



Our Modern Slavery Statement

Slavery and Human Trafficking Statement

2023-2024

Introduction

Anglia Ruskin University (ARU) is a global university transforming lives through innovative, inclusive and entrepreneurial education and research. ARU holds a Gold award for the quality of its education, awarded through the Teaching Excellence Framework (TEF).

Our research

ARU's research institutes and faculties bridge scientific, technical and creative fields. We deliver impactful research which tackles pressing issues and makes a real difference to our communities. The outcomes of the most recent UK Research Excellence Framework showed that all 16 of our research areas were rated as including world-leading research (visit aru.ac.uk/ref).

We are enormously proud of our collaborative and supportive research community and of the depth and breadth of their work. From addressing the global burden of eye disease to developing compassionate resilience in healthcare workers; from improving workplace inclusion for LGBTQIA+ people to highlighting the experiences of migrants and ethnic minorities, ARU is tackling real-world issues that affect people across the world.

ARU's Policing Institute for the Eastern Region is bringing its expertise to partner Artificial Intelligence technology firm SafeToNet to help develop a new way of tackling online child abuse. The partnership is one of five Europe-wide projects funded by the Government as part of its Safety Tech Challenge Fund.

Our students

At ARU, we define our success by the positive impact we have on the lives of our students and the communities they serve.

We know we will have succeeded if we have enabled our students to develop the skills and determination to achieve their ambitions, promote change and make a positive difference in the world.

Our staff

We welcome talent from a diverse range of backgrounds and our roles vary enormously; you could be teaching students, building relationships with stakeholders, or supporting others as part of a team. We are all ambassadors for our university, living and breathing the same values, encouraging academic ambition and innovation, and united by the shared conviction that together we make a great community.

As part of our responsibility to our staff and local community we are proud to be an accredited Living Wage Employer which means we pay at least the voluntary UK Living Wage to all our staff and student ambassadors who are engaged through ARU Temps. We've made a commitment to encourage and support relevant supplier and sub-contracted staff to also earn the real Living Wage, which is good for the individual, the business and society, giving people the opportunity to support and provide for their families themselves.

Our commitment to equality, diversity and inclusion

Our aim is for ARU to be a truly inclusive place to work and study where inclusion is an everyday reality for everyone.

ARU is committed to providing an environment that values diversity and promotes equality and inclusion. We are a recognised Mindful Employer, Disability Confident Employer, are holders of the Athena Swann Bronze Award and have recently been awarded the Race Equality Charter Bronze award. Out of 99 universities that have opted into the programme, ARU was the 38th to receive the Bronze award, and only one university has been awarded Silver so far.

In November 2021 ARU was pleased to receive the Armed Forces Employer Recognition Scheme Silver Award, which recognises our positive environment and policies to assist employees from military backgrounds.

In October 2023 ARU was awarded the University of the Year title at the 2023 UK Social Mobility Awards, in recognition of the role ARU Peterborough is playing in advancing social mobility across the city and the wider region.

ARU was the first university in the country to sign a landmark pledge against racism in October 2023. UNISON's Anti-Racism Charter commits ARU and its leaders to a range of pledges designed to prevent racial bias. It includes championing a racially

diverse workforce, having a clear programme of anti-racist initiatives and providing equality training for all staff.

Health and Wellbeing

Health, performance and wellbeing are a key focus for ARU. We were ranked in the top 20% in the world for Good Health and Wellbeing, and Reduced Inequalities in the Impact Rankings, published in June 2023 by the Times Higher Education. The rankings measure universities' progress against the United Nations' Sustainable Development Goals and highlight the real-world impact that institutions have on the communities they serve.

Serving our region

Our community is incredibly important to us and, we are proud of the role we play in our cities and the wider region.

We are the largest provider of Nursing, Midwifery, Health and Social Care students in the East of England, and we are also among the UK's leading universities for degree apprenticeship provision, working with hundreds of employers across the UK.

We have built on our Police Education Qualifications Framework partnership with the Metropolitan Police and launched the PEQF for 7 further police forces (Essex, Bedfordshire, Cambridgeshire, Hertfordshire, Kent, Norfolk and Suffolk) in 2021. These partnerships make ARU the largest university provider of initial police education, and underpin

our commitment to offering innovative, employer-led courses that serve the region.

ARU Peterborough will provide life-changing opportunities for thousands of local people who may not previously have considered degree-level study and deliver a skilled local workforce that will meet employers' future needs.

