

Adada Healthcare Group

Modern Slavery Statement

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Modern Slavery Statement

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Date	Version number	Review	Changes
11/11/2020	V1	Linda Nolting	Policy reviewed and amended
11/11/2021	V2	Linda Nolting	Policy annual review
11/11/2022	V3	Linda Nolting	Policy annual review
11/11/2023	V4	Linda Nolting	Policy reviewed and amended

Table of contents.....	2
Introduction.....	3
Statement.....	3
About Adada Healthcare Group.....	3
How we source our staff.....	2
Our Policies on Modern Slavery including Human Trafficking.....	3
Equal opportunities and safeguarding.....	5

Introduction

Modern Slavery is the recruitment, movement, harbouring, or receiving women, children or men through the use of force, coercion, abuse of vulnerability, or deception for any purpose of exploitation.

With Modern Slavery still happening across the country and affecting an estimated 13,000 victims of trafficking, The Modern Slavery Act was designed to seek out and eliminate such horrendous crimes of human trafficking, slavery and compulsory labour.

The Modern Slavery Act came into force on the 29th of October 2015.

Modern Slavery Statement

This statement is made in accordance to Section 54(1) of the Modern Slavery Act 2015.

This statement sets out how Adada Healthcare Group operates, and the steps taken.

to minimise the potential risk of modern slavery in its business and supply chains.

Adada Healthcare Group Ltd comprises: Adada Ltd, Adada recruitment and Training services. All companies are included by reference to Adada.

About Adada Healthcare Group

Adada Healthcare group specialises in the provision of Healthcare Services to the NHS, local council, and individuals. It was established in 2016 and has since provided excellent care and support to its clients.

Its directors and management teams oversee each and every aspect of the business specialising in specific areas within the business. Everyone within Adada Healthcare Group is responsible for ensuring company policies and procedures are followed.

How do we source our staff?

As a recruitment agency, we are governed by the Recruitment & Employment Confederation (REC).

As an Equal Opportunities Organisation, we welcome candidates and internal staff via online job searches, referrals, and recruitment drives. Our recruitment drives are held nationally and internationally by a carefully selected team who will hold open days, inviting those with an interest to come along and have an informal discussion about their expectations and plans. Candidates and staff are then welcome to begin their registration.

Our Policies on Modern Slavery including Human Trafficking

Adada Healthcare Group is committed to ensuring that our business and chain of suppliers do not tolerate modern slavery, forced labour or human trafficking in any sense. All our candidates are vetted accordingly with recruitment guidelines for right to work documentation and working closely with the Home Office when verification is required.

Our recruitment processes follow government procurement standards including but not limited to:

- Crown Commercial Service
- Health Trust Europe
- London Procurement Partnership
- NHS Pre Employment Check Standards
- Core Skills for Health
- Care Inspectorate (England)

As an Employment Agency, we are legally governed by the Employment Agencies Act

2003 and its subsequent amendments, and in complying with this legislation we carry out our recruitment processes in line with the prevailing acts, statutes and laws including,

but not limited to:

- Working Time Regulations 1998
- Equality Act 2010
- Agency Worker Regulations 2011
- Employment Agencies Act 2003
- Data Protection Act 2018 (General Data Protection Regulation (GDPR))
- Employment Rights Act 1996
- The Employment Act 2008
- Employment Rights 1996

We are also members of the Recruitment and Employment Confederation (REC) Code of Professional Practice (REC code) and adhere to all aspects of this quality mark, ensuring our practices conform to basic statutory compliance as well as higher ethical standards. We are assessed every two years to ensure we retain and can renew our membership. All agency workers must be taken through the rigorous pre-screening, registration and interview process. Candidates are always informed of the steps taken to register. Each of those stages forms part of the legal and contractual requirements under NHS Employer Standards that we adhere to, including the requirements of the Equality Act 2010.

Those stages are:

- CV receipt
- Application form completed
- Formal face-to-face interview
- Identity checks
- Right to work check
- Employment history & reference checks
- Professional registration and qualifications checked with the GMC/NMC or other regulatory body
- Work health assessment checks
- English language competency checks
- Safeguarding check through the Disclosure and Barring Service (DBS)/PVG

- Statutory and mandatory and clinical/core skills training checks
- Handbook declaration
- Appraisal and revalidation, where required
- Contractually, we adhere to the criteria set out in all Framework Agreements and Call-off
- Contracts held, and all Tier structures and SLAs that are put in place.

Whilst working in partnership with the NHS and other governing bodies, our processes are regularly audited, gaining ongoing confidence in our processes and practices. As a Framework agency, Adada Healthcare Group is committed to ensuring our supply chains and further business activities are free from ethical and labour standard abuses.

Adada Healthcare Group Policies, procedures, governance and legal arrangements are robust, ensuring that our pre-employment and ongoing checks are applied in our standard employment procedures to ensure compliance with current legislation.

Processes in place include but are not limited to:

- Standard set rate of pay for skill sets and role for all employees, workers and agency staff which is currently set above the national living wage
- Confirming identities of all employees, workers and agency staff on an ongoing basis
- Confirming the right to work for each individual
- A dedicated Resolutions department, where individuals are encouraged to raise concerns
- Ongoing training for our agency workers and key individuals within the business
- Ongoing training updates, ensuring that best practice is shared and work to support the identification of modern slavery within the recruitment business.
- Building ongoing professional relationships with immigration officials
- Protection of whistleblowers
- Ensuring our supply chains follow our policies and processes as laid out above
- Undertaking regular audits on supply chains to confirm compliance
- A Responsible Officer who has direct engagement with both Doctors and the GMC
- A Clinical Nurse who has direct engagement with Nurses and the NMC

Equal Opportunities and Safeguarding

Adada Healthcare Group encourages anyone, including colleagues, suppliers, candidates and clients, to report any issue or concerns about potential unethical business practices, such as fraud, bribery, slavery or human trafficking, and will work with the local authorities to ensure such concerns are investigated properly and dealt with efficiently and effectively.

Adada Healthcare Group transparent approach ensures that all candidates are treated equally and fairly. Pay rates are consistent and are not dependent on background, gender or ethnicity.

Adada Healthcare Group has systems in place to:

- Identify and assess potential risk areas in our supply chains
- Protect whistleblowers
- Encourage and welcome ongoing audits
- Training and education for identifying risks and potential victims
- A dedicated Continuous Improvement team
- A dedicated Governance team
- Dedicated Recruitment Consultants for individual candidates

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Page 6 of 6

29/11/23 v4

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation's slavery and human trafficking statement for the financial year ending 31st March 2023.

Ikenna Akukalia

Managing Director

11th November 2023

Signed electronically