking issues to the relevant parties, e.g. following guidance provided by the Welsh Government (Wales Modern Slavery Safeguarding Pathway)
 - o What steps the company should take if suppliers do not implement or adhere to modern slavery policies, such as removal from our supply chain.

Training is further informed by Director Drewe Phillips, who recently (June 2022) undertook a course provided by the University of Wales Trinity Saint David on identifying and reporting Modern Slavery, which he cascaded through the company via emails and briefing sessions.

- Audits with our any suppliers enquiring about their own modern slavery practices and how they continue to comply with international recruitment requirements (measured through SLAs and KPIs).
- Providing reassurance to candidates that the NHS and associated authorities are reputable employers and have their own extensive equality, diversity and modern slavery policies in place, and contracts that include minimum hours of work, shift patterns and pay.

Further, we propose to use the government's MSAT to identify and manage modern slavery risks and share the results with participating authorities.

Commitment

To inform Authorities of progress on the above initiatives, as well as new and updated processes, procedures, and policies, we propose to include equal opportunities and modern slavery as an item on agendas during review meetings. Further, progress and our compliance with proactively tackling barriers to equal opportunities will be included within a three-monthly (quarterly) report compiled by company Director , containing evidence of audits completed, examples of offer letters sent that contain information pertinent to ensuring equal opportunities, and any training delivered to our in-house staff.