



## **Modern Slavery Statement 2019/20**

### **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 published by UAL in compliance with the Modern Slavery Act for the financial year ended July 2019. For this purpose the term modern slavery describes various forms of exploitation which constitute serious violations of human rights, including human trafficking and forced labour. The statement sets out the steps UAL is taking to minimise modern slavery risk.

### **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 assurance to UAL regarding the rights and welfare of their candidates and employees as well as the appropriate checks.

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

### **Students**

Although the risk of students being subject to 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**

During the year UAL has maintained its commitment to responsible procurement and to purchasing goods and services. In doing so we support the UK Government's National Action Plan to implement the UN Guiding Principles on Business and Human Rights.

UAL procures goods, services and works from a wide range of suppliers across a number of categories, similar to other organisations in the education sector, some of which are considered to present a significant risk of modern slavery

To mitigate this risk, UAL is an active member of the London Universities Purchasing Consortium (LUPC). UAL is thereby able to benefit from research and risk assessments of supply chain structures carried out by LUPC which, in high risk areas, includes due diligence procedures. In addition, through its membership of LUPC, UAL is affiliated to Electronics Watch, the mission of which is to protect the rights of workers in electronics supply chains.

Tenders for major supply contracts in 2018/19 included a number of construction and maintenance programmes and catering services. In all cases, tenderers were required to confirm that they did not practice or condone any activities that could be regarded as violating the human rights of their employees. In relation to construction and maintenance contracts, the Estates procurement team makes use of established contractor screening processes by, for example, applying the Constructionline framework, the gold members of which have demonstrated their adherence to the Modern Slavery Act.

In the tender process for UAL's catering, the University required tenderers to confirm that they had implemented the London Living Wage, and required all catering supplies to be Fairtrade-accredited.

During 2018/19 we updated our standard contractual terms and conditions to reflect more strongly our commitment to compliance with the Modern Slavery Act, setting out minimum standards not only for our suppliers but also their sub-contractors.

We have now begun to engage our higher value suppliers in a questionnaire process to enable us to understand better the supplier's awareness of the Modern Slavery Act, assess how proactive they are in this regard, and identify any aspects in which they could benefit from training. In this regard we plan to develop workshops on modern slavery in the supply chain which we will invite suppliers to attend.

We took steps during the year to raise awareness of modern slavery with our procurement professionals through specialist training. We plan to roll out to relevant UAL staff in 2019/20 the online procurement module developed by British Universities Finance Directors Group (BUFDG).

### **UAL's aims for 2019/2020 are to:**

- Hold a Supplier Day to promote the requirements of the Modern Slavery Act and to provide training. This is after a successful Diversity Training Day which was held for UAL suppliers in the summer of 2019.
- Raise awareness of the eLearning module available from BUFDG for use by UAL purchasers, in order that they have an understanding of the Modern Slavery Act.
- Ensure all our procurement professionals receive further advanced training on Modern Slavery, including in-house training where needs are identified.
- Continue to 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

*Donna*

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Date: March 2020

