

Appendix 1

Hull University Teaching Hospitals NHS Trust

Modern Slavery Statement 1 April 2022 to 31 March 2023

1. Introduction

The Modern Slavery Act 2015 requires organisations to publish an annual Modern Slavery Statement on their website within six months of the end of the financial year (i.e. for the Trust this would require the statement to be published by 30 September).

With reports¹ of modern slavery victims increasing year on year and an estimate of more than 130,000 people being trapped in modern slavery, costing the UK £33 billion per year, it is imperative that the Trust continues to be committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

This statement sets out the steps that the Trust has taken over the financial year 1 April 2022 to 31 March 2023 to ensure that slavery and human trafficking is not taking place in any part of its business or supply chains and covers the following:

- Organisational structure and business
- Policies in relation to slavery and human trafficking
- Due diligence and managing risks in the Trust's business and supply chains
- Training and performance indicators

2. Organisational Structure and Business

Hull University Teaching Hospital NHS Trust is a large acute NHS Trust situated in Kingston upon Hull and the East Riding of Yorkshire. The Trust employs just over 8,500 whole-time equivalent staff, has an annual income of circa £846m and operates over two main sites; Hull Royal Infirmary and Castle Hill Hospital. Outpatient services are also delivered from locations across the local health economy area.

Further details regarding the Trust's business and structure can be found in the Annual Report and Accounts 2022/23, available on the Trust website <https://www.hey.nhs.uk/about-us/corporate-documents/#annual-report>.

3. Policies in Relation to Slavery and Human Trafficking

The Trust has a number of policies to support staff in relation to modern slavery, including:

- Raising Concerns at Work (Whistleblowing) Policy.
- Equality, Diversity and Inclusion in Employment Policy.
- Policy for Staff Conflict Resolution and Professionalism in the Workplace.

The Trust publishes a broad range of safeguarding policies and factsheets, for both service users and staff, which include:

- Modern slavery resources including Ukrainian Refugees and the risk from Human Trafficking.
- Home Office-Modern Slavery: Statutory Guidance for England and Wales Jan 2023.
- Eyes Open Campaign to stop child criminal exploitation.

Any new campaigns/policies in relation to modern slavery are published on the Trust intranet.

¹ <https://www.antislavery.org/slavery-today/slavery-uk/>

All Trust policies go through a robust consultation and ratification process and are available on the Trust's internal website.

4. Due Diligence Processes in the Trust's Business and Supply Chains

4.1 Due Diligence in Business

The Trust is committed to preventing slavery and human trafficking in corporate activities and ensuring that workers are not exploited, that they are safe and that relevant employment (working hours etc.), health and safety, human rights laws and international standards are adhered to. To support staff, the following steps are taken:

- All staff are employed on employment contracts which comply with UK law.
- Pre-employment checks are undertaken on all workers directly and non-directly employed by the Trust (e.g. employees, Agency staff, contractors, volunteers, students and trainees on work experience etc.).
- All staff undertake mandatory safeguarding training, which covers modern slavery.
- As an equal opportunities employer, the Trust is committed to creating an inclusive working environment for all staff, which enables staff to feel confident that they can raise concerns without any risk to themselves via a number of avenues, e.g. via the Freedom to Speak up Guardian etc.
- A comprehensive range of modern slavery and safeguarding information for service users and staff is available for staff on the Trust intranet.
- All active agencies who supply staff to the Trust are asked to provide assurance that they are compliant with the Modern Slavery Act 2015 on an annual basis.

From a safeguarding perspective, the Trust continually looks at ways in which staff and service users can be supported and protected from modern slavery and human trafficking. Steps taken to ensure this include:

- Exploring the option of establishing Safeguarding Champion roles within Health Groups to improve dissemination of safeguarding updates and information.
- The Trust continues to have strong links with the Humber Modern Day Slavery Partnership, with representatives from both the Safeguarding Children's Team and Safeguarding Adults' Team sitting as part of a strategic group within the partnership.
- The Trust continues to evolve, learn and develop new processes to safeguard the organisation and the population it serves against modern slavery.
- For key partners involved in cases of modern slavery, a multi-agency agreement to hold an emergency/short notice strategy meeting with key partner representatives is in place. Key partners include the Trust's Safeguarding Adults Team, the Local Authority Safeguarding Adults Team, Independent Domestic Violence Advocate/Hull DAP, Domestic Abuse Team, PVP Unit/Humbleside Police, the Hospital Social Work Team and the Mental Health Service. The Safeguarding Children's Team also follow a similar process for children under 18 years of age, who may be potential victims of modern slavery.
- The Trust continues to monitor the number of enquiries made to the Safeguarding Adults Team from staff who have disclosures or concerns about modern slavery for one of their patients (in the last financial year 4 queries were received, compared to 6 in the previous reporting period). One safeguarding adults' referral was made to the Local Authority with consent. Where applicable, information sharing to the Police in the public interest is undertaken by both staff and the Trust Safeguarding Teams.
- The Trust continues to refer all safeguarding children concerns, including those related to modern slavery, to the Local Authority Children's Social Care Services. During the last financial year there were 13 children's safeguarding referrals made to the Local Authority in regards to potential modern slavery. The majority of these were in regards to pregnancy and the unborn baby, although 2 of these referrals were in relation to 16 year old and under children.

