

# NCEPOD Modern Slavery Statement 2024

This statement summarises the steps NCEPOD has taken and continues to take to understand and minimise the potential risk of modern slavery and human trafficking in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

## **ABOUT NCEPOD**

The National Confidential Enquiry into Patient Outcome and Death (NCEPOD) was established in 1998 and reviews the quality of care provided to patients and the public and makes recommendations to improve future care.

## **OUR COMMITMENT TO THE PRINCIPLES OF THE MODERN SLAVERY ACT 2015**

NCEPOD is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

NCEPOD also adheres to the Base Code of the [Ethical Trading Initiative](#) (ETI). This code ensures:

- Employment is freely chosen
- Freedom of association
- Working conditions are safe and hygienic
- Child labour is not used
- Living wages are paid
- Working hours are not excessive
- Discrimination is not practised
- Regular employment is provided
- No harsh or inhumane treatment is permitted.

NCEPOD, with offices based in London, pays above the London Living Wage.

NCEPOD is committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not knowingly enter into business with any organisation which supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## OUR SUPPLY CHAIN

Due to the nature of our work, mainly using the services of healthcare professionals registered in the UK to review data, we assess ourselves to have a low risk of modern slavery in our business and supply chains (as stated on the risk register). Our supply chains are limited to goods and services for the day-to-day running of the charity, such as accountancy, stationery, and cleaning products.

## OUR POLICIES IN RELATION TO THE MODERN SLAVERY ACT 2015

The following policies are available to all staff through the NCEPOD intranet:

- Recruitment and selection procedure
- Personal conduct policy
- Bullying and harassment policy
- Equality and diversity policy
- Training policy – induction and annual updates

## EMBEDDING THE PRINCIPLES

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015, at the induction for new staff and ongoing using e-Learning for Healthcare (<https://www.e-lfh.org.uk/programmes/modern-slavery/>) and providing them with Information from the [Home Office](#) which informs them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring that consideration of modern slavery risks are reviewed annually by the board of trustees with the review of the risk register and self-assessment of the previous year
- Ensuring NCEPOD undertakes due diligence processes in relation to slavery and human trafficking in our current and any new supply chains, based on government guidelines (<https://www.gov.uk/government/publications/ppn-0223-tackling-modern-slavery-in-government-supply-chains>)

This statement has been reviewed and signed off by the board of trustees and will be reviewed annually.

Signed on behalf of NCEPOD:

*Dr S Lishman CBE*  
Chair of NCEPOD

Date: 3<sup>rd</sup> June 2024