



## **Modern slavery and human trafficking statement**

### **Introduction from the College Executive Leadership**

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 in order to exploit them for personal or commercial gain.

Macclesfield College is committed to promoting all of its practices to combat slavery and human trafficking.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Colleges slavery and human trafficking statement for the financial year ending 31/08/2018.**

### **Organisational structure**

We are an ambitious and innovative College with a bold and strategic vision located in a beautiful area of East Cheshire. The College in 2015 won the 'Best company to work for' Silver Award at the North East Cheshire Business Awards. In 2016, the college was a finalist in the educator's investment awards and was number one in Cheshire for student and employer satisfaction.

We strive to provide an educationally outstanding experience for all of our learners and in 2016 the College was a finalist at the Education Investor Awards.

### **Our supply chains**

The College meets its needs for goods, services and works in a way that achieves value for money generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment.

The College's supply chains mainly fall under the following categories, namely:

- Art, Media and Design; Hair & Beauty; Scientific and Engineering consumables and equipment
- Library Resources
- Professional Services
- ICT equipment and services
- Estates Goods and services

## **Our policies on slavery and human trafficking**

The College is committed to ensuring that there is no modern slavery or human trafficking in any of our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free, we will review our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues. Emerging government policy on ethical supply chains will also be considered by the College.

Our workplace policies and procedures will demonstrate 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.

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk, we will put systems in place to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers by having in place a policy providing for the formal reporting and investigation of concerns raised by staff where criminal offences, such as a breach of the Modern Slavery Act 2015, are suspected

## **COLLEGE POLICIES**

The College currently applies the following policies, which embed good practice and provide remedies for individuals concerned about any potential instances of modern slavery in any part of college business.

**Grievance and Whistleblowing policies** – these policies allow employees, students and others to raise concerns, which would include circumstances giving rise to a risk of modern slavery, without fear of retaliation.

**Employee Code of Conduct** – this code sets out the actions and behaviour expected whilst employed by the college. The College strives to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain.

**Anti-bribery policy** - the College is committed to the highest standards of ethical conduct and integrity in its business activities. The College will not tolerate any form of bribery or corruption by its employees or any person or body acting on its behalf.

**Procurement Policies** - our policies reflect the College's commitment to acting ethically and with integrity in all business relationships, as well as implementing and enforcing effective and proportionate safeguards and controls.

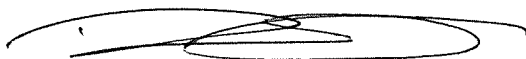
**Recruitment policy** - this policy ensures that the college follows transparent recruitment processes, including measures to prevent illegal working and compliance with other relevant statutory requirements.

## **RECRUITMENT PRACTICES**

Temporary staff and staff recruited indirectly by the College are recruited 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.

This statement has been approved by the College's governing body and will be reviewed annually.



PRINCIPAL AND CHIEF EXECUTIVE OF MACCLESFIELD COLLEGE  
December 2018

