

# The NHS Confederation

Charity number 1090329

Company number 04358614

## Working with us – our Ethical Standards for Suppliers

Owner of policy	Director of People and Governance
Date of policy review	March 2024
Date of next review	March 2027
Approved by CEO	April 2024
Agreed with Joint Negotiating Committee	N/A
Approved by <i>[insert committee]</i>	[N/A
Approved by Board of Trustees	N/A

**Version Control Table**

Version	Date	Revisions
1	15/03/2024	New document

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# Introduction

## Purpose of this policy

The NHS Confederation has a clear ethical framework setting out five key principles of how it will operate and make decisions. This ethical declaration is an expected standard of how those organisations we work with, mainly as suppliers, operate in support of those principles.

## Scope

This policy applies to organisations and sole traders supplying services to or on behalf of the NHS Confederation. It applies to:

- consultants and contractors

Any contracting manager must ensure that all consultants and contractors are aware of this policy.

By the NHS Confederation we mean the NHS Confederation charity, any subsidiary companies and any hosted networked organisation.

The NHS Confederation has designated the Director of People and Governance as the individual who is responsible for ensuring that the NHS Confederation implements this policy.

This policy should be read in conjunction with the organisation's Ethical Framework and Procurement Policy.

## Responsibilities

**Group Executive** is responsible for embedding ethical practice into the work of their teams. **The Director of People and Governance** is responsible for overseeing the implementation of this policy.

**Staff members** who are contracting with external organisations or sole traders have a responsibility to carry out sufficient due diligence around the organisations they are working with and ensure that they are aware of this declaration. They also have a responsibility to alert their line manager if there is a concern about the operation of an organisation or sole trader that might contradict our ethical standing.

# Introduction

At NHS Confederation we stay true to our charitable objectives and seek to uphold our values in all that we do. We continue to develop and champion our ethical principles and work hard to reflect these in our practice. We will continually listen to, learn from, and understand diverse viewpoints from across different sectors as we seek to work with, encourage and inspire others to uphold our ethical principles. to help strengthen our approach.

In return we will only work with organisations who share our values and are committed to taking this journey with us.

There isn't anything onerous in what we ask our suppliers to do, which is to work with us to ensure that our shared supply chains are safe, fair and without exploitation, and that we are minimising our impact on the environment. We are therefore asking you to adhere to the following declaration about your organisation's practices.

Anyone doing business with NHS Confederation shall as a minimum.

- a) Comply with all laws and regulations in effect in the country or countries of business.
- AND
- b) Meet, or exceed, the ethical standards as listed below.

Where an organisation is a small organisation or a sole trader, we understand that you may not necessarily have formal strategies or policies in place for all of these areas but are able to operate within a way that supports, and does not contradict, our ethical principles.

# Declaration

Our organisation supports the ethical principles of NHS Confederation and does not undertake any activity that directly contradicts the organisation's charitable objective, values and ethical principles.

## Principle 1: Using our voice: We speak up about wider determinants of health and call for an improved and more equitable population health and healthcare for the whole population

1.1 We recognise that the NHS Confederation speaks truth to power and in doing so remains party political neutral. We will not try to exert influence on the NHS Confederation or its policy positions.

1.2 Our organisation supports the commitment to reducing health inequalities.

## Principle 2. Providing a safe space for everyone: We constantly strive to be an organisation that is always supportive, inclusive, equitable, safe, respectful and fair for everyone.

2.1 Our organisation complies with all employment and health and safety laws and has clear relevant policies and practices for safeguarding all that come into contact with us.

2.2 Our organisation has a strong commitment towards Equality, Diversity and Inclusion and has a clear strategy or policy to support this, where relevant. We are an organisation that is anti-discrimination, anti-harassment and abuse.

2.3 Our organisation has clear mechanisms that enable staff, where relevant, to raise concerns and speak out against bad practice without fear or recrimination and are listened to and acted upon appropriately.

2.4 Our organisation creates a supportive and safe environment and positive workplace for staff that includes Real Living Wage, strong health and safety practices and is aligned with the [6 standards of Mental Health](#) at work.

2.5 We do not tolerate modern slavery and human trafficking in any form and, if relevant, have a statement and practice to avoid this type of exploitation.

**Principle 3: Protecting the Planet: We are committed to reducing our own impact on the environment and communities, not least our carbon footprint, with our actions and of those we interact with.**

3.1 Our organisation is committed to reducing our environmental impact and buys into the values and ambitions of net zero and the reduction of the impact of climate change on our communities.

