

## **NMC Modern Slavery Statement**

### **For the financial year 1 April 2019 to 31 March 2020**

#### **Our purpose**

As the professional regulator of nurses and midwives in the UK, and nursing associates in England, we work to ensure these professionals have the knowledge and skills to deliver consistent, quality care that keeps people safe.

We set the standards that professionals must achieve to practise in the United Kingdom. When they have shown both clinical excellence and a commitment to kindness, compassion and respect, we welcome them onto our register of more than 700,000 professionals.

Once registered, nurses, midwives and nursing associates must uphold the standards and behaviours set out in our Code so that people can have confidence that they will consistently receive quality, safe care wherever they're treated.

We promote lifelong learning through revalidation, encouraging professionals to reflect on their practice and how the Code applies in their day-to-day work.

On the rare occasions that care goes wrong, or falls short of people's expectations, we can step in to investigate, and take action when needed. But we want to prevent something going wrong in the first place. So, we promote a culture that encourages professionals to be open and learn from mistakes, give the public an equal voice and where everyone involved is treated with kindness and compassion.

#### **Our supply chains**

In order to run our organisation and deliver our objectives, we engage a number of external suppliers. The goods, works and services they provide include hosting services for our IT systems and data, software licencing and support, office cleaning, and legal support with case preparation, among many others.

#### **Our position on modern slavery**

We believe modern slavery has no place in society and we are committed to ensuring that there are no modern slavery offences existing within our supply chain.

We require our suppliers to comply with all law and regulation, and expect them to maintain the highest ethical standards in all areas of their business operations.

If we discover one of our suppliers is allowing modern slavery offences in either their own business or their wider supply chain, we will terminate the contract and notify the relevant authorities.

## **Our due diligence processes, including training**

We aim to buy most of our services through well-established public sector framework agreements. The suppliers on framework agreements have been subject to rigorous due diligence by organisations such as Crown Commercial Services.

We have taken action to ensure our improvements from last year have been embedded into our own business practices and processes:

- All our employees are made aware of our whistleblowing policy and how to raise concerns. Our managers are trained how to handle concerns raised with them
- We have in place procurement processes and templates that prompt us to consider modern slavery at different points in our tenders
- Our standard contract terms and conditions include modern slavery requirements
- We monitor key suppliers as part of contract management to ensure they comply with our contractual requirements, particularly those contracts we believe may at greater risk of modern slavery or human trafficking offences occurring
- Our supplier assurance process assesses risks relating to Modern Slavery Act compliance
- All our employees have access to e-learning on modern slavery awareness.

We monitor our main suppliers to determine whether they have modern slavery statements in place. We checked our suppliers with whom we spend 90% of our total annual expenditure, which equates to around 20% of our supplier base. As of January 2020, we had reviewed our top 104 suppliers by spend. 63 of those suppliers have modern slavery statements in place. Of the remaining 41 suppliers, we believe all have turnover below the £36m threshold set in the Modern Slavery Act 2015 and so are not required to publish a modern slavery statement.

In the coming year we will:

- promote the modern slavery awareness e-learning available to all employees
- identify whether any key employees should participate in further modern slavery training
- survey the business practices of the NMC's most used hotels via our travel services provider to better understand risks in the hotel supply chain
- continue to monitor our suppliers to confirm whether or not they have published statements and where appropriate, encourage those who do not to publish a statement and support the agenda of tackling modern slavery and human trafficking.

## **Risk areas**

Due to the nature of our business and the services we require, we believe the risk of modern slavery or human trafficking occurring within our supply chains is generally low. The services we use that we consider may be at relatively greater risk of modern slavery offences include hotels and cleaning. We mitigate against the risk by working closely with our suppliers to ensure they understand our position and that they have adequate processes in place.

## Measuring effectiveness

In the past year we have had no reported instances of any offences as defined by the Modern Slavery Act 2015.

This statement was approved by our Executive Board on 18 February 2020.

A handwritten signature in blue ink, appearing to read 'Andrea Sutcliffe', with a circular mark at the beginning of the first name.

Andrea Sutcliffe  
Chief Executive and Registrar  
6 Mar 2020