

Modern Slavery Statement

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Owner:	Directors		
Target Audience	All staff		
Owner:	Directors		

This statement relates to Section 54 of the Modern Slavery Act (2015) and sets out the steps that the Immediate Care Medical Services Ltd (ICM) have taken, and will continue to take, to ensure that modern slavery or human trafficking is not taking place within our organisation and commissioned services.

Modern slavery encompasses slavery and human trafficking, forced labour and domestic servitude. Traffickers and slavers use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

ICM have a zero-tolerance approach to any form of abuse and thus modern slavery is incorporated within safeguarding work. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery.

Through the implementation of robust Human Resources and Recruitment Policies and Procedures ICM ensures that comprehensive checks are in place to negate the likelihood of individuals being employed by ICM who have been trafficked or who are the victims of modern slavery. These include references, occupational health checks, DBS checks, immigration and identity checks.

By adopting the NHS Terms and Conditions of Service, ICM has the assurance that all staff will be treated fairly and will comply with the latest legislation. This includes the assurance that staff received from April 2016 the new National Living Wage.

ICM has various policies and procedures in place designed to provide guidance and advice to staff, managers, and volunteers.

These policies include

- Children, Young Person and Adult at Risk Safeguarding Policy
- Freedom to Speak Up - Raising Concerns (Whistleblowing) Policy
- Quality Impact Assessment Framework
- Equal Opportunity Policy
- Recruitment and Selection Policy



ICM are responsible for monitoring the quality of services and care provided to patients and will therefore ensure that all service providers are aware of their responsibilities and have effective systems in place to demonstrate that they too have a zero tolerance to human trafficking and are compliant with the Modern Slavery Act (2015).