

# Modern Slavery Statement 2020/21

This statement is made on behalf of Milton Keynes in relation to the Modern Slavery Act 2015, which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking within their organisation and supply chains.

## Policy

Milton Keynes College is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

## Compliance

Milton Keynes College is satisfied, from the steps carried out, that there is no evidence of any act of modern day slavery or human trafficking within the organisation.

## Action Taken

This statement sets out the steps, which Milton Keynes College has taken to ensure that slavery and human trafficking is not operating within either its own business or its supply chains.

Milton Keynes College has established a framework of policies and procedures, which collectively cover the following:

- Milton Keynes College has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values.
- Milton Keynes College is committed to making certain that it is not complicit in human rights abuses.
- Milton Keynes College respects the rights of workers to join, form or not to join workers organisations including trades unions.
- Milton Keynes College does not use forced or compulsory labour. Employment is voluntary.
- Milton Keynes College complies with local minimum age laws and does not employ child labour.
- Milton Keynes College is dedicated to maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability, or any other

characteristic protected by applicable law.

- Milton Keynes College provides employees with a safe and healthy workplace.
- Milton Keynes College is committed to promoting environmental responsibility and encourages the development and application of environmentally friendly technologies.
- Milton Keynes College prohibits corruption in all its forms, including extortion and bribery.
- Milton Keynes College believes that freedom of expression is a fundamental human right.
- Milton Keynes College has a whistleblowing policy, which enables all potential breaches of the Modern Slavery Act to be reported without fear of sanction.
- Milton Keynes College requires all employees to adhere to these principles and to all other Milton Keynes College policies, including the Safeguarding Policy, which references slavery and human trafficking.
- Milton Keynes College expects the same high standards from its suppliers, contractors and business partners, and this is inferred through their agreement to follow College policies. Suppliers are expected to hold their own suppliers to the same high standards.
  - In January 2018, Milton Keynes College wrote to all its pre-existing suppliers (over 600) for assurance that they fully comply fully with the Modern Slavery Act 2015.
  - Since January 2018, the College's supplier approval process includes compliance with the Modern Slavery Act. The College will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.
- Milton Keynes College continues to review its contracts, policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in its supply chain.

### **Supply chains**

The vast majority of the College's sources are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

Milton Keynes College has a number of suppliers for various parts of the organisation including:

- Agency staff
- Apprentice employers
- Partners
- External contractors and consultants
- Guest speakers and lecturers
- Printing
- Advertising and PR
- Merchandise
- Graphic design
- Sponsorship

### **Responsibility for the policy**

Ultimate responsibility for the prevention and prevention of modern slavery within the College rests with the College's leadership team. The College's Board of Governors has overall responsibility for ensuring that this policy, and its implementation, complies with its legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

### **Reporting modern slavery within the College or its suppliers**

The College's whistleblowing and safeguarding policies provide guidance on how concerns can be communicated.

This policy is displayed on the College website and on the College's intranet, the policy location is conveyed to all staff members at their induction.

### **Review**

The Modern Slavery Statement and Policy will be reviewed annually by the College's Finance Team in accordance with clause 6 of the Modern Slavery Act 2015

This statement has been approved by the Board of Governors.