

Liverpool Women's NHS Foundation Trust

Section 54 of the Modern Slavery Act 2015 requires all organisations to set out the steps it has taken each year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business. The aim of this statement is to demonstrate that the Trust follows good practice and takes reasonable steps to prevent slavery and human trafficking.

Modern Slavery and Human Trafficking Act 2015 Annual Statement – 2023

About the Trust

Liverpool Women's NHS Foundation Trust provides services from its main hospital site at Crown Street Liverpool and a range of midwifery and gynaecology services at Aintree University Hospital NHS Foundation Trust, Fazakerley, Liverpool and in the community at health centres and general practices (GPs). The Trust's annual turnover for 2022/23 was over £155 million. The Trust employs over 1,500 permanent and fixed term contract staff.

All staff have a responsibility to consider issues regarding modern slavery and incorporate their understanding of these issues into their day-to-day practice. Front line NHS staff are well placed to be able to identify and report any concerns they may have about individual patients who present for treatment. Modern slavery is part of the safeguarding agenda for children and adults and embedded in training and Policy.

Due diligence and risk management processes in relation to slavery and human trafficking in Trust business and supply chains

The Trust is fully aware of the responsibilities towards patients, employees, and the local community and as such, it has a strict set of ethical values that we use as guidance with regard to our commercial activities. The Trust therefore expects that all its suppliers adhere to the same ethical principles.

A review of supply chain risks was undertaken during 2022. This risk assessment reviewed procurement activities at risk of slavery and human trafficking; mostly the procurement of high volume, low-value products. During the review, sixteen suppliers were identified that met the criteria and there was evidence of strong compliance both in terms of having a statement in place and in how these statements met standards of good practice.

In compliance with the consolidation of offences relating to trafficking and slavery within the Modern Slavery Act 2015, the Trust works to current NHS supply chain

ethos and code of conduct which encompass the Laws and Ethical standards when transacting with or on behalf of the NHS.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by the supplier.

The Trust will continue to manage and monitor its transactions using the guidance of NHSSC, the standard terms and conditions and PQQ documentation and updates / press releases to ensure overall compliance.

Most Trust staff are employed either under pay, terms and conditions of service established nationally under Agenda for Change or Medical and Dental provisions. A small number of staff, which comprises the Trust Board and very senior managers, are employed under local pay, terms and conditions of service which are established by the Nomination & Remuneration Committee of the Board.

All staff are appointed subject to meeting the NHS Standards on Employment Checks which includes references, health Checks, DBS checks, immigration checks and identity checks. By adopting the national pay, terms and conditions of service, the Trust has the assurance that all staff will be treated fairly and will comply with the various legislation. This includes the assurance that staff received at least, the National Minimum Wage during 2023.

During the year, confirmation has been sought and received that for the employment agencies that the Trust utilises in its formal processes and use of frameworks, they are compliant with modern slavery requirements.

Policies in relation to slavery and human trafficking

The Trust does have specific policies in place to deal with the Safeguarding of Children and Vulnerable Adults but does not have a specific policy on the Modern Slavery Act and does not feel the need to develop one. However, should the Trust become aware of any issue covered under the Modern Slavery Act, it would immediately report the matter to the Police.

The Trust has various employment policies and procedures in place designed to provide guidance and advice to staff and managers but to also comply with employment legislation.

During 2022, the Trust's Equality and Humans Rights Policy was updated that this now includes relevant references to Modern Slavery

Training about slavery and human trafficking available to staff

In line with commissioning requirements, safeguarding training incorporates relevant information relating to modern slavery. Level 1 safeguarding training is a mandatory requirement for all employees and provides a basic awareness. Level 2 and Level 3 safeguarding training is aligned to staff as per intercollegiate guidance and includes more detailed information on modern slavery.

As part of their professional registration requirements, the Trust's most senior procurement staff receive ethical procurement training. As procurement is a high-risk area, ethical procurement training, delivered across a wider footprint is being explored.

More information on Modern Day Slavery can be found by visiting:
<https://modernslavery.co.uk/>