



Modern Slavery Statement

Derbyshire Support and Facilities Services Limited (a wholly-owned subsidiary of Chesterfield Royal Hospitals NHS FT)

Introduction

At Derbyshire Support and Facilities Services Ltd (DSFS) we are committed to ensuring that no modern slavery or human trafficking takes place in any part of our business or in our supply chain.

The following statement sets out the actions DSFS undertakes in accordance with the Modern Slavery Act 2015, understanding all potential modern slavery and human trafficking risks and the implementation of effective controls and systems.

Organisational Structure

DSFS is wholly-owned by, and provides services to, Chesterfield Royal Hospital NHS Foundation Trust (CRHFT), a district general hospital covering Chesterfield, North East Derbyshire and High Peak and Dales, serving a population of approximately 400,000 people, and with primary care practices covering 8 sites within the Chesterfield area.

DSFS provides Estates and Facilities services, Clinical Engineering, Procurement services, Medical Records services, switchboard, interpretation services, Finance and ICT services including specialist support to the Trust.

DSFS Commitment

DSFS condemns slavery of all forms, and we are fully committed to working with suppliers within our supply chain to support the human rights and welfare of the employees working alongside DSFS. We expect organisations with whom we do business to adopt and enforce policies that comply with the Modern Slavery legislation and would immediately seek to terminate our relationship with a supplier where evidence of a failure to comply with our policies was discovered.

DSFS Policies

We operate a number of internal policies to ensure we are compliant with key national policies including; Human Rights Act 1998, Equalities Act 2010 and the Modern Slavery Act 2015.

There is safe recruitment policy in place which includes conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. These checks include checks of identity, eligibility to work, evidence of qualifications, health clearance, employment history and in areas of safeguarding risk, a Disclosure Barring Service criminal records check.

DSFS commits to the design and implementation of services, policies and measures that meet the diverse needs of services, the population and workforce, ensuring that none are placed at a disadvantage over others. Therefore, all policies and procedures consider the needs of all DSFS employees irrespective of age, race, colour, religion, belief, disability, nationality, ethnic origin, sexual orientation or marital status, carer

status, social and employment status, HIV status, gender reassignment, political affiliation or trade union membership.

The Trust has a 'Freedom to Speak Up' guardian which all DSFS staff are able to access, offering staff a safe place to raise concerns without any fear of reprisals.

We have a code of business conduct which outlines the manner in which we behave as an organisation and how we expect our employees to act.

We have extensive HR policies in place that DSFS staff can access via the Trust intranet.

Safeguarding Training

The Trust's essential training programme (accessed by DSFS staff) provides training on Modern Slavery and includes an update on current statistics and the roles and responsibilities of health staff.

Suppliers/Tenders

The DSFS Procurement Department will ensure its supplier base and associated supply chain, which provides goods and/or services to DSFS and the Trust, have taken the necessary steps to ensure modern slavery is not taking place.