

LIVERPOOL HOPE UNIVERSITY
SLAVERY AND HUMAN TRAFFICKING STATEMENT

(Financial Year ending 31st July 2022)

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Liverpool Hope University's slavery and human trafficking statement for the financial year ending 31st July 2022.

Introduction

This statement sets out the steps the university has taken, or will thereafter be taking, to understand all potential modern slavery risks related to the university and to put in place steps aimed at ensuring that there is no slavery or human trafficking in our own university or our supply chains.

About the University

With a history extending more than 170 years, Liverpool Hope University has developed a strong tradition of scholarship and research in key disciplines. The university has two main teaching campuses. Hope Park is situated in a leafy suburb of Liverpool and is a mini educational village. The Creative Campus in Liverpool city centre is home to our creative and performing arts subjects.

Our primary activities are the delivery of undergraduate and postgraduate degrees and the undertaking of research and scholarship in Liverpool, England. The university has eight Schools: Creative and Performing Arts (CAPA); Education; Social Sciences; Business; Humanities; Health Sciences; Mathematics, Computer Science & Engineering; and Law & Criminology. There are also two Departments: Geography & Environmental Science; and Psychology. Each School has a number of Subject areas offering a range of undergraduate and postgraduate degrees, from English Literature to Music, History to Social Work, Nutrition to Robotics.

The university has teaching and exchange partnerships with likeminded institutions in many countries to facilitate cooperation in delivering higher education and research, including Holy Cross College in Bury, l'Université Catholique de Lille in Lille (France) and Hope College, Michigan (USA).

Professor Gerald J. Pillay, the Vice-Chancellor & Rector, provides executive leadership for the university and is directly supported by the University Senior Executive Team (USET), comprising the Deputy Vice-Chancellor, Pro-vice Chancellor and two Deans. The Team provides strategic leadership for the university and oversees the day-to-day management of the university.

The University Council is responsible for managing the business and affairs of the university. This includes determining our mission and policies as well as ensuring the financial solvency of the institution. All plans for academic work, the appointment of the Vice-Chancellor and USET, as well as the level of tuition fees, must be agreed by the Council.

Further details about the university's structure, governance and values, as well as the university's Corporate Plan, can be found [here](#).

The university is a Private Limited Company by guarantee without share capital use of 'Limited' exemption, Company number (Reg No. 03285547) and as a Charity (Reg No. 1060579).

The university had an annual turnover of £58.119m in the financial year ending 31st July 2021, employed 638 staff (average fte) and had 5,452 Full Time Students.

Policies, processes and procedures on slavery and human trafficking

The university is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

The university's Corporate Plan is entirely consistent with the aim of combating slavery and human trafficking. In recognising a deeper calling to serve the world, the University promotes a sense of social justice and respect for others. Furthermore, the University operates following policies and procedures, which contribute to its overall approach - *whistleblowing, anti-bribery, bullying and harassment, equality and diversity, safeguarding and sustainable procurement*. The university remains committed to linking parts of these policies into an all-encompassing Modern Slavery and Human Trafficking Policy.

In respect to our international teaching and exchange partnerships, the University carries out a throughout due diligence process in advance of any partnership being agreed.

The university's Procurement Policy ensures suppliers who bid for tendering opportunities are assessed against their compliance with the Modern Slavery Act 2015.

In addition, to ensure that financial control is maintained, the university operates financial regulations which apply to all university income and business, all staff, all university departments and subsidiary companies.

Employment of staff

The Director of Personnel has responsibility for policies and procedures pertaining to the recruitment and selection of staff. The University mitigates the risk of modern slavery or human trafficking occurring in the workforce by ensuring that we have a thorough set of employment related policies and procedures. We follow a robust [recruitment and selection policy](#), which includes the completion of eligibility to work in the UK checks and Disclosure and Barring Service (DBS) checks for relevant roles.

There is a [Code of practice on Whistleblowing](#), which sets out a process for members of staff to raise concerns about wrongdoing by the University.

Where it is necessary to hire agency workers or contractors, our staff are directed to specified, reliable agencies that have been vetted through the University's rigorous procurement procedures and met the imposed selection criteria regarding their business and employment policies and practices.

University supply chains

The university has a well-established procurement policy overseen by the Director of Finance and managed on a daily basis by the Procurement Manager. When entering into contracts, the university does so in accordance to its procurement policy, sustainable procurement policy and its financial regulations.

The following supply chains have been identified as 'at risk' of exposure to modern slavery and human trafficking; estates, including construction and refurbishment; contracts for services, including catering and security staff; waste management services; IT supplies and consumables; lab supplies and consumables; clothing, uniforms; personal protective equipment and promotional items.

Procedures are in place to undertake due diligence on potential high-risk suppliers. For all new tendered contracts; suppliers are made aware that human trafficking and modern slavery may be a consideration for their business; they are required to confirm compliance with the annual reporting requirements of s54 of the Modern Slavery Act 2015, and are encouraged to register and complete an action plan with the Net Positives Futures Supplier Engagement Tool, which addresses, in part, the requirement of the modern slavery act.

We are a member of the North Western Universities Purchasing Consortium (NWUPC) and The University Catering Organisation (TUCO), who are members of UK Universities Purchasing Consortia (UKUPC) and Procurement England Ltd (PEL).

Procurement England Ltd (PEL) adheres to a joint Sustainable Procurement Policy, which includes undertaking risk assessments of products and services in supply chains and adopting mechanisms and indicators to monitor and review the performance of vendors and achieve continuous improvement. Additionally NWUPC and TUCO have published their own Modern Slavery Act 2015 (Transparency in

Supply Chains) Statements, linked accordingly. The University uses a number of framework agreements in the IT equipment and consumables area. In this area, the purchasing consortia who own these frameworks take active steps to mitigate the risk of abuses occurring in supply chains. The consortium that manages the agreement we use for PC's and Laptops is a member of Electronic Watch, giving the University affiliate membership. Electronics Watch is an independent organisation dedicated to protecting the rights of workers around the world involved in the supply of electronic items. It works with public sector buyers to improve working conditions and practices.

Training and awareness raising

The university has previously delivered 'Understanding Modern Slavery' training to key staff via an e-learning platform. This training aims to help staff:

- Understand and recognise the types of Modern Slavery,
- Know the areas of high risk,
- Know what to do if staff suspect someone is a victim of slavery.

Although there was no training last year, it is anticipating that further training in 2022-23 will be rolled out once the procurement function has been imbedded within the University following the departure of the current procurement manager.

What we will be doing

The University recognises that we have a responsibility to raise awareness of modern slavery by researching, teaching and engaging staff and students on this issue. The University shall continue to implement measures as outlined in this statement to combat slavery and human trafficking and ensure that there is no slavery and human trafficking in the university or its supply chain, this includes developing a process for ensuring all new suppliers, regardless of financial threshold, who are set up on our vendor database self-certify they comply with the Modern Slavery Act 2015. In addition, we will continue to improve our training and awareness of the Act within the organisation.

Any concerns from suppliers, university students or staff or any third parties regarding Modern Slavery in relation to the university should be directed to the university's Procurement Manager, in the first instance. We aim to work with suppliers to address any deficiency and ensure that high ethical standards are maintained.

Approval and Signature

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and is reviewed annually. It was approved and signed by University Council.

Signed by: 

Date: 23rd November 2022