

Modern Slavery Act – 2022/2023 Annual Statement

Our organisation

The West Suffolk NHS Foundation Trust (WSFT) provides acute and community healthcare services in West Suffolk, as well as running the West Suffolk Hospital, West Suffolk NHS Foundation Trust is joining up NHS care across the area providing many of the community services in West Suffolk.

The West Suffolk NHS Foundation Trust is committed to ensuring that no modern slavery or human trafficking takes place in any part of our business or our supply chain.

We are fully aware of the responsibilities we bear towards our service users, employees and local communities. We are guided by a strict set of values in all of our business dealings and expect our suppliers (i.e. all companies we do business with) to adhere to these same values.

We have zero tolerance for slavery and human trafficking. Staff are expected to report concerns about slavery and human trafficking and management will act upon them in accordance with our policies and procedures.

The West Suffolk NHS Foundation Trust supports the Government's objectives to eradicate modern slavery and human trafficking and recognises the significant role the NHS has to play in both combatting it and supporting victims. We are committed to ensuring our supply chains and business activities are free from ethical and labour standards abuses. Steps taken to mitigate the risk of modern slavery are outlined in the sections below.

Arrangements to prevent slavery and human trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business activity.

Our commitment to social and environmental responsibility is covered by our approach to modern slavery and human trafficking, which is part of our safeguarding arrangements.

People

- Appropriate pre-employment checks on directly employed staff and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff
- A range of controls to protect staff from poor treatment and/or exploitation, which comply 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
- Consultation and negotiation with Trade Unions on proposed changes to employment, work organisation and contractual relations
- Appropriate adult and children's safeguarding policies are in place to ensure staff are alert to, and report any concerns about patients who may be subject to human trafficking or modern slavery

Speaking up at the Trust

- The Trust believes that every member of staff has a duty to raise concerns at the earliest reasonable opportunity about the provision of care or any other malpractice within the trust where care and/or behaviour/conduct is believed to be inadequate or unacceptable. In addition, staff have duties imposed upon them to raise such concerns through their respective professional regulatory bodies, such as the GMC, NMC, ACCA etc.

Safeguarding/Training

The following arrangements are in place within our safeguarding policies and procedures, training and operations:

- Trafficking is highlighted as a possible risk for unaccompanied asylum seeking children within our safeguarding children policy and there is a link to the Suffolk safeguarding children board's quick guidance on the safeguarding microsite. Any concerns where a child may be considered at risk of abuse follows the same pathway of referral.
- The Trust's domestic abuse and women at risk of social exclusion policies address the risk of modern slavery. The Trust safeguarding specialist midwife would be informed and a multi-agency referral completed. The role of safeguarding specialist midwife is to have concern for the safety and wellbeing of a child or unborn in these circumstances.
- The modern slavery and trafficking statement and information related to the NHS Safeguarding App is part of the WSFT trust induction for adult and children safeguarding training resource.

Supplies and tenders

The Trust complies with the Public Contracts Regulations 2015 and uses the mandatory Crown Commercial Services (CCS) Pre-Qualification Questionnaire on procurements which exceed the prescribed threshold. Bidders are required to confirm their compliance with the modern slavery act.

Sub-contractors

Our procurement and contracting team is qualified and experienced in managing healthcare contracts and have received appropriate briefings on the requirements of the Modern Slavery Act 2015, which includes:

- Requesting evidence of their plans and arrangements to prevent slavery in their activities and supply chain
- Using our routine contract management meetings with our providers to address any issues around modern slavery
- Implementing any relevant clauses contained within the standard NHS contract

Board Approval

This statement has been approved by the Trust Board, who will review and update it on an annual basis.

Approved by WSFT Board on 30 September 2022.