



Bolton College - Modern Slavery statement.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Bolton College has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our organisation or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Bolton College has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the organisation or our supply chain.

Our College

Bolton College is a medium sized general further education college, with an annual turnover of circa £25m. The college's main site is in the centre of Bolton and it operates from four other sites (hubs) and a number of approved community venues (spokes) in and around the Bolton area.

The College has circa 13,000 learners and we provide vocational training courses for children and young people and we have a wide range of courses for adult learners. We are extremely proud of the inclusive nature of the College and we pride ourselves in ensuring we meet the needs of our learners.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Safeguarding Policies - our policies set out how we safeguard our learners and staff. The policies explain how employees can identify any instances of modern slavery and where they can go for help.
 2. Recruitment policy - We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
 3. Whistleblowing policy - We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our organisation or supply chain, without fear of reprisals.
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4. Employee code of conduct (disciplinary/ dignity at work policies) - these policies make it clear to employees the actions and behaviours which are expected of them when representing the organisation.
5. Agency Workers - the College uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency. The College has contracts and service level agreements in place.

Our suppliers

Bolton College conducts appropriate due diligence on suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. A risk based approach is taken to this aspect of our procurement processes, with particular attention being focused on any perceived 'high risk' categories.

Awareness-raising programme

The College will raise staff awareness through the existing safeguarding training and through the circulation of staff newsletters/ flyers/ posters. The staff communications will cover:-

- The basic principles of the Modern Slavery Act 2015
- How individuals can identify, prevent and report modern slavery/ human trafficking
- What external help is available, for example through the Modern Slavery Helpline , telephone 08000 121 700

Approval for this statement

This statement was approved by the Board on 24 March 2020

Name: Doctor Andrew Roberts

Chair of College Board

Signature:

Date: 24 March 2020
