

Modern Slavery and Human Trafficking Statement 2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Tricuro has taken during the Financial Year 2019/2020 to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. The Covid-19 pandemic from March 2020 will have created a lot of changes for many businesses. When we next review this statement for the period to March 2021 we will have a clearer idea of any impact.

Structure, business and supply chains

Tricuro consists of two companies, the care company Tricuro Limited and a support function company, Tricuro Support Limited. Both are managed by the same Board of Directors. Tricuro is a joint venture local authority trading company, wholly owned by Dorset Council and Bournemouth, Christchurch and Poole Council and was launched in 2015. We employ over 1,500 staff and provide a range of care and support to older people; people with physical and learning disabilities; people with mental health needs; carers and clients' families. We have highly trained and skilled staff and offer flexibility, consistency and reliability of service across the county which is focused on meeting the needs of people in our communities. Working closely with our owners Dorset Council and Bournemouth, Christchurch and Poole Council we deliver personalised, high quality support to meet individual needs to over 7,000 people a year.

Tricuro's governance processes ensure that decisions made by the leadership team are approved by the Tricuro Board with the Executive Shareholder Group (ESG) having oversight. The shareholders set the strategic vision and objectives of the company. Tricuro's Board is responsible for the management of the company in line with the strategic vision and objectives set.

Tricuro wants to work collaboratively with our supply partners including suppliers, contractors and joint venture partners, on quality, continuity and sustainable procurement. Our supply chain includes professional services providers, such as financial auditors and legal firms, consultants, IT equipment and other office supply companies, furniture and equipment suppliers for our services, clothing providers of staff uniforms, and partners such as educational or training providers, and other providers of similar services such as health providers e.g. GPs and other NHS medical providers. We seek to have proactive relationships based on honesty, openness, respect and fairness in all areas of procurement.



Commitment and policies

The Board of Directors of Tricuro recognise the importance of ensuring that all our suppliers deliver their products in a responsible and ethical manner to us as a company and to those who we provide services for. We are committed to partnering with our supply chain in a way which is consistent with our company values of being empowering, welcoming, inclusive, trustworthy and innovative. To this end, we utilise the procurement services of our Local Authority shareholders in sourcing many of our suppliers.

All supply chain activities shall be in relation to the fulfilment of legitimate business needs and within financial approval levels as set by the Board of Directors and which may change from time to time.

We commit to

- Being open, transparent and fair in our dealings with supply partners, acting in an honest and ethical manner at all times
- Not engage in bribery, or any form of inducement payments
- View the services of supply partners based on value for money, quality, safety, sustainability and competitiveness and alignment to our values of being empowering, welcoming, inclusive, trustworthy and innovative
- Taking reasonable steps to ensure payment terms and other conditions are fulfilled
- Regularly monitor performance of our supply partners

As a supplier of services ourselves, we expect to be treated in the same way by our supply partners.

We ask our supply partners to

- Share our commitment to protecting the health, safety and security of employees, clients and others who could be affected by their activities
- Pay everyone a fair wage and provide good working conditions
- Supply good quality products and materials from sustainable, local and ethical sources
- Ensure everyone has the right competency and appropriate training to carry out their job role
- Ensure all accidents and incidents are reported and appropriate investigations undertaken
- Protect Tricuro's assets including confidential or personal information

Modern Slavery



We operate a robust recruitment policy, including carrying out eligibility to work in the UK checks for all employees to safeguard against human trafficking or people being forced to work against their will. The majority of our staff work directly with vulnerable people and so are required to have their criminal records checked by DBS. We also have a Whistleblowing Policy to ensure there are mechanisms available to all employees to raise any concerns they may have about how colleagues are being treated, or practices within our business or supply chain without fear of reprisals. We recognise 3 unions – Unison, Unite and the GMB. Staff are advised how to join, and the unions have access to hold meetings in our workplaces.

Assessing risk

People

Our recruitment processes are transparent, and we have comprehensive vetting procedures in place in relation to the hiring of new employees. We are, therefore able to confirm their identities, their right to work in the UK and ensure compensation is paid directly into a personal bank account. All employees are paid above the UK's national living wage.

Suppliers

If there is a failure by a supplier to meet the standards expected as outlined in our terms and conditions for the supply of goods and/or service, in the first instance, Tricuro would seek to give support and guidance to the supplier to tackle the issue but ultimately, failure to meet the expected standards is deemed as a breach of contract which may result in the termination of our relationship with any supplier at fault.

Current Policy and annual slavery statements are requested from employment agencies and local suppliers so as to understand how they are meeting their obligations.

Training

There is a Modern Slavery and human trafficking e-learning module accessible to staff which we advise them to complete. Modern Slavery is also covered within our Safeguarding training which is mandatory for all staff to complete every 3 years. New staff have to complete the module as part of their induction within the first 12 weeks of commencing employment.



Effectiveness

During 2020/2021, Tricuro will:

- Continue to review our engagement with existing third parties/suppliers to check their policy and processes and ensure they understand our expectations
- Continue to provide information, training and support for staff on modern slavery and human trafficking as appropriate so they understand the legislation and impact on our activities
- Monitor the changes produced by Covid-19 to ways of working and consider any impact on modern slavery.

This statement has been approved by the Board of Directors on 24/09/20, who will review and update it annually.

We know that to tackle modern slavery and promote our core beliefs it is essential to monitor and improve our procedures on an on-going basis as well as being essential to ensuring the quality of our services and that they live up to our organisations' values

Sue Ladbrook

HR Director

This statement relates to the period from 1 April 2019 to 31 March 2020