



# The University of Northampton

The University of Northampton was granted full university status and research degree awarding powers in 2005, we are proud of the way we have 'Transformed Lives and Inspired Change' over the last decade. As the only University within Northamptonshire, we are a large local employer and have significant influence on the cultural and economic landscape within the county. We work closely with partners in local government, health care providers and community groups for the betterment of Northamptonshire.

As the first university in the UK to be awarded the Ashoka U 'Changemaker Campus' status in recognition of commitment to social innovation and entrepreneurship, our students and staff have the opportunity to work in, or start their own, social enterprise working to solve a social problem.

Our new Waterside Campus which opened in 2018, is located right in the heart of Northampton town centre. This provides our 15,000 students and 2,000 staff with a fantastic learning environment, as well as a vibrant leisure, social and retail area; regenerating the town.

## University of Northampton Modern Slavery Statement 2020

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the Act) and constitutes the University of Northampton's (UON) modern slavery statement for the financial year ending 31st July 2020. This statement has been approved by the UON Chief Operating Officer who, together with the Audit Committee will review and update it as necessary on an annual basis.

UON takes a zero tolerance approach to slavery and human trafficking and has developed various policies and practices to achieve the highest levels of ethical and human rights principles in its business conduct. This statement highlights the extensive work undertaken across UON to achieve this aim.

### UON's structure

UON is a Higher Education Corporation created by statute and is an exempt charity. UON is responsible to the Higher Education Funding Council for England (HEFCE) as principal regulator for Higher Education Institutions in England that are exempt charities. The UON Board oversees the strategic development of UON and ensures the effective use of resources and the general solvency of the institution.

### UON's own business

UON's business as a Higher Education provider, the University is organised into three Faculties comprising; the Faculty of Business and Law, Faculty of Health, Education and Society and Faculty of Arts, Science and Technology. UON also has several professional service departments which include, amongst others; Human Resources, Finance, Student Academic Services, Estates, Marketing and

International Relations, Procurement and I.T Services. UON has approximately 15,000 undergraduate and postgraduate students from across the globe.

UON is aware that students may become aware of incidents of modern slavery or human trafficking as part of their daily lives or in very rare instances, may be entrapped into a life style of a modern slave. To address this, UON has procedures in place whereby students can obtain support and advice on their wellbeing.

UON mitigates the risk of modern slavery and human trafficking within its own staff community by following fair HR recruitment and selection policies and procedures. Where recruitment agencies are used, UON requires that such agencies comply with all UK Legislation relating to the employment rights and welfare of candidates. UON has a Modern Slavery Policy and Procedure providing a reporting mechanism for all staff to raise concerns. In addition, UON has a Whistleblowing (Disclosure in the Public Interest) Policy.

## **UON supply chains**

UON is considered a large procuring business in the region and recognises that it has a responsibility to minimise the environmental and social impact of purchased goods and services. UON has identified the following procurement areas as being potentially at higher risk to modern slavery and human trafficking within the supply chain:

- Security Services
- Construction / Estates Goods
- Food Supply Chains
- Cleaning / Domestic Services
- ICT Equipment / General
- Staff and Student Uniforms

UON already has in place a number of frameworks which underpin its ethical and social impact standards across all of its business activities. UON has an Ethical and Sustainability Procurement Policy to ensure the purchasing of goods and services takes account of their environmental and social impact. UON also has an Environmental Policy which ensures ethical standards of business conduct across the breadth of UON's activities.

UON may purchase goods and services via a number of central framework agreements including :- Crown Commercial Service (CCS), East Shires Purchasing Organisation (ESPO) and Yorkshire Purchasing Organisation (YPO). UON is also a member of the Southern Universities Procurement Consortium (SUPC) which is a membership-based buying organisation for universities and further education colleges. The SUPC is in turn a member of Procurement England Limited (PEL) which has published a shared Sustainability Policy to which all PEL member consortia are committed, and the SUPC has itself published its own Slavery and Human Trafficking Statement to demonstrate its work in relation to modern slavery and human trafficking.

## **UON policies and due diligence processes for slavery and human trafficking**

UON's Modern Slavery Policy and Procedure reflects its commitment to acting ethically and with integrity in all of its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place within its supply chains.

UON also protects whistleblowers via its Whistleblowing (Disclosure in the Public Interest) Policy.

UON has implemented a programme of contacting key suppliers across its supply chain areas to seek their assurances of compliance with the Modern Slavery Act 2015.

During 2020/2021 UON will continue to seek assurances from its supply chain via a Supplier Self-Assessment. UON Head of Procurement & Commercial Services may at his discretion audit suppliers to demonstrate compliance. UON will review its existing contracts and future potential contract awarding in support of preventing modern slavery.

### **Supplier adherence to UON's values**

UON takes a zero tolerance approach to slavery and human trafficking. To ensure UON's supply chain and contractors comply with its values, UON will insert Modern Slavery Act 2015 clauses into its standard terms of business for procurement.

UON also has dedicated representatives who are aware of the requirements of the Modern Slavery Act from the following departments:

- Human Resources
- Procurement
- Finance

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in UON's supply chains and its business, UON will provide training to relevant staff.

UON may publicise the Modern Slavery Policy and Procedure and the requirement to produce this statement on an annual basis to all staff.

### **UON's effectiveness in combating slavery and human trafficking**

UON will review the effectiveness of the Policy, training and other measures taken to combat slavery and human trafficking on a periodic basis.

Approved by the University Chief Operating Officer.

