

Statement on Modern Slavery 2016-17

Introduction

This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that the University of Chichester has taken in the financial year ending 31 July 2017 to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

Modern slavery is a crime and a violation of fundamental human rights. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Organisation structure

We are a university and a charity, and we are established under the laws of the UK with our administrative offices at our Bishop Otter Campus, College Lane, Chichester PO19 6PE. We have nearly 1000 employees and over 5000 students at any one time. Our annual turnover is in excess of £50 million, and while our key expenditure is on our academic and administrative staff, we engage with a large number of suppliers nationally and globally to enable us to provide our services.

The University is organised into multiple academic schools and departments, which are supported by our professional service departments. Our key supply chains include the purchasing of IT equipment and services, building works, printing and design work, catering and accommodation-related services, security services and medical support services.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. The policy is binding on all of our employees and is incorporated into our standard terms of purchase with our suppliers.

What we are have done this year

In our financial year 2016-2017, we have continued to build upon our past achievements to improve our management of the risks of slavery in our business and our supply chains.

We have:

- Undertaken a review of the key risk areas in our business and in our supply chains;

- Implemented a regular review of the headline risks and actions at board level and within our Vice Chancellor's Group;
- Within our modern slavery compliance group and our procurement working group, identified a subset of suppliers in key risk areas on whom we will next year conduct an initial audit process;
- Produced working documents to form the basis of supplier risk assessments;
- Extended the application of our mandatory policies (including our Anti-Slavery and Human Trafficking Policy) to cover all structured procurement activity, and strengthened our procurement processes more generally;
- Provided training to key procurement staff;
- Provided training to our entire HR team, as the team with responsibility for staff recruitment and wellbeing, and as the likely first point of contact for a member of staff who has concerns about potential slavery; and
- Provided increased resource to our internal compliance functions to enable (amongst other elements) improved strategic management of our response to modern slavery.

What we will do next year

Following a review of the effectiveness of the steps we have taken this year, in the coming year, we will:

- Develop and pilot a risk assessment process to identify, assess and monitor our supply chains, including assessments of at least two key suppliers;
- Design and tailor in-house training on modern slavery for internal use;
- Make basic training on modern slavery available to all staff;
- Review the need for provision of dedicated training and reporting mechanisms for our students, as the primary recipients of our services and thus likely to become aware of any issues; and
- Raise the profile of the University's actions internally and externally as a part of the University's commitment to corporate social responsibility.

We welcome feedback on our progress to date and suggestions for further improvement.



Professor Jane Longmore, Vice Chancellor
University of Chichester, 1st December 2017