

University of Northampton Modern Slavery Statement 2024

The University of Northampton

The University of Northampton (UON) was granted full university status and research degree awarding powers in 2005, we are proud of the way our strategy underpins our mission 'Supporting aspiration, creating opportunities and Delivering impact'. 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.

UON is one of the youngest universities in the UK, yet we are already at the forefront of creating social impact. While we have received multiple awards for our efforts, our main priority is ensuring that our students and graduates have opportunities to make a difference in the world. Whether through working in or establishing their own social enterprises, they are empowered to tackle societal challenges and leave a lasting impact.

UON is committed to promoting social innovation and creating social impact. As an institution we work hard to have a positive effect on the world around us. This ethos is evident in everything we do.

Our Waterside Campus which opened in 2018, is in the heart of Northampton town centre. This provides our students and staff with a fantastic learning environment, as well as a vibrant leisure, social and retail area, helping to regenerate the town.

Modern Slavery Statement 2024

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the Act) and constitutes UON modern slavery statement for the financial year ending 31st July 2024. This statement has been approved by the UON Chief Operating Officer who, together with the Audit and Risk 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 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 Office for Students (OfS) as principal regulator for Higher Education Institutions in England for exempt charities. The Board of Governors oversee the strategic development of UON and ensures the effective use of resources and the general solvency of the institution.

UON's own 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. In addition, UON has several professional service departments which include, amongst others; Human Resources, Finance & Planning, Academic Registry, Estates and Campus Services, Global Engagement, Marketing & Student Recruitment, Library, Learning & Student Services, Student Futures, and IT Services. UON has approximately 14,000 undergraduate and 8,000 postgraduate students from across the globe, including UON partner institutions.

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 the lifestyle of a modern slave. To address this, UON has procedures in place whereby students can obtain support and advice on their wellbeing from a range of teams including Student Support and Advice Team, Counselling and Mental Health Team, Student Information Desk (SID), International Student Support Services (ISSS) and ASSIST Disability Support.

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 expects all International partners to employ best endeavours to match UON policies and procedures and sets out expectations that our International Partners will act ethically and with integrity in the Memorandum of Cooperation (MoC) which both parties' sign. The MoC references UK laws,

including the Modern Slavery Act, and the consequence should a partner cause UON to be in breach. Modern Slavery Self-Assessments are also requested as part of approval and review exercises.

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:

- Construction / Estates.
- Food Supply Chains.
- Cleaning / Domestic Services.
- ICT Equipment.

UON have frameworks in place which underpin its ethical and social impact standards across its UK 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 Environmental and Sustainability Policies which ensure ethical standards of business are conducted across the breadth of UON's activities.

UON may purchase goods and services via several 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 its UK 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 runs an ongoing programme of contacting key suppliers across its supply chain areas to seek their assurances of compliance with the Modern Slavery Act 2015. Suppliers are required to reconfirm their compliance every three years.

During 2024/2025 UON will continue to seek assurances from its supply chain via Supplier Self-Assessment. At its discretion UON will implement appropriate audits of any key supplier on identification of potential risk. This may also extend to International partners. UON will review its existing contracts and future potential contract awarding in support of preventing modern slavery.

[University Policies and procedures.](#)

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 of Inclusivity, Sustainability, Aspiration and Trust UON inserts Modern Slavery Act 2015 clauses into its standard terms of business for procurement and requests compliance from suppliers as part of our New Supplier applications.

UON has representatives who are aware of the requirements of the Modern Slavery Act, and will escalate perceived risks appropriately, from the following departments:

- Human Resources
- Finance & Planning

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 mandatory Safeguarding training to all UON staff.

UON will 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 and Statement, training and other measures taken to combat slavery and human trafficking annually or as required by circumstances.

A handwritten signature in blue ink, appearing to read 'Becky Bradshaw'.

Approved by **Becky Bradshaw**

Chief Operating Officer & Deputy Vice Chancellor

University of Northampton