

## University College Birmingham Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the University's Modern Slavery and Human Trafficking Statement for the financial year ending 31<sup>st</sup> July 2025.

University College Birmingham is committed to implementing effective systems of control to minimise any possibility of modern slavery across the University, its partnerships and supply chains. Modern Slavery is a crime and a violation of fundamental human rights. It exists in several ways to deprive one person's rights in order to exploit them for personal or commercial gain.

### **Risk Reduction**

The University has reviewed its operations and has identified the following key areas of potential risk. This is not an exhaustive list, but these are the areas in which there is the highest risk of potential slavery and human trafficking.

- Provision of Stationery
- Catering Services
- Merchandising and Promotional Materials
- Cleaning Services
- Provision of PPE relating to Covid-19
- International Student Recruitment
- Construction contractors/sub-contractors
- Transportation/occasional taxi use

### **Policy Review**

The University is committed to taking the following steps to reduce all risks which have the potential to tie the University to modern slavery:

- A review of procurement procedures, with oversight from the Finance and General Purposes Committee through its annual review of the Financial Regulations, with revised procedures as required which will help identify and assess any potential modern slavery risks when considering new providers.
- A review of current supply chains, with action taken to remove suppliers who cannot comply with University's policies and procedures and with the appropriate legislation.
- A review of all key Human Resources policies (including its Grievance and Making a Disclosure in the Public Interest policies) and documentation to ensure ethical recruitment and inductions take place.
- The University also completes background document checks into employees' employment history and their entitlement to work in the UK. All new employees also undertake Disclosure and Barring Service (DBS) checks to determine any possible criminal history. These checks take place prior to any appointment being made. DBS checks are then renewed regularly during employment, in line with recommendations made by the Safeguarding team.
- Provision of adequate training to all staff designed to promote awareness of the Modern Slavery and Human Trafficking Policy.

The University is not aware of any modern slavery activities within its current operations or supply chain but will act to ensure appropriate legislation is complied with, should any be

discovered. The University will only seek to work with contractors who are able to demonstrate, support and abide by our efforts in minimising the risk of modern slavery and human trafficking.

The University will periodically review the effectiveness of the policies, training and other measures taken to combat modern slavery and human trafficking.

**Reviewed by the Finance and General Purposes Committee of the Higher Education Corporation 16 October 2024, approved and signed by the Vice-Chancellor and Principal, Professor Michael Harkin**