Slavery and Human Trafficking Policy Statement

Statement at End of 2023/24 Financial Year (ending 31/7/24)

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Document Change History

Document Version	Section (No. or Heading)	Description of change(s)	Date of change
8	All	Full review – minor changes made: • Update of hyperlinks to documents • Minor amendments to punctuation	18.11.24
7	All	Full review – minor changes made: • Update of hyperlinks to documents • Minor amendments to punctuation	02.10.23
6	All	Full review – minor changes made: • Update of hyperlinks to documents • Updated paragraph re APUC systems to include EcoVadis	22.11.22
5	All	Full review – minor changes made: • Update of hyperlinks to documents • Minor amendments to punctuation • Updated first paragraph re Intro to College	09.12.21
4	All	Full review – minor changes made: • Update of hyperlinks to documents	16.10.20
3	All	Full review – minor changes made: • Update of hyperlinks to documents	10.10.19
2	All	Full review – minor changes made: • Job titles updated • Minor amendments made to wording and formatting • Reference to CEL removed.	14.01.19
1	All	Full review – minor changes made: • Update of action taken in 2017 including Electronics Watch membership	16.11.17

Contents

1   Introduction

Fife College creates an opportunity to enhance further education in Fife. It puts learners first to support the ethos of transforming the lives of learners, enabling them to fulfil their social and economic potential.

The College combines first-class facilities, expert teaching and a wide range of courses suited to the needs of local and national commerce and industry. Fife College delivers learning in campuses and hubs across Fife, and a further series of local learning centres. This facilitates accessible, localised and easy-to-reach learning provision in the Fife community.

Fife College delivers over 1,000 courses to over 20,000 students, ranging from introductory/access-level, through vocational, craft and intermediate level, to first degree and graduate programmes.

Fife College is committed to acquiring goods and services for its customers without causing harm to others. In doing so, Fife College is committed to supporting the UK Government's Action Plan to implement the UN Guiding Principles on Business and Human Rights.

This statement demonstrates our commitment to the Modern Slavery Act 2015 by informing our students, staff and the public about the steps Fife College has taken during the last financial year, ending 31 July 2024. This includes regard to the College's policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

The annual turnover of Fife College is above the threshold for businesses required to publish a statement under the Act. The College would however still publish a statement to demonstrate its commitment to this serious issue.

2   Our Categories

Fife College's supply chains mainly fall under six categories, which are:

- Estates Goods and Services
- ICT Equipment and Services
- Professional Services
- Library Resources
- Laboratory Consumables and Equipment
- Human Resources

The principal categories which carry risks are office supplies, laboratory consumables, ICT equipment and some estates services, such as cleaning and waste management services.

3   Our Policies on Slavery and Human Trafficking

Fife College is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of its business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Fife College has embedded sustainable procurement practice throughout its Procurement Policy and Procedures Manual, to which we are committed.

APUC (Advanced Procurement for Universities and Colleges) Limited is the procurement centre of expertise for all of Scotland universities and colleges. APUC exploit opportunities for collaborative procurement. Collaborative tenders are led or jointly managed by APUC on behalf of institutions by working with other purchasing consortia across the UK where it adds value by doing so. Fife College is a member of APUC and currently utilises APUC's managed contracts which cover some of the categories listed above. APUC's Slavery statement can be found here ModernSlavery2024.pdf.

Fife College's Procurement Team is committed to the APUC Supply Chain Code of Code and currently utilises this to underpin all tendering activity and supplier adoption.

APUC is actively involved in several cross-sector initiatives related to addressing modern slavery risks in supply chains. These include the HEPA (Higher Education Procurement Academy) responsible procurement group, the ETI public sector working group on modern slavery, the Make ICT Fair project and the Procura+ group 'Socially Responsible Public Procurement of ICT'.

APUC has developed a web-based assessment tool (SUSTAIN) linked to the contracts database containing contracts/agreements used by the whole sector. The website assesses suppliers at Framework level against three achievement/compliance levels in social, ethical, economic and environmental areas. The tool enables contract managers to view the status of their suppliers, and for sub tier suppliers to be linked and then assessed. APUC has chosen EcoVadis, a global CSR rating company based on international standards, to conduct individual sustainability performance assessments across all relevant areas of the supplier / supply chain community. Suppliers receive a sustainability scorecard from EcoVadis with detailed insights into their strengths along with opportunities for improvement.

APUC is a Founder Member of Electronics Watch, an independent monitoring organisation working to achieve respect for labour rights in the global electronics industry through socially responsible public purchasing in Europe. APUC's Head of Development & Sustainability also sits on the board of Electronics Watch. In January 2017, APUC became the first full consortium member of Electronics Watch, whereby all members have full access to Electronics Watch benefits.

4   Training and Awareness

Fife College's Procurement Staff have been trained on Modern Slavery Awareness and regularly participate in the Electronics Watch webinars and workshops.

APUC has established a Sustainable Procurement Leaders Group, of which Fife College is a member. The Group considers all key issues related to sustainable procurement and ways to increase and improve sector awareness.

5   Our Plans for the Future

Fife College expresses its commitment to better understanding its supply chains and working towards greater transparency and responsibility towards people working in them.

Working with our Suppliers, we can map out those supply chains which represent a medium to high risk of modern slavery, human trafficking, forced and bonded labour and labour rights violations.

APUC has started the roll out of EcoVadis to its member institutions and Fife College will look to implement this in the future.

As part of our initiative to identify and mitigate risk, Fife College commits to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers and report unethical conduct.
- Where possible, build long standing relationships with our supply chains to ensure these entities have and follow suitable anti-slavery and human trafficking policies and processes.

This Statement has been approved and published by Fife College Board of Governors and will be reviewed at least once annually.

Signed:

Date: