

Modern Slavery Statement

This statement has been produced and is endorsed by the 5 directors/shareholders of The Glen Private Nursing Home Ltd. The Glen is a small, private nursing home, registered to care for up to 19 people in 17 rooms.

Modern slavery is a crime and a breach of human rights. It can take many forms including human trafficking and forced labour which allow people to exploit individuals for financial gain.

The Glen Private Nursing Home is committed to preventing modern slavery and human trafficking in its own operations and in all business dealings and relationships. Suppliers will be made aware of our zero-tolerance approach to modern slavery, and we will ensure they have the same values/policies before agreeing to do business with them.

We ensure transparency in our own business approach and expect the same for our business contractors and suppliers. Random checks on suppliers' policies will be conducted via their websites.

We take a robust approach to recruiting both our permanent and flexible workforce (i.e. agency and bank workers). We communicate directly with people to discuss any work opportunities and to confirm details of any offer made. We have rigorous procedures in place for the vetting of new team members and flexible workers and ensure that we are able to confirm their identities and their right to work in the UK.

We pay at least the National Living Wage directly into a personal bank account.

All new permanent team members are required to complete an induction, which includes information and training on the home's policies. When using employment agencies, we only use specific reputable companies to source workers and always verify their practices before we engage them.

Management is responsible for ensuring staff are aware of their responsibilities with regard to modern slavery and staff are trained in this subject.

The detection and reporting of modern slavery in our company and any of our supply chain is the responsibility of all employees. Staff will be encouraged and supported in line with our whistleblowing policy to raise their concerns about any modern slavery they suspect.

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