



The **ROYAL COLLEGE** of
OPHTHALMOLOGISTS

Modern slavery statement

The Royal College of Ophthalmologists (RCOphth) is a membership organisation and the voice of the profession. Our role is to champion the specialty, set standards of training and practice, and influence change to make a difference to the lives of patients with eye conditions.

We place great importance on our core values which are:

- Inclusion - actively welcoming a diversity of experiences and perspectives
- Integrity - being open and honest, demonstrating accountability in all our work
- Innovation - actively welcoming fresh ideas and approaches
- Improvement - being a learning organisation, reflecting on both successes and mistakes

We recognise our responsibility to take all possible steps to tackle modern slavery risks related to our operations and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our organisation or in our supply chains.

Our structure

RCOphth is a charity incorporated by Royal Charter (Charity Commission 299872), (Scottish Charity Regulator SC045652). We have over 4,500 members in the UK and internationally. The Trustee Board is responsible for the governance, strategy and risk management of the College and delegates operational management to the CEO and Senior Management Team. Council debates and makes decisions on the development of eye services, the profession and care of patients. A number of Committees are responsible for policy development and standards in ophthalmology, guiding priorities and activities that meet the strategic objectives of the RCOphth.

Supply chain

The College engages suppliers to provide services to support our operational activities. The key areas in which we engage suppliers are:

- Office maintenance
- Information technology
- Catering
- Finance
- Legal

We recognise our supply chain as our biggest risk for exposure to modern slavery, particularly where suppliers may use low-paid or casual workers.

If we discover one of our suppliers is allowing modern slavery offences in either their own business or their wider supply chain, we will terminate the contract and notify the relevant authorities.

Policies

As part of our commitment to combating modern slavery, we have implemented the following policies:

- Whistleblowing policy - which encourages staff to report concerns including any related to modern slavery and human trafficking
- Procurement policy – to ensure our suppliers are carefully selected and evaluated against specified criteria
- Business Ethics and Bribery - creates an environment of transparency, accountability, and ethical conduct. Indirectly helps reduce the risks of modern slavery by ensuring that illegal or exploitative practices are less likely to occur within the organisation and its supply chain.

- HR procedures which cover recruitment selection, pay and reward, right to work and conduct at work.

All of the College's policies have a relevant policy owner and are formally reviewed at least every three years.

Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our own operations or supply chains, we have adopted the following due diligence procedures:

1. Modern Slavery is referenced in the RCOphth's Invitation to Tender (ITT) template documentation. This requires contracted suppliers to provide us with their Modern Slavery Statement.
2. We have compiled a log of all College suppliers and note whether they pay, as a minimum, the national living wage, and in London the London living wage.
3. We use only reputable agencies to provide temporary agency staff and ensure that those staff are paid at least the national minimum wage.
4. We comply with best practice when recruiting and employing staff.
5. We provide a comprehensive staff induction to ensure our employees understand the standards of behaviour expected and we have engaged staff in our values which promote ethical ways of working.
6. We promote awareness of our Modern Slavery Statement to staff through publication on our staff intranet site and encourage staff to report any potential breaches or concerns.

Training

The RCOphth 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 policies, and procedures they are expected to follow relating to their work to ensure that we comply with legislation and good practice.

Further actions

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our operations or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- We will use our log of suppliers to note whether they have provided their Modern Slavery Statement.
- The risk of modern slavery in the College will be added to the College's Risk Register.

Approval

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes The Royal College of Ophthalmologists' slavery and human trafficking statement for the financial year commencing January 2025 and ending December 2025.

This statement was approved by Senior Leadership Team, October 2024.

Signature:



Chief Executive

October 2024