



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 constitutes Bishop Burton College's modern slavery and human trafficking statement for the financial year ending 31<sup>st</sup> July 2025, including the steps we take to prevent modern slavery and human trafficking within our organisation and supply chains.

Bishop Burton College is committed to conducting all aspects of its business ethically and with integrity. We have a zero-tolerance approach to modern slavery, forced labour, servitude, human trafficking, and exploitation in all forms.

As a land-based further education college, we recognise that sectors connected to agriculture, food production, estates management, construction, cleaning, catering, and seasonal labour can present heightened risks of exploitation. We are committed to identifying and addressing these risks responsibly.

### **Our Organisation**

Bishop Burton College is a land-based Further Education College with campuses in the East Riding of Yorkshire and in Lincolnshire. The College offers a range of land-based and general further education and higher education courses as well as apprenticeships and full-cost training. The College also operates a working farm, commercial facilities and student accommodation.

Approximately 570 people work for us across our campuses. There are also several hundred other workers throughout our supply chains which are complex, extensive and cover a wide range of products, goods and services.

### **Our Supply Chains**

The College procures a range of goods and services from local, national, and international suppliers. Key procurement areas include:

- Agricultural supplies and machinery
- Food and catering services
- Cleaning and facilities management
- Construction and maintenance contractors
- Agency and temporary staffing
- IT equipment and electronics

- Grounds maintenance and estates services
- Uniforms, PPE, and workwear

We recognise that some of these sectors may carry a higher risk of labour exploitation and modern slavery practices.

### **Policies and Governance**

The College maintains policies and procedures designed to support ethical working practices and safeguard individuals from exploitation, including:

- Safeguarding Policy
- Whistleblowing Policy
- Staff Code of Conduct
- Procurement and Financial Regulations
- Recruitment and Selection Procedures
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy

Responsibility for overseeing modern slavery compliance rests with the Senior Leadership Team and the Corporation, and monitoring is undertaken by the Equality, Diversity and Inclusion Committee.

### **Due Diligence and Risk Management**

The College undertakes proportionate due diligence measures to assess and manage modern slavery risks within its operations and supply chains. These measures include:

- Working with reputable suppliers and contractors
- Incorporating ethical trade questions into our tender processes
- Reviewing supplier practices where risks are identified
- Ensuring right-to-work checks are completed for employees
- Monitoring the use of agency and temporary labour

Where concerns are identified, the College will investigate appropriately and take corrective action where necessary.

### **Staff Awareness and Training**

The College promotes awareness of modern slavery through safeguarding and compliance training. Relevant staff, particularly those involved in procurement, HR, estates, safeguarding, and farm or commercial operations, are expected to understand:

- Indicators of modern slavery and labour exploitation
- Reporting procedures for concerns
- Responsibilities under the Modern Slavery Act 2015

Students are also supported through safeguarding processes and tutorial programmes that encourage awareness of exploitation and vulnerability.

## **Safeguarding**

As an education provider working with young people and vulnerable adults, safeguarding is central to our approach. The College is committed to creating a safe environment where concerns relating to exploitation, coercion, abuse, or trafficking can be reported and addressed promptly.

Any concerns relating to potential modern slavery are referred through the College safeguarding procedures and, where appropriate, to external agencies.

## **Continuous Improvement**

The College is committed to continuously improving its approach to tackling modern slavery. Planned actions include:

- Reviewing procurement risk assessment processes
- Enhancing supplier engagement and monitoring
- Increasing staff awareness training
- Strengthening contract management arrangements
- Reviewing policies annually to ensure continued effectiveness

## **Approval**

This statement will be reviewed by the Finance and Resources Committee in June 2026.

Danny Metters  
Principal and Chief Executive  
May 2026