



5. Procedure

5.1 The Annual Statement

If Fuchsia Homecare has a turnover of more than £36m, then the annual statement will be published and will include detail on:

- Fuchsia Homecare structure, business and supply chains
- Its policies in relation to slavery and human trafficking
- The due diligence processes of Fuchsia Homecare in relation to slavery and human trafficking in its business and supply chains
- The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps that Fuchsia Homecare has taken to assess and manage that risk
- Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate
- The training about slavery and human trafficking available to Fuchsia Homecare staff

5.2 The statement will be:

- Written in simple language
- Succinct, but cover all relevant points and link to relevant documents within Fuchsia Homecare
- In English, but may be provided in other languages that are relevant to the supply chain
- The statement must include either a statement of the steps Fuchsia Homecare has taken during the financial year to ensure that slavery and human trafficking is not taking place (in any of its supply chains and in any of its own business), or that Fuchsia Homecare has taken no such steps
- The statement must be true, referring to actual steps undertaken or begun and must be built upon year after year to evolve and improve over time

5.3 The statement needs to be published and any director signing the statement needs to be satisfied that the statement is true. This might include carrying out a full investigation.

5.4 Charities and educational institutions are captured by the obligation. If the turnover is £36m, goods or services are supplied, and it carries on business within the UK, it is irrelevant the purpose for which its profits are made. Both franchisors and franchisees may be captured if they meet the turnover thresholds.

5.5 The statement will be published on the website of Fuchsia Homecare and, where appropriate, linked through to any other relevant websites of Fuchsia Homecare.

5.6 It must be obvious on the home page or clearly accessible by a drop down menu. Historical statements can also be retained online when the new statements are published, to allow comparisons to be made and monitoring of Fuchsia Homecare over time.

5.7 If a parent company meets the requirements, it must include in its statement the steps taken in relation to each of its subsidiaries if they form part of the parent company's supply chain or business (even if the subsidiaries themselves do not meet all the requirements).

5.8 A subsidiary organization that meets the thresholds in its own right must produce its own slavery and human trafficking statement. However, a parent company may produce one statement that the subsidiaries also use.

5.9 Staff Requirements

All staff engaged with providing services at Fuchsia Homecare will be subject to thorough and rigorous recruitment procedures that will include a DBS check, identity check, confirmation of validity to work in the UK, employment history, suitability for the role and references. This will minimize the chance of employing a person that has been, or is subject to, slavery or human trafficking.

5.10 Fuchsia Homecare will only use staff provided by third party organizations (such as agencies) that are registered with the regulator, and who can confirm that the staff being supplied are free to work in the UK and meet all the requirements for the role being provided for.

5.11 All staff will receive information about slavery and human trafficking.

5.12 Staff will be advised that if they are subject to slavery or human trafficking, if they are aware of any individual that may be subject to slavery or has been trafficked, or if slavery or human trafficking is disclosed to them they must inform the Registered Manager of Fuchsia Homecare or the police.

5.13 Incidences of Slavery and Human Trafficking

The Responsible Individual, Nominated Individual is the main point of contact within Fuchsia Homecare for the



reporting of cases and with the ability to act and advise on actions to be taken.

If a specific case of slavery or human trafficking is identified it must be reported to the Registered Manager and Nominated Individual at Fuchsia Homecare Ltd, as well as the police in the first instance. Where applicable, the Suffolk County Council must be informed and a notification submitted to the Care Quality Commission. In the UK, mechanisms are in place to assist victims of slavery and human trafficking and they can be offered government-funded support. The National Referral Mechanism, or the Modern Slavery Helpline on 0800 0121 700 are two such sources of support.

5.14 Review of Effectiveness

Fuchsia Homecare intends to take further steps to identify, assess and monitor potential risk areas in terms of modern slavery and human trafficking, particularly in the supply chains of our providers. We will also continue to:

- Support our staff to understand and respond to modern slavery and human trafficking, and the impact that each and every individual working in Care can have in keeping present and potential future victims of modern slavery and human trafficking safe
- Gain assurance that all staff at Fuchsia Homecare have access to training on how to identify victims of modern slavery and human trafficking
- Review Fuchsia Homecare Safeguarding Policy and Procedure to ensure that Modern Slavery and Human Trafficking are integral within the content and staff are directed to support and advice as needed