

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes City College Norwich's slavery and human trafficking statement for the financial year ending 31 July 2025.**

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 £66.4 million and 10,000 students, City College Norwich has established a reputation for the last 125 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.

This statement covers the activities of City College Norwich, which includes Paston College and Easton College, and its subsidiaries; EOC Enterprises Ltd (Company number 02908222) and EOC SPV Limited (Company number 08850415).

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 was a Living Wage employer, until November 2022. The College has committed to a goal of returning to being a Foundation Living Wage employer in the future, as soon as the College is able to do so. This commitment features in the financial recovery plan of 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 wrong-doing or poor practices in the College.
3. We have a thorough procurement process and adhere to the Procurement Act 2023.
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.
6. We have requested Modern Slavery Statements from our top 30 suppliers to the College and we are currently reviewing these to understand the controls and assurances our key suppliers have put in place.

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: <https://www.ccn.ac.uk/our-college/city-college-norwich-corporation-and-governance/city-college-norwich-corporation-documents/policies-and-procedures/>

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

I, Jerry White, 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 on 9 December 2025.



Signed:

Name: Jerry White

Position: CEO and Principal

Date: 9 December 2025