

NWAS MODERN SLAVERY ACT 2015 – STATUTORY STATEMENT

Background

The Modern Slavery Bill was introduced into Parliament on 10th June 2014 and passed into UK law on 26th March 2015. The Modern Slavery Act is an Act to make provision about slavery, servitude and forced or compulsory labour and about human trafficking, including the provision for the protection of victims.

A person commits an offence if

- The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude
- 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 or compulsory labour

Organisational Structure

North West Ambulance Service NHS Trust serves an approximate population of 7 million covering an area of 5,500 square miles and employs over 5900 staff. The Trust receives 1.1 million emergency calls per year, which is 16% of the national (999) activity. To meet this demand the Trust has 3 emergency control centres and approximately 700 emergency vehicles.

The Trust also provides urgent care and patient transport services across the region and manages the NHS non-emergency helpline, 111, regionally.

The Trust has an overall annual budget of around £283 million.

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

The Trust has a non-pay budget of £82m of which over £80m per annum is spent on goods and services. Over 85% of the £80m is spent with the Trusts top 250 suppliers.

Our Supply Chain

It is important to ensure that suppliers to the Trust have in place robust systems to ensure that their own staff, and organisations within their own supply chain are fully compliant with the requirements of the Modern Slavery Act 2015.

In compliance with the consolidation of offences relating to trafficking and slavery within the Modern Slavery Act 2015, the Trust is currently reviewing its supply chains with a view to confirming that such behaviour is not taking place.

By the end of April 2017, the Trust's Procurement Team will have made contact with each of its top 250 suppliers to request confirmation that they are compliant with the Act. As part of this communication we will issue the Supplier Code of Conduct. This incorporates all suppliers used across the organisation inclusive of pharmaceutical suppliers.

As part of this communication, suppliers will be advised that as part of the Trust's commitment to ensuring that we do not trade with organisations who do not meet the requirements of the Act, they will be required to provide a copy of their annual Modern Slavery Action Statutory Statement detailing actions undertaken to ensure they meet and enforce the requirements of the Act.

This will only apply to suppliers defined as a "commercial organisation" in accordance with the Act:

- Supplies goods and services
- Has a turnover of not less than £36m

The Trust's Procurement team is committed to raising awareness with all suppliers by ensuring that all suppliers the Trust trades with are aware of our commitment to ensure compliance with the Act.

By the end of September 2017 the remaining 1200 suppliers that the Trust currently trades with will be contacted to request confirmation that they are compliant with the Act.

When trading with new suppliers, and prior to establishing the supplier on Trust systems, the supplier will be requested to confirm in writing that they are compliant with the Act.

All potential new suppliers will be issued with the Supplier Code prior to setting them up on our systems.

With immediate effect, the Act will be referred to in all tendering activity undertaken by the Trust's Procurement Team. All tendering for goods and services is managed centrally by the procurement team. A copy of the Act will be sent to all organisations involved in the tendering process along with a short statement from the trust reminding bidders of their obligations under the Act. All suppliers will be requested to issue a statement as part of their tender response regarding their compliance with the Act.

The Modern Slavery Act 2015 and the Supplier Code of Conduct will be published in a prominent place on the Trust's website in accordance with the requirements of the Act.

Our Trust

The Trust employs over 5900 staff and the vast majority of these staff are employed either under pay, terms and conditions of service established nationally under Agenda for Change or Medical provisions. A small number of staff, which comprise the Trust Board and very senior managers, are employed under local pay, terms and conditions of service which are established by the 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. In addition, the Trust has a number of values and behaviours that staff are expected to comply with and all appointments are expected to demonstrate these attributes as part of the appointment process. This ensures that the Trust can be confident, before staff commence with the Trust, that we know some background about our staff and that they have a legal right to work for the Trust.

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 latest legislation. This includes the assurance that staff received at least, the National Minimum Wage during 2015/16 and from April 2016 the new National Living Wage.

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. Every policy is

impact assessed from an Equality and Diversity perspective. The impact assessment will be updated to include consideration of the Modern Slavery Act 2015, this will be amended during 2016/17.

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 an extensive training and development programme which is based on a minimum requirement to complete all statutory and mandatory training and other ad-hoc training which staff are required to undertake for their various roles. Training needs are identified through Individual Performance Development Reviews and a Personal Development Plan produced. Not all staff will require the same awareness and training but in relation to the Modern Slavery Act, the Procurement Team will receive this as a priority.

The Trust employs an Equality and Diversity Specialist who will take the lead on the Modern Slavery Act and where possible the Trust does support awareness raising events both locally and nationally on such matters as the disabled, Gay and Lesbians and Honour Crime and Forced Marriages.

Consideration will be given to increased awareness on the Modern Slavery Act during 2016/17.

Further information can be found by visiting: <https://modernslavery.co.uk/> or talk to the Safeguarding Team on 01204 498400.

MODERN SLAVERY ACT 2015 –NWS SUPPLIER CODE OF CONDUCT

Background

The Modern Slavery Bill was introduced into Parliament on 10th June 2014 and passed into UK law on 26th March 2015. It addresses the crimes of holding another person in slavery, servitude, forced or compulsory labour or trafficking a person.

A person commits an offence if

The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude
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 or compulsory labour.

Introduction

North West Ambulance Service NHS Trust serves an approximate population of 7 million covering an area of 5,500 square miles and employs over 5900 staff. The Trust receives 1.1 million emergency calls per year, which is 16% of the national (999) activity. To meet this demand the Trust has 3 emergency control centres and approximately 700 emergency vehicles.

The Trust also provides urgent care and patient transport services across the region and manages the NHS non-emergency helpline, 111, regionally.

The Trust has an overall annual budget of around £285 million.

The Trust is fully aware of the responsibilities it has for patients, employees and the local community and as such, has a strict set of ethical values that are used as guidance with regard to commercial activities. The Trust expects that all suppliers adhere to the same ethical principles, which have been set out within this Supplier Code of Conduct.

Laws and Ethical Standards

The supplier shall comply with all laws applicable to its business. It is expected that the supplier will support the principles of the United Nations Global Compact, the UN Universal Declarations of Human Rights and the International Labour Declaration on Fundamental Principles and Rights at Work 1998. These principles include:

Child Labour

The supplier employs no children under the age of 15. If national laws or regulations allow children between 13 – 15 years old to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development.

Forced Labour

The supplier will make no use of forced or compulsory labour.

Compensation and Working Hours

The supplier will comply with the respective national laws and regulations regarding working hours, wages and benefits.

Discrimination

The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

Health and Safety

The Trust expects its suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier will comply with applicable health and safety regulations and provide a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work related illnesses.

Business Continuity and Planning

The supplier must be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). Preparedness will include plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

Improper Payments / Bribery

The supplier shall comply with international anti-bribery standards as stated in the United Nations Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. In particular, the supplier must not offer services, gifts or benefits to Trust employees in order to influence their conduct in any way that could be construed as being of benefit to the supplier.

Environment

The supplier will comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

The Trust expects that the supplier will take climate protection into account in a way appropriate to their organisation, for example, through the setting of their own climate protection objectives.

Sub-Contractors and Partners

The supplier will communicate the principles stated above to any of their sub-contractors and partners involved in the supply of products or services described within the main contract. The supplier will motivate such parties to adhere to the same standards.

Compliance

North West Ambulance Service NHS Trust reserves the right, having given reasonable notice, to check compliance with the Supplier Code of Conduct and encourages its suppliers to implement their own binding guidelines for ethical behaviour.

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