

Modern Slavery and Human Trafficking Statement

1. 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 and constitutes the College's modern slavery and human trafficking statement for the academic financial year ending 31st July 2025.

1.2 As a people-first organisation, with a core value of respect, the College and its subsidiary companies are committed to ensuring that colleagues (and not just those employed directly by us) are working in a safe environment, are treated with respect and are not being exploited.

1.3 The College and its subsidiary companies are working towards understanding all potential modern slavery risks related to their business and are putting in place steps that are aimed at ensuring that there is no slavery or human trafficking within its business and its supply chains,

2. Organisation Structure and Supply Chains

2.1 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.

2.2 The College employed approximately 846 staff in the 2024-25 academic year.

2.3 The College is the largest provider of post-16 education in Bristol with over 4000 16-18 year old students following College-based or Apprenticeship programmes during 2024-25. The College also links with several local schools..

Over 10,500 adults choose to study with the college each year at one of our four main centres, at one of its local community partner venues or in their own workplace.

The College is a large provider of Apprenticeships with around 1,000 of its students aged 16-18 and 19+ studying for an Apprenticeship at the college.

There were some 300 students studying on HE courses with the college in 2024-25.

2.4 The College has three wholly owned subsidiary companies: Partners in Bristol (PiB), South West Apprenticeship Company (SWAC) and Bristol Professional Services (BPS).

PiB responds to the needs of employers at pace. It has close partnerships with the Department for Work and Pensions (DWP) and Job Centre Plus alongside other employers including through Sector based Work Academies (SWAPs) which help meet the needs of those furthest from the workplace.

SWAC recruits apprentices and help businesses to expand their talent pool and grow their business by providing unique apprentice employment solutions. SWAC are a government approved Flexi-job Apprenticeship Agency (FJAA).

BPS has been established to support the College through offering employment services.

2.5 The College group had a turnover of approximately £54m for the 2024-25 academic year.

2.6 The College works with a number of UK only subcontractors in order to deliver courses to students in line with the College's subcontracting policy. Subcontractor contracts and provision are monitored by the Finance Manager and Head of Quality Assurance through Quality Review Meetings. Significant subcontracting risks are highlighted to SLT through the termly subcontracting reports. Performance is reported to the Corporation Board's Curriculum and Quality Committee.

2.7 There are a number of services in the College which are outsourced, such as janitorial services, catering, maintenance and delivery of capital projects work. All services are sourced through the College's procurement processes. As of the academic year 2023-24, the College employed a Procurement Manager to enhance the robustness of its procurement processes. The procurement function, and associated risks, are overseen by the Chief Operating Officer and reported to the Corporation Board's Audit Committee. Oversight of contracts management sits with Finance and Resources Committee for scrutiny.

2.8 The College commissioned an internal audit into its procurement function during 2024-25 which provided the Audit Committee with substantial assurance in relation to the procurement function of the College.

2.9 The College's supply chains also include the supply of a wide range of goods and services for the delivery of the curriculum and resources for the staff and the estate, such as IT and audio visual equipment, furniture, consumables, licenses, professional services.

2.10 The College works collaboratively with civic and community stakeholders, with employers and with other education providers. Our key stakeholders include:

- Our current, future and past students.
- Our staff and their trade unions. The trade unions of which CoBC staff are members are the University and College Union, National Education Union and Unison. The College maintains a strong relationship with its unions through the Joint Negotiating Committee.
- The College worked with a number of key employers in the City this academic year and a large number of Small and Medium Entities (SMEs).

3. Policies

The College operates the following policies which describe the approach taken to identify modern slavery risks and steps which can be taken to raise concerns about slavery and human trafficking. All policies are written to include those employed by BPS. All employees and persons employed within the College are expected to familiarise themselves with College policies at the start of their employment or association and are contractually obliged to adhere to the College's policies. Policies are available to all staff on the staff intranet.

