



Modern Slavery & Human Trafficking Statement

Introduction

South Staffordshire College ("the College") is committed to preventing modern slavery and human trafficking in all its activities and supply chains. This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and describes the steps the College has taken during the financial year ending July 2026 to ensure that slavery and human trafficking are not taking place in its business or supply chains. The College upholds a zero-tolerance approach to any form of modern slavery.

Organisational Structure and Business

South Staffordshire College is a further education college created in January 2009 to serve the needs of communities and businesses across South Staffordshire and the Midlands. The statement covers all of the campuses that make up South Staffordshire College - Cannock College, Lichfield College, Tamworth & Torc College and Rodbaston College, in Penkridge. Our core purpose is to transform people's lives. We do this through a set of priorities in order to overcome the significant skills shortages, challenges within the local economies and wider community needs.

Our turnover is circa £43m, which is above the £36m threshold in the UK Modern Slavery Act 2015. We have over 725 staff and over 6,000 students per year, over half of which are aged 16-18. All staff work directly for the College with the exception of some of our catering facilities which are outsourced. The College has a set of values that include Transparent and Respectful and we expect our employees to be treated with respect, dignity and fairness. We expect this to extend to our suppliers, agencies, contractors and those who come into contact with our business.

Policies and Strategies in Relation to Modern Slavery:

The College has established policies that embed its commitment to ethical conduct and the prevention of modern slavery and human trafficking. Key policies and procedures include:

- **Procurement Strategy:** Asks for due diligence on suppliers and integrates ethical, socially responsible sourcing requirements (aligned with the Modern Slavery Act).
- **Financial Regulations:** Reinforces that all suppliers must comply with applicable laws and labour standards.
- **Recruitment and Selection Policy:** Ensures transparent hiring practices, including verification of staff eligibility to work, to prevent forced or illegal labour.
- **Whistleblowing Policy:** Encourages staff, students, and third parties to report any concerns about improper practices (including any suspicion of modern slavery) without fear of retaliation.
- **Safeguarding Policy:** Explicitly covers protection against modern slavery and human trafficking and exploitation of any learners or staff.

All relevant policies are approved by the College's Board, are communicated to staff and are reviewed regularly to remain up-to-date with legislation and best practice.

Supply Chains

The College's supply chain is made up of a number of third-party providers, and those providing higher value goods and services are usually procured using a recognised consortium for the education or public sector. However, the College also procures items to support our curriculum from a wide range of smaller suppliers, such as hairdressing products, animal feed and bricks.

We ask for details of how suppliers ensure that their organisations and their supply chains are not involved with modern slavery or human trafficking. Any supplier (other than sole traders, who have to commit to support our Statement) who cannot provide that written commitment, would not be used by the College.

Risk Management and Due Diligence

The College adopts a robust approach to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our own business and that those who 'trade' with us share these commitments. We pay particular attention to higher risk areas such as outsourced services, construction projects and suppliers of goods from low wage environments. We also ensure that educational partnerships, especially subcontracted provision and apprenticeship employers, have labour practices that meet our standards. This is achieved by a due diligence process for subcontractors and a review process for apprenticeship employers.

The steps that we have taken to reduce this risk in the College are:

1. We check the identity and right-to-work (including DBS checks) of all our employees and have stringent pre-employment checks for staff and contractors before they are able to undertake work for us. These processes safeguard against human trafficking or individuals. This includes IR35 checks for contractors.
2. All of our governors have DBS checks in place and complete a Register of Interest annually.
3. We regularly review pay and currently pay the Real Living wage.
4. We have robust policies in place including a Whistleblowing Policy and Grievance Policy. We are committed to equality in employment (including Bullying & Harassment) so that staff are well aware of how to raise concerns in relation to any perceived wrongdoing or poor practice in the College.
5. We have a thorough procurement process and adhere to the Public Procurement Regulations 2023 (which came into effect in February 2025). The College works where possible with purchasing consortia and accredited suppliers that have already committed to ethical labour practices.
6. Contracts for goods and services include provisions allowing the College to terminate agreements if a supplier is found not meeting modern slavery requirements.
7. All suppliers will be required to produce their Modern Slavery & Human Trafficking Policy or have signed to agree to ours prior to us trading with them.

Training and Awareness

The College recognises that education and awareness are vital to effectively combat modern slavery. We provide training to staff members most likely to encounter or manage modern

slavery risks – in particular, our Procurement and Finance teams, HR staff, and managers involved in supplier selection or contract management.

In addition, the College raises general awareness among all employees (and Governors) through internal communications. New staff inductions include coverage of the College's expectations regarding ethical conduct and how to report any issues related to modern slavery or human trafficking. Through these efforts, we aim to ensure a high level of understanding across the organisation of modern slavery risks and everyone's role in mitigating them.

Corporation Approval

This statement was approved by the South Staffordshire College Board of Governors on 30th June 2026. It will be reviewed and updated annually, or as required, to reflect the College's ongoing actions in combatting modern slavery and human trafficking.

For and on behalf of South Staffordshire College:

A handwritten signature in black ink, appearing to read 'Mike Rowley', with a long horizontal flourish extending to the right.

Mike Rowley
Chair of Governors

A handwritten signature in black ink, appearing to read 'Claire Boliver', with a stylized, looped structure.

Claire Boliver
Chief Executive Principal