

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

City College Norwich is a leading provider of higher, further and community education for the eastern region of the United Kingdom. With a turnover of £39 million and over 10,000 students, City College Norwich has established a reputation for the last 126 years for excellence in academic standards, as well as innovations in operational and strategic direction. The College provides excellent preparation for students' career development and progression. All courses have strong links with employers and the world of work, meaning that the vocational skills and knowledge that are developed with us are up-to-date, relevant and in demand from employers. The College has extensive links with employers across all of its curriculum areas and continually updates its courses to take account of the current and future higher skills needed by employers.

The College's supply chain is made up of a number of third party providers, many of which are procured through a recognised consortium for the education sector. The College procures a varied range of items to support educational activity – from text books to bricks. The College also procures a range of services such as cleaning and catering.

The College adopts a zero-tolerance approach to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our direct activity or in our supply chains.

The steps that we have taken to reduce the risk of modern slavery in the College are:

1. The College is a Living Wage employer and not only do directly employed staff receive the Living Wage but, when tendering for contracted out services, we also stipulate that these contractors must pay the Living Wage to its staff working at the College.
2. We have in place robust policies for Whistleblowing, Grievance and Dignity at Work and staff are aware of how to raise concerns in relation to any perceived wrongdoing or poor practices in the College.
3. We have a thorough procurement process and adhere to the European Public Contracts Directive.
4. All staff employed directly by the College or through contractors are subject to stringent pre-employment checks before they are able to undertake work for us.
5. The College will ensure that key staff undertake training on modern slavery, where deemed necessary.

Following a review of the effectiveness of the policies, procedures and practices we have in place, we are confident that there is no slavery or human trafficking in our business or supply chains. We will continue to monitor this on a regular basis and take appropriate action should any risks or evidence of slavery or human trafficking become apparent. For more information see our Full Statement here.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 July 2018.

#### **APPROVAL BY CITY COLLEGE NORWICH'S CORPORATION BOARD**

I, Corrienne Peasgood, hereby certify that the information contained in the above Modern Slavery and Human Trafficking Statement is factual and has been approved by City College Norwich's Corporation Board.

Signed:



Name: Corrienne Peasgood

Position: CEO and Principal

Date:

11.12.2018.