



York St John University

Modern Slavery and Human Trafficking Statement

14 November 2019

Introduction

This statement is made to satisfy the requirements of section 54 (1) of the Modern Slavery Act 2015 and constitutes the University's slavery and human trafficking statement for the financial year ending 31 July 2019 outlining the steps York St John University has taken to combat modern slavery, human trafficking, forced and bonded labour and labour rights violations in its own business and in its supply chains.

About the University

York St John University is a higher education establishment, with a student population of around 7,000 students and employs around 1,200 substantive and casual staff. The University has an annual turnover of around £70million and spends around £25m per annum on goods and services.

Identified risks and steps being taken

Employment of staff

The University mitigates the risk of modern slavery occurring in its workforce by having in place robust staff recruitment and selection policies and procedures, supplemented by mandatory training for managers. The University's Code of Conduct for staff requires employees to adhere to the employment policies of the University and a Whistleblowing Policy is in place for members of staff to raise any concerns.

Agency staff are only recruited through established and reputable sources that can provide assurance that they comply fully with the requirements of the legislation relating to the rights and welfare of their workers.

Students

Although the risks of students experiencing occurrences of modern slavery or human trafficking through direct contact with the University are extremely low it is appreciated that whilst living within the local area they may become aware of such instances or on very rare occasions be entrapped into adopting the life

style of a modern slave. In order to mitigate these circumstances the University has in place easily accessible channels through which students can obtain assistance, support and advice on their wellbeing.

Supply chain

The University's supply chain has been identified as the area of highest risk in terms of possible occurrences of modern slavery. In order to mitigate this risk the following action has been taken:

Under the University's Procurement policy, as part of the supplier selection process suppliers are asked to confirm their compliance with the Modern Slavery Act 2015.

The University is a member of the North Eastern Universities Purchasing Consortium (NEUPC), which is itself a member of Procurement England Ltd (PEL) and UK Universities Procurement Consortia (UKUPC), bodies dedicated to improving both the quality of procurement and the level of collaborative procurement across the HE sector. Together these consortia have published a shared Sustainability Policy to which all members, including the University, are committed. This policy sets out the steps that must be taken in major contract procurement processes that are conducted for consortium members, to help to ensure that slavery and human trafficking are not occurring in the supply chain.

The University has zero tolerance to slavery and human trafficking. Any supplier or potential supplier who does not adhere to our values or is found not to be compliant with the processes outlined above will be suspended or removed from the University's supplier list and will not be considered for future supply to the University unless they are able to demonstrate full adherence with the requirements of the Modern Slavery Act and the University's own policies and procedures.

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

Activities undertaken in 2018-19

The University reviews its supply base each year, breaking down services into distinct categories in order to highlight those that are most commonly exposed to supply chain abuses such as human trafficking and modern slavery. The control methods that the University takes means that our overall exposure to potential abuses is relatively lower than in other sectors, but we recognise that constant vigilance is still required to ensure this remains the case.

The University also understands that it has a responsibility not to exert undue commercial pressure on Small and Medium Sized Enterprises (SMEs). Whilst it is the interests of our fee-paying students to ensure we obtain value for money, we should not be interpreting that as a justification to abuse our relative purchasing power. We will strive to use plain language in our legal and tendering documents to make clear the expectations we have of our suppliers. We will not deliberately compel our suppliers or put them under such duress that they are coerced into adopting unethical business practices in order to meet our requirements.

More information can be found on our webpage [University's Whistleblowing Policy](#).

This statement has been approved by the Governing Body and will be reviewed at least once annually.



Karen Stanton
Vice Chancellor
14 November 2019