

Modern slavery and human trafficking statement

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 July 2017. This is our second statement under the Act and provides an overview of our continuing progress in this area.

We are a UK Higher Education Institution which provides a wide range of teaching, research and related activities. We are based in Manchester but are a global institution. We have 40,490 students registered on courses in the UK and across the world. We employ 12,470 people (total headcount) and had an income of £1,009m for the financial year ending 31 July 2017.

More information about us and our activities is available here:
www.manchester.ac.uk

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As part of this commitment we have in place an Anti-Slavery and Human Trafficking Policy: documents.manchester.ac.uk/list.aspx

We have updated our standard terms and conditions of business, to require compliance with this policy and the Modern Slavery Act 2015.

These set out our zero-tolerance approach to modern slavery and determination to behave ethically and with integrity in all our business dealings and relationships. We are committed to transparency in what we do and expect the same from our contractors, suppliers and other business partners, and their supply chains. To this end we have joined TISC Report (tiscreport.org) the world's largest open data repository of Modern Slavery and Human Trafficking Statements.

Our Supply Chains

We purchase works, goods and services from a wide range of suppliers and across a number of categories and are committed to acquiring these in a responsible manner.

In order to meet our obligations under the act we have helped to develop, in partnership with NETpositive Futures, an on-line assessment tool that allows us to engage directly with all of our suppliers to identify their awareness of modern slavery and human trafficking. We have contacted every one of our suppliers (of which we have over 8,000) to ask about impacts arising from their business activities, including slavery within their supply chains, and providing an opportunity for them to tell us how they are addressing these issues. The same process is used for all new suppliers. In July we published a report on the impact of this data at which time 1,000 of our suppliers had completed this exercise: www.procurement.manchester.ac.uk/procurementexcellence. To date nearly 1,400 of our suppliers have accessed this tool, and we are using the insights this provides to ensure that we recognise, encourage and support good supply chain practice.

We manage our suppliers using a category management model so that we can understand and manage risks within specific categories. Our supply chain risk is assessed using the UN Marrakech approach and we are focussing on categories and commodities that score highly on this and in addition suppliers in the following areas (if not already captured): agriculture, hospitality, construction and staff agencies. Using this approach means we can target our limited resources to understand and promote best practice throughout all tiers of our supply chains. We are updating our on-line resources for suppliers and are planning a modern slavery training session for SME's over the coming year.

Good supply chain practice has been embedded within our £1bn Construction Partnership Framework to highlight slavery issues alongside our three partnership contractors through the Considerate Constructors Scheme (CCS). On our largest project, the Manchester Engineering Campus Development, our contractor is supporting the CCS's 'Spotlight on Illegal Workers' campaign, in collaboration with the Home Office Immigration Enforcement Department based in Manchester. This work is helping The Home Office establish contacts in the North West Construction Industry as part of a campaign to educate and tackle the problem of illegal workers on North West construction sites.

The revision of our procurement documentation and processes is continual to ensure that they keep pace with developments in this area. Underpinning this has been our adoption of the Flexible Framework¹ as a means of embedding sustainable and responsible procurement practices. Our success in this area has recently been recognised, through independent validation that we are the first HEI in the UK to be operating at the highest Level (Level 5) on this framework: www.procurement.manchester.ac.uk/procurementexcellence

We make use of a number of external standards and agencies to provide assurance on labour practices for applicable products and processes. We have maintained Fairtrade status since 2005 and affiliated with the Worker Rights Consortium in 2015. These provide independent sureties on supply chain practice, and we continue to assess the suitability of external validation in other areas as well.

We are active with our sector colleagues sharing best practice and keeping up to date on slavery and human trafficking considerations within the supply chain. Our Head of Procurement chairs a recently established sector wide Responsible Procurement Group whose remit includes modern slavery. The University is also taking a lead with like-minded public and private sector organisations within Greater Manchester to share ideas and experiences to tackle trafficking and its impacts within our immediate region.

Our People

There is a clear chain of accountability in this area; overall responsibility rests with the Board of Governors who have devolved day-to day responsibility for implementing and monitoring the University's approach to the Director of Finance.

Staff awareness and engagement on this issue remains a priority. As part of our Strategic Vision one of our three core goals concerns social responsibility. In November 2016 we launched a staff engagement tool to assist staff understanding of sustainability issues and to support them to commit to this: 10,000 Actions

(www.socialresponsibility.manchester.ac.uk/signature-programmes/10000-actions/). Every member of staff was involved in this initiative. Responsible Purchasing is one of the six themes within this encouraging those staff who purchase, as part of their duties, to consider what they buy and how they buy it. On selecting this theme they are directed to specific guidance on our purchasing web-pages including detailed information on slavery and human trafficking. More than 4,500 purchasing actions have been committed to and analysis of our web-page traffic indicates that the information on our modern slavery webpages has been widely consulted.

