



Modern Slavery & Human Trafficking Statement 2019 - 2020

About Cephass Alpha Group

Cephass Alpha Group consists of a group of companies, Cephass Care Ltd and Alpha Nurseries Ltd, Alpha Community Nurseries Ltd, ABC Day Nurseries Ltd, Little Joe Ltd, Asher Properties Ltd, Alpha Leisure Services Ltd, Three Arches Care Ltd

Cephass Alpha Group employs over 600 staff across nationwide sites. As a group this includes providing care and support to children and adults who may be at risk from abuse. This statement is for both our customers and employees, both of whom may be at risk of modern slavery and human trafficking.

Cephass Care Ltd is an established care provider, supporting adults within their own homes and within support housing environments.

Three Arches Care Ltd is an established care provider, supporting elderly people in residential care.

Alpha Nurseries Ltd, Alpha Community Nurseries Ltd, ABC Day Nurseries Ltd and Little Joe Ltd is an established nationwide child care provider.

Alpha Leisure Services Ltd, is a company that has a number of Soft Play Centres.

Background

Human trafficking and modern slavery is becoming a more frequent form of abuse. Adults and Children are recruited, moved, transported and then exploited, forced to work or are sold on.

Modern slavery is a term that covers:

- Slavery
- Servitude and forced or compulsory labour
- Human trafficking.

Victims of modern slavery are also likely to be subjected to other types of abuse such as physical, sexual and emotional abuse.

For an adult or child to have been a victim of human trafficking there must have been:

- *Action* (e.g. recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation)
- *Means* (threat or use of force, coercion, abduction, abuse of power or vulnerability) There does not need to be “means” for children as they are not able to give informed consent
- *Purpose* (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs).

Our commitment to the principles of the Modern Slavery Act 2015

Cephass Alpha Group are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer,



Cephas Alpha Group are committed to creating and ensuring a non-discriminatory and respectful environment for its customers and employees.

Cephas Alpha Group's recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

This policy should be used alongside the following policies to ensure all children, adults, staff, parents, relatives and visitors are fully safeguarded:

- Safeguarding, including child protection
- Whistleblowing
- Equality and inclusion

Where concerns are raised this policy should be used alongside Cephas Alpha Group policies. Each company holds the following policies which are accessible to all staff within individual locations or via the company drop box policies.

- Code of Conduct.
- Safeguarding policy.
- Whistleblowing policy.
- Bullying and Harassment policy.
- Equality and Diversity policy.
- Recruitment and Selection policy.

Embedding the principles

During 2019-2020, Cephas Alpha Group will undertake the following activities:

- Make staff aware of the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensured Modern Slavery and Human Trafficking are highlighted within our company training.
- Embed the Modern Slavery Act 2015 into our Whistleblowing Policy and processes.

The organisation applies due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers:

- Evaluating the modern slavery and human trafficking risks of each new supplier.
- Using details of ethical supplier database, where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular.
- Developing a system for supply chain verification whereby the organisation evaluates potential suppliers before they enter the supply chain.
- Reviewing its existing supply chains, whereby the organisation evaluates all existing suppliers.



Document Control

Changes History

Version	Date	Amended By	Details of Change
1	21.05.19	Written by R Robertson	-----