



Modern Slavery Statement 2025 - 2026

Equality Impact Assessment: Askham Bryan College recognises the importance of the Equality Act 2010 and its duties under the Act. This document has been assessed to ensure that it does not adversely affect staff, students or stakeholders on the grounds of any protected characteristics.

1. POLICY STATEMENT

- 1.1 Askham Bryan College ("the College") is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its services.

2. ORGANISATIONAL STRUCTURE

- 2.1 Askham Bryan College is a Further and Higher Education College established under the Further and Higher Education Act 1992 that employs approximately 445 staff (175 teaching staff and 270 non-teaching staff), operating in the United Kingdom. It is an exempt charity for the purposes of the Charities Act 2011. Its core business is teaching a student population of approximately 3,700. This covers a wide range of academic and vocational programmes.
- 2.2 The College has an annual turnover of £28.8 million of which approximately £11.9 million was spent on goods and services to support the running of the College.
- 2.3 As such, there is no legal obligation on the College to provide or have a Modern Slavery Statement pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act"); but the College considers it best practice to have such a statement, if only to show its commitment to and understanding of its obligations under Act.

3. ASSESSING AND MANAGING RISK

- 3.1 Home Office statutory guidance on modern slavery states that an organisation's approach to modern slavery should be based on assessing and managing risk.
- 3.2 The College has identified the following as the principal areas of potential risk for the College and within its operations:
- in the College's supply chains;
 - in the College's outsourced activities;
 - in the College's recruitment practices and recruitment agencies, cleaning and catering and other suppliers.

- 3.3 Goods that are produced, processed or transported through countries with a high risk of human exploitation e.g. eastern Asia, parts of Africa also present a high risk of modern slavery and human trafficking.
- 3.4 There is also the potential for reputational risk to the College where the College engages with or partners with other organisations who are not vigilant in relation to modern slavery and human trafficking.
- 3.5 The risk of human slavery and trafficking in the College's own business, however, as distinct from its supply chain, is low in view of the College's existing policies and procedures in relation to recruitment and safeguarding.

4. SUPPLY CHAINS

- 4.1 In its supply chains, the College has identified the following business areas as carrying material risks of modern slavery occurring:
- Estates and facilities;
 - catering services;
 - IT and office equipment.
- 4.2 Enquiries about potential third party suppliers' understanding of the Modern Slavery Act 2015 forms part of the College's due diligence during the procurement process for contracts which exceed the Public Procurement Thresholds and certain high value works contracts (works contracts of £200,000 or above). When tendering and or procuring any types of goods, services or works where the value of the contract will exceed Public Procurement Thresholds or where a works contract exceeds £200,000 to ensure compliance, the College requires that where the supplier's annual turnover does not exceed £36 million (the definition of turnover as stated in the statutory guidance on complying with section 54 of the Modern Slavery Act 2015), the supplier must comply with at least one of the following:
- The supplier passes the Modern Slavery question(s) in tender documentation;
 - The supplier confirms their compliance with the Modern Slavery Act 2015;
 - The supplier submits a modern slavery statement or policy during open, restricted or competitive flexible.
- 4.3 Any supplier or potential supplier that does not comply with the Modern Slavery Act 2015, or the College's own policies and procedures, will be removed from the College's list of suppliers and will not be considered for future supply to the College unless they can demonstrate compliance with the Act.

5. STAFF TRAINING

- 5.1 Where necessary, i.e. so that they can perform their role, the College provides training to staff to ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

6. RECRUITMENT PRACTICES

- 6.1 Temporary staff and staff recruited indirectly by the College are recruited through agreed, reputable recruitment agencies. Suppliers of temporary staff are contacted to ensure their staff are aware of objectives of the Modern Slavery Act 2015 and that they have appropriate safeguards in place.

7. MONITORING AND REVIEW

- 7.1 This statement will be made available to all staff members, stakeholders and the general public by publication on our website. This statement has been approved by the College's senior management team and will be reviewed at least once annually.

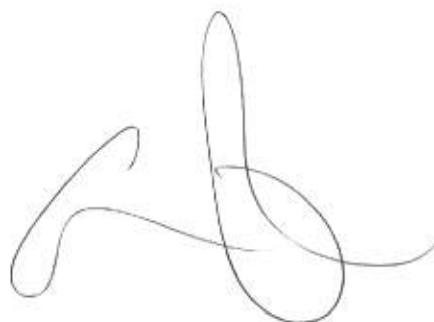
8. DOCUMENT HISTORY

Date of Issue: 8 January 2026
Approved on: 26th November 2025
Next review: November 2026
SLT Owner: CFO
Author: Legal and Compliance Adviser
Publication requirements: PUBLIC



Dr Tim Whitaker
Principal/Chief Executive Officer

Date: 8 January 2026



Graeme Osborn
Chair of the Corporation

Date: 8 January 2026