



Modern slavery statement for South Central Ambulance Service NHS Foundation Trust September 2024

This statement is made in response to Section 54 of the Modern Slavery Act (2015) and sets out the steps that the South Central Ambulance Service NHS Foundation Trust (SCAS) have taken, and will continue to take, to ensure that modern slavery or human trafficking is not taking place within our organization, suppliers, contractors and commissioned services.

Modern slavery encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slavers use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

South Central Ambulance Service NHS Foundation Trust has a zero tolerance approach to any form of abuse. Modern slavery is incorporated within the safeguarding work stream and has a Trust Lead the Head of Safeguarding who is responsible for ensuring that SCAS conform to the requirements of the act.

South Central Ambulance Service NHS Foundation Trust is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery. This will be achieved through the implementation of robust Human Resources recruitment policies and procedures ensure that comprehensive checks are in place to negate the likelihood of individuals being employed, contracted to work or commissioned by SCAS who have been trafficked or who are the victims of modern slavery. These include references, health checks, DBS checks, immigration and identity checks by SCAS, our contractors and commissioned services companies. SCAS will ensure that appropriate managers and staff are trained in identifying victims of modern slavery and how to support and report these victims.

The trust has various policies and procedures in place designed to provide guidance and advice to staff, managers and volunteers. This is reinforced by regular updates in staff communication publications. An Equality Impact Assessment is completed on each policy to assess the impact from an equality and diversity perspective and to ensure SCAS is conducting business in an ethical and transparent manner.

These policies include:

- Safeguarding policies
- Equality and Diversity policy
- Recruitment policy
- Freedom to Speak Up policy
- Whistleblowing policy
- Allegations policy
- Domestic Abuse policy

South Central Ambulance Service NHS Foundation Trust commission third party service providers to ensure that they can meet the service requirements of the public along with contractors for fleet and estates. SCAS are responsible for monitoring the quality of services and care provided to patients and will therefore ensure that all commissioned service providers and contractors are aware of their responsibilities and have effective systems in place to demonstrate that they too have a zero tolerance to human trafficking and are compliant with the Modern Slavery Act (2015)

The supplier's and commissioned services contracts will include:

- Warranties whereby the supplier gives an assurance or promise to comply with the Act, a breach of which may give rise to a claim for damages and/or termination of the contract;
- Indemnities – an undertaking by the supplier to meet any costs incurred by the NHS organisation as a result of the supplier's noncompliance with the Act;
- Rights to request and audit information in respect of the supplier's on-going compliance with the Act;
- Rights to terminate if the supplier commits an offence under the Act.

South Central Ambulance NHS Foundation Trust ensures that staff are trained in the identification of vulnerable persons who are subject to modern slavery and has a robust reporting system when staff have identified potential cases of modern slavery. This will be via the safeguarding team who will routinely notify the relevant Police Authority of concerns of cases of modern slavery we have identified.

South Central Ambulance Service NHS Foundation Trust is committed to ensuring that our organisation, suppliers and commissioned services are compliant with the Modern Slavery Act (2015)