

ANTI-SLAVERY POLICY

January 2026

Effective Date: January 2026

Next Review Date: 30 December 2027

Policy Owner(s): Executive Director Estates and Capital Projects

Ratified: 20 January 2026

By: Executive Board

1. Introduction

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- 1.1 Modern Slavery is a complex and multi-faceted crime and tackling it requires everyone to play a role.
- 1.2 The purpose of this statement is to set out the steps that Newham College has taken and continues to take to minimise possible risks of modern slavery in its business and supply chains.
- 1.3 This statement is made in line with Section 54 (1) of the Modern Slavery Act 2015.

2. About Newham College

- 2.1 Newham College is a General Further Education College in the London Borough of Newham established in 1985, made up of six main sites, East Ham Campus, Stratford Campus, Newham Sixth Form Centre (NewVic), Fashion and Textile Museum, London City Institute of Technology and Little Ilford Learning Zone. Newham College has approximately 12,000 students and 700 staff.

3. Commitment to the Principles of the Modern Slavery Act

- 3.1 Newham College is committed to acquiring goods and services for its use without causing harm to others.
- 3.2 Human Resources and people management processes are designed to ensure that all would be employees are legally entitled to work in the United Kingdom and to protect employees from any abuse.
- 3.3 Where agency staff are used the College engages agencies that have been through a procurement process before the appointment is made.
- 3.4 Newham College do not enter into business with any organisation in the United Kingdom or abroad which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

4. Supplier Terms and Conditions

- 4.1 Newham College Terms and Conditions of Contract for the provision of goods and services remind suppliers about their obligations under the Modern Slavery Act 2015 as there is reference to this Act in the terms and conditions.
- 4.2 Newham College as a living wage foundation accredited employer requires all suppliers to the College to pay the London living wage to their employees. This is included in the College terms and conditions for purchase of goods and services.

5. Purchasing Consortia

- 5.1 Newham College Procurement works with numerous purchasing consortia such as Crown Commercial Services, Crescent Purchasing Consortium, London Universities Purchasing Consortium, North East Universities Purchasing Consortium and Yorkshire Purchasing Organisation. All the Consortia ensure that the core principles of the

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Modern Slavery Act 2015 are embedded within all supply chain activities.

6.0 Sustainability

- 6.1 Newham College takes Sustainability very seriously and is committed to including sustainability in all business activities. The College has a Sustainable Procurement Policy in place to guide stakeholders on how to apply sustainability in procurement activities.

7.0 Due Diligence

- 7.1 The College continues to undertake financial due diligence checks when taking on new suppliers and checks on existing suppliers to ensure stability and continuity of supply of goods and services.
- 7.2 For spend categories with a higher risk of harmful practices, the Procurement Manager will conduct due diligence to assess how suppliers minimise the risk of Modern Slavery and Human Trafficking in their organisation and supply chains.

8. Procurement Activities

- 8.1 The Procurement Manager will continue to ensure that all matters of sustainability and Modern Slavery are continuously checked in the evaluation of tenders, quotations and already awarded Contracts.

9. Training and Awareness

- 9.1 Newham College will arrange training and awareness sessions on Modern Slavery where required, so that employees are aware of the risks and what to do to minimise the risk.
- 9.2 Any clarifications on the statement must be directed to the Procurement Office at procurement@newham.ac.uk