

Our purpose is Care unbound. We strive to create more possibilities for care in every moment.

We believe that true care is a way of living that creates meaning between us all and that it takes courage to step forward and effect change. We believe care is something we can choose to show for ourselves and each other at any time and that care is not exclusive to a healthcare appointment or medical intervention.

Here recognises that we have a responsibility to take a robust approach to slavery and human trafficking. This modern slavery statement relates to financial year 1 April 2020 to 31 March 2021

This statement sets out Here's actions to understand all potential modern slavery risks related to our organisation. Here operates in the UK only. Through partnerships with primary care and providers in health and social care, we create health services and solutions that are shaped around the person. We are committed to ensuring there is no slavery or human trafficking in our own business or supply chains.

Here continues to minimise the risk of slavery occurring in its operations and supply chains and will further consider risk mapping processes, action plans, and engagement of stakeholders including workers and trade unions.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is led by our Safeguarding Lead and Support Services Lead.

Policies

Here's policies are monitored by Quality Coaches via Here's policy matrix and updated by assigned responsible managers with relevant expertise across the organisation. They are reviewed and approved by cross-organisational groups including the Enabling Team and Board.

Incidences

Here has an Incident Reporting Policy and Procedure of which all colleagues are expected to have awareness. Every service takes responsibility for its own incident reporting. Colleagues receive training on reporting incidents to ensure effectiveness and organisational learning. In some services accountable colleagues lead on incident reporting. Our policy is clear that an integral part of a continuous programme for quality improvement involves reporting incidents whether they be adverse events, near misses or serious incidents requiring investigation. All employees are expected to report incidents/near misses in a timely way and learning is shared via cross organisational groups to improve processes and procedures and prevent recurrences. Incidents are also reported at Board level and shared at service lead partnerships boards/collaboration boards.

Training

Here has a Statutory and Mandatory Training Policy which sets out the relevant statutory and mandatory training all colleagues must attend in order to provide the highest quality of care to our patients and minimise risk to services. All colleagues must be up to date with all training, which is either required by law (statutory) or in order to complete their role safely and effectively (mandatory). We monitor every employee's training levels on our online training matrix. The training matrix is checked and monitored by HR and the patient safety group, who raise and discuss training levels during their weekly meetings.

All clinicians are mandated to complete the training module 'Identifying and Supporting Victims of Modern Slavery' every three years, this helps frontline healthcare staff to identify victims of modern slavery and take appropriate action to address their health and safety needs. All Clinical and Non-Clinical staff are required to

complete safeguarding training additionally at appropriate levels which familiarises colleagues with the principles of the Care Act (2014) and includes modern slavery as a form of abuse.

Relevant policies

Here operates the following policies relating to anti-slavery activity:

Raising a Concern (Whistleblowing) policy: Here is committed to the highest possible standards of openness, probity and accountability. In line with this commitment, colleagues are encouraged to come forward with any serious concerns about any aspect of Here's work and to voice those concerns on a confidential basis.

Our policy is designed to make it easy for colleagues to make disclosures, without fear of retaliation. The policy identifies routes for raising a concern and recommended next steps. All colleagues can access this policy via the Here Hub (intranet).

Recruitment and Selection Procedure: Here infrequently uses employment agencies and in cases in which they are used, we have reputable preferred suppliers providing assurance of due diligence.

Safeguarding Policies: Here's safeguarding policies set out guidance for all colleagues in raising a safeguarding concern. It identifies internal responsibilities for safeguarding and routes for raising a safeguarding concern.

Awareness-raising programme

As well as training staff, the organisation has raised awareness of modern slavery issues by creating a dedicated guidance page on the Here Hub (intranet) for colleagues to access further information.

Board Approval

This document was approved by the Here Board on 10th November 2021 and will be reviewed annually

Director's signature:



Director's name: Lesley Jay

Date: 22/11/2021