



## Modern Slavery Act 2015 Statement

### INTRODUCTION

The University of Nottingham, UK ('the University') is committed to combatting slavery and human trafficking. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes the University's slavery and human trafficking statement for the financial year ending 31 July 2019.

### ORGANISATIONAL STRUCTURE

The University has gained an outstanding international reputation for its world-class teaching and research. The University employs around 7,700 staff, across 5 Faculties containing 41 schools and departments supported by 40 Professional Services Departments.

The 5 faculties are: Arts, Engineering, Medicine and Health Sciences, Science, and Social Sciences. The University also has six research "Beacons of Excellence" that are committed to solving today's global challenges, including the Rights Lab: the largest group of modern slavery scholars in the world, and home to the world's leading academic experts on modern slavery.

The University is a corporation formed by Royal Charter and holds charitable status. Two main bodies are involved in the governance of the University, the Council and the Senate. At the head of the University is the Chancellor and Vice Chancellor. The day-to-day management of the University is the responsibility of University Executive Board.

### OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

The University is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. The University's Modern Slavery and Human Trafficking Policy reflects its commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

A link to the University's anti-slavery policy can be found [here](#).

### OUR SUPPLY CHAINS

The University purchases goods, services and works from a diverse range of suppliers, across a number of categories. It is recognised that the University's supply chains are global and complex when considering multi-tier suppliers, therefore these categories of spend have helped inform both the prioritisation and risk impact as the University continues to develop its due diligence processes.

The University continues to meet its obligations under the Act and it encourages the supply chain to sign up to the tools which have been identified.

The University also undertakes a significant amount of collaborative work with research partners and it is acknowledged that this area will also be included as part of the University's approach when adopting due diligence processes in relation to its obligations under the Modern Slavery Act 2015.

## **STEPS TAKEN 2018-19**

### **Managing risk in the supply chain**

- Extensive University annual spend data has been collated and shared with an expert in slavery and supply chains from the Business School to begin analysis, focusing around the high-risk areas of catering, agriculture and minerals.
- Modern Day Slavery now forms part of the Invitation to Tender supplier selection process with all suppliers required to sign up to the UoN MDS policy. This is assessed for all new suppliers for >£100k contracts.
- The University has continued to encourage suppliers, particularly SMEs, to sign up to the free Net Positives tool. The University does recognise that take up has been poor and will continue to work with its supplier base to actively encourage wider participation as part of any new contract.
- The University has ensured it conducts extensive due diligence for overseas partners in UKRI funded projects which includes ensuring they operate in line with the Modern Slavery Act. The University has also ensured that our Campaigns and Alumni Relations Office gift acceptance policy and ethical fund-raising practice covers the issues of Human Rights.

### **Awareness and training**

- The Rights Lab produced several resources for the University and broader community about how to tackle slavery, including 19 short podcasts, 10 short videos and six longer lecture videos.
- The University continues to ensure training is available to all staff which includes a pod briefing on the University's obligations under the Modern Slavery Act.
- The Rights Lab supported the Rotary Club of Great Britain and Northern Ireland to host its annual conference in Nottingham and to make modern slavery the focus of the afternoon session, which included a number of Rights Lab experts contributing training workshops for Rotary delegates.
- The Rights Lab delivered an engagement and awareness workshop for local hoteliers about slavery in the hotel sector. This included representatives from our campus hotel, the De Vere Orchard Hotel.

### **Civic engagement**

- The Rights Lab has continued to work closely with law enforcement on the problem of modern slavery, including a joint project with the Gangmasters and Labour Abuse Authority (GLAA) about carwashes and collaborations with a modern slavery working group for academics and police as part of the East Midlands Policing Academic Collaboration (EMPAC).
- The Rights Lab has continued its work to help make Nottingham a slavery-free community. It continued its active membership of the Nottingham and Nottinghamshire Modern Slavery Partnership, a multi-agency group bringing together local actors to

strategically plan and monitor how to tackle the issue of modern slavery across the city and county. The Rights Lab team also began to provide Secretariat support to this group.

