Modern Slavery and Human Trafficking Statement

This statement is made as part of Medicare4U's commitment to preventing modern slavery and human trafficking in accordance with the Modern Slavery Act 2015 (the Act). It sets out how Medicare4U operates, the steps we have taken to minimise the risk of modern slavery within our business and supply chains, the risks we have identified, how we monitor those risks, and how we train and support our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year April 2024 to March 2025

Our Business

Medicare4U is a limited company operating in the healthcare recruitment sector. We provide recruitment and temporary staffing services to healthcare organisations, including the supply of medical and healthcare professionals.

We recognise that the healthcare sector can be exposed to risks relating to modern slavery and human trafficking, particularly within areas such as nursing, care provision, and the wider healthcare supply chain. We are committed to monitoring and mitigating these risks within our business and supply chains.

Medicare4U is an independent business operating primarily within the United Kingdom.

Who We Work With

All of the hiring organisations that we work with, and all of the work-seekers and temporary workers we supply, are known to and identified directly by our staff. We carry out appropriate identity, compliance, and right-to-work checks for all candidates before they are introduced or supplied.

We do not supply workers through unknown intermediaries. Where candidates operate through their own limited companies or other permitted engagement models, appropriate checks are undertaken.

The hiring organisations we work with are located primarily in the United Kingdom. The workers we supply are based in the United Kingdom, including internationally recruited candidates who have the legal right to work in the UK.

Other Relationships

As part of our business operations, we also work with:

- Relevant healthcare professional and regulatory bodies
- Sector-specific industry bodies
- The Recruitment and Employment Confederation (REC)

Our Policies

Medicare4U has a Modern Slavery and Human Trafficking Policy, which reflects our commitment to ethical recruitment and safeguarding vulnerable individuals.

In addition, Medicare4U operates a range of policies and procedures that support ethical working practices, including:

- Right to Work and Identity Verification procedures
- Safeguarding policies and procedures
- Whistleblowing Policy
- Grievance and Complaints Procedures
- Respect at Work policies

These policies provide clear mechanisms for raising concerns and are communicated to staff as part of their role.

Policy Development and Review

Medicare4U's policies are established and approved by the Directors and senior leadership team, informed by legal requirements, industry guidance, and best practice within healthcare recruitment.

Policies are reviewed annually, or sooner where required, to ensure they remain effective and aligned with legislative or regulatory changes.

Our Processes for Managing Risk

We are committed to identifying and managing the risk of modern slavery and human trafficking within our business and supply chains.

Our due diligence processes include:

- Confirming the identity and right to work of all candidates and workers
- Ensuring all staff are employed on lawful terms and paid in line with applicable wage legislation
- Assessing modern slavery risk as part of supplier onboarding and procurement
- Requiring suppliers to comply with relevant legislation and ethical standards

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking within our direct business operations. However, we recognise that risk can exist within the wider healthcare sector and supply chain, and we remain vigilant.

To minimise risk, we also:

- Reserve the right to conduct spot checks or reviews of suppliers where concerns arise
- Require suppliers to address modern slavery and human trafficking within their policies and practices
- Limit authority to enter supplier relationships to senior staff
- Encourage staff to raise concerns through established whistleblowing and reporting channels

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Review of Effectiveness and Performance

We monitor the effectiveness of our approach through:

- Ongoing compliance checks, including right-to-work verification
- Review of safeguarding and whistleblowing reports
- Monitoring staff awareness and training completion
- Oversight by senior management

Where issues or concerns are identified, these are reviewed and addressed promptly, with appropriate escalation where required.

Training and Awareness

Medicare4U is committed to ensuring staff understand the risks of modern slavery and human trafficking and their role in preventing exploitation.

- Staff involved in recruitment, compliance, and safeguarding receive training on identifying and responding to modern slavery risks
- All staff receive awareness-raising information to help them recognise indicators of modern slavery and escalate concerns
- Training is refreshed regularly and updated to reflect changes in legislation and best practice

We actively encourage staff to speak up and raise concerns without fear of retaliation.