

MODERN SLAVERY AND HUMAN TRAFFICKING ANNUAL STATEMENT FOR THE FINANCIAL YEAR 2017/2018

Introduction

Section 54 of the Modern Slavery Act requires all organisations which supplies goods or services, and carries on a business or part of a business in the UK, and is above a specified turnover¹, to produce a slavery and human trafficking statement. This statement must set out the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business.

The University of the West of England, Bristol offers the following statement regarding its efforts to prevent slavery and human trafficking in its supply chains.

About the University

UWE Bristol (and its subsidiary companies) is a provider of education, research and training in the Higher Education sector, with approximately 31,000 students and 3,500 staff.

The University's turnover is in excess of £250 million per annum. Together with an ambitious investment programme, in 2016/2017 we spent some £300 million on staff and other expenditure (including construction). This year we have used approx. 3500 suppliers.

Supply Chain Categories

We work with a wide range of different suppliers and partners. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially at higher risk than others, for example: maintenance, repairs and construction companies. All our suppliers are commodity coded, enabling us to identify those who are most high risk.

Our supply chains include:

- Estates goods and services (including cleaning & security)
- Professional services
- Science, technical, engineering and medical goods and services
- IT equipment and services (for which Government Procurement Frameworks are used when choosing and appointing suppliers)
- Library
- Recruitment and delivery partners.

Due Diligence

The University takes a zero tolerance approach to slavery and human trafficking. We recognise however, the risk of both exists in any supply chain and are committed to taking steps to reduce this risk in our own supply chains through the numerous policies and procedures we have in place and the due diligence we undertake.

These include, but are not limited to:

- Appropriate human resources, recruitment and employment policies and procedures which comply with UK law and are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment
- Corporate and Social Responsibility in Procurement Policy
- A due diligence review as part of our supplier tender assessments

¹ As prescribed in regulations made by the Secretary of State, the total turnover threshold has been set at £36m.

- Safeguarding Policy and Procedure to ensure vulnerable people are not placed at risk
- Ethical Investment Policy, which includes the promotion of human rights
- Health and Safety Policy, the aim of which is to provide an inherently safe and healthy working and learning environment that engages the entire University community
- Public Interest Disclosure Policy (Whistleblowing).

The University's requirements and expectations with respect to human rights, employee health and safety and environmental performance are regularly communicated to our suppliers and are referenced in tender documentation and in contracts.

In particular, Tenderers responding to an EU tender are asked to comply with the International Labour Organisation (ILO), which is an internationally recognised code of labour practice, requiring that:

1. Employment is freely chosen.
2. Freedom of association and the right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labour shall not be used.
5. Living wages are paid.
6. Working hours are not excessive.
7. No discrimination is practised.
8. Regular employment is provided.
9. No harsh or inhumane treatment is allowed.

The Work We Have Done and Our Plans for the Future

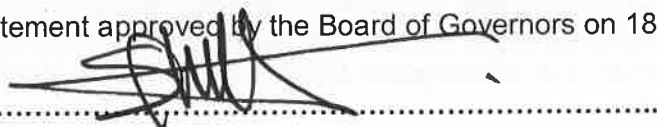
As part of this reporting exercise now and in the coming years, the University of the West of England expresses its commitment to better understand its supply chains and to work towards greater transparency and responsibility towards the people working within them.

Over the last 12 months we have:-

- Made our staff and suppliers aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking and the University's responsibilities
- Performed a risk assessment on our suppliers list,
 - Contacted those suppliers who provide us with temporary staff to ensure they comply with this Act and assess the evidence thereof.
 - Contacted suppliers in potentially higher risk categories to check what assurance arrangements they have in place.
- Revised our procurement Terms and conditions of Purchase to include reference to modern slavery and human trafficking
- Amended our Public Interest Disclosure (Whistleblowing) Policy to include the Modern Slavery Act
- Included in our SME supplier training day
- Continue to contact Suppliers with a spend over £36 million and ask how they are complying with the Act.
- Provided additional training for Procurement staff.

A similar range of activities will be ongoing in the coming year, and will include dissemination of awareness raising training material to appropriate teams and informing staff what to do if they suspect a case of slavery or human trafficking. The Manager Induction Programme will be amended to include reference to modern slavery.

Statement approved by the Board of Governors on 18 September 2018.



Professor Steven West
Vice-Chancellor, President and Chief Officer

18 September 2018