

Bangor University Slavery and Human Trafficking Statement

This statement relates to actions and activities undertaken during the financial year 01 August 2015 to 31 July 2016.

Introduction

Bangor University recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The University is committed to preventing slavery and human trafficking in its corporate activities, and to seeking to ensure that its supply chains are free from slavery and human trafficking.

Purpose

This Statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015 by informing students, staff, companies and the public about the University and its policy with respect to modern slavery, human trafficking forced and bonded labour and labour rights violations in its supply chains. This statement relates to actions and activities undertaken during the financial year 01 August 2015 to 31 July 2016.

Organisational Structure.

Founded in 1884, Bangor University has a long tradition of excellence and exceeds expectations, both for academic standards and student experience. The University has over 11,000 students and over 2,200 staff based in 23 Academic Schools grouped into five Colleges, and also in various Central Services.

Bangor University currently works with a large number of partners around the world and has formed close links with institutions such as Bahrain Institute of Banking and Finance, Bahrain; Beijing Normal University, China and Central College, USA. The University also has a presence in China through Bangor College China, a joint college with Central South University of Forestry and Technology based in Changsha.

The University has three subsidiary companies – Management Development Centre; Undeb Trading and Menai Science Park Ltd (M-SParc).

Mission

The mission of Bangor University is to be:

“a strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for its varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience it provides for its staff and students”

The University’s 2015-2020 Strategic Plan can be accessed from the University website:

<https://www.bangor.ac.uk/planning/strategic-plan/index.php.en>

Ethical Policy Framework

The University has in place an *Ethical Policy Framework* which embodies its values in principles and practice, applying to all staff, students and members of Council, as well as policies which govern how the University conducts its business.

The University seeks to adhere to the highest ethical standards in working to achieve its mission and implement its strategic plan. The aim of this document is to outline a framework which defines the University’s standards in general terms. It is acknowledged that individuals hold diverse views on ethical matters.

Business and Supply Chains

The University is committed to acquiring goods and services without causing harm to others.

The University’s supply chains mainly fall under five super-categories, which are:

- Laboratory Consumables and Equipment
- Library Resources
- Professional Services
- ICT Equipment and Services
- Estates Goods and Services

Our initial assessment is that the principal areas of expenditure which carry material risks are office supplies, laboratory consumables, ICT equipment, and construction.

The University is a member of the North Western Universities Purchasing Consortium which procures products for UK higher education institution. Many suppliers are subject to checks via the Net Positives Supplier Engagement Tool, which partly addresses the requirements of the Modern Slavery Act.

IT Equipment is purchased via the London Universities Purchasing Consortium, who are a member of Electronics Watch, an independent monitoring organisation working to achieve respect for labour rights in the global electronics industry through socially responsible public purchasing in Europe.

Risk Assessment

The University has considered the risk of modern slavery and trafficking to its business and supply chains. It is acknowledged that the risk will vary greatly and will change, but that no area or institution is risk free. Having taken into account factors outlined below it is believed that Bangor University is currently in a low risk category and, whilst this should be kept under review, the initial approach taken by the University to its requirements under the Act will be informed by this fact.

Relevant factors taken into account are:-

- Key members of staff at the University have attended training, and further training for staff will be rolled out during the 2016/17 academic year;
- Robust Human Resources recruitment processes are in place for directly employed staff, and where temporary staff are recruited through agencies these are established and accredited companies who can provide the University with assurances that they fully comply with the requirements of the Act;
- The University has committed to seeking the highest ethical standards in working to achieve its mission and implement its strategic plan and in particular has reviewed its procurement documentation, Ethical Policy Framework and Anti-bribery Policy within the last year;
- Key Policies are in place:-
 - o Procurement Strategy
 - o Ethical Policy Framework
 - o Strategic Equality Plan
 - o Ethical Investment Policy
 - o Public Interest Disclosure (Whistleblowing) Policy
 - o Anti-Bribery Policy
 - o Sustainability Policy
- On larger contracts, suppliers are required to declare whether they have violated obligations in the fields of environmental, social and labour;

Our plans for the future

As part of this reporting exercise in this and the coming years, Bangor University affirms its commitment to evolve, improve and work towards a greater transparency and responsibility towards people in relation to slavery and human trafficking. This will be with particular reference to its supply chains and any part of its business.

Key objectives for the coming year will include (a detailed action plan is included as an appendix to this Statement):-

- Targeted training for key members of staff on how to identify and respond to the signs of modern slavery and trafficking will be undertaken as part of wider procurement training;
- Work towards a better understanding of the University's supply chains and towards greater transparency and responsibility for those working on them;
- Include a Modern Slavery Act statement in all contracts and Agreements going forward;
- The existence of this Statement will be drawn to the attention of all staff and students;
- The University's standard invitation to tender and, in particular, supplier selection processes will be revised to ensure that suppliers can demonstrate compliance with the requirements of the Modern Slavery Act;
- Mapping of those suppliers who fall within potential high risk procurement categories of spend;

Statement

This Slavery and Human Trafficking Statement was approved by the University Council at its meeting on the 30th September, 2016

Signed:

A handwritten signature in black ink, appearing to read "John Hughes". The signature is written in a cursive style with a large initial 'J'.

Position: VICE - CHANCELLOR