



Modern Slavery and Human Trafficking Statement

For the Financial Year Ending 31st March 2025

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015.

Introduction

Taurus Healthcare is committed to maintaining the highest standards of ethical conduct and integrity. We recognise our responsibility to take a robust approach to tackling modern slavery and human trafficking within our organisation and across our supply chains. This statement outlines our approach and actions taken to prevent modern slavery and human trafficking in accordance with the Modern Slavery Act 2015.

Definition of Offences

Modern slavery includes slavery, servitude, forced or compulsory labour, and human trafficking. Under the Modern Slavery Act 2015, a person commits an offence if they:

- Hold another person in slavery or servitude and know or ought to know that the person is held in such conditions.
- Require another person to perform forced or compulsory labour and know or ought to know that the person is being required to do so.
- Arrange or facilitate the travel of another person with a view to exploitation, regardless of the victim's consent or age.

Exploitation

A person is exploited if one or more of the following issues are identified in relation to the victim:

- Slavery, servitude, forced or compulsory labour
- Sexual exploitation
- Removal of organs
- Securing services by force, threats, or deception
- Securing services from children, young people, or vulnerable people.

Organisational Structure

Taurus Healthcare is a GP federation operating across Herefordshire, supporting primary care, and delivering a range of health services. We work in partnership

with other NHS organisations, local authorities, and voluntary sector partners to improve health outcomes. We are committed to ensuring that modern slavery has no place in our operations or those of our partners and suppliers.

Safeguarding and Accountability

We have a clear line of accountability for safeguarding. The Chief Executive Officer holds ultimate accountability for ensuring that safeguarding responsibilities are effectively discharged. The Executive Lead for Safeguarding provides leadership and assurance, supported by designated safeguarding professionals for both adults and children. Our safeguarding framework is aligned with the following legislation:

- Children Act 2004
- Care Act 2014
- Mental Capacity Act 2005
- Modern Slavery Act 2015

Procurement and Supply Chains

Taurus Healthcare expects all suppliers and partners to uphold a zero-tolerance approach to modern slavery. We conduct due diligence when engaging new suppliers and regularly review existing relationships. Our procurement processes include:

- Verification of supplier policies on modern slavery
- Contractual obligations to comply with anti-slavery legislation
- Monitoring through contract management and performance reviews
- We align with relevant clauses from the NHS Standard Contract 2023/24, particularly when delivering services commissioned under NHS frameworks.

Employment Practices

We follow safe recruitment practices including identity verification, right-to-work checks, and DBS screening. Our pay structures are fair and transparent. We promote a culture where staff feel safe to raise concerns, and we protect whistleblowers in line with our safeguarding policies.

Ensuring Effectiveness

We aim to be as effective as possible in ensuring that modern slavery and human trafficking is not taking place by:

- Working closely with local authorities, police, and third sector organisations
- Signing up to multi-agency safeguarding policies and procedures

- Undertaking robust pre-employment checks, in line with NHS standards and payroll systems
- Maintaining clear communication with providers through contract management
- Providing staff training on modern slavery and human trafficking

Training and Awareness

All staff receive mandatory safeguarding training, which includes awareness of modern slavery and human trafficking. We are committed to continuous improvement and regularly update our training to reflect emerging risks and best practices.

Commitment and Approval

Taurus Healthcare is dedicated to preventing modern slavery in all its forms. Any concerns raised will be addressed through our safeguarding procedures and, where appropriate, in collaboration with local authorities and law enforcement.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Taurus Healthcare's modern slavery and human trafficking statement for the financial year ending 31st March 2024.

Signed:

Dr Mike Hearne
Managing Director

Taurus Healthcare

Date: