



# Modern Slavery Statement

## **Fairfield School of Business Ltd.**

Modern slavery is the exploitation of people who have been forced, deceived, or coerced into a life of labour and servitude for personal or commercial gain, and is a violation of fundamental human rights. The following statement has been made pursuant to section 54(1) of the *Modern Slavery Act (2015)* and sets out Fairfield School of Business' commitment to combatting the practices of modern slavery and human trafficking.

In any form it may take, modern slavery is repugnant to the School's mission, which is to advance the economic and professional prospects of individuals within the local communities where the School is based, and to extend the reach of high-quality education to those unable to study at a mainstream institution.

## **Procurement and supply chains**

The School ensures that its acquisition of goods and services does not cause harm to others. A dedicated Procurement Policy is in place which determines how purchases are to be made when spending School funds, which include public funding drawn through tuition fee loans. This commits FSB to acting transparently and ethically in its selection of vendors, products and services by specifying appropriate background checks and due diligence procedures.

The School additionally recognises its responsibility to identify any sections of its supply chain which may pose a risk in terms of modern slavery and human trafficking, and to take appropriate preventative action where such risk is identified.

The School has identified the following areas in its supply chains where there may be a higher susceptibility to Modern Slavery and Human Trafficking occurrence:

- Construction works sub-contractors and supply chains,
- Estates; hard and soft facilities management services (such as maintenance, building, cleaning and security services),
- Food and catering,
- Office supplies/stationery,
- ICT and Audio Visual (AV) equipment and products

A wide range of products is procured across all of these categories, many of which are sourced from international manufacturers operating in low-cost countries where modern forms of slavery are prevalent.

### **Tendering and contract performance management**

The School ensures that the tendering process for new suppliers and contractors and the management of the performance of, and relationship with, suppliers and contractors includes the provision and subsequent monitoring of compliance with the School's policies, including policies relating to the prevention of slavery and human trafficking.

### **As an employer**

The School's governing body oversees the recruitment and treatment of its employees and contractors. Human resources, recruitment and employment procedures are compliant with UK laws and regularly (at least annually) reviewed to ensure they remain so. Individuals have numerous avenues through which to raise concerns about their experiences working with FSB, which are signposted in the Company's Employee Handbook.

The School is not a Tier 2 sponsor; our recruitment procedures are designed to ensure that employees of the School have a legal entitlement to right to work in the UK.

### **Working with partners**

The School works with university partners who validate its higher education awards. Such partnerships are established exclusively with reputable mainstream UK higher

education providers who are subject to regulatory oversight, and who have in place their own Modern Slavery Statements.

### **Student Representatives**

The School engages students in the quality assurance of its learning opportunities. Collective student engagement is achieved by means of elected representatives who undertake certain duties in liaising with the School's academic management. For legal reasons, student representative roles must be unpaid and this is made clear during students' inductions. These arrangements are entered into voluntarily and may be discontinued by either party without notice at any time.

### **Raising awareness**

Raising staff awareness of the problem of modern slavery is a strategic priority for the Academic Year 21/22. Communication of the statement and our stance on modern slavery will be made to all staff members during the September and January annual staff training events; key policy owners will be requested to ensure their respective policies and procedures uphold the commitments outlined herein.

A schedule of staff training and development activities and CPD will include the theme of modern slavery the School's expectations with regard to transparent, ethical and responsible conduct. This will include guidance for staff on how to spot signs of abuse, which may be indicative of coercion or enslavement.

### **Reporting Breaches**

The School's Protected Disclosure (Whistleblowing) Policy and Procedures provides an unambiguous recourse for individuals to report instances serious malpractice or impropriety, which may be in breach of the law, whether occurring within the organisation, its supply chains, or its strategic or commercial partners.

The Whistleblowing Policy is posted prominently on the School's website and signposted in other related guidance documents.

### **Mohammed Zaidi**

Chief Executive Officer of Fairfield School of Business