

Slavery and Human Trafficking Statement

Introduction

- The Modern Slavery Act 2015 came into effect to ensure organisations with a turnover of £36 million produces a Slavery and Human Trafficking statement every financial year.
- This statement highlights the actions taken by Bury College to reduce all potential modern slavery risks and to show that the college is committed to ensuring that no modern slavery or human trafficking is taking place in any part of the institution.

Organisation Structure

- Bury College is a Further Education College established under the Further and Higher Education Act 1992. The College is an exempt charity for the purpose of Part 3 of the Charities Act 2011.
- Bury College delivers education and training, and offers a wide range of courses to students.
- Bury College has a supply chain consisting of staffing resources, cleaning, food and office supplies.

Organisational Policies

Bury College has a number of policies that assist in preventing slavery and human trafficking within its operations. These include:

1. *Public Interest Disclosure (Whistleblowing Procedure).*
The College is committed to encourage staff to raise genuine concerns of wrongdoings without causing fear of any consequences taken against them. The college is committed to ensure the institution operates in an ethical way.
2. *Code of Conduct*
The college's Code of Conduct informs all employees the expectations of staff actions and behaviours to create a safe environment.

Modern Slavery Risks in our supply chains

- We buy a range of goods and services, including stationary, office furniture, electronics (computers), food and catering supplies, books, printing and waste and recycling services and do so in accordance with public procurement law. While the risks of modern slavery in our direct activities are likely to be low, we recognise that there are risks through the goods and services that we use through our supply chains.

Modern Slavery Risks in sourcing labour

- The college employs agency staff and sources labour from recruitment agencies. While the risks of modern slavery are likely to be low, we recognise that there are risks through the services provided by recruitment agencies when sourcing labour.

Our Commitment

- We are committed to ensuring that there is no modern slavery and human trafficking within the college and we expect the same high standards from our suppliers.
- Support and Integrity are just two of our values which indicates modern slavery and human trafficking is inconsistent with our values.
- We will comply with legislation and regulatory requirements and ensure that staff are not exploited and that their employment, health & safety and human rights laws are adhered to.
- We will develop awareness of Modern Slavery and Human Trafficking issues amongst staff and provide training where deemed necessary.
- We will not use suppliers who do not ensure that slavery and human trafficking is taking place within their business.
- Identify, assess and monitor potential risks in our supply chains by updating our Supplier Terms and Conditions.
- Include modern slavery and human trafficking clauses in our standard terms and conditions.
- Create an Agency Workers Policy to ensure the college uses only specified, reputable employment agencies to source labour, ensure appropriate checks are made with recruitment agencies by verifying practices within their business when sourcing labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Approval of Statement

- This statement has been approved by the Senior Leadership Team and will be reviewed annually.
- This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our college's slavery and human trafficking statement for the financial year 1st August 2018 – 31st July 2019.