

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Myerscough College's actions to understand potential modern slavery risks related to the organisation and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business. This statement relates to actions and activities during the financial year ending 31 July 2025.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Commitment

Myerscough College is committed to preventing slavery and human trafficking in its corporate activities, and so far as is possible requiring our suppliers to hold a similar ethos.

Organisational structure

Myerscough College is a Further Education and Higher Education provider based in the northwest of England. The College has five centres based in Preston, Blackburn, Liverpool, Manchester, Warrington, and Penrith. Founded in 1894, the College has a proud agricultural heritage but also offers a diverse range of studies in the land-based and sport sectors.

Myerscough College employs approximately 745 people operating in the United Kingdom. Its core business is educating a population of approximately 4,900 students.

Myerscough College has turnover of c£38m of which c£13m is spent on goods and services to support the running of the organisation.

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing Policy and Procedure** - We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee and Volunteer Code of Conduct** - Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain.
- **Counter Fraud, Bribery & Corruption Policy** – We are committed to the highest standards of ethical conduct and integrity in its business activities. We will not tolerate

any form of bribery or corruption from employees or any person or body acting on its behalf.

- **Procurement Policy & Procedure** - We are committed to ensuring that our suppliers adhere to the highest standards of ethics. When completing a tender, suppliers are required to confirm that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
- **Ethical Business Development & Sponsorship Policy & Procedure** – We are committed to ensuring that our activities and relationships uphold high legal, moral and ethical standards.
- **Recruitment Policy** – We carry out extensive pre-employment checks to ensure the safety of all within the College. As an education provider, the necessary checks are mandated and defined within *Keeping Children Safe in Education 2024*.
- **Child Protection and Safeguarding Policy and Procedure** – We are fully committed to the wellbeing of learners and staff and those who have direct links with the organisation. The College actively promotes the positive welfare of children, and expects all staff, volunteers, and partners, including employers and work placement providers to endorse and always practise this commitment.

Modern Slavery Approach

Myerscough College commit's to:

- Complying with all legislation and regulatory requirements.
- Where possible, making all suppliers and service providers aware that we promote the requirements of legislation.
- Considering modern slavery when making procurement tender decisions.
- Developing its awareness of issues related to modern slavery.

Myerscough College has identified the following as principal areas of potential risk:

- Estates
- IT
- Catering
- Outsourced Providers of Services
- Recruitment Agencies
- Any external suppliers

Supply Chains

Myerscough College will:

- Include conditions or criteria to combat modern slavery in specification and tender documents wherever possible,

- Evaluate specifications and tenders with appropriate weight given to modern slavery points,
- Encourage suppliers and contractors to take their own action and understand their obligations to the new requirements.

Recruitment Practices

Employees recruited via third party organisations are recruited through reputable recruitment agencies. All recruitment agencies are required to sign a 'Safeguarding & Safer Recruitment Provider Agreement' which confirms that they will carry out all pre-employment checks.

The 'Safeguarding & Safer Recruitment Provider Agreement' also asks any recruitment agency to confirm that they are committed to and act in accordance with the principles of the Modern Slavery Act 2015.

Training

- Procurement staff and those responsible for purchases within Myerscough College will complete awareness training where possible.
- HR professionals within the College are committed to keeping up to date with legislation in relation to modern slavery and will share any information with stakeholders where appropriate.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 July 2025.

This statement has been endorsed by the Myerscough College Senior Management Team and approved by the Corporation Board. It will be subject to annual review.



J Booker

Chair to the Corporation

Date: 10 December 2024



P W Johnson

Chief Executive and Principal

Date: 10 December 2024