DERBY COLLEGE GROUP STATEMENT

Modern Slavery Statement

Reference:	GOV-002
Year:	2024
Designated Owning Department:	Strategy and Corporate Services

Date:	December 2024
Executive Owner:	Deputy CEO - Strategy & Corporate Services
Lead Reviewer:	Clerk to the Corporation
Reviewers:	

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POLICY - PROCEDURES - GUIDELINES - RELATED DOCUMENTS

Modern Slavery Statement, December 2024

DCG is committed to tackling modern slavery and aims to do this by raising awareness and understanding of modern slavery and human trafficking amongst its employees and students, ensuring there is no modern slavery in the Group's own business and the Group's supply chains. The Group considers modern slavery prevention as part of a broader human rights agenda and as such engages with the wider community to promote individuals' protection.

Organisational Structure and Supply Chains

Organisational Structure

DCG primary business is the provision of education and skills training to individual students, employers and their employees and school pupils. In addition, the Group provides nursery care for children up to the age of four. Other activities include the provision of cleaning services through a subsidiary, DCG Services Limited. The Group is based in Derbyshire and operates from four main campuses – two within the City of Derby and two within the County of Derbyshire. The Group also provides community education in an outreach centre in the City of Derby and works directly on employer premises in the East and West Midlands.

Employees and Supply Chain

The Group and its subsidiaries employs a range of suppliers, including seasonal and sessional employees. A breakdown for 2023/24 is provided below:

- An average of 1069 people (752 FTE), 845 were teaching/teaching support employees;
- 129 sessional staff assigned to DCG for its main business of education and skills training;
- 30 employees of DCG Services Limited
- Around 1,263 suppliers and sub-contractors
- In 2023/24 the Group's turnover was around £59m.

Responsibility for Anti-Slavery Initiatives

The Group's Deputy Chief Executive takes overall responsibility for supporting and overseeing anti-slavery initiatives, and focussed responsibility is assigned as follows:

Student Engagement – Vice Principal of Student Experience and Pastoral Support
Employee Engagement –Director of Human Resources
Supplier Engagement – Chief Finance Officer

Policies

The Group has a review cycle for all policies and plans to incorporate expectations of Group employees, suppliers and others, as appropriate, at review stages. Policies currently in place that incorporate elements aimed at supporting the abolition of modern slavery are: Code of Conduct for Employees, Recruitment and Selection Policy, Health and Safety and Welfare at Work, Public Interest and Disclosure Policy, Safeguarding Policy and Financial Regulations. In addition, where a tender process takes place to appoint a new supplier, alongside standard questions, questions and requirements around social responsibility, sourcing and modern slavery are included.

Due Diligence

Given the nature of its core business, the Group does not deem modern slavery and human trafficking as high risk. However, the Group engages in activities aimed at tackling modern slavery and human trafficking and places a priority on raising awareness amongst its largest cohort of students, as part of positive citizenship, with the Group being the first further education college to achieve the Character Education Kitemark and achieving the 'College of Sanctuary status' in December 2020, which is currently being reappraised. Furthermore, this is championed with those employer partners who support the Group's students. This is particularly relevant to our Apprenticeship provision, with checks carried out on contracts of employment as part of the induction process, ensuring salaries meet minimum wage legislation, as well as hours worked. In addition, the Group pays regard to its

own staffing and supply chain and policies have been revised to incorporate expectations associated with tackling modern slavery and human trafficking.

Risk Assessment, Management and Key Performance Indicators

The Group assesses new suppliers and sub-contracting partners through procurement and onboarding processes. Questions relating to the Modern Slavery Act and how organisations comply with this have been included in tender processes for new suppliers, including how suppliers ensure modern slavery is not present in their supply chain. Procurement via accredited frameworks and consortia is encouraged, as these already have in place stringent and detailed contracts and due diligence processes to ensure suppliers are not involved with slavery, human trafficking or any other illegal activity.

A review has been undertaken of existing suppliers who the Group did business with in 2023/24 in order to identify if the Group deemed this supplier high risk. For those operating in a high risk industry the Group will issue the revised Suppliers' Handbook along with relevant questionnaire for completion, upon receipt of which assessment will be undertaken.

In the academic year 2023/24, the Group did not terminate any business as a result of suppliers not meeting expectations.

Training on Modern Slavery and Trafficking

The Group's largest cohort of students, and those supporting them, will continue to be engaged in awareness raising initiatives as part of the student induction and positive citizen programme. Safeguarding community events have been held on each site – delivered by a range of organisations with further scheduled for the 2023/24 academic year.

The Group's pastoral team received dedicated modern slavery training during the year.

The statement will be issued annually to all employees in order to ensure continued awareness and vigilance.

Students, employees and contractors are encouraged to identify and report any potential breaches of Modern Slavery.

Approved by the DCG Corporation on 16 December 2024