

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement responds to S.54 of the Modern Slavery Act 2015 and sets out Tyne Coast College's aims and commitment to ensure that there is no modern slavery or human trafficking either within its own organisation or supply chains. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

This statement refers to the financial year ending 31 July 2022.

COLLEGE COMMITMENT

Tyne Coast College has a zero tolerance approach to any form of modern slavery and human trafficking and is committed to working towards the eradication of modern slavery and human trafficking.

The College is fully transparent about efforts to eradicate slavery and human trafficking within their own organisation and supply chains. We are committed to acting ethically and with integrity in all our business relationships and work with those who share and adhere to this commitment. The College will put in place reasonable measures to implement and enforce effective systems and controls to ensure that modern slavery and human trafficking does not occur.

ORGANISATION STRUCTURE AND SUPPLY CHAINS

Tyne Coast College provides education to a wide range of learners from age 14 to adult, from both the UK and around the world. Incorporating the former South Tyneside and Tyne Metropolitan colleges, our key brands also include South Shields Marine School, recognised as one of the world's foremost maritime training centres. All training is delivered in the UK.

The College has a wide range of suppliers for various parts of the organisation. The vast majority of suppliers are based within the United Kingdom and as such are less at risk of slavery and human trafficking issues.

These can include:

- Agency staff including teaching and business support
- Business partners
- Apprentice employers
- External contractors including advisors, cleaners, builders, caterers, and consultants
- Services such as printing, photography, advertising
- Utilities
- General supplies such as stationery, books, IT supplies
- Guest speakers and lecturers

RELEVANT POLICY AND TRAINING

The College is committed to developing policies and practices to ensure we are adequately able to protect our employees from being abused and exploited in their work environment. Our contracts, terms and conditions, policies, procedures, and practices ensure we prevent modern slavery in our workplaces. We are committed to ensuring our employees are not being exploited and that they are safe at work. This includes following employment, health and safety and human rights laws. We regularly review our employment policies with our recognised trade unions.

The following policies, procedures and terms are important in reducing/removing the risk of modern slavery in our organisation and in our procurement:

- Recruitment and Selection
- Capability
- Equality and Diversity
- Flexible working policy, Health and Wellbeing policy, and Homeworking policy
- Maternity and Adoption, Parental Leave, and Paternity and Shared Parental Leave
- Safeguarding
- Declarations and Conflicts of interest
- Health and Safety
- Whistleblowing
- Financial Regulations
- Standard Terms and Conditions

DUE DILLIGENCE PROCESSES AND GENERAL PRINCIPLES TO MITIGATE RISK

The College is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers, contractors, and business partners, and this is inferred through their agreement to College requirements. As a basic principle we expect that all suppliers, contractors, and business partners comply with all applicable laws, including but not limited to Health and Safety, Human Rights, Employment, and the Environment. We expect our suppliers to hold their own suppliers to the same high standards. The College has a policy of zero-tolerance on matters of slavery and human trafficking and expects suppliers and associated businesses to comply with these values.

Where possible we use compliant frameworks in order to better control Modern Slavery via the selection criteria on the framework – this includes that suppliers adhere to the Modern Slavery Act and that suppliers can be disqualified for any breach of the Act.

The College's supplier approval process incorporates a review of the controls followed by the College's potential suppliers.

The College will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.

All employees and persons employed within the College are asked to familiarise themselves with College policies at the start of their employment or association and are contractually obligated to

adhere to the College's policies and requirements. Regular Equality and Diversity training takes place which incorporates Modern Slavery. The College's whistleblowing policy is intended to provide guidance on how concerns can be communicated to the organisation. Concerns about suspected modern slavery associated with the College or its suppliers may be reported by employees in this manner.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern day slavery or human trafficking within our own organisation.

FUTURE ACTIONS

The steps we will take to further the goals of the Modern Slavery Act 2015 are:

- Conduct risk assessments to determine which parts of the College and its suppliers are most at risk of modern slavery so that efforts can be focussed on those areas
- Engaging with our suppliers to convey to them the College's position on modern slavery and to understand the measures taken to prevent modern slavery in their own businesses
- Introduce additional pre-screening measures for suppliers, and review current tender documentation
- Introduce provisions for our suppliers to confirm their adherence to College policy

REVIEW

The Modern Slavery and Human Trafficking Statement will be reviewed annually in accordance with the Modern Slavery Act 2015.

This statement is endorsed by both the College Executive Team and Finance and Resources Committee and was approved by College Board on 21 November 2022.



Dr Lindsey Whiterod CBE
Chief Executive Officer