

Annual Modern Slavery Statement

The Modern Slavery Act 2015 introduced changes in UK law focused on increasing transparency in supply chains and to ensure supply chains are free from modern slavery (that is, slavery, servitude, forced and compulsory labour and human trafficking). As both a local leader in commissioning health care services for the population of Tees Valley area, and as an employer, NHS Tees Valley Clinical Commissioning Group (the CCG) provides the following statement in respect of its commitment to, and efforts in, preventing slavery and human trafficking practices in the supply chain and employment practices.

Definition of Offences

1. Slavery, servitude and forced or compulsory labour;

A person commits an offence if;

- The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or;
- The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

2. Human Trafficking

A person commits an offence if;

- The person arranges or facilitates the travel of another person (victim) with a view to being exploited.
- It is irrelevant whether the victim consents to travel and whether or not the victim is an adult or child.

3. Exploitation

A person is exploited if one or more of the following issues are identified in relation to the victims;

- Slavery, servitude, forced or compulsory labour.
- Sexual exploitation
- Removal of organs

- Securing of services by force, threats and deception
- Securing services from children, young people and vulnerable persons.

Our Organisation

As an authorised statutory body, the CCG is the lead commissioner for health care services (including acute, community, mental health and primary care) in the Tees Valley area, covering a population of over 700,000 and representing 80 GP practices (11 in Darlington CCG, 33 in Hartlepool and Stockton-on-Tees CCG and 36 in South Tees CCG).

Our commitment to prevent slavery and human trafficking

The Governing Body, Senior Management Team and all employees are committed to ensuring that there is no modern slavery or human trafficking in any part of our business activity and in so far as possible to holding our suppliers and providers to account to do likewise.

Our approach

Our overall approach will be governed by compliance with legislative and regulatory requirements and the maintenance and development of best practice in the fields of contracting and employment.

Our plans and arrangements

Our internal recruitment processes are highly mature and adhere to safe recruitment principles. This includes strict requirements in respect of identity checks, work permits and criminal records. Our pay structure is derived from national collective agreements and is based on equal pay principles with rates of pay that are nationally determined.

Contracting with providers is a core function of the CCG. All of our contracting and commissioning staff are suitably qualified and experienced in managing healthcare contracts and receive appropriate briefing on the requirements of the Modern Slavery Act 2015 (the Act). Our providers, who are required to, provide evidence of their plans and arrangements to prevent slavery in their activities and supply chain.

Progress in 2021/2022

Our policies such as Safeguarding Adults and Children policies, Bullying and Harassment policy, Grievance procedure and Raising A Concern at Work Policy provide an additional platform for our employees to raise concerns about poor and inappropriate working practices.

The CCG continues to be part of the Cleveland Anti-Slavery Network on Teesside which was developed with the overall aim of bringing together relevant agencies to work collectively and collaboratively to prevent, identify, disrupt and eradicate Human

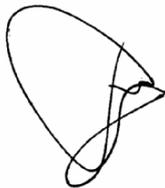
Trafficking and Modern Slavery in all its forms and to support any identified victims. In Darlington, the Local Authority lead the modern slavery agenda and a multi- agency policy document and other guidance on modern slavery are available on their website.

This statement will be displayed on the CCG website.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2022.

A handwritten signature in black ink, appearing to read 'D. Gallagher', with a large, sweeping flourish at the end.

Signature: David Gallagher, CCG Chief Officer

A handwritten signature in black ink, consisting of a large, stylized loop followed by a smaller, more complex flourish.

Signature: Boleslaw Posmyk, CCG Chair