

# Barnet and Southgate College Modern Slavery Statement

For the financial year ending 31 July 2026

This statement is made pursuant to section 54 of the Modern Slavery Act 2015.

## ◆ ◆ Organisation Structure and Activities

Barnet & Southgate College is a large general further education college operating across multiple campuses in North London. We provide education and training to learners aged 16–18 and adults, including apprenticeships and higher education provision. The College is overseen by a Corporation Board and led by the Principal & CEO.

## ◆ ◆ Our Governance

The Corporation Board has overall responsibility for this statement and reviews it annually. Day-to-day responsibility sits with the Executive Leadership Team, with input from relevant business areas such as Safeguarding, HR, Estates, and Curriculum teams. Oversight is provided by the Audit & Risk Committee, which monitor progress and compliance.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

## ◆ ◆ Our Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It encompasses various forms, including slavery, servitude, forced and compulsory labour, and human trafficking—all of which involve the deprivation of a person's liberty for personal or commercial exploitation.

The College maintains a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place within our organisation or any part of our supply chains.

We are dedicated to ensuring transparency in our business practices and in our approach to addressing modern slavery across our supply chains, in line with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, and business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory, or trafficked labour, and against any form of slavery or servitude, whether involving adults or children. We also expect our suppliers to hold their own supply chains to the same standards.

This policy applies to all individuals working for the College in any capacity, including employees at all levels, agency workers, secondees, volunteers, contractors, external

consultants, third-party representatives, and business partners.

To support individuals who raise concerns about slavery or human trafficking within the organisation, please refer to the College's Whistleblowing Policy.

Management at all levels of the College are responsible for ensuring that those reporting to them understand and comply with this policy and receive appropriate and regular training.

#### ◆ ◆ **Our Supply Chains**

The College's supply chains are diverse, with suppliers supporting our delivery of high-quality teaching and learning. Our highest risk areas include:

Audio-Visual, IT & Multimedia Supplies  
Catering Supplies & Services  
Furniture, Furnishings & Textiles  
Janitorial & Domestic Supplies & Services  
Professional & Bought-in Services (including consultancy / agency staff)  
Travel & Transport (including vehicle hire & subsistence)  
Estates & Buildings

Suppliers are selected and monitored through robust procurement processes, including pre-qualification checks and ongoing contract management.

#### ◆ ◆ **Our Commitment**

Barnet & Southgate College recognises that modern slavery is a significant global human rights issue, encompassing human trafficking, forced and bonded labour, child labour, domestic servitude, and sexual exploitation. We are committed to protecting and respecting human rights and have a zero-tolerance approach to slavery and human trafficking in all its forms. We act ethically and with integrity in all our relationships and strive for continuous improvement, learning from incidents and best practice.

Our approach aligns with the College's guiding principles of respect, inclusivity, and responsibility.

#### ◆ ◆ **Relevant Policies**

We maintain and regularly review a suite of policies to support our commitment to preventing modern slavery, including:

Safeguarding & Prevent Policy  
Procurement & Subcontracting Policy  
Whistleblowing Policy  
Equality, Diversity & Inclusion Policy  
Data Protection & Privacy Policy  
Fitness to Study & Student Behavior Policy

These policies are reviewed and updated as required.

#### ◆ ◆ **Risk Assessment**

We assess modern slavery risks at both organisational and contract levels, focusing on high-risk areas such as construction, cleaning, catering, security, ICT hardware, and garments/PPE. Our risk assessment process includes:

- Reviews involving relevant teams
- Consideration of country risk, subcontracting tiers, temporary labour, and vulnerable workers
- Use of external benchmarks and frameworks where appropriate

#### ◆ ◆ **Due Diligence with Suppliers and Partners**

For all new and renewed procurements, we:

- Apply due diligence questionnaires
- Require acceptance of our Supplier Code of Conduct and modern slavery clauses
- Use award criteria that reward strong human rights management
- Check subcontracted delivery against College standards

Supplier reviews and audits are conducted regularly. Where suppliers fail to meet our standards, we take corrective action, which may include contract termination.

#### ◆ ◆ **Training & awareness**

The College ensures all staff receive regular training on safeguarding and Prevent duties, with a strong emphasis on recognising and responding to modern slavery and exploitation. This includes awareness of key indicators, appropriate referral routes, and escalation procedures. Training is tailored to roles with higher exposure to procurement and supply chain risks, and refresher sessions are delivered to reinforce responsibilities. Awareness is embedded into staff induction, student learning, and contractor engagement. Training content is adapted in response to feedback and emerging risks. Effectiveness is monitored through completion rates and feedback, with oversight by relevant governance committees.

#### ◆ ◆ **Reporting Concerns & Remediation**

Concerns about modern slavery can be raised through the Whistleblowing Policy or directly to the Safeguarding Team. All allegations are assessed promptly, with corrective action plans, referrals to authorities, or contract termination where required. We are committed to supporting whistleblowers and protecting confidentiality throughout the process.

#### ◆ ◆ **KPIs and Monitoring**

We monitor our progress through key performance indicators, including training completion rates, supplier due diligence checks, and the number of concerns raised and resolved. Progress is reported annually to the Board and relevant committees.

This statement was approved by the Governing Body of Barnet & Southgate College on 16<sup>th</sup> October 2025.