

Modern Slavery Statement – Financial Year 2024/25

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 which sets out what steps Hexagon Care Services take to prevent modern slavery in the organisation. We are very clear in our belief and practice against the unacceptable face of forced and compulsory labour, child labour and human trafficking and any form of exploitation. As an organisation we will not enter business with any organisation that we believe to be knowingly supporting or we establish to be involved in any form of slavery, forced labour or servitude.

We are committed to implementing policies that aim to prevent this within our business and, to the best of our ability, within any supply chains that support us.

What we do as an organisation

Hexagon Care Services offers national coverage, with over 60 residential children's homes and schools, and contracts with numerous local authorities across England.

We pride ourselves on our close relationships with our partner agencies. As such, we have developed a range of innovative services designed to meet the evolving needs of our local authority partners. We offer a wide range of services, including a number of children's homes that meet a variety of needs, adult provisions, education, therapy and support services.

Hexagon Care Services are subject to rigorous operational statutory regulation with compliance measured and audited by Ofsted (England) and Care Quality Commission (England).

Training and Development

The team at Hexagon Care Services make a difference to the lives of the young people and supported adults they look after and educate every day, in order to create more positive futures. Our commitment to ethical, high-quality services and positive outcomes means we provide successful, stable placements. The dedicated teams who run our homes are supported by a vastly experienced regional management group. Together, they genuinely care about making a difference.

We have huge aspirations for the people we look after. We provide plenty of support to our teams, so they can help them to develop the skills they need to live independently and contribute positively to their local community. Through a culture of continual professional development, our award-winning, comprehensive and innovative training programme gives our motivated, professional and knowledgeable employees the skills to support young people and adults, no matter how extreme the crisis. We expect the same resilience our dedicated employees show, day in day out, to be passed onto the people we look after, giving them the strength of character to achieve their own positive outcomes.

Examples of training for employees include:

- Safeguarding Children who may have been trafficked
- Combatting Children Sexual Exploitation
- Child Exploitation Training
- Safeguarding Training
- Safer Recruitment Training

In addition to this our home managers and senior employees have gold membership to the National Working Group (NWG). NWG is a charitable organisation formed as a UK network of over 14,500 practitioners who disseminate our information down through their services, to professionals working on the issue of child exploitation (CE) and trafficking within the UK.

Equality, Diversity and Inclusion Training

Equality, diversity and inclusion training is a mandatory training requirement across the organisation for every employee to complete on an annual basis. It is a formal KPI which is monitored and reported on monthly at the Senior Leadership Team meeting.

Organisational Policies

We operate a number of internal policies with employees to ensure we are conducting business in an ethical and transparent manner.

Our employees are encouraged to raise concerns about unethical behaviour, wrongdoing or behaviours they think go against our policies and values. Employees have direct access to a dedicated Raising Concerns email, online form and Raising Concern Policy which provides guidance on how to raise their concerns.

The key component throughout the company are the employees employed to support our operations who are predominantly recruited directly by our own in-house recruitment resources. Due to the sensitive nature of our services and rigorous pre-employment checks our recruitment processes are strict and comply fully with regulatory guidelines and safer recruitment for those working with vulnerable children, young people and adults.

Other key policies include:

- Anti-bribery Policy
- Equality, Diversity and Inclusion Policy
- Code of Conduct
- Grievance Policy
- Raising Concerns (Whistleblowing) Policy
- Anti Bullying and Harassment Policy

Risk Assessment and Management

We are committed to acting ethically and with integrity and transparency in all business dealings. Risks linked to modern slavery are a topic of conversation in our Senior Leadership Team (SLT) meetings. There have been no disclosures or any identified instances of modern slavery within the company to date.

Due Diligence of Supply Chains

Due to the nature of our businesses, we have a limited supply chain to ensure our needs in terms of our administration, IT and management of our facilities and buildings are properly met.

It is expected that our suppliers are able to provide details of their own policies supporting their statements and, as a minimum, meet national laws and include human rights principles regarding child labour or bonded or forced labour where documents are withheld, payment of fair wages and payment in money, not kind.

This statement was approved by the Board of Directors on:

Date: 19/11/24

This statement was signed by Director and CEO:



Simon Hammond, Chief Executive Officer

Date: 25/11/24