

# PEOPLE AND CULTURE COMMITTEE

## MODERN SLAVERY STATEMENT

People and Culture Committee is asked to:

- **APPROVE** the Modern Slavery Statement

<b>Date</b>	8 February 2022
<b>Author</b>	Gareth Hughes
<b>Contact</b>	<a href="mailto:gareth.j.hughes@durham.ac.uk">gareth.j.hughes@durham.ac.uk</a>
<b>Publication</b>	Open
<b>Relevance to strategy</b>	None
<b>Relevance to business delivery</b>	The Modern Slavery Statement will support Durham SU's partners, who often request sight of our policy position. Ultimately, this statement frames thinking and action, which will contribute to addressing unacceptable modern slavery practices.

### 1. SUMMARY

- 1.1 The Modern Slavery Act (2015) requires certain organisations to publish a statement describing their actions to identify and address the risk of modern slavery in their own business and in their partner organisations, in an attempt to progress action against modern slavery being supported inadvertently through funding and supply chain activity.
- 1.2 Durham SU is not an organisation that falls within the provisions of the Act, but some of the organisations with which we do business are implicated, and they routinely ask to see Durham SU's policy, as part of the commitments they set out in their own policy.
- 1.3 This paper proposes a policy statement, and asks the Committee to agree that this will be provided on request to partners who request Durham SU's position. As Durham SU does not fall within the provision of the Act, and this is a voluntary act by the trustees, there is no requirement for the policy statement to be reviewed annually.

### 2. FURTHER INFORMATION

- 2.1 Further information from Gareth Hughes, Chief Executive, at [gareth.j.hughes@durham.ac.uk](mailto:gareth.j.hughes@durham.ac.uk).
- 2.2 The Durham University Modern Slavery Statement is available [on its website for reference](#).

### 3. MODERN SLAVERY STATEMENT

This statement responds to the Modern Slavery Act 2015 and sets out the steps that Durham SU has taken and is continuing to take to ensure that modern slavery of human trafficking is not taking place within our business, partners or supply chain. Durham SU is not required to publish a statement as it does not fall within the provisions of the Act, but we support the intent of the legislation, and wish to assure our partners of our commitment.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Durham SU has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to ensure that there is no slavery or human trafficking in our supply chains or in any part of our business, or those of our partners. The processes set out

below reflect Durham SU's commitment to acting ethically and with integrity across the organisation.

### Our business

Durham Students' Union is a company limited by guarantee (07689815), and registered in England and Wales and is a registered charity (1145400). The registered address is Dunelm House, New Elvet, Durham, DH1 3AN. Durham SU is a separate organisation to Durham University but, under charity law and The Education Act (1994), both the Charity Commission and Durham University have obligations to and requirements of Durham SU.

Durham SU's governing document frame Durham SU's work, and the Articles of Association and Standing Orders are available [here](#). Our current strategy is available [here](#).

Much of our commercial trading is facilitated by NUS Services Limited, a national purchasing consortium. We actively engage with NUSSL to ensure that they meet the expectations of our policy statement, and manage risks in their own business.

### Our policies

Durham SU has a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- [Dignity at Durham SU](#) which lays out the expectations of equal opportunities and fair treatment in the workplace which Durham SU has for its entire staff.
- [Purchasing Policy and Procedures](#) which explains the manner in which we trade as an organisation and how we expect our employees and suppliers, purchasers or negotiators to act in a legal as well as ethically and socially responsible way.

Additional internal policies may be added at any point, subject to approval by the Board of Trustees and its Committees. The full Policy Register can be found [here](#).

### Future Actions

The Purchasing Policy and Procedures are currently under review as part of a full refresh of our financial procedures. This review will fully consider any risk of potential modern slavery within our business and in particular in trading, and will be reported in the next iteration of our modern slavery statement. Where high risks are identified they will be discussed with suppliers and appropriate action will be taken, which may include discontinuation of the relationship if change is not made, and report to appropriate regulatory authorities.

The Dignity at Durham SU policy will be reviewed in 2023.