

Policy	Modern Slavery Policy – HR49
Document owner	Director HR & Estates
Date first implemented	September 2018
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Date governor-approved	November 2018
Associated documents	-
Reference documents	-
Initial reviewing body	Senior Leadership Team
Final approval body	Standards & Effectiveness Committee
Published on website	Yes

Purpose	To set out the College’s commitment to ensuring it has no part in practices of modern slavery, whether directly or indirectly.
Scope	The Slavery Act applies not only to our staff but also to suppliers, sub-contractors and other business partners
Equality & Diversity	<p><i>"[Derwen] College is committed to promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practices." Derwen College Equal Opportunities Policy</i></p> <p>Derwen College’s ethos is to embrace diversity, to offer equality of opportunity, and to treat every individual fairly and with respect. Equality, diversity and inclusivity are embedded throughout the organisation. This policy should be applied in accordance with this ethos.</p> <p>If you would like a copy of this document in a different format, such as large print, please contact the Human Resources Department who will provide help with alternative formats.</p>

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

Derwen College is committed to ensuring that there is no modern slavery in our supply chains or in any part of our business.

Derwen College acknowledges responsibility to comply with all principles of the Modern Slavery Act 2015 and will perform due diligence to provide transparency throughout the College. We are satisfied from our own due diligence there is no evidence of any act of modern day slavery or human trafficking within our College.

Our workplace policies and procedures are kept under regular review and demonstrate our commitment to acting ethically and with integrity in all our business relationships. Our HR policies and procedures reflect UK employment law.

The College Whistleblowing (public disclosure) Policy provides guidance to staff, students and other stakeholders on the procedure for the disclosure of information, which, in the person's reasonable belief, is in the public interest and tends to show one of more types of malpractice, impropriety or dangers as specified in the policy.

Derwen College will not knowingly support or deal with any businesses involved in slavery or human trafficking.

The Board of Trustees and Senior Management will take responsibility for implementing this policy and will provide the necessary resources to ensure that its practices are effective in ensuring that modern day slavery is not taking place.

Data Protection

The data collected in the course of following this policy will be used for the purposes of monitoring.