

## HULL AND EAST YORKSHIRE HOSPITALS NHS TRUST

### MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR 1 APRIL 2015 TO 31 MARCH 2016

#### **Introduction**

This statement sets out the steps that the Hull and East Yorkshire Hospitals NHS Trust have taken for the financial year; 1 April 2015 to 31 March 2016, to ensure that modern slavery (i.e. slavery and human trafficking), is not taking place in any part of its own business or any of its supply chains.

#### **About the Trust**

Hull and East Yorkshire Hospitals NHS Trust is a large acute Trust situated in Kingston upon Hull and the East Riding of Yorkshire.

The Trust employs just over 8,500 staff, has an annual turnover of £555m and has two main sites; Hull Royal Infirmary and Castle Hill Hospital. Outpatient services are also delivered from locations across the local health economy area.

The Trust's organisational structures are available on the Trust internet and also via the links below:

- [Board Committee Structure](#)
- [Executive Management Committee Structure](#)
- [Executive Structure](#)
- [Health Group Structure](#)

#### **Policies**

The Trust has a number of internal policies and procedures in place to help safeguard against modern slavery which includes (but not exclusively) the following:

- Whistleblowing - Raising Concerns at Work CP169
- Recruitment and Selection Policy CP089
- Recruitment and Selection - Medical and Dental Consultant Staff CP190
- Criminal Record Checking (Disclosure) Policy CP088
- Health And Safety at Work Policy CP137
- Policy for the Safeguarding of Adults at Risk CP277
- Situations Where Abuse or Neglect of Children Is Suspected CP278
- Safeguarding Children and Adults Supervision Policy CP341

All the Trust's policies are available to staff via the Trust's intranet. The Trust is committed to reviewing policies on a regular basis and in line with changes to legislation.

#### **Due Diligence**

The Trust is 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. The Trust also has a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment (working hours etc.), health and safety, human rights laws and international standards are adhered to.

The Trust adheres to the National NHS Employment Checks Standards, which among others includes pre-employment checking which seek to verify that an individual meets the preconditions of the role they are applying for.

The Trust expects that the supply chains it works with to have suitable anti-slavery and human trafficking policies and processes in place. The Trust is currently following up with suppliers to request affirmation that they comply with the Modern Slavery Act 2015.

Within Procurement, the Trust uses a Pre-Qualification Questionnaire (PQQ) which asks organisations to confirm whether they or any persons affiliated with them have been convicted of an offence under section 2 or section 4 of the Modern Slavery Act 2015. The Trust will ensure that this also forms part of other types of tenders. Documentation will be amended to reflect the requirements.

The Trust has a robust incident reporting system where modern slavery concerns can be raised, which are then brought to the attention of the safeguarding team. The team will then investigate the concern and determine whether a safeguarding alert should be made against the appropriate organisation.

### **Training**


Modern Slavery is embedded into the Trust's mandatory Adult Safeguarding training for all staff and forms part of the Trust's key performance indicators. To supplement this, the Trust also provides an 'Identifying and Supporting Victims of Modern Slavery' voluntary eLearning module to help frontline healthcare staff to identify victims of human trafficking and take appropriate action to address their health and safety needs.

### **Awareness-raising Programme**

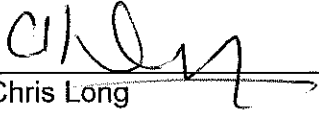
Following the obligation to produce the modern slavery annual statement, a group has formed within the Trust made up of key colleagues who represent the areas where there are links to modern slavery (HR/Procurement/Risk/Facilities/Training). The group will facilitate the work that needs to be undertaken to ensure that the Trust is meeting its obligations under the Modern Slavery Act 2015 by producing an action plan. The group will also review and update the modern slavery statement on an annual basis.

There is also a local partnership working group in place to specifically look at the processes for referral led by the Safeguarding Adult Board and to which the acute Trust is represented.

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

Signed   
Mr Mike Ramsden  
Chairman

Dated 29.9.16

Signed   
Mr Chris Long  
Chief Executive

Dated 29.9.16