



Our Modern Slavery Statement

# Slavery and Human Trafficking Statement

2019-2020

# Introduction

## Our Commitment

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps we have taken and will take in relation to slavery and human trafficking.

Anglia Ruskin University (ARU) is an innovative global university with students from all around the world coming to study with us. We've once again been named as one of the top 350 institutions in the world in The Times Higher Education's World University Rankings 2019 for the fourth consecutive year and are the highest ranked post-1992 university in the UK. We're well regarded for the quality of our research, teaching and support – with world leading research, industry-recognised courses and inspiring tutors. We're delighted our final year students have rated their educational experience highly in the annual National Student Survey (NSS) 2019. And, importantly our students know their voice is heard and we value their opinion.

Our values are core to who we are and what we do. They guide us in making the decisions that shape our future and we feel strongly that people from a wide range of academic and societal backgrounds should be able to study at university and gain the skills they need to shape their future and work in the career they choose.

ARU is a vibrant workplace employing over 2000 members of staff from a diverse range of backgrounds. Our people are ambitious, determined to help us achieve our goals and continually strive and work together to enhance our university. With responsibility being one of our core values, we make decisions and act in a way in which respects environmental, societal and economic considerations and which best supports those who study and work with us. As part of our responsibility to our staff and local community we're 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. 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.

To find out more about what we do, visit our website here:

**[aru.ac.uk](http://aru.ac.uk)**



## 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 into our day-to-day business processes.

Our response covers the following areas:

### 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.

Anglia Ruskin University 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.

To find out more about the SUPC statement, please see:

<https://www.supc.ac.uk/>

### During 2019/2020 we will:

1. Continue to review and update terms and conditions.
2. Continue to review supplementary questions for Selection Questionnaires and Invitation to Tender documents.
3. Continue to develop a deeper understanding of Procurement Supply Chains in high risk categories.
4. Revise the Responsible Procurement Policy.

### Staff Development

In the past year, we have delivered training to staff in high risk categories and across staff outside these categories. Modern Slavery information has been incorporated in all training courses including new courses developed in 2018/19. Training is provided face to face or then 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 including attendance at Stronger Together training.

### During 2019/20 we will:

1. Continue to ensure all of our procurement professionals receive further advanced training in identifying and assessing risks within the supply chain of Modern Slavery at different external training events.
2. Train purchasers on Modern Slavery awareness.
3. Promote the e-learning module on Modern Slavery awareness to internal purchasers and staff.
4. 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.
5. Raise awareness through communication around Anti-Slavery Day on 18 October 2020.

# 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 a number of 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 and Sustainability leads in companies change.

The report for 2018/19 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. Data generated by the use of the Tool for 2018/19 tells us that:

## About our suppliers



## Modern Slavery Data





## Supplier Engagement and Development cont.

Table 1

In our identified high risk categories for 2018/19	Catering	Cleaning	Clothing	Construction	Estates Goods and Services	Facilities Management	Information Communication and Technology	Laboratory and Medical Consumables	Office Supplies	Security Services
Number of registered Companies	38	8	6	8	45	22	49	129	9	2
Modern slavery is an issue for every business and we need to explore it	5	0	2	0	5	4	5	9	1	0

Table 2

Supplier Action on Modern Slavery across our supply base

	Not started	In Progress	Completed	With Evidence
Develop a robust approach to removing modern slavery from your supply chains.	33	16	23	22
Publish a Modern Slavery and Human Trafficking Statement.	35	11	21	15
Provide Modern Slavery training to staff.	43	12	11	14
Engage with our suppliers on Modern Slavery.	38	15	14	17
Plan a response to the discovery of Modern Slavery in your business operations.	35	13	9	9

### During 2019/20 we will:

1. 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.
2. Engage with suppliers not utilising the tool.
3. Meet with a number of high risk category suppliers to understand their supply chain further.
4. Report annually on non-compliance identified within our supply chain and actions taken.
5. Revise the Responsible Procurement Policy.
6. 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.
7. Run external training for suppliers on Modern Slavery Act awareness.

# 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 the procurement process and practice, especially beyond the 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 Anglia Ruskin University's statement for the financial year commencing 01 August 2019 and ending 31 July 2020 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 26th November 2019.  
Signed on its behalf on that date by:



**Roderick Watkins**

Vice Chancellor and Designated Officer.