**Modern Slavery**

**This statement is made by Gloucestershire Managed Services (GMS) in accordance with the requirements under Section 54 of the Modern Slavery Act.**

**Gloucestershire Managed Services was established in 2018 and is a wholly owned subsidiary company of Gloucestershire Hospitals NHS Foundation Trust, providing and managing the buildings, assets and facilities to support the delivery of healthcare.**

**We fully support the Government’s objectives to eradicate modern slavery and human trafficking.**

Modern slavery is the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, 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.

Gloucestershire Managed Services (GMS) fully supports the Government’s objectives to eradicate modern slavery and human trafficking and recognises the significant role the NHS has to play. We are strongly committed to ensuring our supply chains and operational activities are free from ethical and labour standards abuses.

**Slavery and human trafficking statement for financial year 2019/20**

In the last financial year we have taken the following steps to ensure that slavery and human trafficking is not taking place:

* We confirm the identities of all new employees and their right to work in the United Kingdom
* All staff are appointed subject to references, health checks, immigration checks and identity checks. This ensures that we can be confident, before staff commence, that its staff have a legal right to work within GMS
* We have a set of values which underpin how we work to deliver our services and these were developed by our staff and are widely communicated throughout the organisation.
* We have various employment policies and procedures in place designed to provide guidance and advice to staff and managers but also to comply with employment legislation
* Our equality and diversity, grievance, respect and dignity at work for staff policies additionally give a platform for our employees to raise concerns about poor working practices
* Our policies and practices promote and support diversity and inclusion both as an employer and service provider; we recognise and acknowledge that diversity and inclusion are key corporate social responsibilities and we actively participate in the Gloucestershire Hospitals NHS Foundation Trust Diversity Network for all staff
* Our mandatory safeguarding training includes modern slavery as a topic;
* Our ‘Freedom to Speak Up: Raising Concerns (Whistleblowing)Policy’ gives a platform for employees to raise concerns for further investigation, and our Freedom To Speak Up Guardian and Safeguarding teams actively ensure they are accessible to staff
* Our standard terms and conditions require suppliers to comply with relevant legislation. A large proportion of the goods and services procured are sourced through Government supply frameworks and contracts also require suppliers to comply with relevant legislation

**Review of effectiveness**

We intend to take further steps to identify, assess and monitor potential risk areas in terms of modern slavery and human trafficking, particularly within supply chains. We aim to:

* Support our staff to understand and respond to modern slavery and human trafficking, and the impact that each and every individual working for GMS can have in keeping present and potential future victims of modern slavery and human trafficking safe
* Ensure that all staff continue to have access to training on modern slavery and human trafficking which will provide the latest information and the skills to deal with it
* Embed Social Value best practice into commercial processes which will achieve improved Social Value awareness and compliance across all our commercial activities
* Impact assess all new or reviewed policies for diversity and inclusion compliance

Keith Hamer, Managing Director, GMS

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and applies to GMS