



Slavery and Human Trafficking Statement 2018/19

Introduction

UAL is Europe's largest specialist arts and design university, and one of the most renowned international institutions in arts, design, fashion and communication. We are in the top 5 universities worldwide teaching 19, 200 students from all over the world.

The University has six constituent Colleges: Camberwell College of Arts, Central Saint Martins, Chelsea College of Arts, London College of Communication, London College of Fashion and Wimbledon College of Arts, employing around 5,000 members of staff.

Purpose of this statement

This Statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our members, students, staff, and other stakeholders about the University and its approach to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

Staff Recruitment

In the past year UAL has continued to mitigate the risk of modern slavery in directly employed staff through robust HR recruitment and candidate selection policies and checks.

Temporary staff are only recruited through established and accredited sources who provide legal assurance to UAL regarding the rights and welfare of their candidates and employees as well as the appropriate checks.

UAL has also a whistle blowing policy through which staff can raise any concerns on modern slavery.

Students

Although the risks of students experiencing occurrences of modern slavery or human trafficking through direct contact with the University are extremely low, they may become aware of such instances.

To support students, UAL has in place easily accessible and well publicised safeguarding channels through which students can obtain assistance, support and advice.

Procurement

As part of our commitment to responsible procurement UAL is committed to purchasing goods and services without causing harm to individuals. In doing so we support the UK Government's Action Plan to implement the UN Guiding Principles on Business and Human Rights.

Since the publication of its Modern Slavery Statement last year UAL has continued to increase its knowledge and understanding of Modern Slavery. This statement summarises the steps we have taken during our financial year 2017/18.

UAL procures goods, services and works from a wide range of suppliers across a number of categories that are of a high risk of modern slavery, human trafficking, forced and bonded labour and labour rights violations. These include but are not limited to:

- Catering
- Cleaning
- Clothing
- Construction
- Facilities Management
- Office Supplies
- Security Services
- Estates Goods & Services
- Information Communication & Technology Equipment
- Laboratory consumables and equipment

UAL therefore believe we must have a comprehensive and strong response to this challenge and to continually monitor our understanding of our supply chain in respect of modern slavery.

UAL seeks to minimise the risk of modern slavery in the short term whilst developing greater understanding of our supply chain, as well as embedding an understanding of modern slavery into our everyday business processes of procurement and staff.

In the past year we have raised awareness of modern slavery with our procurement professionals and purchasing staff through specialist training.

Our standard terms and conditions and procurement processes confirm our commitment to the Modern Slavery Act and set out minimum standards for our suppliers and their sub-contractors.

UAL is a member of the London Universities Purchasing Consortium (LUPC) and so procures from established frameworks within which due diligence, in high risk areas, such as, cleaning and security services and laboratory consumables has been considered by the Purchasing Consortium. LUPC also maintains an affiliation with Electronics Watch.

Supplier Engagement & Development

UAL is aware of the important role it has in mitigating the risk of modern slavery and the need to work together with the sector and the wider market to make the greatest impact.

During 2017/18 UAL has started to develop greater understanding of its supply chains, implemented the principles of category management in key business areas to greater understand the risk, and begun piloting a supplier engagement tool to support responsible procurement, including modern slavery, with our suppliers.

UAL's aims for 2018/19 are to:

- Contact our top 20 suppliers by spend in the past year with a questionnaire to understand:
 - suppliers' awareness of the Modern Slavery Act
 - suppliers who are being pro-active with regards to the Modern Slavery Act

- Pilot the supplier engagement tool to:
 - create a baseline of key suppliers
 - monitor the progress of suppliers in a number of key areas including modern slavery
 - support suppliers in developing action plans to address responsible procurement issues.

- Ensure all our procurement professionals receive further advanced training on Modern Slavery

- Develop an e-learning module on modern slavery for devolved purchasers and staff

- Share best practice with the sector and keep up-to-date on identifying and assessing modern slavery risks within our supply chains.

Approved and signed on behalf of the Court of Governors



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Date: 19 November 2018.

