

DOCUMENT TITLE	Modern Slavery and Human Trafficking Statement
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1. Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Manchester Surgical Services Limited (MSS) to prevent modern slavery and human trafficking within our business operations and supply chains. Although MSS does not meet the turnover threshold of £36 million requiring mandatory publication, we voluntarily publish this statement in line with NHS contractual requirements and best practice transparency standards. Modern slavery includes slavery, servitude, forced and compulsory labour, debt bondage and human trafficking. MSS operates a zero-tolerance approach to modern slavery in any form.

2. Organisational Structure and Services

MSS is a provider of regulated healthcare services within England.

Our supply chains include:

- Clinical consumables and medical devices
- Equipment servicing and maintenance
- Workforce agencies
- IT and professional services
- Facilities and operational suppliers

3. Governance and Accountability

The Board and Senior Management Team retain overall responsibility for modern slavery compliance. Board Lead: Chief Operating Officer Safeguarding Lead: Chief Operating Officer Freedom to Speak Up Guardian: Appointed HR Lead: Responsible for employment compliance checks This statement is reviewed annually and approved by the Senior Management Team.

4. Workforce (Recruitment & Employment)

We comply with NHS Employment Check Standards, including:

- Identity verification
- Right to work checks
- DBS checks
- Professional registration validation
- Qualification verification
- Employment history and references

Agency providers must provide written assurance that checks meet NHS standards.

5. Safeguarding (Patients & Service Users)

Modern slavery is embedded within our safeguarding framework.

- All staff complete safeguarding training appropriate to their role
- Concerns are escalated via defined safeguarding pathways
- Referrals are made to Local Authority safeguarding teams where required
- We work in partnership with police and statutory agencies where appropriate

The Director of Clinical Services provides leadership and assurance to the Board.

6. Supply Chain & Procurement

We conduct risk-based supplier due diligence, including:

- Procurement via recognised NHS frameworks where possible
- Contractual requirement for compliance with the Modern Slavery Act
- Adoption of NHS Standard Terms and Conditions
- Supplier confirmation of anti-slavery policies
- Escalation procedures where concerns arise

Our primary supplier is NHS Supply Chain, which operates a Supplier Code of Conduct addressing labour standards and worker welfare.

7. Training and Awareness

All staff receive safeguarding training and awareness on recognising and reporting exploitation. Senior managers receive additional governance training where appropriate.

8. Whistleblowing and Reporting

MSS promotes a culture of openness and transparency.

Staff may raise concerns via:

- Line management
- Safeguarding Lead
- Freedom to Speak Up Guardian
- Confidential reporting routes

No employee will suffer detriment for raising concerns in good faith.

9. Monitoring and Effectiveness

We monitor effectiveness through:

- Safeguarding incident review
- Employment check audits
- Supplier compliance review
- Annual policy review

10. Approval

This statement has been reviewed and approved by the Senior Management Team of Manchester Surgical Services Limited.

Signed on behalf of the Board:

Caroline Makin
Contracts and Performance Officer
March 2026