

NEW VICTORIA HOSPITAL

Anti Modern Slavery Statement

This statement outlines New Victoria Hospital's (NVH) slavery and human trafficking statement for the financial year ending 31 March 2025. The statement is pursuant to section 54(1) of the Modern Slavery Act 2015 and NVH are fully supportive of the government's aim to eradicate modern slavery and human trafficking.

Our Business and Structure

NVH is a private, charity owned Hospital providing first-class acute healthcare to patients in the local community and surrounding areas.

The Hospital is an independent hospital governed by our Board of Directors, with over 280 permanent employees and over 80 employees on our bank.

Purpose

As a Hospital providing care to patients, we are committed to acting ethically and to fulfil our obligation to demonstrate and promote fair and reasonable standards in the treatment of people.

We have a commitment to enforcing effective controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our Supply Chains

NVH operates a Supply Chain Management System and maintains a preferred supplier list. We apply our terms and conditions in respect of modern slavery and human trafficking and we expect our suppliers and contactors to demonstrate a zero tolerance approach to exploitation. As such, our terms include a clause requiring that our suppliers and contractors comply with the Act and adhere to our Supplier Code of Conduct.

The Hospital conducts due diligence on all suppliers before adding them to the Hospital preferred supplier list.

Policies

The following internal policies are in place to ensure that we are conducting business in an ethical and transparent manner.

- Financial Governance Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Training and Development Policy
- Safeguarding of Vulnerable Adults Policy
- Safeguarding of Children Policy and Procedure
- Procurement Policy
- Appointing New Suppliers and the Purchase of New Equipment and Supplies

Taking Action

This financial year, we will contact all suppliers to raise awareness and seek assurance of compliance with the Modern Slavery Act 2015. This will be reviewed on an annual basis.

Where we have concerns that modern slavery or human trafficking may be taking place in a health or social care setting, we will refer any known victims through our established safeguarding referral routes. These victims could be staff working in a service or people using a service.

We continue to adapt and re-promote our existing policies to incorporate modern slavery and human trafficking issues, including our whistleblowing policy which allows employees to report any concerns confidentially.

Training

The following training is mandatory to undertake and addresses modern slavery as a category in each module:

All Employees

- Adult Safeguarding (Level 2)
- Paediatric Safeguarding (Level 2)

Clinical Heads of Department

- Paediatric Safeguarding (Level 3)

Safeguarding Lead

- Adult Safeguarding (Level 3)

The Hospital recognises its commitment to supporting staff to identify victims of modern slavery and human trafficking. In the new financial year (31 March 2026), we will be providing additional training specifically on modern slavery that will be rolled out to all staff.

We will review and update this statement annually.



David Marshall
Chief Executive