4.2 *Due Diligence in Supply Chains*

The Trust's Procurement and Supplies Department is responsible for spending £185m non-pay (based on data from 2022/2023) includes:

- £35m through the NHS Supply Chain.
- £150m direct spend.

NB: It must be noted that these figures are approximate and will fluctuate year on year.

The Trust currently has 1106 active contracts (compared to 1004 in the previous reporting period), covered by 478 individual suppliers (compared to 455 individual suppliers in the previous reporting period). Of the 478 individual suppliers, 379 (79.3%) have provided information in relation to the Modern Slavery Act (compared to 80% in the previous reporting period), as follows:

- 265 suppliers have provided assurance that they are compliant with the requirements of the Modern Slavery Act.
- 114 suppliers have confirmed that they do not meet the criteria which requires them to complete an annual Modern Slavery Statement (i.e. annual turnover is below £36m). However, the Trust still expects that they conduct their business with due regard to the Modern Slavery Act.

The Trust will continue to update records on the remaining suppliers as and when contracts are renewed.

The Trust does not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. Steps taken to reduce the risk of modern day slavery occurring within the supply chain include:

- Use NHS Terms and Conditions for Goods and Services for specification and tender documents which require suppliers to comply with all relevant legislation and guidance, including modern slavery conditions.
- Continue to ensure there are robust processes in place to mitigate risks associated with procuring goods and services outside of the tendering process, including:
 - All goods purchased outside the tendering process must adhere to the Trust's Standing Financial Instructions and are subject to the Purchase Order Version of the Terms and Conditions for both goods and services (January 2018) which references modern slavery.
 - All purchases where the expenditure is over £10k and less than £50k must have 3 official quotations.
 - When requesting information for values lower than the £10k referenced in the Standing Financial Instructions, suppliers are requested to complete the Trust's formal quotation form, which includes reference to modern slavery.

5. Training and Performance Indicators

Compliance with the Trust's modern slavery agenda is measured by reviewing the number of staff who have completed the following mandatory courses/eLearning packages (which include modern slavery):

- Safeguarding Adults
- Safeguarding Children

As of March 2023, in excess of 85% of Trust staff are compliant with the required training, which is consistent with previous years.

NB: The Trust's key performance indicators for mandatory training are set to 85% to take into account staff who are temporarily out the workforce due to for example, being on maternity leave.

In addition to the mandatory training, the Safeguarding Teams provide ad-hoc training and day to day support around modern slavery when requested. Modern slavery is also embedded within other relevant training programmes which staff can choose to enrol on, including but not limited to:

- Modern Slavery and Human Trafficking
- Introduction to Migration
- Children Vulnerable to Abuse and Exploitation

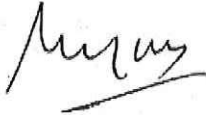
6. Summary

The Trust continues to be committed to preventing modern slavery and human trafficking in any part of its business or supply chains. The Trust is committed to:

- Continuing to educate staff on the importance of preventing modern slavery and to meet the obligations under the national modern slavery agenda.
- Monitoring and reviewing ongoing modern slavery legislation and best practice.
- Obtaining assurances from main suppliers/agencies etc. that they comply with the Modern Slavery Act 2015 and record and monitor these as required.
- Reviewing Trust policies and including references to modern slavery where appropriate.

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

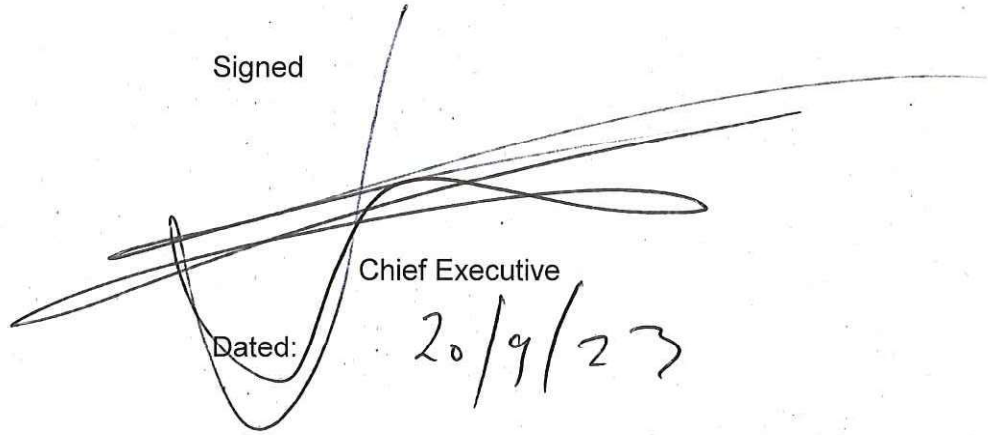
Signed



Chairman

Dated: 20/09/23

Signed



Chief Executive

Dated:

20/9/23