

Modern Slavery and Human Trafficking Annual Statement 2019

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This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st July 2019. This is our fourth statement under the Act and provides an overview of our continuing progress in this area.

About the University

UWE Bristol (and its subsidiary companies) provides a wide range of education, research and training related activities. We are based in Bristol but are a global institution. We have approximately 31,000 students registered on courses in the UK and at partner organisations across the world. We employ over 3,400 people and have a turnover in excess of £280m. We continue to progress an ambitious investment programme, spending £300m on our people, estate and infrastructure and in 2018/19 we have used over 3500 suppliers.

We also play a leading role in shaping local decisions, improving lives across our communities and boosting the economy and cultural vibrancy of the city-region.

More information about UWE Bristol is available here: www.uwe.ac.uk.

Our commitment

UWE Bristol has adopted a zero tolerance approach to modern slavery and human trafficking and we are committed to ensuring our policies and procedures combat the risk of modern slavery and human trafficking throughout our activities and in our supply chain.

We continue to take both an informed and risk based approach to better understand our diverse and complex supply chains and to prioritise and target our actions.

Our policies and procedures

Overall responsibility for modern slavery rests with the Board of Governors. Day-to-day responsibility for implementing and monitoring the University's approach has been delegated to the Chief of Staff and Clerk to the Board of Governors and the Chief Financial Officer.

Our policies and procedures ensure that the University is fulfilling its commitment to a zero tolerance approach and that our activities are conducted ethically and with integrity. These include, but are not limited to:

- Human resources, recruitment and employment policies and procedures which comply with UK law and are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.
- Corporate and Social Responsibility in Procurement Policy, setting out our commitments and expectations.
- Safeguarding Policy and Procedure to protect children and vulnerable adults from abuse and neglect.
- Ethical investment policy, to ensure that investments made by University are socially responsible and sustainable.
- Health and Safety Policy, to provide an inherently safe and healthy working and learning environment that engages the entire University community.
- Public Disclosure Policy and Procedure (Whistleblowing), to allow staff, students and all members of the University to raise, at a high level, concerns or information which they believe in good faith provides evidence of malpractice or impropriety.

The University has held Fairtrade status since 2006 and has gained external recognition in the form of success at the South West Fairtrade Business awards and the Environmental Universities and Colleges Green Gown awards in the Food and Drink category for our work on Fairtrade.

The University has applied the Living Wage Foundation's UK Real Living Wage since 2015 and in 2019/20 plans to become a Living Wage Employer through the Foundation's accreditation, awarding the University the mark of a responsible employer.

In 2019/20 we will also develop a Modern Slavery and Human Trafficking Policy to support our annual statements.

We are committed to transparency in what we do and expect the same from our contractors, suppliers and other business partners and their supply chains. In 2018/19, we signed up to the TISC Report (<http://tiscreport.org>) the world's largest open data repository of Modern Slavery and Human Trafficking Statements.

Understanding and engaging with our supply chains

We work with a wide range of different suppliers and partners and purchase works, goods and services from more than 3500 suppliers listed on our Finance system. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially higher risk than others, for example: maintenance, repairs and construction companies. All our suppliers are commodity coded, enabling us to identify those who are most high risk.

Our supply chains include:

- Estates goods and services (including cleaning and security)

- Professional Services
- Science, technical, engineering and medical goods and services
- IT equipment and services (for which Government Procurement Frameworks are used when choosing and appointing suppliers)
- Library
- Recruitment and delivery partners

The University's requirements and expectations with respect to human rights, employee health and safety and environmental performance are regularly communicated to our suppliers and are referenced in tender documentation and contracts. Our Terms and Conditions of Purchase include reference to modern slavery and human trafficking. In 2018/19 this was enhanced to include the following statement for all purchases, and where appropriate this is also progressed at scheduled contract review meetings.

'40. In accordance with the requirements of the Modern Slavery Act 2015 UWE is committed to ensuring that there is no slavery or human trafficking in its supply chains or in any part of its business. Suppliers providing Goods or Services to UWE warrant that they have thoroughly investigated their labour practices and those of its direct Suppliers, to ensure that there is no slavery or forced labour used anywhere in their organisation or by any direct Suppliers or Sub-Contractor to their organisation.

The Supplier shall ensure that (where relevant) it complies with the provisions of the Modern Slavery Act 2015.'

This is published on the University's website, providing information for suppliers:
<https://www1.uwe.ac.uk/about/departmentsandservices/professionalservices/financeservice/forsuppliers/termsandconditions.aspx>

Tenderers responding to an EU tender are also asked to comply with the International Labour Organisation (ILO), which is an internationally recognised code of labour practice.

We proactively engage with our suppliers. In 2018/19, our modern slavery and human trafficking requirements were again captured in our annual SME supplier training day and these requirements are also on the standard agenda we use as part of our assessment at scheduled contract review meetings as part of Equality, Diversity and Inclusion.

Promoting awareness and training

Raising staff awareness of the problem of modern slavery and human trafficking will be a priority in 2019/20. Specific training has been undertaken by our procurement professionals and the revised manager induction programme to be launched later in 2019 will incorporate it to raise general awareness of managers to this subject. Further online training was tested and considered in 2018/19 and a training plan is being developed for 2019/20, which will include online training for all staff. Corresponding communications are planned for 2019/20 to raise awareness of these issues across the University community.

Statement approved by the Board of Governors on 24 September 2019.



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Professor Steven West
Vice-Chancellor, President and Chief Executive Officer
24 September 2019

