

Staffordshire and Stoke-on-Trent Integrated Care Board (ICB)

2015 Modern Slavery Act Statement 2023 - 2024

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
- De-humanised, treated as a commodity or sold or bought as "property"
- Physically constrained or has restrictions placed on their freedom of movement

Our organisation

As leaders in commissioning health care services for the populations of Staffordshire and Stoke on Trent provide the following statement in respect of their commitment to, and efforts in, preventing slavery and human trafficking practices in the supply chain and employment practices.

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, our partners and our suppliers use.

As authorized statutory bodies, the ICB are the lead commissioners for health care services (including acute, community, mental health and primary care) covering a combined population in excess of 1.1 million patients/residents. We are an NHS organisation with a combined total of around 308 employees.

Our commitment to prevent slavery and human trafficking

The ICB Governing Boards and all 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

The ICB Governing Boards and all 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 Human Resources and Organisational Development Committee holds the Organisation to account in adhering to these standards and practices. • Ensure our procurement processes provide assurance that organizations are taking relevant steps to adhere to the ICB standards. • Make declarations and contractual provisions with existing healthcare providers to ensure they understand the ICB approach to the Act.

- In the case of children and young people at risk, Local Safeguarding Children Board multi-agency policies and procedures are followed.
- Where adults with care and support needs are at risk, Local Safeguarding adults board multi-agency policies and procedures are followed
- All ICB staff can access support in this regard by contacting the designated and named safeguarding professionals.
- Safeguarding training is a mandated requirement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the ICB's first statement for the period July 2022 to March 2023. Thereafter the statement will be produced at the end of each financial year ending 31 March.

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 0121 700. NHS England have also produced a video to explain Modern Slavery and its relevance and impact on healthcare. Please click on the following link <https://youtu.be/cRskjqpgSNs>