

## Modern slavery statement for NHS Education for Scotland

This statement is made pursuant to s.54 of the [Modern Slavery Act](#) (2015) and sets out the steps that NHS Education for Scotland (NES) has taken, and will continue to take, to ensure that modern slavery or human trafficking is not taking place within our organisation and commissioned services.

Modern slavery is the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Individuals may be trafficked into, out of or within the UK, and they may be trafficked for a number of reasons including sexual exploitation, forced labour, domestic servitude and organ harvesting. Traffickers and slavers use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

NES has a zero-tolerance approach to any form of abuse and thus modern slavery is incorporated within the Public Protection work stream. We are committed to acting ethically and with integrity and transparency in all our business dealings and to putting effective systems and controls in place to protect our staff and the public against any form of modern slavery.

Through the implementation of robust recruitment policies and procedures NES ensures that comprehensive checks and balances are in place to negate the likelihood of individuals being employed by NES who have been trafficked illegally or who are the victims of Modern Slavery. These checks include but are not limited to:

- Undertaking appropriate references
- Occupational health screening
- PVG checks, immigration
- Identity checks

By adopting the national pay, terms and conditions of service, the service has the assurance that all staff will be treated fairly in respect of pay and will comply with the latest legislation.

NES has appropriate policies and procedures in place designed to provide guidance and advice to staff, managers and volunteers. These policies are available on the staff intranet or via the Once for Scotland web site. An Equality Impact Assessment is completed on each policy to assess the impact from an equality and diversity perspective and to ensure NES is conducting business in an ethical and transparent manner. These policies include:

- Bullying & Harassment policy
- Grievance Policy
- Equality and Diversity including Gender Based Violence Policy
- Whistleblowing
- Recruitment and Selection Policy
- Conduct Policy

NES is responsible for procuring third party providers of goods and services. Our procurement approach set out in our [Ethical Procurement Policy](#) follows the Scottish Government Procurement Journey Standard and includes a mandatory exclusion question regarding the Modern Slavery Act 2015. When procuring goods and services, NES additionally applies NHS Terms and Conditions (for non-clinical procurement) and the NHS Standard Contract (for clinical procurement). Both require suppliers to comply with the relevant legislation.

NES is responsible for monitoring the quality of our service provision in all aspects of delivery. NES will therefore ensure that all commissioned service providers are aware of their responsibilities and that further, they have effective systems in place, demonstrating a similar zero tolerance to human trafficking, compliant with the Modern Slavery Act (2015).

The supplier's contract will include:

- a) Warranties whereby the supplier gives an assurance or promise to comply with the Act, a breach of which may give rise to a claim for damages and/or termination of the contract;
- b) Indemnities – an undertaking by the supplier to meet any costs incurred by the NHS organisation as a result of the supplier's non-compliance with the Act;
- c) Rights to request and audit information in respect of the supplier's on-going compliance with the Act;
- d) Rights to terminate if the supplier commits an offence under the Act.

NES staff and volunteers may attend to patients who are modern day slaves. NES recognises that the Modern Slavery Act 2015 highlights the importance of identifying and responding to victims of Modern Slavery.

To raise awareness of national guidelines and processes, NES has relevant learning accessible to staff and undertaken during induction on equality and diversity and is developing materials on public protection. NES recognises that everyone has the right to feel included, be respected, feel safe and live without fear of harm.

Approval date: 21 September 2021



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