

Modern Slavery Statement

Statement at the end of the 2018/19 Financial Year

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. The Lanarkshire Colleges, incorporating New College Lanarkshire (and its subsidiary company Amcol (Scotland) Limited) and South Lanarkshire College, 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 organisations or our supply chains.

Our Organisational Structure

New College Lanarkshire

The merger has allowed the College to create a shared culture, ensuring it is best placed to meet the needs of its students, staff, employers and stakeholders – as well as addressing the current and future challenges in the sector.

It has more than 15,000 students enrolled on a mix of full-time, part-time, evening and commercial courses.

It offers more than 800 courses across six faculties: Care & Science; Engineering & Automotive; Service Industries; Business, Social Science & Sport; Supported Learning; and Computing & Creative Industries. It delivers programmes on the Scottish Credit and Qualification Framework (SCQF) from levels 1 to 10.

Dedicated to continuous improvement, the College has made investments in the latest technology and facilities across its campuses to ensure that students have the highest calibre of resources. The College has a strong focus on skills, which underpins its brand positioning of 'Skillset for Life'. Employability is another major focus of the College and each faculty has strong business links with industry leaders who are extremely supportive in offering student placements, experience and advice.

NCL has an annual turnover in excess of c£55m and AMCOL (Scotland) Ltd has a turnover of c£3m, therefore this is above the threshold (£36m) for organisations required to publish a statement under the Act.

South Lanarkshire College

South Lanarkshire College (SLC) is an assigned College to NCL and has an annual turnover of c£18m which, whilst not above the required threshold under the Act, is included within this published statement for reasons of best-practice and that the Lanarkshire Region seeks to harmonise policies and procedures wherever possible.

Together, the Colleges have around 20,000 students enrolled on a mix of full-time, part-time, evening and commercial courses and deliver programmes on the Scottish Credit and Qualification Framework (SCQF) from levels 1 to 10.

Both Lanarkshire Colleges have signed up to the National Recognition & Procedures Agreement (NRPA) for both teaching and support staff. Pay and Terms & Conditions are negotiated at a national level between the Employers Association and the respective Trade Unions. Each College has two representatives within the Employers Association. Support staff at a national level have agreed to

recognise the Public Sector Pay Policy which covers Salary and Terms & Conditions. In addition both Colleges have achieved Living Wage accreditation, which includes not only the Colleges but also the NCL subsidiary and outsourced service suppliers.

Our Processes on Slavery and Human Trafficking

We are committed to ensuring that there is no Modern Slavery or human trafficking in our supply chains or in any part of our business.

Recruitment checks are carried out by Human Resources to ensure that both Colleges adhere to the provisions of the Immigration, Asylum and Nationality Act 2006, which state that at the time of recruitment an employer must be able to demonstrate that the person to be appointed has permission to work in this country. Therefore, all external candidates invited to attend interview for a post in the Colleges must produce evidence of their entitlement to work in the United Kingdom.

Offers of employment are also subject to a satisfactory PVG Scheme Record and references satisfactory to the College.

In June 2019 the Human Resources and Student Funding teams undertook training in document Fraud and Immigration Awareness, which was delivered by the Home Office.

What we are doing now

Both Colleges are committed to carrying out the procurement of goods and services in an environmentally, socially, ethically and economically responsible manner and to entering into agreements and contracts with suppliers that share and adhere to this commitment.

The Colleges will use best endeavours to ensure the procurement of goods and services is carried out through APUC (Advanced Procurement for Universities and Colleges) Ltd of which they are members.

APUC Ltd requires all suppliers to sign a supply chain code of conduct to acknowledge their compliance with the code in respect of their organisation and their supply chain. The code of conduct includes confirmation that the supplier does not use forced, involuntary or underage labour, provides suitable working terms and conditions, and treats employees fairly. APUC's Slavery Statement can be found [here](#).

As a result of the regulatory production of a Procurement Strategy and Annual Report for New College Lanarkshire and best practice for South Lanarkshire College, a Tendering plan has been developed for the forthcoming two years. For relevant contracts, this means that a risk assessment using the APUC Ltd Prioritisation Tool is carried out to assess if the commodity is exposed to modern slavery and trafficking.

The Colleges are also Affiliate Members of the [Electronics Watch](#), an independent monitoring organisation working to achieve respect for labour rights in the global electronics industry, through socially responsible purchasing in Europe.

What we are going to do in the Future

We will continue to ensure risk assessments are carried out using the APUC Ltd Prioritisation Tool and address any risks in our tendering processes through key evaluation criteria on high risk areas.

We will have in place an Anti-Slavery and Human Trafficking Policy which will reflect our commitment to acting ethically and with integrity in all our business relationships, and the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

We will embed monitoring procedures in our contract management processes, using our access to the [Electronics Watch](#) and [APUC Ltd](#) sustainability resources and attend any relevant training and seminars on the subject.

Approval

This Statement updates the original statement which was approved by the then Chair of the Lanarkshire's Board of Management.

Signed: Board of Management

Date: 16th December 2019