



## Modern Slavery and Human Trafficking Statement

### Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps The Sheffield College, and its subsidiaries, has taken—and continues to take—to ensure that modern slavery and human trafficking are not taking place within the business or supply chains.

### Our Commitment

The Sheffield College, and its subsidiaries, is committed to acting ethically and with integrity in all our business dealings. We have a zero-tolerance approach to modern slavery and are dedicated to implementing and enforcing effective systems and controls to ensure it does not occur in any part of our operations. We are also committed to ensuring we educate our students about the dangers of modern slavery and human trafficking and ensuring they are also trained along with staff to spot any signs amongst their peers.

### Our Business and Supply Chains

The Sheffield College's core values are at the heart of everything we do. We are committed to running our business ethically and to EU and UK best purchasing practice, complying with the relevant statutory requirements and guidelines in accordance with the high standards embedded in our core values which are our FREDIE+ values (Fairness, Respect, Equality, Diversity, Inclusion, and Engagement with the + being innovation).

We operate in the education sector and our supply chains include facilities management, cleaning, catering, IT support, and professional services, as well as suppliers of educational materials, equipment, and general office goods. We also work with construction and maintenance contractors for estate projects. We assess our exposure to modern slavery risk as medium and take proactive steps to mitigate it.

### Policies and Procedures

We have implemented the following policies to support our commitment:

- **Code of Conduct:** Sets expectations for ethical behaviour across the organisation
- **Supplier Code of Ethics:** Requires suppliers to confirm compliance with anti-slavery laws
- **Whistleblowing Policy:** Encourages staff to report concerns confidentially
- **Recruitment Policy:** Ensures fair hiring practices and legal right to work checks.

### Due Diligence and Risk Assessment

We conduct regular risk assessments of our supply chains and engage with suppliers to ensure compliance. Where necessary, we require audits or certifications to verify working conditions.

### Training and Awareness

We provide training to relevant staff to help them identify signs of modern slavery and understand the procedures for reporting concerns. This is focussed on those engaging with the supply chain from a budget point of view and for those sourcing goods and services. Access to the finance and procurement process requires this training to be complete.

We also provide training within our tutorials for students so that they are also able to spot the signs of this with their peers. This ties into the safeguarding duty of the college.

### **Looking Ahead**

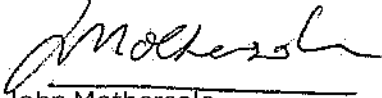
We will continue to review and strengthen our policies and practices to combat modern slavery. Our next steps include:

- strengthening contractual clauses
- the update and refresh of staff training modules
- enhancing student safeguarding tutorials.

### **Approval**

This statement has been approved by the Governing Body at its meeting on the 10 December 2025 and will be reviewed annually.

Signed,

A handwritten signature in black ink, appearing to read 'John Mothersole', written over a horizontal line.

John Mothersole

Chair of Governors

10 December 2025