

UNIVERSITY HOSPITALS OF MORECAMBE BAY NHS FOUNDATION TRUST

Modern Slavery and Human Trafficking Statement 2024-25

University Hospitals of Morecambe Bay NHS Foundation Trust (UHMB) fully supports the Government's objectives to eradicate modern slavery and human trafficking, and recognises the significant role the NHS has to play in both combatting it and supporting victims. This includes being strongly committed to ensuring our supply chains and business activities are free from ethical and labour standards abuses.

We aim to follow good practice and take all reasonable steps to prevent slavery and human trafficking. We are committed to ensuring that all of our employees are aware of the Modern Slavery Act 2015 and their safeguarding duty to protect and prevent any further harm and abuse when it is identified or suspected that the individual may be or is at risk of modern slavery/human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the 24/25 financial year.

Our Structure

University Hospitals of Morecambe Bay NHS Foundation Trust was established on 1 October 2010, as a public benefit corporation authorised under the Health and Social Care (Community Health and Standards) Act 2003.

We are a university teaching hospital full of hard working and dedicated staff providing community and hospital services across the Morecambe Bay area - an area covering a thousand square miles in south Cumbria and north Lancashire.

We operate the three hospital sites:

- Furness General Hospital (FGH), Barrow;
- Royal Lancaster Infirmary (RLI), Lancaster; and
- Westmorland General Hospital (WGH), Kendal.

In addition, we provide services from a number of community healthcare premises including Millom Hospital and GP Practice, Queen Victoria Hospital in Morecambe and Ulverston Community Health Centre.

FGH and the RLI have a range of general hospital services, with full Emergency Departments, critical / coronary care units and various consultant-led services.

WGH provides a range of general hospital services, together with an urgent treatment centre, that can help with a range of non-life-threatening conditions such as broken bones and minor illnesses. All three main hospitals provide a range of planned care including outpatients, diagnostics, therapies, day case and inpatient surgery. In addition, a range of local outreach services and diagnostics are provided from community facilities across Morecambe Bay.

Our community services for adults are provided in people's homes, community centres, clinics, GP Practices, community hospitals and our main hospitals. Our aim is to work with people to help them remain independent, improve their health and manage their conditions through high quality care, advice and support.

We employ over 7521 staff (excluding bank only employees) or 8955 including bank only employees. We have 625 inpatient beds in our hospitals (excluding maternity and Abbey View). The Royal Lancaster Infirmary currently has 334 inpatient beds, Westmorland General Hospital has 41 inpatient beds, Furness General Hospital has 250 inpatient beds, and Millom Hospital has 9 inpatient beds.

Our Compliance Requirements with the Modern Slavery Statement

The Trust fully supports the Government's objectives to eradicate modern slavery and human trafficking and recognise the significant role the NHS has to play in both combatting it and supporting victims. The Trust will undertake the following:

- Comply with legislation and regulatory requirements;
- Make suppliers and service providers aware that we promote the requirements of legislation;
- Develop an awareness of human trafficking and modern slavery within our workforce; and
- Consider human trafficking and modern slavery issues when making procurement decisions.

Our Policies and Training on Modern Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and, in so far as is possible, to requiring our suppliers hold a corresponding ethos.

Modern Slavery is incorporated within the Trust's Adult at Risk and Safeguarding Children policies and training, advising staff on the protocol to follow should modern slavery / human trafficking be suspected. Modern slavery is also included in training delivered by the Trust, with briefings issued from both Lancashire and Cumbria Local Safeguarding Adults Boards in relation to this. The Trust's Named Nurse for Safeguarding Adults will take this forward as part of the Trust's Safeguarding Strategy.

We also have a number of internal policies that support our commitment to eradicating modern slavery, such as:

- Freedom to Speak up Raising Concerns;
- Early Resolution Policy (Behaviours at Work);
- Safeguarding Policy; and
- Procurement Policy.

We invest in appropriate training to ensure staff are aware of and able to respond to incidents of Modern Slavery within care settings.

We are working collaboratively across the Bay to the prevention of Modern Slavery and the protection of the health of survivors, raising wider awareness and ensuring consistency of approach. Further advice and training about slavery and human trafficking is available to staff through the Trust's Safeguarding Team.

Our Business and Supply Chains

The Trust's procurement team will ensure its supplier base and associated supply chain, which provides goods and / or services to the Trust has taken the necessary steps to ensure modern slavery is not taking place.

To date we have:

- Reviewed our supply chain and identified general potential areas of risk including:
 - Provision of Food
 - Construction
 - Cleaning
 - Clothing (work wear)
- We have contacted the suppliers within these Supply Chains and have asked them to confirm that they are compliant with the Act; and
- Contacted our key suppliers and requested confirmation from them that they too are compliant with the Act.
- Introduced a 'Supplier Code of Conduct' and asking all existing and new suppliers to confirm their compliance;
- Added evidence gathering questions into our tendering procedures; and

- Ensured that procurement staff have received training with regard to Modern Slavery.

Approval for this Statement

The Board of Directors has considered and approved this statement, as part of the Annual Report and Accounts 2024/25, and will continue to support the requirements of the legislation.

Government Modern Slavery Statement Registry

This registry has been launched by the Home Office to enable easier access Modern Slavery Statements. Following approval of the Trust's Modern Slavery Statement for 2024/25, this will be added to the registry as well as being available on the Trust's website.

Version Number: 1.1
Review Date: 31 March 2026
Authors: Kathryn Howarth, Integrated Procurement Manager
Matthew France, Associate Director – Colleague Experience
Jane Heath, Interim Head of Safeguarding
Paul Jones, Company Secretary