



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

OVERVIEW

Gateshead College believes in the purpose and principles of the Modern Slavery Act 2015 ("the Act"), and this statement sets out the steps we have taken to ensure there is no modern slavery and human trafficking in Gateshead College and its supply chains. We are committed to running our business responsibly and in accordance with our values.

This statement refers to the financial year ending 31 July 2025.

OUR COMMITMENT

We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Our statement covers the activities of Gateshead College, a General Further Education College which operates in the North East of England, providing education and training.

We value our people, and work to our values which underpin everything we do:

- Respect Others - We are kind and considerate to everyone.
- Take Responsibility - We act honestly and do what we say we'll do.
- Have Courage - We give things a go and stand up for what is right.
- Be Creative – We are open minded and explore new ways of doing things.
- Work Together – We value our differences and learn from each other.

We have a diverse supply chain covering staffing resources and operational activities including but not limited to estates management, cleaning, printing and transport.

The College is aware of its responsibility under the Act. Not only do we ensure that modern slavery is not taking place within Gateshead College, we also work to ensure it is not occurring within our supply chains. Abiding by the principles set out in this Statement is a condition of all contractor, customer, supply and vendor contracts.

All contractors, customers, suppliers and vendors must comply with all applicable legislation, including but not limited to employment, human rights, the environment and health and safety. We are committed to ensuring that our suppliers adhere to the highest standards of ethics, aware of their obligations under the Act and comply where necessary.

OUR PEOPLE

We carry out rigorous right to work checks for all new employees and ensure that contracts are provided in clear and accessible language. Where we engage agency workers, we only use vetted and approved agencies that are licensed and committed to ethical recruitment practices. We do not permit the charging of recruitment fees to candidates and require agencies to provide fair and transparent terms.

We comply with all pay-related legislation, ensure all staff are paid at least the National Minimum or Living Wage, and offer competitive pay rates.

We publish our Gender Pay Gap report annually and are committed to addressing any imbalances identified. This reflects our wider commitment to fair pay practices and ensuring that staff are not subject to exploitative or unfair treatment.

Our recruitment and people management processes are designed to safeguard employees from any form of exploitation or coercion.

Our Health and Safety Team oversee our compliance with health and safety legislation across our campuses. We are committed to fair working practices and publish a range of policies and procedures setting out our approach to health and safety, wellbeing at work and family friendly arrangements.

Safeguarding is a core part of our culture and practice. We have a Safeguarding Policy and procedures in place, and all staff complete mandatory safeguarding training annually, which includes recognising and reporting concerns about modern slavery. New employees also undertake this training at induction. This ensures everyone is regularly reminded of their responsibilities and how to act on concerns. This training includes how to recognise and report concerns about exploitation or modern slavery. Safeguarding helps us to identify and respond to risks at the earliest stage, protecting both staff and students.

We have a robust Whistleblowing and Disclosure Policy, allowing staff, students, contractors, and agency workers to report concerns confidentially—even anonymously where necessary—without fear of reprisal. Our policy designates senior officers, including the Director of People and Organisational Development, as points of contact.

We commit to acknowledging reports within five working days and keeping the discloser informed of the process and outcomes, while respecting confidentiality. This ensures that concerns—including potential modern slavery or exploitation—can be raised safely and addressed promptly.

The Director of People and Organisational Development is the Executive Lead for modern slavery compliance in relation to HR and people practices. The Deputy Principal, Finance

and Resources, holds lead responsibility at Executive level for supplier and procurement-related compliance.

Our Modern Slavery Statement is reviewed annually by the People Committee and the Finance and General Purposes Committee before being recommended to the Board for approval. This governance structure ensures that oversight of people practices and supply chain risks linked to modern slavery remains robust and transparent.

RELEVANT POLICIES

The College has a number of policies which support our commitment to human rights and which set out ways that there is no risk of modern slavery and/ or human trafficking in any part of our organisation. We continuously review and update all our policies.

The following policies are available to all staff to access via our Staff Intranet, Digidash:

- Preventing Harassment and Bullying Policy
- Preventing Sexual Harassment Policy
- Health and Safety Policy
- Equality and Diversity Policy
- Recruitment and Selection Policy
- Vetting Procedure for Visitors and New Employees
- Whistleblowing and Disclosure (Public Interest Disclosure) Policy
- Safeguarding Children and Child Protection Policy
- Safeguarding Adults at Risk Policy
- Prevent Policy

DUE DILIGENCE

We undertake appropriate due diligence checks when considering onboarding any new suppliers, to ensure they meet their legislative obligations.

All new suppliers are asked to self-certify that they comply with the requirements of the Act. If the supplier operates in a sector that is at a higher risk of modern slavery being present in their supply chains, then additional due diligence may be undertaken.

Our terms and conditions of purchase and our supply contracts require our suppliers to comply with all aspects of the Act.

For higher value procurements, or those where modern slavery presents a higher risk, we ask questions to seek assurance that the suppliers have taken steps to ensure that slavery and trafficking does not exist anywhere in their supply chains and that they have systems in place to ensure compliance with the Act.

AWARENESS RAISING

Gateshead College will continue to raise the awareness of the basic principles of the Act, through our procurement processes and relevant staff training and communication.

SUMMARY

This statement has been approved by our Governing Body at the Board Meeting in November 2025 and will be reviewed and updated annually as part of the review of the Financial Statements.

Signature

A handwritten signature in black ink, appearing to read 'David Alexander', written in a cursive style.

David Alexander

Principal and Chief Executive