

# Modern Slavery Statement

This policy is to provide Capri Healthcare staff with details of the Modern Slavery Statement.

## A Document Details

Document Reference:	Modern Slavery Statement
Document Purpose:	<p>The purpose of this policy is to provide Capri Healthcare staff with details of the modern slavery statement.</p> <p>The policy has been developed and reviewed in line with developments within the slavery and human trafficking agenda.</p>
Date Approved:	08/04/2020
Version Number:	1.0
Status:	FINAL
Next Revision Due:	April 2021 or earlier as per requirement due to change in legislation
Developed by:	Capri Healthcare Ltd.
Target Audience:	This policy applies to any person directly employed, contracted, working on behalf of Capri Healthcare or volunteering with the Capri Healthcare

## **Introduction**

Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations operating in the UK with an annual turnover in excess of £36m to produce a 'slavery and human trafficking statement' for each financial year of the organisation. Capri Healthcare is a micro organisation and our current turnover is under £35m, therefore this declaration is optional

## **Organisational Structure and Business**

Capri Healthcare is an organisation driven by the vision of turning the NHS Digital-first strategy into reality by bringing digital innovation into the working of GP Practices. We lead healthcare organisations into the Digital Era by redesigning and developing patient-centric online channels, reducing the NHS burden. We pride ourselves in offering a range of technology-driven innovative solutions to the healthcare industry driving your digital agenda. Scroll down to view our services.

## **Our approach to slavery and human trafficking**

We are committed to tackling modern slavery within every part of our business and its supply chains. Our Anti-slavery statement, in combination with the establishment of effective policies, demonstrates our commitment to the issue of modern slavery and ensures that appropriate and coordinated action is taken throughout the business.

## **Due diligence**

We have taken action to understand and address the risks of modern slavery within our operations, including:

- The development of robust processes around whistleblowing, grievance, disciplinary and bullying and harassment policies, to provide both staff, customer and patients with assurance that modern slavery concerns will be raised and dealt with appropriately
- Staff training and increasing awareness of modern slavery, on how to spot signs and raise complaints within the organisation, and monitoring the delivery of this training to staff
- Putting in place Strict standards for conduct in the workplace, mirroring the NHS code of conduct, as referenced within our staff handbook and code of conduct policy
- Ensuring inappropriate employment practices are avoided by adhering to our Illegal Working Prevention, DBS( where required), and Recruitment policies, to ensure identity checks, DBS, qualifications and references are in place
- Continued development of policies around safeguarding