

Slavery and Human Trafficking Statement

Introduction

This statement is made pursuant to the Modern Slavery Act 2015. It constitutes Institute for Fiscal Studies' (IFS) modern slavery and human trafficking statement. IFS does not meet the requirement of the Act based on our annual turnover, however, this statement has been produced voluntarily as it befits our status as Britain's leading independent microeconomic research institute.

About the IFS

The IFS is a not for profit non-governmental organisation, a registered charity and a company limited by guarantee. Founded in 1969 and established as an independent research institute, IFS was launched with the principal aim of better informing public debate on economics in order to promote the development of effective fiscal policy. We communicate our research widely on a national and international scale, providing independent advice to policy makers in the UK, Europe and in the global south.

Values and ethos

We aim to foster a respectful and inclusive environment, in which people from all backgrounds feel welcome and valued. Diversity is about visible and non-visible factors, which include personal characteristics such as sex, sexual orientation, gender, race, age, background, culture, disability, personality and work-style.

We focus on inclusive approaches to recruitment and selection and are committed to employment policies that promote diversity and inclusion in employment regardless of age, disability, gender reassignment, sex, marriage and civil partnership status, pregnancy and maternity status, race, religion or belief. We also support flexible working arrangements wherever possible, so that staff can work in ways that suit their personal circumstances. Our approach to flexible working has helped to ensure that we employ a balance of men and women at all levels of seniority. Staff of many nationalities work together at the IFS, along with a range of visiting academics from the UK and overseas.

Human resources (HR)

In 2018 IFS had 57 permanent and 22 temporary staff members. A vast majority of our staff are employed in the UK and not at risk of human trafficking and slavery. Occasionally, we use the services of consultants and collaborators based overseas. In such cases we take steps to ensure that our policies and procedures minimise the risk of human trafficking and slavery by ensuring that individual consultants are paid fairly and competitively within the country they work in. Furthermore, on a rare occasion when we offer fixed term employment in the global south, we use established local HR services to ensure local taxes are paid and that staff not based in the UK has adequate employment rights and protection.

Our partnerships/supply chains

IFS collaborates with institutions and individuals worldwide on various research projects. Some of our research is international in nature which means that our procurement processes take place globally. We make every reasonable effort to ensure that no modern slavery is present in

any of our supply chains by carefully selecting collaborators. The relationships are usually long-standing and our staff works closely with overseas teams. The type of work our partners carry out often involves mobilising a large number of people to conduct fieldwork and data collection. As part of our commitment to ensuring well-being of everyone we work with, IFS carries out due diligence checks on all new partners as well as periodic checks on our long-term and existing partners. Some of the areas we examine are partners' governance, financial capability, team structure, recruitment processes, health and safety of the staff, safeguarding and ethical policies and procedures. We seek to ensure that by engaging with a particular partner we are not jeopardising our reputation as well as health and well-being of the people and communities involved in our research projects.

IFS incorporates modern slavery clauses into our standard contracts.

At IFS we are committed to meeting compliance of our various funders and to upholding the principles of research ethics and integrity as well as safeguarding provisions of our staff and human research participants.