

Slavery and Human Trafficking Policy Statement

1. Introduction

At Greater Manchester West Mental Health NHS Foundation Trust (GMW) 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 GMW to understand all potential modern slavery and human trafficking risks and to implement effective systems and controls.

2. Organisational Structure

The Trust provides inpatient and community-based mental health care and treatment for adults and older people living within the North West. Our inpatient bed numbers currently stand at 584 beds, delivered across 42 locations. Our inpatient services on the Royal Bolton, Trafford General and Salford Royal hospital sites include psychiatric intensive care. Our community services are wide-ranging and focused on supporting people to maintain their mental health and stay out of hospital. They include crisis care, home-based treatment, early intervention in psychosis, Improving Access to Psychological Therapies (IAPT) services and memory clinics.

We also provide more specialised, or tertiary, services across Greater Manchester, the North West of England and beyond. These include substance misuse services (inpatient and community-based), forensic mental health services for adults and adolescents, child and adolescent mental health services, mental health and deafness services, health and justice services (in 12 prisons and secure children's homes) and community psychological therapies.

The Trust employs over 3,000 members of staff, who deliver our services from more than 60 sites. Over a 12-month period, we see in the region of 40,000 patients. The Trust received a total income of £171.4million in 2015/16.

Our supply chains enable the procurement of a wide range of goods and services on behalf of our clients and service users.

3. Our Policy on Slavery and Human Trafficking

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 ethical values in all of our business dealings and expect our suppliers (i.e. all companies we do business with) to adhere to these same principles. We have zero tolerance for slavery and human trafficking.

Staff are expected to report concerns about slavery and human trafficking and management are expected to act upon them in accordance with our policies and procedures.

4. Due Diligence

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

- Undertake appropriate pre-employment checks on directly employed staff and require agencies to provide assurance that pre-employment clearance has been obtained for agency staff
- Implement 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 of Conditions of employment and access to training and development opportunities
- Consult and negotiate with Trade Unions on proposed changes to employment, work organisation and contractual relations
- Purchase products from UK-based firms, who may also be required to comply with the requirements of the UK Modern Slavery Act (2015)
- Purchase a significant number of products through NHS Supply Chain, whose 'Supplier Code of Conduct' includes a provision around forced labour
- With effect from April 2016, require 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 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
- Where possible, build long-standing relationships with suppliers

5. Training

Advice and training about modern slavery and human trafficking is available to staff through our Safeguarding Children and Adults training, our Safeguarding policies and procedures and our Safeguarding leads.

6. Board of Directors' Approval

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



Bev Humphrey
Chief Executive

Date: 27th June 2016



Malcolm Cowen
(Interim) Chair

Date: 27th June 2016