



SLAVERY AND HUMAN TRAFFICKING STATEMENT 2019/20

The Modern Slavery Act 2015 has introduced changes in UK law focused on increasing transparency in supply chains, to ensure our supply chains are free from modern slavery (that is, slavery, servitude, forced and compulsory labour and human trafficking). As both a local leader in commissioning health care services for the population of Northumberland and as an employer, NHS Northumberland Clinical Commissioning Group (CCG) provides the following statement in respect of its commitment to, and efforts in, preventing modern day slavery and human trafficking in the supply chain and employment practices.

Our Organisation

As an authorised statutory body, the CCG is the lead commissioner for health care services (including acute, community, mental health and primary care) in Northumberland – covering a population of approximately 322,000.

Our commitment to prevent slavery and human trafficking

The Governing Body, Senior Management Team and all employees are committed to ensuring that there is no modern day slavery or human trafficking in any part of our business activity and in so far as is possible to holding our provider organisations 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. We will endeavour to work with partner agencies locally and regionally to ensure appropriate strategies are in place.

Our plans and arrangements

Our internal recruitment processes are highly mature and 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.

Contracting with providers is a core function of the CCG. All of our contracting and commissioning staff are suitably qualified and experienced in managing healthcare

contracts and will receive appropriate briefing on the requirements of the Modern Slavery Act 2015. During 2019/20 we will write to all providers requesting evidence of their plans and arrangements to prevent slavery in their activities and supply chain.

Our policies such as Bullying and Harassment at Work policy, Individual Grievance policy, Equality and Diversity policy and Whistleblowing policy provide an additional platform for our employees to raise concerns about poor working practices.

All CCG staff can also access support in relation to modern slavery by contacting the designated professionals.

In the case of children and young people, Local Safeguarding Children Board multiagency policies and procedures are followed, with regard to at risk individuals.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020.

A handwritten signature in black ink, appearing to read 'Annie Topping', with a large, sweeping initial 'A'.

Annie Topping
Director of Nursing, Patient Safety and Quality