



## **Modern Slavery Statement 2017-18**

This statement is made pursuant to section 54(1), Part 6 of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ended 31 July 2018.

Regent's University London\* acknowledges the provisions of the Modern Slavery Act and will ensure transparency within the organisation and with suppliers of goods and services to ensure that the University is compliant. The University will not knowingly support or deal with any business involved in slavery or human trafficking and takes responsibility for implementing this Policy Statement and its objectives.

The University believes that it has a low risk of occurrence of modern slavery issues as the business, goods and suppliers are predominately supplied from the UK market and due to our due diligence and procurement procedures. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Regent's strong belief is that everyone should have the opportunity to work to fair terms. In 2015 the Board adopted a policy that all employees and staff of contractors (cleaning, security, and catering) should be paid at least the London Living Wage and this has been in place for all new contracts and within the business since this date.

### **Within the business**

The University complies with the applicable employment laws and our obligation is to ensure fairness in the hiring and advancement of all employees, both permanent and temporary without discrimination. All of our staff have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct. The University has a full complement of HR policies and procedures which are actively adhered to. In particular, we have a Whistleblowing Policy, which encourages staff to raise any concerns they may have in relation to trafficking or modern slavery.

### **Suppliers**

A strong tendering ethos is in place in the University and due diligence is carried out on all supply contracts which are a significant size or are considered high risk. All tenderers are required to supply a copy of their Modern Slavery policy. In addition, the University is a member of the London Universities Purchasing Consortium, which is leading the way on the Modern Slavery Act and higher education procurement, carrying out due diligence work on behalf of its members. Facilities including security and cleaning services, ICT and catering and hospitality services are outsourced areas which are generally regarded as being more vulnerable to modern day slavery; however, we believe that this is low risk at the University and there have

been no reported occurrences of this. All material suppliers have, or are in the process of, making statements of compliance to the Modern Slavery Act (tied to their annual account publication date).

For both contracted staff and purchasing activities, the University uses a procurement specialist to ensure that all contracts (goods or services) are sourced equitably and transparently. Awareness building on the Modern Slavery Act is taking place over the coming year as the procurement framework develops further.

\* Regent's University London is a University which carries out the majority of activities within the Regent's Park Campus and nearby supporting buildings. The University carries out the functions of a University and the group functions include a conference and events business (Regent's Conferences & Events Ltd).

Approved by the Board of Trustees 12<sup>th</sup> December 2018