

## **MFT Modern Slavery & Human Trafficking Statement**

### **1.0 Commitment to Tackling Modern Slavery & Human Trafficking**

1.1 Manchester University NHS Foundation Trust is driven by our vision to improve the health and quality of life of our diverse population. Our values are:

- Everyone Matters
- Working Together
- Dignity & Care
- Open & Honest

1.2 By publishing this statement we believe we are demonstrating not only on the principles of the Modern Slavery Act but also our commitment to operate in ways that are compatible with the Human Rights Act 1998, including the right for people to be free from slavery and forced labour. MFT is doing everything it can to ensure slavery plays no part of the services we run and our supply chains. We are also working to make sure we are caring and protecting the communities we serve from the impact of modern slavery.

### **2.0 What do we mean by Modern Slavery & Human Trafficking?**

2.1 Modern Slavery can take many forms including the trafficking of people, forced labour, servitude, and slavery. Any consent victims have given to their treatment will be irrelevant where they have been coerced, deceived, or provided with payment or benefit to achieve that consent.

2.2 Modern Slavery is the recruitment, movement, harbouring or receiving of children, young people, or adults by force, coercion, and 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 a number of reasons including sexual exploitation, forced labour, domestic servitude and organ harvesting.

2.3 Children (those aged under 18) are considered victims of trafficking, whether they have been coerced, deceived, or paid to secure their compliance. They need only have been recruited, transported, received, or harboured for the purpose of exploitation.

### **3.0 What is MFT doing to deliver its Commitment?**

3.1 Manchester University NHS Foundation Trust (MFT) is one of the largest acute NHS Trusts in the England, employing over 28,000 staff comprising ten hospitals across seven separate sites, providing a wide range of services from comprehensive local general hospital care through to highly specialised regional and national services. We are the main provider of hospital care to approximately 750,000 people in Manchester and Trafford and the single biggest provider of specialised services in the North West of England. We are also the lead provider for a significant number of specialised services including Breast Care, Vascular, Cardiac, Respiratory, Urology Oncology, Paediatrics, Maternity and Gynaecology, Ophthalmology and Genomic Medicine.

3.2 MFT hosts the Manchester and Trafford Local Care Organisations which provides integrated out-of-hospital care in Manchester, including community nursing, community therapy services, intermediate care and enablement, and some community-facing general hospital services. Beyond Greater Manchester, we also have significant responsibilities for providing specialist services commissioned by the NHS England Specialised Commissioning Team.

#### **4.0 MFT Staff**

##### **4.1 Workforce Policies**

4.1.1 In 2018 the Trust reviewed its 'Raising Concerns at work and Whistle Blowing' policy to ensure it included Modern Slavery as an issue that staff can raise using this policy and provides support for Trust Colleagues in raising this as a concern.

##### **4.2 Staff Training**

4.2.1 Staff awareness of Modern Slavery is key to tackling the issue. MFT has embedded Modern Slavery awareness raising into Mandatory Safeguarding Training for staff. All staff have access to bespoke training provided by MFT safeguarding team regarding Modern Slavery and Human Trafficking.

4.2.2 MFT continues to develop its awareness programmes to ensure that all staff are aware of what Modern Slavery is, how to recognise it and what to do if they suspect that someone is a victim.

##### **4.3 MFT Patients & Communities We Serve**

4.3.1 MFT as a partnership organisation was involved in the development and implementation of the Manchester Safeguarding Boards "Staying Safe - Manchester Modern Slavery & Human Trafficking Strategy." As part of delivering the five priorities identified in the strategy, multi-agency training was commissioned by Manchester Safeguarding Boards for all partners across Manchester. This has now been incorporated into agencies' own

mandatory safeguarding training courses. MFT is represented at the Modern Slavery and Human Trafficking Partnership Group and continues to work with the police modern slavery unit, immigration, and border force agency along with our social care colleagues providing continued support and dissemination of the Manchester Strategy.

4.3.2 The Strategy will continue to be monitored by the Manchester Safeguarding Boards Complex Safeguarding sub-group. MFT also has a safeguarding accountability structure to ensure the embedding of the wide safeguarding agenda. The MFT Complex Safeguarding sub-group which aligns with the Safeguarding Board will ensure that key messages and work streams regarding Modern Slavery is disseminated across the Trust.

#### **4.4 MFT's Procurement and Supply Chain**

4.4.1 MFT had a total non-pay spend of £390m on non-drugs goods, equipment and services, a drug spend of £240m, during the financial year 2020/21. The Trust aims to achieve value for money and to promote public good. The effective utilisation of the Trust's purchasing requirements adds significantly to the quality of the patient environment; efficacy of patient care and the local/regional economy.

4.4.2 MFT procurement promotes the use of Public Sector Frameworks where there is strong awareness of Modern Slavery in the supply chain. Procurement professionals within the Trust are Members of the Chartered Institute of Procurement and Supply with a requirement to undertake training in Social Value as part of their Continuing Professional development.

