

Modern Slavery and Human Trafficking Act 2015 - Annual Statement 2018/19

Introduction

This statement is made pursuant to s54 of the Modern Slavery Act 2015 and sets out the steps that Northumbria Healthcare NHS Foundation Trust has taken, and is continuing to take, to make sure that modern slavery or human trafficking is not taking place within our business or supply chain during the year ending 31 March 2019.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Northumbria Healthcare has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

About the organisation

Northumbria Healthcare NHS Foundation Trust provides hospital and community health services in North Tyneside and hospital, community health and adult social care services in Northumberland to approximately half a million people. We provide care from three general hospitals – Hexham, Wansbeck and North Tyneside, community hospitals in Alnwick, Berwick, Rothbury and Blyth, an integrated health and social care facility at Haltwhistle, an elderly care unit in Morpeth and outpatients and diagnostic centres at Sir GB Hunter in Wallsend and Morpeth NHS Centre.

In June 2015 we opened The Northumbria Specialist Emergency Care Hospital (The Northumbria) in Cramlington. This is the first purpose-built hospital of its kind in the country, with emergency care consultants working 24 hours a day, seven days a week and specialists in a broad range of conditions on site seven days a week.

Our annual turnover is over £553 million and we have a workforce of around 9,500 staff working across our hospitals and in the community.

Our policies on slavery and human trafficking

Northumbria Healthcare NHS Foundation Trust is aware of our responsibilities towards patients, service users, employees and the local community and expects all suppliers to the Trust to adhere to the same ethical principles. We have internal policies and procedures in place that assess supplier risk in relation to the potential for modern slavery or human trafficking.

The trust considers the likely impact of and any associated criteria with regard to social issues within its supply chain prior to the commencement of a procurement process through

its Sustainable Impact Assessment Tool. The trust has also implemented the Standard Selection Questionnaire (SQ), which includes the requirement for supplier disclosure of any offence under the Mandatory Exclusion Grounds and also requires confirmation of compliance with reporting requirements under Section 54 of the Act 2015.

In addition we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will.
2. Equal Opportunities. We have a range of controls to protect staff from poor treatment and/or exploitation, which complies with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities.
3. Safeguarding policies. We adhere to the principles inherent within both our safeguarding children and adults policies. These provide clear guidance so that our employees are clear on how to raise safeguarding concerns.
4. Whistle blowing policy. We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, without fear of reprisals.
5. Standards of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Training

Advice and training about modern slavery and human trafficking is available to staff through our mandatory safeguarding children and adults training programmes, our safeguarding policies and procedures, and our safeguarding leads. All staff have been made aware via the staff update bulletin of the NHS England YouTube video available at: <https://www.youtube.com/watch?v=cRskjppgSNs>

Members of the Procurement senior team are Chartered Institute of Purchasing and Supply (CIPS) qualified and abide by the CIPs code of professional conduct and have undertaken specific training related to modern slavery and human trafficking. The Shared Procurement Service aims to develop its own ethical procurement and supply policy and supplier charter within the next 12 months.

We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if: no reports are

received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

The Board of Directors has considered and approved this statement and will continue to support the requirements of the legislation.

JIM MACKEY
Chief Executive

28th March 2018