

## **Modern Slavery Act statement**

The James Paget University Hospital 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.

In particular, we are strongly committed to ensuring our supply chains and business activities are free from ethical and labour standards abuses.

Steps taken to date include:

### ***Our arrangements***

#### **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
- Our Freedom to Speak Up: Raising Concerns (Whistleblowing) Policy gives a platform for our employees to raise concerns about poor working practices.

#### **Safeguarding**

Our commitment to ensure no modern slavery is reflected in a number of our policies and procedures. These include our Adults and Children Safeguarding Policy and the Procurement Strategy.

#### **Training and Promotion**

Our safeguarding training includes role-relevant modern slavery awareness and understanding to reflect the Department of Health's project around provider responses, treatment and care for trafficked people (PROTECT).

#### **Suppliers/tenders**

The Trust complies with the Public Contracts Regulations 2015 and uses mandatory Crown Commercial Services (CCS) Pre-Qualification Questionnaire on procurement, which exceed the prescribed threshold. Bidders are required to confirm their compliance with the Modern Slavery Act.

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

- Confirming compliance of their plans and arrangements to prevent slavery in their activities and supply chain
- Implementing any relevant clauses contained within the Standard NHS Contract.

### **Modern slavery act – Section 54**

Section 54 of the modern slavery act details the following:

- 4) A slavery and human trafficking statement for a financial year is –
  - (a) a statement of the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place –
    - (i) in any of its supply chains, and
    - (ii) in any part of its own business, or
  - (b) a statement that the organisation has taken no such steps
- 5) An organisation's slavery and human trafficking statement may include information about-
  - (a) the organisation's structure, its business and its supply chains
  - (b) its policies in relation to slavery and human trafficking
  - (c) its due diligence processes in relation to slavery and human trafficking in its business and supply chains
  - (d) the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk
  - (e) its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate
  - (f) the training about slavery and human trafficking is available to its staff

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the last financial year.