

Modern Slavery and Human Trafficking Act 2015 Statement

1. Background

From 29 October 2015, the Modern Slavery Act 2015 (the Act) requires commercial organisations, including all NHS organisations, to make a public statement as to the actions they have taken to detect and deal with forced labour and trafficking in their supply chains – the Transparency in Supply Chains obligation.

The Act requires a slavery and human trafficking statement to be approved and signed at Governing Body level. This ensures senior level accountability, leadership and responsibility for modern slavery and gives it the serious attention it deserves.

2. Introduction

At Worcestershire Acute Hospitals NHS Trust (WAHT) we are committed to ensuring that no modern slavery or human trafficking takes place in any part of our business or our Supply chain. This statement sets out actions taken by WAHT to understand all potential modern slavery and human trafficking risks and to implement effective systems and controls. The Section 54 of the Modern Slavery Act 2015 requires all organisations to set out the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business. WAHT adheres to safe recruitment principles including the requirements in respect of identity checks, work permits and criminal record checks.

3. Organisational Structure

Worcestershire Acute Hospitals NHS Trust provides hospital based services from three main sites; the Alexandra Hospital in Redditch, Kidderminster Hospital and Treatment Centre, and Worcestershire Royal Hospital in Worcester.

We provide a wide range of services to a population of around 550,000 people in Worcestershire as well as caring for patients from surrounding counties and further afield.

The number of patients cared for each year in our hospitals is impressive- over 95,000 planned and emergency operations, more than 130,000 A&E attendances and around 500,000 outpatient appointments, including appointments with consultants or specialist nurses, diagnostic tests such as X-rays and minor surgical procedures.

We employ more than 5,500 people and have an annual turnover of more than £320 million.

4. Our Policy on Slavery and Human Trafficking

The Trust has internal policies and procedures in place that assess supplier risk in relation to the potential for modern slavery or human trafficking. The top 80% of suppliers nationally, affirm their own compliance with the modern slavery and human trafficking act within their own organisation, sub-contracting arrangements and supply chain.

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking with the procurement department taking responsibility for overall compliance.

4.1 Reporting concerns

WAHT has systems in place to encourage the reporting of concerns and has a named Freedom to Speak up Guardian and Freedom to Speak Up (raising concerns) Policy. Safeguarding concerns in relation to modern slavery and human trafficking are reported in to either the Police, or adult or children's Social Care Safeguarding teams.

5. Due Diligence within our Supply Chain

Our Supply Chain is made up of a number of large multi-national companies, Small to Medium Enterprises (SME's) and small local suppliers who make up a total of 4,791 live suppliers to the Trust at this current time.

The location of supplier premises and manufacture locations are spread globally but the vast majority are situated in the European Union, where it is estimated that several hundred thousand people work for the aforementioned suppliers although not all these people work on WAHT related goods and services.

Due to the nature of our business and our approach to governance and risk management, we assess that there is low risk of slavery and human trafficking in our business and supply chains. However, we will continue to periodically review the effectiveness of our relevant policies, procedures and associated training to ensure that the risk remains low.

Therefore to identify and mitigate the risks of modern slavery and human trafficking in our own business and our supply chain we will:

- Purchase a significant number of products through NHS Supply Chain, whose 'Supplier Code of Conduct' includes a provision around forced labour;
- Where possible, build long standing relationships with suppliers;
- The Trust will request all suppliers to comply with the provisions of the UK Modern Slavery Act (2015), through agreement of our 'Supplier Code of Conduct', purchase orders and tender specifications. All of which will set out our commitment to ensuring no modern slavery or human trafficking related to our business;
- Uphold professional codes of conduct and practice relating to procurement and supply, including through our Procurement Team's membership of the Chartered Institute of Procurement and Supply;
- The Trust will request all suppliers to comply with the provisions of the UK Modern Slavery Act (2015), through acceptance of the standard Terms and Conditions of contract for the procurement of goods and services;

- The Trust undertakes an annual audit on non-pay expenditure as part of their audit plan. The audit includes a statutory compliance element. In future this will include the modern slavery and human trafficking act requirements.

6. Training

WAHT recognises safeguarding as a high priority for the organisation and has clear policies and procedures in place in relation to safeguarding children and adults. Modern slavery and human trafficking is included in all levels of mandatory safeguarding adult and children training. The department's senior procurement team are all Chartered Institute of Purchasing and Supply (CIPS) qualified and abide by the CIPs code of professional conduct.

Over the next year, the WAHT's internal supply chain management will be required to undertake specific training related to modern slavery and human trafficking.

The WAHT considers the principal risks related to slavery and human trafficking and identifies them as:

- Reputational
- Lack of assurances from suppliers
- Lack of anti-slavery clauses in contracts
- Training staff to maintain the trust's position around anti-slavery and human trafficking.

We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our local policies and therefore acted upon accordingly.

7. Aim

The aim of this statement is to demonstrate the WAHT follows good practice and all reasonable steps are taken to prevent slavery and human trafficking.

8. Executive Directors' Approval

The Executive Director lead for Safeguarding has considered and approved this statement on behalf of the Board and will continue to support the requirements of the legislation.

Signed:



Chief Nursing Officer