

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 has taken in the financial year ending 31 July 2016 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 services 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. This year, we have developed our Anti-Slavery and Human Trafficking Policy, which will be binding on all of our employees and suppliers and which 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.

What we are doing now

We have already undertaken a number of key steps to address the risks of slavery in our business and our supply chains.

We have:

- Produced and implemented our Anti-Slavery and Human Trafficking Policy;
- Reviewed the headline risks at board level and within the Chief Executive's Team;

- Formed a modern slavery compliance group to take responsibility for our response to slavery and human trafficking, led by the University Solicitor and with representatives from Finance, Procurement, Learning and Information Services, Estate Management, Human Resources, and other relevant staff as required from time to time;
- Within our modern slavery compliance group and our procurement working group, undertaken an initial risk assessment of our supply chains, to form the basis of a future audit process;
- Provided basic training to key procurement managers on the risks involved;
- Included provisions within our standard supplier contracts requiring our suppliers to comply with our Anti-Slavery and Human Trafficking Policy, or their own equivalent or higher standards;
- Reviewed our policies on whistle-blowing to ensure they cover reporting of concerns related to modern slavery or human trafficking;
- Engaged with our local purchasing consortia to address the issue of modern slavery within those procurement systems;
- Implemented a new tender management system which will enable us to pre-screen potential suppliers for compliance in a more systematic and automated manner; and
- Moved our cleaning service staff in-house, ensuring that their working conditions match those of all our employees.

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

- Undertake a review of the key risk areas in our business and in our supply chains;
- Develop a streamlined system to identify, assess and monitor potential risk areas in our supply chains;
- Review further training provision; and
- Identify a subset of key suppliers in potentially high-risk business areas and conduct a supply-chain audit in respect of the products and services they supply to us.

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

Professor Clive Behagg, Vice Chancellor
University of Chichester, 13 January 2017