

Modern Slavery Statement

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement outlines the steps that CAMHS Professionals has taken to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

Overview

The act requires commercial organisations supplying goods and services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement' although CAMHS professionals are not a relevant commercial organisation subject to Section 54 of the Modern Slavery Act 2015 as we do not have an annual turnover of £36 million, we are committed to ensuring this is not taking place in our supply chain.

What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world – a growing global issue that transcends age, gender and ethnicities, sadly vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Our organisation structure and supply chains

CAMHS Professionals is a private limited company, incorporated in England and Wales.

CAMHS Professionals was established with the vision to become the UK's leading specialist CAMHS Mental Health Recruitment agency. Through partnering and delivering to the needs of all of our clients and candidates, our aim is to ensure that we consistently exceed expectations.

The central ethos of CAMHS Professionals, is to meet the needs of the customer. National specialists in Healthcare recruitment, our business offers permanent, retained, locum and ad-hoc workforce solutions. Through our extensive network of Approved Consultant Psychiatrists, Clinical Psychologists, Therapists, Nurses, Support Workers and other Mental Health Professionals,

We believe in providing an authentic, recruitment service which extends way beyond a transactional relationship. The foundation of CAMHS Professionals is built upon excellent and reliable service delivery which thoroughly understands the diversity and complexity of the healthcare sector. We are passionate about this industry and will always work with integrity.

Our supply chains include, but are not limited to operating as an employment agency. This may involve the introduction of candidates for onward supply to our clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our Supplier Code of Conduct. We also expect our suppliers to promote similar standards in their own supply chain.

Our Policies including on Slavery and Human Trafficking

Suppliers are expected to adhere to our Supplier Code of Conduct, which includes specific reference to the Modern Slavery Act 2015, and should have in place a policy recognising, respecting and protecting the human rights of their employees, those of their suppliers and business partners and the communities affected by the suppliers' operations.

Employees should be free to choose to work for their employer and to leave the company upon reasonable notice.

All employees must be provided with a clear contract of employment, which complies with local legislation.

All employees must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on any grounds including, but not limited to, marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to in all countries of operation, without any unauthorised deductions. Suppliers should observe the provisions of the International Labour Organization such that any young persons under the age of 18 should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development. No young persons may be employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Due Diligence Process for Slavery and Human Trafficking

CAMHS Professionals ensure strict compliance checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations; such compliance forms part of our contractual relationship with suppliers.

All CAMHS Professionals employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global whistleblowing procedure. Hays is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

Training

All staff within CAMHS Professionals are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. A training module on modern slavery and human trafficking is also available to all employees. In the UK, an e-learning module forms part of a training package undertaken by new employees. Should any of our colleagues need any additional information or support with regard to human trafficking, forced labour, servitude and slavery this will be provided.

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Michael Wigington
CEO
CAMHS Professionals