

Agenda item:	7
Report title:	Modern Slavery Statement
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Action:	To consider

Executive summary

The Modern Slavery Act came into force on 29 October 2015, and places an obligation on us to publish an annual statement on the activities that we have performed to eliminate modern slavery in our business and supply chains.

This paper sets out the proposed 2017 statement for publication.

Recommendations

The Executive board is asked to:

- a** Approve the Modern Slavery statement for 2017.
- b** Delegate the approval of future Modern Slavery statements to the Chief Operating Officer.

Modern Slavery Statement

- 1** Modern slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 2** The nature of our business means that the risk of modern slavery in our business and first line of our supply chain is low. Our relationships generally don't extend further down our supply chains, so it is difficult for us to gain assurance on the practices of suppliers further down the chain who provide goods and services to our first line suppliers. Therefore the Performance and Resources Board on 23 June 2016 agreed that our priority should be to ensure that modern slavery is absent from our business and our first line suppliers.
- 3** The Modern Slavery Act places an obligation on us to publish an annual statement on the steps we have taken to eliminate modern slavery in our business and supply chains, and to publish that statement on our website. The proposed statement for 2017 is at Annex A, and it is also proposed that responsibility for approving future statements be delegated to the Chief Operating Officer.

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7 – Annex A

Modern Slavery and Human Trafficking Statement 2017

Introduction

- 1** Building on measures taken in previous years, this statement sets out our actions to identify the potential modern slavery risks related to our business and the steps we have taken to ensure, as far as possible, that there is no slavery or human trafficking in our business and our supply chains. This statement relates to the period 1 January 2017 to 31 December 2017.
- 2** As a public sector body, the GMC recognises that it has a responsibility to take a robust approach to slavery and human trafficking and is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and purpose

- 3** The purpose of the General Medical Council (GMC) is to protect, promote and maintain the health and safety of the public by ensuring proper standards in the practice of medicine
- 4** The law gives us four main functions under the Medical Act 1983:
 - We set the educational standards for all UK doctors through undergraduate and postgraduate education and training.
 - We decide which doctors are qualified to work here and maintain the public register of all those who are licensed to practise.
 - We set the professional standards for doctors in the UK and we make sure that they demonstrate on a regular basis that they are up to date and fit to practise (through the process known as revalidation).
 - We take action when we believe a doctor may be putting the safety of patients, or the public's confidence in doctors, at risk.

- 5** The GMC is a registered charity in England and Wales (1089278) and Scotland (SC037750).
- 6** Our governing body, the Council, has 12 members of which six are doctors and six are lay members, all appointed through an independent appointments process.
- 7** The GMC has two major centres; one in London and two in Manchester, with smaller offices in Edinburgh, Cardiff and Belfast and a significant number of staff who work remotely and out in the health service. These sites accommodate approximately 1187 full and part time staff in the Office of the Chair and Chief Executive and across seven directorates, which are:
 - a** Registration & Revalidation
 - b** Fitness to Practise
 - c** Resources and Quality Assurance
 - d** Education and Standards
 - e** Strategy and Policy
 - f** Strategic Communication and Engagement
 - g** Medical Practitioners Tribunal Service

Modern Slavery and Human Trafficking Policy

- 8** We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.
- 9** The nature of our business means that the risk of modern slavery in our directly managed business activities and the first line of our supply chain is low. We require all our suppliers to have robust anti-slavery and human trafficking arrangements in place.
- 10** If a supplier is found to be accepting of slavery in their business or supply chain we will terminate the contract and notify the relevant authorities.

Actions taken in 2017

- 11** In 2017 we implemented a series of activities to mitigate the risk of modern slavery and human trafficking occurring within our organisation and supply chains:
 - a** All staff received guidance explaining what modern slavery is, how to identify it, and how to log concerns.

- b** All recruited permanent and temporary staff are subject to identification and background checking.
- c** We have living wage accreditation from the Living Wage Foundation.
- d** We made all our suppliers aware of our Modern Slavery policy through our contract management processes.
- e** We reviewed our standard terms and conditions to ensure that our contracts with suppliers placed obligations on them to apply the principles of the Modern Slavery Act in their business and supply chains, and enable GMC to assure ourselves that they are complying with this.
- f** All suppliers were advised of how to log concerns with the GMC of any concerns that Modern slavery or human trafficking activity was occurring in our organisation or supply chain by our Whistleblowing Policy.
- g** We conducted a workshop to assess whether any specific suppliers required further intervention activity to reasonably satisfy us that steps were being taken to prevent Modern slavery and trafficking in their supply chains. It was determined that given the nature of our supply the current steps were considered appropriate in all cases, but this would be regularly reviewed.