

THE NEWCASTLE UPON TYNE HOSPITALS NHS FOUNDATION TRUST

Board Paper - Cover Sheet

Date 7 th September 2017	Report Title Modern Slavery and Human Trafficking Act 2015		Agenda Item A5(vii)
Lead Director Report Author	Helen Lamont (Nursing and Patient Services Director) Helen Lisle (Supplies and Procurement Director) Dee Fawcett (Director of Human Resources)		
Classification	NHS Unclassified / NHS Protect / NHS Confidential		
Purpose (Tick one only)	Approval ☒	Discussion ☐	For Information ☐
Links to Strategic Objectives	Maintaining sound financial management to ensure the ongoing development and success of our organisation.		
Links to CQC Domains/ Fundamental Standard(s)	Well Led Regulation 17 Good Governance		
Identified Risk? (If yes, risk reference)	The Risks identified are: Risk to reputation in relation to failure to recognise potential involvement with Modern Slavery and Human Trafficking within Trust supply chain.		
Resource Implications	Minimal – staff training time.		
Legal implications and equality and diversity assessment	The attached statement ensures the Trust meets its legal requirements in relation to Section 54 of the Modern Slavery Act 2015.		
Benefit to patients and the public	Provides assurance that the Trust has recognised potential risk and has appropriate policies in place and raised awareness to mitigate risks.		
Report History			
Next steps	Board to read and to publish statement on Trust Intranet when approved.		

ANNUAL STATEMENT ON BEHALF OF THE NEWCASTLE UPON TYNE
HOSPITALS NHS FOUNDATION TRUST 2016/17

MODERN SLAVERY AND HUMAN TRAFFICKING ACT 2015

EXECUTIVE SUMMARY

Section 54 of the Modern Slavery and Human Trafficking Act 2015 places a requirement on employers with turnover in excess of £36million to publish an Annual Statement outlining its stance in relation to modern slavery and human trafficking to provide assurance that due consideration and governance arrangements had been put in place to ensure the organisation, and any organisations or business it works with, are actively preventing human trafficking or modern slavery. The publication of this statement is also a requirement of the NHS Standard Contract 2017/18.

The attached statement has been developed through consultation led by the Nursing and Patient Services Director involving Supplies, Finance, Human Resources and Safeguarding, and demonstrates the Trust has met its requirements in line with Section 54 of the Modern Slavery Act.

Following approval of this statement by Trust Board, it will be published on the Trust internet, shared with the CCG and will need to be refreshed on an annual basis.

Internally, the Safeguarding Team will provide training and briefings on Modern Slavery and Human Trafficking to the Supplies and Procurement Team to increase the team's knowledge of this issue.

The statement outlines the policy and assurance framework that already exists within the Trust, and the way in which influence and assurance is in place across the Trust's supply chain, to ensure the Trust's Supplies and Procurement function adhere to appropriate due diligence and ethical standards.

The statement will be reviewed and updated annually by the Supplies and Procurement Committee.

CONCLUSION

The attached statement has been developed by relevant teams across the Trust and demonstrates existing assurance and governance arrangements in place to ensure the Trust supports the prevention of human trafficking and modern slavery across the organisation and its supply chain.

RECOMMENDATION

The Board accept the attached assurance statement and approve its publication.

Helen Lamont
Nursing and Patient Services Director

Helen Lisle
Supplies and Procurement Director

Dee Fawcett
Director of Human Resources

7th September 2017

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HOSPITALS NHS FOUNDATION TRUST 2016/17

MODERN SLAVERY AND HUMAN TRAFFICKING ACT 2015

1. INTRODUCTION

The Newcastle upon Tyne Hospitals NHS Foundation Trust offers the following statement regarding its efforts to prevent modern slavery and human trafficking in its supply chain. It demonstrates that the Trust have reviewed and met its requirements in line with Section 54 of the Modern Slavery Act 2015.

