

Modern Day Slavery Statement (2024/25)

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 will ensure that we are not complicit with modern slavery as an employer, either directly or via our supply chains. 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 a population of 500,000 across Reading, Newbury, Henley, Wokingham and the surrounding villages of west Berkshire and South Oxfordshire.

The Trust provides a full range of district general hospital services and, in addition, provides specialist care including Cancer, Cardiology and Renal services to a wider population of up to 1 million. At our heart we are a local hospital that works with NHS and social care partners to provide excellent healthcare services for those who live in our host commissioners' area and beyond.

Since 2022 the Trust has been a member of the Buckinghamshire, Oxford and Berkshire West Integrated Care System (BOB ICS) working closely with a variety of partners to care for our patients, support our people and make wide scale changes for our populations. We work closely with health, social care and voluntary sector partners across the BOB ICS to deliver joined-up and integrated care for our populations.

We employ more than 6000 staff and deliver care from a network of facilities across sites in Bracknell, Henley-on-Thames, Reading, Thatcham and Windsor. We are part of the Buckinghamshire, Oxfordshire and Berkshire West Integrated Care System (BOB ICS).

Each year we are responsible for efficiently and effectively spending more than £600m of NHS resources on the services we provide.

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,

To support this, staff who have direct, face to face patient contact attend safeguarding training commensurate with their role in line with intercollegiate guidance, which incorporates information relating to modern slavery. Additional support and advice for staff is available from the safeguarding team as required.

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), 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.

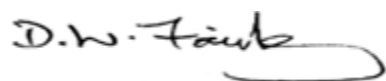
A Department of Health and Social Care/NHS England consultation further seeking to eradicate slavery and human trafficking from NHS supply chains in England closed in February 2025. Any amended or new regulations/requirements subsequent to the consultation close will be implemented by the Trust in line with statutory guidance.

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 of this Statement

This statement is approved on behalf of the Royal Berkshire NHS Foundation Trust by Don Fairley (Chief People Officer), 29.05.25



Don Fairley (Chief People Officer)