



Modern Slavery Act 2015

Modern Slavery and Human Trafficking Policy Statement

Introduction

At Birmingham and Solihull Mental Health NHS Foundation Trust we are committed to ensuring that no modern slavery or human trafficking takes place in any part of our business or our supply chain. This statement sets out actions taken by this Trust to understand all potential modern slavery and human trafficking risks and to implement effective systems and controls.

Organisation's structure

The Birmingham and Solihull Mental Health NHS Foundation Trust provides mental health care to those people living in Birmingham and Solihull who are experiencing mental health problems. We serve a culturally and socially-diverse population of over a million spread over 172 square miles, and have an income of over £290m, making our Trust one of the largest mental health foundation trusts in the country. We also provide services to people who live further afield because of some of the specialised services we provide.

Our Trust has over 4000 dedicated staff who are continually working to help people get better and challenge the stigma associated with mental illness. Our Trust operates from over 50 sites in a variety of settings, from community based mental health teams through to acute wards and day centres.

Our supply chains

The Trust supply chain is predominantly orientated with the majority of its supplier base within the United Kingdom (UK) with our extended supply chain linking into the wider European Economic Area (EEA). NHS Supply Chain is the Trust's largest goods provider and incorporates the principles of the Modern Slavery Act within its code of conduct and ensures these products comply. Our procurement processes align with the codes of conduct and are robustly scrutinised by the Trust.

Our policies on Modern Slavery and Human Trafficking

We are fully aware of the responsibilities we have towards our service users, employees and local communities. We are guided by a strict set of ethical values in all of our business dealings and expect our suppliers (i.e. all companies we do business with) to adhere to these same principles. We have zero tolerance for modern slavery and human trafficking. Staff are expected to report concerns about modern slavery and human trafficking and management are expected to act upon them in accordance with our policies and procedures.

Due diligence processes for Modern Slavery and Human Trafficking

To identify and mitigate the risks of modern slavery and human trafficking in our own business and our supply chain we:

- Are working towards the Department of Health and Social Care NHS Procurement and Commercial Standards, which requires a Corporate Social Responsibility (CSR) policy defining the procurement approach to sustainability, modern slavery and all other appropriate ethical standards and approaches.



- Undertake appropriate pre-employment checks on directly employed staff and access temporary staff only through the NHS England approved frameworks, ensuring suppliers comply with the same pre-employment checks.
- Uphold best practice and professional codes of conduct relating to procurement and supply, through procurement team membership to the Chartered Institute of Procurement and Supply (CIPS). With qualified members undertaking the annual CIPS Ethical Procurement and Supply e-learning course.
- Utilise contractual clauses to ensure that supplier supply chains are monitored and that there is zero tolerance of modern slavery within their supply chain. The largest supplier of goods is NHS supply chain who have ethical sourcing policies in place. Where any such issues arise within the extended supply chain, the supplier shall act to remove these items from entering the Trust's extended supply chain and implement ethical sourcing programmes and supply chain audits to prevent any repetition.

Our effectiveness in combating Modern Slavery and Human Trafficking

Further work is needed to identify how we measure our effectiveness in ensuring that modern slavery and human trafficking is not taking place in any part of our business or in our supply chain.

This statement has been approved by the Board of Directors of the Birmingham and Solihull Mental Health NHS Foundation Trust who will review and update every two years.

This statement is also made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

The statement will be reviewed every two years.

Signature: Chair

4 December 2024

Signature: Chief Executive

4 December 2024