



## Modern Slavery Statement

This statement is made as part of Avon Healthcare Solutions Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Avon Healthcare Solutions Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year April 2021 to April 2022. It was approved by senior leadership on 23 June 2021

Sophie Tamale  
Operations Manager

### 1. Our Business

Avon Healthcare Solutions Ltd is a [limited company operating in the recruitment sector. We supply temporary workers in the healthcare sector.

Avon Healthcare Solutions Ltd is an independent business.

#### 1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

#### 1.2 Other relationships

As part of our business, we also work with the following organisations:

- NMC – Nursing and Midwifery Council
- Neuen
- The Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

### 2. Our Policies

Avon Healthcare Solutions Ltd has a modern slavery policy available upon request

#### Policy development and review

Avon Healthcare Solutions Ltd's policies are established by our directors based on advice from HR professionals, industry best practice and legal advice. We review our policies annually or as needed to adapt to changes.

### **3. Our Processes for Managing Risk**

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

### **4. Our Performance**

As part of monitoring the performance of Avon Healthcare Solutions Ltd, we track the following general key performance indicators:

- The level of training amongst our staff
- The level of compliance and transparency we have established in our supply chain.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by senior leadership team

### **5. Our Training**

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our [recruiters, HR personnel], undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

*Training is refreshed annually*

