

ICS Statement regarding compliance with the Modern Slavery Act 2015

“An act to make provision about slavery, servitude, and forced or compulsory labour and about human trafficking, including provision for the protection of victims; to make provision for an Independent Anti-Slavery Commissioner; and for connected purposes (26/03/2015)”

Status of ICS

With over 30 years recruitment experience, ICS has built an excellent reputation as a market leader for recruiting and supplying highly skilled specialist candidates throughout the UK and overseas. We provide NHS Trusts, Private Hospitals, Social Service Departments, Local Authorities and Private organisations with temporary and permanent recruitment solutions on a nationwide basis.

Transparency

ICS adopts a transparent approach to the recruitment and placement of our candidates and fully complies with the Duty of Candour principles and the Modern Slavery Act 2015. ICS has robust contracts and / or service level agreements with all supply chains which promote transparency between both parties. Any incidents of Modern Slavery and / or Human Trafficking are documented, investigated (if appropriate) and referred appropriately to the regulatory bodies in accordance with the ICS Incidents Policy / Procedure and in line with the Modern Slavery Act 2015.

Current Risk


ICS deems the risk of Modern Slavery and Human Trafficking to be low in all parts of the business, and believes that it is currently not occurring within the business, however ICS continues to monitor and assess the potential risk and react appropriately. ICS has taken steps to reduce the risk of the occurrence of Modern Slavery and Human Trafficking through:

- Robust recruitment procedure which includes immigration checks
- Ensuring candidates have the correct right to work status and documents
- Appropriate clearance is obtained (DBS, PVG, Access NI)
- Candidates are appropriately trained (including Safeguarding Adults and Children)
- Appropriately trained office staff
- Policies and procedures in place

Policies and Procedures

Modern slavery, Human Trafficking and other forms of exploitation are included in the ICS Safeguarding Adults and ICS Safeguarding Vulnerable Children Policies, these policies include warning signs and reporting / escalation processes. Other policies and procedures that further support the identification and management of Modern Slavery and Human Trafficking are:

- ICS Incidents Policy
- ICS Complaints Policy
- ICS Equality, Diversity and Human Rights Policy
- ICS Recruitment Policy and Procedures



Richard MacMillan
Chief Executive Officer