



# HOME FROM HOME SUPPORT LTD

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### 1. Introduction

- 1.1 Home From Home Support Limited ("HFH") is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility to uphold human rights and to act with integrity, transparency, and accountability in line with the Modern Slavery Act 2015.
- 1.2 As a provider of domiciliary care and supported living services, we support vulnerable adults across Wales. The nature of our work places us in a position of trust and responsibility, and we are committed to ensuring that exploitation, forced labour, servitude, or trafficking has no place within our organisation or the services we deliver.
- 1.3 This statement sets out the steps we have taken during the financial year to prevent modern slavery in our operations and supply chains.

### 2. Our Organisation and Structure

- 2.1 Home From Home Support Limited provides regulated care and support services, enabling people with learning disabilities, mental health needs, and other vulnerabilities to live independently within their own homes and communities.
- 2.2 We operate within Wales and are regulated by Care Inspectorate Wales (CIW). Our workforce includes support workers, senior support staff, management, and central support functions. We work in partnership with local authorities, health boards, landlords, and approved suppliers.

### 3. Our Policies and Governance Framework

- 3.1 We maintain a strong governance framework to safeguard against exploitation. Key policies that support our commitment include:
  - 3.1.2 Safeguarding Adults Policy
  - 3.1.3 Recruitment and Selection Policy
  - 3.1.4 Whistleblowing Policy
  - 3.1.5 Code of Conduct



### 3.1.6 Supplier and Procurement Standards

3.2 Our safeguarding procedures align with the Social Services and Well-being (Wales) Act 2014 and All Wales Safeguarding Procedures. Any concerns relating to exploitation, coercion, or abuse are treated as safeguarding matters and reported accordingly.

## 4. Recruitment and Employment Practices

4.1 HFH operates robust recruitment and employment processes to ensure all staff are recruited fairly and lawfully.

4.2 We:

4.2.1 Conduct safer recruitment processes including enhanced DBS checks where required.

4.2.2 Verify right to work in the UK before employment commences.

4.2.3 Issue written contracts of employment.

4.2.4 Ensure staff are paid at or above the Real Living Wage.

4.2.5 Do not tolerate forced, bonded, or involuntary labour.

4.2.6 Provide access to grievance and whistleblowing procedures without fear of detriment.

4.3 We do not charge recruitment fees and do not retain employee identity documents.

## 5. Supply Chains

5.1 Our supply chain is relatively low risk due to the nature of our services. It primarily includes:

5.1.2 Recruitment and training providers

5.1.3 IT and compliance systems

5.1.4 Property maintenance and facilities contractors

5.1.5 Office and care equipment suppliers

5.1.6 We expect all suppliers and contractors to comply with applicable employment and human rights legislation. Where appropriate, we seek confirmation that suppliers have policies in place to prevent modern slavery.



5.1.7 We are committed to reviewing supplier relationships and taking appropriate action where concerns arise.

## **6. Risk Assessment**

6.1 Given the regulated nature of our services and our localised workforce, the risk of modern slavery within our direct employment structure is considered low. However, we recognise that risk can exist:

6.1.2 Within agency labour or subcontracted services

6.1.3 Within extended supply chains

6.1.4 Among vulnerable individuals we support, who may themselves be at risk of exploitation

6.2 We therefore remain vigilant and ensure safeguarding awareness is embedded across the organisation.

## **7. Training and Awareness**

7.1 Staff receive safeguarding training as part of induction and ongoing professional development. This includes recognising signs of abuse, exploitation, and coercion.

7.2 Managers are trained to identify indicators of modern slavery, including:

7.2.1 Unexplained control over an individual

7.2.2 Lack of personal documentation

7.2.3 Signs of coercion or restriction of movement

7.2.4 Financial exploitation

7.3 Any concerns are escalated in line with safeguarding procedures.

## **8. Reporting Concerns**

8.1 HFH encourages staff, people we support, families, and partners to report concerns through:

8.1.1 Line management

8.2.2 The Responsible Individual



8.2.2 Our Whistleblowing Policy

8.2.2 Local safeguarding authorities

8.3 All concerns are investigated promptly and, where appropriate, referred to statutory agencies.

## 9. Continuous Improvement

9.1 We are committed to reviewing and strengthening our processes annually. Over the coming year we will:

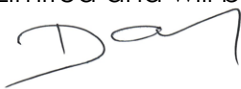
9.1.1 Review supplier assurance processes

9.1.2 Reassess risk areas within procurement

9.1.3 Continue safeguarding training and awareness

## 10. Approval

10.1 This statement has been approved by the Board of Directors of Home From Home Support Limited and will be reviewed annually.

10.2 Signed: 

10.2.1 Daryl Quarry

10.2.3 Director

10.2.4 For and on behalf of Home From Home Support Limited

10.2.5 February 2026

## 11. Policy Review

11.1 This policy will be reviewed every two years or sooner if there are changes in legislation, regulatory guidance, prescribing practice or internal learning from incidents.



Review Process			
<b>Policy review frequency:</b>		<b>Responsible for review:</b>	
This policy / procedure will be reviewed on a 2-yearly basis		This policy / procedure will be reviewed by: Operations Director	
Version Control			
Version	Date approved	Next review date	Author / Title
V1	February 2026	February 2028	Daryl Quarry

**It is the responsibility of the employee to familiarise themselves with the contents of this policy and abide by it.**

**THIS DOCUMENT IS AVAILABLE IN ALTERNATIVE LANGUAGE AND ACCESSIBLE FORMAT**

The Company revises all such policy and procedural documents on a regular basis. Failure to abide by this policy may lead to disciplinary action.