University Of Plymouth Modern Slavery and Human Trafficking Annual Statement 2018

INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending April 2019.

OUR STRUCTURE

The University Structure is an Independent Higher Education Corporation and an exempt charity under the terms of the Charities Act 2011. Our charitable objectives focus on the delivery of education and research. As a charity, the University must operate for public benefit.

The University of Plymouth is renowned for high quality, internationally leading education, research and innovation. We make a positive difference to people's lives. With a truly global outlook, we are an inclusive and inspiring university community.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

In order to achieve our Strategic Goals the University of Plymouth purchases a wide range of goods, services and works. In these situations, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

OUR SUPPLY CHAINS

The University of Plymouth's supply chains are truly diverse, with over 2,200 suppliers supporting us to deliver high quality education and research.

All our suppliers are commodity coded using Proc-HE Coding Scheme. By allocating a commodity code to our suppliers, we aim to identify those within industries that have the greatest potential for Modern Slavery and Human Trafficking.

As part of the 2018 Statement, these have been identified as;

- Audio-Visual & Multimedia Supplies;
- Catering Supplies & Services;
- Furniture, Furnishings & textiles;
- Janitorial & Domestic Supplies & Services;
- Estates & Buildings;
**WHAT WE ARE DOING NOW**

University of Plymouth’s procurements follow one of two pathways:

1) Collaborative - The University works with a number of collaborative professional buying organisations such as Crown Commercial Services (CCS) and is an active member of the Southern Universities Purchasing Consortium (SUPC);

2) In-house tendering and contracting - The University has a Tendering Policy which determines how purchases should be made with the use of University funds.

The University of Plymouth actively engages with its purchasing consortia to support the inclusion of ethical sustainability, which also supports our pursuit of eliminating slavery and human trafficking in our supply chains.

For in-house tendering our standard terms and conditions and supplier on-boarding processes ensure the potential for Modern Slavery and Human Trafficking is duly considered.

We are promoting access to guidance and raising awareness of staff by sharing information about Modern Slavery and Human Trafficking through the [UK Modern Slavery Helpline and Resource Centre](https://www.gov.uk/modern-slavery). We have also made a ‘Protecting Human Rights in the Supply Chain’ e-learning resource available to all staff through our internal Procurement Site.

It is University policy that all new staff joining the University provide documentation to demonstrate their Right to Work within the UK before commencing employment. For those in higher risk areas, such as cleaning, this is asked for when at interview stage.

**WHAT WE ARE GOING TO DO IN THE FUTURE**

University of Plymouth expresses its commitment to continually review and apply learning to ensure it understands its supply chains, working towards greater transparency and a focus on the people working within them.

In order to deliver yet greater impact and drive ongoing improvements around the prevention of Modern Slavery, the University is considering the uptake of tools such as Net Positive Futures and is seeking feedback on successes elsewhere in the Public Sector.

For contracts that the University have awarded we will identify those supply chains, which represent a medium to high risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. Working with our suppliers we will more closely monitor the supply chains that have been identified as areas of potential risk and take appropriate action as necessary. We envisage identifying such action in collaboration with our purchasing consortium partners.

Alastair Matthews
Chief Financial Officer