ARU Peterborough has been recognised for its successful collaboration at the 2023 University Alliance Awards. The city's new university, which is a partnership of Anglia Ruskin University, Cambridgeshire and Peterborough Combined Authority, and Peterborough City Council, opened its doors to students in September 2022, and is designed to meet the needs of local students, employers and the regional economy.

Our successful bid to the Government's Levelling Up Fund brought a £20million boost to plans to develop a second teaching building at the Peterborough campus. The Living Lab will provide STEM (science, technology, engineering and mathematics) education to thousands of students, combined with an interactive public science facility. It will form the heart of a University Quarter Cultural Hub, a new and exciting dimension to the long-term development and prosperity of the city.

To find out more about what we do, visit our website [aru.ac.uk](https://www.aru.ac.uk)

Our commitment

As part of our commitment to integrity and responsibility, ARU is committed to acquiring goods and services without causing harm to others. In so doing, we are committed to supporting the UK Government's Action Plan to implement the UN Guiding Principles on Business and Human Rights.

ARU published its seventh Slavery and Human Trafficking Statement on 25 November 2022, and in the past year we have continued to increase our understanding and knowledge of Modern slavery. This Statement sets out actions taken by us during our financial year 2022/23 and our plans for 2023/24.

Like most universities, we procure goods, services and works from a wide range of suppliers and from a number of categories which have been identified as high risk in terms of the potential of slavery, servitude, forced and compulsory labour, and human trafficking, referred to as Modern Slavery in this Statement. These include but are not limited to:

- Catering
- Cleaning
- Clothing
- Construction
- Estates Goods and Services
- Facilities Management
- Information Communication and Technology Equipment

- Laboratory and Medical Supplies
- Office Supplies
- Security Services

We also procure goods, services, and works which will have these high-risk areas embedded in their supply chain. We therefore, believe we need a robust and comprehensive response to this challenge to continually deepen our understanding of Modern Slavery.

Our response

Given the community focus of our institution of Teaching, Learning and Research we believe we need both a long term and an evidence based approach to the issues of Modern Slavery. Our response

seeks to both minimise risk in the short term whilst developing our ARU community base in the long term to embed the consideration of Modern Slavery.

Procurement process

The Modern Slavery Act commitment is embedded into the Responsible Procurement Policy which provides guidance on how we deliver all of our procurement activity.

Modern Slavery Act considerations continue to be integrated in our procurement process from the Standard Selection Questionnaire through to Contract Management.

We ask to see all Modern Slavery statements for relevant commercial organisations as defined by section 54 ("Transparency in supply chains etc.") of the Modern Slavery Act 2015 ("the Act"), within our standard tender documentation and in high risk categories we ask supplementary questions.

Procurement have utilised and developing Sustainability Impact Assessment (SIA). The SIA is a mechanism which identifies the relevant environmental, social and economic considerations to be included in tenders and specification and one of the key elements is Modern Slavery considerations. The SIA has been mapped to current position to understand current high-risk areas awareness.

In addition to specific questions all contracts and tenders include commitments for supplier conduct in the inclusion of the

The Sustain Supply Chain Code of Conduct which outlines the standards and behaviours that are expected.

ARU is a Member Institution of the Southern Universities Purchasing Consortium (SUPC). When procuring from established frameworks, Modern Slavery compliance issues are covered by the Purchasing Consortium who are members of Electronics Watch.

ARU are affiliate members of Electronics Watch.

ARU make use of a number of external framework contracts; that provide high level ongoing contract management undertaken by each letting authority. This includes monitoring of capability and capacity as well as general reviews of their wider business practices to provide necessary assurance to contract users such as ARU. For example, ARU procure through other frameworks including Crown Commercial Services (CCS) who are closely working with Home Office, Cabinet Office and NCQ to deliver an approach to managing Modern Slavery and developed Modern Slavery Assessment Tool (MST).

Tougher measures to tackle modern slavery in the supply chain – CCS (crowncommercial.gov.uk)

During 2023/2024 we will

- Continue to review and update terms and conditions.
- Continue to review supplementary questions for Selection Questionnaires and Invitation to Tender (ITT) documents.
- Continue to develop a deeper understanding of Procurement Supply Chains in high-risk categories.
- Continue developing SIA.

Staff development

In the past year, we have delivered training to staff in high-risk categories as well as across staff outside these categories. Modern Slavery information has been incorporated in all procurement training courses. Training is provided face to face or via an e-learning module for Modern Slavery.

