



REASEHEATH COLLEGE

Modern Slavery and Human Trafficking Statement

This statement sets out Reaseheath College's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year to 31st July 2023.

This statement covers the activities of Reaseheath College, which currently operates in Great Britain. As part of the Education sector, the College recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking.

The College is absolutely committed to preventing slavery and human trafficking in its corporate activities and aims to ensure that its supply chains are free from slavery and human trafficking.

The College assesses whether particular activities or countries are high risk in relation to slavery or human trafficking.

Higher-risk activities

The following activities are at higher risk of slavery or human trafficking:

- **Supply of Temporary staff**, especially in the fields of Domestic staff, Catering Staff and Agricultural Staff.

The College mitigates the risk in this area by:-

- The identities of all College staff are checked as part of the recruitment process and staff are not appointed until all satisfactory pre-employment checks have been received.
- The College uses only specified, reputable employment agencies to source labour and intends to verify the practices of any new agency it is using before accepting workers from that agency.

- **Supply of PPE and Clothing**

The College mitigates the risk in this area by: -

- The College policy is to use a single supplier for clothing (either for supply to staff or for resale.). The supplier, and its main suppliers have given statements that give comfort to the College in this area.

Responsibility

Responsibility for the College's anti-slavery initiatives lie with the Vice Principal Finance and Resources, the Director of People and Culture, and the Members of the Corporation. The College raises awareness about modern slavery and human trafficking in its wider college community.

Other Relevant Documents and policies

The College has other documents and policies that support its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations, including its Young Persons Safeguarding Policy and its Safeguarding Vulnerable Adults Policy.

Whistle-blowing policy and procedure

The College encourages all its workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, the College. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The College's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can use the College's confidential disclosure process.

Staff Code of Conduct Policy

The College's Code of Conduct and values make it clear to employees the actions and behaviour expected of them when representing the College. The College strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad or in the UK and managing its supply chain.

Safer Recruitment and Vetting Policy

It is vital that the College creates a culture of safe recruitment to help deter, reject or identify people who might abuse children or vulnerable adults and pose a threat to the College, or who may be at risk of slavery or human trafficking. The College has a safer recruitment and vetting policy and conducts a series of safe recruitment checks prior to an employee commencing employment.

Supplier expectations

The College is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The College works with suppliers to ensure that they meet the appropriate standards and improve their workers' working conditions. Serious violations of the College's supplier standards would lead to the termination of the business relationship.

Suppliers

The College undertakes checks when considering taking on new suppliers, and regularly reviews its existing suppliers, including:

Assessing the supply chain to assess product or geographical risks of modern slavery and human trafficking and reviewing that assessment as part of the College's annual review of suppliers.

This statement has been approved by the College's Executive Team and will be reviewed at the end of each financial year.

Date of Issue	31 July 2023
Lead	Director of People and Culture