



Modern Slavery and Human Trafficking Statement

2020-2021

Introduction

Our Values

Ranked in the world's top 350 institutions in the 2021 Times Higher Education World University Rankings, ARU is a global university transforming lives through innovative, inclusive and entrepreneurial education and research.

We're delighted our final year students have rated their educational experience highly in the annual National Student Survey (NSS) 2020. And, importantly our students know their voice is heard and we value their opinion.

ARU's research institutes and four faculties bridge scientific, technical and creative fields. We deliver impactful research which tackles pressing issues and makes a real difference to our communities. Our academic excellence has been recognised by the UK's Higher Education funding bodies, with 12 of our research areas assessed as world-leading.

We are the largest provider of Nursing, Midwifery, Health and Social Care students in England, and we are among the UK's leading universities for degree apprenticeship provision, working with employers including Barclays, Vinci and GSK.

We're an ambitious university with an enthusiasm for imagination and collaboration.

Every person we employ is a champion for academic ambition and innovation and we encourage entrepreneurial role models.

We welcome talent from a diverse range of backgrounds and our roles vary enormously; from lecturing students, building relationships with stakeholders, or supporting others as part of a team. But we're all ambassadors for our University, living and breathing the same values and united by the shared conviction that together we make a great community.

Our community is incredibly important to us and, as an employer, we're proud of the role we play in our cities and the wider region – including the positive effect on jobs and the local economy.

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](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 fourth Slavery and Human Trafficking statement on 26th November 2019 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 2019/20 and our plans for 2020/21.

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.

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.

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

www.supc.ac.uk/images/SUPC_Modern_Slavery_Statement2019.pdf

ARU also 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).

www.crowncommercial.gov.uk/news/tackling-modern-slavery-what-ccs-is-doing

During 2020/2021 we will:

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

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 procurement training courses. 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 2020/21 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.
- Raise awareness through communication around Anti-Slavery Day.

Our Modern Slavery and Human Trafficking Statement

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 as companies change.

The report for 2019/20 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 2019/20 tells us that:

About our suppliers



Modern Slavery Data



Our Modern Slavery and Human Trafficking Statement cont.

Table 1

In our identified high-risk categories for 2019/20

Number of registered companies

Modern slavery is an issue for every business, and we need to explore

	Catering	Cleaning	Clothing	Construction	Estates Goods & Services	Facilities Management	Information Communication & Technology	Laboratory and Medical Consumables	Office Supplies	Security Services
Number of registered companies	43	9	5	10	44	24	45	130	8	2
Modern slavery is an issue for every business, and we need to explore	4	0	2	1	4	5	8	14	2	0

Table 2

Supplier action on modern slavery across our supply chain

Develop a robust approach to removing modern slavery from your supply chains

Engage with your suppliers about modern slavery

Publish a modern slavery statement

Provide modern slavery training for staff

Plan a response to the discovery of modern slavery in your business operations

	Not started	In Progress	Completed	With Evidence
Develop a robust approach to removing modern slavery from your supply chains	39	26	24	26
Engage with your suppliers about modern slavery	44	14	27	18
Publish a modern slavery statement	46	24	14	20
Provide modern slavery training for staff	51	18	13	16
Plan a response to the discovery of modern slavery in your business operations	43	18	11	11

During 2020/21 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.
- 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 ARU statement for the financial year commencing 01 August 2020 and ending 31 July 2021 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 26 November 2020. Signed on its behalf on that date by:



Roderick Watkins

Vice Chancellor and Designated Officer.