



Modern Slavery Statement

For financial year ended 30 June 2023 – Approved November 2023

Introduction

The University acknowledges the provisions of the Modern Slavery Act and will ensure transparency within the organisation and with suppliers of goods and services to ensure that it is compliant with the Act. The University will not knowingly support or deal with any business involved in slavery or human trafficking and takes responsibility for implementing this Policy Statement and its objectives.

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.

This statement is made pursuant to section 54(1), Part 6 of the Modern Slavery Act 2015 and constitutes the University's slavery and human trafficking statement for the financial year ended 30 June 2023.

Organisational Structure

Regent's University London has been a member of the Galileo Global Education Group since September 2020 and carries out the majority of activities within its Regent's Park Campus. The University also has an ancillary conference and events business.

The University believes that it has a low risk of occurrence of modern slavery issues as the business, goods and suppliers are predominately supplied from the UK market and due to our due diligence and procurement procedures.

Within the business

Regent's strong belief is that everyone should have the opportunity to work to fair terms.

All of our directly employed staff are employed on standardised terms and conditions and are paid at least the London Living Wage as a minimum.

All agency staff are paid at least the London Living Wage and the relevant agency provides verification of their right to work.

The University complies with the applicable employment laws and our obligation is to ensure fairness in the hiring and advancement of all employees, both permanent and temporary without discrimination. All our staff have a personal responsibility to maintain a respectful work atmosphere, free of abusive or unprofessional conduct. The University has a full complement of HR policies and procedures which are actively adhered to. In particular, we have a Whistleblowing Policy, which encourages staff to raise any concerns they may have in relation to trafficking or modern slavery.

Suppliers

A strong tendering ethos is in place in the University and due diligence is carried out on all supply contracts which are a significant size or are considered high risk. All tenderers are required to supply a copy of their Modern Slavery policy. Facilities, including security and cleaning services, ICT and catering and hospitality

services are outsourced areas which are generally regarded as being more vulnerable to modern day slavery; however, we believe that this is low risk at the University and there have been no reported occurrences of slavery or people trafficking within the University's supply chains.

Students

Regent's has a high proportion of overseas students and the University has policies and procedures in place to reduce the risk of people trafficking in respect of our students. Procedures are also in place to follow up on any students who unexpectedly withdraw from the University, to check on their safety.

Our plans for the future

Regent's University London is committed to do more to ensure that there is no modern slavery or human trafficking in its business or supply chains.

- We will continue to review supplier contracts to ensure modern slavery clauses are included in contracts to minimise the risk within our supply chain.
- We will continue to encourage our suppliers to take steps to audit their own supply chains.
- We will continue to work with other Higher Education Providers and procurement networks to ensure that we share and learn from best practice.

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 and ensure that best practice is incorporated into our policies and procedures, and into our procurement arrangements.

Approved by the Board on 23 November 2023.

Geoff Smith

Professor Geoff Smith
Vice-Chancellor and CEO