A useful by-product of this initiative has been to bring together academic and professional staff in new ways allowing for joint consideration of modern slavery and human trafficking issues. Information sharing between our professional procurement function and academic researchers in the Alliance Manchester Business School and the School of Law has suggested a number of possible collaborations. The opportunity to combine research alongside practical delivery towards important global challenges are unique to universities and underline the key role that our staff can make across a range of activities (including trafficking and slavery) awareness that make a positive contribution to society.

Specific training has been undertaken by our procurement professionals. Each of them has completed the CIPS Ethical Procurement and Supply course. In addition all have either completed, or are scheduled to complete, a four week on-line course developed by a leading expert on contemporary slavery.



Mr Edward M Astle
*Chair of the Board of Governors
and Pro-Chancellor*

¹*The Flexible Framework is a self-assessment mechanism, developed by DEFRA, that allows organisations to measure and monitor their progress on sustainable procurement over time: www.gov.uk/government/publications/sustainable-procurement-in-government-guidance-to-the-flexible-framework*

Engaging our staff

Staff awareness and engagement on modern slavery remains a priority. In November 2016 the University launched 10,000 Actions, a staff engagement tool, to assist staff understanding of sustainability issues. This is in line with our University's third core goal, Social Responsibility.

Responsible Purchasing is one of six themes in the tool, encouraging staff who purchase, as part of their duties, to consider what and how they buy things. They are also directed to specific guidance on our purchasing web pages including detailed information on slavery and human trafficking.

12,315

Staff with access to guidance on modern slavery

1,447

Action plans created by staff

53%

Order things for themselves or on behalf of other members of staff.

Our staff

64%

Care about where the things we use come from

42%

Request or authorise goods and services

Staff priorities

34,614

Actions committed to by staff

4,511

Related to responsible purchasing

Over 13%

Of all actions committed to in the tool!

All 3 procurement issues were in the top 7 most selected issues from a possible 21 issues on the tool

41,741

Number of page views

Data accessed from 2016/17 financial year

Our web pages

4,336

Number of internal users accessing pages

67%

Page views are from staff

2.55

Number of clicks to find info they need

2:21

Spent on pages

Modern Slavery page

2:14

Spent on page

976

Page views

21%

Make a conscious effort to choose fairly traded or ethically sourced products

8%

Ensure equipment is replaced (if needed) with an energy efficient model

Staff commitments

Next steps...

Provide further support to staff, developing additional guidance

Further engage with staff to strengthen awareness of issues

Engaging our suppliers

All 8,000 of our suppliers have been invited to access our Supplier Engagement Tool and complete a sustainability action plan. To create a plan, they select issues apparent in their organisation, including those around modern slavery. Achievable actions are then suggested on the Tool to aid them in developing responsible practice and processes within their organisation.

The data collected from our suppliers' action plans provide us with a rich source of information to integrate into our future plans for development and improvement in the Central Procurement Office. This infographic shows what this data tells us about our suppliers and what they are doing to combat modern slavery.

Our Supplier Tool

As of 31/07/2017 we know that:



(CSR refers to Corporate Social Responsibility)

Modern Slavery Data



We will be verifying all our suppliers comply with the Modern Slavery Act 2015 and auditing our higher risk suppliers against our predetermined criteria

Staff have received training on identification and the signs of slavery and human trafficking

We have updated our conditions of purchase to bring clarity on our expectations for suppliers in prevention of modern slavery

Supplier Action Plans (Number)

	In progress	Completed	Not started	With evidence
Develop a code of conduct which prohibits the use of forced or trafficked labour	12	9	31	9
Publish your 'Modern Slavery Act Transparency Statement'	9	7	36	8
Provide training for staff on modern slavery	11	3	36	8
Engage with your suppliers on modern slavery	10	6	32	7

Our High Risk Groups (Number)

	Estates and buildings	Computer Supplies and Services	Catering Supplies and Services
Number of registered suppliers in each group	94	86	81
Recognise modern slavery is an issue for their business	6%	6%	6%

Supplier Actions

Next steps...

We will drive to further embed understanding of modern slavery amongst colleagues and create guidance to support this

We will connect with our high risk suppliers to verify whether their low engagement with MSA is correct. We will incite them to improve if so.

We will develop networks regionally and nationally to improve approaches to working with suppliers