

MODERN SLAVERY STATEMENT FINANCIAL YEAR ENDED 31 JULY 2023

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the College's statement setting out the work undertaken during the financial year ended 31 July 2023 to further identify, prevent and address modern slavery across the organisation and its supply chains.

1. ORGANISATION

Bishop Burton College is a further education land based college with campuses in the East Riding of Yorkshire and in Lincolnshire. The college offers a range of land-based and non-land-based further education and higher education courses. The College also offers apprenticeships and work-based learning opportunities.

There are approximately 500 people who work for us across our campuses. There are also hundreds of other workers through our supply chains which are complex, extensive and cover a wide range of products, goods and services.

We are committed to ensuring everyone who works for and with us is treated fairly, is able to work safely and has their human rights protected and respected. We have a responsibility to prevent modern slavery from occurring in any form across our organisation and within our supply chains; we are committed to ensuring our organisational practices and risk-management approach support and facilitate this.

2. APPROACH TO TACKLING MODERN SLAVERY

We have a targeted approach to identifying and tackling ethical issues, including modern slavery, in our organisation and supply chain. During 2022/23 we focused on further developing and embedding our approach and will continue to do so.

We have structured governance and management arrangements at all levels which are support our work on modern slavery.

- Our work to tackle modern slavery is managed by our Equality, Diversity & Inclusion Policy & Procedures Group, consisting of representatives from different areas of the College who meet termly. It monitors our programme, and facilitates collaboration and good practice sharing across the organisation.
- The Equality, Diversity & Inclusion Policy & Procedures Group is supported by external specialists where beneficial.
- The Board of Governors will receive an annual update on our work in relation to tackling modern slavery.
- We will collaborate with other organisations and networks focused on tackling modern slavery.

We continue to promote policies which highlight our ethical requirements with our people and suppliers.

- Policies and guidelines will set out our expectations of our people, stakeholders and suppliers. These policies will be issued at the point of engagement with the individual or supplier, and will be accessible through our intranet. This statement will be available on our website, and both will be reviewed periodically.
- Our Modern Slavery Statement sets out our expectations of our suppliers. This is referenced in our standard Supplier Terms of Trade. We will ensure it is included in contracts that had been entered into with our suppliers and ensure this is done consistently.
- Our staff Code of Conduct will set out our expectations of ethical conduct, fair, respectful treatment for our people, and also highlights how our employees and others engaged on college business may raise concerns.
- Our approach is risk-based, targeted where people are most at risk. We will conduct an annual risk assessment to help identify where greater ethical risk exists to help target our activity. We will consider where workers are more likely to be at risk of ethical issues, including modern slavery, based on the type of product or service being provided, their geographic location and any known previous issues. For our suppliers, we will consider their relationship with us in terms of scale and type. These factors affect our ability to influence and impact change.
- Our due diligence processes continue to identify and monitor issues, and work towards their resolution.
- We will incorporate a standard set of ethical trade questions into all tender processes and further specific questions where relevant to evaluate potential suppliers' ethical trade processes and controls.
- We will engage a risk-based selection of both new and existing suppliers on ethical trade and modern slavery issues.
- We will raise further awareness within the College and with external stakeholders.
- We will provide briefings and communications on modern slavery to key teams and suppliers to help raise their awareness and understanding.
- Our whistleblowing policy will include human rights issues, such as modern slavery. This policy will continue to be publicised as available for our staff and contractors to use if they become concerned. There were no issues relating to modern slavery raised via whistleblowing over the last year.

We are committed to continuously improving and evolving our practices in relation to operating a responsible organisation, sourcing products and services ethically, and helping to raise standards across the industries with whom we work.

This Statement was approved by the Board of Governors on 19 March 2024.

Deputy Principal
 HR & Operational Services
 Chair, Equality, Diversity & Inclusion Policy & Procedures Group
 7 March 2024