



Modern Slavery Act

Outcome requested	Council is asked to approve the proposed institutional statement for inclusion in the 2015-16 Financial Statements and prepared in response to the Modern Slavery Act 2015.
Executive Summary	<p>The Modern Slavery Act was introduced in October 2015 and requires all large 'commercial organisations,' the definition of which is one that supplies goods or services and has a minimum total turnover of £36 million, to proactively fulfil a duty to report potential victims of slavery to the National Crime Agency. Slavery is defined within the Act as 'slavery, servitude and forced or compulsory labour and human trafficking' and must be reported when found anywhere within an organisations supply chain.</p> <p>The Act requires that organisations need to complete an annual Slavery and Human Trafficking Statement, to be included in the annual Financial Report and HEFCE Report from Audit and Risk Committee for the financial year ending July 2016.</p>
QMUL Strategy	Strategic aims; 1, 3, and 6
Internal/External regulatory/statutory reference points:	Modern Slavery Act 2015
Strategic Risks:	Failure to adhere to the standards imposed by the Act would impact negatively on our risk profile in relation to risk 13.01 Governance and risk 9.01 Reputational development and External relations.
Equality Impact Assessment:	Not required as this policy is designed to embed fairness in our contractual relationships and throughout our supply chain.
Subject to prior and onward consideration by:	QMSE 20 September 2016 ARC 03 October 2016 Council 26 October 2016
Confidential paper under FOIA/DPA	No
Timing	For inclusion in 2015-16 Financial Statements
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Date	23 September 2016
Senior Management/External Sponsor:	Laura Gibbs Chief Operating Officer

Compliance with the Modern Slavery Act 2015

Queen Mary University of London is dedicated to the public good, pursuing the creation and dissemination of knowledge to the highest international standards, thereby transforming wider society and the lives of our students and staff. We currently teach over 20,000 students across five sites in London and also in locations outside of the UK, notably through our Joint Programmes in China and our activity at the University of London Institute in Paris. We have approximately 4,000 staff engaged in work to deliver and support our academic mission, which spans the full disciplinary spectrum, covering the Arts and Humanities, Social Sciences, Science, Engineering, Medicine and Dentistry.

The defining and differentiating characteristic of QMUL is that it is equally committed to the achievement of the highest international standards in education and research, and to the service of its local communities through public engagement and the promotion of opportunity to individuals less favoured by financial or social background. Our membership of the Russell Group of 24 leading UK universities is testament to our strategic commitment to the highest quality of research, but also to the best possible educational, cultural and social experience for our students.

Work undertaken to comply with the Modern Slavery Act 2015

We ensure that slavery and human trafficking are not taking place within QMUL or our supply chains as follows.

- All of QMUL's directly-employed staff are on standardized terms and conditions, which include an explicit commitment to pay the London living wage as a minimum.
- All agencies who supply QMUL with staff are contractually bound to pay the London living wage and provide verification of the identity and right to work for their staff.
- All service/goods contracts are overseen by QMUL's Procurement Office and include a commitment to, and evidence of, compliance with the Modern Slavery Act within the tender and award process.
- Our due diligence processes and legal agreements for academic partnerships include a commitment to compliance with the Modern Slavery Act. We have confirmed that our partners in China, including our Chinese subsidiary, are required to comply with Chinese law which prohibits human trafficking and forced labour.
- A web resource has been developed to provide guidance for staff on the implications of the Act, their responsibilities in regard to it, and the routes to escalate concerns or issues they may have about a situation or supplier.
- All commercial contracts have been amended to reflect suppliers' responsibilities under the Act and our role in working with them to review supply chains and ensure compliance.
- We have proactively worked within our Higher Education Procurement networks and purchasing consortium to ensure that we share and learn from best practice.

Statement of compliance

As a result of the work completed in support of the implementation of the Modern Slavery Act 2015 we can confirm that to the best of our knowledge we are compliant with our responsibilities under the Act. We will continue to review our approach in relation to the Act and ensure that best practice is incorporated into our policies, procedures and contractual arrangements.