

Modern Slavery Act 2015 – Statutory Statement

This statement sets out St Andrew's Healthcare approach to the potential risks related to modern slavery and describes the steps that are aimed at ensuring that there is no slavery or human trafficking in the St Andrew's organisation or in its supply chains. This statement relates to actions and activities during the financial year 1 April 2015 to 31 March 2016.

The Charity is absolutely committed to preventing slavery and human trafficking in all of its 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 175 years. We have sites in Northampton, Birmingham, Essex and Nottinghamshire employing over 4,000 people where we provide specialist and secure care pathways 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 that will help to 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, patients and 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

Equality, Diversity and 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.

Procurement and Contractors: 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.

The Charity is proposing to take the following actions in order to strengthen its approach:

- reviewing its supply chains with a view to asking suppliers for confirmation that they are acting in compliance with the legislation;
- reviewing evidence gathering questions in the tendering process; and
- providing advice and training about slavery and human trafficking to our staff.