

# **Modern Slavery and Human Trafficking Statement**

## **Financial Year Ending: July 2025**

### **1. Introduction**

Abingdon & Witney College is committed to preventing modern slavery and human trafficking in all aspects of its operations and supply chains. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps taken during the financial year to ensure that slavery and human trafficking are not taking place within the College or its supply chains.

### **2. Organisational Structure**

Abingdon & Witney College is a General Further Education College operating across multiple campuses in Oxfordshire. The College provides vocational and technical education to young people and adults, including apprenticeships and higher education programmes. The College is governed by a Corporation Board and led by the Principal and Chief Executive, supported by a Senior Management Team (SMT) and a wider management structure.

### **3. Our Supply Chains**

The College's supply chains include:

- Facilities management (cleaning, catering, maintenance)
- IT and digital services
- Capital (construction) projects
- Educational resources and equipment
- Subcontracted training providers

We recognise that some of these sectors may carry a higher risk of modern slavery, particularly where services are outsourced or involve temporary labour. The College takes a risk-based approach to preventing modern slavery, as outlined in section six below.

### **4. Policies and Procedures**

The College has a range of policies that support our commitment to ethical practices:

- Financial Regulations
- Anti-Bribery Policy
- Fraud Prevention Policy
- Whistleblowing Policy
- Safer Recruitment and Selection Policy
- Safeguarding Policy
- Procedure for handling concerns or allegations against staff:
- Dignity at Work Policy
- Equality, Diversity and Inclusion Policy

These policies undergo regular reviews and are accessible via both the Reports and Resources page on the college website and the internal college intranet. Developed in collaboration with staff and relevant stakeholders where appropriate, all policies are subject to approval through a structured

framework, which specifies the required review frequency, typically annually or on a three-year cycle, and designates the responsible College committee, as delegated by the Board, for policy approval.

## **5. Due Diligence**

We undertake due diligence when engaging suppliers, including:

- Requiring suppliers to confirm compliance with the Modern Slavery Act
- Including modern slavery clauses in contracts where appropriate
- Monitoring subcontractor performance and compliance

## **6. Risk Assessment**

We assess risk based on:

- Sector and geography of suppliers
- Nature of services provided
- Likely use of temporary or migrant labour

Over the next twelve months the College will put in place enhanced scrutiny of higher-risk areas such as construction and cleaning services.

## **7. Training and Awareness**

Relevant staff, including the People Services team, student services team members and managers responsible for procuring goods and services from our supply chain will receive training on identifying and mitigating modern slavery risks annually.

## **8. Effectiveness and KPIs**

To measure the effectiveness of our actions, the senior management team monitor any concerns raised on a termly basis. An annual report will be made to the Finance and General Purposes Committee of the Board, with the first report due in September 2026 reflecting on 2025/26.

## **9. Governance and Approval**

This statement has been approved by the Corporation Board and signed by the Principal and Chief Executive, Jacqui Canton. As required under the Modern Slavery Act 2015, this statement will be reviewed and updated annually prior to publication via a link on the homepage of the college's website, no later than six months after the end of the financial year.

**Signed:**

*Jacqui Canton*

Jacqui Canton  
Principal and Chief Executive  
Abingdon & Witney College

**Date:** December 2025