



Annual Modern Slavery Statement

April 2025

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Introduction

Since 2013, Bon Accord Care has been a key provider of social care services within Aberdeen City, working collaboratively with other providers and with the Aberdeen City Health and Social Care Partnership to deliver a range of services to meet our strategic objectives. We strive to make a positive difference to the people of Aberdeen, every day. This is outlined in our [strategy](#) and lived through our values: Respect, Integrity, Teamwork and Accountability ([RITA](#)).

In keeping with our values, Bon Accord Care commits to work with fairness and integrity in all aspects of its activity and, as such, takes a zero-tolerance approach in relation to modern slavery.

Modern slavery can take many forms including human trafficking and slavery, sexual exploitation, criminal exploitation, forced labour and servitude. It is an international crime, transcending age, gender and ethnicity.

Purpose of the Statement

This statement is made in relation to Section 54 of the Modern Slavery Act 2015 and sets out the steps Bon Accord Care has taken and will continue to take to identify and prevent modern slavery practices from taking place in any part of its business processes and activities.

1.0 Organisation Structure and Supply Chain

1.1 Structure

Bon Accord Care is a wholly owned subsidiary of Aberdeen City Council and operates as an Arm's Length External Organisation (ALEO). Our social care services, commissioned by Aberdeen City Council via a Service Level Agreement with Aberdeen City Health and Social Care Partnership, support prevention and early intervention to enable independence, reduce hospital admissions, and promote active aging and wellbeing.

The business operates as two registered limited companies, Bon Accord Care and Bon Accord Support Services. Through the Service Level Agreement there is a direct partnership with the Bon Accord Board.

Within the organisation, the internal structure is driven by the nature of various health and social care services provided and consists of Care at Home, Care Home Housing, Day Care Centre, Joint Equipment Store, Learning and Development Hub, City Home Helpers, Occupational Therapy and Head Office.

1.2 Partner Organisations

Moreover, Bon Accord Care works collaboratively with other providers, specifically Aberdeen City Council, Aberdeen City Health and Social Care Partnership, NHS and external care providers, in order to meet its strategic objectives.

Bon Accord Care and our partners share joint strategies for enabling and supporting vulnerable adults, enabling them to enjoy a fulfilled life and help them live their life as independently as possible. This is governed by the Local Outcome Improvement Plan (LOIP), which Bon Accord Care actively participates in. The LOIP forum features Modern Slavery as a specific topic and, as such, keeps partners informed about all processes and steps taken by each organisation to prevent it. The Tier 1 ALEOs assurance hub, which Bon Accord Care report to, also provides data on employment policies and practices.

1.3 Supply Chain and Procurement

Bon Accord Care is committed to conducting all procurement activities in a fair and transparent manner, to avoid buying into supply chains that are susceptible to human trafficking and exploitation.

Bon Accord Care follow the local authority Commercial and Procurement policy. This policy ensures we select most of our preferred suppliers through the Scotland Excel Contract Register. Suppliers under this register went through a tender process in which they must evidence how their company follows the Modern Slavery Act.

Moreover, our Digital and Information technology devices are purchased from or via consultation with Aberdeen City Council Digital and Technology Service, who work in partnership with the joint Commercial and Procurement Service to ensure the integrity and compliance of digital related frameworks and contracts.

2.0 Human Resources - Policies in relation to slavery and human trafficking

2.1 Policies

Bon Accord Care's workforce consists of over 900 engagements across substantive employment, including fixed term contracts of employment and casual worker engagements. We remain dedicated to creating a diverse and inclusive workplace and offer fair pay and working conditions in line with best practice and legislation.

Bon Accord Care is an accredited Living Wage (Scotland) Employer that has been certified by the Living Wage Foundation and implemented the Accredited Living Wage rate. This also applies to our Casual Workers engagements.

We are committed to work with recognised Trade Unions to create equal opportunities for learning and development and working practices within a safe and supportive working environment.

We have introduced and regularly review Human Resources and Operational Policies and procedures to ensure alignment with best practice, Advisory, Conciliation and Arbitration Service (ACAS) guidance and legal requirements. These policies reflect the full cycle of employee engagement – from recruitment, talent management, performance management and disciplinary processes to offboarding.

2.2 Recruitment

Bon Accord Care is committed to providing equal opportunity for all applicants across our recruitment and selection processes. Our recruitment strategy and policy are based on these values and our training and management induction highlights the principle of zero-tolerance for discrimination, harassment, prejudice or modern slavery, valuing the needs and rights of all individuals. Moreover, Bon Accord Care is committed to provide internal training and development opportunities for existing staff members.

Occasionally, we will utilise services of external agencies to support meeting our short-term recruitment needs. Our Nursing/Care Agency partners are registered and regulated by Care Inspectorate and therefore adhere to the Care Inspectorate quality framework.

2.3 Casual Worker Engagement

Bon Accord Care does not utilise zero-hour contracts. Instead, we use and offer Casual Workers Engagements as part of our contingency planning, supporting our core workforce and services. Our Casual Workers' salaries have been graded using the agreed Scottish Joint Council for Local Government Employees evaluation scheme and matched to our permanent employees' salaries.

Our Casual Workers rights and protections, in line with legislation and best practice, are built into Bon Accord Care Policy and Processes. We do not engage services of external partners in recruiting or managing our Casual Workers.

2.4 Whistleblowing

Bon Accord Care has a Whistleblowing Policy that clarifies processes and key points of contact, allowing employees and casual workers to raise serious concerns about malpractice or wrongdoing at any of our services.

Bon Accord Care is committed to investigating and appropriately managing any concerns of modern slavery disclosed through the Whistleblowing procedure specified in the policy and relevant training.

3.0 Due Diligence Processes, Risk Assessment and Management

Bon Accord Care adopts a managed approach to assessing, escalating and addressing identified risks that could impact the organisation, utilising corporate and governance Risk Assessment and Risk Registers - including a People Governance Risk Register.

4.0 Monitoring and Enforcement - Key performance indicators to measure effectiveness of steps being taken

Our Executive Leadership Team and Board Members provide governance and oversight to Bon Accord Care operations, supported by our Clinical and Operational Governance and Safety, People & Performance, and Finance teams.

Key performance indicators to measure effectiveness of implemented processes include Risk Management Assurance, Internal and External Audits and Regulatory Performance Monitoring; these are also subject to Board scrutiny

5.0 Training and Communication

All Bon Accord Care staff have a responsibility for reporting Modern Slavery and Human Trafficking concerns, which is underpinned by our Safeguarding and Whistleblowing Policies and Procedures.

In addition to sharing and communicating relevant policies, our Learning and Development Team regularly reviews Bon Accord Care training programmes to include Modern Slavery and Human Trafficking prevention, PREVENT principles (counter-terrorism strategy) and Cuckooing (where criminals take over a vulnerable person's dwelling) prevention.

Dr Lou Henderson

Managing Director

Bon Accord Care

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