

## Solihull College & University Centre Modern Slavery and Human Trafficking Statement

### Introduction

This statement sets out Solihull College & University Centre actions to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, and its supply chains. We are committed to driving out acts of modern slavery and human trafficking from within its own business and supply chains.

We acknowledge our responsibility under the Modern Slavery Act 2015 (“the Act”) and will ensure transparency is achieved within the organisation so the objectives of the Act are achieved on a consistent basis.

### Our Organisation

Solihull College & University Centre recently merged with Stratford-upon-Avon College and offers exciting opportunities for our 8,500 students and 700 Apprentices to access high-quality teaching and learning at our modern campuses in Blossomfield Road Solihull, Woodland Campus in the north of Solihull Borough and Stratford-upon-Avon College

### Our Policy on Slavery and Human Trafficking

Solihull College & University Centre is committed to acquiring goods and services for its use without causing harm to others. We will make reasonable endeavours to ensure all employees and agents within our supply chains are not subject to any form of forced, compulsory/bonded labour or human trafficking and that they are paid in line with the national minimum wage.

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking with the Executive Management Team taking responsibility lead for overall compliance.

The following Policies and Procedures support the organisation’s compliance with the Act:

- Equality Strategy
- Grievance Policy
- Whistleblowing Policy
- Anti-bribery policy

### Recruitment Practices

Where temporary staff are recruited indirectly by the college this is done so through agreed, reputable recruitment agencies. To mitigate the risk of any potential occurrences of modern slavery, the college conducts checks on such agencies before they are approved.

Through its recruitment processes, the college ensures that all approved recruitment agencies conduct all relevant pre-recruitment checks and provide evidence that all such checks have been conducted.

### Our Supply Chains

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

As part of our initiative to identify and mitigate the risks of modern slavery occurring in any part of our services, we will adopt due diligence processes that are proportionate to any risk areas identified (dependent on the severity of the risk and other relevant factors). These processes will be subject to on-going assessment and review.

In our supply chains, the college has identified the following business areas as carrying material risks of modern slavery occurring:

- Recruitment
- Security Services
- Catering Services
- Construction
- Cleaning
- Stationery and office equipment
- Uniforms and work wear

When procuring any types of goods or services, as part of corporate social responsibility, the college requires all potential third party suppliers to confirm that they are compliant with their statutory obligations related to equality and antidiscrimination during any tendering and selection process. This required declaration includes, but is not limited to, compliance to the Modern Slavery Act 2015..

Tendering and Selection processes that involve third party suppliers carrying material risk must evidence operation of an appropriate level of corporate social responsibility in addition to confirming compliance.

Any supplier or potential supplier identified as not complying with the Modern Slavery Act 2015, or the college's own policies and procedures, will be removed from the college's list of suppliers and will not be considered for future supply to the college unless they can demonstrate that these compliance requirements are met.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

This statement will be made available to all staff members, stakeholders and the general public by publication on our website. We will also seek to raise awareness of the risks of modern slavery amongst staff by other measures, including discussion of this statement during the induction process for new employees.

This statement has been approved by the college's Executive Management Team and will be reviewed at least once annually.

**John Callaghan**  
**Principal & Chief Executive**