

Modern slavery and human trafficking statement

Compliance with the Modern Slavery Act 2015

Review of 2017/18

Introduction

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.

We are committed to improving our practices to combat slavery and human trafficking.

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 31 July 2018.

Organisational structure

Queen Mary University of London (QMUL) is a world-leading research-intensive university with over 25,000 students representing more than 160 nationalities.

A member of the prestigious Russell Group, we work across the humanities and social sciences, medicine and dentistry, and science and engineering, with inspirational teaching directly informed by our research.

In the most recent exercise that rated research in the UK, we were ranked 5th in the country for the proportion of research outputs that were world-leading or internationally excellent. We offer more than 240 degree programmes and our reputation for excellent teaching was rewarded with a silver in the 2017 Teaching Excellence Framework (TEF) awards.

QMUL's history dates back to 1785, with the foundation of the London Hospital Medical College. Our history also encompasses the establishment of the People's Palace in 1887, which brought accessible education, culture and recreation to the East End of London. We also have roots in Westfield College, one of the first colleges to provide higher education to women.

QMUL is committed to maintaining the very best research, an outstanding teaching and learning experience and unrivalled links with business and the public sector. It has five campuses in London and significant operations overseas, notably in China, France and Malta.

In the academic year 2017-18, it had over 25,000 students registered on its programmes, approximately 4,500 members of staff and a consolidated turnover of £462m.

Our supply chains

QMUL supply chain are managed via 3 main categories, which are:

- Estates & Facilities – including projects, maintenance, and facilities management
- Professional Services – including IT, Marketing, Finance and other
- Educational – including Scientific and Laboratory equipment and consumables

The spend categories we have identified as high risk include Construction, IT equipment, Cleaning, security services and temporary staffing.

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.

Work undertaken

We ensure that slavery and human trafficking are not taking place within QMUL or our supply chains as follows.

- All of QMUL's directly-employed staff are on standardised terms and conditions, which include an explicit commitment to pay the London living wage as a minimum.
- All agencies who supply QMUL with staff are contractually bound to pay the London living wage and provide verification of the identity and right to work for their staff. All significant service/goods contracts are overseen by QMUL's Procurement Team and include a commitment to, and evidence of, compliance with the Modern Slavery Act within the tender and award process.
- Our due diligence processes and legal agreements for academic partnerships include a commitment to comply with the Modern Slavery Act. We have confirmed that our partners in China, including our Chinese subsidiary, are required to comply with Chinese law which prohibits human trafficking and forced labour.
- QMUL via the London Universities Purchasing Consortia has affiliated with Electronics Watch, which is an independent monitoring organisation that helps public sector buyers work together to protect labour rights and improve working conditions for workers in their global electronics supply chains, more effectively and less expensively than any single public sector buyer could accomplish on its own.

Actions taken to assist with tackling Modern Slavery through tenders

- Additional requirement included for suppliers to declare affiliations to professional bodies, which indicates the willingness of the supplier to adhere to the Modern Slavery Act.
- Declaration by suppliers to confirm compliance to the Act, and requested to send a copy of the statement / policy
- Statement added to inform suppliers that QMUL reserve the right to carry out site visits or interview workers, if there are concerns of non-compliance
- Standard terms and conditions reviewed and now include Modern Slavery Clauses

Actions taken to assist with tackling Modern Slavery with existing contracts

- Developed a Modern Slavery Questionnaire
- Identified high impact suppliers and sent questionnaires for completion to assist with the better understanding of the supply chain.
- Standard terms and conditions reviewed and now include Modern Slavery Clauses

Our plan for the future

QMUL reaffirms its commitment to better understanding its supply chains and working towards greater transparency and responsibility towards people working on them.

A few of the actions are detailed below:

- Continue to review contracts to ensure modern slavery clauses are included and that relevant due - diligence is in place to minimise the risk of modern slavery.
- QMUL will continue to encourage and support suppliers to ensure their supply chain has measures in place.
- A web resource will be developed to provide guidance for staff on the implications of the Act, their responsibilities in regard to it, and the routes to escalate concerns or issues they may have about a situation or supplier.
- We will continue to proactively work within our Higher Education Procurement networks and purchasing consortium to ensure that we share and learn from best practice.
- Form a sustainable procurement group to identify, assess and drive sustainability initiatives.

Statement of compliance

As a result of the work completed we can confirm that to the best of our knowledge we are compliant with our responsibilities under the Act. We will continue to review our approach in relation to the Act and ensure that best practice is incorporated into our policies, procedures and contractual arrangements.