



# DSFS Modern Slavery Statement

## Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps that Derbyshire Support and Facilities Services Ltd (DSFS) have taken during the year ending 31 March 2025 to ensure that slavery and human trafficking are not taking place in their supply chains and in any parts of their business. Conducting business in an ethical and sustainable way is part of DSFS's culture and strategy.

## DSFS Company Information

DSFS is a wholly owned subsidiary of Chesterfield Royal Hospital NHS Foundation Trust (CRHFT) and provides Operated Healthcare Facilities. With around 900 employees, DSFS provides Estates, Facilities, Procurement, ICT and Infrastructure, Clinical Engineering and Finance to the CRHFT group.

## Company Structure



DSFS are committed to ensuring that no modern slavery or human trafficking takes place in



any part of our business or in our supply chain. We believe that our responsibilities go beyond our own company and we strive to embed our values in our relationships with our people, our customers and across our supply chain.

This statement sets out the actions that we are taking within our supply chain, in the day to day operating of our company through our policies, and the support and training that we are providing for our people in line with our values.

## Supply Chain

DSFS will tackle workforce inequality by demonstrating actions to identify and manage the risks of modern slavery in the delivery of contracts, including in the supply chain. Our Commercial teams will take action which is proportionate to the size of the contract, and on existing contracts, the size of the supplier.

We will consider at all times the impact of its implementation on SMEs and VCSEs. In practice this means:

- being proportionate in the overall approach
- ensuring barriers to participating in new procurements are not created
- ensuring unnecessary burdens are not placed on SMEs and VCSEs when assessing risks in existing contracts

Our risk-based approach, will follow the process below:



This in turn drives the below key actions:-

Activity	Key Actions
<b>Existing Contracts</b>	<ul style="list-style-type: none"> <li>➤ Identify which contracts are at high or medium risk of modern slavery based on industry type, complexity of supply chain, the nature of the workforce, context in which the supplier operates, type of commodity and supplier location</li> <li>➤ Map the supply chain of those contracts to establish specific risks. Using The Modern Slavery Assessment Tool (MSAT) from the Home Office to assist with this exercise</li> <li>➤ Work with the suppliers on high and medium risk contracts to mitigate the risks through strengthened contract management</li> <li>➤ Repeat this exercise at least annually for high-risk contracts and at reasonable intervals for medium risk contracts.</li> </ul>
<b>Identifying and managing risks in new procurements</b>	<p>Consider the mandatory and discretionary exclusion grounds as set out in the Standard Selection Questionnaire</p> <ul style="list-style-type: none"> <li>○ <b>Award Stage:</b> Apply tender response questions relating to modern slavery where they link to the specification, taking a proportionate approach</li> <li>○ <b>Contract Conditions:</b> Consider including specific terms and conditions to strengthen contractual protection</li> <li>○ <b>Contract management:</b> Following contract award, continually work in collaboration with suppliers to address modern slavery risks and monitor progress. Put action plans in place to mitigate the risks identified</li> </ul>
<b>Taking Action When Victims of Modern Slavery Are Identified</b>	<p>If a victim of modern slavery is identified, we will involve the relevant law enforcement agencies:</p> <ul style="list-style-type: none"> <li>➤ If a victim is in the UK and is in immediate danger, we will report it to the police by dialling 999</li> <li>➤ We will work collaboratively with the supplier to address instances of modern slavery</li> <li>➤ We will terminate a contract if this is deemed to be the appropriate action</li> </ul>
<b>Training</b>	<p>We will provide training to commercial and procurement staff on modern slavery to raise awareness, help them to identify issues and ensure that suspected instances of modern slavery are handled correctly</p>

DSFS will take a zero tolerance approach to instances of violation of the Modern Slavery Act 2015, and will terminate the contract with any site where the violation has occurred and will suspend the supplier and its other sites pending a full investigation of the supplier and its supply chain.



## **Organisational Policies in Relation to Slavery and Human Trafficking**

DSFS have a number of policies in place to ensure we are compliant with key national policies including the Human Rights Act 1998, Equalities Act 2010 and the Modern Slavery Act 2015.

Our recruitment policy ensures a robust check on the eligibility to work in the UK for all new 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 our people, our services, and our customers ensuring that none are placed at a disadvantage over others. DSFS policies and procedures consider the needs of all our people 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.

DSFS employees are trained and encouraged to follow our Company Values of the 4 R's of being Respectful, Responsive, Reliable and Resourceful in all of our work and dealings with customers and suppliers. DSFS also has a company inclusion pledge and is working towards attaining Investors in Diversity accreditation.

Both DSFS and our parent company CRHFT, have extensive policies on all aspects of Safeguarding Adults and Children, which are available on our intranet for our people to access along with an extensive suite of HR policies.

## **Support and Training on Modern Slavery and Human Trafficking**

Our people have access to the Trust's 'Freedom to Speak Up' Guardian, which offers our people a safe place to raise concerns without any fear of reprisals.

Each new joiner to DSFS is required to undertake a programme of essential training which includes Safeguarding for both Children and Adults, with depth of training provided congruent to the individual's role.

All staff are made aware that whilst working within the hospital they may be approached by a patient or visitor who is a victim of modern slavery, ensuring our people understand their roles and responsibilities as an employee working within a health care provider and how to act on this information.

Every employee is required to have regular online refresher training to ensure their knowledge is kept current and up to date as part of the DSFS Essential Training programme.

## Due Diligence Processes

DSFS has a Modern Slavery Statement Review Group, chaired by the Managing Director, with representation from HR&OD, Procurement, Capital Projects and Estates, which meets twice a year to discuss current risks, to reflect on management of the risks over the last 12 months and to set out the required actions for the following 12 months.

## Risk Assessment and Management

The current key risk areas for the company updated in Jan 2025 are identified as:

- Food supply chain for our retail and catering outlets
- Contractors for building and maintenance projects
- Uniform suppliers
- Clinical equipment components
- DSFS staff being approached by victims of Modern Slavery during their working day

Our risk-based approach to supply chain action, 'Freedom to Speak Up' support, mandatory contractor induction delivered as soon as contractors arrive on site and company-wide adult safeguarding training ensures that we are managing these identified risks appropriately.

These identified risks are recorded and monitored within our risk management system, and reviewed within the DSFS risk management processes.

## KPIs to Measure Effectiveness

DSFS have the following KPIs in place to measure effectiveness of the actions that we have taken. The performance for April 2024 to March 2025 is as follows:

Identified Key Performance Indicator	2024/25 Performance
Number of Staff Trained in Adult Safeguarding (as at Feb 24)	88%
Number of Modern Slavery Cases Identified by our Staff	0
Number of Modern Slavery Cases Identified within our tier 1 suppliers	0
Number of Modern Slavery Cases Confirmed within our tier 1 suppliers	0
Number of Modern Slavery Cases Successfully Remediated	N/A

## Plans for the Next 12 Months

As a company, DSFS are committed to working with the Government Central Commercial



team to carry out the following:

- 1) Identify all high-risk suppliers
- 2) Encourage high-risk suppliers to fill out the Government Modern Slavery Assessment tool.
- 3) Record how many high-risk suppliers have filled out the assessment during the year.

**Kate Schroder**

Interim Managing Director, DSFS