



University of Worcester

Slavery & Human Trafficking Statement

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.

The University of Worcester is committed to ensuring that slavery or human trafficking is not taking place in any part of our supply chain or in any part of our own business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The University of Worcester's slavery and human trafficking statement for the financial year ending July 2017.

Organisational structure

The University of Worcester is a Higher Education Corporation created by statute and is an exempt charity. The University also has a number of trading subsidiaries: U W Developments Limited, U W Enterprises Limited, U W Worcester Wolves Limited and UW UP LLP.

In addition to the University sites located in Worcester, the University has developed relationships with other countries and has significant teaching partnerships, and works in other countries through research and exchange programmes.

The University's values are entirely consistent with the aim of eliminating slavery. Our work is inspired by a commitment to human equality and dignity, democracy and mutual respect. We aim for equal opportunity and real inclusion in all our activities. We promote sustainable development and active community engagement. We have an important role in generating and applying knowledge for public benefit. We believe that every individual matters and aim to help all our students, staff and partners make the most of their own rich potential as well as to benefit from the practical rewards and prosperity which stem from higher education and learning.

Further details about the University's structure, governance and values, as well as our Strategic Plan, can be found on our website: www.worc.ac.uk

Our supply chains

The University of Worcester is one of the largest purchasers in the county of Worcestershire and recognises that it has a responsibility to minimise the environmental and social impact of purchased goods and services. The University has identified the following procurement areas as being a higher risk to modern slavery and human trafficking within the supply chain:

- Laboratory and workshop consumables and equipment
- Catering and Food chains
- ICT equipment and services
- Construction / Estates goods and services
- Professional services
- Clothing and Textiles

The University has in place a number of frameworks which underpin its ethical standards across all business activities, this includes a Sustainable Procurement policy, Fairtrade status, Environmental policies and an Ethical Investment policy.

The University is also part of the North West Universities Purchasing Consortium (NWUPC) which is a membership based buying consortia for Universities and some Further Education colleges. NWUPC is a member of Procurement England Limited (PEL) which has a shared sustainability policy to which all consortia are committed. The University also have the opportunity to purchase from various other consortia including Crown Commercial Services (CCS), Eastern Shires Purchasing Organisation (ESPO), Crescent Purchasing Consortium (CPC) and various NHS frameworks, these consortia have all published their own modern slavery statements.

The University has a zero tolerance to slavery and human trafficking and have updated our standard terms and conditions to mandate compliance to the Modern Slavery Act 2015.

In order to meet our obligations under this act the University has signed up to NETpositive Futures, this is an on-line assessment tool that allows us to engage directly with all of our suppliers to identify their awareness of modern slavery and human trafficking. All of our suppliers have been contacted to encourage them to sign up to this free HE sector wide tool. This is still in the early stages of roll out.

Our policies and culture

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.
- Ensure our HR policies address relevant legislation

Training and awareness raising

Within the Procurement Team, as the area most actively engaged in the University's operational response to the Modern Slavery Act 2015, all members have undergone training. The University will continue to ensure that those who are involved in activities in which modern slavery and human trafficking could be an issue will continue to receive support and training, the University will continue to generally raise awareness across the organisation.

Plans for the future

UW intends to take the following further steps to combat slavery and human trafficking

- Continue to better understand our supply chains and work towards greater transparency
- Continue to promote the use of the framework suppliers and lobby via the purchasing consortia to ensure all suppliers have stated anti-slavery and anti-trafficking policies and procedures
- Ensure all contracted suppliers have signed up to and are complying with our terms and conditions which include commitments relating to the Modern Slavery Act 2015.
- Continue on an annual basis to review this statement and look at ways to enhance.
- Continue to encourage supplier engagement with the NETpositive Supplier Engagement Tool



Professor David Green

University of Worcester

Date: 31st January 2018

Modern Slavery Act

I've done some research into this and there is a Home Office publication attached for your info.

We have to update the statement every year within 6 months of the end of the financial year. The first one was published last year and is on the Finance pages.

It should have been updated in February but got overlooked. Going forward Michelle Howarth will ensure it is provided at the same time as the accounts are signed so this oversight shouldn't happen again.

Therefore, please could you sign and date the attached, ideally dated 31st January 2018.

If the statement could be returned to Michelle Howarth she will arrange for it to be published alongside the annual accounts, which will be a more prominent position than currently.

I hope this makes sense

A handwritten signature in blue ink, appearing to read "Helen", followed by a period.