

# UCFB|GIS\*

## Modern Slavery Policy

Owner:	Chief Operating Officer
Author:	Senior Academic Quality Manager (Academic Quality)
Version Number:	1
Approval Date:	04/05/2023
Approved By:	Board of Directors
Date of Commencement:	04/05/2023

## 1. Introduction

- 1.2 UCFB|GIS is committed to combatting slavery and human trafficking and expects the staff, students, suppliers, contractors and all those that the institution conducts business with to adhere to their policy and practices in this respect.
- 1.3 Modern slavery is defined as the recruitment, movement, harbouring or receiving of person(s) by force, coercion, abuse of vulnerability, deception or other means, for the purpose of exploitation. It is a crime under the Modern Slavery Act 2015 and includes holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

## 2. Purpose

- 2.1 This policy provides information on the institutions commitment to combatting modern slavery and measures taken.
- 2.2 UCFB|GIS will operate a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in the institution.
- 2.3 The policy and procedures outlined within are in accordance with the Modern Slavery Act 2015: <https://www.legislation.gov.uk/ukpga/2015/30/contents>.

## 3. Scope

- 3.1 This policy applies to all UCFB|GIS staff, students, suppliers, agency workers, volunteers, interns, contractors and external consultants and all those with whom the institution conduct business with.
- 3.2 This policy aligns with the University of East London (UEL) Modern Slavery Policy.
- 3.3 Under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015, certain commercial organisations must publish an annual statement setting out the steps taken to prevent modern slavery in their business and their supply chains.
- 3.4 A commercial organisation is required to publish an annual statement if all the criteria below apply:
  - 
  - 
  - 
  -

UCFB|GIS do not meet this criterion and are therefore not required to publish an annual statement.

- 3.5 This Policy does not form part of any employee's contract of employment, and it may be amended at any time.



## 6. UCFB|GIS Organisational Structure and Supply Chain

6.1 UCFB is an established specialist provider of Higher Education within the football and sports industries with two permanent UK campuses, in north London and Manchester. Additionally, UCFB|GIS have global sites for teaching delivery in Miami and Melbourne. UCFB|GIS is dedicated to the delivery of undergraduate degree programmes in the football and sports industry, whilst UCFB's Global Institute of Sport (GIS) is a leading destination for Master's degrees and executive education.

The UCFB|GIS mission is 'to be the world's leading sports education institution'. As at 2022, the institution had 2800 students mostly based at the Manchester and London campuses. UCFB|GIS workforce sat at approximately 280 incorporating both academic and professional services staff.

6.2 In respect of modern slavery, UCFB|GIS have two main risk areas;

1. People: A diverse population of staff and students. The student body consists of a large number of young adults. Most undergraduate students are UK/Home based students, but there is also a niche international

1.5 Tc (io)-0.1 Td )Tio)(o) sTpe (t) p(1)111111 The welfare of st 6 T(5) (5)111111

## **Annexe A**

### **Request for Proposal (RFP) Criteria:**

Prospective suppliers must provide details of the following:

- Management and staffing levels and structure
- Equal opportunities recruitment policy
- Environmental & Sustainability policy
- Health & Safety Policy (in advance of specific detailed risk assessments and method statements) and all H&S certification for the business and staff
- Trade qualifications and management system details, e.g. relevant BS for Quality Management Systems and Environmental Management Systems
- Staff training, induction and competence assessment
- Required qualifications of staff e.g. IOSH
- Equipment suitability - adherence / accreditation to relevant ISO standards
- Contract Methodology and mobilisation plan:
  - Site visit and assessment
  - TUPE Policy
  - Staffing plan
  - Equipment procurement
  - Load-in and familiarisation
  - Pre-contract works
  - Health and Safety Documentation submission (including COSH Booklet)
  - Contract commencement
- Record maintenance and audit procedures for quality control and improvement
- Suitable levels of Employers' Liability and Public Liability Insurance (min £10m for each single occurrence)
- Affiliation to or membership of relevant industry institution (e.g. British Institute of