

Hertfordshire Community NHS Trust Modern Slavery Statement

Hertfordshire Community NHS Trust provides health services for the residents of Hertfordshire and is funded through contracts with East and North Herts Clinical Commissioning Group and Herts Valleys Clinical Commissioning Group and Hertfordshire County Council.

Modern Slavery Definition

'Modern slavery includes human trafficking, slavery, domestic servitude, forced or compulsory labour, and sexual exploitation. It can affect anyone regardless of age, ethnicity, nationality, gender or economic background. They are usually vulnerable, and criminals target them in order to coerce them into forced or exploitative work' (Hertfordshire Police, 2019)

The Modern Slavery Act (2015) introduced changes in UK law, which focus on increasing transparency in how services and working practice are delivered within organisations or enterprises.

Current policies and initiatives

Hertfordshire Community NHS Trust fully supports the Government's objectives to eradicate modern slavery and human trafficking through the Modern Slavery Act (2015). We recognize 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:

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. Staff are provided with mandatory Safeguarding training which includes Modern Slavery. There is a Safeguarding Adults policy and process for escalating safeguarding concerns within the Trust and to the Local Authority.

Whistleblowing in the NHS

Our Whistleblowing, Freedom to Speak Up: Raising concerns, Grievance policies give a platform for our employees to raise concerns about poor working practices.

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 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.

Review of effectiveness

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

Our Safeguarding Adults Team will continue to:

- Support our staff to understand Modern Slavery through inclusion within mandatory Safeguarding Adults training and having up to date information on the staff intranet
- Support our staff to respond to and identify potential modern slavery and human trafficking.
- Provide input into the Hertfordshire Modern Slavery Partnership as a linked health partner as required.

Hertfordshire Modern Slavery Partnership

The Hertfordshire Modern Slavery Partnership brings together more than 40 statutory and non-statutory partners (HCT are linked partners) from across the county to tackle human trafficking and modern slavery in all its forms.

<https://www.stopexploitationherts.org.uk/home.aspx>



Signed: **Linda Sheridan**
Trust Chair

Dated: **20 June 2022 (updated from 10 June 2020)**