



Slavery and Human Trafficking Statement 2023-24

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

The University of Worcester is committed to ensuring that slavery or human trafficking is not taking place in any part of our business or any part of our supply chain.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the University of Worcester's slavery and human trafficking statement for the financial year ending 31st July 2024.

This statement **Organisational Structure**

The University of Worcester is a Higher Education Corporation created by statute and is an exempt charity. The University also has a number of trading subsidiary companies: UW Developments Ltd, UW Enterprises Ltd and UW Worcester Wolves Ltd.

The University has approximately 9000 students from both the UK and around the World. We directly employ approximately 2000 staff and have an annual income of just below £100m.

The University has relationships with educational organisations in other countries through which it operates teaching partnerships and research and exchange programmes.

Our academic provision broadly comprises:

- Health and Life Sciences (including Nursing and Medicine)
- Education
- Science
- Business, Law, Computing
- Arts and Humanities

Our Supply Chain

The University of Worcester is one of the largest purchasers in the county of Worcestershire and recognises that it has a responsibility to minimise the environmental and social impact of purchased goods and services. The University purchases a wide range of external goods and services in support of our activities. The University has identified the following specific categories as being a higher risk to modern slavery and human trafficking within the supply chain:

- Construction works sub-contractors and supply chains
- Estates; hard and soft facilities management services (such as maintenance, cleaning and security services)
- Food and catering
- Travel and accommodation (especially international)
- Office supplies/stationery
- ICT and Audio Visual (AV) equipment and products
- Laboratory and Personal Protective Equipment (PPE) supplies
- Clothing (sportswear and work wear)

The University has in place a number of frameworks which underpin its ethical standards across all business activities, these include a Sustainable Procurement Policy, Fairtrade status and Environmental Policies.

The University is a member of the Northwest Universities Purchasing Consortium (NWUPC) which is a membership-based buying consortia for Universities and some Further Education Colleges. NWUPC is a member of Procurement England Limited (PEL) which has a shared Sustainability Policy to which all consortia are committed. The University can also purchase from various other consortia including Crown Commercial Services (CCS), Eastern Shires Purchasing Organisation (ESPO), Crescent Purchasing Consortium (CPC) and various NHS frameworks, these consortia have all published their own Modern Slavery Statements.

The NWUPC is an affiliate member of Electronics Watch, on behalf of its members. This membership highlights the overall desire of the HE sector

trafficking. All of our suppliers have been contacted to encourage them to sign up to this free HE sector-wide tool. The tool actively assists our suppliers to develop an action plan that addresses modern slavery and other key sustainability issues within their businesses and supply chain. Data provided via NETpositive is a rich source of information to use to help us understand our supply chain. The tool is regularly being developed to align with Universities' requirements, this includes reporting on Carbon emissions and reporting on Sustainable Development Goals.

Training and awareness raising

Within the Procurement Team, as the area most actively engaged in the University's operational response to the Modern Slavery Act 2015, all members have undergone training. Ongoing collaboration is sought within the HE sector on best practice. The University will continue to ensure that those who are involved in activities in which modern slavery and human trafficking could be an issue will continue to receive support and training, the University will continue to raise awareness across the organisation.

Members of the Procurement Team have delivered lectures to students within the Business School to raise their awareness of sustainability issues arising within the supply of goods and services into the University of Worcester.

All staff are required to undertake mandatory training every other year on Health and Safety and Equality, Diversity and Inclusion. Training is also provided to relevant staff on Safeguarding.

Our Policies relating to slavery and human trafficking

We operate and regularly review our policies and procedures to assess their effectiveness in identifying and tackling

Through its Student Services provision the University also offers a wide range of support to all students including financial advice and short-term funding; careers and job advice; counselling; general support and advice. The International Team also provide specific support and advice for international students.

Staff

The University has strict arrangements in place to ensure all staff complete a Right to Work check before they are allowed to start work with the University.

Staff are required to undertake mandatory training on Equality, Diversity and Inclusion and Health and Safety every two years and further training is provided on Safeguarding for relevant staff.

Actions taken during the reporting year

In addition to the day-to-day work outlined in this statement during the reporting year we have:

- Formalised the reporting of the Modern Slavery Statement by the Board of Governors, through its People & Culture Committee.

- Broadened the scope of the Modern Slavery Statement beyond the University's supply chain including information about staff recruitment and student recruitment and support.

- Relocated responsibility for the Modern Slavery Statement more centrally, with it now primarily with

