

Modern Slavery Act 2015

Modern slavery and human trafficking statement

Introduction from the Chair of the Board of Governors

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the University's and its subsidiary companies' slavery and human trafficking statement for the financial year ending 31 July 2023.

Organisational structure

Solent University (SU) provides university education in the UK higher education sector and is committed to transforming the lives of people from all backgrounds, through learning that is relevant to the real world.

The University (Group) employs over 800 staff and ensures that it fulfils its obligations as an employer and provides a range of services which support all employees.

The University has three subsidiary undertakings; two fully owned trading companies, Solent University Limited (SUL) and Solent University Services Limited (SUSL) plus a joint venture Solent Pathway Campus Limited (SPCL).

The main activities of SUL are to provide short courses, training and facilities, consultancy services, meals and accommodation for employees of other organisations using the company's facilities for their own training programmes, and miscellaneous commercial activities.

SUSL is a fully owned subsidiary company which provides support staff to the University.

SPCL provides foundation courses for overseas students, enabling the progression on to Solent undergraduate courses. The University owns 51% of the share capital, with the remaining 49% being owned by QAHE (Solent) Ltd.

In 2022/23, the University's consolidated financial statements reported a turnover of £106m.

Our supply chains

The University procures a wide range of goods and services from a diverse and varied supply chain.

The Modern Slavery Act 2015 introduced increasing focus on transparency in supply chains. As a result of this, SU seeks to carry out procurement of goods and services in an environmentally, socially, ethically and economically responsible manner and to enter into agreements and contracts with suppliers that share and adhere to this commitment.

Our policies on slavery and human trafficking

Solent University is committed to ensuring that there is no known modern slavery or human trafficking in our supply chains or in any part of our business.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in SU's supply chains and its business, staff have attended a specialist training course run by the British Universities Finance Directors Group (BUFDG) for the university sector.

Staff across the University, have access to the BUFDG e-learning modules which includes Protecting Human Rights in the Supply Chain.

Our effectiveness in combating slavery and human trafficking

The University will investigate any reports received from employees, the public or law enforcement agencies indicating that modern slavery practices have been identified.

Further steps

Environmental Sustainability is one of the Strategic Foundations of the University's new strategy, Strategy 2025: Ready for the Future. The Sustainability Enabling strategy will ensure that this foundation is embedded throughout the University and monitored by strategic KPIs. Aspects of the Modern Slavery Act will feed into these areas where appropriate.

The University continues to embed in the Netpositive Futures supplier engagement tool, which enables suppliers to the HE sector to create a sustainability action plan for their businesses. The tool also raises awareness of the issues covered by the Modern Slavery Act.

The University continues to mitigate the risk of modern slavery and human trafficking within its own staff community by following fair staff recruitment and selection policies and procedures. Solent wants to acknowledge the valuable contribution that service partner staff make to the success of the University. As part of the University's continuing commitment to delivering an excellent people experience for everyone working at Solent, it has asked its three main contract partners; providing, catering, cleaning and security service to award to their people normally based here, an annual pay increase in line with that received by everyone else working at Solent. The University asks these partner companies to pay, wherever possible, the increase at the same time that it is paid by the University's payroll team. In line with the University's approach, Solent aspires all of its Partner companies to pay, as a minimum, the National Living Wage to all of their people, irrespective of age.

The challenge of modern slavery and human trafficking is one that is best addressed through the ongoing and proactive engagement with suppliers. During 2022/23, the University's Procurement team has continued to actively share experience and best practice through the Southern Universities Purchasing Consortium (SUPC) and wider professional networks such as HEPA (Higher Education Procurement Association)



**CHAIR OF BOARD OF GOVERNORS
SOLENT UNIVERSITY**

Date: 6/12/23