

Modern Slavery Statement

Introduction

Inspiration Lifestyle Services is committed to continuously improving its high standards to combat slavery and human trafficking in its business and supply chain, and in acting ethically and with integrity in its business relationships.

We are not required by law to produce a modern slavery statement as our annual turnover does not meet the threshold under the Modern Slavery Act 2015.

However we do contract with local authorities and health boards for the provision of services so we have created this policy in order to assist those bodies to meet their legal obligations, as well as to set out our commitment to combat modern slavery.

What is modern slavery?

The term 'Modern Slavery' captures a whole range of types of exploitation, many of which occur together. These include but are not limited to:

- sexual exploitation
- domestic servitude
- forced labour
- criminal exploitation
- other forms of exploitation: organ removal; forced begging; forced benefit fraud; forced marriage and illegal adoption.

Our organisation

Inspiration Lifestyle Services is a private organisation providing social care services across West Wales.

As a social care provider we recognise our responsibility to identify any signs of exploitation and to take action to prevent it.

Risk assessment

We have carried out a risk assessment with the following findings:

- Our staff are all based in the United Kingdom, are directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country. ILS checks that all its permanent and casual staff have the right to live and work in the UK as part of its pre-employment checks.
- ILS does not use recruitment agencies but if it does in the future it will request information from the agency as to the steps it has taken to reduce the risk of modern slavery.
- There is a low risk that ILS service users may be victims of modern slavery or human trafficking. We will ensure that we adhere to our robust safeguarding procedures and work with local authorities to reduce this risk. We will also ensure that robust support plans and service user risk assessments are in place to combat any risks.

- The highest risk for ILS lies in its use of suppliers, as we use a wide range of suppliers for goods and services. We will conduct due diligence on all suppliers before allowing them to become a supplier.
- In addition to the above, as part of our contract with suppliers, we will require that they confirm to us that:
 - They have taken steps to eradicate modern slavery within their business
 - They hold their own suppliers to account over modern slavery
 - They pay their employees at least the national minimum wage / national living wage, that working conditions are safe and fair, there is no child labour and working hours are not excessive.

When we are procuring goods or services, we will always think about the price and, if we can, look at the workers providing the service. We will use the Home Office's 'Spot the Signs' webpage to assist us to identify things to look out for.

We may terminate contracts for services at any time should any instances of modern slavery come to light.

Policies

Inspiration Lifestyle Services has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- **Recruitment Policy** which sets out requirements for checking employees' right to work in the UK
- **Whistleblowing Policy** which encourages staff to report any concerns including any related to modern slavery/trafficking and child and forced labour.

Training

We will provide training to staff on modern slavery where we deem this to be necessary and proportionate.

Looking ahead

We will continue to review our own processes and the performance of our suppliers.

Board approval

This statement was approved on 14th May 2019 by the organisation's board of directors, who review and update it annually.

Director's signature:



Director's name: Stephen Jamieson

Date: 14th May 2019

Director's signature:



Director's name: Ann Bateman

Date: 14th May 2019