

Slavery and Human Trafficking Statement for Bury College

1. Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Bury College takes every financial year to prevent modern slavery and human trafficking within its operations and supply chains.

Bury College recognises its responsibility to take a robust and transparent approach to safeguarding against modern slavery and is committed to continuous improvement in identifying and addressing risks.

2. Organisational Structure

Bury College is a Further Education College established under the Further and Higher Education Act 1992 and is an exempt charity under the Charities Act 2011.

The College delivers education and training to a diverse student population and operates across curriculum delivery, student services, and College support functions.

3. Supply Chains

The College's supply chains include, but are not limited to:

- Facilities management (cleaning, security, maintenance)
- Catering and food supply
- ICT equipment and electronics
- Office supplies and furniture
- Recruitment agencies and temporary staffing
- Waste management and recycling services

The College recognises that higher-risk areas may include outsourced services, agency staffing, and goods sourced through global supply chains.

4. Risk Assessment

During the reporting period, the College has reviewed its exposure to modern slavery risks and identified the following key areas of potential risk:

- Use of agency and temporary staff
- Contractors delivering on-site services (e.g. cleaning, catering)
- Procurement of goods from international supply chains.

While no incidents of modern slavery have been identified, the College acknowledges that risk exists and requires ongoing monitoring.

5. Policies and Governance

The College maintains a range of policies that support ethical practice and the prevention of modern slavery, including:

- Whistleblowing (Public Interest Disclosure) Policy
- Staff Code of Conduct
- Safeguarding Policy
- Recruitment and Selection Policy
- Financial Regulations Policy
- Anti-Bribery Policy
- Anti-Fraud and Irregularity Policy

Responsibility for modern slavery compliance sits with the senior leadership team, with oversight provided by the Board of Governors. This statement is reviewed and approved annually.

6. Due Diligence and Supply Chain Management

The College has taken steps to strengthen its procurement and supplier management processes, including:

- Incorporating modern slavery clauses into supplier contracts and terms and conditions
- Working with established procurement frameworks where appropriate
- Reviewing supplier risk as part of procurement activity
- Engaging with recruitment agencies to ensure appropriate employment practices

The College recognises that assurance is an ongoing process and will continue to strengthen due diligence arrangements.

7. Recruitment

The College is committed to ensuring that all employees are treated fairly and in accordance with employment legislation.

Controls in place include:

- Right-to-work checks for all employees
- Use of reputable recruitment agencies
- Verification of agency compliance with legal and ethical standards

8. Training and Awareness

The College is developing awareness of modern slavery risks among staff, particularly those involved in:

- Purchasing/ Procurement
- HR and Recruitment
- Safeguarding and Student Support

Accredited training is delivered to key staff with periodic updates. The College plans to expand training and raise staff awareness in future reporting periods.

9. Safeguarding and Student Welfare

As a Further Education provider, the College recognises the importance of safeguarding learners who may be vulnerable to exploitation.

Modern slavery is considered within the College's safeguarding framework, and staff are expected to report concerns through established safeguarding procedures.

10. Effectiveness and Key Performance Indicators

The College is working towards strengthening how it measures effectiveness.

Planned and emerging indicators include:

- Number of staff completing modern slavery awareness training
- Inclusion of modern slavery clauses in new contracts

12. Approval

This statement was approved by the Board of Governors of Bury College on 7th July 2026 and is reviewed annually by the senior leadership team.

Signed:



Mr C Trees
Chair of The Corporation

Date: 7th July 2026