General Medical Council

Modern slavery and human trafficking statement

Introduction

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 2023 to 31 December 2023.

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 purpose and structure

We're the independent regulator of doctors in the UK. We work with doctors, their employers, their educators and others to:

- set the standards of patient care and professional behaviours doctors need to meet.
- make sure doctors get the education and training they need to deliver good, safe patient care.
- check who is eligible to work as a doctor in the UK and check they continue to meet the professional standards we set throughout their careers.
- give guidance and advice to help doctors understand what's expected of them.
- investigate where there are concerns that patient safety, or the public's confidence in doctors, may be at risk, and take action if needed.

Our mandate is set out from the Medical Act 1983.

The GMC is a registered charity in England and Wales (1089278) and Scotland (SC037750).

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.

The GMC has two major centres, one in London and two in Manchester. We also have smaller offices in Edinburgh, Cardiff and Belfast, and a significant number of staff who work remotely and in the health service. These sites accommodate approximately 1,700 full- and part-time staff across eight directorates, which are:

- Registration and Revalidation
- Fitness to Practise
- Resources
- Education and Standards
- Strategy and Policy
- Strategic Communication and Engagement
- Medical Practitioners Tribunal Service
- Corporate.

Modern slavery and human trafficking policy

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.

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.

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 2023

In 2023 we implemented a series of steps to mitigate the risk of modern slavery and human trafficking occurring within our organisation and supply chains:

- All staff received guidance explaining what modern slavery is, how to identify it, and how to log concerns.
- All recruited permanent and temporary staff are subject to identification and background checking.
- We have living wage accreditation from the Living Wage Foundation.
- We continued to discuss Modern Slavery policy with our suppliers through our contract management processes.
- All contracts on standard GMC terms and conditions included clauses that place

obligations on suppliers to apply the principles of the Modern Slavery Act 2015 in their business and supply chains, enabling the GMC to assure ourselves of their compliance with the legislation.

- 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.
- We implemented a risk-based approach to assuring us suitable interventions are in place to prevent the risk of modern slavery in our supply chain at the start of contracts.
- We conducted supplier audits with a number of suppliers which included validation that they are continuing to ensure the absence of modern slavery in their organisation and supply chains.
- An audit group of representatives from key teams across the GMC reviewed if there were any suppliers that required further intervention activity to reasonably assure us that steps were being taken to prevent modern slavery and human trafficking in their operations. This included checking that modern slavery statements were in place. It was determined that given the nature of our supply chain, current measures were appropriate for all cases, but this will be regularly reviewed.
- We use a questionnaire that asks suppliers if they are a relevant commercial organisation under section 54 of the Modern Slavery Act 2015 when submitting bids for FTS tenders.
- Social value is used as an evaluation criterion for all FTS tenders.