

# **University of East London - Modern Slavery Act Statement for the Financial Year ending 31 July 2018**

## **Introduction**

The University of East London (**UEL**) is committed to combatting all forms of slavery, servitude, forced or compulsory labour and human trafficking (together **modern slavery**) and to only dealing with suppliers and business partners who share and adhere to this commitment.

The Modern Slavery Act 2015 (**MSA**) came into force in October 2015 and this is the third public statement we have produced under the MSA.

We believe that the measures we are putting in place are appropriate for our organisation in combatting modern slavery. However, we recognise that it is an ongoing issue for all organisations worldwide and we are committed to continually evolving and improving our approach to protect vulnerable individuals.

## **UEL's business**

We are a UK based university providing educational services to full-time and part-time students from the UK and overseas and carrying out various research activities.

We work with a number of partners both in the UK and overseas who deliver their own UEL approved courses or deliver UEL courses under franchise models.

We also work with a number of agents both in the UK and overseas who help us to recruit new students.

Our main office is at Docklands Campus, University Way, London, E16 2RD.

We are comprised of three academic Colleges supported by professional services departments, including procurement, finance, HR, estates, governance and legal.

We have approximately 1,317 employees and over 11,600 students. We have an annual turnover of approximately £136 million.

We have two wholly owned subsidiaries, UEL Professional Services Limited and Knowledge Dock (UEL) Limited and they are included within the scope of this statement.

Our students are represented by the University of East London Students' Union. Although the Students' Union is an independent organisation, we monitor its budget and spend so it is included within the scope of this statement.

## **UEL's supply chains**

Like all universities, we purchase a wide range of goods and services from our suppliers which are used in our business, including stationary and office supplies, consumables and equipment, library resources, catering services, cleaning services, security services and IT supplies.

Like all universities, our supply chains can be long and complex which means it is challenging to manage the behaviour of everybody in the supply chain.

However, we recognise the important role we play as the end customer and we are putting measures in place to make sure our suppliers are aware of our expectations and to positively influence their approach to modern slavery issues. As part of our procurement processes, we will use our supplier checks to make better and more informed assessments of modern slavery risks and, under our standard terms of business, suppliers will be required to give us

assurances that their businesses and supply chains comply with all applicable laws, including the MSA.

We purchase extensively through framework agreements administered by sector purchasing consortia, particularly the London Universities Purchasing Consortium (**LUPC**) which accounted for 38% of our controllable spend (which excludes staff spend). LUPC has taken a leading role in identifying risks of human rights abuse within supply chains, and building appropriate clauses into supplier agreements.

We will continue to work closely with the LUPC and applaud their decision to employ a research associate to further develop supply chain mapping.

### **Business partners and agents**

Like many universities, we work with a number of business partners in the UK and overseas who deliver their own UEL approved courses or deliver UEL courses under franchise models.

We also work with a number of agents in the UK and overseas who help us recruit new students.

As with our suppliers, we recognise the positive influence we can have on the behaviour of our business partners and agents. Therefore, as with our suppliers, we will use our supplier checks to make better and more informed assessments of modern slavery risks and we reserve the right to end our relationship with them if there is a modern slavery risk. Moreover, we retain meaningful engagement with our partners throughout the life of each contract and include anti-trafficking and slavery clauses in commercial agreements which enable us to terminate contracts when necessary. We also aim to incorporate Key Performance Indicators including anti-trafficking and anti-slavery actions for higher risk suppliers.

### **MSA working group**

We maintain a modern slavery working group with representatives from our legal, governance, procurement and HR teams to identify the risk areas within our business and supply chains and to decide the best ways for us to deal with those risks. The working group is responsible for ongoing compliance with the MSA and for producing our annual MSA statements which will be approved by the Board of Governors.

### **UEL's staff and students**

We have a whistleblowing policy in place so our staff and students know they can report actual or suspected incidents of modern slavery without suffering unfavourable or detrimental treatment.

We will also provide information and/or training to appropriate staff within our business so they have an appropriate level of understanding of the risks of modern slavery and know how to report any concerns or issues.

Following a successful trial of the LUPC Protecting Human Rights in the Supply Chain eLearning suite, we will roll out the training on our eLearning platform to all the senior managers and budget holders at UEL.

### **London Living Wage**

We are a London Living Wage employer so we pay all our direct staff at or above the London Living Wage rate as set by the Living Wage Commission. We also require a number of our key suppliers to commit to paying their staff working on our sites at or above the London Living Wage.

We believe that this commitment to the London Living Wage significantly reduces the risk of individuals working at our sites being paid below the national minimum wage, a key modern slavery risk.

### **Record keeping**

Our Secretary and Registrar will maintain a central record of any modern slavery issues which have been reported to monitor compliance and support continuous improvement.

### **Further Information**

Further information about the Modern Slavery Act can be found at <http://gla.gov.uk/who-we-are/modern-slavery/>

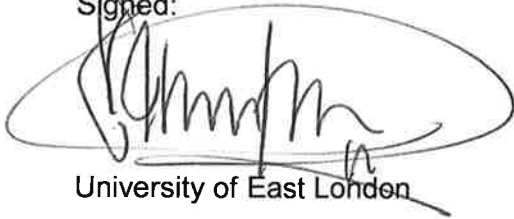
### **Future steps**

We are committed to better understanding our supply chains and working towards greater transparency, due diligence and compliance in future years, for example by expanding our supplier questionnaires to include relevant supplier and supply chain questions and introducing anti-slavery obligations into more of our supply and partner agreements, as these are updated.

We understand modern slavery is an ongoing worldwide issue and we are committed to continuous improvement to ensure our business runs in an ethical and sustainable manner.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's modern slavery statement for the financial year ending 31st July 2018.

Signed:



University of East London

Date: 7/12/2018