

Cheshire College South & West Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Cheshire College South & West actions to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business, and its supply chains.

We are committed to driving out acts of modern slavery and human trafficking from within its own business and supply chains.

We acknowledge our responsibility under the Modern Slavery Act 2015 (“the Act”) and will ensure transparency is achieved within the organisation so the objectives of the Act are achieved on a consistent basis.

Our Organisation

Cheshire College – South & West offers exciting opportunities for our 11,000 learners and 1,300 Apprentices to access high-quality teaching and learning at our modern Campuses in Crewe, Ellesmere Port and Chester.

We aim to provide our learners with the skills, experience and qualifications that will prepare them for their future career or higher-level study at the College or university. We encourage our learners to become confident individuals who will make valuable contributions to businesses and the local economy in their future careers.

Our Policy on Slavery and Human Trafficking

Cheshire College South & West is committed to acquiring goods and services for its use without causing harm to others. We will make reasonable endeavours to ensure all employees and agents within our supply chains are not subject to any form of forced, compulsory/bonded labour or human trafficking and that they are paid in line with the national minimum wage.

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking with the Executive Leadership Team taking responsibility lead for overall compliance.

The following Policies and Procedures support the organisation’s compliance with the Act:

- Strategic Equality Plan 2018-21
- Grievance Procedure for Employees
- Grievance Procedure for Senior Post-Holders
- Whistleblowing Policy
- Staff Code of Conduct
- Anti-Corruption and Bribery Policy

Recruitment practices

Temporary staff and staff recruited indirectly by the college are recruited through agreed, reputable recruitment agencies. To mitigate the risk of any potential occurrences of modern slavery, the college conducts checks on such agencies before they are approved.

Through its recruitment processes, the college ensures that all approved recruitment agencies conduct all relevant pre-recruitment checks and provide evidence that all such checks have been conducted.

Our Supply Chains

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

As part of our initiative to identify and mitigate the risks of modern slavery occurring in any part of our services, we will adopt due diligence processes that are proportionate to any risk areas identified (dependent on the severity of the risk and other relevant factors). These processes will be subject to on-going assessment and review.

In our supply chains, the college has identified the following business areas as carrying material risks of modern slavery occurring:

- Recruitment
- Security Services
- Food & Catering Services
- Construction
- Cleaning
- Stationery and Office Equipment
- Clothing (work wear)

When procuring any types of goods or services, the college requires any potential third-party suppliers to evidence that they operate an appropriate level of corporate social responsibility during any tendering and selection process.

Any supplier or potential supplier identified as not complying with the Modern Slavery Act 2015, or the college's own policies and procedures, will be removed from the college's list of suppliers and will not be considered for future supply to the college unless they can demonstrate that these compliance requirements are met.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

This statement will be made available to all staff members, stakeholders and the general public by publication on our website. We will also seek to raise awareness of the risks of modern slavery amongst staff by other measures, including during the induction process for new employees.

This statement has been approved by the college's executive leadership team and will be reviewed at least once annually.

Jasbir Dhesi

Principal and Chief Executive Officer

Statement reviewed October 2020