

NICE modern slavery and human trafficking statement

The National Institute for Health and Care Excellence (NICE) is a non-departmental public body established by the Health and Social Care Act 2012. Our role is to improve health and wellbeing by putting science and evidence at the heart of health and care decision making.

Find out more about our structure and [what we do](#).

We fully support the government's objective to eradicate slavery and human trafficking and acknowledge our role in combating it. We are strongly committed to making sure our supply chains and business activities are free from ethical and labour standards abuse.

We act ethically and with the highest standards of integrity, quality, probity, openness and accountability in all our business operations and relationships.

Steps we've taken

People

- All staff are appointed subject to references, health checks, immigration checks and identity checks. This makes sure we are confident staff have a legal right to work for us before they start.
- By adopting national pay and terms and conditions of service, we have assurance that all staff will be treated fairly and will comply with the latest legislation. This includes the assurance that staff received, at least, the National Minimum Wage from 1 April 2015.
- We have employment policies and procedures in place designed to provide guidance and advice to staff and managers, and comply with employment legislation. All policies and procedures are available to all staff on our intranet. They are also supported by training sessions for managers.
- Our equality, diversity & inclusion, grievance, and dignity at work policies and procedures give a platform for our staff to raise concerns about poor working practices. Since March 2019, we have also had 2 Freedom to Speak Up Guardians available as an avenue for staff to raise issues of concern in confidence.
- We're strongly committed to equality, diversity and inclusion and creating a non-discriminatory and respectful working environment for our staff. We have a set of values and behaviours that all staff are expected to comply with. Job applicants are required to demonstrate these attributes in the recruitment process.
- We have ambitious equality, diversity and inclusion targets to deliver our workforce equality objectives for 2020-24. All staff are required to undertake mandatory staff training in relation to equality, diversity and inclusion.

Whistleblowing

Our whistleblowing policy gives staff a platform for employees to raise concerns for further investigation. It also offers support to anyone who has suffered fiscal or professional detriment as a result of whistleblowing.

Procurement and our supply chains

- Our procurement approach follows the Crown Commercial Service standard and includes a mandatory exclusion question regarding the Modern Slavery Act 2015.
- When procuring goods and services, we additionally apply NHS terms and conditions (for non-clinical procurement). These require suppliers to comply with relevant legislation.
- All procurement staff follow the Chartered Institute of Procurement and Supply ethical code in procurement. Ethical and staffing issues form a key part of our induction for new entrants to the procurement team.

Review of effectiveness

We will take further steps to identify, assess and monitor potential risk areas in modern slavery and human trafficking. During 2021/22, we will strengthen our commitment by:

- Supporting all staff to understand what steps to take to prevent modern slavery. This includes increasing awareness of reporting mechanisms for raising concerns.
- Making appropriate annual training available to the procurement team to build their capability to identify and address modern slavery risks.
- Apply effective and strengthened ongoing contract management and quality assurance. We'll do this through collaborative engagement with suppliers to assess risks during selection and approvals processes. We'll also put mitigation plans in place if red flags are raised, including monitoring and audits throughout the commercial life cycle.

This statement will be reviewed annually.

Reporting concerns

Modern Slavery Helpline on tel: 08000 121 700 or at: www.modernslaveryhelpline.org. The Helpline provides information and advice about modern slavery, a 24 hour telephone reporting line and an online reporting function through the website.

Related policies and documents

- Contract management framework.
- Whistleblowing policy.
- Recruitment policy.
- Grievance policy.
- Dignity at Work policy.

Dr Sam Roberts
Chief Executive

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”) and constitutes our slavery and human trafficking Statement for the financial year ending 31 March 2021. It was approved by the board on 21 July 2021.