2. THE ORGANISATION

The Newcastle upon Tyne Hospitals NHS Foundation Trust is one of the most successful NHS Teaching Trusts in the country. It offers the second highest number of specialist services of any group of hospitals in the UK. The Trust's hospitals have over 1,800 beds and it manages over 1.72 million patient 'contacts' every year. The Trust provides innovative, high quality healthcare, including community services and primary care, and was rated "Outstanding" by the Care Quality Commission in June 2016. Services are provided locally, regionally, nationally and internationally.

The Trust employs around 14,500 members of staff making it one of the largest employers in the North East with an annual turnover of around £970million. The core values of the organisation are:

- Putting patients at the heart of everything we do
- Patients come first
- People and partnerships are important
- Professionalism at all times
- Pioneering services
- Pride in what we do

The Trust considers the potential social impact and effect of its supply chain prior to the commencement of a procurement. It is committed to ensuring its suppliers adhere to the highest standards of ethics and undertakes due diligence when considering new suppliers as well as regularly reviewing existing suppliers.

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.

The Trust recognises that it has a responsibility to take a robust approach preventing and addressing any concerns to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

3. TRAINING

Although specific training has not yet been undertaken for staff, all Trust staff undertake regular Safeguarding Adults Training as part of mandatory training which references Modern Day Slavery and informs staff how to raise concerns regarding any vulnerable adult. The Trust Safeguarding Team will be providing training to the supplies and procurement team during 2017 on Modern Day slavery and a briefing update will be widely circulated.

Members of the Procurement senior team are Chartered Institute of Purchasing and Supply (CIPS) qualified and abide by the CIPs code of professional conduct. During 2017 the Trust is developing a specific procurement training module which is to be available to all budget holders and plans are being developed around providing basic knowledge and understanding on modern slavery and human trafficking to all staff within this.

4. THE TRUST'S POLICY FRAMEWORK

The Trust has a number of policies in place which support this agenda including:-

- i) Contractors – Guidance in the use of Contractors.
- ii) Speak up We're Listening Policy – the Trust Whistleblowing Policy to enable staff to raise concerns.
- iii) Safeguarding Policies
 - a) Safeguarding Adults Policy and Guidelines
 - b) Child Protection and Safeguarding Children: Policies and Procedures
 - c) Responding to Patients, Carers, Public who are Victims of Domestic Abuse Policy
- iv) Recruitment and Section Policies
 - a) Non-Medical staff
 - b) Senior Medical and Dental Staff
 - c) Junior Medical and Dental Trust Doctors Posts
 - d) Staff Bank
 - e) Volunteer
 - f) Prevention of Illegal Working
 - g) Locum Appointments Procedure (Medical and Dental)

The Trust's policy on the Use of Contractors provides additional assurance, and clearly refers to the "Right to Work", stating that:

"Checks must be undertaken for all workers to confirm that a worker has the legal right to work in the UK, the contractor must see one of the documents or combinations of the documents specified in List A or List B (included in the policy) of the Employment Check Standard. The worker must only provide documents from List B if they cannot provide documents from List A."

The documents must show that the worker is entitled to do the type of work being offered.

If the worker shows one of the original documents, or combinations of documents contained in List B, it indicates that they only have limited leave to work in the UK. The contractor must evidence that checks have been repeated before the expiry date of the document/s, at which point the worker must produce evidence that they have applied for further right to work and/or leave to remain or cease working for the contractor”.

5. ON-GOING WORK TO ENHANCE ASSURANCE

The Trust has evaluated the current position and whilst a degree of assurance can be readily provided in relation to modern slavery and human trafficking, it is recognised that there are some areas where further work is required to provide full assurance that the requirements of the Act are being met.

For example the Trust has plans in place to mitigate risks associated with

- Any lack of assurances from all suppliers.
- Any lack of appropriate clauses in supplier contract terms and conditions.
- The need for enhanced training for staff to ensure the trust’s position related to slavery and human trafficking is understood.
- Potential Reputational damage associated with all of the above.

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

The Trust is working to address these issues, and performance indicators will be developed during the year to provide assurance to Trust Board and the Public with regards to this statement.

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

Chief Executive

Date