

## **Modern slavery statement**

Due to the scope of our business Northumberland, Tyne and Wear NHS Foundation Trust (NTW) recognises that we may be at risk of Modern Slavery (slavery, servitude, forced labour and human trafficking). The following statement has been published in accordance with the Modern Slavery Act 2018 and sets out the steps that will be taken by NTW during the financial year to the end of March 2020 to prevent modern slavery and human trafficking in its business and supply chains.

## **Our organisation**

Northumberland, Tyne and Wear NHS Foundation Trust is a specialist provider of mental health and learning disability services within the UK

## **Our commitment**

NTW condemns slavery of all forms and is fully committed to working with suppliers within our supply chain to support the human rights and welfare of the employees working alongside NTW. We expect organisations with whom we do business to adopt and enforce policies that comply with this legislation; and would immediately seek to terminate our relationship with a supplier where evidence of a failure to comply with our policies was discovered.

NTW is committed to ensuring that those involved within the supply chain of our business operations are working of their own free volition; in the delivery of high quality services to all customers through a skilled and experienced workforce. NTW will endeavour to make a conscious effort to monitor operations to ensure no individual is taken advantage of. It is the intention of NTW to train relevant staff to recognise and report instances where the freedom of an individual is questioned.

## **Policies and procedures**

Our policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

NTW complies with external policies and processes for safe recruitment and where necessary relevant employment checks will be conducted.

The approach for internal recruitment follows robust processes which are in line with UK Employment Laws including 'right to work' document checks and contracts of employment. Our Pay structure is from national collective agreements and is based on equal pay principles.

All policies and procedures are developed alongside the relevant subject matter expert and signed off at an appropriate level within the Organisation.

## **Due diligence**

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain we have taken steps to enable us to:-

- Establish and assess areas of potential risk in our business and supply chain
- Monitor potential risk area in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains through the expectation that each entity in the supply chain, at least adopt 'one-up' due diligence on the next link in the chain as it is not practical for us to have a direct relationship with all links in the supply chain
- Provide adequate protection for whistle-blowers

Most of our purchases are against existing supply contracts or frameworks which have been negotiated under the NHS Standard Terms and Conditions of contract which have the requirement for Suppliers to have suitable anti-slavery and human trafficking policies and processes to be in place.

We understand that our biggest exposure to modern slavery is within the recruitment process and undertake to raise awareness within the business in order to identify any potential situations from the first instance.

Due diligence is expected throughout the whole recruitment process and throughout the workers employment within the business. Procedures are reviewed to eliminate risk and gain compliance across all business locations.

## **Training and awareness**

All new internal employees must attend a local inductions session which will provide information on the organisation, our values, policies and procedures and include information on Modern Slavery.

Existing staff will be made aware of modern slavery through local briefings planned through the year.

Our procurement and logistics service employ a duly qualified Fellow of the Chartered Institute of Procurement and Supply having passed the Ethical Procurement and Supply Final Test attached to this professional registration.

## **Overview**

NTW are committed to ensuring we operate towards the best practices at all times. By implementing and continually reviewing checks which minimise the risk of any form of modern slavery taking place within our operations, we are able to support the relevant government authorities in reporting any identified situations, and as such protect our business, our clients businesses and first and foremost, our workers.