- [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. The regulations also refer to the range of procurement processes and approval thresholds which are in place.
- [Anti-Bribery Policy](#)

The College is committed to the highest standards of ethical conduct and integrity in its business activities.

- [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. College procurement processes are followed to procure contracts.

- [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. This policy is reviewed annually for Board approval.

- [Safer Recruitment and Selection Policy](#)

This policy ensures that the College follows transparent recruitment processes, including measures to mitigate against illegal working and compliance with other relevant statutory requirements.

SWAC has its own Whistleblowing Policy, Employee Code of Conduct, Sustainable Procurement Policy and Safeguarding Policy.

PiB has its own Code of Conduct and is working with the College to ensure alignment of its policies and procedures where appropriate.

4. Risk Assessment and Management

As is detailed in the College's [Annual Members' Report and Financial Statements](#) the Corporation Board stated that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2025.

On-going overview of risk is captured in the College's Risk Register, which is reviewed at Senior Leadership Meetings and then reported to the Corporation Board.

As of 2024-25 the College's subsidiary company Boards and Corporation Board's Audit Committee receive Risk Registers for PiB and SWAC.

5. Due Diligence

5.1 The College expects suppliers and associated partners to comply with its values. If the College becomes aware of modern slavery within its supply chain it will work with the supplier to resolve the issues.

5.2 The College has termination rights on contracts with agents, contractors and consultants who fail to comply with the College's policies.

5.3 The College protects whistle blowers raising the issue of slavery and human trafficking within the organisation, or its suppliers, as detailed in the Whistleblowing Policy.

5.4 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. The Financial Regulations detail the expectation in place with regard to procurement.

5.5 There is a clear policy framework in place to support the College's commitment to ensuring the best working conditions for all colleagues, student safety and to promote a people-first culture, including:

- Staff contracts adhere to all legal requirements, including the freedom of the worker to terminate their contract.
- The College strategy for the academic years 2024-29, includes specific strands in relation to 'equity and inclusion' and 'People, our workforce'. Respect, Inclusion, Teamwork and Openness are four of the College's values.
- Being a College of Sanctuary.
- EDI Policy and commitment to being a FREDIE employer.
- Health and Safety Policy, committee and dedicated Health and Safety Manager.
- Commitment to being a trauma informed setting.
- Safeguarding Policies and Procedure, a dedicated safeguarding team and safeguarding link governor.
- commitment to safeguarding all students and apprentices and ensuring their welfare as part of our duty under the Modern Slavery Act (2015) and wider statutory obligations. Our safeguarding approach is informed by Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children (2023), which set out the responsibilities of education providers to protect children and young people from harm, including exploitation and trafficking. These frameworks guide our safeguarding policies, risk assessments, and multi-agency working practices. All colleagues receive training aligned with KCSIE requirements, ensuring they can identify indicators of modern slavery and escalate concerns appropriately. The College works collaboratively with local safeguarding partners in line with Working Together guidance to provide coordinated support for students at risk

5.6 The College undertakes a regularity audit each year.

6. Staff Training

All staff complete a module on Safeguarding Training and all managers complete a Safer Recruitment module as part of their induction.

7. Going Forwards

In 2025-26 the College will continue to promote safe working conditions that are free from exploitation in the following ways:

- Review of the policy frameworks across PiB and SWAC
- SWAC to review Host and Apprentice Handbook to make explicit reference to Modern Slavery and Human Trafficking
- Review of curriculum content in high risk industries to raise awareness of Modern Slavery and Human Trafficking
- Raise profile of Modern Slavery and Human Trafficking risk assessment for largest or highest risk contracts

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes City of Bristol College's Modern Slavery and Human Trafficking Statement for the financial year ending 31 July 2025.

Version	
Approved by:	Corporation Main Board
Date of approval:	December 2025
Date for Review:	December 2026
Senior Manager responsible:	Director of Governance & Clerk to the Corporation