

1. Definitions

Healthwatch refers to Healthwatch Brighton and Hove.

Employees refers to all Healthwatch employees.

Volunteers refers to anyone who volunteers for Healthwatch Brighton and Hove.

2. Scope

This policy covers all employees and volunteers.

3. Policy Aims

- 3.1. Healthwatch is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.
- 3.2. As an equal opportunities' employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.
- 3.3. Our recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.
- 3.4. We will not enter into business with any organisation, in the UK which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.
- 3.5. We maintain a whistleblowing policy to enable staff and volunteers to raise concerns related to modern slavery and other matters.
- 3.6. **Our supply chain.** Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited, and we procure goods and services from a small range of UK suppliers. Suppliers contracting with Healthwatch are expected to meet their obligations under the Modern Slavery Act.
- 3.7. We will continue to embed the principles through:
 - 3.8. providing awareness training to staff and volunteers on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
 - 3.9. ensuring that consideration of the modern slavery risks and prevention are added to our policy review process as an employer and procurer of goods and services.

3.10. continuing to take action to embed a zero-tolerance policy towards modern slavery.

4. Monitoring and improvement

4.1. We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking is not taking place in any part of our organisation or supply chains.

4.2. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas.

5. Additional Policies & Documents

5.1. The Healthwatch policies and documents referred to in this policy are available on request by contacting the Healthwatch Team on 01273 234 040 or email to policies@healthwatchbrightonandhove.co.uk.

Date Policy Reviewed	22 July 2024 January
At the 15 January 2024 meeting of the Healthwatch Brighton and Hove Board of Directors, the Board approved the recommendation to delegate authorisation of operational policies to the Chief Executive Officer of Healthwatch.	
Date Approved by the CEO	25 July 2024
Next Review Date	July 2026