



# Modern slavery and human trafficking statement



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## 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 2019 to 31 December 2019.

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

Our purpose is to protect, promote and maintain the health and safety of the public by ensuring proper standards in the practice of medicine.

The law gives us four main functions under the [Medical Act 1983](#):

- keeping up-to-date registers of qualified doctors
- fostering good medical practice
- promoting high standards of medical education and training
- dealing firmly and fairly with doctors whose fitness to practise is in doubt.

We are 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.

We have 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 1480 full and part time staff across eight directorates, which are:

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

## Our 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 2019

In 2019 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 subjected 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](#)  in their business and supply chains, enabling the GMC to assure ourselves of their compliance with the legislation.
- 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.
- We reviewed whether there were any specific suppliers that 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.
- An audit group consisting of representatives from key teams across the organisation reviewed whether there were any specific suppliers that required further intervention activity to reasonably satisfy us that steps were being taken to prevent Modern slavery and trafficking in their supply chains. This included checking that suppliers considered at moderate risk of Modern Slavery and that were within scope had suitable Modern Slavery statements. 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.