

Anti-Slavery and human trafficking statement for the financial year 2018/19

Introduction

The University of Greenwich is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 ('the Act') and constitutes the University of Greenwich's modern slavery and human trafficking statement for the financial year commencing 1 August 2018 and ending 31 July 2019. It also describes planned actions in 2019/20.

This statement has been approved the University's Governing Body, which, together with the Audit Committee, will review and update it as necessary on an annual basis.

Structure and business of the organisation

The University is a UK based university. It was incorporated in 1970 as a company limited by guarantee and is an exempt charity for the purposes of the Charities Act 2011. The University is registered as a higher education provider with the Office for Students (OfS) and is subject to the OfS Regulatory Framework. The OfS is also the University's principal regulator for charity law purposes on behalf of the Charity Commission for England and Wales.

The University's Governing Body (previously known as the Court) is responsible for the setting and monitoring of the University's strategic direction and for ensuring the effective management of the institution. Members of the Governing Body act as company directors and as charity trustees.

The objects of the University are set out in its Articles of Association and are to advance learning and knowledge in all its aspects, to enable students to develop their abilities, to contribute to the community and to develop research.

The University, including its wholly owned subsidiary companies had an annual income of £210m in the 2018/19 financial year. The annual accounts are available online at <https://docs.gre.ac.uk/rep/finance/report-and-financial-statements>.

The academic structure of the University is organised around four faculties, organised by academic departments / research institutes. Professional services directorates include within the Finance Office a central procurement team which provides professional purchasing support services to the University. Greenwich has devolved purchasing in its Faculties and Professional Service Departments and purchases a range of goods and services, from research equipment to consultancy services.

Further information regarding the University's business and structure can be found on the University website at <https://www.gre.ac.uk/about-us/governance>.

Policies on modern slavery and human trafficking

The University has adopted an [Anti-Slavery and Human Trafficking Policy](#), and continues to review its workplace policies and procedures to ensure that they comply with the University's commitment to act ethically and with integrity in all of its business relationships, including minimising the risk of slavery and human trafficking taking place anywhere in the University's supply chains.

Due diligence and compliance

The University is a member of several purchasing consortia, including the London Universities Procurement Consortium (LUPC), a non-profit buying organisation. LUPC has published its own Anti-Slavery and Human Trafficking Statement which sets out its position and strategy in working to prevent acts of slavery and human trafficking throughout the supply chain. Other purchasing consortia with which the University engages (APUC, SUPC and Crown Commercial Services) have also published their own Slavery and Human Trafficking Statements.

The University's standard terms and conditions of supply include standard contractual clauses which oblige all suppliers of goods and services to the University to adhere to the principles of the Act and to maintain records and evidence of their compliance. Similarly, the University's agreement templates for agreements with overseas agents and international partner colleges include provisions to ensure their practices comply with the UK Act's requirements. Prospective UK collaborative partners are required to provide their modern slavery statement (where applicable) as part of the University's partnership due diligence process. The University does not tolerate slavery and human trafficking within its supply chains.

The University also has a policy of not employing unpaid interns, and encourages companies with which it engages across the range of suppliers of goods and services to pay its interns.

The University encourages the reporting of concerns relating to Modern Slavery and provides protection to those who do so under its [Public Interest Disclosure \(Whistleblowing\) Policy and Procedure](#).

Further steps

Following the actions taken in 2018/19 to prevent slavery or human trafficking from occurring in its business or supply chains, the University shall continue to review the operation of its Modern Slavery and Human Trafficking Policy and other measures taken to combat slavery and human trafficking. In 2019/20 we will introduce an online training package for key staff with purchasing responsibilities (which all staff will be encouraged to complete) to highlight how modern slavery and human trafficking may be identified and combated.

The University is committed to paying all its staff the Real Living Wage and working with our contractors to do the same. The University is currently (2019/20) in the process of moving to a new Integrated Facilities Management contract which will help us bring together a wide range of contracts for facilities, across our three campuses, and will also provide an opportunity to move towards a Real Living Wage for all staff and our contractors.

Approved by the Governing Body on 25 November 2019

Signed on behalf of the University of Greenwich

Marianne L Ismail

Marianne Ismail, Chair, Governing Body