

Modern Slavery Statement 2025

Eclipse Care Group

At Eclipse Care Group, our stance against modern slavery remains unwavering. As a compassionate and values-driven home care provider based in Manchester, we continue to uphold the principles of the **Modern Slavery Act 2015**, embedding them deeply into the heart of our operations. This statement outlines our progress over the past year and our ambitions for strengthening our efforts in 2025.

Reflecting on 2024: Our Progress

Over the past year, we've worked hard to ensure that our commitments have not just remained statements on paper, but meaningful, real-world practices that protect the rights and dignity of everyone connected to Eclipse Care Group.

Key achievements in 2024 include:

- **Active Role of the Modern Slavery Champion:** Our dedicated Modern Slavery Champion has become a vital support figure within the team, offering guidance, promoting awareness, and creating a culture where questions and concerns are welcomed without fear. Their leadership has helped embed modern slavery awareness into our everyday language and practice.
- **Bespoke Training Delivery:** Our tailored training sessions were delivered consistently throughout the year and received excellent feedback. Staff reported increased confidence in spotting signs of exploitation and knowing how to respond appropriately. These sessions were seamlessly integrated into our wider **Ethics and Compliance Programme**, ensuring that ethical awareness runs parallel with quality care delivery.
- **Improved Supplier Oversight:** We successfully strengthened our supplier due diligence process. All new suppliers in 2024 were screened for ethical compliance, and contracts were updated to reinforce our zero-tolerance stance. We also initiated informal relationship reviews with existing suppliers to reaffirm shared values and responsibilities.
- **Open Reporting Culture:** Our confidential reporting mechanisms were maintained and actively promoted. No reports went unaddressed, and we handled every concern with sensitivity, transparency, and care. We are proud that our staff feel empowered to speak up and trust that concerns will be taken seriously.

Looking Forward: Our Goals for 2025

While we are proud of the strides we made in 2024, we understand that modern slavery is an evolving challenge—and our response must evolve too. In 2025, we aim to build on our foundations and go further in creating a workplace and supply chain where exploitation has no place.

Our goals for 2025 include:

- **Enhanced Training Experiences:** We will refresh and expand our bespoke training programme to include **scenario-based learning** and **case studies**. These engaging, practical sessions will ensure staff don't just learn about modern slavery, but truly understand how it manifests in health and care settings.
- **Quarterly Awareness Campaigns:** We plan to run internal campaigns throughout the year, focusing on different aspects of modern slavery—such as hidden exploitation, labour abuse

in recruitment, and trafficking red flags. These campaigns will keep awareness high and conversations ongoing.

- **Collaborative Learning:** We will seek to collaborate with local safeguarding boards and community organisations to share best practices and learn from others in the care and support sector. Through partnerships, we hope to strengthen our collective voice against exploitation.
- **Improved Data Collection:** We aim to introduce more structured recording and review of training completion, supplier audits, and staff feedback. This will allow us to track progress more effectively and identify areas for improvement with greater clarity.
- **Policy Refresh and Review:** In line with our annual review process, our Modern Slavery Policy will be updated to reflect new insights, legislation changes, and sector developments. We will involve staff in this process to ensure policies remain grounded in real experiences and challenges.

A Renewed Commitment

Eclipse Care Group remains steadfast in our mission to provide ethical, safe, and respectful care. We believe that everyone deserves to live and work free from exploitation, and we are proud to champion this cause within the home care sector.

With continued leadership from our Modern Slavery Champion, dedicated training, and an organisation-wide commitment to fairness and transparency, we are confident that 2025 will be a year of further progress, learning, and impact.



Liam Duff

Chief operational officer
Eclipse Care Group