3.2 National and international environmental legislation and regulations are respected and upheld.

3.3 we support staff to make sound environmental and sustainable choices in their day-to-day decision making for our business.

**Principle 4: Holding ourselves to account: we will hardwire our ethical principles into our decision making, ensure our organisation is run to highest standards of governance, with transparency and accountability.**

4.1 Our organisation is run to the highest standards of governance, not least in the way we make decisions, declare our interests, manage conflicts, and report on our activity and our impact on environment and society.

4.2. Our leaders demonstrate Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership, at all times.

4.3 Our organisation is not involved in any form of fraud, corruption, collusion, coercive practice, bribery, involvement in a criminal organization or other illegal activity.

4.4 Our organisation is registered with the relevant government authority with regard to taxation and pay taxes according to all applicable national laws and regulations.

**Principle 5: Who we work with: We seek to only work with other individuals and organisations who can demonstrate active and strong alignment with our principles.**

5.1 Our organisation considers who it works with directly and through and its wider supply chain to ensure ethical standards are upheld.

In partnering/contracting with NHS Confederation, I am stating that my organisation is in compliance with all applicable laws and regulations, and meet the ethical standards as listed above or positively agree to these ethical standards and are willing to implement necessary changes in the organisation. I do not know of any issue that might cause reputational risks to NHS Confederation. I shall alert NHS Confederation to any change in circumstance that may compromise NHS Confederations Ethical Principles and reputation.



# Equality Impact Assessment - Policies

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The following guidance and checklist provides a framework for Equality Impact Assessments (EIA). It should be used when carrying out equality impact assessments (EIA) in relation to any new or revised policy. The checklist will help in considering the impact of the policy in relation to equality and diversity (E&D).

The Checklist is to be used for any new or revised policy, not just those that appear to have high relevance in relation to equality and diversity issues. Completion of the Checklist does not need to be a time-consuming or difficult process but should raise some important questions as you carry out the process.

Name of policy being assessed	Ethical Declaration for Suppliers and Sponsors
Policy Owner	Director of People and Governance
EIA completed by	Head of People and Governance
Date Completed	15/03/2024
Summary of purpose of the policy	To provide guidance for organisations we work with contractually (suppliers) of our ethical expectations.
Who are the main stakeholders and what involvement and consultation have they had in the policy development. Include staff groups, trade unions and board committees as applicable.	Contracting team, commercial team
Who is affected by the policy	Staff who work with suppliers, external suppliers
What are the arrangements for monitoring and reviewing the actual impact of the policy	As a new policy will be reviewed in 1 year's time as to effectiveness.

Please indicate against each of the following protected characteristics, what the impact of the policy would be and actions that will be / have been taken to mitigate any negative or adverse impact identified.

(Where the policy is found to have either a positive or negative impact on a particular group it will need to be reviewed or justified within the permits of the law.)

Protected Characteristics	Impact Y/N	Action(s) you will take to mitigate or remove the negative or adverse impact if identified?	Action Owner
<b>Age</b> <i>Consider impact on young people, older people etc.</i>	N		
<b>Disability</b> <i>Consider people with physical disabilities, hidden disabilities and neurodiversity.</i>	N		
<b>Gender Reassignment</b> <i>Consider people undergoing or have undergone gender reassignment</i>	N		
<b>Pregnancy and Maternity</b> <i>Consider those who are pregnant and those on pregnancy and parenthood leave. Consider those wishing to take parenthood leave</i>	N		
<b>Race / Ethnicity</b> <i>Consider potential impact on people from different ethnic groups and nationalities.</i>	N		
<b>Religion or Belief</b> <i>Consider people with different religious, faith and non-beliefs</i>	N		
<b>Gender</b> <i>Consider all genders.</i>	N		
<b>Sexual Orientation</b>	N		

<i>Consider LGBTQ+ people.</i>			
<b>Marriage and Civil Partnership</b> <i>Consider marriage and civil partnership in respect of the due regard to the need to eliminate unlawful discrimination in employment.</i>	N		
Does the policy promote fairness and equal opportunities? Provide details.	Yes, it sets out that we seek to work with organisations that actively promote fairness and equal opportunity. We need to be careful in our wider policies that implemented of this does not exclude by accident sole traders, as actually our ethical work is to ensure we are widening our pool of suppliers to include voluntary led, small orgs, and sole traders.		
Manager Signature: Amy Rose		HR Review Signature: Marie Pritchard	
Date: 15/03/2024		Date: 31/03/24	