4.4.3 MFT Procurement is clear that it expects all potential suppliers to the Trust to be fully compliant with the provisions of the Modern Slavery Act and be able to evidence this compliance. The Trust is working closely with other public sector partners in Manchester and in particular the Oxford Road Corridor to share learnings and supplier intelligence.

4.4.4 The Trust's Supplier and Contract Intelligence Systems reflect HMG Procurement Policy Note 05/19 which outlines how to achieve Modern Slavery Act compliance. The Trust will not compromise this requirement and reserves the right to cease supply if satisfactory assurance is not achieved.

#### **5.0 Awareness Raising and Social Value**

5.1 MFT fully participates in national and regional networks regarding improving awareness with a focus on Greater Manchester Health organisations and supply chain, together with wider public-sector initiatives such as those lead by the GM Health and Social Care Partnership and the Association of GM Authorities supporting cross sector working and shared learnings.

5.2 MFT also works with the wider NGO and private sector organisations in GM led by the Co-operative Groups GM Modern Slavery Network. This network aims to develop and share good practise, support victims into work and ensure that GM is leading the way on prevention of Modern Slavery and Human Trafficking.

## **6.0 Key Priorities for 2021**

6.1 The Trust is committed to delivering the following priorities:

- Ensuring that prevention of modern slavery and human trafficking is part of staff training.
- Work closely with other partners in Greater Manchester to deliver a coordinated approach that shares best practice and increases overall awareness.
- Continually review our procurement processes to ensure that MFT is meeting its commitment to eradicating modern slavery in its supply chains.

## **7.0 Publishing Statement, Governance and Review**

7.1 MFT's Modern Slavery & Human Trafficking Statement will be reviewed annually; the next review will be in April 2022. The actions will be reviewed on an annual basis and the statement will be reviewed in April 2022 to bring the statement into line with wider MFT reporting cycles.

7.2 This statement and priorities were agreed by the Executive Director for Workforce and Corporate Business with involvement from other Executive Director colleagues. The statement was approved at the Group Management Board on the 27 September 2021

7.3 The statement is published on the MFT website.

## Appendix 1

### Trust Modern Slavery Act 2021 Action Plan

Key priority	Action	Owner	Completed by
<p>Ensuring that prevention of Modern Slavery and Human Trafficking is part of staff training.</p>	<p>Deliver mandatory level 3 safeguarding children and adults training in line with the Safeguarding Children and Safeguarding Adults Intercollegiate Document. Awareness of how to identify and support victims is included in this training.</p> <p>Provide monthly bespoke training sessions on Modern Slavery and Human Trafficking, available to all staff.</p>	<p>Deputy Chief Nurse for Safeguarding</p>	<p>Part of an annual cycle of training provided by MFT Safeguarding Team</p>
<p>Working with public sector bodies and voluntary sector organisations across Manchester to deliver the five priorities identified in the Staying Safe Manchester's Modern Slavery and Human Trafficking Strategy 2018 to 2020.</p>	<p>The Assistant Chief Nurse (Safeguarding) attends bi-monthly Modern Slavery and Human Trafficking Partnership Group, alongside our partner agencies meetings and provides reports to MFT Safeguarding Committee via the Complex Safeguarding sub-group</p>	<p>Deputy Chief Nurse for safeguarding</p>	<p>Bi-monthly meetings attended.</p>
<p>Work closely with other partners in Greater Manchester to deliver a coordinated approach that shares best practice and</p>	<p>Engage with the GM Modern Slavery Network to utilise best practise within GM private and public sector appointing a Champion within Trust Procurement.</p>	<p>Group Procurement Director.</p>	<p>Attendance quarterly network meetings.</p>

Key priority	Action	Owner	Completed by
increases overall awareness.			
Continually review our procurement processes to ensure that MFT is meeting its commitment to eradicating Modern Slavery in its supply chains	<p>Trust Purchasing Procedures manual to be updated to include reference to responsibilities.</p> <p>Training Session to be organised for Trust Procurement Team to better understand the issue and determine how visibility can be embedded as business as usual activity.</p>	<p>Deputy Director of Purchasing.</p> <p>Deputy Director of Purchasing.</p>	<p>Completed April 2021but on-going review</p> <p>Completed June 2021 utilising North west Skills Development Network Training and further attendance to be undertaken</p>
Ensure MFT Charity has policies and process in place to adhere to MFT's Modern Slavery and Human Trafficking statement	<p>Due Diligence policy in development which precludes any organisation in contravention of the Modern Slavery Act from working with MFT Charity.</p> <p>Any organisation required to produce a Modern Slavery and Human Trafficking Statement must do so prior to agreements or contracts with MFT Charity.</p>	Director of Charities	Policy to be approved by December 2021.