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# Modern Slavery and Human Trafficking Statement

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## Introduction

- 1.1 This statement is made on behalf of City of Bristol College and its subsidiary companies with regards to the Modern Slavery Act 2015. This statement and policy is regularly reviewed and constitutes the college's slavery and human trafficking statement.
- 1.2 City of Bristol College is a provider of Further and Higher Education, established under the Further and Higher Education Act 1992. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.
- 1.3 City of Bristol College is committed to ensuring that there is no modern slavery or human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.
- 1.3 The college is working towards understanding all potential modern slavery risks related to College business and to putting in place steps that are aimed at ensuring that there is no slavery or human trafficking within its business and its supply chains.

## Policies

- 2.1 The college operates the following policies which describe the approach taken to identify modern slavery risks and steps to be taken to prevent slavery and human trafficking. All employees and persons employed within the College are asked to familiarise themselves with College policy at the start of their employment or association, and are contractually obliged to adhere to the College's policies.
  - **Whistleblowing policy** - City of Bristol College encourages all staff, students, customers and business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.
  - **College Financial Regulations**- Compliance with the Regulations is compulsory for all employees including agents, contractors and consultants engaged by the College to deliver a service
  - **Anti-Bribery policy**– the college is committed to the highest standards of ethical conduct and integrity in its business activities. The college will not tolerate any form of bribery or corruption by its employees or any person or body acting on its behalf
  - **Sub-Contracting Policy**- the college reviews its sub-contracting policy on an annual basis and this includes monitoring safeguarding of its sub-contractors
  - **Employee Code of Conduct** - City of Bristol College makes clear to staff the actions and behaviours expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.
  - **Recruitment/Agency workers** - City of Bristol College uses only specified, reputable employment agencies to find staff and always verifies the practices of any new agency it is using before accepting workers from that agency.
  - **Safeguarding Policy** - All staff are required to undertake safeguarding training. The college also has in place a dedicated Safeguarding Team and procedures for supporting learners at risk.

## Due Diligence

- 3.1 The College has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values. The College will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.
- 3.2 The college takes a risk-based approach to any areas of identified risk.
- 3.3 The college has termination rights on contracts with agents, contractors and consultants who fail to comply with the College's Financial Regulations.
- 3.3 The college protects whistle blowers raising the issue of slavery and human trafficking within the organisation or its suppliers.
- 3.4 The College recognises that as a major local buyer and employer, it has a responsibility to carry out its purchasing in the most social, economic and environmentally friendly manner possible.
- 3.5 The College has responsibility for ensuring this statement complies with its legal obligations.
- 3.6 The College is responsible for updating this Statement.

**Approval:** This statement was approved by the Corporation in December 2023.

**Responsible Officer:** Clerk to the Corporation