

Modern Slavery Act 2015 - Modern slavery and human trafficking statement

Introduction from the Master

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

St John's College, whose former students William Wilberforce and Thomas Clarkson played a crucial role in the abolition of the slave trade, is committed to combat slavery and human trafficking in all its forms.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30th June 2016.

Organisational structure

The charitable objects of the College are, for the public benefit, to advance education, religion, learning and research, particularly but not exclusively through the provision of a College within the University of Cambridge and through the provision of facilities for, and the conduct of, divine service within the College.

We have a group annual turnover of £44.2 million and employ over 450 full time equivalent staff in the UK.

Our supply chains

Our supply chains include catering, cleaning, building and maintenance materials, IT and office supplies. We work with Cambridge University and the College Bursars' General Purchasing Sub-Committee to procure services and goods for use by the College.

Our policies on slavery and human trafficking

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.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we will continue to review our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues. Our objective is to ensure that all our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we work with the Cambridge Colleges General Purchasing Sub-Committee to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

We also have in place personnel policies to protect whistle blowers should any have concerns about issues in our supply chain.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme through the General Procurement Sub Committee. In addition, each year we review our agreements and dealings with suppliers engaged directly by the College to ensure compliance with anti-slavery measures. This review is led by the Domestic Bursar and involves managers responsible for procurement across the College's various support functions.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide information and training to our staff on our statutory duties under the Act and on our relevant policies and procedures.

Our effectiveness in combating slavery and human trafficking

We are working with the Cambridge Colleges' General Purchasing Sub Committee to conduct an externally facilitated review to bring insights on ways we can tackle slavery and human trafficking. The Sub Committee intends to develop a range of measures to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we will develop a series of recommendations to further reduce the risk of slavery and human trafficking in our supply chains.

Signed:  The Master of St John's College, Cambridge

Date: 22/3/18