

Modern Slavery Act Statement

Slavery and Human Trafficking Statement

Cambridgeshire and Peterborough NHS Foundation Trust has a zero-tolerance approach to slavery. We are committed to preventing acts of slavery and human trafficking from occurring within any part of our business activity or supply chains.

This statement demonstrates how the Trust follows good practice, and has implemented effective systems and controls to prevent acts of slavery and human trafficking as outlined in the Modern Slavery Act 2015

About Us

Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) is a health and social care organisation, providing integrated physical, mental health and learning disability services, across Cambridgeshire and Peterborough, and children's community services in Peterborough. We also provide some specialist services on a regional and national basis.

We support around 100,000 people each year and employ more than 3,400 staff. Our largest bases are at the Cavell Centre, Peterborough, and Fulbourn Hospital, Cambridge, but our staff are based in more than 90 locations.

Overview

The Modern Slavery Act received Royal Assent on Thursday 26 March 2015 giving law enforcement the tools to fight modern slavery, carrying suitable punishments for the perpetrators whilst protecting the victims.

Cambridgeshire and Peterborough NHS Foundation Trust has taken steps to ensure that it is free of modern slavery.

What is modern slavery?

The offence of modern slavery includes subjecting someone to slavery or servitude, forced or compulsory labour, including child labour, and human trafficking, often breaching human rights law, employment law and health and safety regulations, harsh and inhumane treatment, and exploitatively low pay and long hours.

Someone is in slavery if they are:

- forced to work either through coercion, mental or physical threat
- owned or controlled by an 'employer' through mental or physical abuse, or the threat of abuse
- dehumanised by being treated as a commodity or bought and sold as 'property'
- physically constrained or have unlawful restrictions placed on their freedom of movement.

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Policies and Procedures

The Trust has in place policies, due diligence and risk assessment processes detailing risk management, safeguarding, whistleblowing and procurement. We are aware of the responsibilities we have towards our service users, carers and staff and encourage staff to report any concerns.

Safeguarding

Our commitment to contribute to the eradication of modern slavery is reflected in the CPFT Policy framework including the Adult Safeguarding and Safeguarding Children policies, which have been developed in accordance with national and local safeguarding legislation and guidance. It includes guidance on recognising a suspected human trafficking victim. Our safeguarding training includes information on modern slavery awareness.

Due Diligence

To identify and mitigate the risks of modern slavery and human trafficking in our own business and our supply chain we:

- Complete pre-employment checks on staff we employ, confirming their identities and right to work in the United Kingdom. We also ensure agencies are on approved frameworks.
- Follow NHS Agenda for Change Terms and Conditions to ensure that staff receive fair pay rates and contractual terms.
- Consult with Trade Unions on any proposed changes to employment terms and conditions.

Procurement

CPFTs procurement team has been trained to assess the risks through tender processes and contract renewals, taking the responsible lead for compliance in the supply chain; the relevant Modern Slavery Act clauses will be inserted into supplier terms and conditions prior to signature. Our staff are alert to the issues of modern slavery and human trafficking and are able to take action should concerns ever arise.

When procuring goods and services, we additionally 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.

The Modern Slavery Act and its explanatory notes are available at: <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

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