- The Rights Lab has deepened and widened its civic engagement in the local area on the topic of modern slavery. It began an engagement with local faith communities around their antislavery activity, organised an event with Nottingham City Council for Anti-Slavery Day 2018 in partnership with a local MP and Experian, and delivered local talks about modern slavery, including as part of the Café Scientifique and Cultural Talk programme in the city centre and to local members of Soroptomist International.
- In September 2018, 10,000 first-year students received a copy of the book *Slave*, the true story of Mende Nazer's experiences of modern slavery. The book acted a catalyst for a programme of events running across the University and the city over the 2018-19 academic year that engaged over 23,000 people.
- We have made our campus available to the broader anti-slavery community, including law enforcement, for its own work in this area. For example, the GLAA held their annual People Seminar at the University of Nottingham, which was supported with the provision of space and the input of expert speakers from the Rights Lab team.

## **Governance**

- The University has continued to support the membership of its MSA working group including inviting a new compliance office and Procurement MSA champion. In addition, it is actively engaging with the Students Union to widen the representation of the group.
- The University has identified an additional two KPIs to demonstrate the progress of the work it is undertaking:
  1. Supplier Rationalisation wherein the University will report on the reduction in the overall number of suppliers and supply chains with the potential for slavery to occur.
  2. Number of contracts on the University Terms and Conditions that include MSA clauses to ensure suppliers comply with the University's standards around modern slavery.

## **FURTHER STEPS 2019-20 – DUE DILIGENCE**

### **Managing risk in the supply chain**

- The University will develop and introduce an annual risk review to inform our targeted work on supply chains. It will continue to analyse the spend data and apply due diligence to high risk suppliers. The University will look to extend its extensive due diligence processes to other research funding partners.
- Through the implementation of new procedures and resources, the University will be able to perform due diligence on smaller value contracts. This will provide input into the KPI target to achieve 80% contracts under the University's own Terms and Conditions.
- The University will evaluate the most appropriate tools in the current market to encourage more take up from the supplier base. This will include further emphasis on the SME supplier base. Electronics Watch will be part of the evaluation to provide a risk analysis of the University's electronic supply chain.
- The University's Supplier Relationship Management Programme will cover an annual check to ensure all managed suppliers' MSA statements are up to date along with reporting of any known breaches either directly or within their supply chain.

### **Awareness and training**

- The Rights Lab will complete a report on how universities can become slavery-free that builds on the learnings from the campus-wide Reading Programme and its engagement in 2018-19. It will share this report with the Modern Slavery Act Working Group, including key additional steps that the University of Nottingham could take in its goal of being a 'slavery-free campus.' The author of the report will work with the Modern Slavery Act Working Group to test some of these steps, then report further on progress and disseminate the final recommendations widely in 2019-20 for other universities to consider adapting.
- The Slavery-Free Campus lead for the Rights Lab will help the newly elected SU representatives bring in a policy on modern slavery through the Union council and support the SU to build on the 2018/19 Reading Programme by running a campaign aimed at students.
- The University will demonstrate continued promotion and use of online training, including targeted sessions for senior leaders in higher risk areas of HR and Estates led by members of the Rights Lab. The new Procurement team will also be trained to a high standard to ensure compliance with MDS during procurements.

### **Civic engagement**

- The Rights Lab will continue to collaborate in partnership with the GLAA and other law enforcement bodies on tackling modern slavery. This will include offering a visiting fellowship for police officers to enable knowledge exchange and continuous professional development training.

- The Rights Lab will continue its involvement with and support for the Nottingham and Nottinghamshire Modern Slavery Partnership and will also provide support to a local Salvation Army safe house for survivors of slavery. Members of the Rights Lab team will continue to deliver talks and presentations across the city and county, including an all-day event on how to work with survivors for professionals at a city centre venue for Anti-Slavery Day 2019.

### Governance

- The University will report on its compliance against the KPIs identified and take necessary action to ensure they are progressed.
- The University will review the membership of the MSA working group to ensure it has appropriate wider representation.

This Statement was approved by the University of Nottingham Council on 26 November 2019 and is signed by Vice-Chancellor, Professor Shearer West.

Signed .....  .....

Name ..... SHEARER WEST .....

Date ..... 26/11/19 .....