

CONTINUING COMMUNITY CARE

Modern Slavery & Human Trafficking Policy

Registered Charity Number: 1204035

Organisation Name: Continuing Community Care (CCC)

Policy Owner: Chief Executive Officer

Last Review Date: December 2025

Next Review Due: December 2026

1. Policy Statement

Continuing Community Care is committed to preventing modern slavery, forced labour, human trafficking, and exploitation in all its activities, services, and supply chains.

We have zero tolerance for any form of modern slavery and are committed to acting ethically, transparently, and responsibly.

We will take reasonable and proportionate steps to ensure that modern slavery does not occur:

- Within our organisation
 - Within our service delivery
 - Within our suppliers, contractors, and partners
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2. Scope

This policy applies to:

- All staff, volunteers, trustees, contractors and consultants
 - All suppliers, service providers, and partners
 - All activities undertaken by Continuing Community Care
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3. What is Modern Slavery

Modern slavery includes:

- Slavery and servitude
- Forced or compulsory labour
- Human trafficking
- Criminal, sexual or labour exploitation

- Child exploitation
- Domestic servitude

It may involve physical restraint, psychological coercion, abuse of vulnerability, debt bondage, threats, or deception.

4. Legal Framework

This policy is informed by:

- The Modern Slavery Act 2015
 - UK safeguarding legislation
 - Human Rights Act 1998
 - Relevant international conventions
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5. Our Commitment

We commit to:

- Acting ethically and lawfully in all our operations
 - Taking steps to identify and assess risks of modern slavery
 - Ensuring staff and volunteers are aware of modern slavery risks
 - Ensuring safe and confidential reporting of concerns
 - Working only with reputable suppliers and partners
 - Acting promptly where concerns are raised
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6. Risk Areas

We recognise that risk may exist in:

- Procurement of goods or services, especially where supply chains are complex or international
- Outsourced services
- Use of temporary or agency labour
- Engagement with vulnerable individuals

We will assess risk proportionately and take steps to mitigate it.

7. Responsibilities

Trustees and Senior Management:

- Provide leadership and oversight
- Ensure this policy is implemented and reviewed

CEO:

- Overall responsibility for compliance
- Ensures concerns are investigated and acted upon

Staff and Volunteers:

- Must comply with this policy
 - Must report concerns immediately
 - Must not engage in or ignore exploitation
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8. Reporting Concerns

Any concerns about potential modern slavery or exploitation must be reported immediately to:

- The Chief Executive Officer, or
- A trustee, or
- Through safeguarding channels where appropriate

Concerns can be raised confidentially. No one will be penalised for reporting concerns in good faith.

9. Responding to Concerns

Where a concern is raised, we will:

- Take the report seriously
 - Ensure the safety of affected individuals
 - Investigate appropriately
 - Report to statutory authorities where required
 - Work with partners to address the issue
 - Terminate relationships with suppliers who breach this policy
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10. Procurement and Suppliers

We will:

- Carry out due diligence on suppliers where appropriate
 - Avoid working with suppliers who cannot demonstrate ethical practices
 - Include modern slavery expectations in contracts where relevant
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11. Training and Awareness

We will:

- Provide staff and volunteers with awareness of modern slavery risks
 - Ensure staff understand how to report concerns
 - Promote a culture of vigilance and responsibility
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12. Breaches of this Policy

Breaches may result in:

- Disciplinary action
 - Termination of contracts
 - Reporting to authorities
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13. Review

This policy will be reviewed annually or sooner if required by law or operational changes.

14. Contact

Policy Lead: Chief Executive Officer
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