



## **Modern Slavery Statement**

Citta Care Ltd is a provider of care and support for adults with an enduring mental health diagnosis who live in Kent. This statement sets out our organisations commitment to recognising and preventing slavery and human trafficking in all its business activities.

At Citta Care Ltd, we recognise the scale and seriousness of the problems which arise from modern slavery and human trafficking, and most importantly the impact on its victims. In order to minimise the risks of any association with practices that undermine the principles of safety and dignity for our clients and staff, particularly with respect to people from vulnerable groups, we have taken the following steps to ensure we remain compliant with The Modern Slavery Act 2015.

### **Training and awareness**

Staff employed by Citta Care Ltd will complete an in-depth mandatory e-learning course to educate themselves about modern slavery and human trafficking. Following the initial induction to the organisation, we will have an annual reminder for all staff set which will be added into the employees training plan which will identify when the course is due for a refresher. Following any training course, the Service Manager will engage and take feedback from our staff to see whether the course material remains relevant or if it can be improved or tailored more to the specific risks to our business, particularly the risks to the people we support themselves.

Following completion of training, employees at Citta Care should be able to define and explain the meanings of modern slavery and human trafficking; training attended will be discussed in the individual supervision to allow the Supervisee to ensure that the knowledge provided by the training has been correctly understood. There will be a zero-tolerance approach to modern slavery at Citta Care, and employees, through induction training and supervision, will be aware of what to do should they suspect that a fellow employee or a person we support is a victim of modern slavery.

## **People**

Citta Care Ltd is committed to dignity at work and fair treatment of all colleagues. To ensure all employees are not subjected to undue influence and are treated with dignity and respect, there are robust HR policies and procedures which are regularly audited to ensure compliance with all appropriate legislations to prevent unethical working practices. Citta Care Ltd is committed to ensuring all staff receive fair remuneration for the job they perform and undertake regular reviews of terms and conditions across the workplace. All employees at Citta Care will be paid as a minimum, the National Minimum Wage.

## **Recruitment Processes**

In line with the organisations Recruitment and Selection Policy, staff will be required to provide evidence to confirm their eligibility to work in the UK before appointment to position is confirmed.

## **Safeguarding**

Every member of staff who is employed with Citta Care Ltd will be required to undertake mandatory training on the both the safeguarding of adults and children. Reference is made in our Safeguarding Policy to modern slavery and human trafficking as a type of behaviour or pattern which constitutes abuse of an individual.

## **Future Action**

Citta Care Ltd will continue to take action and improve procedures in relation to modern slavery to mitigate risk and will continue to raise awareness and deliver training to new and existing employees.