



Modern Day Slavery Statement

INTRODUCTION

This statement is made pursuant to s54 of the Modern Slavery Act 2015 and sets out the steps that the Royal Berkshire NHS Foundation Trust has and continues to take, to ensure that modern slavery or human trafficking is not taking place within our organisation or within our supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Royal Berkshire NHS Foundation Trust has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the organisation or our supply chain.

ABOUT THE ORGANISATION

The Royal Berkshire NHS Foundation Trust is the main provider of hospital services for the population of Reading, Newbury, Wokingham and the towns and villages of west Berkshire. At our heart we are a local hospital that works with NHS and social care partners to provide excellent healthcare services for over 500,000 people who currently live in our catchment area. We also provide specialist hospital services beyond the county's borders.

We employ more than 5,500 staff from 39 different nationalities and deliver care from a network of facilities across sites in Bracknell, Henley-on-Thames, Reading, Thatcham and Windsor.

Each year we are responsible for efficiently and effectively spending more than £400m of NHS resources on the services we provide.

As a founder member of the Berkshire West Integrated Care System, we are one of NHS England's demonstrator sites for integration between primary, community, mental health and acute healthcare services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

The Royal Berkshire NHS Foundation Trust is aware of our responsibilities towards patients, service users, employees and the local community and expect all suppliers to the Trust to adhere to the same ethical principles. We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment and Selection: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will

2. Equal Opportunities: We have a range of controls to protect staff from poor treatment and/or exploitation which comply with all respective laws and regulations. These include provision of fair

pay rates, fair terms and conditions of employment, and access to training and development opportunities

3. Safeguarding policies: We adhere to the principles inherent within both our safeguarding children and adults policies, both of which provide clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated,

4. Whistleblowing and Freedom to Speak Up: Through our whistleblowing and Freedom to Speak up provisions all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals

PROCUREMENT AND SUPPLY CHAIN

Currently all awarded suppliers sign up to our terms and conditions of contract which contain a provision around Good Industry Practice to ensure each supplier's commitment to anti-slavery and human trafficking in their supply chains. Trust staff must contact and work with the Procurement department when looking to work with new suppliers so appropriate checks can be undertaken.

Our approach to procurement and our supply chain also includes:

- Ensuring that our suppliers are carefully selected through our robust supplier selection criteria/processes
- Requiring that the main contractor provides details of its sub-contractor(s) to enable the Trust to check their credentials
- Randomly request that the main contractor provide details of its supply chain
- Ensuring invitation to tender documents contain a clause on human rights issues
- Ensuring invitation to tender documents also contains clauses giving the Trust the right to terminate a contract for failure to comply with relevant labour laws
- Using the standard Supplier Selection Questionnaire (SQ) that has been introduced (which includes a section on Modern Day Slavery)
- Where it is verified that a subcontractor has breached the child labour laws or human trafficking, then this subcontractor will be excluded in accordance with Regulation 57 of the Public Contracts Regulations 2015

MONITORING

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

APPROVAL FOR THIS STATEMENT

This statement was approved at the Trust Workforce Committee, October 2018.

Don Fairley (Director of Workforce)