

## HULL AND EAST YORKSHIRE HOSPITALS NHS TRUST

### MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR 1 APRIL 2016 TO 31 MARCH 2017

#### Introduction

This Statement sets out the steps that the Hull and East Yorkshire Hospitals NHS Trust have taken for the financial year; 1 April 2016 to 31 March 2017, 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 8000 staff, has an annual turnover of over £500m 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 site 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:

- Raising Concerns at Work (Whistleblowing) Policy 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 have suitable anti-slavery and human trafficking policies and processes in place.

Throughout 2016, and continuing into 2017, the Trust extended a significant amount of effort into requesting affirmation that key suppliers of the Trust's supply chain comply with the Modern Slavery Act 2015. Additional processes have also been put in place in the relevant areas (e.g. agencies supplying Nurses) to capture this information on an ongoing basis. A key supplier list is also being developed.

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 has now included this in the Selection Questionnaire document that is shared with appropriate suppliers when the Trust is going out to tender.

In 2017/2018, the Trust will undertake further work in its supply chain, to identify and understand any significant risks, in order for the Trust to continue to adhere to the requirements of the Modern Slavery Act 2015.

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. During 2016 the importance of having a robust reporting system was reaffirmed, when a human trafficking concern was raised and passed onto the safeguarding team, who followed up and dealt with the concern as required.

### **Training**

Modern Slavery is embedded into the Trust's mandatory 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.

Training continues to be improved upon and updated as necessary, such as, the Recruitment and Selection training has been updated to provide a brief overview of modern slavery and the key contacts. The Trust has also implemented a one hour mandatory training session on modern slavery for Midwives and is reviewing whether links to other appropriate modern slavery training (e.g. Salvation Army modern slavery training) can be added to the Trust's training website.

### **Awareness-raising Programme**

Following the obligation to produce the modern slavery annual statement, a Steering Group was formed within the Trust made up of key colleagues who represent the areas where there are potential links to modern slavery (HR/Procurement/Risk/Facilities/Training). The Steering Group facilitates the work that needs to be undertaken to ensure that the Trust is meeting its obligations under the Modern Slavery Act 2015. The Steering Group also reviews and updates this modern slavery statement on an annual basis and identifies new actions to further embed the requirements of the Modern Slavery Act 2015 in the Trust.

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 in which the acute Trust is represented.

Safeguarding Champions have been identified across the Trust, which provides individuals with an understanding of the fundamentals for good safeguarding (which includes modern slavery and human trafficking). The Safeguarding Champions ensure consistency of

expertise in all teams, act as a role model in the workplace, provide information in order for staff to identify people at risk of harm and take action and ensure documentation is completed correctly, accurately, timely and forwarded to the right place.

Raising the profile of modern slavery continues to be a focus of the Trust, with posters being put up around the sites and an awareness campaign due to take place in 2017.

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

Signed



Mr Terry Moran CB  
Chairman

Dated 24 May 2017

Signed



Mr Chris Long  
Chief Executive

Dated 24 May 2017