

# UCFB|GIS\*

## Modern Slavery Policy

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## 1. Introduction

- 1.2 UCFB|GIS is committed to combatting slavery and human trafficking and expects the staff, students, suppliers, contractors and all those that the institution conducts business with to adhere to their policy and practices in this respect.
- 1.3 Modern slavery is defined as the recruitment, movement, harbouring or receiving of person(s) by force, coercion, abuse of vulnerability, deception or other means, for the purpose of exploitation. It is a crime under the Modern Slavery Act 2015 and includes holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

## 2. Purpose

- 2.1 This policy provides information on the institutions commitment to combatting modern slavery and measures taken.
- 2.2 UCFB|GIS will operate a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in the institution.
- 2.3 The policy and procedures outlined within are in accordance with the Modern Slavery Act 2015: <https://www.legislation.gov.uk/ukpga/2015/30/contents>.

## 3. Scope

- 3.1 This policy applies to all UCFB|GIS staff, students, suppliers, agency workers, volunteers, interns, contractors and external consultants and all those with whom the institution conduct business with.
- 3.2 This policy aligns with the University of East London (UEL) Modern Slavery Policy.
- 3.3 Under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015, certain commercial organisations must publish an annual statement setting out the steps taken to prevent modern slavery in their business and their supply chains.
- 3.4 A commercial organisation is required to publish an annual statement if all the criteria below apply:
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UCFB|GIS do not meet this criterion and are therefore not required to publish an annual statement.

- 3.5 This Policy does not form part of any employee's contract of employment, and it may be amended at any time.





## Annexe A

### Request for Proposal (RFP) Criteria:

Prospective suppliers must provide details of the following:

- Management and staffing levels and structure
- Equal opportunities recruitment policy
- Environmental & Sustainability policy
- Health & Safety Policy (in advance of specific detailed risk assessments and method statements) and all H&S certification for the business and staff
- Trade qualifications and management system details, e.g. relevant BS for Quality Management Systems and Environmental Management Systems
- Staff training, induction and competence assessment
- Required qualifications of staff e.g. IOSH
- Equipment suitability - adherence / accreditation to relevant ISO standards
- Contract Methodology and mobilisation plan:
  - Site visit and assessment
  - TUPE Policy
  - Staffing plan
  - Equipment procurement
  - Load-in and familiarisation
  - Pre-contract works
  - Health and Safety Documentation submission (including COSH Booklet)
  - Contract commencement
- Record maintenance and audit procedures for quality control and improvement
- Suitable levels of Employers' Liability and Public Liability Insurance (min £10m for each single occurrence)
- Affiliation to or membership of relevant industry institution (e.g. British Institute of