



UNIVERSITY OF
WINCHESTER

MODERN SLAVERY AND HUMAN
TRAFFICKING STATEMENT 2024

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Responsible Person and Department:	Andrew Gannon – Procurement and Ethical Supply Chain Manager
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<p>Summary:</p> <p>This statement is designed to satisfy the Requirements of Part 6 Section 54 of the Modern Slavery Act (2015) at the University of Winchester</p>	

Modern Slavery and Human Trafficking Statement 2024

Introduction

This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015).

The University's Financial Regulations, Procurement Policy and Procedures and Ethical Investment Policy state our commitments to the highest standards of ethical conduct in all our activities, along with making continuous improvements in this area. The University does not engage in, or condone, the practices of human trafficking, slavery or forced labour.

As a values driven institution, our values underpin all that we do. We are committed to improving our business practices to combat modern slavery and human trafficking and to ensure that we are not complicit in any human rights violations. We are committed to zero tolerance of slavery and human trafficking or child labour practices.

Structure of the University

The University of Winchester is a registered limited company (company number 05969256) and an exempt charity under the terms of the Charities Act 2006, and as such it is required to have charitable purposes and apply them for the public benefit. It must comply with the general law of charity. Members of the Board of Governors are charitable trustees.

The University is organised into five faculties: Education and the Arts; Humanities and Social Sciences; Business and Digital Technologies; Health and Wellbeing; and Law, Crime and Justice. We have over 900 employees and educate over 7,000 undergraduate and postgraduate students at any one time. Our annual turnover is in excess of £80 million, and whilst our key expenditure is on our academic and administrative staff, we engage with a large number of national and some international suppliers to provide us with goods and services.

Our supply chains

The University's supply chains predominantly fall within the following categories:

- Estates and facilities management (works, services and goods)
- ICT equipment and services
- Professional services
- Teaching materials – including medical supplies

The University is a member of the Southern Universities Purchasing Consortium (SUPC) which has also published its own Modern Slavery Statement which can be found at www.supc.ac.uk. We channel in excess of 30% of the value of our addressable spend through SUPC and other agreements arranged by higher education and public sector purchasing consortia or frameworks. Our business and supply chains which may pose particular risks in terms of slavery are in IT and AV equipment, construction, and uniform/clothing supplies.

Our campus services are almost entirely in-sourced and the University has made a commitment to honoring the Living Wage for all our employees, full time or fractional.

Our

policies

We are committed to making sure that there is no modern slavery or human trafficking in our supply chain or in any part of the University's business. We continue to develop our policies and

procedures to reflect our commitment to acting sustainably, ethically and with integrity in all our business relationships. We are working to develop, implement and enforce effective procurement systems, processes and controls to make sure child labour, slavery and human trafficking is not taking place within our supply chains.

We expect all of our suppliers to respect and treat employees in a morally and ethically appropriate manner. Our suppliers are expected to take steps and demonstrate a commitment to making sure that their own supply chain is free from child labour, modern slavery and human trafficking. However, the University has put in place a number of measures and policies to ensure compliance with the Modern Slavery Act 2015.

We have developed Financial Regulations and Procurement Policy and Procedures that reflect our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce systems and controls to ensure our values are instilled within our purchase to pay cycle.

Our Research and Knowledge Exchange (RKE) Ethics Policy and Procedures is active and managed by the University RKE Ethics Committee. The policy describes how the University's values are embodied in the conduct of our research and knowledge exchange and makes explicit the requirement for ethical conduct by staff and students.

The University mitigates the risk of modern slavery occurring in its workforce by ensuring that directly employed staff are recruited by following robust HR recruitment policies. There is a whistleblowing policy in place for members of staff to raise any concerns about wrongdoing by the University. Staff employed on a temporary staff basis via agencies are only recruited through established sources who can provide assurance that they comply fully with the requirements of legislation relating to the rights and welfare of their candidates and employees.

Our Ethical Investment policy has been developed to reflect our commitment to ensuring that our investments are not complicit in any human rights violations, in so far as possible. To this extent the University does not knowingly invest directly or indirectly in organisations that breach human or animal rights or that are in breach of the Modern Slavery Act 2015.

Electronics Watch

The University of Winchester supports the principles of Electronics Watch, an independent monitoring organisation working to achieve respect for labour rights in the global electronics industry, through socially responsible public purchasing in Europe. We subscribe to Electronics Watch (via SUPC) and include their contract monitoring clauses in all relevant agreements that we award. In 2022/23 Electronics watch monitored 37 brands in 8 countries. They monitored 108 factories with over 350 products linked to these factories.

What we accomplished in 2023

During the year we have implemented a number of new initiatives to strengthen our recognition, reporting and avoidance of modern slavery and human trafficking which included the following:

- We appointed an official MSA lead at the University. The Procurement and Ethical Supply Chain Manager has now taken up this role and is responsible for keeping record of all initiatives and activities.
- Tender Strategy documentation has been updated to incorporate key considerations around Modern Slavery and Human trafficking. This will mean important safeguarding

measures can be reviewed in all high value purchases.

- We have trained our staff on how to perform compliant tenders including requirements around modern slavery and human trafficking safeguarding.
- All tender and purchase order terms have been reviewed against current MSA requirements and are fully up to date and in line with the 2015 act.

What we are going to do in the future

Now that we have an official MSA lead, our policies and procedures will be subject to an ongoing review to further embed the principles of modern slavery and how it can be recognised, reported and avoided. Over the coming year the University will continue its improvements to include:

- Modern Slavery to be discussed at the new University of Winchester Procurement Group as a standing Agenda item with the aim of mitigating any risk or concern in all up-and-coming tenders and contracts.
- Arrange Modern Slavery training for key staff involved in procurement activities across the University. The aim would be to update our tool set in managing and monitoring Modern Slavery practices and policies.
- Establish how we will factor legal and fair labour costs into sourcing costs to avoid the need for cheaper slave and bonded labour.
- Engage with top 25 expenditure suppliers, to obtain assurances that they abide by the Modern Slavery Act 2015. Modern Slavery Policies would be obtained from these companies.

This statement will be reviewed annually.

Gavin Hunter
Chief Operating Officer
University of Winchester