

Modern Slavery and human trafficking statement for the financial year 2021/22

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of the University of East Anglia. It will replace our previous statement, which was published in February 2022.

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.

We are committed to improving our practices to combat slavery and human trafficking and are committed to ensuring that they are not taking place in our supply chains or in any parts of our business.

Structure and Business of the Organisation

The University is a UK based Higher Education Institution which accepted its first cohort of students in 1963. The University's Charter can be found here:

<https://www.uea.ac.uk/web/about/university-information/governance/charities-information>

The University's governing body sets and monitors the University's strategic direction, and monitors the effectiveness of the institution's management.

The University is structured into four academic faculties (Science, Medicine and Health, Humanities and Social Sciences), along with a range of Professional Services Divisions including Estates (EBD), Finance, Planning and Governance (FPG), People and Culture (PCD) Admissions, Recruitment and Marketing (ARM).

The Procurement Service sits within FPG, and operates devolved procurement for the University Supply Chain, providing advice and guidance across the full scope of non-pay spend, and directly controlling core, University Wide Contracts.

Further information regarding the University's governance arrangements and financial performance can be found here:

Financial Statements:

<https://www.uea.ac.uk/about/university-information/finance-and-procurement/financial-statements>

Committee Office:

<https://www.uea.ac.uk/about/university-information/university-governance/committees>

Due Diligence and Compliance

The statement sets out the steps taken in the financial year 2021/22 to prevent slavery and human trafficking in our supply chain, our own operations and through involvement with our business partners. In line with Home Office guidance we aim to make progress over a period of time across a broad range of potential exposure.

The University's supply chains mainly fall under five categories, which are:

- Science, Technical, Engineering and Medical goods and services
- Professional services
- ICT equipment and services
- Estates goods and services
- Catering and Retail supplies and other commercial services

The principal areas which carry material risks in our supply chain are office supplies, laboratory consumables, ICT and AV equipment, catering supplies and uniform, and some estates services, such as facilities management alongside construction activities. Where these are procured directly we ensure we evaluate the environmental, social and economic impacts of the procurement.

The University is a member of a number of purchasing consortia including the Southern Universities Procurement Consortium (SUPC). Their most recent statement and further information on how they ensure compliance with the Act can be found via the link below:

<https://www.supc.ac.uk/about-us/sustainability>

The University Procurement policy 2021-2023 strongly reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in our supply chains.

In addition the university recognises that there is a risk of modern slavery occurring within our workforce, both permanent and temporary. The People and Culture Division (PCD) seeks through its recruitment and selection policies and it's ongoing training and support to reduce the risks of modern slavery in our workforce.

Actions to prevent slavery and human trafficking

The University has taken the following actions through 2020/2 that continued through 2021/22:

- We include in all of our tendering exercises that are managed through our Central Procurement Team questions to suppliers related to slavery and human trafficking;
- Our Catering outlets provide Fairtrade/Rain Forest Alliance certification tea and coffee as standard offerings;
- Risk Assessment is now undertaken using an Environmental, Social and Economic impacts evaluation in all of our direct procurement activity;
- Directly employed staff are recruited following the University's robust Recruitment and Selection policies;
- All posts are advertised in an open environment either internally or externally;
- Rigorous pre-employment checks including right to work checks are carried out on all new appointments, both fixed term and permanent including student workers and international researchers prior to employment;
- The University holds the Athena SWAN silver award at institutional level;
- There is a Whistleblowing Policy in place for staff to raise concerns about wrongdoing by the University in relation to employment.

Actions Undertaken in the 2021/22 year, which positively impacted on modern slavery:

- Implemented a Cross Divisional working group, incorporating key colleagues from recruitment, Organisational Development, Procurement and Supply chain, to better develop our education, identification, and mitigation of Modern Slavery Risks;
- A second round of a detailed category strategy review took place by July 2022 which evaluated modern slavery risks in our key supply chain areas. This will continue on an annual cycle;

- UEA recruited an Agency Manager to develop and manage a centralised temporary staffing service to ensure that where agency workers are required, our recruiting managers are directed to reliable agencies that have been vetted through the University's procurement process;
- The Procurement team undertook a training day incorporating several aspects of responsible procurement, including Modern Slavery awareness to develop our skills and knowledge in the area. Procurement also delivered Modern Slavery training to key staff in in our Estates and Facilities division to ensure high risk areas have appropriate skills and knowledge;
- UEA ensures new staff complete Diversity in the Workplace training on appointment which is refreshed every 2 years. This covers the principles of the Equality Act 2010;
- The EDI and Wellbeing Team created a collection of LinkedIn Learning pathways in 2022 which are available to staff and students. Specific themes include: anti-racism, confronting racism, micro-aggressions, ally-ship, communicating culturally sensitive issues, developing an inclusive mindset, unconscious bias, privilege and the how to be an upstander. In addition, we have created an EDI resources webpage. The resources cover age, race, sex, religion and beliefs, intersectionality, disability, LGBTQ+ so staff and students to can gain a broader understanding of these areas. Some of these aspects are useful training when considering Modern Slavery warning signs.
- UEA has created specific content on our webpages around Modern Slavery in our EDI and Procurement areas, linking to eLearning.

Future Actions

In addition to the above ongoing actions, the University has identified the following opportunities to improve on our commitment to eliminate modern slavery from areas under our control:

- UEA will implement a method for whistleblowing in the organisation for modern slavery in our supply chain which is clear and easy to access;
- Make our commitment to anti-slavery and human trafficking clear in a defined University Policy, to be adopted by the University's Executive Team;
- Prepare fully for anticipated changes to procurement law in 2023, anticipating how we can best drive social value and reduce modern slavery risk in our procurement activity;
- Agree and use a suitable alternative approach to the Worker's Rights Consortium to ensure we maintain our obligations to workers, in particular in garment manufacture;
- Further advertise the training and support available through our EDI and Procurement teams to engage with and educate our workforce;
- Review system actions such as supplier setup requests to seek to identify supply chain elements which constitute high risk;
- Share positive outcomes from our Modern Slavery work with the University as a whole via corporate communications channels.

Statement Approval

This statement has been approved and published by **Ian Callaghan - Chief Resource Officer and University Secretary** and will be reviewed at least once annually. Any queries concerning the statement should be directed to **Jason Brown - Director of Finance**.



Ian Callaghan

Chief Resource Officer and University Secretary
University of East Anglia