

## Modern Slavery Act 2015 – Statutory Statement

This statement sets out St Andrew's Healthcare's approach to understand the potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year (1 April 2018 to 31 March 2019).

As part of delivering mental healthcare, the Charity recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Charity is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

We are a unique and influential pioneer in mental health, with a reputation grown over 180 years. We have sites in Northampton, Birmingham, Essex and Nottinghamshire employing over 4,000 people where we provide specialist and secure care and treatment in mental health and neuropsychiatry. We have national services for young people, women, men and older adults.

Our in-depth expertise includes trauma, personality disorder, psychosis, autism, learning disability, brain injury and progressive neurological conditions such as Huntington's disease and dementia.

The Charity operates the following policies and approaches that can help us address any potential slavery or human trafficking risks.

**Recruitment:** The Charity ensures that all applicants are legally entitled to work in the UK. Staff also undergo a DBS (Disclosure & Barring Service) check.

**Whistleblowing:** The Charity encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Employees, customers or others who have concerns can contact Safecall on 0800 915 1571 or through the website [www.safecall.co.uk/report](http://www.safecall.co.uk/report)

**Equality, Diversity & Human Rights:** The Charity is fully committed to proactively promote diversity, equality of opportunity and human rights for all and to creating a culture of inclusivity for the people who provide and use our services. The Board reviews the Charity's Diversity and Inclusion report and approves the Diversity and Inclusion Strategy annually.

**Procurement & Contractors Policies:** The Charity is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate compliance with The Human Rights Act 1998 – both the need to promote those, which are absolute (such as treating people with dignity and respect), and those which may need to be qualified or balanced to take account of people's needs appropriately. Tender documents, specifications and/or conditions of contract used by the Charity have recently been updated to make clear contractors' obligations. The Charity's Supplier Code of Conduct, which includes obligations on suppliers to ensure compliance with the Modern Slavery Act. This is available to all suppliers on the Charity's website.

**Staff Code of Conduct:** The Charity's Code of Conduct, which is issued to all staff on induction, includes reference to the Act and provides case studies to aid understanding.

**Staff Training:** Training is continually reviewed and updated, to ensure that reference to the responsibilities under the Act is included prominently.

  
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On Behalf of St Andrew's Healthcare