We continue to work with sector colleagues to share best practice and keep-up to date on identifying and assessing risks within our supply chain through our involvement with the Purchasing Consortium.

Procurement professionals have attended external training events developing greater understanding on how others are tackling this issue.

Information on Modern Slavery is available on the internal website for staff and continues to be developed. Modern Slavery Policy has been reviewed and updated.

Awareness for staff is also delivered during the development of tender requirements and awareness is raised during Anti Slavery Week in October.

During 2023/24 we will:

- Continue to ensure all our procurement professionals receive further advanced training in identifying and assessing risks within the supply chain of Modern Slavery at different external training events.
- Train purchasers on Modern Slavery awareness.
- Promote the e-learning module on Modern Slavery awareness to internal purchasers and staff.
- Continue to work with our sector colleagues to share best practice and keep up to date on identifying and assessing Modern Slavery considerations within the supply chain.
- Continue to develop information for staff.

Supplier engagement and development

ARU is aware of its role in helping to tackle Modern Slavery but is also aware of its limitation on its own and recognise the crucial role of working together with the sector and wider market.

During 2016/17, a baseline was created by engaging suppliers through a Supplier Engagement Tool which supports their understanding of Modern Slavery and a range of other issues including environmental, social, and economic issues. The tool allows us to understand the progress of our suppliers on

several key issues, including Modern Slavery, and supports them in developing an action plan to address key sustainability issues and help identify elements to investigate such as CSR.

The report for 2022/23 builds upon the baseline and work done with ARU researchers to understand the engagement tool further. The data we have gathered allows us to measure the engagement with our supply chain on this critical issue. The Tool has already helped us in establishing a baseline,

in gathering evidence and demonstrating practical examples of how different businesses are responding to the challenges presented by the Modern Slavery Act and help incorporate into ARU procurement. During 2022-2023 report was undertaken to review progress on Supplier engagement since the first publication and showed healthy progress within areas.

Data generated by the use of the Tool for 2022/23 tells us that:

About our suppliers



Modern Slavery Data



Table 1.

In our identified high-risk categories for 2022/2023	Catering	Cleaning	Clothing	Construction	Estates Goods & Services	Facilities Management	Information Communication & Technology	Laboratory and Medical Consumables	Office Supplies	Security Services
Number of Registered Companies	35	9	6	13	34	24	50	133	11	5
Modern Slavery is an issue for every business, and we need to explore	5	1	4	1	5	7	11	23	3	0

Table 2.

Supplier Action on Modern Slavery Across our Supply Chain

	Not started	In Progress	Completed	With Evidence
Develop a robust approach to removing Modern Slavery from your supply chains	60	34	45	42
Engage with your suppliers about Modern Slavery	70	35	27	36
Publish a Modern Slavery Statement	58	16	62	47
Provide Modern Slavery training for staff	74	28	26	27
Plan a response to the discovery of Modern Slavery in your business operations	71	26	22	19
Develop opportunities to support victims of Modern Slavery	64	2	4	5

During 2023/24 we will:

- Target our activities to those suppliers and supply chains who are either not aware that Modern Slavery is an issue for their business or are not taking a pro-active approach within their supply chains.
- Engage with suppliers not utilising the tool.
- Meet with a number of high-risk category suppliers to understand their supply chain further.
- Report annually on non compliance identified within our supply chain and actions taken.
- Amend due diligence process for potential new suppliers and do a communication program with current supplier's awareness and confirmation of compliance, awareness of Modern Slavery act.

Next steps

The procurement team will use the baseline and review recent developments of the supplier engagement tool to develop deeper supplier engagement and development relating to Modern Slavery and human trafficking as follows:

1 Continue to embed Modern Slavery considerations within practice, especially beyond the central procurement process and central procurement team.

2 Explore the data we have available in more detail to ensure we are targeting high risk suppliers.

3 Work with peers across the sector to share and learn on the best approaches to tackle Modern Slavery.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes ARU statement for the financial year commencing 01 August 2023 and ending 31 July 2024 to contribute with our everyday activity to the identification, prevention of and mitigation of Modern Slavery. It will be reviewed annually and published on our website.

This statement was approved by the Board of Governors on the 23 November 2023. Signed on its behalf on that date by:



Professor Roderick Watkins
Vice Chancellor and Designated Officer