



## Modern Slavery

### The Isle of Wight NHS Trust's statement on modern slavery, April 2022 – April 2023

The Isle of Wight NHS Trust is committed to working towards eradicating modern slavery and human trafficking. We will actively ensure this by an ongoing review of all our strategies and business arrangements.

Modern slavery is the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Individuals may be trafficked into, out of or within the UK, and they may be trafficked for several reasons including sexual exploitation, forced labour, domestic servitude and organ harvesting.

The Modern Slavery Act 2015 introduced changes in UK law and focused on increasing transparency in supply chains to ensure they are free from modern slavery. We are committed to working with local partners to improve our practice in combatting slavery and human trafficking and to raise awareness, disrupt and respond to modern slavery.

### Definitions of Offences

**Slavery, servitude and forced or compulsory labour** - a person commits an offence if:

- I. The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the person is held in slavery or servitude, or;
- II. The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced for compulsory labour

**Human Trafficking** - A person commits an offence:

- I. If the person arranges or facilitates the travel of another person (victim) with a view to being exploited.
- II. It is irrelevant whether the victim consents to travel and whether the victim is an adult or child.

A person is exploited if one or more of the following issues are identified in relation to the victim:

- Slavery, servitude, forced or compulsory labour
- Sexual exploitation
- Removal of organs
- Securing services by force, threat and deception
- Securing services from children, young people and vulnerable people

## **Assurance arrangements to prevent slavery and human trafficking**

As one of the largest employers on the Isle of Wight and an organisation that contracts out many services, the governing body fully support the governments objectives to eradicate slavery and human trafficking and will work to ensure it doesn't exist in any part of our business including in our supply chains. As an organisation, our commitment to social environmental responsibility is aligned to our approach to combatting modern slavery and human trafficking, which is part of our overarching safeguarding strategies and business arrangements.

### **Our Actions include the following:**

#### **Safeguarding**

Our overall approach is driven by compliance with legislative and regulatory requirements and the delivery of best practice in fields of contracting and employment. Our Safeguarding Adults Policy and Safeguarding Children Policy show our commitment to the eradication of modern slavery.

#### **Workforce**

We confirm the identities of all new employees and their right to work in the UK. This includes staff contracted through external agencies, who are sourced through approved frameworks. Our Grievance Policy and Freedom to Speak Up: Raising Concerns (whistleblowing) Policy give our employees multiple avenues to raise concerns about poor practice. Our Recruitment and Selection Policy also supports good practice and further protects workforce rights.

#### **Training and Promotion**

Our online Equality, Diversity and Human Rights training, Safeguarding Adults training, Safeguarding Children training, and Prevention of Radicalisation training all include role-relevant modern slavery awareness, and staff are required to complete the courses every three years (except for Equality, Diversity and Human Rights training, which is completed once during the onboarding process). We also provide further support and resources on modern slavery and human trafficking on our staff intranet.

#### **Suppliers/tenders**

We comply with the Public Contracts Regulations 2015 and use the mandatory Crown Commercial Services (CCS) Standard Selection Questionnaire on procurements, which exceeds the prescribed threshold. Bidders are required to confirm their compliance with the Modern Slavery Act 2015.

When procuring goods and services, we additionally apply the standard NHS Terms and Conditions which require suppliers, and their sub-contractors, to comply with relevant modern slavery legislation.

#### **Sub-contracts**

Our Procurement and Contracting Team is qualified and experienced in managing healthcare contracts, which includes using our routine contract management meetings with our providers to address any issues of modern slavery.

This above statement on modern slavery is made pursuant to Section 54 of the Modern Slavery Act 2015 and therefore constitutes our modern slavery statement for 2022/23.

## **Reporting and Signposting**

If you suspect someone could be a victim of modern slavery, contact Isle of Wight Police on 999, 101 or through the Hampshire Constabulary website: [Home | Hampshire Constabulary](#)

Alternative contacts, available 24 hours a day, 365 days a year:

- The Modern Slavery Helpline, via 08000 121 700 or [www.modernslaveryhelpline.org/report](http://www.modernslaveryhelpline.org/report)
- Crime Stoppers, via 0800 555 111 or [www.crimestoppers-uk.org](http://www.crimestoppers-uk.org)
- The Salvation Army's confidential referral hotline, via 0800 808 3733 or [www.salvationarmy.org.uk/modern-slavery](http://www.salvationarmy.org.uk/modern-slavery)



Darren Cattell  
Chief Executive  
Isle of Wight NHS Trust