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Modern Slavery Statement

ISSUE NO: 1

Introduction

This statement is made as part of Poolhall Recruitments commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summaries how Poolhall Recruitment operates, the policies and processes in place to minimise the possibility of potential cases, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year 2023 – 2024. It was approved by the managing director, Matthew Tonks, on 01.01.23.

1. Our Business

Poolhall Recruitment is a newly developed limited company operating within the recruitment sector supplying labour provision and permanent staffing services to the construction, manufacturing & commercial sectors.

Poolhall Recruitment is an independent business.

1.1 Who are we?

Poolhall Recruitment are currently operating as the labour provider within the Midlands region, we supply flexible labour and permanent staffing solutions to support with the labour requirements of our clients. We recruit our Flexi-Workers directly through our own team. We predominantly supply permanent staffing solutions compared to temporary labour.

All work-seekers are identified by us, along with all of the Flexi-Workers we supply.

2. Our Policies

Poolhall Recruitment Limited has this modern slavery statement regardless of the fact it does not currently fall within the scope of the Modern Slavery reporting level of 36 million turnover.

2.1 Policy development and review

Poolhall recruitment's policies are established by our senior leadership team with Director level approval. We review our policies on a regular basis.

3. Our Processes for Managing Risk

To assess the risk of modern slavery, we will use the following processes in the event of using a third party suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies including commitments around modern slavery, human trafficking and forced labour.



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- We conduct a review of any suppliers' business before entering into a commercial relationship where there is the potential for risk. Any authorised businesses form the basis of our preferred supplier list.

After due consideration, we have identified the following potential risks in our supply chain:

- Significant recruitment levels of migrant workers
- Volatile labour requirements

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We will reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We will collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- We plan to work closely with the Gangmasters and Labour Abuse Authority, Local Police Representatives and Stronger Together in order to combat the risk of modern slavery and human trafficking.
- Our staff are encouraged to bring any concerns they have to the attention of management.

4. Our Performance

As part of monitoring the performance of Poolhall Recruitment, we aim to track the following general key performance indicators:

- Duplicate bank account checks on all details provided by workers during registration
- Multiple contact number report to monitor overuse of contact numbers throughout worker information

5. Our Training

- All of our staff receive training and support that is appropriate to their role. In particular:
- As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly