



Modern Slavery Statement

September 2025

Scope	All Staff, Students, Visitors, and Suppliers of UKBC
OFS Condition	E1
Strategic Plan	Pillar 3
Access:	Public

Version 1.2

Approved by the Board of Governors

UK Business College – Modern Slavery Statement 2025/26

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It sets out the steps taken by UK Business College (UKBC) to prevent modern slavery and human trafficking.

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes many forms, including slavery, servitude, forced and compulsory labour and human trafficking. All involve the deprivation of a person's liberty for personal or commercial gain.

UKBC rejects all forms of modern slavery. Our mission is to advance the economic and professional prospects of individuals within the communities we serve by providing accessible education and training opportunities. Ensuring that these opportunities are delivered ethically and responsibly is integral to our values.

Governance and Oversight

- The Board of Governors retains overall accountability for modern slavery risk management.
- Oversight is provided through our Audit and Risk Committee, which receives an annual report on progress and areas for improvement.
- Day-to-day responsibility sits with the Chief Executive Officer, support by the Principal.
- Modern slavery risks are to be included in the College's corporate risk register.

Areas of Risk

We have identified the following areas where vigilance is required:

- Procurement and Supply Chains – including facilities, IT, catering, cleaning, and outsourced services.
- Recruitment and Employment Practices – ensuring all staff, contractors, and agency workers are recruited and treated lawfully and ethically.
- Partnerships – particularly with awarding bodies, placement providers, and other higher education partners.

Due Diligence and Supply Chain Management

- All new suppliers are required to confirm compliance with the Modern Slavery Act and relevant labour standards.
- Contracts include clauses enabling us to terminate relationships where modern slavery or trafficking is identified.
- A risk-based supplier assessment process is being introduced in 2025/26, prioritising higher-risk categories for enhanced checks or audits.

- We will track the percentage of suppliers assessed annually and report this metric in future statements.

Employment Practices

- Recruitment and employment policies are fully compliant with UK law and regularly reviewed.
- All staff have access to multiple avenues to raise concerns, including the Protected Disclosure (Whistleblowing) Policy.
- Right-to-work checks are carried out systematically to prevent illegal or exploitative employment practices.

Partnerships and Students

- UKBC works only with awarding body partners who are themselves regulated and publish Modern Slavery Statements.
- Student representatives are elected voluntarily and their roles are unpaid in line with legal requirements. Students are clearly informed of this at induction.

Training and Awareness

- Modern slavery awareness training is embedded in staff induction.
- Annual CPD sessions are held throughout the academic year, with a focus on recognising and responding to signs of coercion or exploitation.

Raising Awareness and Engagement

- Awareness campaigns will be delivered through staff communication and development events.
- Students will be engaged through the Student Union and representative bodies to raise awareness of exploitation risks, including in housing and casual employment.

Reporting and Whistleblowing

- Concerns can be raised confidentially through the College's Whistleblowing Policy, which is prominently published on our website.
- Reports may be made anonymously and are reviewed by the secretary to the Board of Governors.
- The College commits to investigating all allegations promptly and to taking appropriate remedial action where applicable.

Effectiveness and Continuous Improvement

In line with the updated March 2025 statutory guidance, UKBC is strengthening how it measures effectiveness. Our planned indicators include:

- % of new suppliers completing modern slavery due diligence.

- % of staff trained in modern slavery awareness.
- % of number of concerns raised and resolved under whistleblowing or safeguarding channels.

These measures will be reported in future statements to demonstrate progress and accountability.

Looking Ahead

UKBC recognises the evolving legal and policy environment, and commits to monitor these developments closely and adapt our practices accordingly.

Approval

This statement was approved by the Board of Governors and signed on its behalf by:



Chief Executive Officer of UK Business College