

Anti Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the College's anti-slavery and human trafficking statement for the financial year ending July 2023.

We are committed to improving our practices to combat slavery and human trafficking.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Our Commitment

We recognise that modern slavery is a significant global human rights issue and includes human trafficking. Our commitment is reflected throughout our values which are the key ideas and principals that people within our organisation and partners believe are important and they define the way we work.

The College is committed to combatting slavery and human trafficking and to acting with integrity in all its relationships. This statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015 (the "Act"), by informing our students, staff and the public about City College Plymouth and its policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

Identified risks and steps being taken

The College has identified the following areas of processing activities that may attract risk associated with modern day slavery and human trafficking:

- in its supply chains
- through the use of agency or temporary staff
- through staff recruitment
- students

Categories of Supply Chains

The College's supply chains mainly fall under one of the following five categories:

- Science, technical, engineering and medical equipment and services
- Laboratory equipment, consumables and chemicals
- Professional and operational goods and services
- ICT equipment and services
- Estates-related goods and services, including construction and building works
- Engineering, construction and hair and beauty consumables and equipment
- Catering services

The principle areas which carry material risks are operational goods, laboratory consumables, ICT and AV equipment, and some estates services, such as cleaning and construction.

Due Diligence

The supply chains of the College include a large number of diverse suppliers, including suppliers of goods and services that directly support research and teaching activity, and suppliers of indirect goods and services not directly related to these activities. In order to identify and mitigate risk in the supply chain, there are systems in place to identify and assess potential risk areas and mitigate the risk of slavery and human trafficking occurring in the supply chain. Such as:

1. The College requires suppliers to complete a due diligence questionnaire for all tendered contracts. This questionnaire requires suppliers to confirm that they are compliant with the Act, and allows for potential rejection on the grounds of convictions under the Act;
2. All College preferred suppliers have to confirm annually that no convictions have occurred in relation to the Act, or if a conviction has occurred that appropriate steps have been taken to rectify the identified issues.

No breaches of the Act have been reported by College suppliers during the current period.

Employment of staff through recruitment agencies and other sources

The College recognises that a further high risk area of modern slavery is the use of temporary staff recruited indirectly by the College through supply agencies or recruitment agencies.

When the College requires the services of temporary staff, these staff are only sourced through established and accredited companies who can provide the College with assurance that they comply with the requirements of the legislation.

Direct employment of staff

Although the College recognises that the risk level is lower in respect of the direct recruitment of staff, there are robust policies and procedures in place to support Safer Recruitment in Education. The College believes that this reduces the minimal risk of the occurrence of modern slavery by strict adherence to the College's recruitment and selection policies and procedures. In addition, the College has a whistleblowing policy through which concerns of any wrongdoing or malpractice can be raised.

Students

Whilst it is acknowledged by the College that the risk of students experiencing occurrences of modern slavery or human trafficking is extremely low, it is appreciated that whilst living within the South West, students may become aware of or entrapped into the lifestyle of a modern slave.

The College has in place easily accessible and well known channels through its safeguarding and student journey facilities, through which students can obtain assistance, support and advice on their wellbeing.

Communication of this statement

Guidance on this statement and the risks faced by the College from modern slavery in its supply chains, is provided by the procurement team as necessary. Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Next Steps

In addition to continuing our approach as outlined above, we will focus on the following:

- Continue to raise awareness of anti modern slavery across the organisation.
- Ensure all our suppliers and partners share our commitment.
- Continue to review anti modern slavery due diligence in relation to our commitment that our values are the key ideas and principles that people within our organisation and partners believe are important.

This statement will be reviewed annually by the Corporation Board and signed on its behalf by the Chair of the Corporation.

A handwritten signature in black ink, appearing to be 'Richard Stevens', written over a horizontal line.

Richard Stevens
Chair of the Corporation

March 2023