SHCG Modern Slavery Statement 2025-26

Audience:	STAFF
Requirement:	Essential
Policy Owner:	Chief Financial Officer
Review Delegation:	Corporation
Review Cycle:	Annual
Last Review:	July 2025
Due for Review:	July 2026

APPROVED BY THE CORPORATION AT ITS MEETING HELD ON 2 JULY 2025

PURPOSE AND SCOPE

This statement is made on behalf of South Hampshire College Group (SHCG) and its subsidiary company with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking within their organisation and supply chains.

This statement and policy is to be reviewed each year in accordance with clause 6 of the Modern Slavery Act 2015. This statement constitutes SHCG's slavery and human trafficking statement for the financial year 2025/26 and applies to SHCG and its subsidiary company.

The statement also complies with the Social Value Act 2013, which ensures organisations review the wider social, economic and environmental benefits of public services, including the FE and HE sector.

The Modern Slavery Act recommends that the statement covers the following 6 areas.

1. Organisation structure

- SHCG is a Further Education College established under the Further and Higher Education Act 1992. The Group comprises City College Southampton, Eastleigh College and Fareham College.
- SHCG's main business is to deliver education and training to students aged 16 and upwards and covers a wide range of technical and professional programmes.
- SHCG's strategic aims are at the heart of everything we do. We are committed to running our business responsibly and in accordance with the high standards embedded in strategic aims.
- We have one subsidiary company (South Hampshire College Group Ltd) which is currently dormant.
- For more information about South Hampshire College Group, please visit our website.

2. Policies in relation to slavery and human trafficking

SHCG is committed to working towards the eradication of slavery and human trafficking. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

SHCG is committed to ensuring that there is no slavery or human trafficking in its organisation and supply chains. This policy reflects SHCG's commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in SHCG's supply chains.

3. Due diligence processes for slavery and human trafficking

SHACG is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers, contractors and business partners, and this is inferred through their agreement to follow our policies. We will expect our suppliers to hold their own suppliers to the same high standards.

All employees and persons employed within SHCG are asked to familiarise themselves with our policies at the start of their employment, and are contractually obligated to adhere to the SHCG's

policies.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern-day slavery or human trafficking within our own organisation.

SHCG will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.

SHCG has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values.

4. Risk assessment and management

- The prevention, detection and reporting of modern slavery in any part of the College Group or supply chain is the responsibility of all those working for us, or on our behalf. Both staff and those contracted by SHCG will not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of policy.
- We expect the same high standards from our suppliers and those we work with.
- We take a risk-based approach to our contracting processes and keep these processes under review.
- Appropriate due diligence must be carried out based on a risk assessment relevant to a sector or country, the type of sector in which the service provider operates, the countries from which the services are provided, the nature of suppliers and the complexity of the supply chains.
- The College Group utilises a number of procurement consortiums which have made and published statements regarding Slavery and Human Trafficking.
- The vast majority of our supply chain is from inside the UK and as such, are less are risk of slavery and human trafficking issues
- We protect whistle-blowers within our organisation, and should any evidence of slavery or human trafficking become apparent to us, we will do all in our power, as is laid out in our Whistleblowing policy to investigate any concerns.
- All staff have access to an independent democratic trade union representation
- All staff and students have access to grievance mechanisms to report incidents or suspected incidents of modern slavery through whistleblowing and reporting.

5. Key performance indicators to measure effectiveness of steps being taken

Based on the rigour of our risk assessment and management (see above) our main key performance indicator for the year is ensuring of Group Procurement Lead completes the Chartered Institute of Procurement and Supply (CIPS) qualification which includes an e-module 'Ethical Procurement and Supply.'

6. Training on modern slavery and trafficking

Again, based on the rigour of our risk assessment and management (see above) we have no plans for internal training, but consideration will be given for our main buyers (such as our Group Director of Estates and Facilities and our Group Director of IT) to undertake the CIPS e-module referred to above.