



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

OVERVIEW

Gateshead College believes in the purpose and principles of the Modern Slavery Act 2015 (“the Act”), and this statement sets out the steps we have taken to ensure there is no modern slavery and human trafficking in Gateshead College and its supply chains. We are committed to running our business responsibly and in accordance with our values.

This statement refers to the financial year ending 31 July 2023.

OUR COMMITMENT

We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Our statement covers the activities of Gateshead College, a General Further Education College which operates in the North East of England, providing education and training.

We value our people, and work to our values which underpin everything we do:

- Respect Others - We are kind and considerate to everyone.
- Take Responsibility - We act honestly and do what we say we'll do.
- Have Courage - We give things a go and stand up for what is right.
- Be Creative – We are open minded and explore new ways of doing things.
- Work Together – We value our differences and learn from each other.

We have a diverse supply chain covering staffing resources and operational activities including but not limited to estates management, cleaning, printing and transport.

The College is aware of its responsibility under the Act. Not only do we ensure that modern slavery is not taking place within Gateshead College, we also work to ensure it is not occurring within our supply chains. Abiding by the principles set out in this Statement is a condition of all contractor, customer, supply and vendor contracts.

All contractors, customers, suppliers and vendors must comply with all applicable legislation, including but not limited to employment, human rights, the environment and health and safety. We are committed to ensuring that our suppliers adhere to the highest standards of ethics, aware of their obligations under the Act and comply where necessary.



OUR PEOPLE

We carry out rigorous right to work checks for all new employees. When it is necessary to engage agency workers, we use only vetted and approved recruitment agencies. We comply with all pay related legislation and offer competitive pay rates.

We have a number of policies which support our commitment to human rights and which minimise the risk of slavery and human trafficking and provide mechanisms for staff to raise issues.

Our Health and Safety Team oversee our compliance with health and safety legislation across our campuses. We are committed to fair working practices and publish a range of policies and procedures setting out our approach to health and safety, wellbeing at work and family friendly arrangements.

All employees are encouraged to raise concerns about possible wrongdoing or malpractice within the College and will be protected from any reprisals should they choose to make such a disclosure. This commitment is set out in the College's Public Interest Disclosure Policy.

RELEVANT POLICIES

We have a number of policies which support our commitment to human rights and which set out ways that there is no risk of modern slavery and/ or human trafficking in any part of our organisation. We continuously review and update all our policies.

The following policies are available to all staff to access via our Staff Intranet, Digidash:

- Preventing Bullying and Harassment Policy
- Health and Safety Policy
- Equality and Diversity Policy
- Recruitment and Selection Policy
- Vetting Procedure for Visitors and New Employees
- Public Interest Disclosure Procedure

DUE DILIGENCE

We undertake appropriate due diligence checks when considering onboarding any new suppliers, to ensure they meet their regulatory obligations.

All new suppliers are asked to self-certify that they comply with the requirements of the Act. If the supplier operates in a sector that is at a higher risk of modern slavery being present in their supply chains, then additional due diligence is undertaken.

Our terms and conditions of purchase and our supply contracts require our suppliers to comply with all aspects of the Act.

For higher value procurements, or those where modern slavery presents a higher risk, we ask questions to seek assurance that the suppliers have taken steps to ensure that slavery and trafficking does not exist anywhere in their supply chains and that they have systems in place to ensure compliance with the Act.

AWARENESS RAISING

Gateshead College will continue to raise the awareness of the basic principles of the Act, through our procurement processes and relevant staff training and communication.



SUMMARY

This statement has been approved by our Governing Body at the Board Meeting in December 2023 and will be reviewed and updated annually as part of the review of the Financial Statements.

Signature

A handwritten signature in black ink, appearing to read 'David Alexander', written in a cursive style.

David Alexander

Principal and Chief Executive