



# DERBY COLLEGE GROUP STATEMENT

## Modern Slavery Statement

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Year: 2018  
Designated Owning Department: Corporate Affairs

Date: December 2018  
Executive Owner: Deputy CEO - Strategy & Corporate Services  
Lead Reviewer: Clerk to the Governors  
Reviewers:

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**POLICY - PROCEDURES - GUIDELINES - RELATED DOCUMENTS**

## **Modern Slavery Statement, December 2018**

Derby College is committed to tackling modern slavery and aims to do this by raising awareness and understanding of modern slavery and human trafficking amongst its employees and students, ensuring there is no modern slavery in the College's own business and the College's supply chains. The College considers modern slavery prevention as part of a broader human rights agenda and as such engages with the wider community to promote individuals' protection.

### **Organisational Structure and Supply Chains**

#### Organisational Structure

Derby College's primary business is the provision of education and skills training to individual students, employers and their employees and school pupils. In addition, the College provides nursery care for children up to the age of **four**. Other activities include the leasing of premises for conference and events through a College subsidiary – MBS Limited. The College is based in Derbyshire and operates from four main campuses – two within the City of Derby and two within the County of Derbyshire. The College also provides community education in an outreach centre in the City of Derby and works directly on employer premises in the East and West Midlands.

#### Employees and Supply Chain

The College and its subsidiary employs a range of suppliers, including seasonal and sessional employees. A breakdown for 2017/18 is provided below:

- 955 permanent Derby College employees, of which 45.33% were academic;
- 47 sessional staff assigned to Derby College for its main business of education and skills training;
- 66 temporary/seasonal employees of MBS Limited
- Around 4,000 suppliers and sub-contractors
- With a turnover of £46.8m in 2017/18 £7.1m was spent on goods and services.

### **Responsibility for Anti-Slavery Initiatives**

The College's Deputy Chief Executive takes overall responsibility for supporting and overseeing anti-slavery initiatives, and focussed responsibility is assigned as follows:

Student Engagement – Director of Services for Students  
Employee Engagement – Director of Human Resources  
Supplier Engagement – Procurement Manager

### **Policies**

The College has a review cycle for all policies and plans to incorporate expectations of College employees, suppliers and others, as appropriate, at review stages. Policies currently in place that incorporate elements aimed at supporting the abolition of modern slavery are the Code of Conduct for College Employees and the Recruitment and Selection Policy, Health and Safety and Welfare at Work, Public Interest and Disclosure Policy, Safeguarding Policy and Financial Regulations. In addition, where a tender process takes place to appoint a new supplier, alongside standard questions, questions and requirements around social responsibility, sourcing and modern slavery have been incorporated in 2017/18.

During the academic year 2017/18 the College revised the Suppliers' Handbooks to include a statement to reflect the expectations contained within the Modern Slavery Act.

### **Due Diligence**

Given the nature of its core business, the College does not deem modern slavery and human trafficking as high risk. However, the College engages in activities aimed at tackling modern slavery and human trafficking and places a priority on raising awareness amongst its largest cohort of students, as part of positive citizenship, and those employer partners who support the College's students. In addition, the College pays regard to its own staffing and supply chain and policies have

been revised to incorporate expectations associated with tackling modern slavery and human trafficking.

The College has moved to categorised suppliers by industry and added a risk rating in order to identify those industries associated with high risk in terms of modern slavery (for example, agriculture, farming and domestic services) and whose turnover is in excess of £36 million (this being the indicator to comply with the Act). Questions relating to the Modern Slavery Act and how organisations comply with this have been included in tender processes for new suppliers, including how suppliers ensure modern slavery is not present in their supply chain.

A review has been undertaken of existing suppliers who the College did business with in 2017/18 in order to identify if the College deemed this supplier high risk. For those operating in a high risk industry the College will issue the revised Suppliers' Handbook along with relevant questionnaire for completion, upon receipt of which assessment will be undertaken.

In the academic year 2017/18, the College did not terminate any business as a result of suppliers not meeting expectations.

The College's largest cohort of students, and those supporting them, will continue to be engaged in awareness raising initiatives as part of the positive citizen programme. The statement will be issued annually to all employees in order to ensure continued awareness and vigilance.

Students, employees and contractors are encouraged to identify and report any potential breaches of Modern Slavery.

**Approved by the Derby College Corporation on 17 December 2018**

Signed: Janet Morgan, Chair of Governors