

Modern Slavery Act Statement

HARROW, RICHMOND AND UXBRIDGE COLLEGES POLICY AND PROCEDURES



STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of Harrow, Richmond and Uxbridge Colleges (“HRUC”). It will replace our previous statement, published in 2024.

The College Group Corporation is committed to improving our practices to prevent slavery and human trafficking in its corporate activities, and to ensure that its supply chains are free from slavery and human trafficking.

We are working towards understanding all potential modern slavery risks related to the Corporation business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and our supply chains.

This statement relates to actions and activities during the financial year 1 August 2025 to 31 July 2026.

HRUC policies in relation to the Modern Slavery Act 2015

The College Group operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing Policy** encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.
- **Staff Code of Conduct Policy** clearly outlines the actions and behaviour expected of employees when representing HRUC. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour at all times, including when operating abroad and managing its supply chain. This commitment ensures a professional, respectful, and safe environment for learners, staff, and the wider College community.
- **Equality, Diversity and Inclusion Policy** underpins all efforts to promote fairness, dignity, and respect within the organisation and its operations. The College ensures all employees, regardless of their background, are treated equally and with respect. Thereby fostering an inclusive environment that actively discourages any form of exploitation. This commitment extends to safeguarding practices, ensuring that all staff and volunteers are aware of issues related to modern slavery and are trained to identify and address them effectively .
- **Recruitment Policy** The College Group Corporation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- These policies are available to all employees.

- **Supply Chain** The Corporation undertakes due diligence in supplier selection and seeks to improve best practice in respect of procurement processes and supply chain integrity by engagement with suppliers, purchasing consortia, internal departments and stakeholders, and student bodies. The Corporation uses compliant procurement routes to source supplies.
- When using public sector frameworks, such as Crescent Purchasing Consortium (“CPC”) it is mandatory that the framework evidences that it has a Modern Slavery Statement in place.
- The Corporation’s standard Terms and Conditions for the Supply of Goods and Services include appropriate and compliant modern slavery and human trafficking clauses.

Corporation approval



Nick Davies
Chair of Corporation

This statement has been approved by the Corporation in July 2025. This statement will be reviewed and updated annually.