

Modern Slavery Act 2015 Statement

What is Modern Slavery?

Slavery is a violation of a person's human rights. It can take the form of human trafficking, forced labour, bonded labour, forced or servile marriage, descent-based slavery and domestic slavery.

A person is considered to be in modern slavery if they are:

- Forced to work through mental or physical threat
- Owned or controlled by an "employer", usually through mental or physical abuse
- Dehumanised, treated as a commodity or sold or bought as "property"
- Physically constrained or has restrictions placed on their freedom of movement

Our Organisation

As local leader in commissioning healthcare services for the population of East Staffordshire and as employers, the CCG provides the following statement in respect of its commitment to, and efforts in, preventing slavery and human trafficking practices in the supply chain and employment practices.

East Staffordshire CCG believes there is no room in our society for modern slavery and human trafficking, we have a zero tolerance for modern slavery and breaches in human rights and will ensure this is built into the processes and business practices that we, as partners and our suppliers use.

As an authorised statutory body, the CCG is the lead commissioner for healthcare services in the East Staffordshire area – covering a population in excess of 140,000.

We are an NHS organisation with a total of 34 employees and an annual turnover in 2016/17 of in excess of £150m.

Our Commitment to prevent Slavery and Human Trafficking

Our Governing Body and all CCG employees are committed to ensuring that there is no modern slavery or human trafficking in any part of our business activity and in so far as is possible to holding our suppliers to account to do likewise.

Our Approach

Our overall approach will be governed by compliance with legislative and regulatory requirements and the maintenance and development of best practice in the fields of contracting and employment and we will:

- ☑ Review our Commissioning Cycle for opportunities to ensure a robust approach

- ☑ Review our approach and publish an annual statement outlining the steps we are taking to tackle modern slavery
- ☑ Continue to ensure that our recruitment processes are highly mature, requiring practices that adhere to safe recruitment principles – this includes strict requirements in respect of identity checks, work permits and criminal records. Our pay structure is derived from national collective agreements and is based on equal pay principles with rates of pay that are nationally determined. The Remuneration and Audit Committees hold the CCG to account in adhering to these standards and practices
- ☑ Ensure our procurement processes provide assurance that organisations are taking relevant steps to adhere to the CCG's standards
- ☑ Make declarations and contractual provisions with existing healthcare providers to ensure they understand the CCG's approach to the 2015 Act
- ☑ In the case of children and young people at risk, Local Safeguarding Children Board multi-agency policies and procedures are followed – all CCG staff can access support in this regard by contacting the designated and named Safeguarding Children professionals (as to alert a carer or parent may increase risk)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2018.

What You Can Do

If you identify a potential victim they can be referred to the National Referral Mechanism to be formally identified as a victim of modern slavery and offered Government-funded support.

Referral for potential adult victims is by consent. Government-funded support is provided through a range of specialist providers across the UK. There is also Modern Slavery Helpline on (0800) 0121700.