



Modern Slavery Statement

This statement is made on behalf of Tyne Coast College with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking within their organisation and supply chains.

This statement will be reviewed each financial year in accordance with clause 6 of the Modern Slavery Act 2015.

College statement

Tyne Coast College is committed to working towards the eradication of slavery and human trafficking. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

We are committed to ensuring that there is no slavery or human trafficking in our organisation and supply chains. This reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

Organisation structure

Tyne Coast College provides education to a wide range of learners from age 14 to adult both from the UK and around the world. All training is delivered in the UK.

Our Supply chains

The College has a number of suppliers for various parts of the organisation.

These include:

- Agency staff including teaching and business support
- Business partners
- Apprentice employers
- External contractors including advisors, cleaners, builders, caterers and consultants
- Services such as printing, photography, advertising
- Utilities
- General supplies such as stationery, books, IT supplies
- Guest speakers and lecturers

Due diligence processes for slavery and human trafficking

The College is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers, contractors and business partners, and this is inferred through their agreement to College requirements. We will expect our suppliers to hold their own suppliers to the same high standards.

All employees and persons employed within the College are asked to familiarise themselves with College policies at the start of their employment or association, and are contractually obligated to adhere to the College's policies and requirements.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern day slavery or human trafficking within our own organisation.

The College's supplier approval process incorporates a review of the controls followed by the College's potential suppliers.

The College will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.

The College has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values.

The vast majority of the College's supplies are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

The College also has a policy for the protection of whistleblowers, to protect those raising the issue of slavery and human trafficking within the organisation or its suppliers.

The steps we will take to further the goals of the Modern Slavery Act 2015 are:

- Conducting risk assessments to determine which parts of the College and its suppliers are most at risk of modern slavery so that efforts can be focussed on those areas
- Engaging with our suppliers to convey to them the College's position on modern slavery and to understand the measures taken to prevent modern slavery in their own businesses
- Introduce additional pre-screening measures for suppliers
- Introduce contractual provisions for our suppliers to confirm their adherence to College policy
- Publishing this statement and policy on the College's website to clearly display the College's support to end modern slavery.

Responsibility

Ultimate responsibility for the prevention of modern slavery within the College rests with the College's leadership team. Tyne Coast College's Board has overall responsibility for ensuring that this policy and its implementations comply with our legal and ethical obligations.

Team leaders at all levels are responsible for ensuring those reporting to them understand and comply with these requirements.

Reporting modern slavery within the College or its suppliers

The College's whistleblowing policy is intended to provide guidance on how concerns can be communicated to the organisation. Concerns about suspected modern slavery associated with the College or its suppliers may be reported by employees in this manner.

In summary, any suspected instance of modern slavery or human trafficking within the College or its suppliers must be reported to the Director of Governance who will investigate and advise the appropriate people of any further actions.

Communication and awareness

This document is displayed on the College website and on the College's intranet. All staff are required to be aware of its contents.

Review

The Modern Slavery Statement will be reviewed yearly by the College's Senior Executive Group in accordance with clause 6 of the Modern Slavery Act 2015.