

### **Modern Slavery Statement**

South West Yorkshire Partnership NHS Foundation Trust fully supports the Government's objectives to eradicate modern slavery and human trafficking. We are committed to ensuring respect for human rights, treating people fairly and equitably, and recognising the needs of the diverse communities we serve and meeting local needs.

We are committed to ensuring our supply chains and operational activities are free from ethical and labour standards abuses. In order to substantiate this commitment we have taken a number of steps to ensure that slavery and human trafficking is not taking place in any of our supply chains or in any part of our business to the best of our knowledge.

We do this through recruitment, training and communication processes, and the inclusion of statements in the contracts we enter into with providers. Steps taken to date include

#### **People**

- We confirm the identities of all new employees and their right to work in the United Kingdom and pay all our employees above the national living wage.
- We have policies in place which give a platform for our employees to raise concerns about poor working practices, including Freedom to Speak Up Guardians.
- We have been using training and briefing papers to raise awareness and there has since been investment in training to ensure front line practitioners are aware of and able to respond to incidents of modern slavery within care settings.
- We are committed to partnership working so that professionals can share best practice and work to support the identification of modern slavery in health and social care settings.

#### **Whistleblowing in the NHS**

- We have a Raising Concerns/Freedom to Speak Up (Whistleblowing) Policy which allows staff to raise concerns about inappropriate activity with us directly.

#### **Training**

- Modern slavery and human trafficking is part of the Trust's mandatory safeguarding children and adults training, and advice and guidance can be found in our safeguarding policies and through our safeguarding leads.

#### **Procurement and our supply chain**

- Our procurement approach follows the Crown Commercial Service standard and includes a mandatory exclusion question regarding the Modern Slavery Act 2015.
- When procuring goods and services, we additionally apply NHS Terms and Conditions (for non-clinical procurement) and the NHS Standard Contract (for clinical procurement). Both require suppliers to comply with relevant legislation.
- All commercial and procurement staff are briefed and fully aware of ethical and labour issues in procurement and this forms a key part of our induction for new entrants to the commercial team.
- Contracts with suppliers state that the supplier agrees that it is responsible for controlling its own supply chain and it shall encourage compliance with ethical standards, human rights, health and safety and environmental standards by any subsequent supplier of goods and services that are used by the supplier when performing its obligations under this Agreement.

### **Review of effectiveness**

We intend to take further steps to identify, assess and monitor potential risk areas in terms of modern slavery and human trafficking, particularly in our supply chains.

### **Our anti-slavery programme also:**

- Supports our staff to understand and respond to modern slavery and human trafficking, and the impact that each and every individual working in the NHS can have in keeping present and potential future victims of modern slavery and human trafficking safe.
- Ensures that all staff have access to training on how to identify those who are victims of modern slavery and human trafficking. This training will include the latest information and will help staff develop the skills to support individuals who come into contact with health services.
- Ensures modern slavery and human trafficking are taken seriously and features prominently in safeguarding work plans.

### **Compliance with the Supplier Code of Conduct**

The South West Yorkshire Partnership NHS Foundation Trust reserves the right upon reasonable notice to check compliance with the requirements of the Supplier Code of Conduct.

The South West Yorkshire Partnership NHS Foundation Trust encourages its suppliers to implement their own binding guidelines for ethical behaviour. Included in contracts we enter into with providers is a statement that the supplier agrees that it is responsible for controlling its own supply chain and that it shall encourage compliance with ethical standards, human rights, health and safety and environmental standards by any subsequent supplier of goods and services that are used by the supplier when performing its obligations under this Agreement.

### **Laws and Ethical Standards**

The supplier shall comply with all laws applicable to its business. The supplier should adhere to the principles of the United Nations' Global Compact, United Nations Declaration of Human Rights as well as the 1998 International Labour Organisation's 'Declaration on Fundamental Principles and Rights at Work' in accordance with national law and practice.