



## **Modern Slavery Statement**

At York College, we are committed to playing our part in eradicating modern slavery. It is contrary to our values, and we will not tolerate any form of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains.

York College offers the following statement in relation to its efforts to understand all potential modern slavery risks related to its business and to implement activities aimed at ensuring the College does not, knowingly, work with suppliers and supply chains which are promoting or funding slavery and human trafficking. The statement is made to satisfy the requirements of section 54 (1) of the Modern slavery Act 2015.

This statement relates to actions and activities during the financial year 1st August 2022 to 31st July 2023.

### **Our organisation**

York College offers the widest range of courses in the region and combine expert teaching with world class facilities in one of York's most modern and recognisable buildings.

We have over 7000+ students studying with us annually, our wide range of courses range from entry level through to degree and accredited professional courses to courses for business. We are largest provider of A Level and vocational programmes for 16 - 19-year-olds in the region, offering nearly 40 A Level subjects, 35 Apprenticeships and over 80 vocational courses. The College also delivers a range of apprenticeships and works effectively with over 1,000 employers, helping them to recruit apprentices and provide bespoke training for their employees. The College was also chosen as one of the pilot providers of the new T Level courses, from September 2021 there will be four courses available to choose from, the T Level course offering will continue to grow each year.

### **RISK ASSESSMENT**

The main areas of risk regarding slavery and human trafficking arise from the following areas:

#### **Supply Chains**

York College has a supply chain covering staffing resources and operational activities including, but not limited to estates and facilities management, cleaning and transport. The College actively promotes the use of consortiums when procuring goods and services, as these already have in place stringent contracts and due diligence processes to ensure suppliers are not involved with slavery, human trafficking, or any other illegal activity. The College is committed to better understanding our supply chains and working towards greater transparency and responsibility towards people working within them.

Should our due diligence find a supply chain partner to be in breach of our standards, we would consider invoking sanctions including termination of the business relationship.

#### **Students**

Although the risks of students experiencing occurrences of modern slavery or human trafficking through direct contact with the College are extremely low it is appreciated, they may become aware of such instances or on very rare occasions we entrapped into adopting the lifestyle of a slave. Students who may be subject to human slavery, trafficking and other forms of exploitation outside of the College environment can disclose information to college staff. The College's dedicated safeguarding and reporting procedures will ensure that where disclosed, such information will be dealt with appropriately and referred within multi-agency agreed timelines for safeguarding students at risk.

## Staff

Employees of the College may also be subject to human slavery and other exploitation outside the college environment. The associated recruitment policies together with employment policies and processes provide opportunity for this information to be disclosed and for subsequent action to take place, as appropriate.

The College will continue to raise the awareness of the basic principles of the Modern Slavery Act 2015, including but not limited to:

- How employers can identify and prevent slavery and human trafficking.
- How employees can help to determine potential slavery or human trafficking.
- What external help is available, for example through the Modern Slavery Helpline (Tel 08000 121 700).

All our policies and procedures in relation to Modern slavery and human trafficking are available to all employees through our intranet.

## RELEVANT POLICIES

York College has a number of policies and procedures available through the intranet that demonstrate their commitment to acting ethically and with integrity. These assist in preventing slavery, human trafficking, and other forms of exploitation in its operations:

Policy	College Commitment
<b>Financial Regulations Policy</b> <b>Terms and Conditions of Purchase of Goods and Services</b> <b>Anti-bribery Policy</b> <b>Fraud Prevention and Management Policy</b> <b>Use of Contractors Procedures</b> <b>Sustainable Development Policy</b>	York College is committed to ensuring that its subcontractors and suppliers adhere to the highest standards
<b>Recruitment and Selection Policy</b>	Appropriate recruitment processes have been established to ensure comprehensive pre-employment checks take place relating to DBS, proof of identity, right to work in the UK, references, and medical clearance
<b>Staff Code of Conduct Policy</b> <b>Grievance and Mediation Policy</b> <b>Staff Dignity at Work Policy</b>	Clear policies are in place to ensure staff: <ul style="list-style-type: none"><li>• receive fair treatment from the point of application and throughout their employment at the College.</li><li>• are aware of the actions and behaviours expected of them when representing the College.</li></ul> <p>There are policies available to enable staff to raise concerns, grievances or other issues and they have access to HR advice and guidance.</p>
<b>Whistleblowing Policy</b>	The College encourages all its employees, customers, and associated business partners to report any concerns involving activities of the College, including those within its supply chain.
<b>Safeguarding Young People &amp; Vulnerable Adults Policy</b> <b>Safeguarding Training Policy</b> <b>Anti-bullying Policy</b> <b>Anti-bullying Guidelines and Procedures</b>	All staff are required to undertake mandatory safeguarding training, including regular refresher training. The College also has a dedicated pastoral team; lead and deputy lead safeguarding officers and, locally agreed multi-agency procedures to support students at risk of harm.

The College considers that all of these processes and procedures operate together as proportionate safeguards against the risk of modern slavery occurring. Any concerns raised will be fully investigated and appropriate action taken.

This statement has been approved by the Governing Body on 13 July 2022 and is to be reviewed annually.