

# ROYAL COLLEGE OF NURSING GROUP ANNUAL MODERN SLAVERY STATEMENT FOR 2023

For the financial year 1 January to 31 December 2023

## INTRODUCTION

This statement is made according to section 54(1) of the Modern Slavery Act 2015 and constitutes the RCN Group's slavery and human trafficking statement for the financial year ending 31 December 2023. It fulfils one of the commitments set out in the RCN Group Equality, Diversity, and Inclusion Statement (2021).

The RCN Group ("the Group") primarily constitutes the Royal College of Nursing (RCN), RCN Publishing Company Ltd (RCNi) and the RCN Foundation.

The RCN is a professional body and trade union representing over half a million registered nurses, midwives, nursing support workers and nursing students in the UK. RCNi is a wholly owned subsidiary of the RCN which provides an essential nursing resources and events, inspiring and informing the whole nursing team and associated health professionals to deliver best practice and exceptional patient care. The RCN Foundation is an independent charity that supports the needs of nurses, midwives, and health care assistants as well as nursing students.

The Group recognises that it is responsible for taking a robust approach to slavery and human trafficking. This statement sets out our actions to understand all potential modern slavery risks related to our operations and put in place steps aimed at ensuring there is no slavery or human trafficking in our own business or our supply chains.

## OUR STRUCTURE

RCN Council is responsible for governing the RCN. It works with its committees and country and regional boards to:

- set strategy and direction in line with our overall purpose.
- ensure



Group Whistleblowing polic

RCN Modern Slavery pocket guide and RCN Modern Slavery wheel  
We have produced guides to help nurses and midwives identify victims of slavery and help people find the assistance and support they need.

#### DUE DILIGENCE PROCESSES

We aim to buy our goods and services through well-established companies and organisations. The RCN have procurement practices and templates that prompt us to consider modern slavery at different points during the processes. The RCN's standard contract terms and conditions include modern slavery requirements. As part of contract management, we monitor key suppliers to ensure they comply with our contractual requirements, particularly those contracts where we believe there may be a greater risk of modern slavery or human trafficking offences occurring.

In 2021 RCN reviewed its supply chain to ensure that companies with a turnover of over £36m have modern slavery statements in place. In 2022, 90% of the RCN's total supplier spend was made to 8% of our total supplier base. We have reviewed the published Modern Slavery Policies for these suppliers (100 in total). We believe that the majority of the 35 remaining suppliers have a turnover below the £36m threshold set in the Modern Slavery Act 2015 and so are not required to publish a modern slavery statement. This exercise will be carried out again by our finance team in 2025, and the review will be subject to an internal audit.

#### TRAINING

The RCN Group ensures that all staff understand the standards of behaviour expected of them and ethical ways of working. Staff receive information and/or training on the rules, policies, and procedures they are expected to follow relating to their work to ensure that we comply with legislation and good practice.

#### APPROVAL

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